

PEIL 2014-2020 Activity Implementation Plan ESF PR 2.6

ESF Programme for Employability, Inclusion and Learning OP 2014-2020	
Priority:	Priority No 2: Promoting Social Inclusion and combating discrimination in the labour market
Thematic Objective:	Promoting Social Inclusion, combating poverty and any discrimination.
Investment priority:	Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability
Specific objective:	To engage unemployed and/or inactive persons, including young people, from disadvantaged groups and in or at risk of poverty and social exclusion in a process of learning and development in order to ultimately increase their employability
Activity title:	Disability Activation
Overall Objective:	The objective of this activity is to enhance the employability of people with disabilities, to contribute significantly to their active engagement in the labour market and to address the drift into long-term welfare dependency within this cohort.
Certifying Authority:	ESF Certifying Authority Department of Education and Skills (DES)
Managing Authority:	ESF Managing Authority DES
Intermediate Body:	EU Funding Compliance Unit Department of Social Protection (DSP)
Beneficiary Body:	Disability and Illness Policy DSP

1. CONTEXT/ PROBLEM/ NEED BEING ADDRESSED:

People with disabilities are only half as likely to be in employment as others of working age. The reasons for this are complex, and include level of education and skills, fears around loss of benefits, employer know-how, low expectations, and limited re-entry to work following onset of a disability. The 2011 census showed 33% of people with disabilities of working age in work, compared to 66% of non-disabled people. From a gender and an age perspective the census showed that the percentage of disabled men at work reached a peak in the 30-34 age group with 45% at work, while for women it peaked in the 25-29 year age group at 46%. The number of disabled males who were at work exceeded the number of disabled females in all age groups from 35 onwards. On the other hand unemployment was greatest amongst disabled males for every type of disability compared to disabled females.

Employment has a key role to play in preventing poverty among people with disabilities. Research carried out by the ESRI shows a strong link between disability, joblessness, and risk of poverty, and conversely that employment was a safeguard for people with disabilities against

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experiencing poverty in their working years or on retirement. Over 80% of people who were ill/disabled and at risk of poverty were in households with nobody at work. Over 80% of those who were ill/disabled but not at risk of poverty had income from employment (67%) or a private pension from employment (14%).

A comprehensive employment strategy for people with disabilities is due to be launched in 2015. The strategy sets out a ten-year approach to ensuring that people with disabilities who are able to, and want to work are supported and enabled to do so. The aim of the strategy is to increase the numbers of people at work and the proportion of people with disabilities in a job. The measures contained in the strategy seek to address the barriers to employment and improve pathways to work, with the impact on employment building up over time. To this end various measures will be required to enable and facilitate the greater participation by people with disabilities in the labour market. The approach from the perspective of the social protection system will be to enhance the focus on the employment capacity of those in receipt of income support.

The development of activities in this regard should draw from the lessons learned in the evaluation of the Disability Activation Project, which was co-funded by the ESF under the HCI-OP. To this end the Department of Social Protection will be setting up a working group on disability activation, comprising the relevant Departments with responsibilities under the Comprehensive Employment Strategy for people with disabilities, to consider the findings of the evaluation.

2. OBJECTIVES OF THE ACTIVITY:

The objectives of the activity are:

- (i) to take the key learning from the Disability Activation projects and to identify which aspects of the projects are capable, where appropriate, of being mainstreamed in the delivery of supports to people with disabilities in the future, and
- (ii) to contribute to an increase in the rate of labour market participation of people with disabilities.

3. ESF FUNDED ELEMENT OF ACTIVITY:

To be determined with reference to the findings of the working group on disability activation.

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.

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5. CONTRIBUTION TO HORIZONTAL THEMES	
A. Promotion of Equality between men and women	<p>It is intended that this measure will aim to ensure equal participation of men and women with disabilities and to address the gender dimensions of inactivity within the population of people with disabilities.</p> <p>For instance, in all age groups, men with a disability are more likely than women with a disability to be at work. The percentage of people with a disability in the older age groups who are at work is lower for both men and women. For instance, 40 per cent of men and 33 per cent of women with a disability aged 18 to 34 are at work. The corresponding figures for the 55 to 64 age group are 12 per cent of men and 10 per cent of women. Men are slightly more likely than women to be unemployed and to have retired from work early.</p>
B. Promotion of equal opportunities and non-discrimination	<p>The promotion of equal opportunities and non-discrimination is central to the activities to be carried out under this measure.</p> <p>The employment strategy for people with disabilities to be launched in 2015 will be committed to equality including promoting equality and prohibiting discrimination in employment and in service delivery on nine grounds as defined in the Employment Equality Acts 1998-2011 and the Equal Status Acts 2000-2012. The nine grounds are gender (including gender identity), family status, civil status, sexual orientation, age, disability (including mental health), race (including skin colour, ethnicity and nationality), membership of the Traveller community, religion (including non-religious belief).</p> <p>Under the equality legislation the Department of Social Protection as a service provider will provide reasonable accommodation for people with disabilities. DSP will also allow for positive action to promote or ensure equality through preferential treatment or positive measures which promote equality of opportunity for people who may be disadvantaged because of their circumstances, or to cater for their special needs.</p>
C. Social Inclusion	<p>People with disabilities are amongst those most at risk of poverty and social exclusion. Employment has a key role to play in preventing poverty and promote social inclusion among people with disabilities and enables them to realise their potential.</p>
D. Sustainable Development	<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>

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	<p>The Government sustainable development framework document is intended to provide a platform for the integration of sustainable 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.</p>
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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 framework¹ 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 I² 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				
The number of participants from disadvantaged groups on social inclusion employability programmes, including personal development towards employability programmes - Number of people with disabilities engaged with project and in receipt of financial supports	Number of participants	2,900	N/A	N/A
The number of youths (<25 yrs)	Number of	967	N/A	N/A

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

² The information on each participant are set out in data fields included in section (1) of Annex I. 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.

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participants from disadvantaged groups on social inclusion employability programmes, including personal development towards employability programmes - Number of people with disabilities engaged with project and in receipt of financial supports	Young (<25yrs) participants			
Certified Expenditure	€m	10.0m	N/A	N/A
RESULTS				
Number of participants from disadvantaged groups that have completed a social inclusion employability programme and/or are in training/education/job search/work related environments upon leaving - Participant with disabilities in job search, education, training or employment on completion of intervention	Number of participants	1,740	N/A	N/A
Number of young (< 25yrs) participants from disadvantaged groups that have completed a social inclusion employability programme and/or are in training/education/job search/work related environments upon leaving - < 25 yrs Participant with disabilities in job search, education, training or employment on completion of intervention	Number of Young (<25yrs) participants	580	N/A	N/A

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7. FINANCIAL INPUT	
Budget (€/m.) ESF + National Contribution	€10m
ESF Contribution €m	€5m
ESF Co-Financing %	50%
EU Intervention Field Code	109

8. CERTIFICATION ROLES		
Ex-Ante checks by:	Certified Claims Submitted by:	Submitted To:
Disability and Illness Policy, DSP	Disability and Illness Policy, DSP	EU Funding Compliance Unit DSP
EU Funding Compliance Unit DSP	EU Funding Compliance Unit DSP	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	To be determined in light of the findings of the evaluation of the Disability Activation project and the working group being set up to consider the report of the evaluation.
Project Selection Criteria	As above.
Composition of Project Selection Committee	As above.

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

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11. IMPLEMENTATION CONTACT		
Body: EU Funding Compliance Unit, Department of Social Protection	Contact Name:	Neil Heffernan
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ANNEX I

Common output and result indicators for ESF investments

(1) Common output indicators for participants

"Participants"³ 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*⁴

³ 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).

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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.

⁴ 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).