

HUMAN CAPITAL INVESTMENT OPERATIONAL PROGRAMME 2007-2013	
Priority:	INCREASING PARTICIPATION AND REDUCING INEQUALITY IN THE LABOUR FORCE
Theme/Dimension Code:	<p>Measures to improve access to employment and increase sustainable participation and progress of the members of groups experiencing inequality in employment to reduce gender-based segregation in the labour market, and to reconcile work and private life, such as facilitating access to childcare and care for dependent persons.</p> <p>Pathways to integration and re-entry into employment for groups experiencing inequality; combating discrimination in accessing and progressing in the labour market and promoting acceptance of diversity at the workplace.</p>
Activity title:	Equality Mainstreaming Approach
Overall Objective:	<p>To contribute to addressing labour market gaps for specific groups that are experiencing barriers to participation and employment, including those created by gender inequality and wider inequalities.</p> <p>This programme aims to put in place measures to improve labour market access and participation of groups experiencing inequality across the nine grounds covered by the equality legislation.</p>
Certifying Authority:	ESF Certifying Authority
Managing Authority:	ESF Managing Authority
Intermediate Body:	Department of Justice and Equality
Intended Beneficiaries:	<p>The Equality Authority</p> <p>Beneficiaries of grants from the Equality Authority:</p> <ul style="list-style-type: none"> • Providers of vocational education, training and labour market programmes. • Small to medium enterprises. • Employer and Trade Union Networks • Civil Society organisations representing the nine grounds covered by the equality legislation. <p>The ultimate beneficiaries of the programme are persons from across the nine grounds (gender, civil status, family status, sexual orientation, age, disability, race, religion and membership of the Traveller community) who experience inequality.</p>
EU Co-financing Rate:	50%

1. CONTEXT/ PROBLEM/ NEED:

The effective participation by people who experience inequality across the nine grounds (gender, marital status, family status, sexual orientation, age, disability, race, Traveller community) in vocational education and training, labour market programmes and employment. The following are an indicative specification of the barriers to participation experienced by groups experiencing inequality from *Accommodating Diversity in Labour Market Programmes*, WRC Social and Economic Consultants, Equality Authority 2003

- Contextual barriers including prevailing labour market conditions and trends. They also include factors such as public

and institutional perceptions of and attitudes towards groups experiencing inequality.

- Institutional barriers such as inappropriate location and timing of programmes, low levels of outreach recruitment and lack of childcare (particularly impacting on lone parents).
- Informational barriers such as weak information strategies, the reliance of educational and training providers on written materials as the main means to promote awareness of their programmes.
- Situational barriers arising from the cost of participation in education and training programmes

Dispositional barriers arising from the acquisition of negative attitudes towards education and training and low expectation of the benefits to be gained from participation.

2. OBJECTIVES OF THE ACTIVITY:

The objectives of this measure is to facilitate and support institutional change within providers of vocational education and training, labour market programmes and within small and medium enterprises that reflects a capacity to combat discrimination, to promote equality and accommodate diversity.

This will be achieved by providing:-

- support packages to providers of vocational and education training and labour market programmes. Providers will include FAS, Fáilte Ireland and VECs
- equality supports for employers
- research and resource materials

3. ESF FUNDED ELEMENT OF ACTIVITY:

(a) Support packages for programme providers including:

- equal status reviews
- change management type funds
- training modules for staff

(b) Equality supports to enterprises: Employers in the private and public sectors will be supported to put in place equality policies and to develop equality and diversity training strategies.

(c) Trade Union and employer networks will be supported to develop projects to encourage, inform and support planned and systematic approaches to workplace equality. Activities likely to be funded will include:

- development of Resource Packs
- Training Initiatives
- Equality Action Planning

(d) Research to support the knowledge base in relation to groups across the nine grounds and resource materials to support good practice on combating discrimination, promoting equality and accommodating diversity.

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	The focus of this measure is to promote equality for groups experiencing inequality in the labour market. Many of these groups also experience social exclusion. Therefore the measure will contribute to promoting social inclusion.
B. Gender Equality & Wider Equality Opportunities	The overall objective of this measure is to promote gender equality and wider equal opportunities by reducing institutional barriers in relation to the labour market. Therefore this measure will have a positive impact on gender equality and wider equal opportunities.
C. Sustainable Development	<p>The Department of the Environment, Community and Local Government was 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 was undertaken as an element of the 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		
1. Number of enterprise-level Equality Supports delivered to enable employers to develop equality policies and strategies.							T			T			T
	BMW			30			30			0			120
	SAE			30			30			0			120
	NAT			60			60			0			240
2. Number of sectoral projects delivered to enable employers to develop equality policies and strategies.	BMW			0			0			0			0
	SAE			0			0			0			0
	NAT			4			4			0			12
RESULT													
	Region	Baseline (2007)			Mid Term Target 2010			Target 2013			Cumulative Targets 2013		
							T			T			T
1. Number of equality mainstreaming actions and tools developed by grant beneficiaries at enterprise level.	BMW			30			30						120
	SAE			30			30						120
	NAT			60			60			0			240
2. Number of equality mainstreaming actions and tools developed by grant beneficiaries at sectoral level.	BMW	New action											
	SAE												
	NAT						0			4			4
IMPACT													
	Region	Baseline (2007)			Mid Term Target 2010			Target 2013			Cumulative Targets 2013		
							T			T			T
1. Number of beneficiaries at enterprise level undertaking additional equality actions 12 months later.	BMW			20			20			0			80
	SAE			20			20			0			80
	NAT			40			40			0			160
2. Number of beneficiaries at sectoral level undertaking additional equality actions 12 months later.	BMW	New action											
	SAE												
	NAT						0			4			12

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

7. FINANCIAL INPUT			
Budget (€/m.)	SAE €2.00m	BMW €1.808m	NAT €3.808m
EU Intervention Field Code	69		
ESF Contribution €/m.	€1.904m		
Treatment of ESF	As appropriations-in-aid by D/JE		
National Co-Financing Basis (Net/Gross)	Gross i. e. the ESF contribution and matching Exchequer provision are provided for in the D/JE Vote and the ESF receipts are paid to the Department as appropriations-in-aid.		
Max. ESF Co-Financing %	50%		
Max. Total Public Support %	100%		
Exch. Vote& S/Head	Vote 19. Subhead E1 (exchequer funding), Subhead E4 (ESF contribution)		
Description of Financial Flows	1. Payment to D/JE by D/Finance (Exchequer) and D/ES (ESF). 2. Payments by D/JE to Equality Authority 3. Payments by the Equality Authority to meet costs arising in implementation of the Activity. 4. Payments of grants by the Equality Authority to recipients (trade union and employer networks) for projects undertaken under the Activity.		

8. FINANCIAL MANAGEMENT	
Certifying Authority	ESF Certifying Authority
Managing Authority	HCI-OP Managing Authority
Intermediate Body	Department of Justice and Equality

Beneficiaries	<p>(1) The Equality Authority</p> <p>(2) Beneficiaries of grants from the Equality Authority:</p> <ul style="list-style-type: none"> • Trade union networks. • Employer networks. • Civil society organisations representing the nine discriminatory grounds • Further education and training providers
Nature of Support	<p>Payments by Equality Authority</p> <ul style="list-style-type: none"> • Development of support packages for programme providers • Consultancy support to enterprises • Production of research and resource materials for use by programme providers, enterprises, employer and trade union networks. <p>Grants</p> <ul style="list-style-type: none"> • Financial support and expertise for employer and trade union networks in developing projects promoting planned and systematic approaches to workplace equality.
Operation of Scheme	<p>Multi-annual scheme.</p> <p>Activities from the list below will be undertaken each year:</p> <p>(a) Labour market programme providers will develop proposals for support packages to integrate an equality mainstreaming approach into their programmes.</p> <p>(b) An enterprise scheme will operate whereby equality supports will be approved for enterprises on the basis of applications submitted</p> <p>(c) Trade union and employer networks will develop and submit projects for support by the measure.</p> <p>(d) Research and development:</p> <ul style="list-style-type: none"> • The Equality Authority will provide technical assistance to enterprises, trade union networks, employer networks and labour market programme providers to ensure that the proposals submitted represent value for money and promote a planned and systematic approach to equality in a labour market context. • The Equality Authority will identify potential gaps in the knowledge base on equality mainstreaming in a labour market context. • The Equality Authority will support the development of research and resource materials aimed at increasing the knowledge base on equality mainstreaming in labour market context and on the labour market situation, needs and experiences of groups under the wider equality grounds, including gender equality.
Implementation Arrangements (Sub-Contracting?)	<p>The Equality Mainstreaming Unit, which is based in the Equality Authority, will manage project development and completion. Additional administrative support and expertise will be provided from the Equality Authority.</p> <p>A Measure Committee will oversee the Equality Mainstreaming Unit's work.</p> <p>The National Framework Committee for Equal Opportunities at the Level of the Enterprise will oversee enterprise-related projects (i.e. supports to enterprises and to trade union and employer networks).</p> <p>Implementation of the supports to enterprises will be sub-contracted to consultants on a panel of consultants with equality expertise.</p>

9. PAYMENT ROLES

Ex-Ante Expenditure Verification checks (Art.13) ¹ by:	Certified Claims Submitted by:	Submitted To:	Ex-Post Audit of Operations ² by:	System Audits ³ By:
-	Financial Manager for Grant Beneficiary	Equality Mainstreaming Unit Equality Authority	ESF Financial Control Unit, D/E&S	Internal Audit (D/JE)
Equality Mainstreaming Unit Equality Authority P.O., Equality Authority	Equality Mainstreaming Unit Equality Authority Equality Authority	P.O., Equality Authority	ESF Financial Control Unit, D/E&S	Internal Audit (D/JE)
DivEqLaw/DJE	DivEqLaw/DJE	DivEqLaw/DJE	ESF Financial Control Unit, D/E&S	Internal Audit (D/JE)
ODU/DJE	ODU/DJELR	Managing Authority DETE	ESF Financial Control Unit, D/E&S	Internal Audit Unit DE&S
EO/HEO Managing Authority DE&S	HEO/AP Managing Authority DE&S	Certifying Authority DETE	ESF Financial Control Unit, D/E&S	Internal Audit Unit DE&S
EO/HEO Certifying Authority DE&S	Head of Certifying Authority DE&S	European Commission	ESF Financial Control Unit, D/E&S	Internal Audit Unit DE&S

10. PROJECT SELECTION

Project Selection Process	<p>(a) Support packages for programme providers: Support packages for programme providers will be approved by the Measure Committee, established to oversee the operation of the Unit, assisted by a steering group of the Equality Authority and relevant vocational education/training bodies.</p> <p>(b) Equality supports to enterprises : Applications for equality support at enterprise level and at sectoral level will be approved by the National Framework Committee for Equal Opportunities at the Level of the Enterprise</p> <p>(c) Equality supports to Trade Union and employer networks: Applications for equality support will be approved by the National Framework Committee for Equal Opportunities at the Level of the Enterprise</p> <p>(d) Research to support the knowledge base: Research projects will be approved by the Measure Committee, established to oversee the operation of the Unit, assisted by a steering group of the Equality Authority and relevant vocational education/training bodies.</p>
Project Selection Criteria	<p>(a) Support packages for programme providers:</p> <ul style="list-style-type: none"> • Nature of the project • Leadership to drive forward and sustain project into the future • Geographical location • Cost • Capacity to integrate an equality mainstreaming approach into the programme being supported <p>(b) Equality supports to enterprises and at sectoral level:</p> <ul style="list-style-type: none"> • Nature of the intervention • Sector, where targeted • Geographical location • Cost • Capacity to integrate an equality mainstreaming approach among partner organisations

¹ Article 13, Reg. 1828/2006² Art. 62 (1)(b) Reg. 1083/2006³ Art. 62 (1) (a) Reg. 1083/2006

	<ul style="list-style-type: none"> Demonstration of a partnership approach <p>(c) Equality supports to Trade Union and employer networks:</p> <ul style="list-style-type: none"> Capacity to promote equality within trade union or employer networks Leadership provide on equality within trade union or employer networks and with a capacity to sustain a focus on equality into the future Nature of project Cost <p>(d) Research / resource materials to support the knowledge base and to promote information to support equality mainstreaming:</p> <ul style="list-style-type: none"> Capacity of research to increase knowledge base about equality ground(s) and their labour market situation, needs and experience Capacity of resource materials to convey information to support equality mainstreaming in a labour market context Cost
Composition of Project Selection Committee	<p>The Measure Committee will be composed of representatives of:</p> <ul style="list-style-type: none"> The Equality Authority The Department of Justice, Equality and Law Reform The Department of Enterprise, Trade and Employment Relevant vocational education / training bodies NGOs representing the equality grounds. <p>The National Framework Committee for Equal Opportunities at the Level of the Enterprise is composed of representatives of:</p> <ul style="list-style-type: none"> The Equality Authority IBEC Trade Unions The Department of Justice and Equality The Department of Finance The HSE Employers Agency The Local Government Management Services Board Equality and Diversity Network

11. PUBLICITY/INFORMATION PLANS

Publicity/ Information Plans for the Activity	<p>Applications, brochures, reports and promotional materials will equally publicise the appropriate funding source in line with national 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.</p> <p>In addition, DJELR and the Equality Authority will agree a publicity programme for the Measure.</p>
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12. FINANCIAL PLAN FOR THE ACTIVITY

<p>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.</p>

13. IMPLEMENTATION CONTACT

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[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)