

HUMAN CAPITAL INVESTMENT OPERATIONAL PROGRAMME 2007-2013	
Priority:	INCREASING PARTICIPATION AND REDUCING INEQUALITY IN THE LABOUR FORCE
Theme/Dimension Code:	Activities to improve women's access to employment; their advancement to decision making levels in employment and in civil society and their increasing engagement as entrepreneurs will be supported in accordance with the priorities of the EU Gender Pact, the Lisbon Strategy, the European Commission's Roadmap for Gender Equality and the National Women's Strategy 2007 - 2016
Activity title	Positive Actions to Promote Gender Equality
Overall Objective:	To contribute to addressing labour market gaps and other gender specific deficits for specific groups that are experiencing barriers to participation and employment, including those created by gender inequality and wider inequalities
Certifying Authority:	ESF Certifying Authority
Managing Authority:	ESF Managing Authority
Intermediary Body:	Department of Justice and Equality
Intended Beneficiaries:	Community based not for profit groups, statutory agencies and other properly constituted groups who can offer development services in accordance with the objectives of the EWM
EU Co-financing Rate:	50%

1. CONTEXT/ PROBLEM/ NEED:

European Social policy has identified the need to further expand the engagement of women in the labour market, their advancement to decision making roles and to achieve what is termed "true" gender equality in accordance with the European Commission's Roadmap for Equality between Men and Women published in May 2006. The EU currently encourages Member States to promote quality employment for women.

While considerable progress has been achieved in relation to labour market participation by women in Ireland, a review of other gender equality measures shows, inter alia, that

- there is an average gender pay gap of some 12/14 per cent (this can rise to over 20 per cent in a number of economic sectors)
- few women reach the key decision making roles in all areas of society, including the enterprise, and politics
- women and their dependents are at higher risk of poverty than their male counterparts
- fewer women than men avail of in service training provided by employers.

The Government's National Women's Strategy 2007 – 2016 is an all of Government response to address gender equality and the needs of women in Ireland and it also recommends further positive actions to support women's advancement.

2. OBJECTIVES OF THE ACTIVITY:

The objectives of this intervention are wide ranging :

- to contribute to an increased female labour market participation with an emphasis on training and upskilling and with a particular emphasis on groups such as disadvantaged mothers, including lone parents and women in the older age group who might not previously have been actively engaged in the labour market
- to further foster the advancement of women at the level of the enterprise through targeted training interventions
- to foster the engagement of women in politics and other areas of decision making through training and development initiatives
- to encourage women to undertake entrepreneurship;
- to encourage professional networking among women
- to promote gender balance in decision making;
- to create awareness of gender issues and
- to promote gender focused human resource policies among employers

These objectives will be achieved through a number of mechanisms:

- Invitations to agencies, Community groups and groups, as appropriate, to make proposals for projects in accordance with one or more of the aims of the intervention
- Programme of Initiatives developed to implement the National Women's Strategy:
- Actions undertaken by key decision making bodies including the social partners and political parties to foster the development of women within their organisations.

3. ESF FUNDED ELEMENT OF ACTIVITY:

ESF co-financing will be used fund a range of positive actions undertaken by competent bodies as identified above to address barriers to women's employment, advancement in employment and participation in decision making at all levels.

These programmes may include:

- Access courses to foster self development and employment focused basic training for women, largely from disadvantaged communities who are currently outside the labour market to enable them to move to employment, or mainstream education and training, retraining and up-skilling
- Training for the advancement of women who are already in employment
- Entrepreneurship training and mentoring towards career development among women
- Research and information campaigns to promote gender equality and to encourage women to return to paid employment
- Training and mentoring to encourage participation of greater numbers of women in decision making
- Awareness raising programmes
- Support on a temporary basis towards the mainstreaming of successful initiatives undertaken under the 2000 – 2006 National Development Plan
- Implementation costs for the delivery of the Activity in accordance with ESF Regulations and national rules (to be met under Priority 3).

4. RESPONSIBILITIES OF INTERMEDIATE BODY/BENEFICIARY BODY:

Intermediate Bodies shall be responsible in particular for:

- Submitting eligible expenditure in the format required by the Certifying Authority to the Managing Authority in order for payment claims to be prepared for submission to the Certifying Authority
- In respect of ESF funds the Intermediate Bodies will, for the purpose of drawing down EU funds, report expenditure to the Managing Authority
- Ensuring that all payment claims for Structural Fund expenditure submitted by beneficiaries are supported with receipted invoices, audit documents and that a clear audit trail exists
- Ensuring that only eligible expenditure actually incurred, in respect of co-financed measures/projects, is submitted to the Managing Authority
- Certification of all expenditure incurred by beneficiaries.
- Ensuring that public support under this programme complies with the procedural and material State aid rules applicable at the point of time when the aid is granted
- Ensuring that public contracts awarded, concerning projects benefiting from the assistance of the European Social Fund, comply with the provisions of Directives 2004/17/EC, 2004/18/EC and the Treaty principles where applicable
- Collection and submission of statistical data in relation to co-financed activities, in particular in relation to the requirements of Annex XXIII of Implementing Regulation 1828 of 2006 (see extract attached below)

5. CONTRIBUTION TO HORIZONTAL THEMES

A. Social Inclusion	Elements of the Equality for Women Measure will target disadvantaged women and provide them with self development opportunities and vocation specific training to prepare them to participate actively in the labour market.
B. Gender Equality & Wider Equality Opportunities	<p>The Gender Equality Division of the Department of Justice and Equality will be a member of the OP Monitoring Committee.</p> <p>All elements of this Activity focus on the achievement of gender equality and the advancement of equal opportunities for women.</p> <p>In addition, the Activity is expected to benefit women who may be experiencing multiple inequalities.</p>
C. Sustainable Development	<p>The Department of the Environment, Community and Local Government will be invited to become a member of the OP Monitoring Committee</p> <p>The MA will report on Sustainable Development as an element of the Annual Implementation Report</p> <p>A thematic presentation and discussion on sustainable development issues will be made to the Monitoring Committee on an annual basis</p> <p>Evaluation of the OP impact in relation to sustainable development will be undertaken as an element of the proposed mid term evaluation of the OP</p>

6. Performance Indicators:											
Annual and Cumulative Indicators											
OUTPUT											
	Region	Baseline (2007)	Mid Term Target 2010			Target 2013			Cumulative Targets 2013		
			M	F	T	M	F	T	M	F	T
1. Number of full (part) time courses Aimed at labour market activation Delivered under Equality for Women Measure	BMW	New action									
	SAE		Full time		0	Full time		0			
	NAT		Part time		30	Part time		30			175
2. Number of participants in full (part) time courses Aimed at labour market activation delivered under Equality for Women Measure each year	BMW	New action									
	SAE										
	NAT				1500			1500			8000
3. Number of women availing of training for entrepreneurship under Equality for Women Measure	BMW	New action									
	SAE										
	NAT				50			50			200
RESULT											
	Region	Baseline (2007)	Mid Term Target 2010			Target 2013			Cumulative Targets 2013		
1. Number of participants under Positive Action Programmes taking up Employment or advancing to further education	BMW	New action									
	SAE										
	NAT				150			150			900
2. No. of participants achieving certification / accreditation	BMW	New action									
	SAE										
	NAT				700			700			3500
IMPACT											
	Region	Baseline (2007)	Mid Term Target 2010			Target 2013			Cumulative Targets 2013		
1. Number of participants in labour Market activation course who were still in employment or further education a year later, based on an annual sample survey	BMW										
	SAE										
	NAT				50			50			325

See end of document for ANNEX XX111 from Implementing Regulation 1828 of 2006

7. FINANCIAL INPUT			
Budget (€/m.)	SAE €6.101m. €0.674m TA	BMW €2.472m. €0 TA	NAT €8.573m. €1.348m TA
EU Intervention Field Code	69		
ESF Contribution €/m	€4.960m. [€4.286m. plus €0.674m Technical Assistance]		
Treatment of ESF	50% ESF 50% Exchequer match funding		
National Co-Financing Basis (Net/Gross)	Gross- i.e. the ESF contribution and matching Exchequer provision are provided for in the Vote and the ESF receipts are paid to the Department as A-in-A		
Max. ESF Co-Financing %	50%		
Max. Total Public Support %	100%		
Exch. Vote& S/Head	Vote 19 Sub-Head E 7		
Description of Financial Flows	Gross in Vote, Receipts as A in A		

8. FINANCIAL MANAGEMENT	
Certifying Authority	ESF Certifying Authority
Managing Authority	HCI-OP Managing Authority
Implementing Body	Department of Justice and Equality
Final Beneficiaries	Community groups and other suitably constituted State Agencies and Bodies
Nature of Support	Grant assistance for projects which link with the four key strands of the Activity to achieve gender equality
Operation of Scheme	Through public advertisement of different strands, following which an extensive application evaluation process will be implemented.
Implementation Arrangements (Sub-Contracting?)	POBAL Ltd is likely to implement the administrative elements of the Measure on behalf Gender Equality Division of DJ&E which will have an overarching role

9. PAYMENT ROLES					
Certified Claims Submitted by:	Submitted To:	Ex-Ante Expenditure Certification by:	Ex-Ante Expenditure Validation by:	Ex-Post Expenditure Verification (>5%) by:	System Checks By:
Grant beneficiaries	POBAL	Financial Manager for Grant Beneficiary	POBAL Finance Officers	POBAL Audit team	POBAL Audit team
POBAL	GenEqual/ DJ&E	POBAL	DJ&E	DJ&E Audit Team	Gen Equal/ DJ&E
GenEqual/ DJ&E	RDU/DJ&E	GenEqual/DJ&E	RDU/DJ&E		
RDU/DJ&E	ESF/DES	RDU/DJ&E	ESF/DES		

10. PROJECT SELECTION	
Project Selection Process	Largely open call for proposals from community groups, state agencies,, social partners, other not for profit groups Some consideration may be given to confined expressions of interest in relation to women and leadership
Project Selection Criteria	<ul style="list-style-type: none"> Evidence of quality of the proposal including evidence of need Evidence of capacity of the group or organisation Value for money
Composition of Project Selection Committee	Appraisals done by Pobal experts and reviewed in Department of Justice and Equality before being considered by senior management and Minister

11. PUBLICITY/INFORMATION PLANS

Publicity/ Information Plans for the Activity

Applications, brochures, reports and promotional materials will equally publicise the appropriate funding source in line with NDP requirements and those of Implementing Regulation (EC) No 1083/2006 regarding information and publicity measures to be carried out by the Member States concerning assistance from the Structural Funds

In addition, DJ&E and POBAL will agree a publicity programme for the Activity

12. FINANCIAL PLAN FOR THE ACTIVITY

Financial Tables relating to this area of activity are attached containing all ESF and National/Private funding broken down by each year of the programming period and detailing BMW, SAE and National Profiles.

13. IMPLEMENTATION CONTACT

Body: Department of Justice and Equality	Contact Name:	Elizabeth Mooney Gender Equality Division
Address: Bishop's Square Redmond's Hill Dublin 2	Phone:	01 4790260
	Fax:	01 4790202
	Email:	EMMooney@justice.ie

[Extract from Implementing Regulation 1828 of 2006]

Annex XXIII : Data on participants in ESF operations by priority

NUMBER OF PARTICIPANTS PER YEAR

(people entering, those leaving, carry-over from one year to the next)

BREAKDOWN OF PARTICIPANTS BY GENDER

BREAKDOWN OF PARTICIPANTS ACCORDING TO STATUS IN THE LABOUR MARKET

- employed (total number of employed, including self-employed)
- self-employed
- unemployed (total number of unemployed including long-term unemployed)
- long-term unemployed
- inactive persons (total number of inactive persons, including those in education, training or retirement, those having given up business, the permanently disabled, those fulfilling domestic tasks or other)
- inactive persons in education or training

BREAKDOWN OF PARTICIPANTS BY AGE

- young people (15-24 years)
- older workers (55-64 years)

BREAKDOWN OF PARTICIPANTS BY VULNERABLE GROUPS, IN ACCORDANCE WITH NATIONAL RULES

- minorities
- migrants
- disabled
- other disadvantaged people

BREAKDOWN OF PARTICIPANTS BY EDUCATIONAL ATTAINMENT

- Primary or lower secondary education (ISCED 1 and 2)
- Upper secondary education (ISCED 3)
- Post-secondary non-tertiary education (ISCED 4)
- Tertiary education (ISCED 5 and 6)