



THE EUROPEAN COMMUNITY OF PRACTICE ON
GenderMainstreaming



EUROPEAN UNION
European Social Fund

in cooperation with



Comments on the draft Regulations setting out provisions for the Common Strategic Framework funds and for the ESF for the programming period post 2014

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The European Community of Practice on Gender Mainstreaming is a community dedicated to integrating the gender dimension into the European Social Fund (ESF) programmes (2007-2013) in relation to the EU 2020 strategy. The goal is that gender mainstreaming shall be an integral part of future ESF management at the end of the network's lifespan – from planning, programming, implementing to monitoring and evaluation. Find out more on www.genderCoP.eu

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A. Introduction to comments

This document contains comments on

the proposal for the REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL laying down common provisions on the European Regional Development Fund, the European Social Fund, the Cohesion Fund, the European Agricultural Fund for Rural Development and the European Maritime and Fisheries Fund covered by the Common Strategic Framework and laying down general provisions on the European Regional Development Fund, the European Social Fund and the Cohesion Fund and repealing Regulation (EC) No 1083/2006 (section B in the document)

and

the proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on the European Social Fund and repealing Regulation (EC) No 1081/2006 (section C in the document)

Background

The European Commission has adopted a legislative package for regional, employment and social policy for the Structural Funds Period 2014+. Closely linked to the objectives of the Europe 2020 strategy it aims to boost growth and employment in the EU. The package includes an overarching Regulation (henceforth referred to as CSF funds)ⁱ setting out common rules governing the European Regional Development Fund (ERDF), the European Social Fund (ESF), the Cohesion Fund, the European Agricultural Fund for Rural Development (EAFRD) and the European Maritime and Fisheries Fund (EMFF). Three specific Regulations for the ERDF, the ESF and the Cohesion Fund are included, as well as two Regulations dealing with the European territorial cooperation goal and the European grouping of territorial cooperation (EGTC).ⁱⁱ

The Community of Practice on Gender Mainstreaming has assessed the draft CSF funds and the ESF regulation and formulated recommendations addressing gaps in terms of the coherent integration of gender mainstreaming and specific actions (dual gender equality approach of the European Unionⁱⁱⁱ) which needs to be taken into account in all policy areas in the European Union.

General remarks

In the draft for the overarching CSF funds Regulation, gender equality (objective) and the dual gender equality approach are more strongly integrated than in the General Regulation of the present funding period. This applies – for instance – to the stipulation for gender equality

to become a general principal in the “Common Strategic Framework” as well as in the “partnership contract” between the EU Commission and Member States. Further examples for a stronger integration of gender equality into the Structural Funds 2014+ concern the requirement to adjust gender equality more strongly to economic, territorial and social cohesion and to connect gender-differentiated monitoring and evaluation (ex-ante and ex-post evaluation) with the 11 thematic objectives of the CSF funds Regulation. Not least there is a detailed description of how to design the gender equality strategy in the planning of the Funds.

Corresponding with the proposal for the overarching CSF funds Regulation, the proposal for the ESF Regulation defines a good basis for the coherent integration of the gender equality objectives of the European Union into the ESF and to be put into practice through the gender mainstreaming strategy/dual gender equality approach.

In addition to the requirement of priorities financed by the ESF to contribute to gender equality, the importance of taking gender into account in all dimensions of the programmes (gender mainstreaming strategy) and ensuring that specific actions are taken is clearly stated. Article 7 on Gender Equality highlights most of the gender equality objectives of the European Gender Equality Strategy 2010 – 2015^{iv} or the European Pact for Gender Equality^v as well as the coherent integration of gender equality into the whole ESF preparation and programming procedure (gender mainstreaming is mentioned as a requirement).

Currently the proposals for the Regulations 2014+ are being discussed in the European Parliament and the Member States. Based on the proposals for the regulations the European Commission will publish a first draft of the Common Strategic Framework in the beginning of 2012. Partnership Contracts and Operational Programmes will follow and will draw on the requirements stipulated in the draft regulations. It is therefore essential that the regulations will contain clear and binding gender equality requirements.

The European Community of Practice on Gender Mainstreaming (Gender-CoP) working on ESF issues has concentrated its comments on the proposals for the CSF funds Regulation and the ESF Regulation in order to make sure that decision makers in the Member States and the EU Parliament will include these proposals for improvements into their discussion and negotiation processes but it is also important to observe the preservation of the achievements made in the current funding period.

The integration of gender equality and gender mainstreaming is **made a requirement in the CSF funds Regulation not only for the ESF but for all CSF funds** (see Article 7 of the General Regulation). But the proposals for the funds except ESF are far from satisfactory. Due to the obligation for all EU policies to take gender equality into account in the planning, implementation, monitoring and evaluation the proposed regulations cannot pass without major improvements.^{vi}

B. Comments on the proposal for the CSF funds Regulation

Overall suggestions

In the draft for the CSF funds Regulation, gender equality and gender mainstreaming/dual approach are more strongly integrated than in the General Regulation of the present funding period. Even so this is a positive development, the CSF funds Regulation needs improvement in terms of a coherent integration of gender equality and consistent wording.

In the proposed regulation formulations differ between pointing out a clear and binding requirement for gender equality/gender mainstreaming/dual approach (e g “Member States “ensure”...) and subjective wordings like “should”. Furthermore there is not a consistent use of terms concerning gender equality in the draft regulation and its translations. Examples can be found in the Swedish and German version. Therefore it is recommended to include definitions of the following terms in part one – Subject-Matter and Definitions, Article 2, Definitions:

Gender equality

Gender Mainstreaming

Specific actions

Equal opportunities and non discrimination.

Furthermore there is no reference to the European Gender Equality Strategy or the European Pact on Gender Equality and its overarching objective of “economical independence of women and men”. Thematic conditionalities regarding gender gaps are poor – general conditionalities on gender equality are better integrated. In annex IV – ex ante conditionalities – gender equality is mentioned as one of the conditionalities but needs to be coherently integrated into all conditionalities.

In order to make it “easy” for actors involved in the discussion and decision making on the proposals of the regulations the Gender-CoP experts have made concrete suggestions for change and improvement in the text of the regulations.

How to read the comments and recommendations?

Yellow: all parts of the ESF Regulation where Gender Equality and Gender Mainstreaming/dual approach is mentioned

Red Letters: words or parts which need a stronger/more binding wording

Green letters: chapters or paragraphs where gender equality and gender mainstreaming is missing or where additions/completions are needed

Detailed suggestions for improvements of the regulations

EXPLANATORY MEMORANDUM

1. CONTEXT OF THE PROPOSAL

The first part sets out a series of common provisions governing all structural instruments covered by the Common Strategic Framework. These provisions concern the general principles of support such as partnership, multi-level governance, equality between men and women, sustainability and compliance with applicable EU and national law.

3. LEGAL ELEMENTS OF THE PROPOSAL

In terms of legal elements the EC Treaty, article 8 on Gender Mainstreaming as well as the “EU gender equality strategy 2010 – 2015” and the „gender equality pact“ should be mentioned!

5. SUMMARY OF THE CONTENT OF THE REGULATION

5.1. Common provisions governing all CSF Funds

5.1.1. General principles

The general principles governing the support of all CSF Funds will include partnership and multi-level governance, compliance with applicable EU and national law, promotion of equality between men and women and sustainable development. Within this context, for the ESF, the Commission will continue to be assisted by the Committee foreseen in Article 163 of the Treaty and composed of one government representative, one representative of the workers' organisations and one representative of the employers' organizations as well as one representative of a gender equality organisation from each Member State.

5.1.2. Strategical approach

In order to maximise the impact of the policy in delivering European priorities, the Commission proposes to reinforce the strategic programming process. This involves defining a list of thematic objectives in the Regulation in line with the Europe 2020 Strategy:

- (1) strengthening research, technological development and innovation;
- (2) enhancing access to and use and quality of information and communication technologies;
- (3) enhancing the competitiveness of small and medium-sized enterprises, the agricultural sector (for the EAFRD) and fisheries and aquaculture sector (for the EMFF);
- (4) supporting the shift towards a low-carbon economy in all sectors;
- (5) promoting climate change adaptation, risk prevention and management;
- (6) protecting the environment and promoting resource efficiency;
- (7) promoting sustainable transport and removing bottlenecks in key network infrastructures;
- (8) promoting employment and supporting labour mobility;

- (9) promoting social inclusion and combating poverty;
- (10) investing in education, skills and lifelong learning;
- (11) enhancing institutional capacity and an efficient public administration
- (12) **integrating gender equality objectives into all thematic objectives.**

Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL

Acting in accordance with the ordinary legislative procedure,
Whereas:

(9) For the Partnership Contract and each programme respectively, a Member State should organise a partnership with the representatives of competent regional, local, urban and other public authorities, economic and social partners, and bodies representing civil society, including environmental partners, non-governmental organisations, and bodies responsible for promoting **gender** equality and non discrimination.

(11) In the context of its effort to increase economic, territorial and social cohesion, the Union **will** at all stages of implementation of the CSF Funds, aim at eliminating inequalities and **promoting equality between men and women**, as well as combating discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.

(20) In order to ensure focus on the achievement of the Union strategy for smart, sustainable and inclusive growth **and on the EU gender equality strategy/pact for gender equality**, common elements should be defined for all programmes. In order to ensure the consistency of programming arrangements for the CSF Funds, the procedures for adoption and amendment of programmes should be aligned. Programming should ensure consistency with the Common Strategic Framework and Partnership Contract, coordination of the CSF Funds between themselves and with the other existing financial instruments and the European Investment Bank.

(61) It is necessary to lay down additional provisions concerning the programming, management, monitoring and control of operational programmes supported by the Funds. Operational programmes should set out priority axes corresponding to thematic objectives **and to EU transversal principles, e.g. gender equality objectives**, elaborate consistent intervention logic to tackle the development needs identified, and set out the framework for performance assessment. They should also contain other elements necessary to underpin the effective and efficient implementation of these Funds.

3. Ex ante evaluations shall appraise:

(l) the adequacy of planned measures to promote equality between men and women and to prevent discrimination;

PART TWO

COMMON PROVISIONS APPLICABLE TO CSF FUNDS

TITLE I

Principles of Union support for the CSF Funds

Article 5

Partnership and multi-level governance

1. For the Partnership Contract and each programme respectively, a Member State shall organise a partnership with the following partners:
 - (a) competent regional, local, urban and other public authorities;
 - (b) economic and social partners; and
 - (c) bodies representing civil society, including environmental partners, nongovernmental organisations, and **bodies responsible for promoting gender equality** and non-discrimination.
2. In accordance with the multi-level governance approach, the partners shall be involved by Member States in the preparation of Partnership Contracts and progress reports and in the preparation, implementation, monitoring and evaluation of programmes. The partners shall participate in the monitoring committees for programmes
4. At least once a year, for each CSF Fund, the Commission shall consult the organisations which represent the partners at Union level on the implementation of support from the CSF Funds.

Article 7

Promotion of equality between men and women and non-discrimination

The Member States and the Commission shall ensure that equality between men and women and the **coherent** integration of the gender perspective **into all steps of preparation, programming and implementation as well as monitoring and evaluation of the CSF Funds is becoming reality in the Funding Period 2014+.**

The Member States and the Commission shall take appropriate steps to prevent any discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation during the preparation and implementation of programmes.

TITLE II
STRATEGIC APPROACH
CHAPTER I
Thematic objectives for the CSF Funds and Common Strategic Framework

Article 14

Content of the Partnership Contract

The Partnership Contract shall set out:

Content of the Partnership Contract

The Partnership Contract shall set out:

(a) arrangements to ensure alignment with the Union strategy for smart, sustainable and inclusive growth, including:

(i) an analysis of disparities and development needs with reference to the thematic objectives, **transversal objectives like gender equality** and key actions defined in the Common Strategic Framework and the targets set in the country-specific recommendations under Article 121(2) of the Treaty and the relevant Council recommendations adopted under Article 148(4) of the Treaty;

(ii) a summary analysis of the *ex ante* evaluations of the programmes justifying the selection of the thematic objectives and the indicative allocations of the CSF Funds;

TITLE III
PROGRAMMING
CHAPTER I
General provisions on the CSF Funds

Article 24

Content of programmes

4. Each programme, except those which cover exclusively technical assistance, shall include a **detailed** description of the actions to take into account the principles set out in Articles 7 **(gender equality, integration of the gender perspective in the preparation, programming, implementation, monitoring and evaluation of programs)**

CHAPTER II
Community-led local development

Article 30

Local action groups

1. Local action groups shall design and implement the local development strategies.

3. The tasks of local action groups shall include the following:

(a) building the capacity of local actors to develop and implement operations;

(b) drawing up a **gender equality based**, non-discriminatory and transparent selection procedure and criteria for the selection of operations, which avoid conflicts of interest, that shall ensure that at least 50% of the votes in selection decisions are from the non public sector partners, providing for the possibility of appeal against selection decisions and allowing selection by written procedure;

TITLE V
MONITORING AND EVALUATION
CHAPTER I
Monitoring
SECTION I
MONITORING OF PROGRAMMES

Article 42

Composition of the monitoring committee

1. The monitoring committee shall be composed of representatives of the managing authority and intermediate bodies and of representatives of the partners. **Member States will make sure that gender equality NGOs are represented in the monitoring committee.**

Article 43

Functions of the monitoring committee

1. The monitoring committee shall meet at least once a year and shall review implementation of the programme and progress towards achieving its **thematic and transversal** objectives. In doing so, it shall have regard to the financial data, common and programme specific indicators, including changes in result indicators and progress towards quantified target values, and the milestones defined in the performance framework.

CHAPTER II
Evaluation

Article 48

Ex ante evaluation

1. Member States shall carry out *ex ante* evaluations to improve the quality of the design of each programme.

3. *Ex ante* evaluations shall appraise:

- (a) the contribution to the Union strategy for smart, sustainable and inclusive growth, having regard to the selected thematic and **transversal** objectives and priorities, taking into account national and regional needs;
- (b) the internal coherence of the proposed programme or activity and its relation with other relevant instruments;
- (c) the consistency of the allocation of budgetary resources with the objectives of the programme;

(d) the consistency of the selected thematic **and transversal** objectives, the priorities and corresponding objectives of the programmes with the Common Strategic Framework, the Partnership Contract and the country-specific recommendations under Article 121(2) of the Treaty and the Council recommendations adopted under Article 148(4) of the Treaty;

(l) the adequacy of planned measures to promote equality between men and women and to prevent discrimination;

Financial framework

Article 84

Resources for Investment for growth and jobs and for European territorial cooperation

2. The following criteria shall be used for the breakdown by Member State:

- (a) eligible population, regional prosperity, national prosperity and unemployment rate for less developed regions and transition regions;
- (b) eligible population, regional prosperity, unemployment rate, employment rate, educational level and population density for more developed regions;
- (c) population, national prosperity and surface area for the Cohesion Fund.

All criteria are to be broken down by gender

Title II – program planning

Article 87

Content and adoption of operational programmes under the Investment for growth and jobs goal

An operational programme shall set out:

3. Each operational programme, except those where technical assistance is undertaken under a specific operational programme, shall include:

(iii) a description of its contribution to **gender** equality and the arrangements to ensure the integration of a gender perspective at operational programme and operation level.

CHAPTER III

Joint action plan

Article 93

Scope

1. A joint action plan is an operation defined and managed in relation to the outputs and results which it will achieve. It comprises a group of projects, not consisting in the provision of infrastructure, carried out under the responsibility of the beneficiary, as part of an operational programme or programmes. The outputs and results of a joint action plan shall be agreed between the Member State and the Commission and shall contribute to specific **and transversal** objectives of the operational programmes and form the basis of support from the

Funds. Results shall refer to direct effects of the joint action plan. The beneficiary shall be a public law body. Joint action plans shall not be considered as major projects.

Article 95

The joint action plan shall contain:

(6) an analysis of the effects of the joint action plan on equality between men and women and the prevention of discrimination;

MONITORING, EVALUATION, INFORMATION AND COMMUNICATION

CHAPTER I

Monitoring and evaluation

Article 100

Functions of the monitoring committee

(f) actions to ensure equality between men and women, equal opportunities, and non-discrimination, including accessibility for disabled persons;

Article 101

Implementation reports for the Investment for growth and jobs goal

3. The annual implementation reports submitted in 2017 and 2019 shall set out and assess the information required under Articles 44(3) and (4) respectively, the information set out in paragraph 2, together with:

(e) the specific actions taken to ensure equality between men and women and to prevent discrimination, including accessibility for disabled persons, and the arrangements implemented to ensure the integration of the gender perspective in the operational programme and operations;

Article 114

Functions of the managing authority

(e) ensure that the data referred to in point (d) is collected, entered and stored in the system, and that data on indicators is broken down by gender where required by Annex I of the ESF Regulation.

ANNEX IV

Ex ante conditionalities

Thematic ex ante conditionalities

Thematic ex ante conditionalities need to be amended. Those on higher education and lifelong learning (women returners to the labour market) do not mirror all gender gaps. Conditionalities in terms of all gender gaps are needed.

8.3. Modernisation and strengthening of labour market institutions, including actions to enhance transnational labour mobility

- Reforms of labour market institutions will be preceded by a clear strategy and *ex ante* assessment including the gender dimension

9.2. Higher education

The existence of national or regional strategies for increasing tertiary education attainment, quality and efficiency in accordance with the Communication of the Commission of 10 May 2006 on delivering on the modernisation agenda for universities: education, research and innovation.

– measures to increase employability and entrepreneurship that:

– **reduce gender differences in terms of academic and vocational choices and encouraging students to choose careers in sectors where they are underrepresented in order to reduce the gender segregation of the labour market.**

9.3. Lifelong learning

The existence of a national and/or regional policy framework for lifelong learning in line with Union level policy guidance.

A national or regional policy framework for lifelong learning is in place that contains:

- measures for the effective provision of skills development for young people in vocational training, adults, **women returning in the labour market**, low skilled and older workers, and other disadvantaged groups;

General ex-ante conditionalities

2. Gender equality

The existence of a strategy in order to reach the EU gender equality objectives and a mechanism which ensures its effective implementation through gender mainstreaming and specific actions.

- Effective implementation and application of an explicit strategy **for reaching the EU gender equality objectives** is ensured through:
 - a system for collecting and analyzing data and indicators broken down by sex and to develop evidences-based gender policies;
 - a plan and ex-ante criteria for the integration of gender equality objectives through gender **equality** standards and guidelines **for all CSF Funds**;
 - Implementation mechanisms including involvement of a gender body **or gender experts** and the relevant expertise to draft monitor and evaluate the interventions.

C. Comments on the proposal for an ESF Regulation

Overall suggestions

Generally the proposal for the ESF Regulation 2014+ funding period is preparing a good basis for the coherent integration of the Gender Equality objectives of the European Union into ESF and to be put into practice through the Gender Mainstreaming strategy/dual gender equality approach.

Besides its embedding in the “mission”, the “scope of intervention/investment priorities” and the requirements for the OP article 7 on Gender Equality is stressing most of the gender equality objectives of the European Gender Equality Strategy 2010 – 2015 or the European Pact for Gender Equality as well as the coherent integration of gender equality into the whole ESF preparation and programming procedure (gender mainstreaming is mentioned as a requirement). Nevertheless there are also gaps to be addressed, or terms which need to be improved, to make the proposal more consistent, precise and binding.

How to read the comments and recommendations?

Yellow: all parts of the ESF Regulation where Gender Equality and Gender Mainstreaming/dual approach is mentioned

Red Letters: words or parts which need a stronger/more binding wording

Green letters: chapters or paragraphs where gender equality and gender mainstreaming is missing or where additions/completions are needed

EXPLANATORY MEMORANDUM

1. CONTEXT OF THE PROPOSAL

Many of these problems have been exacerbated by the financial and economic crisis, demographic and migratory trends and the fast pace of technological change. Unless tackled effectively, they constitute a significant challenge for social cohesion and competitiveness. It is therefore essential to accompany growth-enhancing investment in infrastructure, regional competitiveness and business development with measures underpinning sustainable job creation in the areas of labour market policy, education and training, social inclusion, **gender equality**, adaptability of workers, enterprises and entrepreneurs, and administrative capacity.

The European Social Fund (ESF) supports policies and priorities aiming to achieve progress towards full employment, enhance quality and productivity at work, increase the geographical and occupational mobility of workers within the Union, improve education and training

systems, and promote **gender equality** and social inclusion, thereby contributing to economic, social and territorial cohesion.

p. 3

Legal Elements of the proposal

Summary and content of the regulation

p. 6

Furthermore, the draft Regulation clarifies and strengthens the ESF contribution to the Union's commitment to eliminate inequalities between women and men and prevent discrimination. Member States **will** combine a robust **gender** mainstreaming approach and specific actions to promote gender equality and non-discrimination.

p. 6

The draft Regulation attaches great importance to the involvement of social partners and nongovernmental organisations in the programming and implementation of ESF priorities and operations. To this end, for the less-developed regions and countries, the draft Regulation calls for an appropriate amount of ESF resources to be allocated to capacity building actions for social partners and non-governmental organisations. Joint activities undertaken by the social partners **and NGOs** will also be supported, considering their vital role in the field of employment, education and social inclusion.

See also Chapter II – Inclusion of Social Partners

p. 8

Proposal for a

**REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL
on the European Social Fund and repealing Regulation (EC) No
1081/2006**

(3) The European Council of 17 June 2010 called for all common policies, including cohesion policy, to support the Europe 2020 Strategy for smart, sustainable and inclusive growth¹². In order to ensure the full alignment of the ESF with the objectives of this strategy, particularly as regards employment, education, and the fight against social exclusion, the ESF should support Member States in implementing the Council recommendations on broad guidelines for economic policies of the Member States and the Union and the Council decisions on guidelines for the employment policies of the Member States adopted in accordance with Articles 121 and 148(4) of the Treaty. It should also contribute to the implementation of the flagship initiatives, with special regard to the "Agenda for New Skills and Jobs"¹³, "Youth on the Move"¹⁴, and the "European Platform against Poverty and Social Exclusion"¹⁵. It will also support the activities in the "Digital Agenda"¹⁶ and the "Innovation Union"¹⁷ initiatives. All flagship initiatives supported by the ESF will contribute to the implementation of gender equality through the common dual gender equality approach of the EU (gender mainstreaming strategy and specific actions).

p. 10

(10) The Member States and the Commission will ensure that the implementation of the priorities financed by the ESF contribute to the promotion of equality between women and men in accordance with Article 8 of the Treaty. Evaluations have shown the importance of taking gender **equality objectives** into account in all dimensions of **the preparation and implementation of the OP, programmes, and projects through implementing the gender mainstreaming strategy and specific actions.**

(11) In accordance with Article 10 of the Treaty, the implementation of the priorities financed by the ESF **will** contribute to combating discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. The ESF should support the fulfillment of the obligation under the UN Convention on the Rights of Persons with Disabilities with regard inter alia to education, work and employment and accessibility. The ESF should also promote the transition from institutional to community-based care.

Chapter I – General provisions

p. 12

Article 2, mission

1. The ESF shall promote high levels of employment and job quality, support the geographical and occupational mobility of workers, facilitate their adaptation to change, encourage a high level of education and training, promote gender equality **in all investment priorities**, equal opportunities and non-discrimination, enhance social inclusion and combat poverty, thereby contributing to the priorities of the European Union as regards strengthening economic, social and territorial cohesion.

3. The ESF shall benefit people, including disadvantaged groups such as the long-term unemployed, people with disabilities, migrants, ethnic minorities, marginalised communities and people facing social exclusion, **gender-based poverty or discrimination.** The ESF shall also provide support to enterprises, systems and structures with a view to **facilitating their adaptation to new challenges and promoting good governance and the implementation of reforms, in particular in the fields of employment, education and social policies.**

p. 13

Article 3 – Scope of Intervention

1. Under the thematic objectives listed below, and in accordance with Article 9 of Regulation (EU) No [...], the ESF shall support the following investment priorities:

(a) Promoting employment, **the economical independence of women and men** and supporting labour mobility through:

- (i) Access to employment for job-seekers and inactive people, including local employment initiatives and support for labour mobility;
- (ii) Sustainable integration of young people not in employment, education or training into the labour market;
- (iii) Self-employment, entrepreneurship and business creation;
- (iv) **Equality between men and women** in all investment priorities and reconciliation between work and private life;
- (v) Adaptation of workers, enterprises and entrepreneurs to change;
- (vi) Active and healthy ageing;
- (vii) Modernisation and strengthening of labour market institutions, including actions to enhance transnational labour mobility;
- (b) Investing in education, skills and life-long learning through:
 - (i) Reducing early school-leaving and promoting equal access to good quality early-childhood, primary and secondary education;

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Article 5 – Indicators

see Appendix

Chapter II

Specific provisions for programming and implementation

p. 16

Article 6

Involvement of partners

1. The involvement of the social partners and other stakeholders, in particular nongovernmental organisations, in the implementation of operational programmes, as referred to in Article 5 of Regulation (EU) No [...], may take the form of global grants as defined in Article 112(7) of Regulation (EU) No [...]. In such a case, the operational programme shall identify the part of the programme concerned by the global grant, including an indicative financial allocation from each priority axis to it.
2. To encourage adequate participation of the social partners in actions supported by the ESF, managing authorities of an operational programme in a region as defined in Article 82(2)(a) of Regulation (EU) No [...] or in Member States eligible for Cohesion Fund support shall ensure that an appropriate amount of ESF resources is allocated to capacity-building activities, in the form of training, networking measures, and strengthening of the social and gender dialogue, and to activities jointly undertaken by the social partners or non-governmental organisations.
3. To encourage adequate participation of and access by non-governmental organisations to actions supported by the ESF, notably in the fields of social inclusion, **gender equality** and equal opportunities, the managing authorities of an operational programme in a region as defined in Article 82(2)(a) of Regulation (EU) No [...] or in Member States eligible

for Cohesion Fund support shall ensure that an appropriate amount of ESF resources is allocated to capacity-building for nongovernmental organisations.

p. 17

Article 7

Promotion of equality between men and women

The Member States and the Commission shall promote equality between men and women through **gender** mainstreaming as referred to in Article 7 of Regulation (EU) No [...] and specific targeted actions as referred to in Article 3(1)(a)(iv), in particular with the aim of increasing the sustainable participation, progress **and economical independence** of women **(and men)** in employment, reducing gender-based segregation in the labour market, combating gender stereotypes in education and training and promoting reconciliation of work and personal life for men and women.

ANNEX

Common output and result indicators for ESF investments

In addition to the indicators listed below, gender equality indicators must be defined. See EU Gender Equality Strategy/Pact on gender equality and additional papers containing GE objectives.

(1) Common output indicators on participants

Participants refer to persons benefiting directly from an ESF investment and who can be identified and asked for their characteristics, and for whom specific expenditure is earmarked. Other beneficiaries should not be counted as participants.

- unemployed, including long-term unemployed*
- long-term unemployed*
- inactive*
- inactive, not in education or training*
- employed, including self-employed*
- below 25 years*
- above 54 years*
- 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)*
- migrants, people with a foreign background, minorities (including marginalised communities such as the Roma)**
- disabled**
- other disadvantaged**

The total number of participants is calculated automatically on the basis of the output indicators. These data on participants entering an ESF supported operation are to be provided in the annual implementation reports as specified in Article 44(1) and (2) and Article 101(1) of Regulation (EU) No [...].

All data are to be broken down by gender.

(2) Common output indicators for entities

- number of projects fully or partially implemented by social partners or non-governmental organisations
- number of projects targeting public administrations or public services

Number of projects targeting gender equality/gender mainstreaming/specific actions

- number of micro, small and medium-sized enterprises supported

These data are to be provided in the annual implementation reports as specified in Article 44(1) and (2) and Article 101(1) of Regulation (EU) No [...].

(3) Common immediate result indicators on participants

- inactive participants newly engaged in job searching upon leaving
- participants in education/training upon leaving
- participants gaining a qualification upon leaving
- participants in employment upon leaving

These data are to be provided in the annual implementation reports as specified in Article 44(1) and (2) and Article 101(1) of Regulation (EU) No [...].

All data are to be broken down by gender.

(4) Common longer-term result indicators on participants

- participants in employment 6 months after leaving
- participants in self-employment 6 months after leaving
- participants with an improved labour market situation 6 months after leaving

These data are to be provided in the annual implementation reports as specified in Article 44(4) of Regulation (EU) No [...]. They are to be collected based on a representative sample of participants within each priority axis or sub-priority. Internal validity of the sample should be ensured in such a way that the data can be generalised at the level of priority axis or sub-priority.

All data are to be broken down by gender.

ⁱ(http://ec.europa.eu/regional_policy/sources/docoffic/official/regulation/pdf/2014/proposals/regulation/general/general_proposal_en.pdf)

ⁱⁱ The Commission also adopted proposals for two instruments in the area of employment and social policy, namely the European Globalisation Adjustment Fund (EGF) and the Programme for Social Change and Innovation (PSCI), as well as a communication on the European Union Solidarity Fund (EUSF).

ⁱⁱⁱ http://ec.europa.eu/justice/gender-equality/tools/index_en.htm

^{iv} <http://ec.europa.eu/social/main.jsp?catId=89&furtherNews=yes&langId=en&newsId=890>

^v http://www.consilium.europa.eu/uedocs/cms_Data/docs/pressdata/en/lisa/119630.pdf

^{vi} For further discussions on the importance of a gender perspective in the new funding period and the gender mainstreaming strategy, please see:

Preparation of New Funding Period of the Structural Funds;

<http://www.gendercop.com/wp-content/uploads/2011/06/GENDER COP-Position-Paper-on-the-New-Funding-Period-of-the-Structural-Funds.pdf>

Consultation concerning the Fifth Progress Report on Economic and Social Cohesion

<http://www.gendercop.com/wp-content/uploads/2011/02/Gender-CoP-Fifth-Progress-Report-on-Economic-and-Social-Cohesion.pdf>