

ESF Programme for Employability, Inclusion and Learning OP 2014-2020	
Priority:	Priority 2: Promoting Social Inclusion and combating discrimination in the labour market
Thematic Objective and investment priorities:	Combating all forms of discrimination and promoting equal opportunities;
Activity title:	Gender Equality: Women Returning to the Workforce and Women's Entrepreneurship
Overall Objective:	<p>To develop and deliver one or more training models to offer self - developmental training in employment related skills on a part time basis to women who are currently detached from the labour market and who are interested in entering/re-entering employment.</p> <p>The Activity will also include an entrepreneurship strand in line with the objectives of the EU 2020 Strategy, which refers to entrepreneurship as a powerful driver of economic growth and job creation. In order to address the gender gap in entrepreneurial activity (as per the thematic objective of this AIP), there will be a focus on supporting business women (irrespective of their economic status) to realise their full business potential.</p> <p>The purpose is to increase women's overall participation in the labour market, while offering women increased economic independence; decrease their risk of poverty in older years, associated with detachment from the labour market; and to foster the achievement of the female employment target in Europe 2020 and meeting the objectives of EU Entrepreneurship 2020 Action Plan.</p>
Certifying Authority:	ESF Certifying Authority
Managing Authority:	ESF Managing Authority
Intermediate Body:	Financial Management Unit, Department of Justice and Equality
Beneficiary Bodies:	Gender Equality Division EU Funds Unit

1. CONTEXT/ PROBLEM/ NEED BEING ADDRESSED:

The EU's economic policy "Europe 2020" requires Member States to increase their employment rate for men and women aged 20 to 64 years to 75 per cent by 2020. Ireland has been permitted to achieve a lower target (69 per cent) but this remains challenging at a time when the Europe 2020 male employment rate in Ireland is at 68.1 per cent and the corresponding female rate is at 59.4 per cent.

While there are many labour market activation programmes targeting those who are registered as unemployed and those who are in receipt of income support from the Department of Employment Affairs and Social Protection, these programmes are not open to women who are detached from the labour market (neither employed nor unemployed).

CSO statistics show that there are 468,000 women aged over 15 years "on home duties" in Ireland in Q3/2013. The same statistical series estimates the numbers of women aged over 15 in different family situations who are not in the labour market. This includes 199,800 women in "couples without children"; 238,400 women in "couples with children"; 87,800 women who live alone with children. The table does not measure women living alone.

Taking either parameter, there is evidence that there are many women who are outside the labour market and that it is essential to encourage the return of a cadre of them if the Europe 2020 employment target for women is to be achieved.

2. OBJECTIVES OF THE ACTIVITY:

The objective of the activity is to support a cohort of those women who are currently detached from the labour market, in order to assist their return to the labour market. This will be done by offering them a locally delivered development course which will comprise a series of training opportunities focusing self-development and work related skills. While not wishing to pre-empt the future developmental research on the best way forward, in this regard, it is likely that this will include confidence building, basic work-related IT skills, CV development, interview and self-presentation skills. It is intended that many of those who undertake the course will return to the labour market in a part time or full time capacity.

A separate strand will target an increase in female entrepreneurship, which in turn will support job creation.

3. ESF FUNDED ELEMENT OF ACTIVITY:

The delivery of this Activity will be administered by EU Funds Unit the Department of Justice and Equality on the basis of a memorandum of understanding. The EU Funds Unit will have responsibility for the implementation phase of the Activity, to include:

- Issuing a Call for Proposals
- Issuing recommendations to the Gender Equality Division for project grant funding
- Ensuring that grant applicants meet all grant conditions

The Simplified Costs Option under Article 14(2) of 1304/2013 ESF Regulation is to be applied to the operations of this activity. This means that ESF claims will be made up of eligible direct staff costs plus 40% to cover the remaining eligible costs of an operation.

Eligible direct staff costs includes costs deriving from an agreement between employer and employee or service contracts for external staff (provided that these costs are clearly identifiable). For example, if a beneficiary contracts the services of an external trainer for its in-house training sessions, the invoice needs to identify the different types of costs. The salary of the trainer will be considered as external staff costs. However, teaching materials for example cannot be taken into account.

Staff costs include the total remuneration, including in-kind benefits in line with collective agreements, paid to people in return for work related to the operation. They also include taxes

and employees' social security contributions as well as the employer's compulsory and voluntary social contributions. The following are not considered to be staff costs for ESF claim purposes

- Costs of business trips
- Allowances or salaries disbursed for the benefit of participants (e.g. students, trainees) in ESF operations
- Redundancy or back-pay costs paid to staff that are not related to the eligibility period of the operation being co-funded.

Also, any net revenue generated from the co-funded operations shall be deducted from its eligible expenditure in line with section 3.6 of the Department of Education and Skills Circular 1/2015, Eligibility Rules for 2014-2020 ESF and YEI. This includes any maternity and welfare benefits paid/reimbursed to the employer.

4. RESPONSIBILITIES OF INTERMEDIATE BODY:

In line with Article 123(6) of CPR 1303/2013, an administrative agreement between the Managing Authority and Intermediate Body for this activity will formally record in writing the responsibilities and tasks to be carried out by the Intermediate body on behalf of the Managing Authority.

5. CONTRIBUTION TO HORIZONTAL PRINCIPLES	
A. Promotion of Equality between men and women	<p>This Measure will specifically offer women the opportunity to acquire a range of skills which will enable them to return to the labour market or support their entrepreneurial capabilities and thus it fosters the key elements of the EU's gender equality policy.</p>
B. Promotion of equal opportunities and non-discrimination	<p>The project will operate on the basis of the equal opportunities principle with equal access on a non-discriminatory basis for all women who are detached from the labour market and who wish to prepare themselves to enter the labour market and for all women who wish to advance as entrepreneurs.</p> <p>This measure is committed to equality which includes promoting equality for women and prohibiting discrimination in in service delivery on nine grounds as defined in the Employment Equality Acts 1998-2011 and the Equal Status Acts 2000-2012. The nine grounds are gender (including gender identity), family status, civil status, sexual orientation, age, disability (including mental health), race (including skin colour, ethnicity and nationality), membership of the Traveller community, religion (including non-religious belief).</p> <p>The measure will also provide reasonable accommodation for women with disabilities. The measure will also allow for positive action to promote or ensure equality through preferential treatment or positive measures which promote equality of opportunity for women who may be disadvantaged because of their circumstances, or to cater for their special needs.</p>
C. Sustainable Development	<p>This initiative will be open to women from all parts of Ireland – subject to the availability of local delivery mechanisms.</p> <p>As set out in the Partnership Agreement, the principle of sustainable development requires that the needs of the present be met without compromising the ability of future generations. This requires that support for environmental protection requirements, resource efficiency, sustainable management of natural resources, risk prevention and management are addressed through both dedicated funding streams and through their horizontal integration across the Operational Programmes.</p> <p>The Government's sustainable development framework document is intended to provide a platform for the integration of sustainable development principles into policies across all sectors. The framework broadly follows the thematic approach of the <i>EU Sustainable Development Strategy</i> and sets out a wide range of measures that seek to ensure an improvement in Ireland's quality of life into the future. Among the areas listed are sustainability of public finances and economic resilience, sustainable consumption and production, conservation and management of natural resources, climate change and clean energy, social inclusion, sustainable communities and spatial planning, education, communication and behaviour change, innovation, research and development, skills and training and global poverty and sustainable development.</p>

6. INDICATORS and REPORTING				
<p>Reporting on the progress of each activity is required for the Annual and YEI Implementation Reports and the Programme Monitoring Committee. This reporting includes information on financial and non-financial indicators as outlined in the subsequent paragraphs.</p> <p>High level Investment Priority and Priority Axis targets have been set as part of the output and results indicators and performance framework¹ tables included in PEIL 2014-2020. The ESF co-funded and ESF + YEI co-funded tables below detail the activity level indicators that contribute to the higher level targets in the OP. In order to meet the reporting requirements the data in the table below must be captured and reported for this activity.</p> <p>In addition to the capturing and reporting on the data for the high level targets included in the OP, data on common indicators is also required. These indicators are detailed in the attached Annex I² in line with the requirements of Article 5 of the ESF Regulation 1304/2013.</p>				
Priority 2 (ESF co-funded)				
Outputs and Results Indicator Targets	Measurement Unit	Target Value 2023	Performance Framework Targets	
			Target Value 2018	Target Value 2023
OUTPUTS				
The number of participants from disadvantaged groups on social inclusion employability programmes, including personal development towards employability programmes - Number of women detached from labour market who participate in a training course	Number of participants	7,040	4,480	7,040
Certified Expenditure	€m	11.0	1.0	11.0
RESULTS				
Number of participants from disadvantaged groups that have completed a social inclusion employability programme and/or are in training/education/job search/work related environments upon leaving - Number of women detached from labour market who completed a training course	Number of participants	5,632	N/A	N/A

¹ Additional information on the application of the performance framework and reserve are set out under Articles 20 to 22 of the CPR 1303/2013

² The information on each participant are set out in data fields included in section (1) of Annex I. The European Commission issued an ESF guidance note on the *Monitoring and Evaluation of European Cohesion Policy* in September 2014 and Annex C of this document includes definitions for common ESF/YEI indicators. A further guidance note on the completeness of data is to be issued by the European Commission to further clarify the requirements in this area.

7. FINANCIAL INPUT	
Budget (€/m.) ESF + National Contribution	€11.0m
ESF Contribution €m	€5.5m
ESF Co-Financing %	50%
EU Intervention Field Code	111

8. PAYMENT ROLES		
Ex-Ante checks by:	Certified Claims Submitted by:	Submitted To:
EU Funds Unit Dept. of Justice and Equality	EU Funds Unit Dept. of Justice and Equality	Intermediate Body, Financial Management Unit, Dept. of Justice and Equality
Intermediate Body, Financial Management Unit, Dept. of Justice and Equality	Intermediate Body, Financial Management Unit, Dept. of Justice and Equality	Managing Authority DES
Managing Authority DES	Managing Authority DES	Certifying Authority DES
Certifying Authority DES	Certifying Authority DES	European Commission

9. PROJECT SELECTION	
Project Selection Process	The Initiative will be delivered on a regional and community basis using either a statutory body (bodies) or other suitably qualified groups, selected following consultation and procured, where applicable in accordance with national and EU rules.
Project Selection Criteria	<ul style="list-style-type: none"> • Strength of proposal • Capacity of applicant to implement the proposed project successfully • Strategic Fit • Value for money
Composition of Project Selection Committee	This will follow when the initiative has been fully scoped and is likely to include experts from other Departments/Agencies together with representatives of the Department of Justice and Equality

10. PUBLICITY/INFORMATION PLANS	
Publicity/ Information Plans for the Activity	<p>Website, brochures, reports and promotional materials will equally publicise the appropriate funding source in line with national requirements and those of Implementing Regulation (EC) regarding information and publicity measures to be carried out by the Member States concerning assistance from the Structural Funds</p> <p>The following Regulations apply:</p> <ul style="list-style-type: none"> • EU Regulation No. 1303/2013 CPR (Articles 115-117) • Commission Implementing Regulation No. 821/2014 (Articles 3 and 4 and Annex II).

11. IMPLEMENTATION CONTACT		
Body: Department of Justice and Equality Gender Equality Division	Contact Name:	AnnMarie Quarry Carole Sullivan
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*ANNEX I***Common output and result indicators for ESF investments**

(1) Common output indicators for participants

"Participants"³ refers to persons benefiting directly from an ESF intervention who can be identified and asked for their characteristics, and for whom specific expenditure is earmarked. Other persons shall not be classified as participants. All data shall be broken down by gender.

The common output indicators for participants are:

- unemployed, including long-term unemployed*,
- long-term unemployed*,
- inactive*,
- inactive, not in education or training*,
- employed, including self-employed*,
- below 25 years of age*,
- above 54 years of age*,
- above 54 years of age who are unemployed, including long-term unemployed, or inactive not in education or training*,
- with primary (ISCED 1) or lower secondary education (ISCED 2)*,
- with upper secondary (ISCED 3) or post-secondary education (ISCED 4)*,
- with tertiary education (ISCED 5 to 8)*,
- participants who live in jobless households*,
- participants who live in jobless households with dependent children*,
- participants who live in a single adult household with dependent children*,
- migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)**,
- participants with disabilities**,
- other disadvantaged**.

The total number of participants will be calculated automatically on the basis of the output indicators.

These data on participants entering an ESF supported operation shall be provided in the annual implementation reports as specified in Article 50(1) and (2) and Article 111(1) of Regulation (EU) No 1303/2013.

- homeless or affected by housing exclusion*,
- from rural areas*⁴

The data on participants under the two above indicators will be provided in the annual implementation reports as specified in Article 50(4) of Regulation (EU) No 1303/2013. The data shall be collected based on a representative sample of participants within each investment priority. Internal validity of the sample shall be ensured in such a way that the data can be generalised at the level of investment priority.

(2) Common output indicators for entities are:

³ Managing authorities shall establish a system that records and stores individual participant data in computerised form as set out in Article 125 (2) (d) of Regulation (EU) No 1303/2013. The data processing arrangements put in place by the Member States shall be in line with the provisions of Directive 95/46/EC of the European Parliament and of the Council of 24 October 1995 on the protection of individuals with regard to the processing of personal data and on the free movement of such data (OJ L 281, 23.11.1995, p. 31), in particular Articles 7 and 8 thereof. Data reported under the indicators marked with * are personal data according to Article 7 of Directive 95/46/EC. Their processing is necessary for compliance with the legal obligation to which the controller is subject (Article 7(c) of Directive 95/46/EC). For the definition of controller, see Article 2 of Directive 95/46/EC. Data reported under the indicators marked with ** are a special category of data according to Article 8 of Directive 95/46/EC. Subject to the provision of suitable safeguards, Member States may, for reasons of substantial public interest, lay down exemptions in addition to those laid down in Article 8(2) of Directive 95/46/EC, either by national law or by decision of the supervisory authority (Article 8(4) of Directive 95/46/EC).

⁴ The data shall be collected at the level of smaller administrative units (local administrative units 2), in accordance with Regulation (EC) No 1059/2003 of the European Parliament and of the Council of 26 May 2003 on the establishment of a common classification of territorial units for statistics (NUTS) (OJ L 154, 21.6.2003, p. 1).

- number of projects fully or partially implemented by social partners or non-governmental organisations,
- number of projects dedicated at sustainable participation and progress of women in employment,
- number of projects targeting public administrations or public services at national, regional or local level,
- number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy).

These data shall be provided in the annual implementation reports as specified in Article 50(1) and (2) and Article 111(1) of Regulation (EU) No 1303/2013.

(3) Common immediate result indicators for participants are:

- inactive participants engaged in job searching upon leaving*,
- participants in education/training upon leaving*,
- participants gaining a qualification upon leaving*,
- participants in employment, including self-employment, upon leaving*,
- disadvantaged participants engaged in job searching, education/ training, gaining a qualification, in employment, including self-employment, upon leaving**.

These data shall be provided in the annual implementation reports as specified in Article 50(1) and (2) and Article 111(1) of Regulation (EU) No 1303/2013. All data shall be broken down by gender.

(4) Common longer-term result indicators for participants are:

- participants in employment, including self-employment, six months after leaving*,
- participants with an improved labour market situation six months after leaving*,
- participants above 54 years of age in employment, including self-employment, six months after leaving*,
- disadvantaged participants in employment, including self-employment, six months after leaving**.

These data shall be provided in the annual implementation reports as specified in Article 50(5) of Regulation (EU) No 1303/2013. They shall be collected based on a representative sample of participants within each investment priority. Internal validity of the sample shall be ensured in such a way that the data can be generalised at the level of investment priority. All data shall be broken down by gender.