

**Review of Gender Equality Horizontal Principle under HCIOP**

**Prepared by Gender Equality Division  
Dept of Justice and Equality**

**Monitoring Committee Meeting 15 July 2014**

Overall Comment

The incorporation of a gender equality perspective at all stages of the implementation of the HCIOP programme and in particular the responsibilities of implementing bodies to work towards the enhancement of gender equality within project activities, is contained in ESF/ HCIOP regulations. This entails creating an enabling environment through formulating policy and action plans to integrate gender equality within work practices and procedures. This might include:

- Promoting equality of opportunity in work environments;
- Supporting work-life balance;
- Providing access to employment/education and training, as well as early stage career development;
- Overcoming stereotypes; and
- Supporting women's leadership in management.

Anchoring gender equality as one of the horizontal objectives has been the responsibility of the Managing Authority and the Implementing Bodies (IBs) and remains a priority in the new OP 2014-2020. It is therefore incumbent on all parties not to regard a gender equality commitment in their activities as a 'tick box' exercise.

On a general note regarding the collation of data, IBs should consider showing more analysis of the data and track women's progression beyond project participation to areas such as employment, education or further training initiatives.

Activities

ESF 1.1 Skills Training for the Unemployed	<p>The completion of training programmes by women remains strong and above the percentage of women in the cohort of the unemployed.</p> <p>Gender Equality Division welcomes the application of the equality framework but suggests the removal of the final equality objective, as it is accommodated in the participation and outcome goals.</p> <p>The application of the NESC recommendations with regard</p>
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	to equality for future programmes is a notable positive action.
ESF 1.3 Up skilling the Workforce	BTEI remains consistently good in its reporting on this HP – the level of female participation, outreach programmes, free tuition for women in the home and childcare support. The percentage increase in male participation is noted.
ESF 1.4 Undergraduate Skills	<p>Women continue to be underrepresented in ICT and engineering employment sectors. Taster programmes and summer courses as well as role model projects, branding and computer camps are to be commended in targeting female participation.</p> <p>It is noted the increase in female participation on said courses at the university rather than the institute level.</p> <p>The gender mainstreaming process applied to funds as per the goals of the National Plan for Equity of Access to Higher Education 2008-2013 is an important element in addressing the promotion of gender equality.</p> <p>Targets set by the ICT Action Plan are important to meet the skills gap and build the supply of graduates. Gender disaggregated data on graduate output as per the Plan will be informative.</p>
ESF 1.7 Momentum	Gender Disaggregated data required
ESF 2.2 Disability Activation Project	Acknowledged that GE HP is not directly relevant to this activity
ESF 2.3 Adult Literacy	GED welcomes IB activities in encouraging men's participation with the programme. Moreover, the development of a strategy for the provision of further education and training programmes with specific target groups such as disadvantaged women and men living in rural isolation indicates a strong commitment to the GE HP
ESF 2.4 Third Level Access	<p>The greater take-up of student assistance funds by females, accords with the greater participation of women in third level education.</p> <p>The allocation of funds is guided by the National Plan for Equity of Access to Higher Education 2008-2013 and work on a new Plan is progressing. GED would recommend that this Plan undergo a gender mainstreaming examination.</p>
ESF 2.5 Youthreach	GED notes the increase in female participation in the programme from 1352 in 2012 to 1375 in 2013. GED welcomes the accommodation of the diversity of women on the programme and catering for their needs.

ESF 2.6 & ESF 2.7 Garda Youth Diversion Projects	Acknowledged that the GE HP is not directly relevant to this activity but welcomes the gender disaggregated data
ESF 2.8 Positive Action to Promote Gender Equality – Equality for Women Measure	The Equality for Women Measure is a positive action programme which aims to encourage women's economic engagement in accordance with the National women's Strategy 2007-2016 through a range of community based projects. To date the EWM has provided self development, education and training courses to enable women to enter or re-enter the labour market. The EWM satisfies Ireland's commitment to the European Commission's Strategy for Equality between Women and Men 2010-2015 and the Europe 2020 Strategy, in particular the need to encourage the economic engagement of women through increasing their labour market participation and thereby boosting economic growth. Department records show that between 2009 and 2012, over 12,145 women have participated on the programme.
ESF 2.9 Equality Mainstreaming Unit (EMU)	EMU is in a strong position to promote gender equality and this is evidenced in its work with the Further Education and Training Sector and the various institutions throughout in the application of gender mainstreaming in the planning, design and delivery of education and training
ESF 2.10 Integration of Migrants	Female participation on the programme continues to be positive and the proportion of women placements in employment or further education and training remains strong. GED welcomes the steps taken by the programme to accommodate the diverse needs of women participants, including childcare issues and women experiencing domestic violence