

Gender and Wider Equal Opportunities Horizontal Principle Annual Reporting Template

For the period Jan. to Dec. 2011

1. Name of Activity:

No.: ESF 2.10

Integration of Migrants

2. What actions have taken place over the last year to incorporate the principle of gender and wider equal opportunities into the Activity?

(Examples: new objective created; new indicator developed; altered project selection criteria; collecting and/or reporting new data or collecting it in different ways; pursuing case studies; carrying out equality impact assessments; interpreting existing data in a different way; equality proofing exercises, promoting awareness and/or visibility of equality principle within activities, consultation with representatives of the wider equality grounds).

(a) Ongoing Actions:

A gender sensitive approach is undertaken by the Programme with particular regard given to those with primary responsibility for childcare, the vast majority of whom are women.

- Provision of a childcare payment to single parents or those whose spouse/partner is not gainfully employed
- Overall flexibility of the Programme. Its part-time structure takes into account the need of women to care for their children
- Flexibility of the Training and Employment Officers in meeting their clients which takes into account the client's childcare responsibilities.

(b) New Actions:

The ongoing development during 2011, of our English Language Referral Service means that potential clients who were not successful at the English language assessment stage, were facilitated in sourcing appropriate free English language classes. This affords them another opportunity to do the assessment and hopefully commence the EPIC programme.

3. Progress against Indicators (where established):

(This should be presented if possible in the tabular form laid out below)

Indicator	Baseline Position (2010)	Latest Position (2011)
Male / Female ratio of clients participating in EPIC programme	Female – 157 (62%) Male – 98 (38%)	Female – 189 (56%) Male - 149 (44%)
Male / Female ratio of clients placed in employment or training/education by EPIC	Female – 119 (64%) Male – 68 (36%)	Female – 131 (58%) Male - 96 (42%)

4. Taking account of the material presented under 2 and 3 above, what contribution is the measure making to the promotion of gender and wider equal opportunities?

Examples:

Gender:

Are participation levels of women or men increasing? Are different needs of women and men being addressed? Are different levels of access for women and men being addressed? Are differential outcomes for women and men being measured?

Wider Equal Opportunities:

Are participation levels of wider equality grounds increasing? Are needs of wider equality grounds being more systematically identified and addressed by programme providers? By policymakers? Are differential outcomes for the wider equality grounds being measured?

All EPIC data on clients and the outcomes of the programme includes information on gender breakdown.

The EPIC Programme feeds directly into the goals of the National Action Plan for Social Inclusion 2007-2016 – Building an inclusive Society. All metrics are tracked along gender lines to monitor outcomes and levels of participation. During 2011, 56% of those who engaged with EPIC were women. The EPIC Programme considers gender sensitivities in dealing with the client group. During 2011, in taking into account the particular needs of women who typically have primary responsibility for childcare or are more likely to be lone parents, EPIC provided financial subsidy support to women with childcare in difficult financial circumstances. The part time nature of the EPIC programme and flexibility in scheduling meetings goes some way to supporting the needs of women to care for their children. Epic is age inclusive of all eligible adults. The Programme is flexible in its approach to dealing with the unique situations individuals can find themselves in. This is particularly true in relation to women who are experiencing domestic difficulties or have been the victims of human trafficking. During 2011, EPIC continued to work with a number of clients referred by agencies working with the victims of human trafficking. The programme

also continued to develop expertise in dealing with victims of domestic violence, a problem which continued during 2011 to present from among our clients.

5. Identify any issues arising that need to be drawn to the attention of the Managing Authority, the Equal Opportunities and Social Inclusion Representatives or other Departments.¹

Not applicable.

6. Please feel free to attach any relevant additional material to this reporting template.

Not applicable

¹ The issues could relate to specific implementation concerns e.g. collection of data, or could relate to more general findings concerning the principle in question e.g. a particular policy in another department is obstructing your Activity from promoting the principle.