

## **Human Capital Investment Operational Programme (2007- 2013)**

### **Progress Report Template**

*Each **Intermediate Body (IB)** in the HCI OP is required to submit a progress report at Activity Implementation Plan level to the Managing Authority twice a year as follows:*

*Spring: relating to the entire preceding calendar year  
Autumn: relating to the period January-June of the current year.*

*This template sets out the reporting requirements for each Monitoring Committee meeting. The Progress Reports to be completed by each IB should be brief and relate only to activity within the reporting period itself. An entry must be made under each heading, even if only to formally record no change.*

### **FOR THE REPORTING PERIOD: January to December 2013**

#### **PRIORITY: No. 2 INCREASING PARTICIPATION AND REDUCING INEQUALITY IN THE LABOUR FORCE**

#### **ACTIVITY NAME: Positive Actions to Promote Gender Equality ESF 2.8**

##### **1. Activity description**

The Equality for Women Measure (EWM) is a positive action programme for women, which aims to foster gender equality in accordance with the Irish Government's National Women's Strategy (2007-2016). The EWM was established in 2008/2009 as an initiative of the Department of Justice and Equality

The National Women's Strategy 2007-2016 provides a comprehensive policy framework to address the challenges in advancing gender equality in Ireland. It acknowledges that a range of significant advances for women were facilitated by the strong growth in the economy, the introduction of legislation offering significant protections on employment and equality generally, and through women's educational achievement.

However, it also acknowledges that women are under-represented across a range of areas, for example, in well-paid employment, as entrepreneurs and in decision-making roles, while they are over-represented in lower-paid and part-time employment, as well as being at greater risk of living in poverty at all stages in their life cycle.

The EWM 2009-2013 provides an opportunity to address areas of inequality within the labour force, decision-making roles within the work-place and enterprise. The objectives of the Measure are to make funding available to support positive actions which:

- Improve women's access to education, training and personal development in preparation for employment;
- Support women who are undertaking entrepreneurial activity; and
- Support women's advancement in their employment including into

decision-making roles in the organisation.

While the Measure originally had a budget of €31.5 million, including €15.75 in ESF funding, the public financial downturn led to a transfer of €10million of ESF from the Measure due to the scarcity of match funding and the budget is now €11.5 million.

### **Equality for Women Measure 2013**

A total of 22 organisations were funded up to €35,000 each under the Equality for Women Measure (EWM) for the period mid 2013 to April 2014. In March 2013 existing EWM projects in the Access to Employment strand were invited to apply for additional funding (of up to €35,000 each), to continue projects in line with original proposals. The awarding of further funding was based on the appraisal of a Project Plan, Budget and Interim Progress Report. Minister of State, Kathleen Lynch T.D., with responsibility for Disability, Equality, Mental Health and Older People, approved funding to 22 EWM projects. The 2013 breakdown of projects is as follows:

Strand	No. Of Projects 2013	Grants 2013
Access to Employment	22	€757,500

### **EWM Projects**

The objective of the Access to Employment strand is to provide women who are currently outside the labour market with the social skills, and/or education, and/or training to enable them to enter or return to the labour market. This strand has made funding available to organisations to provide supports to women who have not previously worked, newly unemployed women, or women who may have left the workplace and are now preparing to return to employment. Projects are structured to complement a range of existing services (including Vocational Educational Committees, Third-level Institutions and community-based training organisations) that are provided to women. The projects submitted under Access to Employment strand were also intended to fill gaps in service provision, offer new gender-focused supports and deliver new innovative methods of targeting and retaining women in the workforce. The objectives of the strand include to:

- Support women to access appropriate education, training and development opportunities to enhance their access to employment;
- Support the development and the delivery of customised education, training and/or wider support programmes to enable progression to the labour market;
- Provide opportunities for up-skilling and skills renewal to enable newly unemployed women to enhance their skills and employability.

Activities provided by projects under Strand 1(access to employment) include accredited and non-accredited skills-based training and one to one mentoring, together with a range of other support interventions relevant to the target client base. This may

## **2. Significant Changes in the Operating Environment**

The economic downturn continues to impact on progression opportunities for many participants due to the contracting of employment opportunities and rising female unemployment. Entry level jobs within the service industry and retail sector for example have become increasingly unavailable.

The Department of Justice and Equality continued to support EWM projects in 2013 although the identification of matching funding remains a challenge with the Department's annual financial allocation, largely required to address the State's security services.

The EWM remains a very important initiative in the context of the Programme for Government and the National Women's Strategy, which include commitments to enabling the full participation of women in society, including in employment. Moreover, the Europe 2020 Agenda is the European Union's economic policy for the period to end 2020 which seeks to make the European Union more competitive globally. It includes a number of key goals including an employment objective to achieve an employment rate of 75 per cent for men and women aged 20 to 64 years by 2020. (Ireland has been granted a lower target because of the economic downturn).

The Integrated Guidelines on Europe 2020 include guidelines which call on Member States to increase labour market participation through activation. Subsequent Commission papers prepared as part of the European semester call on Member States to remove barriers to female employment such as tax disincentives to second earners, while the Commission continues to call on Member States to increase the availability of flexible working arrangements and childcare to support the economic engagement of women. EWM contributes to the aims of the EU 2020 Agenda via its targets of promoting gender equality and increasing female participation in the labour market.

The Europe 2020 Agenda also sets a target for each Member State in relation to the incidence of poverty and again this can be addressed through the EWM.

## **3. Commentary on Activity-related progress**

The following table shows the number of participants in 2013 and since the start of the programme:

<b>Strand</b>	<b>2013</b>	<b>Cumulative Total 2007-2013</b>
1	795	9,739
2		2,070
3		336
Total	795	12,145

Furthermore

- In 2013, 22 courses were delivered under Strand 1 (Access to Employment), bringing the cumulative total to 276 since the start of the programme;
- In 2013, 795 women took part in initiatives under Strand 1, bringing the cumulative total who took part in initiatives under Strand 1, to 9,739. The 2013 Regional breakdown is 29% for BMW and 71% for the S&E.
- By the end of 2013, it is reported that 122 previous participants had moved into employment or into further mainstream training or education courses;
- In 2013, ESF and Exchequer match funding of €45,000 was made available to the National Women's Enterprise Day. Over 300 women delegates attended the two day conference on National Women's Enterprise Day, with the majority availing of mentoring sessions.

#### 4. Progress in relation to physical performance indicators and targets

PERFORMANCE INDICATORS:							
Annual and Cumulative Indicators							
A. OUTPUT							
	Region	Current period/Year: (e.g.) Jan. – Dec. 13 as applicable			Cumulative totals 2007-2013		
		Male	Female	Total	Male	Female	Total
1. Number of full (part) time courses Aimed at labour market activation Delivered under Equality for Women Measure	BMW	0	7	7	0	68	68
	SAE	0	15	15	0	208	208
	NAT	0	22	22	0	276	276
	Region	Male	Female	Total	Male	Female	Total
2. Number of participants in full (part) time courses Aimed at labour market activation delivered under Equality for Women Measure	BMW	0	231	231	0	2947	2947
	SAE	0	564	564	4	6788	6792
	NAT	0	795	795	4	9735	9739
	Region	Male	Female	Total	Male	Female	Total
3. Number of women availing of in service development training under Equality for Women Measure each year	BMW	0	0	0	0	0	0
	SAE	0	0	0	0	336	336
	NAT	0	0	0	0	336	336
	Region	Male	Female	Total	Male	Female	Total
4. Number of women availing of training for	BMW	0	0	0	0	875	875

entrepreneurship under Equality for Women Measure	SAE	0	0	0	0	1195	1195
	NAT	0	0	0	0	2070	2070
<b>B. RESULT</b>							
	<i>Region</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
1. Number of participants under Positive Action Programmes taking up Employment or advancing to further education	BMW	0	34	34	0	676	678
	SAE	0	88	88	2	1714	1716
	NAT	0	122	122	2	2390	2394
2. Number of participants achieving certification / accreditation	<i>Region</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
	BMW	0	74	74	0	675	675
	SAE	0	156	156	0	2006	2006
	NAT	0	230	230	0	2681	2681
3. Number of participants who availed of entrepreneurship development who have moved to early stage entrepreneurship	<i>Region</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
	BMW	0	0	0	0	189	189
	SAE	0	0	0	0	190	190
	NAT	0	0	0	0	379	379
<b>C. IMPACT</b>							
	<i>Region</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
1. Number of participants in Labour Market Activation course who were still in employment or further education a year later	BMW	0	115	115	0	832	832
	SAE	0	369	369	0	2080	2080
	NAT	0	484	484	0	2912	2912
	<i>Region</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
2. Number of participants in "in Service" development training who have advanced their careers within a year	BMW	0	0	0	0	0	0
	SAE	0	39	39	0	99	99
	NAT	0	39	39	0	99	99
	<i>Region</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
3. Numbers of participants in entrepreneurship development who are still engaged after a year	BMW	0	69	69	0	283	283
	SAE	0	214	214	0	471	471
	NAT	0	283	283	0	754	754

### **Project Outputs**

The project outputs refer to 22 projects that were funded under EWM 2013, from the period 1<sup>st</sup> July 2013 to end of Dec 2013. These projects are due to run up until end of April 2014.

### **EWM Projects**

In relation to initiatives aimed at Labour Market Activation there was a total of 22 individual projects funded under EWM Strand 1 in 2013. Seven of the projects were located in the BMW region and fifteen projects in the SAE region.

**Outputs:** In relation to the 795 participants under **EWM Strand 1** who participated in labour market interventions this is broken down according to the following regions: 231 in the BMW region and 564 in the SAE region. This can also be broken down into the numbers of women who participated in/or are currently participating in accredited training and non/accredited training or other supports.

	<b>BMW Region</b>	<b>SAE Region</b>	<b>Total</b>
Accredited Training	137	411	<b>548</b>
Non-Accredited Training & other associated supports	94	153	<b>247</b>
<b>Totals</b>	<b>231</b>	<b>564</b>	<b>795</b>

**Results:** A total of 122 participants (15.3%) who participated in Labour Market Activation courses (EWM Strand 1) in 2013 moved to employment or advanced to another educational/training programme at the end of the EWM project. It is important to highlight that, as EWM projects were only commenced on or after July 1<sup>st</sup> 2013, it is difficult to identify immediate progression and follow-on opportunities for many participants before the next academic term or even until VEC (Educational and Training Boards) Education programmes are advertised in March/April 2014 for courses starting in September 2014.

The Access to Employment projects have highlighted a number of barriers to progression, with regard to learners taking up relevant employment and training opportunities. In a radically different economic climate there are much more limited employment opportunities for learners post EWM, even within low paid sectors and those sectors which have traditionally been the domain of women. Moreover, organisations have also indicated greater competition for places on training and education programmes due to increased demand from people on the live register.

It is also important to note that less tangible expected outcomes extend beyond formal labour market outcomes. Progression can be seen from a social capital perspective, particularly in respect to women who are marginalised and experience social exclusion. Projects have indicated that getting some participants to the point of undertaking a non-accredited skills-based course or developing a CV would be a huge achievement and a good outcome, in preparation for possible employment further down the line. These outcomes are also important and, in time, provide a springboard to labour market engagement and progression as well as intergenerational outcomes in terms of labour market participation of vulnerable groups.

**Impact:** In relation to project '**impact**' it is noted that **484 women** who participated in EWM Strand 1 projects are either in employment or engaged in additional training/education **one year later**. This figure relates to those women who participated

The 'impact' of the EWM programme can be further gauged with the evaluation undertaken by the Department of Justice and Equality. The objective of this study was to report on the impact of the EWM investment over the 2009-2012 period. The evaluation concluded that the programme has been successful in targeting and engaging women to access employment. The findings of the study included:

- A total of 8,944 participants took part in Strand 1 projects of the EWM (2009-2012) and immediately after leaving the projects, 25.4% of these participants entered employment or further education and 11.7% achieved certification or accreditation;
- 67% reported that they would most likely not have obtained the job they were in, if they had not participated in the EWM;
- 30% of those who entered training/education stated that would most likely not have happened if they had not participated in the EWM;
- Strand 1 has also fulfilled the objective to build the social skills of participants. Of the respondents who are currently still unemployed, 40 % feel confident about being able to enter employment in the future due to the training;
- Survey respondents also noted that the programme has helped them significantly increase their skills (e.g. IT and interview skills) as well as increasing their self-confidence and motivation;
- Overall, the target number of participants for the EWM programme was 4,981 for the 2009-2012 period. The actual number of participants (11,350) was 6,369 participants higher than the number targeted;
- The average cost per participant for the whole programme was €540.55. This represented good value for money compared to other similar programmes in other jurisdictions. For example, Bridging the Gap Programme (Bristol, UK) had a total cost per participant of €1,359, while in Northern Ireland, the Gateway to Progression Project reports a cost of €1,750 per participant; and
- Overall, the analysis shows that the EWM programme is generally efficient and effective, when compared to benchmark programmes.

In addition, statistics on activity at NUTS III (i.e. Regional Authority) level should be provided in the format contained in the table below and should be gender disaggregated where appropriate. The nature of the indicators available at this level may vary from Activity to Activity (e.g. Number of people trained, number of companies assisted, etc). The type of indicator used should, therefore, be stated. Any significant development at NUTS III level should be commented on.

**NUTS III Activity Indicator Report for reporting period (Jan – Dec. 2013)**

<i><b>Activity:</b> Number of women engaged in the EWM project</i>			
<i><b>Indicator Used:</b> Number of women engaged in the EWM project</i>			
<b>Region</b>	<b>Total</b>	<b>Gender break-down</b>	
		Male	Female
<i>Border Region</i>	<b>62</b>	0	62
<i>Midland Region</i>	<b>26</b>	0	26
<i>West Region</i>	<b>143</b>	0	143
<i><b>BMW Total</b></i>	<b>231</b>	0	231
<i>South East Region</i>	<b>24</b>	0	24
<i>Mid East Region</i>	<b>135</b>	0	135
<i>Dublin Region</i>	<b>223</b>	0	223
<i>South West Region</i>	<b>150</b>	0	150
<i>Mid West Region</i>	<b>32</b>	0	32
<i><b>SAE Total</b></i>	<b>564</b>	0	564
<i><b>National (BMW + SAE)</b></i>	<b>795</b>	0	795

Whilst IBs are free to provide *any other additional information* they feel is relevant, this should be provided *separately by way of an appendix* to the main progress report.



## 5. Progress with regard to expenditure

**Table 1 – Expenditure for the Reporting Period Jan. to December 2013 (€m)**

<b>HCI OP €m</b>	<i>Total Programme Forecast*</i>	<i>Total Programme spend</i>	<i>Expenditure as % of forecast</i>	<i>Total co- financed spend</i>	<i>EU Social Funds</i>	<i>National Public Co- financed</i>	<i>Private Co-financed</i>
<i>Source of information within financial tables</i>		<i>Column</i>		<i>Column</i>	<i>Column</i>	<i>Column</i>	<i>Column</i>
<b>Region</b>							
<i>Dublin</i>		0.262	0.00	0.262	0.131	0.131	0.00
<i>South East</i>		0.035	0.00	0.035	0.017.5	0.017.5	0.00
<i>Mid East</i>		0.085	0.00	0.085	0.042.5	0.042.5	0.00
<i>Mid West</i>		0.110	0.00	0.110	0.055	0.055	0.00
<i>South West</i>		0.070	0.00	0.070	0.035	0.035	0.00
<b>SAE Total</b>		<b>0.562</b>	<b>0.00</b>	<b>0.562</b>	<b>0.281</b>	<b>0.281</b>	<b>0.00</b>
<i>Border</i>		0.067.5	0.00	0.067.5	0.033	0.033	0.00
<i>Midland</i>		0.035	0.00	0.035	0.017	0.017	0.00
<i>West</i>		0.102.5	0.00	0.102.5	0.051	0.051	0.00
<b>BMW Total</b>		<b>0.204</b>	<b>0.00</b>	<b>0.204</b>	<b>0.101</b>	<b>0.101</b>	<b>0.00</b>
<b>National (BMW + SAE)</b>		<b>0.766</b>	<b>0.00</b>	<b>0.766</b>	<b>0.383</b>	<b>0.383</b>	<b>0.00</b>

**Table 2 – Cumulative Expenditure since January 2007 (€m)**

<b>HCI OP €m</b>	<i>Total Programme Forecast*</i>	<i>Total Programme spend</i>	<i>Expenditure as % of forecast</i>	<i>Total co- financed spend</i>	<i>EU Structural Funds</i>	<i>National Public Co- financed</i>	<i>Private Co-financed</i>
<i>Source of information within financial tables</i>		<i>Column</i>		<i>Column</i>	<i>Column</i>	<i>Column</i>	<i>Column</i>
<b>Region</b>							
<i>Dublin</i>		2.660	0.00	2.660	1.330	1.330	0.00
<i>South East</i>		0.657	0.00	0.657	0.328.5	0.328.5	0.00
<i>Mid East</i>		0.447	0.00	0.447	0.223.5	0.223.5	0.00
<i>Mid West</i>		0.649	0.00	0.649	0.324.5	0.324.5	0.00
<i>South West</i>		0.730	0.00	0.730	0.365	0.365	0.00
<b>SAE Total</b>		<b>5.143</b>	<b>0.00</b>	<b>5.143</b>	<b>2.571</b>	<b>2.571</b>	<b>0.00</b>
<i>Border</i>		0.652	0.00	0.652	0.326	0.326	0.00
<i>Midland</i>		0.586	0.00	0.586	0.293	0.293	0.00
<i>West</i>		0.943	0.00	0.943	0.471.5	0.471.5	0.00
<b>BMW Total</b>		<b>2.181</b>	<b>0.00</b>	<b>2.181</b>	<b>1.090</b>	<b>1.090</b>	<b>0.00</b>
<b>National (BMW + SAE)</b>		<b>7.324</b>	<b>0.00</b>	<b>7.324</b>	<b>3.662</b>	<b>3.662</b>	<b>0.00</b>

## 6. Data On Participants In Programme Activity Implementation Plan (Commission Implementing Regulation 1828/2006 - Annex XXIII)

### 6.1 NUMBER OF PARTICIPANTS PER YEAR

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

	Male:	Female:	Total:
Entrants: (a)	0	795	795
Leaving: (b)	0	366	366
Carry-over to next year[ (a) less (b) ]	0	429	429
<b>Total:</b>	<b>0</b>	<b>795</b>	<b>795</b>

### 6.2 BREAKDOWN OF PARTICIPANTS BY GENDER

	Male:	Female:	Total:
Participants:	0	795	795

### 6.3 BREAKDOWN OF PARTICIPANTS ACCORDING TO STATUS IN THE LABOUR MARKET

	Male:	Female:	Total:
<b>Employed</b> (Total number of employed, including self-employed)	0	104	<b>104</b>
Self-employed	0	94	<b>94</b>
<b>Unemployed</b> (Total number of unemployed including long-term unemployed)	0	405	<b>405</b>
Long-term unemployed	0	312	<b>312</b>
<b>Inactive persons</b> (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)	0	286	<b>286</b>
Inactive persons in education or training	0	39	<b>39</b>
<b>Note: Employed + Unemployed + Inactive = Total number of Participants (by Gender)</b>	<b>0</b>	<b>795</b>	<b>795</b>

#### 6.4 BREAKDOWN OF PARTICIPANTS BY AGE

	Male:	Female:	Total:
Young people (15-24)	0	77	77
Age group (25-54)	0	611	611
Older workers (55-64)	0	98	98
Older workers (65+)	0	9	9

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

	Male:	Female:	Total:
Minorities: (Member of the Travelling Community)	0	5	5
Migrants:	0	124	124
Disabled:	0	37	37
Other disadvantaged people: e.g. this includes lone parents, women with substance misuse, domestic violence, mental health difficulties, LGBT community, offenders and ex-offenders, carers, long-term unemployed.	0	321	321

#### 6.6 BREAKDOWN OF PARTICIPANTS BY EDUCATIONAL ATTAINMENT

	Male:	Female:	Total:
Primary or lower secondary education (ISCED 1 and 2)	0	236	236
Upper secondary education (ISCED 3)	0	272	272
Post-secondary non-tertiary education (ISCED 4)	0	129	129
Tertiary education (ISCED 5 AND 6)	0	158	158

## **7. Horizontal issues**

### **Reporting on the Horizontal Principles**

(1) Social Inclusion

(2) Gender Equality and (3) Wider Equal Opportunities

will be required only for the Spring Monitoring Committee meeting each year. The templates for reporting on the Horizontal Principles will be issued to IBs by the OP Managing Authority for completion in advance of Spring Monitoring Committee meetings.

SEE SEPARATE TEMPLATES

## **8. Compliance with EU and National policy**

The Gender Equality Division of the Department of Justice and Equality, as Public Beneficiary Body and Pobal/EWM projects, as beneficiaries, comply with financial management and control responsibilities relating to the implementation of the EU Structural Funds Programme 2007-2013. Conformity with Circular 12/2008 on Eligibility Rules for the European Social Fund and with the relevant EU Regulations is guaranteed for the EWM (Exchequer/ESF co-financed HCIOP). National and EU rules are adhered to in the operation of EWM and are identified in the procedures manual for all EWM projects. Pobal as administrator of the EWM regularly update projects on their compliance obligations including public procurement, information and publicity, audit checks and retention of records.

## **9. Added Value of ESF Intervention**

It is important that women with low skills can access training and education in order to increase their chances of employment. As the labour market conditions worsen, training and education will only become more vital, as women with low skills will find it increasingly difficult to obtain employment. Women are also disproportionately concentrated in low-pay occupations, with fewer options for advancement.

In 2013 the objectives of the Equality for Women Measure was to make funding available to support positive actions which improve women's access to education, training and personal development in preparation for employment. These goals are set to bring benefits and added value in terms of the improvement of the socio-economic status of marginalised and disadvantaged women by enhancing the quality of their lives and well-being.

The projects who participated in EWM activity in 2013 would not have taken place without the availability of ESF funding. The latter source of funding enabled the projects to proceed and enabled participants to fulfill their potential by giving them better skills and enhancing their opportunities for employment or further education/training. These opportunities enabled a total 795 women to take the first steps towards the labour market (as Strand 1 Projects only operated during 2013). Such opportunity would not have arisen if not for ESF source funding. In addition to these tangible outcomes, many projects have indicated added value via:

- Participants gaining benefits in terms of developing life skills, increased social and workplace skills and enhanced quality of life;
- Projects creating an environment where women could share ideas and experiences, develop confidence and self-esteem, as well as developing strong

links among participants, thereby creating peer support;

- ESF promoting equal opportunities of disadvantaged and discriminated women via the EWM brings benefits in terms of mobility in the labour market and social inclusion; and
- EWM Projects were enabled to develop their capacities and engage communities of disadvantaged women through the support of ESF funding.

#### **10. Publicity**

All EWM projects comply with ESF regulations in relation to publicity, particularly in relation to advertising, reports and course material.

#### **11. Proposals for re-profiling of expenditure (where applicable)**

None

#### **12. Proposals to amend Programme Activity Implementation Plans (where applicable)**

None