

## ANNEX II

### MANAGEMENT PLAN

The main objective of this chapter is to set out the guidelines for the preservation of the Outstanding Universal Value (OUV) of Zagori through the implementation of actions and sustainable projects that are compatible with economic and regional development with the aim of achieving a balance between natural and cultural environment heritage protection and actions for its development, promotion and growth.

The challenge of managing a cultural landscape is that the larger its territory, the greater the degree of management complexity, especially in the case of Zagori, where the nominated property represents an entire municipality. Consequently, the complexity of a management plan for a monument or even a historic city differs significantly from that pertaining to a cultural landscape, as the combination of elements to be considered is far greater; to operate successfully it must necessarily take into account not only the natural and man-made environment constituting it, but also the population that dynamically inhabits it, namely both the tangible and intangible heritage. Equally important is the preservation of architecture, habitation networks, historical and archaeological sites, through the preservation and promotion of forms of social organization, customs and life based on ancestral traditions.

The mixed cultural landscape of Zagori is a “multilevel” cultural landscape, the product of a multidimensional dialogue between humanity and nature in time. It is a complex ecosystem which continues to be shaped by ceaseless, dynamic and complex processes with the interaction of natural, social, cultural, economic, administrative, political and legal components and factors through the continuous history of settlements in the area. This “multilevel” cultural landscape reflects the local identity and socio-cultural diversity of its communities. It represents the indigenous, natural character and the traditional way of life together with their tangible and intangible values, which with their evolution over time, reflect and contribute to the formation of this special identity. Nevertheless, in this modern era of globalization we live in, it inevitably faces various threats and challenges, which could lead to the gradual degradation and loss of its values. Thus, their preservation and viability constitute an important issue that needs to be addressed.

However, the existence of the special Cultural Landscape of Zagori constitutes from the very beginning a dynamic capital for the place. The weight of its values creates unique opportunities for the proper and rational management of the region, while development through good practices can determine suitable conditions not only for the preservation and protection of the Cultural Landscape in the present, but can also ensure its safe legacy to future generations.

In this context, the Zagori Cultural Landscape Management Plan focuses on the preservation and management of this complex ecosystem, as a whole, having first recorded, understood and evaluated all its natural and cultural, tangible and intangible values. The Plan follows a holistic approach using multidisciplinary methods and various policy tools to address any problems or challenges

posed by natural hazards and environmental forces, current growth trends, urbanisation and tourism. It sets out principles, strategies and actions, and sets a general framework with a multidisciplinary approach ranging from a territorial to a building scale, while examining and taking into account the multilevel relationships between natural, socio-cultural, economic, administrative and legal frameworks, with the aim of achieving sustainability of the region's landscape identity through its transformation.

Contemporary forces, challenges and the effects of industrialisation, globalisation, urbanisation as well as scattered and non-unified top-down decision-making processes have shown their irreversible effects worldwide, also posing various threats and dangers to mixed, multilevel cultural landscapes, such as that of Zagori.

### ***Management Plan Objectives***

The Management Plan aims at harmonising all current uses of land within a region, whether agricultural, livestock, forestry, tourism, etc. with the protection of the natural and cultural heritage of the region taking into account various interests and needs. This harmonisation has to be exercised in a way that ensures the maximum possible benefit to society as a whole.

This arrangement of all uses in space and time can only be achieved through the preparation of detailed management plans, valid for 5, 10 or even 20 years, depending on the necessary planning horizon and are adjusted/reviewed, several times prior to their expiration in case the data on which the original forecasts were based change or if the measures have proved inapplicable. A prerequisite for the correct development of a management plan is the clear diagnosis of the situation of the region, i.e. the accurate description of the elements of the biotic/living and abiotic/inanimate environment, as well as the institutional, economic and social conditions that prevail in it.

The regulation of uses must follow the principle of sustainability, i.e. must ensure that future generations are able to enjoy at least the same benefits from the protected area as those of the present generation. The correct choice of management objectives is a prerequisite for the proper execution of the management plan. Objectives and measures should be defined in cooperation with services, municipalities, local relevant professional and environmental-cultural organizations. Local services as well as the local population (especially stakeholders) could also be actively involved.

In order to protect, upgrade and restore the valuable elements of an area, within the frame of the preparation of the Management Plan:

- The necessary projects and actions that are necessary for the protection, preservation and upgrade of the elements of the area, as well as for the development compatible with the protection, are specified.
- The manner of implementation of the individual projects and actions, the procedures, the financing and the schedule are determined.
- The monitoring programme of the parameters of the natural and man-made environment is specialized.

The Management Plan being prepared in the context of the present study aims at the characterization, establishment, operation and management of Zagori Cultural Landscape as a property inscribed in the World Heritage List,

the main goal being its protection, management and promotion, as well as the promotion of mild tourism in it.

The general goal of the Plan is to find ways to:

- protect, preserve, upgrade and utilize the special elements and values of the property,
- retain, at the same time, the existence and, possibly, the development of some of the human economic and social activities that can coexist harmoniously with the property.

The ultimate goal of the Management Plan is to design a Site recognized as a Cultural Landscape, through the following:

- Investigation of current local, national, community and international institutional framework and tools for the establishment and management of a Cultural Landscape in relation to the existing regime of conservation and protection of nature, the environment and cultural heritage in Greece generally and in the region in particular.
- Investigation of the conditions of preservation-protection-management of the natural and cultural environment in practice, in the specific area, and detection of methods of coordination and good cooperation with the existing special scheme of their management or in other words the competent bodies.
- Investigation of the profile of the local community and the policies, practices and development perceptions and plans of the area (to include any approved plans that will then have to be taken into account), since the success of any conservation scheme depends directly on the wider development and management framework in the region. Assessment of the overall condition and values of the area and calculation of positive and negative effects from the implementation of the project.
- Highlighting multiple attractions to achieve the diffusion of visitors in space and time, as well as extending their stay, while ensuring high quality experience, through specific intervention proposals, always keeping in mind the adequate protection of natural resources and cultural heritage, the respect of the bearing capacity of the place, the application of the basic principles of interpretation of the poles, the care for special measures that concern particularly sensitive areas to be visited, the systematic monitoring of the flow of visitors through a management system, and the costing of the interventions.

***The above will lead to the following:***

- Formulation of specific proposals for an Integrated Management Plan that will include priority axes and phases for its implementation.
- Evaluation plan of the above planning, for taking measures, monitoring and evaluation of the implementation of the proposed measures and their adjustment according to the results of the evaluation.

The drafting of the Management Plan has taken into account that the main responsible factors of a transparent and inclusive management should be the people connected to the cultural landscape, focusing on the interaction of man

and his environment, as it is based on the value of the cultural landscape. Management focuses on guiding change to preserve the values of the cultural landscape, which lies at the interface of nature and culture, tangible and intangible heritage and biological and cultural diversity, representing the essence of culture and human identity.

The values of the cultural landscape include the natural environment, socio-economic systems and the tangible and intangible cultural heritage, which as traditions and customary way of life are passed down from one generation to the next, keeping alive the “spirit” of the place.

Given that these values that characterize landscapes are inherently dynamic factors, it means that they change and adapt to the current conditions, causing changes of an ecological type, such as ecosystems and vegetation, but also of cultural character, whether it is the structured man-made environment or places of living heritage, associative landscapes that carry intangible values, which are often shaped by traditional land use practices and over time are influenced by developments in the wider socio-economic environment.

Consequently, cultural landscape management is “about managing change, in the manner environmental and cultural values suggest: change must take place within those boundaries that will not disrupt those values”. Managing change also requires flexibility and adaptability. Effective change management is directly linked to maintaining the authenticity and integrity of the proposed World Heritage Site over time.

Cultural landscape management is integrated into a broader geographical and institutional context with planning being coordinated with the corresponding local, regional and national level. In our case, that is, in Zagori, part of the area has been initially designated as a National Park – or more properly as National Parks – and later, almost all of Zagori, as a National Park (North Pindus National Park), while more recently Zagori gained international prestige, having been recognized for the most part as a UNESCO Global Geopark.

The elaboration of the plan identifies the values and characteristics of the area, defines the management objectives to be achieved and states the lines of action to be implemented, aiming at a sustainable management of the cultural landscape, which is culturally and ecologically appropriate and also economically beneficial to bring about improvements in the quality of life as well as cultural and economic development in the members of the local communities. Therefore, the development of the Management Plan is an important tool for “reaching agreement” between the stakeholders and the general public regarding the implementation and ongoing management activities.

### ***Management process***

This Management Plan is not an individual action, but a process that is adapted during its implementation. It is a continuous, non-static process that can identify concerns and future alternatives as it examines evolving chains of causes and effects that may arise from current decisions.

It provides a mechanism for reflection on threats and opportunities and other issues, problem solving and promotion of debates amongst stakeholders in a systematic manner and having a “holistic” view of the range of issues and opinions as well as the stakeholders involved.

There are a number of approaches to prepare for management action. The overall management process proposed and schematically presented in Figure I may be analysed in the following interrelated stages:

1. Understanding the cultural landscape and its values.
2. Development of a common vision.
3. Reaching an agreement regarding the approach and planning of work.
4. Identification of options and agreement on the management strategy.
5. Definition of management objectives and evaluation of opportunities and challenges – use of management plans to organize and coordinate objectives.
6. Coordination of the implementation of the management strategy.
7. Monitoring, evaluation and adaptive management.
8. Decision for future renewal / revision of the management strategies and the management plan.

Understanding the importance of the landscape is the foundation for its management and the basis for developing a shared vision, a statement that represents the values of the landscape and the prospects of all key stakeholders.

Taking into account the common vision as formulated by all stakeholders and concerned bodies and having obtained their consent and commitment, the Management Plan first sets the objectives, defines the management procedures and principles, clarifies and plans its management coordination, and overall governance, while developing a communication strategy to reach a wider audience.

Especially in the area of Zagori where ownership status is partly complex, and there are multi-owners, it is important to clarify the governance and decision-making principles that will affect the future of the landscape. It is also important to clarify the roles and responsibilities for the development and implementation of the project, given that cooperation and/or co-management between key stakeholders is vital to its successful implementation.

The cultural landscape Management Plan:

- Takes into account current economic, social and cultural policies and planned developments in the region that may create opportunities or challenges;
- Is linked to local and regional development plans, incorporating land use management in its design, any new infrastructure related to accessibility and energy structures, new agricultural practices or products, as well as studies and plans for tourism and more generally economic development;
- Adapts to changing trends, such as changing demographics,

so that the cultural values of the landscape can contribute to the sustainable development of the region as a whole.

The main strengths and weaknesses as well as the opportunities and threats of the Municipality of Zagori are summarized in the following table:

Strengths	Weaknesses
Primary sector with growth potential (livestock, forestry, crops, aromatic plants).	Demographic aging of the population.
Rich cultural heritage (Traditional settlements, monuments, events, etc.).	Low efficiency of the agricultural sector due to the climatic conditions and the intense mountainous character of the area.
Rich natural and geological heritage.	Moderate condition of the existing road network.
Natural environment with great ecological value, important habitats and rare, endangered and protected species of flora and fauna.	Lack of pasture management plans.
	The poor public transport service of the areas of the Municipality.
Opportunities	Threats
The promotion of the natural and cultural wealth of the area.	Difficulties to adapt forest wealth management in relation to present day needs for protection, promotion and exploitation.
The application of tourism standards in special and alternative forms focusing on the environment.	Environmental pressures in certain locations posed by the possibility of mass tourism.
The connection of primary sector and tourism.	Potential pressures on the landscape and monuments due to climate change.
Utilisation of available financial tools from national and/or European resources.	Non-utilisation of resources for the repair/maintenance of monuments and adaptation to climate change.

All modules of objectives, functions and actions that constitute the Site Management Plan and that are related to protection-management, scientific research and local development, must be balanced. To facilitate the achievement of this balance, the following are considered necessary:

- To ensure the independence of the bodies that have the authority to evaluate, judge and decide on the implementation and enforcement of the actions of each sub-unit of the Management Plan,

- To ensure the independence of the bodies for action implementation from possible evaluation bodies, while creating automatic mechanisms for controlling their effectiveness.

### ***Management Body of the Zagori Cultural Landscape***

Taking into consideration of all the above, it has been deemed that the **Municipality of Zagori** is the most appropriate body to undertake the implementation of the Management Plan, where an Independent Department of Cultural Landscape Management shall be created. The Department shall be manned with staff who already serve in the Municipality or additional specialized staff would be hired.

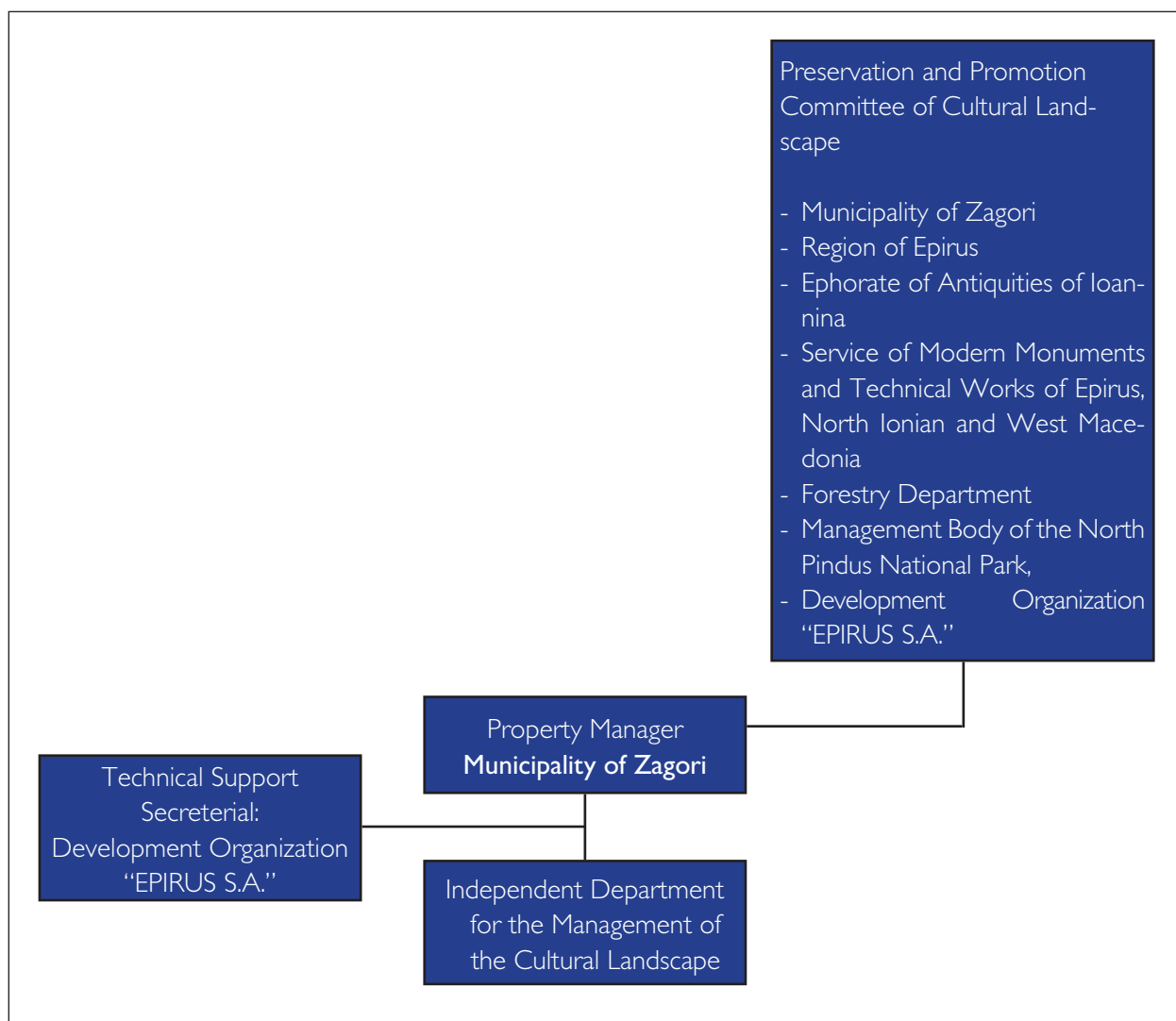
At the level of governance, management and coordination, the Independent Department for the Management of the Cultural Landscape will be assisted by the Preservation and Promotion Commission of Cultural Landscape involving stakeholder representatives: the Municipality of Zagori, the Region of Epirus, the Ministry of Culture with its competent departments (Ephorate of Antiquities of Ioannina and Department of Modern Monuments of Epirus, Western Macedonia and the Ionian islands), the Forestry Department, the Management Body of the North Pindus National Park, Development Organization "EPIRUS S.A.", as well as representatives of cultural associations and productive organizations of the region.

The aforementioned Committee will: (a) be responsible for coordinating stakeholders for the implementation of approved projects and actions, (b) assist the Municipality of Zagori on issues related to the operation of the Site and (c) participate in the evaluation of the first phase and decision-making that would concern the next phases of the management plan.

The Committee for the Preservation and Promotion of the Cultural landscape operates independently and unaffected by the Municipal Council, which accepts suggestions and decides on all aims, measures and actions.

In **terms of operation and implementation**, the Independent Department of Cultural Landscape Management will be technically supported by Development Organization “EPIRUS S.A.”.

Schematically, the governance of the Cultural Landscape of Zagori is as follows:



Actions shall be assigned for implementation either to the services of the Development Organization “EPIRUS S.A.” or to other existing bodies in the broader public or private sector.

### **Vision - Strategy - Goals**

The purpose of managing the cultural landscape of Zagori is primarily to protect its exceptional global value for present and future generations. The role of the governance is to provide guidance on any changes in the cultural landscape while maintaining its important values. To achieve this goal, a management framework can be used to organize and implement relevant actions over a set period of time.

A key part of this framework is the implementation of an approach that builds agreement between key stakeholders for the identification and implementation



of a variety of measures to protect these values, as well as the renewal and maintenance of these efforts over time. Planning is an important management tool and is part of the management process used to organize, document and coordinate management strategies, frequently between specific stakeholders.

In short, the content of the Management Plan must include: a) the thorough common understanding of the Site by all stakeholders, b) a cycle of planning, implementation, monitoring, evaluation and feedback, c) the involvement of partners and stakeholders, d) the allocation of necessary resources, e) capacity building, and f) a responsible, transparent description of how the management system operates.

The Key Strategy of the Management Plan of the Cultural Landscape of Zagori is:

***“The preservation of Outstanding Universal Value (OUV) with the simultaneous protection and promotion of the natural and cultural heritage Landscape”.***

As the Zagori Cultural Landscape includes the entire Municipality of Zagori, the Key Strategy should be in harmony with the Vision of the Municipality for the area, as stated in its Business Plan:

***“Utilising the comparative advantages of the area, mainly the architectural tradition, the natural environment and culture for the creation of a strong Municipality with modern infrastructures and productive processes as a basis for upgrading the quality of life of inhabitants and sustainable development”.***

#### ***Principles of the Management Plan of the Zagori Cultural Landscape***

***“The tangible and intangible World Heritage to be preserved in the future and to remain – as far as possible – authentic and intact”***

***“The traditional settlements with public and private buildings, the main square with paved alleys, as well as many individual historical buildings / monuments, are the most valuable cultural heritage of Zagori”***

***“Authenticity and integrity must be maintained. The world heritage site must be maintained with sustainable development, while taking into account the changing requirements of each era”***

***“ Preserving the Visual Integrity of the Landscape”***

***“Sustainable development through mild forms of tourism promotion and development”***

The establishment and operation of the property as a landscape with exquisite natural and cultural values aims at:

- Highlighting the whole and the individual special natural and cultural characteristics of the property,
- Protecting the natural and man-made environment and in particular of designated cultural monuments,
- Social and economic (sustainable) development (e.g., through thematic forms of tourism),
- Information - education on natural and cultural heritage (e.g., projects of interpretation of the special elements of the Site).

***The long-term goals of the Management Plan are:***

- The organization of administration, management and operation of the Site.
- The protection and preservation of the special characteristics of the place from the point of view of environmental (biodiversity, etc.) and geological value in combination with the value of the cultural elements, the landscape and more broadly of the already formed character of the area.
- The organization of the area for the service of visitors (promotion of values, creation of infrastructures, education and information, etc.) with the criterion of the promotion of the special values of the Site.
- The improvement of quality of life in the area and the rise in inhabitants' living standards, through strengthening of infrastructure projects, full utilization of possibilities and the development of local economy, in accordance with the preservation of the Site's values.

The management of the Site takes into account the analysis of the elements of man-made and natural environment, individual economic activities, existing problems, the planning and perspectives formed, as well as the directions and programmes at higher planning levels, and the general directions for the protection of the natural and man-made environment including monuments.

***Axes of action-Activities***

The Action Plan, the specific and effective implementation of the Management Plan, identifies the operational strategies that must be applied and the projects that must be implemented to maintain the integrity and authenticity of the site but also its development.

The themes that support the structure of the action plan are:

- Cultural Heritage
- Built environment / Architectural heritage
- Natural heritage
- Sustainable development
- Awareness-Raising - Education - Presentation - Promotion

These axes include a wide range of actions, as described in detail in Appendix I of the Management Plan (TABLE OF ACTIONS). The actions are aiming at the following 9 goals:

1. Preservation of tangible / material cultural heritage.
2. Sustainable use and development of tangible cultural heritage.
3. Protection from natural hazards and "adaptation to climate change".
4. Preservation and transmission of the intangible cultural heritage to future generations.
5. Preservation of the traditional character and visual integrity of the built environment.
6. Increase the length of stay of visitors and enhance the tourist attractiveness of the area to combat the seasonal imbalance of visitor traffic.
7. Establishment in the consciousness of the inhabitants of the values of the cultural landscape and its promotion at a local, national and international level.
8. Preservation of the values of the natural environment for future generations.

9. Sustainable development with recovery of primary production and the creation/production of local quality products as well as their connection with the tertiary sector.





Traditional main door.

## APPENDIX I. TABLE OF ACTIONS

Nr.	Thematic Axis / Goal / Title of bundle of Actions	Potential Agencies	Remarks - Comments / characteristic sub-actions	Correlation with Sustainable Development Goals (SDGs) of the 2030 Agenda
<b>A</b>	<b>CULTURAL HERITAGE</b>			
<b>AI.</b>	<b>Preservation of material cultural heritage and sustainable development</b>			<b>11 SUSTAINABLE CITIES AND COMMUNITIES</b> 
al.1	Studies, works and actions for the accessibility to selected areas of archaeological sites and monuments for persons with disabilities.	Ephorate of Antiquities of Ioannina, Service of Modern Monuments and Technical Works of Epirus, North Ionian and West Macedonia	For example, the following monuments: Archaeological site of Vitsa, Monastery of Agios Ioannis Prodromos Rogovou, Monastery of Voutsas, Church of Agios Nikolaos at Tsepelovo, Church of Agios Vlasios at Papigo, Church of Agios Georgios at Negades.	
al.2	Works for the protection, restoration, enhancement and conservation of monuments.		<p>Works that are mature to start:</p> <ol style="list-style-type: none"> <li>1. Vikos, Monastery of Theotokos.</li> <li>2. Vitsa, Monastery of Prophitis Ilias.</li> <li>3. Vitsa, Church of Agios Nikolaos.</li> <li>4. Elati, Church of Agios Georgios.</li> <li>5. Iliochoi, Monastery of Genesion Theotokou.</li> <li>6. Greveniti, Voutsas Monastery.</li> <li>7. Skamneli, Church of Koimisis Theotokou.</li> <li>8. Vitsa, ancient settlement.</li> <li>9. Kapesovo, site of Tourla.</li> <li>10. Tristeno, Gouras Bridge.</li> <li>11. Skala of Vradeto.</li> <li>12. Skala of Vitsa.</li> <li>13. Koukouli, Plakidas' house.</li> </ol> <p>Monuments with matured studies in order to begin in near future:</p> <ol style="list-style-type: none"> <li>1. Aristi, Church of Koimisis Theotokou.</li> <li>2. Kato Pedina, Church of Taxiarches.</li> <li>3. Vitsa, Church of Agios Nikolaos.</li> <li>4. Monodendri, Monastery of Agia Paraskevi.</li> <li>5. Tsepelovo, Church of Eisodia Theotokou.</li> <li>6. Aristi, Spilaioitissa Monastery.</li> <li>7. Vovousa, Pontikas Bridge.</li> <li>8. Anthrakis, Fteri Bridge.</li> <li>9. Kleidonia Bridge.</li> </ol>	

Nr.	Thematic Axis / Goal / Title of bundle of Actions	Potential Agencies	Remarks - Comments / characteristic sub-actions	Correlation with Sustainable Development Goals (SDGs) of the 2030 Agenda
a.I.2.a	Works of stabilization and restoration of monuments.	<p>Service of Modern Monuments and Technical Works of Epirus, North Ionian and West Macedonia</p> <p>Hellenic Ministry of Culture / Directorate of Byzantine and Post-Byzantine Monuments, Region of Epirus, Ecclesiastic Committee, Municipality of Zagori</p>	<p>Cleaning, restoration and filling of gaps:</p> <ol style="list-style-type: none"> <li>1. Capetan Arkoudas Bridge at Dilofo.</li> <li>2. Left supporting pillar of Agios Minas Bridge at Dilopho.</li> <li>3. Stone bridges between Kapesovo and Vradeto.</li> </ol> <p>Restoration and filling of gaps:</p> <ol style="list-style-type: none"> <li>1. Arkades Bridge at Kokori, Kipoi.</li> <li>2. Balustrades of the Tsipiani Bridge at Greveniti.</li> <li>3. Left end of the Vovoussa Bridge (within the settlement).</li> </ol> <p>Supporting and filling-of-gaps of the substructure:</p> <ol style="list-style-type: none"> <li>4. Left end of the Mylos Bridge at Dipotamo.</li> <li>5. Left pillar of the "La Puntica" Bridge outside Vovoussa.</li> <li>6. Balustrades of the Bridge at Mousovo in Dipotamos.</li> <li>7. Left pillar of the Goura Bridge at Tristeno.</li> <li>8. Middle pillars of the Milos Bridge at Kipoi.</li> <li>9. Right pillar and balustrade of the Kamper Aga Bridge at Miliotades.</li> <li>10. Balustrades of the Tsipiani bridge at Greveniti.</li> <li>11. Middle pillars of the Kalogeriko or Plakida Bridge at Kipoi.</li> <li>12. Right pillar of the Antha or Paleogefiro Bridge at Tsepelovo.</li> <li>13. Left end and pillar of the Kovatsena or Gefiropoulo Bridge at Tsepelovo.</li> </ol> <p>Solidification of the northern wall and restoration of the roof of the "Paschaleios School" at Kapesovo.</p> <p>Solidification and Restoration:</p> <ol style="list-style-type: none"> <li>1. Rogovos Bridge between Mikro and Megalo Papigo.</li> <li>2. Agios Nikolaos Bridge at Fragades.</li> <li>3. Garani Bridge at Vrysochori.</li> </ol> <p>Solidification of the stone structures and restoration of the roof of the Evangelos Plakidas' house at Koukouli.</p> <p>Restoration of the openings and interior floors of the "Paschaleios School" at Kapesovo.</p>	




Nr.	Thematic Axis / Goal / Title of bundle of Actions	Potential Agencies	Remarks - Comments / characteristic sub-actions	Correlation with Sustainable Development Goals (SDGs) of the 2030 Agenda
			<p><b>Urgent works of:</b></p> <ol style="list-style-type: none"> <li>1. Restoration of the roof and grouting of the Koimisis Theotokou Church at Aristi.</li> <li>2. Restoration of the roof of the Koimisis Theotokou Monastery at Vitsa.</li> <li>3. Restoration of the stone slabbed floor of the courtyard of the Koimisis Theotokou Church at Dilopho.</li> <li>4. Solidification works of the dome of Agios Dimitrios Church at Fragades.</li> <li>5. Reconstruction of the eastern wall of Agios Dimitrios Church at Ano Pedina.</li> <li>6. Restoration of the rood of the monks cells and the propylon of the Evangelistria Monastery at Ano Pedina.</li> <li>7. Restoration of the bell-tower of the Taxiarches Church at Laista.</li> <li>8. Solidification - restoration of the bell-tower of Agios Georgios Church at Negades.</li> <li>9. Restoration of the bell-tower of Agios Minas Church at Dikorfo.</li> <li>10. Reconstruction of the roof of the bema and the parabemata (pastophories) and restoration of the slabbed floor of Agios Athanasios Church at Monodendri.</li> <li>11. Restoration of the surrounding area, inner floors and partial repair of the roof of Spilaiotissa Monastery at Aristi.</li> <li>12. Restoration of the bell-tower and the enceinte of Agios Nikolaos Church at Elaftos.</li> <li>13. Restoration of the bell-tower of the Koimisis Theotokou Church at Doliani.</li> <li>14. Repair of the roof of Agios Vlassios Church at Papigo.</li> <li>15. Restoration of the surrounding wall and the roof of the hayati, construction of a drainage channel at Agios Nikolaos Church at Kapesovo.</li> <li>16. Repair of the roof of Agios Nikolaos church at Leptokaria</li> </ol>	






Nr.	Thematic Axis / Goal / Title of bundle of Actions	Potential Agencies	Remarks - Comments / characteristic sub-actions	Correlation with Sustainable Development Goals (SDGs) of the 2030 Agenda
			<b>Stabilization and restoration works:</b> <ol style="list-style-type: none"> <li>1. Monastery of the Genesion Theotokou at Asprangeloi.</li> <li>2. The Catholicon of the Monastery of the Koimisis Theotokou at Makrino.</li> <li>3. The Catholicon of the Monastery of Agios Ioannis Prodromos Rogovou at Tsepelovo.</li> <li>4. The Church of Agia Triada at Kavalari.</li> <li>5. The monk-cells of the Monastery of Agios Ioannis Prodromos Rogovou at Tsepelovo.</li> <li>6. The Church of Agios Charalambos at Vrysochori.</li> <li>7. The Church of Agios Ioannis Prodromos at Dikorfo.</li> <li>8. The Church of Taxiarches at Kato Pedina.</li> <li>9. The Church of Koimisis Theotokou at Skamneli.</li> <li>10. The Church of Agios Nikolaos at Fragades.</li> </ol> <b>Enhancement of archaeological sites/monuments:</b> <ol style="list-style-type: none"> <li>1. Ancient settlement and cemeteries of Vitsa.</li> <li>2. The acropolis of Agios Minas at Kastraki.</li> <li>3. Fortress "Kastri Asprangelon".</li> </ol>	
AI.2.b	Conservation of frescoes and icons.	Ephorate of Antiquities of Ioannina, Region of Epirus, Ecclesiastic Committee	<b>Urgent conservation works on frescoes / wooden roof / templon (altar screen):</b> <ol style="list-style-type: none"> <li>1. Church of Agios Georgios at Elafotopos.</li> <li>2. Monastery of Koimisis Theotokou at Makrino.</li> <li>3. Church of Agia Triada.</li> <li>4. Church of Agios Georgios at Negades.</li> <li>5. Church of Agios Nikolaos at Kapesovo.</li> <li>6. Church of Taxiarches at Kato Pedina.</li> <li>7. Church of Agios Georgios at Manassi.</li> <li>8. Church of Koimisis Theotokou at Skamneli.</li> <li>9. Church of Agia Triada at Kavalari.</li> </ol> <b>Conservation works of frescoes / icons:</b> <ol style="list-style-type: none"> <li>1. Monastery of Koimisis Theotokou Vissokou at Kalouta.</li> <li>2. Monastery of Agios Ioannis Prodromos Rogovou at Tsepelovo.</li> <li>3. Church of Taxiarches at Vitsa.</li> <li>4. Monastery of Koimisis Theotokou at Vitsa.</li> </ol> <p>Conservation project of fifteen (15) portable icons.</p>	






Nr.	Thematic Axis / Goal / Title of bundle of Actions	Potential Agencies	Remarks - Comments / characteristic sub-actions	Correlation with Sustainable Development Goals (SDGs) of the 2030 Agenda
al.3	Operation and reuse of architectural monuments, such as schools, with compatible functions.	Municipality of Zagori, Region of Epirus	Characteristic examples: - "Paschaleios School" at Kapesovo. - Library of Neofytos Doukas at Ano Pedina. - "Anagnostopouleios School" at Dilofo. - "Velogianni" building at Vitsa.	
al.4	Actions for the promotion and enhancement of the historic and artistic value of movable and immovable monuments of the region.	Municipality of Zagori, Region of Epirus Ephorate of Antiquities of Ioannina, Service of Modern Monuments and Technical Works of Epirus, North Ionian and West Macedonia, NGO/Cultural Associations	The Municipality of Zagori is already promoting the development of innovative actions through the use of modern computing and telecommunication technologies for the protection and enhancement of cultural heritage (Rigas Charta, old editions and manuscripts of the 16th-19th centuries, etc). The cultural product will be accessible to the public through multi-channel applications, virtual tours and interactive exhibitions. The Ephorate of Antiquities of Ioannina is planning works and actions concerning the protection, promotion and enhancement of the following ancient and post-byzantine sites and monuments: Short-term projects: 1. Kastraki at Agios Minas, Evangelistria Monastery and settlement. 2. Profitis Ilias Monastery and archaeological site at Vitsa-Monodendri. 3. Spilaiotissa Monastery-Kleidonia, at Aristi. 4. Monastery of Agia Paraskevi, ancient acropolis-fortification wall at Skamneli. Long-term projects for the creation of exhibition spaces in order to present religious art and ecclesiastical treasures from Zagori: 1. Church of Koimisis Theotokou, reliquary, at Koukouli. 2. Paschaleios School, at Kapesovo. Painters from Kapesovo. Permanent exhibition with visual, archive material and anthivola. 3. Church of Agioi Apostoloi, reliquary, at Skamneli. 4. Church of Agios Athanasios, reliquary, at Monodendri	

Nr.	Thematic Axis / Goal / Title of bundle of Actions	Potential Agencies	Remarks - Comments / characteristic sub-actions	Correlation with Sustainable Development Goals (SDGs) of the 2030 Agenda
<b>A2. Protection against natural threats and adaptation to climate change</b>				
a2.1	Implementation of studies against acute weather phenomena (inundation, etc.) and the effects of climate change on specific areas and monuments, such as stone bridges.	Municipality of Zagori, Region of Epirus, Ephorate of Antiquities of Ioannina, Service of Modern Monuments and Technical Works of Epirus, North Ionian and West Macedonia	The project by HEL.A.G.M.E. (Hellenic Authority for Geology and Mineral Exploration) of Epirus Region regarding the cataloguing of stone bridges in the Region of Epirus facing problems due to natural phenomes (including Zagori) is ongoing.	<div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div>13 CLIMATE ACTION</div>
a2.2	Implementation of studies / application of plans for the protection of settlements against severe natural phenomena and dangers, prevention of the effects of climate change (fires, landslides, etc.).	Municipality of Zagori, Region of Epirus	<p>The Municipality of Zagori has approved and is already implementing:</p> <ul style="list-style-type: none"> <li>Emergency Plan for forest fires "IOLAOS".</li> <li>Emergency plan and immediate-short management of the effects of earthquakes "EGELADOS".</li> </ul>	
<b>A3. Preservation of intangible cultural heritage</b>				
a3.1	Recording / documentation with digital media of the rites and customs of the Zagori villages.		Rites and customs, local cooking / gastronomy, collective narrations / memories relating to the story of the Site, religious festivals, festivals, values / traditions, traditional ways of farming and production of goods.	11 SUSTAINABLE CITIES AND COMMUNITIES
a3.2	Special studies recording traditional occupations and professions with special focus on ethnobotanology, transient animal-raising and the technique of dry-stone wall building.	Municipality of Zagori, Region of Epirus, Ephorate of Antiquities of Ioannina, University of Ioannina, Development Organization "EPIRUS S.A.",		
a3.3	Recording of the surviving dry-stone walls and their problems.	NGO/Cultural Associations		
a3.4	Organizing cultural actions relating to various forms of intangible heritage of the region, in order to promote arts and artistic creation.			





Nr.	Thematic Axis / Goal / Title of bundle of Actions	Potential Agencies	Remarks - Comments / characteristic sub-actions	Correlation with Sustainable Development Goals (SDGs) of the 2030 Agenda
<b>B. BUILT ENVIRONMENT / ARCHITECTURAL HERITAGE</b>				
<b>BI. Preservation of the traditional character and the integrity of the built environment</b>				<b>11 SUSTAINABLE CITIES AND COMMUNITIES</b> 
bl.1	Recording of buildings with monumental character of the traditional settlements.	Service of Modern Monuments and Technical Works of Epirus, North Ionian and West Macedonia, University of Ioannina		
bl.2	Creation of database of the existing state (problems and solutions) of buildings in traditional settlements.	Service of Modern Monuments and Technical Works of Epirus, University of Ioannina		
bl.3	Recording of buildings in the agricultural / animal raising landscape, as well as other structures related to technical specifications in the region of Zagori.	Service of Modern Monuments and Technical Works of Epirus, University of Ioannina		
bl.4	Recreation and embellishment of public spaces in settlements.	Municipality of Zagori	The Municipality of Zagori is already constructing all-over Zagori twenty playgrounds that meet all safety standards, while applications have been made for the funding for the recreation of public spaces in the settlement of Meliotades. Furthermore, the Municipality of Zagori belongs to group B of programmes for Local Urban Planning, to be completed by 2025.	
bl.5	Study for the specification of the typological features and building materials of the region. Formulation of proposals.	Service of Modern Monuments and Technical Works of Epirus, North Ionian and West Macedonia, University of Ioannina		
bl.6	Actions of interpretation of the historical environment.	Development Organization "EPIRUS S.A."		
bl.7	Elaboration of the Local Urban Plan.	Municipality of Zagori, Ministry of Environment and Energy, Technical Chamber of Greece	The Local Urban Plans specify the prototype for spatial organization and development and the basic measurements, the limits of urban units and settlements, the use of land, the conditions and restrictions in building, the important urban changes, zones for the block-out of Plot Ratio, zones of special urban motivations, the road network, transportations, technical and environmental networks and infrastructure, measures for adapting to the climate change, measures to deal with emergencies and dealing with the consequences of natural and technological disasters and various risks, as well as all other measures or restrictions necessary for the complete urban spatial development and organization of the area. Upon the Decision of the Vice Minister of Urban Planning and City Environment (Government Gazette 6046/B/20.12.2021) the process for the elaboration of the proposal and its approval begins. The process for the assignment of the study of the Local Urban Plan of the Municipality of Zagori will be carried out immediately by the Technical Chamber of Greece with funding from the Recovery and Resilience Fund.	

Nr.	Thematic Axis / Goal / Title of bundle of Actions	Potential Agencies	Remarks - Comments / characteristic sub-actions	Correlation with Sustainable Development Goals (SDGs) of the 2030 Agenda
<b>C. NATURAL HERITAGE ENVIRONMENT</b>				
<b>CI. Preservation of values of the Natural Environment for future generations</b>				
cl.1	Drafting of map with clusters of vegetation-types of habitats throughout Zagori. Locating rare and representative units of vegetation-formations and enactment of protection regulations (i.e., forests - clusters of perennial black pine, fir, beech, clusters of linden, maple and yew, marshland of Rizina, Dracolimni, etc.).	N.E.C.C.A., Directorate of Coordination and Supervision of Forest, Management Body of North Pindus National Park, Municipality of Zagori, University of Ioannina, Development Organization "EPIRUS S.A."		<div>6 CLEAN WATER AND SANITATION</div>  <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div>  <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>  <div>13 CLIMATE ACTION</div>  <div>15 LIFE ON LAND</div> 
cl.2	Creation of database for the bio-diversity of Zagori with special emphasis on the most iconic species of each landscape unit, i.e. wild goat, brown bear, alpine newts, golden eagle, trout, butterflies, orchids, herbs, etc.	N.E.C.C.A., Directorate of Coordination and Supervision of Forest, Management Body of North Pindus National Park, Municipality of Zagori, University of Ioannina, Development Organization "EPIRUS S.A."		

Nr.	Thematic Axis / Goal / Title of bundle of Actions	Potential Agencies	Remarks - Comments / characteristic sub-actions	Correlation with Sustainable Development Goals (SDGs) of the 2030 Agenda
cl.3	Securing the protection of Sacred Forests as well as individual trees – of any kind – that fulfill the criteria for natural monuments.	N.E.C.C.A., Directorate of Coordination and Supervision of Forest, Management Body of North Pindus National Park, Municipality of Zagori, University of Ioannina		
cl.4	Actions to minimize illegal activities in the natural environment (illegal hunting, fishing, illegal forestry, etc.).	N.E.C.C.A., Directorate of Coordination and Supervision of Forest, Management Body of North Pindus National Park, Hunters Federation		
cl.5	Promotion of the construction of Units for biological treatment of waste prioritizing the small structures in the vicinity of the Vikos and Voidomatis Gorges.	Municipality of Zagori	The first unit for biological treatment of waste in Zagori (Megalo Papigo) is in operational testing phase, while two more have been planned (Aristi, Mikro Papigo).	
cl.6	Locating special geological formations and protection enactment.	N.E.C.C.A., H.E.L.A.G.M.E., Hellenic Authority for Geology and Mineral Exploration, Vikos - Aios Geopark		
cl.7	Recognition of the great importance of Mount Tymphi, as the second largest region of uninterrupted landscape by modern interventions. Preservation of the status of the region, that is without roads.	N.E.C.C.A., Directorate of Coordination and Supervision of Forest-Forest Departments of the Management Body of North Pindus National Park		
cl.8	Actions for the preservation of plane tree forests and especially the one of Voidomatis, as well as the individual trees in the squares of villages. Actions to contain the spread of the disease of metachromatic ulcer of plane trees.	N.E.C.C.A., Directorate of Coordination and Supervision of Forest	The Directorate of Coordination and Supervision of Forest monitors the situation and enforces measures to contain the problem, while informing the respective authorities in order to prevent the spreading of the disease through ignorance.	

Nr.	Thematic Axis / Goal / Title of bundle of Actions	Potential Agencies	Remarks - Comments / characteristic sub-actions	Correlation with Sustainable Development Goals (SDGs) of the 2030 Agenda
cl.9	Actions for the preservation of forests and clusters of whitebark pines (robolo). Detailed mapping. Assessment and promotion of special features (trees 300-1,000 years old).	N.E.C.C.A., Directorate of Coordination and Supervision of Forest, Management Body of North Pindus National Park		
cl.10	Actions for the assessment of the durability of mountainous, alpine and sub-alpine meadows in new forms of animal husbandry (i.e., raising of cattle instead of traditional goat and sheep herding).	N.E.C.C.A., Municipality of Zagori, Region of Epirus, Management Body of North Pindus National Park		
<b>D.</b>	<b>SUSTAINABLE DEVELOPMENT</b>			
<b>DI.</b>	<b>Reinforcing the touristic attractiveness of the region in order to overcome the unevenness due to seasonal visitors</b>			
dl.1	Actions for the accessibility and mobility among settlements – within the borders of the Municipality – green mobility.	Municipality of Zagori	The study “Maturing of the action-plan on electric mobility” is being formulated; the Municipality of Zagori is aiming to purchase electric vehicles as well as the necessary charging stations (and all the necessary equipment).	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> 
dl.2	Enhancement of the touristic services provided by entrepreneurs.	Municipality of Zagori, Region of Epirus, Development Organization “EPIRUS S.A.”, Local professional associations	For example: educational seminars for tourism entrepreneurs, network of enterprises-local quality badge.	<div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> 
dl.3	Creation of hiking and biking network of trails with unified marking according to international standards (i.e., ERA).	Municipality of Zagori, Region of Epirus, Development Organization “EPIRUS S.A.”	The Region of Epirus has already created the Epirus Trail for long distance hiking, which for a great part runs through Zagori with two branches. Further actions will be undertaken in order to comply with international standards (i.e., European Ramblers' Association - ERA).	<div>13 CLIMATE ACTION</div> 

Nr.	Thematic Axis / Goal / Title of bundle of Actions	Potential Agencies	Remarks - Comments / characteristic sub-actions	Correlation with Sustainable Development Goals (SDGs) of the 2030 Agenda
dl.4	Creation of a network of roads and travelling routes with the necessary information and interpretation through apps in order to guide, disperse, educate and inform visitors.	Development Organization "EPIRUS S.A."		
dl.5	Creation of thematic interpretive hiking trails with signs or apps in order to educate and inform visitors on the features and values of the region.	Development Organization "EPIRUS S.A."		
dl.6	Preparation and implementation of a study on the capacity of areas attracting large numbers of visitors and finding an effective way of management of the overcrowding phenomenon and the alteration of landscape features.	Municipality of Zagori, Region of Epirus, University of Ioannina Development Organization "EPIRUS S.A."	For example: preparation and implementation of a study on the capacity of recreational activities on Voidomatis river (rafting, kayaking, etc.).	
dl.7	Locating areas attracting large numbers of visitors which are also characterized by a high risk of accidents (i.e., vistas on Vikos Gorge). Exploring the possibilities of implementing protection – prevention works (i.e., railing).	Municipality of Zagori, Region of Epirus, University of Ioannina Development Organization "EPIRUS S.A."		
dl.8	Locating, enhancing and promoting areas offering panoramic views.	Municipality of Zagori, Region of Epirus, University of Ioannina Development Organization "EPIRUS S.A."	For example: between Mikro and Megalo Papigo, Voidomatis at Papigo, Beloe at Vradeto, Bokovo at Skamneli, Morfa at Vovoussa, Vikos, Agia Paraskevi at Monodendri, Laista, Agia Paraskevi at Vrysochori, Oxia at Monodendri, Prophitis Ilias at Demati, Agios Minas, Prophitis Ilias Flambourari, Agios Ioannis Monastery at Dikorfo.	

Nr.	Thematic Axis / Goal / Title of bundle of Actions	Potential Agencies	Remarks - Comments / characteristic sub-actions	Correlation with Sustainable Development Goals (SDGs) of the 2030 Agenda
<b>D2. Reviving of the countryside through primary production</b>				
d2.1	Mapping of farmlands, i.e., garden complexes with irrigation systems that spread over terraces and are built with the dry-stone technique.	Municipality of Zagori, Region of Epirus, University of Ioannina		8 DECENT WORK AND ECONOMIC GROWTH 
d2.2	Exploring the capabilities of introducing new cultivations, i.e., herbs.	Municipality of Zagori, Region of Epirus, University of Ioannina		12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
d2.3	Strengthening the sheep and goat herding in order to obtain direct and indirect benefits.	Municipality of Zagori, Region of Epirus	For example: production of local goods marked with the identity of the region, while at the same time risk of fires is reduced due to controlled vegetation around settlements.	
d2.4	Connecting local production with moderate forms of tourism, such as agrotourism, ecotourism and geotourism.	Municipality of Zagori, Region of Epirus, University of Ioannina, Development Organization "EPIRUS S.A."		
<b>E. AWARENESS-RAISING - EDUCATION - PRESENTATION - PROMOTION</b>				
<b>E1. Education</b>				
e1.1	Educational actions for students of all school grades / development of an educational package for Zagori Cultural Landscape.	University of Ioannina, Development Organization "EPIRUS S.A."	These exist already for the Geopark of Vikos - Aaos and the North Pindus National Park.	11 SUSTAINABLE CITIES AND COMMUNITIES 
<b>E2. Transmitting of the values of Virtue. Presentation and promotion</b>				
e2.1	Creation of an Information Centre for Zagori Cultural Landscape at a central/strategical point attracting large numbers of visitors.	Municipality of Zagori, Development Organization "EPIRUS S.A."	Buildings that could serve as the Information Centre: <ul style="list-style-type: none"> <li>the High-School of Tsepelovo.</li> <li>Tsolakeios School at Negades.</li> <li>The Malameios Hospital at Greveniti.</li> <li>The "Petridion" at Greveniti.</li> <li>The girls school at Kato Pedina.</li> <li>The elementary school at Kipoi.</li> <li>The elementary school at Aristi.</li> <li>The "Tzamiha" house at Papigo.</li> </ul>	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 



Nr.	Thematic Axis / Goal / Title of bundle of Actions	Potential Agencies	Remarks - Comments / characteristic sub-actions	Correlation with Sustainable Development Goals (SDGs) of the 2030 Agenda
e2.2	Installation of information signs marking the region as Cultural Landscape at certain strategic spots (entrances to the region as well as spread throughout the area).	Municipality of Zagori, Region of Epirus, Development Organization "EPIRUS S.A."		
e2.3	Promotion of the Cultural Landscape through printed material, as well as with digital media.	Municipality of Zagori, Region of Epirus, University of Ioannina Development Organization "EPIRUS S.A.",		
e2.4	Creation of a series of thematic videos-documentaries on Zagori, its unique features and special values. Promotion-presentation, especially on social media.	Municipality of Zagori, Development Organization "EPIRUS S.A."		
e2.5	Actions for the branding of the region (i.e., destination marketing studies).	Municipality of Zagori, Development Organization "EPIRUS S.A."		
e2.6	Information action and awareness-raising of local community (i.e., seminars and workshops).	Municipality of Zagori		
e2.7	Establishing of a Week for "Cultural Landscapes".	Municipality of Zagori		

## APPENDIX 2. TIMETABLE OF ACTIONS

The timing of actions is divided into three categories:

- continuous or recurring
- medium-term
- long-term

It is necessary to distinguish amongst time-frames for implementing actions as, on the one hand it is not possible to implement all the actions at the same time and on the other hand, some actions require a longer time for planning, programming, maturation and, finally, implementation.

Continuous or repeated actions are those that will not be implemented only once but are essentially “incorporated” in the operations of important bodies of the area or the Management Body, for example, like updating and sensitizing the local community or the continuous recording / documentation and monitoring of existing monuments and their current condition/pathology.

The timing of the medium-term actions is three years. They are actions that require less time of maturation and implementation, such as the creation of thematic interpretive hiking or road routes.

Finally, long-term actions have a six-year implementation horizon. These are, for the most part, more complex actions that require more time of planning, scheduling and maturation, such as the creation of an Information Center.

		Zagori Cultural Landscape: Management Plan Timeplan of Bundle of Actions																							
		1				2				3				4				5				6			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Nr.	Thematic Axis / Goal / Title of bundle of Actions																								
A	CULTURAL HERITAGE																								
A1.	Preservation of material cultural heritage and sustainable development																								
a1.1	Studies, works and actions for the accessibility to selected areas of archaeological sites and monuments for persons with disabilities.																								
a1.2	Works for the protection, restoration, enhancement and conservation of monuments.																								
a1.2.a	Works of stabilization and restoration of monuments.																								
a1.2.b	Conservation of frescoes and icons.																								
a1.3	Operation and reuse of architectural monuments, such as schools, with compatible functions.																								
a1.4	Actions for the promotion and enhancement of the historic and artistic value of movable and immovable monuments of the region.																								
A2.	Protection against natural threats and adaptation to climate change																								
a2.1	Implementation of studies against acute weather phenomena (inundation, etc.) and the effects of climate change on specific areas and monuments, such as stone bridges.																								
a2.2	Implementation of studies for the protection of settlements from acute weather phenomena and risks of prevention from the effects of climate change (i.e., fires, landslides).																								
A3.	Preservation of intangible cultural heritage																								
a3.1	Recording / documentation with digital media of the rites and customs of the Zagori villages.																								

[illegible]

[illegible]

D	SUSTAINABLE DEVELOPMENT																												
D.I	Reinforcing the touristic attractiveness of the region in order to overcome the unevenness due to seasonal visitors																												
dl.1	Actions for the accessibility and mobility among settlements – within the borders of the Municipality – green mobility.																												
dl.2	Enhancement of the touristic services provided by entrepreneurs.																												
dl.3	Creation of hiking and biking network of trails with unified marking according to international standards (i.e., ERA).																												
dl.4	Creation of a network of roads and travelling routes with the necessary information and interpretation through apps in order to guide, disperse, educate and inform visitors.																												
dl.5	Creation of thematical interpretive hiking trails with signs or apps in order to educate and inform visitors on the features and values of the region.																												
dl.6	Preparation and implementation of a study on the capacity of areas attracting large numbers of visitors and finding an effective way of management of the overcrowding phenomenon and the alteration of landscape features.																												
dl.7	Locating areas attracting large numbers of visitors which are also characterized by a high risk of accidents (i.e., vistas on Vikos Gorge). Exploring the possibilities of implementing protection - prevention works (i.e., railing).																												
dl.8	Locating, enhancing and promoting areas offering panoramic views.																												
D2.	Reviving of the countryside through primary production																												
d2.1	Mapping of farmlands, i.e., garden complexes with irrigation systems that spread over terraces and are built with the dry-stone technique.																												
d2.2	Exploring the capabilities of introducing new cultivations, i.e., herbs.																												
d2.3	Strengthening the sheep and goat herding in order to obtain direct and indirect benefits.																												
d2.4	Connecting local production with moderate forms of tourism, such as agrotourism, ecotourism and geotourism.																												

<b>E.</b>	<b>AWARENESS-RAISING - EDUCATION - PRESENTATION - PROMOTION</b>	
<b>E1.</b>	<b>Education</b>	
e1.1	Educational actions for students of all school grades/development of an educational package for Zagori Cultural Landscape.	
<b>E2.</b>	<b>Transmitting of the values of the Site. Presentation and promotion</b>	
e2.1	Creation of an Information Centre for Zagori Cultural Landscape at a central / strategical point attracting large numbers of visitors.	
e2.2	Installation of information signs marking the region as Cultural Landscape at certain strategic spots (entrances to the region as well as spread throughout the area).	
e2.3	Promotion of the Cultural Landscape through printed material, as well as with digital media.	
e2.4	Creation of a series of thematic videos-documentaries on Zagori, its unique features and special values. Promotion-presentation, especially on social media.	
e2.5	Actions for the branding of the region (i.e., destination marketing studies)	
e2.6	Information action and awareness-raising of local community (i.e., seminars and workshops).	
e2.7	Establishing of a Week for "Cultural Landscapes".	

## APPENDIX 3

### ORGANIZATION CHARTS OF THE MUNICIPALITY OF ZAGORI AND EPIRUS S.A.

#### Organization chart and structure of the Municipality of Zagori

The Central Services of the Municipality of Zagori are located in the Municipality headquarters and include the following organizational units:

#### SECTION A: DEPARTMENT DIRECTLY UNDER THE MAYOR

1. Mayor's Private Office
2. Legal Service
3. Administrative Assistance Office
4. Transparency Office

#### SECTION B: STAFF SERVICES AND SUPPORT SERVICES

Independent Department of Administrative and Financial Services, Local Development Planning and Social Protection that includes the following Offices:

1. Office of Administrative Services and Human Resources.
2. Office of Financial Services and Funding.
3. Office of Local Economic Development and Agricultural Production.
4. Office of Licensing and Regulation of Commercial Activities.
5. Office of Social Policy, Health and Employment.
6. Office of Lifelong Learning, Culture and Sports.
7. Office of Planning, Organization, IT.

#### SECTION C: ENVIRONMENTAL TECHNICAL WORKS AND QUALITY OF LIFE SERVICES

Independent Department of Technical Services and Quality of Life that includes the following offices:

1. Office of Technical, Electromechanical Works and Transportation.
2. Water Supply and Sewerage Office.
3. Office of the Environment, Forests and Civil Protection.
4. Office of Cleaning, Recycling and Greenery.
5. Management and Maintenance of Vehicles and Machinery Office.

#### SECTION D:

Independent department of Citizens' Service Centre  
(Κ.Ε.Π. / Κ.Ε.Ρ.)

#### SECTION E:

Independent Urban Planning Office

#### SECTION F:

Independent Tourism Office.



The relevant Government Gazette estimates 40 organic staff positions in the Municipality of Zagori, of various specialties and categories. More specifically:

SECTOR

Total Posts

ΠΕ\* Administrative - Financial and ΠΕ Financial 4

ΠΕ 3 Civil Engineers 3

ΠΕ Architectural Engineers 1

ΠΕ of Surveying Engineers 1

ΠΕ Citizens' Affairs Processing Office (Κ.Ε.Π. / Κ.Ε.Ρ.) 4

ΠΕ 14 Foresters: 2

ΤΕ\* 17 Administrative Accounting 1

ΤΕ of Civil Engineering Technologists 1

ΤΕ of Social Workers 1

ΤΕ Nursing 1

ΤΕ Informatics 1

ΔΕ\* 12 Rangers 3

Other positions of Secondary education (Administrative, Construction Machinery Operators, Electricians, Plumbing Technicians, etc.) 22

[\*NOTE: ΠΕ: University Education; ΤΕ: Technical Education; ΔΕ: Secondary Education]

### Organization chart and structure of Development Organization Epirus S.A. (EPIRUS S.A.)

EPIRUS S.A. (ΗΠΕΙΡΟΣ Α.Ε.), based in Ioannina, covers the entire area of Epirus with its activities. It was founded in 1980, by two state-owned banks, ATE and ETVA S.A., as an AGRICULTURAL DEVELOPMENT COMPANY "EPIRUS S.A." (ΕΤΑΙΡΕΙΑ ΑΓΡΟΤΙΚΗΣ ΑΝΑΠΤΥΞΗΣ «Η ΗΠΕΙΡΟΣ Α.Ε.»). In 1996, the shareholding structure of the Company changed, following which the majority were the 1<sup>st</sup> (A) and 2<sup>nd</sup>(B) grade local authorities. In 2007 it was changed to ANAPTYXIAKI EPIRUS S.A.- Development Société Anonyme OTA and the distinctive title "EPIRUS S.A.". It is classified in the category of "Local Development Sociétés Anonymes", governed by a 9-member Board of Directors, which is elected by the General Meeting of Company Shareholders.

The purpose of the Company is:

- a) The scientific and technical support of local authorities and their associations and of decentralized state administration,
- b) The promotion of the business, economic and generally sustainable development of local authorities or the broader region,
- c) The development of environmental protection activities,
- d) Its participation in programmes or the implementation of relevant policies in inter-municipal or a wider geographical area.

With activities ranging from productive activities to the conduct of studies, management and implementation of programmes, as well as working closely with all Departments and local agencies, "EPIRUS S.A." has been established as a lever for the development of its scope of operation.

Among other things, it has been executing and implementing the local LEADER programmes in the Regional Units of Ioannina and Thesprotia since the 1990s, implements co-funded projects in the fields of development and promotion of tourism, natural and cultural heritage, rural development, and is the Management Body of the UNESCO World Geopark Vikos - Aoos and the Management Body of the "Ancient Theatres of Epirus Cultural Route".

The shareholding structure of EPIRUS S.A. includes the Region of Epirus (by majority), the Municipality of Zagori and the other municipalities of the Regional Units of Ioannina and Thesprotia, the Chambers of Commerce of Ioannina and Thesprotia, and other bodies - representatives of the local economy.

It is staffed by 12 persons, namely 6 economists, 3 civil engineers, 1 agronomist, 1 environmentalist-biologist, 1 historian-archaeologist and 1 secretary.

The organization chart of EPIRUS S.A. is as follows:

