

ESF Programme for Employability, Inclusion and Learning OP 2014-2020	
Priority axis:	Priority 2: Promoting Social Inclusion and combating discrimination in the labour market
Thematic Objective:	Promoting Social Inclusion, combating poverty and any discrimination.
Investment priority:	Combating all forms of discrimination and promoting equal opportunities
Specific objective:	To engage with the most disadvantaged groups, including those distant from the labour market, with a view of raising their skills, ultimately increasing their future employment prospects
Activity Title:	<b>Integration and employment of migrants</b>
Overall Objective:	To promote active inclusion, equal opportunities, active participation and to improve employability and the socio-economic integration of marginalised communities who are experiencing barriers to participation and employment.
Certifying Authority:	ESF Certifying Authority
Managing Authority:	ESF Managing Authority
Intermediate Body:	Financial Management Unit, Department of Justice and Equality
Beneficiary Body:	Office for the Promotion of Migrant Integration

#### 1. CONTEXT/ PROBLEM/ / NEED BEING ADDRESSED:

##### The Programme for Government 2011-2016 states: -

“We will promote policies which integrate minority ethnic groups in Ireland, and which promote social inclusion, equality, diversity and the participation of immigrants in the economic, social, political and cultural life of their communities.”

The European Union’s Common Basic Principles (CPBs) (COM(2005)0389 FINAL) on integration of migrants state inter alia:-

‘3. Employment is a key part of the integration process and is central to the participation of immigrants, to the contributions immigrants make to the host society, and to making such contributions visible.

4. Basic knowledge of the host society’s language, history, and institutions is indispensable to integration; enabling immigrants to acquire this basic knowledge is essential to successful integration.’

**Under the Europe 2020 Strategy and the Draft Partnership Agreement for Ireland 2014-2020, Ireland’s employment target is: -**

‘**Employment** - to raise to 69-71% the employment rate for women and men aged 20-64, including through the greater participation of young people, older workers and low-skilled workers and the better integration of legal migrants, and to review the target level of ambition in 2014, in the context of a proposed mid-term review of the Europe 2020 Strategy.’

About 12% of the population of Ireland are non-Irish; of these, 71% are EU nationals. The success of migrants in accessing employment is a key indicator of successful integration. Immigrants arriving in Ireland can encounter barriers to integrate within Irish society. Cultural differences, lack of recognition of qualifications and prior learning, and the need for general orientation to the labour market are some of their key challenges.

This measure is aimed at the most vulnerable of legally resident migrants who are having difficulty accessing employment because of language difficulties, lack of training or social skills. The measure proposes to increase the levels of employability of the participants. These types of measures are referred to in the 'Handbook on Integration for policy-makers and practitioners' published by the European Commission (Second Edition, May 2007).

## 2. OBJECTIVES OF THE ACTIVITY:

To implement a programme which will increase the employment possibilities for the participants through a comprehensive employment programme embracing all stages of preparation which will include language training around the work place, social skills training and a mentoring programme that will lead to long term placement of the participants in either employment or further training, where appropriate.

Participants will be given the skills and support to become economically viable. The programme will include work place language and social skills training, CV preparation, interview skills; referral to other services will be made as appropriate. This focused approach will ensure that the overall objectives of the programme are met.

## 3. ESF FUNDED ELEMENT OF ACTIVITY:

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.

<b>5. CONTRIBUTION TO HORIZONTAL THEMES</b>	
<b>A. Promotion of Equality between men and women</b>	The programme will be organised on the basis of equal opportunity. Procedures will be put in place to encourage a balanced approach to participation.
<b>B. Promotion of equal opportunities and non-discrimination</b>	<p>The programme will be managed on the basis of Equal Opportunity for all and will focus on migrants who are eligible to take up employment in Ireland.</p> <p>The programme is committed to equality which includes promoting equality and prohibiting discrimination in employment and 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 programme will provide reasonable accommodation for people with disabilities as in line with equality legislation. It will also allow for positive action to promote or ensure equality through preferential treatment or positive measures which promote equality of opportunity for people who may be disadvantaged because of their circumstances, or to cater for their special needs.</p>
<b>C. Social Inclusion</b>	<p>This programme should, through employment and training programmes, increase the inclusion of vulnerable legally resident immigrants into Irish Society.</p> <p>Employment is one of the key factors of integration and social inclusion. Through employment, legally resident immigrants will build networks, learn how society is organised and develop friendships. The workplace is an excellent source of information about how systems work and where new arrivals can get support as they build their lives in a new environment.</p> <p>Employment can also lead to an improvement in mental and physical health status of the individual.</p> <p>Employment can also improve language acquisition which further increases participation in society and social inclusion.</p> <p>Recruitment for the programme will take place using a variety of referral methods such as local social welfare employment offices, through referral organisations, leaflets and publicity material and through individual contacts.</p>
<b>D. Sustainable Development</b>	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 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>The Government 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>
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**6. INDICATORS and REPORTING**

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.

High level Investment Priority and Priority Axis targets have been set as part of the output and results indicators and performance framework<sup>1</sup> 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.

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 I<sup>2</sup> in line with the requirements of Article 5 of the ESF Regulation 1304/2013.

**Priority 2 (ESF co-funded)**

Outputs and Results Indicator Targets	Measurement Unit	Target Value 2023	Performance Framework Targets	
			Target Value 2018	Target Value 2023
<b>OUTPUTS</b>				
The number of participants from disadvantaged groups on social inclusion employability programmes, including personal development towards employability programmes - The number of individuals participating in Preparation for Employment Migrants Programme	Number of participants	1,624	N/A	N/A
Certified Expenditure	€m	3.3m	N/A	N/A
<b>RESULTS</b>				
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 - The number of (a) participants in employment, including self-employment upon leaving, and (b) participants in education/training upon leaving	Number of participants	666	N/A	N/A

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

<sup>2</sup> 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.)	€3.3m
ESF + National Contribution	
ESF Contribution €m	€1.66mm
ESF Co-Financing %	50%
EU Intervention Field Code	109

8. PAYMENT ROLES		
Ex-Ante checks by:	Certified Claims Submitted by:	Submitted To:
OPMI, Dept. of Justice & Equality	OPMI, Dept. of Justice & 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	Call for proposals
Project Selection Criteria	<ul style="list-style-type: none"> <li>• Strength of proposal</li> <li>• Cost</li> <li>• Capacity of the applicant</li> <li>• Strategic fit (co-ordination and collaboration with other organisations)</li> </ul>
Composition of Project Selection Committee	The composition of the selection committee will be decided by 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"> <li>• Regulation No. 1303/2013 CPR ( Articles 115-117)</li> <li>• Commission Implementing Regulation No. 821/2014 (Articles 3 and 4 and Annex II).</li> </ul>

11. IMPLEMENTATION CONTACT		
<b>Body:</b> Office for the Promotion of Migrant Integration (OPMI), Department of Justice and Equality	<b>Contact Name:</b>	Gerry Roughneen / Alan Lombard
<b>Address:</b> 6/7 Hanover Street East Dublin 2	<b>Phone:</b>	4748730 / 4748631
	<b>Email:</b>	<a href="mailto:gfroughneen@justice.ie">gfroughneen@justice.ie</a> / <a href="mailto:aglombard@justice.ie">aglombard@justice.ie</a>

**ANNEX I****Common output and result indicators for ESF investments**

## (1) Common output indicators for participants

"Participants"<sup>3</sup> 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\*<sup>4</sup>

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.

<sup>3</sup> 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).

<sup>4</sup> 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).



(2) Common output indicators for entities are:

- 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.