

# PEIL 2014-2020 Activity Implementation Plan

## ESF PR 2.10

ESF Programme for Employability, Inclusion and Learning OP 2014-2020	
<b>Priority axis:</b>	<b>Priority 2: Promoting Social Inclusion and combating discrimination in the labour market</b>
<b>Thematic Objective:</b>	Promoting Social Inclusion, combatting poverty and any discrimination.
<b>Investment priority:</b>	Combating all forms of discrimination and promoting equal opportunities
<b>Specific objective:</b>	To engage with the most disadvantaged groups, including those distant from the labour market, with a view of raising their skills, ultimately increasing their future employment prospects
<b>Activity title:</b>	<b>Equality Mainstreaming</b>
<b>Overall Objective:</b>	<p>This activity will support the effective implementation of Articles 7 and 8 (Council Reg No 1304-2013 ESF) which requires Member States to promote equal opportunities for all, without discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation through mainstreaming the principle of non-discrimination. It will be supported by the new equality and human rights duty for public bodies which is included in the Irish Human Rights and Equality Act 2014.</p> <p>A programme of actions will be delivered to supporting equality mainstreaming actions in the further education and training sector including labour market programmes, entrepreneurship supports and employment services. The activity will also focus on supporting enterprises (public and private) to be planned and systematic in their approach to workplace equality. This activity will improve labour market access and participation of groups experiencing inequality across the nine grounds covered by the equality legislation to further education and training.</p>
<b>Certifying Authority:</b>	ESF Certifying Authority
<b>Managing Authority:</b>	ESF Managing Authority
<b>Intermediate Body:</b>	Irish Human Rights and Equality Commission (Corporate Services)
<b>Beneficiary Body:</b>	Irish Human Rights and Equality Commission (Public Engagement)

# PEIL 2014-2020 Activity Implementation Plan

## ESF PR 2.10

### 1. CONTEXT/ PROBLEM/ NEED BEING ADDRESSED:

The 1304/2013 ESF Regulation clarifies and strengthens its commitment to eliminating gender inequality and combating discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. In this regard, Member States are expected to implement specific actions on equality and social inclusion as well as providing robust horizontal mainstreaming with specific actions to promote gender equality and combat discrimination on the other equality grounds. This is expressed in *Article 7 Promotion of equality between men and women* and *Article 8 Promotion of equal opportunities and non-discrimination*. The IHREC is well placed to provide the expertise and technical support needed to embed equality standards in mainstream social and labour market activities.

The Irish Human Rights and Equality Commission ('the Commission') was established on 1<sup>st</sup> November 2014 under the Irish Human Rights and Equality Commission Act 2014. The Commission has a statutory remit to protect and promote human rights and equality in the State, to promote a culture of respect for human rights, equality and intercultural understanding and to promote understanding and awareness of the importance of human rights and equality.

The IHREC Act 2014 includes a new positive duty on public bodies. Ensuring that this duty on public bodies is made effective will be an essential function of IHREC. The positive duty expressly requests public bodies to take 'due note' of equality and human rights in carrying out their functions.

The positive duty on equality and human rights will require a public body to have regard to the need to:-

- (a) eliminate discrimination,
- (b) promote equality of opportunity and treatment of its staff and the persons to whom it provides services, and
- (c) protect, promote and fulfil the human rights of its members, staff and the persons to whom it provides services.

Public bodies will be required to set out in their strategic plans, an assessment of the human rights and equality issues it believes to be relevant and the policies, plans and actions in place or proposed to be put in place to address these issues. Public bodies will also be required to report to the public on developments and achievements in that regard in its annual report.

This mandate should improve the achievement of all ESF thematic objectives in an Irish context and will also strongly contribute to the way the Horizontal Principles on gender equality and equal, opportunities and non-discrimination are implemented and monitored in the next ESF Operational Programme.

The social and economic context has also changed significantly. There have been, for example, major organisational restructurings in the vocational education, training (VET) and labour market services sector in Ireland. There is considerable scope in the context of such change for the Commission to add value and depth to the work of labour market and FET providers, particularly amongst those who are vulnerable to exclusion or at risk of discrimination on any of the equality grounds. It is clear that there should be strong policy alignment and coordination between equality and labour market/social policy measures. The IHREC with the assistance of the ESF has the expertise and the ground level experience to support mainstream providers to develop effective and sustainable strategies to improve labour market participation and outcomes for those who are most at risk of social and economic exclusion and discrimination.

### 2. OBJECTIVES OF THE ACTIVITY:

This activity will support the effective implementation of Articles 7 and 8 (Council Reg No 1304-2013 ESF) which requires Member States to promote equal opportunities for all, without discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation through mainstreaming the principle of non-discrimination. This activity will support a more effective integration of equality mainstreaming approaches into labour market programmes, further education and training provision and employment services including entrepreneurship

## PEIL 2014-2020 Activity Implementation Plan

### ESF PR 2.10

supports. This will ensure that programmes for the unemployed will be designed and delivered in a manner that combats discrimination and promotes equality thus ensuring that the diversity of unemployed people can access provision. An element of activity will focus on supporting workplaces to be planned and systematic in their approaches to workplace equality in order to prevent discrimination at workplace level.

This will be achieved by providing:-

- (a) An advisory, training and information service on issues relating to equality mainstreaming in the preparation, implementation, monitoring and evaluation of the OP. This will be achieved by:-
- (b) Guidance on performance measures and operational standards to assist providers in auditing their policies, practices and processes.
- (c) Direct Equality supports to workplaces.
- (d) Research and resource materials including an annual conference on equality mainstreaming.

#### **3. ESF FUNDED ELEMENT OF ACTIVITY: (EXPECTED RESULTS)**

To be determined when the mechanism for the delivery of Equality Mainstreaming service envisaged has been established.

#### **4. RESPONSIBILITIES OF INTERMEDIATE BODY:**

In line with Article 123(6) of CPR 1303/2013, an administrative agreement between the Managing Authority and Intermediate Body for this activity will formally record in writing the responsibilities and tasks to be carried out by the Intermediate body on behalf of the Managing Authority.

# PEIL 2014-2020 Activity Implementation Plan

## ESF PR 2.10

<b>5. CONTRIBUTION TO HORIZONTAL THEMES</b>	
<b>A. Promotion of Equality between men and women</b>	As part of the specific provision for programming and implementation, Article 7 Promotion of equality between men and women requires Member States to promote equality between men and women through mainstreaming throughout the preparation, implementation, monitoring and evaluation of operational programmes. This measure will support the compliance with Article 7 by supporting bodies in receipt of ESF to mainstream gender equality issues into the design and delivery of measures funded.
<b>B. Promotion of equal opportunities and non-discrimination</b>	As part of the specific provision for programming and implementation, Article 8 Promotion of equal opportunities and non-discrimination, requires Member states to promote equal opportunities for all, without discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation through mainstreaming the principle of non-discrimination. men and women requires Member This measure will support the compliance with Article 8 by supporting bodies in receipt of ESF to mainstream the principle of equal opportunities and non-discrimination into the design and delivery of measures funded.
<b>C. Social Inclusion</b>	<p>Ireland's National Reform Programme – 2013 Update refers to some groups who continue to be disproportionately affected by poverty e.g. lone parent households (mainly female headed). This measure will support the promotion of social inclusion. By supporting providers of further education and training, employment services etc. to equality mainstream their policies and provision, it will support the inclusion of people with disabilities, older people, minority ethnic groups, Travellers and other groups from across the nine grounds in mainstream provision.</p> <p><b>Actions to incorporate the Social Inclusion Principle in the Measure:</b></p> <ul style="list-style-type: none"> <li>• Consultation and co-operation with relevant interest organisations Strategies and supports to promote access and participation (e.g., outreach, pre-development, guidance, mentoring)</li> <li>• Specific focus on integrated poverty (social impact assessment) and equality proofing through the human rights and equality positive duty</li> </ul>
<b>D. Sustainable Development</b>	<p>As set out in the Partnership Agreement, the principle of sustainable development requires that the needs of the present be met without compromising the ability of future generations. This requires support for environmental protection requirements, resource efficiency, sustainable management of natural resources, risk prevention and management are addressed through both dedicated funding streams and through their horizontal integration across the Operational Programmes.</p> <p>The Government sustainable development framework document is intended to provide a platform for the integration of sustainable</p>

# PEIL 2014-2020 Activity Implementation Plan

## ESF PR 2.10

	development principles into policies across all sectors. The framework broadly follows the thematic approach of the <i>EU Sustainable Development Strategy</i> and sets out a wide range of measures that seek to ensure an improvement in Ireland's quality of life into the future. Among the areas listed are sustainability of public finances and economic resilience, sustainable consumption and production, conservation and management of natural resources, climate change and clean energy, social inclusion, sustainable communities and spatial planning, education, communication and behaviour change, innovation, research and development, skills and training and global poverty and sustainable development.
--	---

### 6. INDICATORS and REPORTING

Reporting on the progress of each activity is required for the Annual and YEI Implementation Reports and the Programme Monitoring Committee. This reporting includes information on financial and non-financial indicators as outlined in the subsequent paragraphs.

High level Investment Priority and Priority Axis targets have been set as part of the output and results indicators and performance framework<sup>1</sup> tables included in PEIL 2014-2020. The *ESF co-funded* and *ESF + YEI co-funded tables* below detail the activity level indicators that contribute to the higher level targets in the OP. In order to meet the reporting requirements the data in the table below must be captured and reported for this activity.

In addition to the capturing and reporting on the data for the high level targets included in the OP, data on common indicators is also required. These indicators are detailed in the attached Annex I<sup>2</sup> in line with the requirements of Article 5 of the ESF Regulation 1304/2013.

Priority 2 (ESF co-funded)				
Outputs and Results Indicator Targets	Measurement Unit	Target Value 2023	Performance Framework Targets	
			Target Value 2018	Target Value 2023
OUTPUTS				
Number of Equality mainstreaming projects targeting public administrations or public services at national, regional or local level	Number of projects	30	N/A	N/A
Certified Expenditure	€m	5.0m	N/A	N/A

<sup>1</sup> Additional information on the application of the performance framework and reserve are set out under Articles 20 to 22 of the CPR 1303/2013

<sup>2</sup> The European Commission issued an ESF guidance note on the *Monitoring and Evaluation of European Cohesion Policy* in September 2014 and Annex C of this document includes definitions for common ESF/YEI indicators. A further guidance note on the completeness of data is to be issued by the European Commission to further clarify the requirements in this area.

# PEIL 2014-2020 Activity Implementation Plan

## ESF PR 2.10

7. FINANCIAL INPUT	
Budget (€/m.) ESF + National Contribution	€5m
ESF Contribution €m	€2.5m
ESF Co-Financing %	50%
EU Intervention Field Code	111

8. CERTIFICATION ROLES		
Ex-Ante checks by:	Certified Claims Submitted by:	Submitted To:
IHREC (Public Engagement)	IHREC (Public Engagement)	IHREC (Corporate Services)
IHREC (Corporate Services)	IHREC (Corporate Services)	Managing Authority DES
Managing Authority DES	Managing Authority DES	Certifying Authority DES
Certifying Authority DES	Certifying Authority DES	European Commission

9. PROJECT SELECTION	
Project Selection Process	Funds will be provided directly to the IHREC to establish an Equality Mainstreaming Unit. Therefore this activity does not go down to project level as the Staff of the unit will be supported through ESF and not projects.
Project Selection Criteria	Non applicable
Composition of Project Selection Committee	Non applicable.

10. PUBLICITY/INFORMATION PLANS	
Publicity/ Information Plans for the Activity	<p>Website, brochures, reports and promotional materials will equally publicise the appropriate funding source in line with national requirements and those of Implementing Regulation (EC) regarding information and publicity measures to be carried out by the Member States concerning assistance from the Structural Funds</p> <p>The following Regulations apply:</p> <ul style="list-style-type: none"> <li>• EU Regulation No. 1303/2013 CPR ( Articles 115-117)</li> <li>• Commission Implementing Regulation No. 821/2014 (Articles 3 and 4 and Annex II).</li> </ul>

## **PEIL 2014-2020 Activity Implementation Plan ESF PR 2.10**

<b>11. IMPLEMENTATION CONTACT</b>		
<b>Body:</b> IHREC	<b>Contact Name:</b>	Kevin DeBarra
<b>Address:</b> 16-22 Green St Dublin 9	<b>Phone:</b>	Tel +353 1 8589601
	<b>Email:</b>	kdebarra@ihrec.ie

# PEIL 2014-2020 Activity Implementation Plan

## ESF PR 2.10

---

### ANNEX I

#### Common output and result indicators for ESF investments

##### (1) Common output indicators for participants

"Participants"<sup>3</sup> refers to persons benefiting directly from an ESF intervention who can be identified and asked for their characteristics, and for whom specific expenditure is earmarked. Other persons shall not be classified as participants. All data shall be broken down by gender.

The common output indicators for participants are:

- unemployed, including long-term unemployed\*,
- long-term unemployed\*,
- inactive\*,
- inactive, not in education or training\*,
- employed, including self-employed\*,
- below 25 years of age\*,
- above 54 years of age\*,
- above 54 years of age who are unemployed, including long-term unemployed, or inactive not in education or training\*,
- with primary (ISCED 1) or lower secondary education (ISCED 2)\*,
- with upper secondary (ISCED 3) or post-secondary education (ISCED 4)\*,
- with tertiary education (ISCED 5 to 8)\*,
- participants who live in jobless households\*,
- participants who live in jobless households with dependent children\*,
- participants who live in a single adult household with dependent children\*,
- migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)\*\*,
- participants with disabilities\*\*,
- other disadvantaged\*\*.

The total number of participants will be calculated automatically on the basis of the output indicators.

These data on participants entering an ESF supported operation shall be provided in the annual implementation reports as specified in Article 50(1) and (2) and Article 111(1) of Regulation (EU) No 1303/2013.

- homeless or affected by housing exclusion\*,
- from rural areas\*<sup>4</sup>

---

<sup>3</sup> Managing authorities shall establish a system that records and stores individual participant data in computerised form as set out in Article 125 (2) (d) of Regulation (EU) No 1303/2013. The data processing arrangements put in place by the Member States shall be in line with the provisions of Directive 95/46/EC of the European Parliament and of the Council of 24 October 1995 on the protection of individuals with regard to the processing of personal data and on the free movement of such data (OJ L 281, 23.11.1995, p. 31), in particular Articles 7 and 8 thereof. Data reported under the indicators marked with \* are personal data according to Article 7 of Directive 95/46/EC. Their processing is necessary for compliance with the legal obligation to which the controller is subject (Article 7(c) of Directive 95/46/EC). For the definition of controller, see Article 2 of Directive 95/46/EC. Data reported under the indicators marked with \*\* are a special category of data according to Article 8 of Directive 95/46/EC. Subject to the provision of suitable safeguards, Member States may, for reasons of substantial public interest, lay down exemptions in addition to those laid down in Article 8(2) of Directive 95/46/EC, either by national law or by decision of the supervisory authority (Article 8(4) of Directive 95/46/EC).

<sup>4</sup> The data shall be collected at the level of smaller administrative units (local administrative units 2), in accordance with Regulation (EC) No 1059/2003 of the European Parliament and of the Council of 26 May 2003 on the establishment of a common classification of territorial units for statistics (NUTS) (OJ L 154, 21.6.2003, p. 1).



# PEIL 2014-2020 Activity Implementation Plan

## ESF PR 2.10

---

The data on participants under the two above indicators will be provided in the annual implementation reports as specified in Article 50(4) of Regulation (EU) No 1303/2013. The data shall be collected based on a representative sample of participants within each investment priority. Internal validity of the sample shall be ensured in such a way that the data can be generalised at the level of investment priority.

(2) Common output indicators for entities are:

- number of projects fully or partially implemented by social partners or non-governmental organisations,
- number of projects dedicated at sustainable participation and progress of women in employment,
- number of projects targeting public administrations or public services at national, regional or local level,
- number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy).

These data shall be provided in the annual implementation reports as specified in Article 50(1) and (2) and Article 111(1) of Regulation (EU) No 1303/2013.

(3) Common immediate result indicators for participants are:

- inactive participants engaged in job searching upon leaving\*,
- participants in education/training upon leaving\*,
- participants gaining a qualification upon leaving\*,
- participants in employment, including self-employment, upon leaving\*,
- disadvantaged participants engaged in job searching, education/ training, gaining a qualification, in employment, including self-employment, upon leaving\*\*.

These data shall be provided in the annual implementation reports as specified in Article 50(1) and (2) and Article 111(1) of Regulation (EU) No 1303/2013. All data shall be broken down by gender.

(4) Common longer-term result indicators for participants are:

- participants in employment, including self-employment, six months after leaving\*,
- participants with an improved labour market situation six months after leaving\*,
- participants above 54 years of age in employment, including self-employment, six months after leaving\*,
- disadvantaged participants in employment, including self-employment, six months after leaving\*\*.

These data shall be provided in the annual implementation reports as specified in Article 50(5) of Regulation (EU) No 1303/2013. They shall be collected based on a representative sample of participants within each investment priority. Internal validity of the sample shall be ensured in such a way that the data can be generalised at the level of investment priority. All data shall be broken down by gender.