

Mid Term Evaluation of the Southern & Eastern Regional Operational Programme
2014-20

Appendix 2 – Horizontal Principles – FINAL

May 2019

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1. APPENDIX 2A - HORIZONTAL PRINCIPLES - SCREENING

1.1 Screening and Identification of Suitable Actions - Summary

Each scheme was screened for **relevance** regarding each of the following Horizontal Principles.

- Promotion of equality between men and women;
- Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities;
- Promotion of sustainable development; and
- Promotion of Social Inclusion.

The outcomes of the screening exercise are detailed in the following sections for each Priority; this also includes the list of suitable actions for schemes which were deemed to have relevance for an HP (sourced from the Intermediary Bodies' report). A summary by priority is detailed below.

Priority 1

Screening of the **SFI Research Centres Programme and SFI Spokes Programme** against the 4 Horizontal Principles identified that these 2 schemes are relevant for 3 of the HPs and for 1 of these (gender equality) the IB has developed strategies to ensure that the HP is appropriately considered in the implementation of the schemes. For two HPs for which the schemes were also deemed relevant, no suitable actions were developed. For the fourth HP (non-discrimination), the schemes were deemed not to be relevant.

In summary, the screening of the schemes against the HPs identified the following:

- **Gender Equality:** The IB has found this scheme to be relevant for this HP and have developed suitable actions to integrate the HP into the schemes. All SFI programmes monitor the participation of women in scientific research has been tracked over the years by SFI as part of the Annual SFI Census, and Annual survey undertaken by SFI of its entire research community.
- **Equal Opportunities/Non Discrimination:** The IB has found this scheme not to be relevant for this HP; therefore the IB has not developed suitable actions or strategies to integrate the HP into this scheme.
- **Sustainable Development:** The IB have indicated that this scheme is relevant for this HP; there is no evidence that the IB has developed suitable actions or strategies to integrate the HP into this scheme. Further, there are no specific strands within these SFI schemes for research into areas relevant to this HP – for example: environment and sustainable development.
- **Social Inclusion:** The IB have indicated that this scheme is relevant for this HP; there is no evidence that the IB has developed suitable actions or strategies to integrate the HP into this scheme.

Screening of the **Marine Research Programme** against the 4 Horizontal Principles identified that this scheme is relevant for 4 of the HPs. Suitable actions were developed for all of the HPs.

In summary, the screening of this scheme against the HPs identified the following:

- **Gender Equality:** The screening process has found this scheme to be relevant for this HP the IB has developed suitable actions to integrate the HP into the scheme. There are lower numbers of female project leads than male and the IB will proactively seek applications from female scientists.

- **Equal Opportunities/Non Discrimination:** The screening process has found this scheme to be relevant for this HP and the IB has developed suitable actions. Accessibility issues can be alleviated by carrying out a special needs assessment as part of the staff recruitment and induction process e.g. for laboratory based research.
- **Sustainable Development:** The screening process has found this scheme to be relevant for this HP and the IB has developed suitable actions. The acquisition of research knowledge will be central to meeting the requirements of national and EU strategies and directives on sustainable development (e.g. Harnessing Our Ocean Wealth, Food Harvest 2020, EU Marine Strategy Framework, Water Framework and Habitats/Natura Legislation).
- **Social Inclusion:** The screening process has found this scheme to be relevant to this HP and the IB has developed suitable actions. As part of the IB organisation strategy, the Marine Institute is committed to promoting active participation in marine research (contributes towards Goal 5 and Goal 9 of the National Action Plan for Social Inclusion 2007-2016).

Screening of the **Commercialisation Fund** against the 4 Horizontal Principles identified that this scheme is relevant for 1 of the HPs (gender equality). For 3 HPs, the scheme was deemed not to be relevant.

In summary, the screening of this scheme against the HPs identified the following:

- **Gender Equality:** The IB has found this scheme to be relevant for this HP and has developed suitable actions to integrate the HP into the scheme. The screening process has identified that Enterprise Ireland monitor and report on the gender balance of the scheme for the number of entrepreneurs and researchers.
- **Equal Opportunities/Non Discrimination:** The IB has found that this HP is not relevant and there are no actions or strategies developed to integrate the HP into this strategy.
- **Sustainable Development:** The IB has found that this HP is not relevant and there are no actions or strategies developed to integrate the HP into this strategy.
- **Social Inclusion:** The IB has found that this HP is not relevant and there are no actions or strategies developed to integrate the HP into this strategy.

Screening of the **Innovation Partnership Fund** against the 4 Horizontal Principles identified that this scheme is relevant for 1 of the HPs (gender equality). For 3 HPs, the scheme was deemed not to be relevant.

In summary, the screening of this scheme against the HPs identified the following:

- **Gender Equality:** The IB has found this scheme to be relevant for this HP and has developed suitable actions to integrate the HP into the scheme. The screening process has identified that Enterprise Ireland monitor and report on the gender balance of the scheme for the number of entrepreneurs and researchers.
- **Equal Opportunities/Non Discrimination:** The IB has found that this scheme is not relevant for this HP; therefore the IB has not developed suitable actions or strategies to integrate the HP into this scheme.
- **Sustainable Development:** The IB has found this scheme not to be relevant for this HP; therefore the IB has not developed suitable actions or strategies to integrate the HP into this scheme.
- **Social Inclusion:** The IB has found this scheme not to be relevant for this HP; therefore the IB has not developed suitable actions or strategies to integrate the HP into this scheme.

Priority 2 – National Broadband Plan

Screening of the **National Broadband Plan** against the 4 Horizontal Principles identified that this scheme is relevant for 2 of the HPs (Sustainable Development and Social Inclusion). The IB has developed strategies to ensure that these HPs are appropriately considered in the implementation of the scheme. For two HPs, the scheme was deemed not to be relevant.

In summary, the screening of this scheme against the HPs identified the following:

- **Gender Equality:** The IB has found this scheme not to be relevant for this HP; therefore the IB has not developed suitable actions or strategies to integrate the HP into this scheme.
- **Equal Opportunities/Non Discrimination:** The IB has found this scheme not to be relevant for this HP; therefore the IB has not developed suitable actions or strategies to integrate the HP into this scheme.
- **Sustainable Development:** The IB has found this scheme to be relevant for this HP and has developed suitable actions to integrate the HP into the scheme. The National Broadband Plan and the National Digital Strategy have been adopted and will be implemented to facilitate the provision of high-quality infrastructure, while at the same time helping citizens, businesses and communities to optimise the use of technology.
- **Social Inclusion:** The IB has found this scheme to be relevant for this HP and has developed suitable actions to integrate the HP into the scheme. It aims to overcome identified gaps in the provision of high-speed broadband services and consequently harness the potential development opportunities afforded by high speed connectivity in terms of growth, competitiveness, entrepreneurship, jobs and **social inclusion**.

Priority 3

Screening of the **Entrepreneurship in Micro-Enterprise** against the 4 Horizontal Principles identified that this scheme is relevant for 2 HPs. For both of these (gender equality and Equal Opportunities/Non Discrimination) the IB developed strategies to ensure that the HPs were integrated into the scheme. For 2 HPs (Sustainable Development and Social Inclusion), the scheme was deemed not to be relevant.

In summary, the screening of this scheme against the HPs identified the following:

- **Gender Equality:** The IB has found scheme to be relevant for this HP and has developed suitable actions to integrate the HP into the scheme. LEOs will generally seek to proactively gender- mainstream their operational activities and structures, with a view to achieving optimum levels of gender equality. Positive interventions such as The Women in Business Networks, Women's National Enterprise Day, Mentoring and tailored training programmes will be undertaken throughout the life of the programme.
- **Equal Opportunities/Non Discrimination:** The IB has found scheme to be relevant for this HP and has developed suitable actions to integrate the HP into the scheme. In general people with disabilities will be given access to all supports and services of the LEOs. The LEOs aim to provide information that will be clear and consistent and will communicate same to the general population.
- **Sustainable Development:** The screening process has found this scheme not to be relevant for this HP; therefore the IB has not developed suitable actions or strategies to integrate the HP into this scheme.
- **Social Inclusion:** The screening process has found this scheme not to be relevant for this HP; therefore the IB has not developed suitable actions or strategies to integrate the HP into this scheme.

Priority 4

Screening of the **Social Housing Retrofit Scheme** against the 4 Horizontal Principles identified that this scheme is relevant for 3 HPs and for 2 of these (Sustainable Development and Social Inclusion) the IB has developed strategies to ensure that the HP is integrated into the scheme. For one HP (Equal Opportunities/Non Discrimination), although the scheme was deemed relevant, there was no evidence that suitable actions were developed. For 1 of the HPs (Gender Equality), the scheme was deemed not to be relevant.

In summary, the screening of this scheme against the HPs identified the following:

- **Gender Equality:** The IB has found this scheme not to be relevant for this HP; therefore the IB has not developed suitable actions or strategies to integrate the HP into this scheme.
- **Equal Opportunities/Non Discrimination:** The IB has indicated that this scheme is relevant for this HP; there is no evidence that the IB has developed suitable actions or strategies to integrate the HP into this scheme.
- **Sustainable Development:** The IB has found scheme to be relevant for this HP and has developed suitable actions to integrate the HP into the scheme. Energy savings in buildings will contribute 45% of Ireland's total energy savings targets for 2020. In relation to energy efficiency, the targeted houses and apartment units shall undergo ambitious energy efficiency improvements resulting in at least an improvement of one energy efficiency grade rating.
- **Social Inclusion:** The IB has found scheme to be relevant for this HP and has developed suitable actions to integrate the HP into the scheme. Energy retrofitting will have a direct impact on fuel poverty. Retrofitting of vacant housing stock will provide more units for housing applicants and ensure vacant dwellings are not the source of antisocial behavior. Local authority tenants, who are targeted by this scheme would include vulnerable groups including: long-term unemployed, women returners, people living in disadvantaged communities (rural & urban), migrants and ex-offenders.

Screening of the **Better Energy Warmer Homes Scheme** against the 4 Horizontal Principles identified that this scheme is relevant for 3 HPs and for 2 of these (Sustainable Development and Social Inclusion) the IB has developed strategies to ensure that the HP is integrated into the scheme. For one HP (Equal Opportunities/Non Discrimination), although the scheme was deemed relevant, no suitable actions were developed. For 1 of the HPs (Gender Equality), the scheme was deemed not to be relevant.

In summary, the screening of this scheme against the HPs identified the following:

- **Gender Equality:** The IB has found this scheme not to be relevant for this HP; there is no evidence that the IB has developed suitable actions or strategies to integrate the HP into this scheme.
- **Equal Opportunities/Non Discrimination:** The IB has indicated that this scheme is relevant for this HP; there is no evidence that the IB has developed suitable actions or strategies to integrate the HP into this scheme.
- **Sustainable Development:** The IB has found scheme to be relevant for this HP and has developed suitable actions to integrate the HP into the scheme. There is a specific target to reduce the amount of Co2 emissions and create a healthier living environment. This target will be tracked to monitor the Kwh savings and Co2 emissions savings as a result of the completed works.
- **Social Inclusion:** The IB has found scheme to be relevant for this HP and has developed suitable actions to integrate the HP into the scheme. The screening process has identified that improving the living conditions may help reduce the cost of heating bills and may improve living standards such that the fuel poor can improve their overall living conditions. Should clients with disability receive works under

the scheme, their home will be cheaper to heat and more comfortable and a healthy environment within which to live.

Priority 5

Screening of the **Designated Urban Centres Grant Scheme** against the 4 Horizontal Principles identified that this scheme is relevant for 3 HPs and the IB has developed strategies to ensure that the HPs are integrated into the scheme. For 1 of the HPs (Gender Equality), the scheme was deemed not to be relevant.

In summary, the screening of this scheme against the HPs identified the following:

- **Gender Equality:** The IB has found this scheme not to be relevant for this HP; therefore the IB has not developed suitable actions or strategies to integrate the HP into this scheme .
- **Equal Opportunities/Non Discrimination:** The IB has found scheme to be relevant for this HP and has developed suitable actions to integrate the HP into the scheme. Public works schemes and the restoration of buildings for enhanced public use will benefit people with disabilities as all works will be required to comply with disabled access requirements.
- **Sustainable Development:** The IB has found scheme to be relevant for this HP and has developed suitable actions to integrate the HP into the scheme. The proposed scheme is likely to have significant positive impacts on the environment in terms of revitalisation, greening of public spaces, bringing run-down properties into public use for social, economic and cultural benefits, reduction in greenhouse gas emissions through promotion of non-private car travel.
- **Social Inclusion:** The IB has found scheme to be relevant for this HP and has developed suitable actions to integrate the HP into the scheme. The screening process has identified that the Designated Urban Centres Grant Scheme will support the Government's objective of building and supporting sustainable communities particularly those that are subject to disadvantage. It also aims to supports the sustainable communities' action and will also impact on the overall economic performance of the selected urban centres, leading to improved employment opportunities. Furthermore, Improving the quality of the physical environment and the provision of social infrastructure also has a number of positive secondary effects, including social inclusion benefits, contributing to improvements in the quality of life for all.



1.2 Priority 1 – SFI Schemes

Table 1: Integration of Horizontal Principles for Priority 1 - Strategic Research Centres & Spokes Programmes

Priority 1 - Strategic Research Centres & Spokes Programmes	
Screening Question	Response
Promotion of equality between men and women	
Beneficiaries: How can the scheme managers ensure that among the beneficiaries (e.g. researchers, research bodies, companies, SMEs, entrepreneurs) there is gender balance and the participation of hitherto under-represented sections of the workforce? Are there ways whereby this can be promoted (e.g. communications outreach, affirmative action)?	<p>SFI considers that Gender is the key relevant equality issue for SFI in relation to funding research and is committed to removing and mitigating any existing or perceived factors that may limit the participation of women in Science, Technology, Engineering and Mathematics (STEM) careers, and to redressing the gender imbalance amongst SFI award holders, of which 19% are female. One of SFI’s Agenda 2020 KPI targets is to increase the proportion of female award holders to 30%¹. The aim in attaining this target is to facilitate the retention of excellent female researchers within academia.</p> <p>To this end, SFI will focus on streamlining gender initiatives across all its programmes by providing supporting schemes and measures that can facilitate the retention, re-entry, retraining and career advancement of women in STEM research as follows:</p> <ul style="list-style-type: none"> • Advance Award/Industry Fellowships • SFI Maternity/Adoptive Policy • Flexible eligibility criteria for applicants to the SFI Investigators Programme

¹ Progress Report for the S&E ROP 2014-2020 Monitoring Committee-SFI Research Centres (2017)

Priority 1 - Strategic Research Centres & Spokes Programmes	
Screening Question	Response
	<p>SFI also promotes other Non-SFI gender initiatives – i.e. Athena Swan Charter.</p> <p>The Strategy will work to ensure that gender is integrated as a perspective in all the research Science Foundation Ireland funds, when this is relevant.</p> <ul style="list-style-type: none"> • SFI will request applicants to demonstrate that they have considered any potential gender aspects in their proposed research programmes. • SFI will consider making “gender in research” training for SFI funded researchers an eligible programme cost.
Workforce: How can it be assured that the equality policies of public beneficiary bodies are being proactively implemented?	It is the responsibility of the State Funded research Bodies to enforce the equality policies – not the responsibility of SFI.
Targeting: How can scheme managers target their measures so as to ensure that the programme reaches those equality categories? What outreach can be launched both generally with the target groups and their organizations?	<p>In addition to points noted above SFI Discover, the Department within SFI charged with responsibility for outreach activities to the general public and to students at primary and secondary level, has undertaken the following recent activities in the area of Equality:</p> <p>In 2014 the SFI Funded Research Centre, Insight Centre for Data Analytics, hosted and organised RailGirls Galway, a series of weekend workshops which aim to bridge the gender divide in technology by giving a first approach to web application development.</p> <p>The 2014 SFI Discover Funding Call funded a number of projects which aim to bring STEM to <u>disadvantage communities</u> in Ireland.</p> <p>The SFI Discover initiative Smart Futures, is a collaboration between government and industry that aims to increase awareness of careers in science, technology, engineering and maths (STEM) at post-primary level. It has a strong focus on giving students access to role models in STEM careers, via its volunteer network which delivers free career talks to schools, and through career profiles on www.SmartFutures.ie. Part of its remit is to encourage young females to</p>

Priority 1 - Strategic Research Centres & Spokes Programmes

Screening Question	Response
	consider STEM courses at third level and to improve their perception of STEM careers, ensuring a strong presence of female role models in the volunteer database and on the website.
Data, indicators and evaluation: How can scheme managers best baseline and measure the participation of women and the other principal equality categories (older people, minorities, Traveller community, people with disabilities) with a view to measuring their progress over time? How can that participation be quantitatively and qualitatively evaluated? What systems can be put in place to measure the progression of the equality categories?	<p>SFI carries out an Annual Census of the SFI scientific research community and as part of the metrics of the census the % split between male and female researchers is measured, both for team members and for award holders. In 2017 the % female award holders was 19% while the % female team members was 34% in 2013.</p> <p>SFI have set a target of 30% of female award holders by 2020. Also, a target has been set of research teams to comprise of at least 40% women and 40% men.</p> <p>These metrics will be measured over the coming years which will indicate if the measures undertaken by SFI to improve participation of females in the research community are effective.</p>
Consultation: How can priority managers best develop the meaningful involvement and participation of equality bodies, both governmental and non-governmental, in design, roll out, outreach, appraisal, selection and monitoring? What formal structures and informal mechanisms would be most helpful?	None considered necessary at this point.
Technical assistance: What assistance should be provided to scheme managers and delivery bodies (e.g. SFI, Enterprise Ireland) to assist them in delivering substantial equality outcomes?	No assistance identified by SFI
Is there any evidence of higher or lower participation or uptake by women or men in relation to the particular priority	<p>The participation of women in scientific research has been tracked over the years by SFI as part of the Annual SFI Census, an Annual survey undertaken by SFI of its entire research community. The % split of male to female Lead Applicants in 2013 was 79% Male to 21% female while the % of female team members in 2013 was 34%.</p> <p>SFI have set a target of 30% of female award holders by 2020. Also, a target has been set of research teams to comprise of at least 40% women and 40% men.</p>

Priority 1 - Strategic Research Centres & Spokes Programmes	
Screening Question	Response
Is there any evidence that women and men have different needs, experiences, issues and priorities in relation to the priority?	<p>A high number of the female researchers leave research for family reasons – thus SFI ran a grant programme called “Advance Award” in 2014 whose aim was to attract females back to a career in Research after a career/family break.</p> <p>In addition SFI has re-launched a Maternity/Adoptive Allowance available now to research teams to draw upon if a female research staff member goes on Maternity/Adoptive leave.</p> <p>SFI is also now investigating provision of support to female researchers with childcare costs to a certain age as an eligible cost for grant applications.</p>
Is there any potential to enhance equality of opportunity for women and /or men through the priority in question?	See above
Have there been consultations in the past with relevant representative organisations of women and men, or any other evidence indicating that a particular priority or policy area creates problems that are specific to them?	See above
Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	
What are the likely impacts of the proposed schemes for people with disabilities?	Not considered separately as part of SFI’s brief. All SFI award programmes are open to people with disabilities but it is the Research Bodies who employ the researchers – and not SFI.
Will the schemes be accessible, understandable and usable by all, including people with disabilities?	Yes – all SFI programmes are open to people with Disabilities.
If there are potentially negative impacts for people with disabilities, how will they be alleviated? Negative impacts could include accessibility issues or lack of participation of people with disabilities compared to those without disabilities	All research is carried out at 7 State funded Universities, plus RCSI and the Institutes of Technologies. All these bodies are obliged to ensure that the university campuses are accessible to people with disabilities.
Do specific things (e.g. supports, targeted actions) for people with disabilities need to be built into the schemes so that they are not disadvantaged compared to people without disabilities?	A National Research prioritisation report was carried out in 2012 which identified 14 priority areas of research. SFI does fund some research under <u>Priority Area D - Connected health Independent Living</u> – e.g. Research Centre INSIGHT, provides greater supports for people with disabilities.

Priority 1 - Strategic Research Centres & Spokes Programmes

Screening Question	Response
How will the impacts of the scheme for people with disabilities compared to people without disabilities be monitored over time?	SFI does not measure participation of people with disabilities in SFI grant awards made.
How will people with disabilities and their representative organisations be consulted and included in developing and finalising the schemes?	SFI does not consider it necessary to consult with bodies representing people with Disabilities.
Promotion of sustainable development	
What are the likely impacts of the proposed scheme on the environment?	A National Research prioritisation report was carried out in 2012 which identified 14 priority areas of research. SFI funds research into environmental science and Energy research under the Priority Area K - Smart Grids & Smart Cities, and Priority Area J Marine Renewable Energy . However, proposals are only funded if the science is considered excellent following an international peer review process.
Will the scheme have a direct impact on the environment?	As stated above there are no <u>specific</u> schemes for specific research into the Environment – so difficult to quantify.
Is there any potential negative impacts-direct or indirect- on the environment? Direct negative impacts include, for example, pollution, removal of vegetation etc. Indirect negative impacts include, for example, degradation of surface water quality by the erosion of land cleared as a result of a new road etc	This area is not considered relevant for SFI.
Have mitigation/alleviation measures been identified to offset any negative impacts?	N/A

Priority 1 - Strategic Research Centres & Spokes Programmes	
Screening Question	Response
Have opportunities for the scheme to integrate environmental and ecological sustainability concepts been fully explored and included where possible?	N/A
Have environmental sustainability indicators been identified that will effectively measure the results of the scheme?	N/A
Promotion of Social Inclusion	
Does the scheme promote the government's social inclusion objectives?	All SFI grants are open to researchers from all backgrounds – it is the research Body who employs the researchers for the duration of the research project. All state funded Research Bodies are encouraged to promote third level education to people from dis-advantaged backgrounds i.e. Trinity Access Programmes (TAP) etc.
Do the objectives of the scheme positively contribute to any of the goals, actions and interventions outlined in the National Action Plan for Social Inclusion 2007-2016?	The Call documents for the general funding programmes do not contain any specific references to Social Inclusion. We consider this to be the primary responsibility of the Research Body who employ the research staff.
How will the scheme positively contribute to reducing poverty, particularly among vulnerable groups?	n/a
How will the scheme positively contribute to reducing social exclusion, particularly among vulnerable groups?	n/a
How will the scheme positively contribute to the government's active inclusion strategy by promoting active participation, improving employability and promoting equal opportunities by targeting those in jobless households, long-term unemployed, women returners, people living in disadvantaged communities (rural & urban), migrants, ex-offenders and other similar vulnerable groups?	The Call documents for the funding programmes do not contain any specific references to Social Inclusion. We consider this to be the primary responsibility of the Research Body who employ the research staff.

1.3 Priority 1 – Marine Research

Table 2: Integration of Horizontal Principles for Priority 1 – Marine Institute

Priority 1 – Marine Research	
Screening Question	Response
Promotion of equality between men and women	
Beneficiaries: How can the scheme managers ensure that among the beneficiaries (e.g. researchers, research bodies, companies, SMEs, entrepreneurs) there is gender balance and the participation of hitherto under-represented sections of the workforce? Are there ways whereby this can be promoted (e.g. communications outreach, affirmative action)?	<p>The Marine Institute <i>Guidelines for Applicants</i> will include a section on equality and advise applicants that the ratio of female/male researchers will be reported on.</p> <p>As a pro-active means of promoting gender equality the Marine Institute:</p> <ul style="list-style-type: none"> • Has committed to covering social costs (including maternity cover) for funded researchers in the event that these arise during the course of projects. • Will actively seek to achieve gender balance in the make-up of research proposal and award evaluation and review panels. • Will support conferences/workshops focusing on women in marine science and research. <p>Calls will be advertised as widely as possible, including HEI research offices and SME contacts.</p> <p>Any interested party can register to receive notifications of all funding calls by email under Research and Funding on the Marine Institute website www.marine.ie.</p>
Workforce: How can it be assured that the equality policies of public beneficiary bodies are being proactively implemented?	Checks will be carried out, to ensure that written equality policies are in place, and are being adhered to.
Targeting: How can scheme managers target their measures so as to ensure that the programme reaches those equality categories?	Promotion of calls will be advertised as widely as possible, and targeted where applicable e.g. to SMEs.

Priority 1 – Marine Research	
Screening Question	Response
What outreach can be launched both generally with the target groups and their organizations?	Any interested party can register to receive notifications of all funding calls by email under Research and Funding on the Marine Institute website www.marine.ie .
Data, indicators and evaluation: How can scheme managers best baseline and measure the participation of women and the other principal equality categories (older people, minorities, Traveller community, people with disabilities) with a view to measuring their progress over time? How can that participation be quantitatively and qualitatively evaluated? What systems can be put in place to measure the progression of the equality categories?	Number of researchers appointed will be reported by gender. SME involvement will also be reported. Technical reports are submitted either six-monthly or annually to monitor progress on research projects.
Consultation: How can priority managers best develop the meaningful involvement and participation of equality bodies, both governmental and non-governmental, in design, roll out, outreach, appraisal, selection and monitoring? What formal structures and informal mechanisms would be most helpful?	Consultation at all levels.
Technical assistance: What assistance should be provided to scheme managers and delivery bodies (e.g. SFI, Enterprise Ireland) to assist them in delivering substantial equality outcomes?	It would be useful if some one-day workshops were held for funding agencies to provide advice on how to extend the range of applicants.
Is there any evidence of higher or lower participation or uptake by women or men in relation to the particular priority	Lower numbers of female project leads than male.
Is there any evidence that women and men have different needs, experiences, issues and priorities in relation to the priority?	Childcare and leave arrangements may be an issue for female project leads/researchers.
Is there any potential to enhance equality of opportunity for women and /or men through the priority in question?	Yes, could proactively seek applications from female scientists.
Have there been consultations in the past with relevant representative organisations of women and men, or any other	Various studies show under representation by women in science, for example: <ul style="list-style-type: none"> • CSO 2013 – Science Graduates 16% men and 8.8% women

Priority 1 – Marine Research

Screening Question

Response

evidence indicating that a particular priority or policy area creates problems that are specific to them?

- HEA 2014 – Senior Academic Posts only one third women, although 50/50 split across all staff (Irish Times article Dec-14)
- SFI Feb-14 – only 26% women in Science, Technology, Engineering and Mathematics researchers in private sector

Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities

What are the likely impacts of the proposed schemes for people with disabilities?

The Marine Institute is committed to a policy of equality of opportunity and treatment in its procedures, practices and policies with respect to the award of marine research funding, as such, Impacts will be the same for all applicants/researchers.

Will the schemes be accessible, understandable and usable by all, including people with disabilities?

The Marine Institute's policy is to develop and sustain positive measures to encourage the recruitment, development and retention of people with disabilities.

If there are potentially negative impacts for people with disabilities, how will they be alleviated? Negative impacts could include accessibility issues or lack of participation of people with disabilities compared to those without disabilities

Eligibility to apply for research grant schemes are laid out in the *Guidelines for Applicants*.
Accessibility may be an issue e.g. for laboratory based research.

Accessibility issues can be alleviated by carrying out a special needs' assessment as part of the staff recruitment and induction process.

Do specific things (e.g. supports, targeted actions) for people with disabilities need to be built into the schemes so that they are not disadvantaged compared to people without disabilities?

See previous.

How will the impacts of the scheme for people with disabilities compared to people without disabilities be monitored over time?

Technical reports are submitted either six-monthly or annually to monitor progress on research projects.

How will people with disabilities and their representative organisations be consulted and included in developing and finalising the schemes?

Enquiries and comments on the Marine Institute's funding schemes can be sent to funding@marine.ie.

Promotion of sustainable development

Priority 1 – Marine Research	
Screening Question	Response
What are the likely impacts of the proposed scheme on the environment?	Informed public policy, governance and regulation of the marine sector, in order to protect and sustain marine resources.
Will the scheme have a direct impact on the environment?	The acquisition of research knowledge will be central to meeting the requirements of national and EU strategies and directives (e.g. Harnessing Our Ocean Wealth, Food Harvest 2020 EU Marine Strategy Framework, Water Framework and Habitats/Natura Legislation).
Is there any potential negative impacts-direct or indirect- on the environment? Direct negative impacts include, for example, pollution, removal of vegetation etc. Indirect negative impacts include, for example, degradation of surface water quality by the erosion of land cleared as a result of a new road etc	No
Have mitigation/alleviation measures been identified to offset any negative impacts?	N/A
Have opportunities for the scheme to integrate environmental and ecological sustainability concepts been fully explored and included where possible?	Yes.
Have environmental sustainability indicators been identified that will effectively measure the results of the scheme?	Yes.
Promotion of Social Inclusion	
Does the scheme promote the government's social inclusion objectives?	Yes.

Priority 1 – Marine Research

Screening Question	Response
Do the objectives of the scheme positively contribute to any of the goals, actions and interventions outlined in the National Action Plan for Social Inclusion 2007-2016?	The Marine Institute is committed to promoting active participation in marine research, and particularly encourages mature graduates who have retrained or returned to full-time education later in life. For example, the Marine Institute has expanded the Networking and Travel Grant Scheme to allow access to funding for Job-Bridge/Interns to attend marine conferences, workshops or training courses overseas ² . (contributes towards Goal 5 and Goal 9).
How will the scheme positively contribute to reducing poverty, particularly among vulnerable groups?	Through creating employment opportunities or education opportunities in marine science/research.
How will the scheme positively contribute to reducing social exclusion, particularly among vulnerable groups?	See previous.
How will the scheme positively contribute to the government's active inclusion strategy by promoting active participation, improving employability and promoting equal opportunities by targeting those in jobless households, long-term unemployed, women returners, people living in disadvantaged communities (rural & urban), migrants, ex-offenders and other similar vulnerable groups?	By increasing the number of people at work.

1.4 Priority 1 – Commercialisation Fund

Table 3: Integration of Horizontal Principles for Priority 1 – Commercialisation Fund

² Implementation Plans, S&E Regional Operational Programme 2014 – 2020 P1 page 31

Priority 1 – Commercialisation Fund

Screening Question

Response

Promotion of equality between men and women

Beneficiaries: How can the scheme managers ensure that among the beneficiaries (e.g. researchers, research bodies, companies, SMEs, entrepreneurs) there is gender balance and the participation of hitherto under-represented sections of the workforce? Are there ways whereby this can be promoted (e.g. communications outreach, affirmative action)?

Approval of scheme/programme managers, and of beneficiaries, are based on programme-specific selection criteria, and not on horizontal screening principles.

It is not possible for Enterprise Ireland to monitor or control equality in the workforce of the scheme/programme provider.

Local Enterprise offices (LEOs) will generally seek to proactively gender- mainstream their operational activities and structures, particularly in regard to gender balance requirements, with a view to achieving optimum levels of gender equality.

Horizontal principles are integrated into all aspects of EI's operations and those of their delivery partners.

- In dealing with clients EI and LEOs ensure the rights to equal treatment established by equality legislation are upheld. LEOs and EI do not discriminate on the ground of age, disability, gender, family status, race, religious beliefs, sexual orientation and membership of the travellers' community.
- LEOs proactively gender- mainstream their operational activities and structures, particularly in regard to gender balance requirements, with a view to achieving optimum levels of gender equality.
- Positive interventions such as The Women in Business Networks, Women's National Enterprise Day, Mentoring and tailored training programmes have also been undertaken throughout the life of the programme. National Women's Enterprise Day 2017 for instance, took place on October 12th and the 31 Local Enterprise Offices marked the day with fifteen regional and local events, all aimed at aspiring female entrepreneurs and existing owner-managers. The day typically consists of a variety of practical developmental support actions, including inspiring speakers, information provision, exhibition of state supports for enterprise,



Priority 1 – Commercialisation Fund

Screening Question

Response

facilitated business networking and one to one business mentoring. The benefit for female entrepreneurs attending is that they can access everything they need to know about setting up a business or expanding a business in one day under one roof.

- EI also has monitoring processes in place to report on horizontal principles e.g. business survival rates (of relevance to sustainability); the gender/age/disability profile of programme participants.
- Compliance visits and regular performance management meetings are undertaken between EI and LEOs which provide a forum to consider the integration of horizontal principles.
- Intermediary body to monitor and report on the gender balance on the Board, Executive Committee, Investment Committee, Industrial Research and Commercialization Committee and R&D Committee.
- Efforts to increase the % of female award holders is ongoing, including the promotion of success stories in conjunction with the Technology Transfer Offices.
- Maternity cover policy: Should the issue of maternity leave arise during the course of a project, Enterprise Ireland will cover the additional costs for a replacement staff member unless these costs can be met from within the existing budget.
- Gender balance is promoted in pre-award and post-award operation of the Commercialisation Fund. The Industrial Research and Commercialisation Committee (IRCC) which approves the project awards, is itself is monitored for gender representation.

Priority 1 – Commercialisation Fund	
Screening Question	Response
	<ul style="list-style-type: none"> Intermediary body to monitor and report on the gender balance of lead researchers approved for commercialization project funding.³ <p>In 2017, 105 proposals from 93 male and 12 female lead researchers were received from SE region institutions seeking Commercialisation Fund Project support. 51 projects were funded, 48 with male and 3 female lead researchers. There were 53 applications for Commercial Case Feasibility Support in 2017 from SE region institutions, 43 from male and 10 from female researchers.</p>
Workforce: How can it be assured that the equality policies of public beneficiary bodies are being proactively implemented?	The Equality Authority can conduct surveys.
Targeting: How can scheme managers target their measures so as to ensure that the programme reaches those equality categories? What outreach can be launched both generally with the target groups and their organizations?	<p>Approval of scheme/programme managers, and of beneficiaries, are based on programme-specific selection criteria, and not on horizontal screening principles.</p> <p>EI operates specific targeted schemes from time to time in response to corporate needs – e.g. female entrepreneurship fund.</p>
Data, indicators and evaluation: How can scheme managers best baseline and measure the participation of women and the other principal equality categories (older people, minorities, Traveller community, people with disabilities) with a view to measuring their progress over time? How can that participation be quantitatively and qualitatively evaluated? What systems can be put in place to measure the progression of the equality categories?	<p>Scheme/programme managers monitor and report the gender balance of the scheme beneficiaries (entrepreneurs, researchers, etc).</p> <p>Confidential client information cannot be requested by scheme managers or by EI.</p>
Consultation: How can priority managers best develop the meaningful involvement and participation of equality bodies, both governmental and non-governmental, in design, roll out, outreach,	<p>Enterprise Ireland does not have Priority Managers.</p> <p>No formal structures will be put in place.</p>

³ Implementation Plans, S&E Regional Operational Programme 2014 – 2020 (June 2017) pg 3

Priority 1 – Commercialisation Fund

Screening Question	Response
appraisal, selection and monitoring? What formal structures and informal mechanisms would be most helpful?	
Technical assistance: What assistance should be provided to scheme managers and delivery bodies (e.g. SFI, Enterprise Ireland) to assist them in delivering substantial equality outcomes?	Beneficiaries are clients with a specific business need. EI can't deny a client approval for a grant due to perceived inequality in the company. Approval is based on pre-determined selection criteria such as business need.
Is there any evidence of higher or lower participation or uptake by women or men in relation to the particular priority	Scheme/programme managers monitor and report the gender balance of the scheme beneficiaries (entrepreneurs, researchers, etc).
Is there any evidence that women and men have different needs, experiences, issues and priorities in relation to the priority?	n/a
Is there any potential to enhance equality of opportunity for women and /or men through the priority in question?	n/a
Have there been consultations in the past with relevant representative organisations of women and men, or any other evidence indicating that a particular priority or policy area creates problems that are specific to them?	EI operates specific targeted schemes from time to time in response to corporate and client needs – e.g. female entrepreneurship fund.
Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	
What are the likely impacts of the proposed schemes for people with disabilities?	EI and LEOs ensure that all offices, facilities and resources are fully accessible in line with the Disability Act 2005. EI also has data monitoring processes in place to monitor beneficiary engagement by gender, age, disability etc
Will the schemes be accessible, understandable and usable by all, including people with disabilities?	See above

Priority 1 – Commercialisation Fund	
Screening Question	Response
If there are potentially negative impacts for people with disabilities, how will they be alleviated? Negative impacts could include accessibility issues or lack of participation of people with disabilities compared to those without disabilities	See above
Do specific things (e.g. supports, targeted actions) for people with disabilities need to be built into the schemes so that they are not disadvantaged compared to people without disabilities?	See above
How will the impacts of the scheme for people with disabilities compared to people without disabilities be monitored over time?	See above
How will people with disabilities and their representative organisations be consulted and included in developing and finalising the schemes?	See above
Promotion of sustainable development	
What are the likely impacts of the proposed scheme on the environment?	Unknown
Will the scheme have a direct impact on the environment?	Unknown
<p>Is there any potential negative impacts-direct or indirect- on the environment?</p> <p>Direct negative impacts include, for example, pollution, removal of vegetation etc.</p> <p>Indirect negative impacts include, for example, degradation of surface water quality by the erosion of land cleared as a result of a new road etc.</p>	Unknown

Priority 1 – Commercialisation Fund	
Screening Question	Response
Have mitigation/alleviation measures been identified to offset any negative impacts?	As an organisation, EI is committed to supporting the principles of sustainable development which are integrated into its operation and systems e.g. environmental policy statements
Have opportunities for the scheme to integrate environmental and ecological sustainability concepts been fully explored and included where possible?	n/a
Have environmental sustainability indicators been identified that will effectively measure the results of the scheme?	n/a
Promotion of Social Inclusion	
Does the scheme promote the government's social inclusion objectives?	Unknown
Do the objectives of the scheme positively contribute to any of the goals, actions and interventions outlined in the National Action Plan for Social Inclusion 2007-2016?	Unknown
How will the scheme positively contribute to reducing poverty, particularly among vulnerable groups?	EI has data monitoring processes in place which capture information relating to the profile of programme participants (e.g. gender, age, disabilities). EI also operate specific projects to increase the engagement of socially excluded groups e.g. targeted interventions for the traveller community, young people, over 50s. Furthermore, specific initiatives targeting non-Irish nationals such as Ethnic Entrepreneurship programmes have been promoted to maximise the potential of this latent entrepreneurship. Other initiatives including youth entrepreneurship, senior's enterprise and activity by minority groups has been encouraged.
How will the scheme positively contribute to reducing social exclusion, particularly among vulnerable groups?	Unknown
How will the scheme positively contribute to the government's active inclusion strategy by promoting active participation,	Unknown

Priority 1 – Commercialisation Fund	
Screening Question	Response
improving employability and promoting equal opportunities by targeting those in jobless households, long-term unemployed, women returners, people living in disadvantaged communities (rural & urban), migrants, ex-offenders and other similar vulnerable groups?	

1.5 Priority 1 – Enterprise Ireland Innovation Partnerships

Table 4: Integration of Horizontal Principles for Priority 1 – Enterprise Ireland Innovation Partnerships

Priority 1 – Enterprise Ireland Innovation Partnerships	
Screening Question	Response
Promotion of equality between men and women	
Beneficiaries: How can the scheme managers ensure that among the beneficiaries (e.g. researchers, research bodies, companies, SMEs, entrepreneurs) there is gender balance and the participation of hitherto under-represented sections of the workforce? Are there ways whereby this can be promoted (e.g. communications outreach, affirmative action)?	<p>Approval of scheme/programme managers, and of beneficiaries, are based on programme-specific selection criteria, and not on horizontal screening principles.</p> <p>It is not possible for Enterprise Ireland to monitor or control equality in the workforce of the scheme/programme provider.</p> <p>Local Enterprise offices (LEOs) will generally seek to proactively gender- mainstream their operational activities and structures, particularly in regard to gender balance requirements, with a view to achieving optimum levels of gender equality.</p> <p>Horizontal principles are integrated into all aspects of EI’s operations and those of their delivery partners.</p> <ul style="list-style-type: none"> In dealing with clients EI and LEOs ensure the rights to equal treatment established by equality legislation are upheld. LEOs and EI do not discriminate on the ground of age,



Priority 1 – Enterprise Ireland Innovation Partnerships

Screening Question

Response

disability, gender, family status, race, religious beliefs, sexual orientation and membership of the travellers' community.

- LEOs proactively gender- mainstream their operational activities and structures, particularly in regard to gender balance requirements, with a view to achieving optimum levels of gender equality.
- Positive interventions such as The Women in Business Networks, Women's National Enterprise Day, Mentoring and tailored training programmes have also been undertaken throughout the life of the programme. National Women's Enterprise Day 2017 for instance, took place on October 12th and the 31 Local Enterprise Offices marked the day with fifteen regional and local events, all aimed at aspiring female entrepreneurs and existing owner-managers. The day typically consists of a variety of practical developmental support actions, including inspiring speakers, information provision, exhibition of state supports for enterprise, facilitated business networking and one to one business mentoring. The benefit for female entrepreneurs attending is that they can access everything they need to know about setting up a business or expanding a business in one day under one roof.
- EI also has monitoring processes in place to report on horizontal principles e.g. business survival rates (of relevance to sustainability); the gender/age/disability profile of programme participants.
- Compliance visits and regular performance management meetings are undertaken between EI and LEOs which provide a forum to consider the integration of horizontal principles.
- Intermediary body to monitor and report on the gender balance on the Board, Executive Committee, Investment Committee, Industrial Research and Commercialization Committee and R&D Committee.

Priority 1 – Enterprise Ireland Innovation Partnerships	
Screening Question	Response
	<ul style="list-style-type: none"> • Efforts to increase the % of female award holders is ongoing, including the promotion of success stories in conjunction with the Technology Transfer Offices. • Maternity cover policy: Should the issue of maternity leave arise during the course of a project, Enterprise Ireland will cover the additional costs for a replacement staff member unless these costs can be met from within the existing budget.
Workforce: How can it be assured that the equality policies of public beneficiary bodies are being proactively implemented?	The Equality Authority can conduct surveys.
Targeting: How can scheme managers target their measures so as to ensure that the programme reaches those equality categories? What outreach can be launched both generally with the target groups and their organizations?	<p>Approval of scheme/programme managers, and of beneficiaries, are based on programme-specific selection criteria, and not on horizontal screening principles.</p> <p>EI operates specific targeted schemes from time to time in response to corporate needs – e.g. female entrepreneurship fund.</p>
Data, indicators and evaluation: How can scheme managers best baseline and measure the participation of women and the other principal equality categories (older people, minorities, Traveller community, people with disabilities) with a view to measuring their progress over time? How can that participation be quantitatively and qualitatively evaluated? What systems can be put in place to measure the progression of the equality categories?	<p>Scheme/programme managers monitor and report the gender balance of the scheme beneficiaries (entrepreneurs, researchers, etc).</p> <p>Confidential client information cannot be requested by scheme managers or by EI.</p>
Consultation: How can priority managers best develop the meaningful involvement and participation of equality bodies, both governmental and non-governmental, in design, roll out, outreach, appraisal, selection and monitoring? What formal structures and informal mechanisms would be most helpful?	<p>Enterprise Ireland does not have Priority Managers.</p> <p>No formal structures will be put in place.</p>

Priority 1 – Enterprise Ireland Innovation Partnerships

Screening Question	Response
Technical assistance: What assistance should be provided to scheme managers and delivery bodies (e.g. SFI, Enterprise Ireland) to assist them in delivering substantial equality outcomes?	Beneficiaries are clients with a specific business need. EI can't deny a client approval for a grant due to perceived inequality in the company. Approval is based on pre-determined selection criteria such as business need.
Is there any evidence of higher or lower participation or uptake by women or men in relation to the particular priority	Scheme/programme managers monitor and report the gender balance of the scheme beneficiaries (entrepreneurs, researchers, etc).
Is there any evidence that women and men have different needs, experiences, issues and priorities in relation to the priority?	n/a
Is there any potential to enhance equality of opportunity for women and /or men through the priority in question?	n/a
Have there been consultations in the past with relevant representative organisations of women and men, or any other evidence indicating that a particular priority or policy area creates problems that are specific to them?	EI operates specific targeted schemes from time to time in response to corporate and client needs – e.g. female entrepreneurship fund.
Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	
What are the likely impacts of the proposed schemes for people with disabilities?	n/a
Will the schemes be accessible, understandable and usable by all, including people with disabilities?	EI and LEOs ensure that all offices, facilities and resources are fully accessible in line with the Disability Act 2005. EI also has data monitoring processes in place to monitor beneficiary engagement by gender, age, disability etc
If there are potentially negative impacts for people with disabilities, how will they be alleviated? Negative impacts could include	n/a

Priority 1 – Enterprise Ireland Innovation Partnerships	
Screening Question	Response
accessibility issues or lack of participation of people with disabilities compared to those without disabilities	
Do specific things (e.g. supports, targeted actions) for people with disabilities need to be built into the schemes so that they are not disadvantaged compared to people without disabilities?	n/a
How will the impacts of the scheme for people with disabilities compared to people without disabilities be monitored over time?	n/a
How will people with disabilities and their representative organisations be consulted and included in developing and finalising the schemes?	n/a
Promotion of sustainable development	
What are the likely impacts of the proposed scheme on the environment?	Unknown
Will the scheme have a direct impact on the environment?	Unknown
<p>Is there any potential negative impacts-direct or indirect- on the environment?</p> <p>Direct negative impacts include, for example, pollution, removal of vegetation etc.</p> <p>Indirect negative impacts include, for example, degradation of surface water quality by the erosion of land cleared as a result of a new road etc</p>	Unknown

Priority 1 – Enterprise Ireland Innovation Partnerships

Screening Question	Response
Have mitigation/alleviation measures been identified to offset any negative impacts?	<p>EI has data monitoring processes in place which capture information relating to the survival of businesses.</p> <p>As an organisation, EI is committed to supporting the principles of sustainable development which are integrated into its operation and systems e.g. environmental policy statements</p>
Have opportunities for the scheme to integrate environmental and ecological sustainability concepts been fully explored and included where possible?	n/a
Have environmental sustainability indicators been identified that will effectively measure the results of the scheme?	n/a
Promotion of Social Inclusion	
Does the scheme promote the government’s social inclusion objectives?	Unknown
Do the objectives of the scheme positively contribute to any of the goals, actions and interventions outlined in the National Action Plan for Social Inclusion 2007-2016?	Unknown
How will the scheme positively contribute to reducing poverty, particularly among vulnerable groups?	<p>EI has data monitoring processes in place which capture information relating to the profile of programme participants (e.g. gender, age, disabilities). EI also operate specific projects to increase the engagement of socially excluded groups e.g. targeted interventions for the traveller community, young people, over 50s.</p> <p>Furthermore, specific initiatives targeting non-Irish nationals such as Ethnic Entrepreneurship programmes have been promoted to maximise the potential of this latent entrepreneurship. Other initiatives including youth entrepreneurship, senior’s enterprise and activity by minority groups has been encouraged.</p>

Priority 1 – Enterprise Ireland Innovation Partnerships	
Screening Question	Response
How will the scheme positively contribute to reducing social exclusion, particularly among vulnerable groups?	Unknown
How will the scheme positively contribute to the government's active inclusion strategy by promoting active participation, improving employability and promoting equal opportunities by targeting those in jobless households, long-term unemployed, women returners, people living in disadvantaged communities (rural & urban), migrants, ex-offenders and other similar vulnerable groups?	Unknown

1.6 Priority 2 – ICT Infrastructure

Table 5: Integration of Horizontal Principles for Priority 2 – ICT Infrastructure

Priority 2 – ICT Infrastructure	
Screening Question	Response
Promotion of equality between men and women	
Beneficiaries: How can the scheme managers ensure that among the beneficiaries (e.g. researchers, research bodies, companies, SMEs, entrepreneurs) there is gender balance and the participation of hitherto under-represented sections of the workforce? Are there ways whereby this can be promoted (e.g. communications outreach, affirmative action)?	The proposed State intervention is aimed at facilitating the construction and deployment of a physical high-speed broadband network which will be capable of delivering high-quality, future-proofed broadband to rural areas that will not benefit from commercial investment. It is expected that all economic and societal groups will benefit from this investment.

Priority 2 – ICT Infrastructure

Screening Question	Response
	Gender-disaggregation of the output indicators of additional households with broadband access would not be feasible as this information is not available under the scheme because of data protection.
Workforce: How can it be assured that the equality policies of public beneficiary bodies are being proactively implemented?	N/a
Targeting: How can scheme managers target their measures so as to ensure that the programme reaches those equality categories? What outreach can be launched both generally with the target groups and their organizations?	N/a
Data, indicators and evaluation: How can scheme managers best baseline and measure the participation of women and the other principal equality categories (older people, minorities, Traveller community, people with disabilities) with a view to measuring their progress over time? How can that participation be quantitatively and qualitatively evaluated? What systems can be put in place to measure the progression of the equality categories?	N/a
Consultation: How can priority managers best develop the meaningful involvement and participation of equality bodies, both governmental and non-governmental, in design, roll out, outreach, appraisal, selection and monitoring? What formal structures and informal mechanisms would be most helpful?	N/a
Technical assistance: What assistance should be provided to scheme managers and delivery bodies (e.g. SFI, Enterprise Ireland) to assist them in delivering substantial equality outcomes?	N/a

Priority 2 – ICT Infrastructure	
Screening Question	Response
Is there any evidence of higher or lower participation or uptake by women or men in relation to the particular priority?	N/a
Is there any evidence that women and men have different needs, experiences, issues and priorities in relation to the priority?	N/a
Is there any potential to enhance equality of opportunity for women and /or men through the priority in question?	N/a
Have there been consultations in the past with relevant representative organisations of women and men, or any other evidence indicating that a particular priority or policy area creates problems that are specific to them?	N/a
Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	
What are the likely impacts of the proposed schemes for people with disabilities?	As stated earlier, all groups within society are expected to benefit from this investment. It is already accepted that access to ICT and the internet can play an important part in the educational, personal development and well-being of those with a disability. With high-quality broadband available in all rural communities, it is expected to facilitate greater local community-based interaction with a range of public services for those with disabilities. Additional services will also become available across a wide range of areas, to improve accessibility for people with disabilities, reduce barriers to inclusion and increase the participation of people with disabilities in the community ⁴ .
Will the schemes be accessible, understandable and usable by all, including people with disabilities?	See above
If there are potentially negative impacts for people with disabilities, how will they be alleviated? Negative impacts could include	No. See above.

⁴ Implementation Plans, S&E Regional Operational Programme 2014 – 2020 P2 page 1

Priority 2 – ICT Infrastructure

Screening Question	Response
accessibility issues or lack of participation of people with disabilities compared to those without disabilities	
Do specific things (e.g. supports, targeted actions) for people with disabilities need to be built into the schemes so that they are not disadvantaged compared to people without disabilities?	No. See above.
How will the impacts of the scheme for people with disabilities compared to people without disabilities be monitored over time?	N/a
How will people with disabilities and their representative organisations be consulted and included in developing and finalising the schemes?	The Department already works closely with the National Disability Authority on a range of issues related to ICT accessibility.
Promotion of sustainable development	
What are the likely impacts of the proposed scheme on the environment?	<p>We are currently finalising our Report on Screening for Strategic Environmental Assessment and Appropriate Assessment of the NBP State-led Intervention Strategy.</p> <p>The National Broadband Plan commits to deliver high speed broadband in those areas that will not be served by the commercial sector. A comprehensive mapping exercise will identify where the market is expected to deliver high speed broadband services.</p> <p>The intention is to leverage to the greatest extent possible the use of existing suitable infrastructure. This will both reduce the overall capital cost but will also avoid unnecessary civil works that can be detrimental to habitats and the environment in general.</p>
Will the scheme have a direct impact on the environment?	See above
Is there any potential negative impacts-direct or indirect- on the environment?	No. see above

Priority 2 – ICT Infrastructure	
Screening Question	Response
<p>Direct negative impacts include, for example, pollution, removal of vegetation etc.</p> <p>Indirect negative impacts include, for example, degradation of surface water quality by the erosion of land cleared as a result of a new road etc</p>	
Have mitigation/alleviation measures been identified to offset any negative impacts?	N/a
Have opportunities for the scheme to integrate environmental and ecological sustainability concepts been fully explored and included where possible?	N/a
Have environmental sustainability indicators been identified that will effectively measure the results of the scheme?	N/a
Promotion of Social Inclusion	
Does the scheme promote the government’s social inclusion objectives?	Yes
Do the objectives of the scheme positively contribute to any of the goals, actions and interventions outlined in the National Action Plan for Social Inclusion 2007-2016?	<p>The NBP aims to ensure that residents and businesses located in areas included in the intervention area will have access to reliable high-quality broadband. This will help avoid the deepening of an already-noticeable urban/rural digital divide.</p> <p>It will enable those residents in non-commercial areas to have ready access to a full range of on-line services, including public services. It will also facilitate locally-based business and those wishing to work from home.</p>
How will the scheme positively contribute to reducing poverty, particularly among vulnerable groups?	In tandem with the existing targeted programmes that DCENR already fund, aimed at providing basic digital skills to marginalised groups (elderly, unemployed, early school-leavers etc.) the proposed intervention will ensure these groups have both the connectivity and skills to play a full and active role in modern society (access to education, healthcare, job opportunities, public services etc.).

Priority 2 – ICT Infrastructure

Screening Question	Response
	The National Broadband Plan commits to deliver high speed broadband in those areas that will not be served by the commercial sector. It will promote greater levels of digital inclusion, and undertake various initiatives including digital skills training programmes and enhanced on-line service delivery for public service users to ensure that the benefits of the internet economy are realised by all. ⁵
How will the scheme positively contribute to reducing social exclusion, particularly among vulnerable groups?	See above
How will the scheme positively contribute to the government's active inclusion strategy by promoting active participation, improving employability and promoting equal opportunities by targeting those in jobless households, long-term unemployed, women returners, people living in disadvantaged communities (rural & urban), migrants, ex-offenders and other similar vulnerable groups?	See above

1.7 Priority 3 – SME Support

Table 6: Integration of Horizontal Principles for Priority 3 – SME Support

Priority 3 – SME Support	
Screening Question	Response
Promotion of equality between men and women	

⁵ Implementation Plans, S&E Regional Operational Programme 2014 – 2020 P2 page 1

Priority 3 – SME Support

Screening Question

Beneficiaries: How can the scheme managers ensure that among the beneficiaries (e.g. researchers, research bodies, companies, SMEs, entrepreneurs) there is gender balance and the participation of hitherto under-represented sections of the workforce? Are there ways whereby this can be promoted (e.g. communications outreach, affirmative action)?

Response

In dealing with clients the LEOs will ensure the rights (enshrined in the Customer Service Charter) to equal treatment established by equality legislation are upheld. The LEOs do not discriminate on the grounds of age, disability, gender, family status, race, religious belief, sexual orientation and membership of the traveller community.

The LEOs will ensure that all offices, facilities and resources are fully accessible in line with the Disability Act 2005.

Local Enterprise offices (LEOs) will generally seek to proactively gender- mainstream their operational activities and structures, particularly in regard to gender balance requirements, with a view to achieving optimum levels of gender equality.

Horizontal principles are integrated into all aspects of EI's operations and those of their delivery partners.

- In dealing with clients EI and LEOs ensure the rights to equal treatment established by equality legislation are upheld. LEOs and EI do not discriminate on the ground of age, disability, gender, family status, race, religious beliefs, sexual orientation and membership of the travellers' community.
- LEOs proactively gender- mainstream their operational activities and structures, particularly in regard to gender balance requirements, with a view to achieving optimum levels of gender equality.
- Positive interventions such as The Women in Business Networks, Women's National Enterprise Day, Mentoring and tailored training programmes have also been undertaken throughout the life of the programme. National Women's Enterprise Day 2017 for instance, took place on October 12th and the 31 Local Enterprise Offices marked the day with fifteen regional and local events, all aimed at aspiring female entrepreneurs and existing owner-managers. The day typically consists of a variety of practical developmental support actions, including inspiring speakers, information provision, exhibition of state supports for enterprise, facilitated business

Priority 3 – SME Support

Screening Question	Response
	<p>networking and one to one business mentoring. The benefit for female entrepreneurs attending is that they can access everything they need to know about setting up a business or expanding a business in one day under one roof.</p> <ul style="list-style-type: none"> • EI also has monitoring processes in place to report on horizontal principles e.g. business survival rates (of relevance to sustainability); the gender/age/disability profile of programme participants. • Compliance visits and regular performance management meetings are undertaken between EI and LEOs which provide a forum to consider the integration of horizontal principles. • Maternity cover policy: Should the issue of maternity leave arise during the course of a project, Enterprise Ireland will cover the additional costs for a replacement staff member unless these costs can be met from within the existing budget.
<p>Workforce: How can it be assured that the equality policies of public beneficiary bodies are being proactively implemented?</p>	<ul style="list-style-type: none"> • Enshrined in Customer Service Charter • Subject to rigor of National Legislation • Regular spot checks will be undertaken
<p>Targeting: How can scheme managers target their measures so as to ensure that the programme reaches those equality categories? What outreach can be launched both generally with the target groups and their organizations?</p>	<p>Equality principles in Ireland are implemented through the actions against discrimination, accommodating diversity and in support of equality in the nine areas of: gender, marital status, family, age, disability, race, sexual orientation, religion and the traveller community. All initiatives supported under this intervention should show respect for this principle</p> <p>Through co-operation with local and rural development structures and facilitation of job creation the LEOs will help promote equal diverse and socially inclusive societies and help combat poverty and inequality.</p>
<p>Data, indicators and evaluation: How can scheme managers best baseline and measure the participation of women and the other principal equality categories (older people, minorities, Traveller community, people with disabilities) with a view to measuring their progress over time? How can that participation be quantitatively</p>	<p>Initiatives including youth entrepreneurship, senior's enterprise and activity by minority groups will be encouraged. The learnings from the implementation of such initiatives will be used where possible to inform the development of other targeted initiatives focussed on groups experiencing inequality across the nine grounds under the broad equality principles. Data on the broad equality principles will be collected and where feasible will be analysed on a disaggregated basis. A number</p>

Priority 3 – SME Support	
Screening Question	Response
and qualitatively evaluated? What systems can be put in place to measure the progression of the equality categories?	of performance indicators will be identified, and the baseline and mid-term/final targets will be stated and reported on.
Consultation: How can priority managers best develop the meaningful involvement and participation of equality bodies, both governmental and non-governmental, in design, roll out, outreach, appraisal, selection and monitoring? What formal structures and informal mechanisms would be most helpful?	Each LEO will be encouraged to ensure that it develops a planned and systematic approach to equality in its own operational and structural arrangements and promotes and supports a similar approach in all projects funded. The LEOs may liaise with the specialised Irish equality bodies for support as appropriate including: <ul style="list-style-type: none"> • Department of Justice and Equality • Irish Human Rights and Equality Commission • Employment Equality Agency • Equality Authority • National Disability Authority
Technical assistance: What assistance should be provided to scheme managers and delivery bodies (e.g. SFI, Enterprise Ireland) to assist them in delivering substantial equality outcomes?	Specific targeted initiatives are encouraged in order to deliver substantial equality outcomes. Specific initiatives targeting non-Irish nationals such as Ethnic Entrepreneurship programmes will be promoted to maximize the potential of this latent entrepreneurship. Other initiatives including youth entrepreneurship, senior's enterprise and activity by minority groups including traveller groups will be encouraged.
Is there any evidence of higher or lower participation or uptake by women or men in relation to the particular priority	It is recognized that women can encounter barriers when engaging in enterprise activity. However, having regard generally to these obstacles this planned intervention can assist in enhancing the level of female participation in enterprise creation and employment. LEOs will generally seek to proactively gender- mainstream their operational activities and structures, particularly in regard to gender balance requirements, with a view to achieving optimum levels of gender equality. The selection of projects for support or financial assistance will be monitored for gender balance. Gender-disaggregated data on the projects supported under the theme will be surveyed and reported on a regular basis. Positive interventions such as The Women in Business Networks, Women's National Enterprise Day, Mentoring and tailored training programmes will be undertaken throughout the life of the programme.
Is there any evidence that women and men have different needs, experiences, issues and priorities in relation to the priority?	Evidence would suggest that in order to increase the number of female entrepreneurs and to impact on the under representation of female led business starts requires a tailored and focussed approach in terms of personal development and networking opportunities.

Priority 3 – SME Support

Screening Question	Response
Is there any potential to enhance equality of opportunity for women and /or men through the priority in question?	Absolutely a number of specific programmes will be implemented to support females to evaluate, start and grow businesses. LEOs through communication, networking and specific promotion have a key objective to increase the number and quality of female entrepreneurs.
Have there been consultations in the past with relevant representative organisations of women and men, or any other evidence indicating that a particular priority or policy area creates problems that are specific to them?	Wide consultation with all relevant stakeholders is maintained. Data is continually monitored to indicate number of enterprises supported by Gender and number of recipients for training including number of training days. The LEOs would have cross region gender balanced work groups regularly analysing and implementing gender priority initiatives.
Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	
What are the likely impacts of the proposed schemes for people with disabilities?	In general people with disabilities will be given access to all supports and services of the LEOs. The Customer Service Charter enshrines the right to equality treatment and that the rights of current equality legislation are upheld.
Will the schemes be accessible, understandable and usable by all, including people with disabilities?	The LEOs aim to provide information that will be clear and consistent and will communicate same to the general population. To ensure that people with a disability are not disadvantaged the LEOs will ensure that all officers, facilities and resources are fully accessible in line with the Disability Act 2005. The use of mobility and visual impairment aids will be encouraged where practical.
If there are potentially negative impacts for people with disabilities, how will they be alleviated? Negative impacts could include accessibility issues or lack of participation of people with disabilities compared to those without disabilities	See above
Do specific things (e.g. supports, targeted actions) for people with disabilities need to be built into the schemes so that they are not disadvantaged compared to people without disabilities?	See above
How will the impacts of the scheme for people with disabilities compared to people without disabilities be monitored over time?	Checks will be undertaken to ensure that facilities and services are available to people with disabilities. It is proposed to undertake an annual customer service survey which will rate customer service against pre-set goals and guidelines.

Priority 3 – SME Support	
Screening Question	Response
How will people with disabilities and their representative organisations be consulted and included in developing and finalising the schemes?	At Government Department and Enterprise Agency level there is regular consultation and discussion with stakeholder bodies. The RAs in conjunction with IBs will have consulted widely in relation to the formulation of the OP.
Promotion of sustainable development	
What are the likely impacts of the proposed scheme on the environment?	Unknown
Will the scheme have a direct impact on the environment?	Unknown
Is there any potential negative impacts-direct or indirect- on the environment? Direct negative impacts include, for example, pollution, removal of vegetation etc. Indirect negative impacts include, for example, degradation of surface water quality by the erosion of land cleared as a result of a new road etc	Unknown
Have mitigation/alleviation measures been identified to offset any negative impacts?	As an organisation, EI is committed to supporting the principles of sustainable development which are integrated into its operation and systems e.g. environmental policy statements
Have opportunities for the scheme to integrate environmental and ecological sustainability concepts been fully explored and included where possible?	Unknown
Have environmental sustainability indicators been identified that will effectively measure the results of the scheme?	Unknown
Promotion of Social Inclusion	

Priority 3 – SME Support

Screening Question	Response
Does the scheme promote the government's social inclusion objectives?	<p>EI has data monitoring processes in place which capture information relating to the profile of programme participants (e.g. gender, age, disabilities). EI also operate specific projects to increase the engagement of socially excluded groups e.g. targeted interventions for the traveller community, young people, over 50s.</p> <p>Furthermore, specific initiatives targeting non-Irish nationals such as Ethnic Entrepreneurship programmes have been promoted to maximise the potential of this latent entrepreneurship. Other initiatives including youth entrepreneurship, senior's enterprise and activity by minority groups has been encouraged.</p>
Do the objectives of the scheme positively contribute to any of the goals, actions and interventions outlined in the National Action Plan for Social Inclusion 2007-2016?	As above
How will the scheme positively contribute to reducing poverty, particularly among vulnerable groups?	As above
How will the scheme positively contribute to reducing social exclusion, particularly among vulnerable groups?	As above
How will the scheme positively contribute to the government's active inclusion strategy by promoting active participation, improving employability and promoting equal opportunities by targeting those in jobless households, long-term unemployed, women returners, people living in disadvantaged communities (rural & urban), migrants, ex-offenders and other similar vulnerable groups?	As above

1.8 Priority 4 –Social Housing Retrofit Scheme

Table 7: Integration of Horizontal Principles for Priority 4 – Low Carbon Economy – Social Housing Retrofit Scheme

Priority 4 – Low Carbon Economy – Social Housing Retrofit Scheme	
Screening Question	Response
Promotion of equality between men and women	
Beneficiaries: How can the scheme managers ensure that among the beneficiaries (e.g. researchers, research bodies, companies, SMEs, entrepreneurs) there is gender balance and the participation of hitherto under-represented sections of the workforce? Are there ways whereby this can be promoted (e.g. communications outreach, affirmative action)?	The beneficiaries of the energy efficiency programme, the retrofit programme and the voids programme will be the local authority tenants and more indirectly contractors and associated workforce. A procurement framework is in place for the retrofitting programme, which aims to ensure that SMEs are not disadvantaged in tendering for maintenance and refurbishment work. The issue of gender imbalance between men and women is not relevant in relation to the implementation of this programme, as the units returned to productive use under the programme are done so on the basis that priority be given to accommodating homeless families to the fullest extent.
Workforce: How can it be assured that the equality policies of public beneficiary bodies are being proactively implemented?	There is currently a procurement framework in place for local authority use when engaging contractors. The framework was developed in line with the EU tendering procedures.
Targeting: How can scheme managers target their measures so as to ensure that the programme reaches those equality categories? What outreach can be launched both generally with the target groups and their organizations?	The scheme is targeted at local authority tenants who live in poorly insulated homes. These tenants would cut across a range of vulnerable groups.
Data, indicators and evaluation: How can scheme managers best baseline and measure the participation of women and the other principal equality categories (older people, minorities, Traveller community, people with disabilities) with a view to measuring their progress over time? How can that participation be quantitatively and qualitatively evaluated? What systems can be put in place to measure the progression of the equality categories?	Local authority tenants cut across a number of equality categories. Housing units for the programme are selected based on physical conditions of the unit and not the status of the tenants, therefore there won't be progress over time in relation to equality categories.

Priority 4 – Low Carbon Economy – Social Housing Retrofit Scheme

Screening Question	Response
Consultation: How can priority managers best develop the meaningful involvement and participation of equality bodies, both governmental and non-governmental, in design, roll out, outreach, appraisal, selection and monitoring? What formal structures and informal mechanisms would be most helpful?	N/A
Technical assistance: What assistance should be provided to scheme managers and delivery bodies (e.g. SFI, Enterprise Ireland) to assist them in delivering substantial equality outcomes?	N/A
Is there any evidence of higher or lower participation or uptake by women or men in relation to the particular priority	No
Is there any evidence that women and men have different needs, experiences, issues and priorities in relation to the priority?	No
Is there any potential to enhance equality of opportunity for women and /or men through the priority in question?	No
Have there been consultations in the past with relevant representative organisations of women and men, or any other evidence indicating that a particular priority or policy area creates problems that are specific to them?	No

Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities

Priority 4 – Low Carbon Economy – Social Housing Retrofit Scheme

Screening Question	Response
What are the likely impacts of the proposed schemes for people with disabilities?	<p>The Department of Housing, Planning, Community & Local Government will undertake the following to integrate the horizontal principles⁶:</p> <p>Address energy poverty concerns by targeting local authority tenants who include vulnerable groups such as people with a disability, older people, jobless households, long-term unemployed, people living in disadvantaged communities among others.</p> <p>Also, Local Authority tenants with disabilities will receive thermal upgrades to their accommodation if appropriate.</p>
Will the schemes be accessible, understandable and usable by all, including people with disabilities?	Yes
If there are potentially negative impacts for people with disabilities, how will they be alleviated? Negative impacts could include accessibility issues or lack of participation of people with disabilities compared to those without disabilities	All Local Authority tenants are potentially included, based on the condition of their accommodation.
Do specific things (e.g. supports, targeted actions) for people with disabilities need to be built into the schemes so that they are not disadvantaged compared to people without disabilities?	No – all qualifying accommodation will be upgraded.
How will the impacts of the scheme for people with disabilities compared to people without disabilities be monitored over time?	N/A
How will people with disabilities and their representative organisations be consulted and included in developing and finalising the schemes?	N/A

Promotion of sustainable development

⁶ Implementation Plans, S&E Regional Operational Programme 2014 – 2020 (June 2017) - Department of the Environment Community & Local Government (now DHP&LG)

Priority 4 – Low Carbon Economy – Social Housing Retrofit Scheme

Screening Question	Response
What are the likely impacts of the proposed scheme on the environment?	The principal objective of the retrofitting proposal is to meet Ireland's commitments in relation to carbon emissions reductions and energy reduction targets for 2020. Energy savings in buildings will contribute 45% of Ireland's total energy savings targets for 2020. In relation to energy efficiency, the targeted houses and apartment units shall undergo ambitious energy efficiency improvements resulting in at least an improvement of one energy efficiency grade rating. Also, the scheme aims to improve the environment within local authority by reducing number of vacant properties that may be subject to vandalism.
Will the scheme have a direct impact on the environment?	Yes, as above.
Is there any potential negative impacts-direct or indirect- on the environment? Direct negative impacts include, for example, pollution, removal of vegetation etc. Indirect negative impacts include, for example, degradation of surface water quality by the erosion of land cleared as a result of a new road etc	No
Have mitigation/alleviation measures been identified to offset any negative impacts?	N/A
Have opportunities for the scheme to integrate environmental and ecological sustainability concepts been fully explored and included where possible?	Yes. The retrofitting proposal will fully meet the stringent requirements and ambitious targets of the Energy Efficiency Directive.
Have environmental sustainability indicators been identified that will effectively measure the results of the scheme?	The targeted housing and apartment units will undergo improvements leading to at least an improvement in one energy efficiency grade rating.

Promotion of Social Inclusion

Priority 4 – Low Carbon Economy – Social Housing Retrofit Scheme

Screening Question	Response
Does the scheme promote the government's social inclusion objectives?	Yes. Energy retrofitting will have a direct impact on fuel poverty. Retrofitting of vacant housing stock will provide more units for housing applicants and also ensure vacant dwellings are not the source of antisocial behaviour. The Department of Housing, Planning, Community & Local Government will undertake the following to integrate the horizontal principles ⁷ : Address energy poverty concerns by targeting local authority tenants who include vulnerable groups such as people with a disability, older people, jobless households, long-term unemployed, people living in disadvantaged communities among others.
Do the objectives of the scheme positively contribute to any of the goals, actions and interventions outlined in the National Action Plan for Social Inclusion 2007-2016?	Yes. Delivery of housing (vacant units). It will directly impact on fuel poverty by providing more energy efficient homes for local authority tenants.
How will the scheme positively contribute to reducing poverty, particularly among vulnerable groups?	As above
How will the scheme positively contribute to reducing social exclusion, particularly among vulnerable groups?	As above
How will the scheme positively contribute to the government's active inclusion strategy by promoting active participation, improving employability and promoting equal opportunities by targeting those in jobless households, long-term unemployed, women returners, people living in disadvantaged communities (rural & urban), migrants, ex-offenders and other similar vulnerable groups?	Local authority tenants, who are targeted by this scheme would include vulnerable groups as described e.g. <i>those in jobless households, long-term unemployed, women returners, people living in disadvantaged communities (rural & urban), migrants, ex-offenders etc.</i>

⁷ Implementation Plans, S&E Regional Operational Programme 2014 – 2020

1.9 Priority 4 – Better Energy Warmer Homes Scheme

Table 8: Integration of Horizontal Principles for Priority 4 – Low Carbon Economy – Better Energy Warmer Homes Scheme

Priority 4 – Low Carbon Economy – Better Energy Warmer Homes Scheme	
Screening Question	Response
Promotion of equality between men and women	
Beneficiaries: How can the scheme managers ensure that among the beneficiaries (e.g. researchers, research bodies, companies, SMEs, entrepreneurs) there is gender balance and the participation of hitherto under-represented sections of the workforce? Are there ways whereby this can be promoted (e.g. communications outreach, affirmative action)?	SEAI offer its services to all who meet the eligibility criteria regardless of gender. Consultation has been undertaken to ensure the eligibility criteria are set as wide as possible to include as many homes as possible regardless of the gender of the resident.
Workforce: How can it be assured that the equality policies of public beneficiary bodies are being proactively implemented?	The principles of equality and social inclusion are included as objectives to the initiative. The principles of equality and social inclusion are included in project selection criteria. Sustainable Energy Authority of Ireland promotes equality of access for all qualifying households (there are no barriers to access to the scheme arising from gender, equality category or disability). ⁸
Targeting: How can scheme managers target their measures so as to ensure that the programme reaches those equality categories? What outreach can be launched both generally with the target groups and their organizations?	The eligibility criteria were set only after a detailed consultation with the Department of Social Protection. SEAI regularly engages with other stakeholders operating with vulnerable clients to see if changes or modifications are required to rules of the scheme.
Data, indicators and evaluation: How can scheme managers best baseline and measure the participation of women and the other principal equality categories (older people, minorities, Traveller community, people with disabilities) with a view to measuring their	SEAI does not register participation by equality categories.

⁸ Implementation Plans, S&E Regional Operational Programme 2014 – 2020 P4 page 2

Priority 4 – Low Carbon Economy – Better Energy Warmer Homes Scheme	
Screening Question	Response
progress over time? How can that participation be quantitatively and qualitatively evaluated? What systems can be put in place to measure the progression of the equality categories?	
Consultation: How can priority managers best develop the meaningful involvement and participation of equality bodies, both governmental and non-governmental, in design, roll out, outreach, appraisal, selection and monitoring? What formal structures and informal mechanisms would be most helpful?	Unknown
Technical assistance: What assistance should be provided to scheme managers and delivery bodies (e.g. SFI, Enterprise Ireland) to assist them in delivering substantial equality outcomes?	Unknown
Is there any evidence of higher or lower participation or uptake by women or men in relation to the particular priority	N/A
Is there any evidence that women and men have different needs, experiences, issues and priorities in relation to the priority?	N/A
Is there any potential to enhance equality of opportunity for women and /or men through the priority in question?	N/A
Have there been consultations in the past with relevant representative organisations of women and men, or any other evidence indicating that a particular priority or policy area creates problems that are specific to them?	N/A
Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	
What are the likely impacts of the proposed schemes for people with disabilities?	Sustainable Energy Authority of Ireland promotes equality of access for all qualifying households (there are no barriers to access to the scheme arising from gender, equality category or

Priority 4 – Low Carbon Economy – Better Energy Warmer Homes Scheme

Screening Question	Response
	disability). ⁹ Also, should clients with disability receive works under the scheme, their home will be cheaper to heat and more comfortable and a healthy environment within which to live.
Will the schemes be accessible, understandable and usable by all, including people with disabilities?	SEAI provides detailed energy advice to clients after works are delivered.
If there are potentially negative impacts for people with disabilities, how will they be alleviated? Negative impacts could include accessibility issues or lack of participation of people with disabilities compared to those without disabilities	N/A
Do specific things (e.g. supports, targeted actions) for people with disabilities need to be built into the schemes so that they are not disadvantaged compared to people without disabilities?	N/A
How will the impacts of the scheme for people with disabilities compared to people without disabilities be monitored over time?	SEAI has no method for monitoring
How will people with disabilities and their representative organisations be consulted and included in developing and finalising the schemes?	N/A
Promotion of sustainable development	
What are the likely impacts of the proposed scheme on the environment?	Reduction in Co2 emissions. Create a healthier living environment for the client.
Will the scheme have a direct impact on the environment?	Yes

⁹ Implementation Plans, S&E Regional Operational Programme 2014 – 2020 P4 page 2

Priority 4 – Low Carbon Economy – Better Energy Warmer Homes Scheme	
Screening Question	Response
<p>Is there any potential negative impacts-direct or indirect- on the environment?</p> <p>Direct negative impacts include, for example, pollution, removal of vegetation etc.</p> <p>Indirect negative impacts include, for example, degradation of surface water quality by the erosion of land cleared as a result of a new road etc</p>	No
Have mitigation/alleviation measures been identified to offset any negative impacts?	The principles of environmental sustainability are included as objectives of the initiative. ¹⁰ The Sustainable Energy Authority of Ireland consults with client groups including the Department of Social Protection and other stakeholders operating with vulnerable households. ¹¹
Have opportunities for the scheme to integrate environmental and ecological sustainability concepts been fully explored and included where possible?	No
Have environmental sustainability indicators been identified that will effectively measure the results of the scheme?	Yes SEAI is tracking the Kwh savings and Co2 emissions savings as a result of the completed works.
Promotion of Social Inclusion	
Does the scheme promote the government’s social inclusion objectives?	Yes
Do the objectives of the scheme positively contribute to any of the goals, actions and interventions outlined in the National Action Plan for Social Inclusion 2007-2016?	Yes

¹⁰ Implementation Plans, S&E Regional Operational Programme 2014 – 2020 P4 page 2

¹¹ Implementation Plans, S&E Regional Operational Programme 2014 – 2020 P4 page 2

Priority 4 – Low Carbon Economy – Better Energy Warmer Homes Scheme

Screening Question	Response
How will the scheme positively contribute to reducing poverty, particularly among vulnerable groups?	Reduction in the cost for the fuel poor to heating bills. Improve living standards such that the fuel poor have reduced poor health and improve their overall living conditions. The principles of equality and social inclusion are included in project selection criteria. The Sustainable Energy Authority of Ireland consults with client groups including the Department of Social Protection and other stakeholders operating with vulnerable households . Households are individually (and independently) surveyed to assess what measures are appropriate. Applications are then batched, generally on a geographic basis and allocated to individual contractors. ¹² The scheme aims to improve the energy efficiency of the household at risk and in the process reduce the amount of expenditure that is required to be spent on energy. ¹³
How will the scheme positively contribute to reducing social exclusion, particularly among vulnerable groups?	Improving the living conditions may assist in these groups becoming more engaged in education and other main stream activities.
How will the scheme positively contribute to the government's active inclusion strategy by promoting active participation, improving employability and promoting equal opportunities by targeting those in jobless households, long-term unemployed, women returners, people living in disadvantaged communities (rural & urban), migrants, ex-offenders and other similar vulnerable groups?	Improved living conditions and general health should allow fuel poor clients to have more funds available for self-improvement. Especially the young who may now have warm homes which can help to improve school work.

¹² Implementation Plans, S&E Regional Operational Programme 2014 – 2020

1.10 Priority 5 – Designated Urban Centres Grant Scheme

Table 9: Integration of Horizontal Principles for Priority 5 - Designated Urban Centres Grant Scheme

Priority 5 – Designated Urban Centres Grant Scheme	
Screening Question	Response
Promotion of equality between men and women	
Beneficiaries: How can the scheme managers ensure that among the beneficiaries (e.g. researchers, research bodies, companies, SMEs, entrepreneurs) there is gender balance and the participation of hitherto under-represented sections of the workforce? Are there ways whereby this can be promoted (e.g. communications outreach, affirmative action)?	The Gateway Fund scheme in the S&E Region is targeted at both physical enhancement of public spaces and sustainable transport investments. The scheme does not have ‘participants’ however the work carried out under the scheme will benefit everyone. The design principles for the scheme will take cognisance, where applicable, of accessibility and the promotion of equality.
Workforce: How can it be assured that the equality policies of public beneficiary bodies are being proactively implemented?	Each of the beneficiary local authorities have equality policies in place and will be expected to apply them in practice. In addition, any third party contractors procured by the beneficiary local authorities to deliver any of the works will have to comply with equality legislation.
Targeting: How can scheme managers target their measures so as to ensure that the programme reaches those equality categories? What outreach can be launched both generally with the target groups and their organizations?	As stated above, the Gateway Fund scheme in the S&E Region will not have ‘participants’. However, it will target urban areas in need of revitalisation and any works undertaken will be of benefit to all groups. Physical works will be required to comply with disabled access requirements.
Data, indicators and evaluation: How can scheme managers best baseline and measure the participation of women and the other principal equality categories (older people, minorities, Traveller community, people with disabilities) with a view to measuring their progress over time? How can that participation be quantitatively and qualitatively evaluated? What systems can be put in place to measure the progression of the equality categories?	This scheme does not have ‘participants’ and it is not possible in this instance to measure participation of particular groups.

Priority 5 – Designated Urban Centres Grant Scheme

Screening Question	Response
Consultation: How can priority managers best develop the meaningful involvement and participation of equality bodies, both governmental and non-governmental, in design, roll out, outreach, appraisal, selection and monitoring? What formal structures and informal mechanisms would be most helpful?	One of the requirements of this scheme will be evidence of community participation in the development of integrated urban development proposals. This will be assessed at project selection stage.
Technical assistance: What assistance should be provided to scheme managers and delivery bodies (e.g. SFI, Enterprise Ireland) to assist them in delivering substantial equality outcomes?	The Managing Authority will support local authority personnel in the development, appraisal, implementation and verification of their proposals.
Is there any evidence of higher or lower participation or uptake by women or men in relation to the particular priority	No – this is not a participatory scheme and it is not expected that there will be any differences in the benefits to men and women
Is there any evidence that women and men have different needs, experiences, issues and priorities in relation to the priority?	Urban regeneration works may include improved footpaths, road crossings, pedestrianisation of some urban streets etc., which will make them safer for parents and children
Is there any potential to enhance equality of opportunity for women and /or men through the priority in question?	No – this is not a participatory scheme and it is not expected that there will be any differences in the benefits to men and women
Have there been consultations in the past with relevant representative organisations of women and men, or any other evidence indicating that a particular priority or policy area creates problems that are specific to them?	Our experience of implementing the scheme 2007-13 is that gender differences do not play a significant role in the implementation of this scheme
Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	
What are the likely impacts of the proposed schemes for people with disabilities?	Public works schemes and the restoration of buildings for enhanced public use will benefit people with disabilities as all works will be required to comply with disabled access requirements.

Priority 5 – Designated Urban Centres Grant Scheme	
Screening Question	Response
Will the schemes be accessible, understandable and usable by all, including people with disabilities?	Yes, all public works will be required to comply with disabled access requirements. The scheme will promote accessibility for all in supported projects and ensure a barrier-free environment for persons with disabilities (Article 9 UNCRPD). ¹⁴
If there are potentially negative impacts for people with disabilities, how will they be alleviated? Negative impacts could include accessibility issues or lack of participation of people with disabilities compared to those without disabilities	If there are potentially negative impacts these can be either mitigated or compensated for
Do specific things (e.g. supports, targeted actions) for people with disabilities need to be built into the schemes so that they are not disadvantaged compared to people without disabilities?	It is expected that this will not arise as all public works schemes and the restoration of buildings for enhanced public use will benefit people with disabilities as all works will be required to comply with disabled access requirements
How will the impacts of the scheme for people with disabilities compared to people without disabilities be monitored over time?	It is not expected that the impacts will differ as all facilities are expected to comply with accessibility requirements
How will people with disabilities and their representative organisations be consulted and included in developing and finalising the schemes?	One of the requirements of this scheme will be evidence of community participation in the development of integrated urban development proposals. This will be assessed at project selection stage
Promotion of sustainable development	
What are the likely impacts of the proposed scheme on the environment?	The proposed scheme is likely to have significant positive impacts on the environment in terms of revitalisation, greening of public spaces, bringing run-down properties into public use for social, economic and cultural benefits, reduction in greenhouse gas emissions through promotion of non private car travel etc.
Will the scheme have a direct impact on the environment?	Yes, as detailed above

¹⁴ Implementation Plans, S&E Regional Operational Programme 2014 – 2020 P5 page 4

Priority 5 – Designated Urban Centres Grant Scheme

Screening Question	Response
<p>Is there any potential negative impacts-direct or indirect- on the environment?</p> <p>Direct negative impacts include, for example, pollution, removal of vegetation etc.</p> <p>Indirect negative impacts include, for example, degradation of surface water quality by the erosion of land cleared as a result of a new road etc</p>	<p>It is not expected that the proposed scheme will have any appreciable direct or indirect negative environmental impacts.</p>
<p>Have mitigation/alleviation measures been identified to offset any negative impacts?</p>	<p>It is not expected that the proposed scheme will have any appreciable direct or indirect negative environmental impacts. However, standard mitigation in line with existing planning and EIA requirements will be carried out where necessary.</p> <p>The scheme will, where appropriate promote locally-sourced, sustainably produced materials and environmentally-friendly building methods Local Authorities will be required to ensure that restored and/or rehabilitated buildings have improved energy-efficiency.¹⁵</p> <p>Data will be captured on changes in non-private car use arising from sustainable urban transport projects;</p> <p>Local Authorities will be required to prepare Environmental Impact Statements on proposals which meet the criteria;</p>
<p>Have opportunities for the scheme to integrate environmental and ecological sustainability concepts been fully explored and included where possible?</p>	<p>Environmental and ecological sustainability concepts are included in the scheme</p>

¹⁵ Implementation Plans, S&E Regional Operational Programme 2014 – 2020 P5 page 4

Priority 5 – Designated Urban Centres Grant Scheme	
Screening Question	Response
Have environmental sustainability indicators been identified that will effectively measure the results of the scheme?	The results indicator proposed for the priority is based on a multi-indicator index which includes a broad spectrum of environmental sustainability indicators
Promotion of Social Inclusion	
Does the scheme promote the government’s social inclusion objectives?	The Gateway and Hubs Fund scheme will support in particular the Government’s objective of building and supporting sustainable communities particularly those that are subject to disadvantage
Do the objectives of the scheme positively contribute to any of the goals, actions and interventions outlined in the National Action Plan for Social Inclusion 2007-2016?	Yes, it supports the sustainable communities’ action and will also impact on the overall economic performance of the selected urban centres, leading to improved employment opportunities. The scheme itself will also generate employment during construction works
How will the scheme positively contribute to reducing poverty, particularly among vulnerable groups?	The social and economic and employment benefits of each selected project will be required to be detailed in the proposals prepared by local authorities.
How will the scheme positively contribute to reducing social exclusion, particularly among vulnerable groups?	Improving the quality of the physical environment and the provision of social infrastructure also has a number of positive secondary effects, including social inclusion benefits, contributing to improvements in the quality of life for all.
How will the scheme positively contribute to the government’s active inclusion strategy by promoting active participation, improving employability and promoting equal opportunities by targeting those in jobless households, long-term unemployed, women returners, people living in disadvantaged communities (rural & urban), migrants, ex-offenders and other similar vulnerable groups?	<p>One of the requirements of this scheme will be evidence of community participation in the development of integrated urban development proposals. This will be assessed at project selection stage.</p> <p>Local Authorities will be required to provide evidence of community consultation, including all relevant groups and interests.¹⁶</p> <p>As stated above, this is not primarily a ‘participant’ scheme and particular target groups will not be targeted.</p>

¹⁶ Implementation Plans, S&E Regional Operational Programme 2014 – 2020

2. APPENDIX 2B - HORIZONTAL PRINCIPLES – IMPLEMENTATION & MONITORING

2.1 Implementation and Monitoring of HP actions - Summary

Where a scheme was deemed to have relevance for an HP and suitable actions were identified, the IB's commitment to report against the same was included in the scheme implementation plan. These actions were also intended to form the basis for reporting to the OP Monitoring Committee on the integration of the principles and review by the statutory bodies responsible for the horizontal principles.

The table below provides a summary based on a review of available monitoring information (for those schemes/HPs where suitable actions/strategies were identified). It identifies: where there is evidence that strategies were implemented to integrate HPs into relevant schemes; how these have been reported on i.e. availability of monitoring information on progress made against these strategies; and lastly what progress has been demonstrated.

Progress made in implementing suitable actions to integrate HPs into each scheme (where deemed relevant and where appropriate actions were identified) is detailed by Priority in the sub-sections after the table.

Table 2 Progress against strategies (where relevant and identified) to integrate Horizontal Principles

Priority/Scheme	Promotion of equality between men and women	Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	Promotion of sustainable development	Promotion of Social Inclusion
Priority 1				
<p>SFI Research Centres Programme & SFI Spokes Programme</p>	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation –Various initiatives being implemented e.g. maternity allowance and unconscious bias training</p> <p>Monitoring – Strict monitoring by SFI</p> <p>Progress – Ongoing. Success of unconscious bias training led to training on integrated gender in research to all SFI staff.</p>	<p>☒</p>	<p>○</p>	<p>○</p>
<p>Marine Research Programme</p>	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation –not started for this reporting period</p> <p>Monitoring – No evidence</p>	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation –not started for this reporting period</p>	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation –not started for this reporting period</p> <p>Monitoring – No Evidence</p>	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation –not started for this reporting period</p> <p>Monitoring – No Evidence</p>

Priority/Scheme	Promotion of equality between men and women	Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	Promotion of sustainable development	Promotion of Social Inclusion
	Progress – No evidence	Monitoring – No Evidence Progress – No Evidence	Progress – No Evidence	Progress – No Evidence
Commercialisation Fund	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation – Efforts to increase the percentage of female award holders are ongoing. Gender balance is promoted in pre-award and post-award operation of the Commercialisation Fund</p> <p>Monitoring – Monitoring of gender figures is ongoing</p> <p>Progress – The ratio of Male to Female Principal Investigators was approximately 80:20 in 2017.</p> <p>In 2017, 105 proposals from 93 male and 12 female lead researchers were received. 51 projects were funded, 48 with male and 3 female lead researchers.</p> <p>There were 53 applications for Commercial Case Feasibility Support in</p>	☒	☒	☒

Priority/Scheme	Promotion of equality between men and women	Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	Promotion of sustainable development	Promotion of Social Inclusion
	2017 from SE region institutions, 43 from male and 10 from female researchers.			
Innovation Partnership Fund	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies:</p> <p>Implementation – This initiative is a competitive programme whereby awards are made on the merits of individual applications. There are efforts to monitor and report on the gender balance of lead researchers approved for commercialization project funding.</p> <p>Monitoring – There are records of male and female Principal Investigators named on approved proposals.</p> <p>Progress – In 2016, 59 Male and 5 Female Principal Investigators named on approved proposals; In 2017, the figures were 70 male and 6 female</p>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Priority 2 – ICT Infrastructure				

Priority/Scheme	Promotion of equality between men and women	Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	Promotion of sustainable development	Promotion of Social Inclusion
National Broadband Plan	☒	☒	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation –not started for this reporting period Monitoring – No Evidence Progress – No Evidence</p>	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation –not started for this reporting period Monitoring – No Evidence Progress – No Evidence</p>
Priority 3				
Entrepreneurship in Micro-Enterprise	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation –There have been positive interventions by all of the LEO’s such as The Women in Business Networks, Women’s National Enterprise Day mentoring and tailored training programmes which are acknowledged and very welcome as they provide opportunities which can lead to more balanced participation in programmes</p>	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation – In their dealings with customers LEOs will ensure that rights to equal treatment established by equality legislation are upheld. LEO Clare co-operates with Employability Clare which</p>	☒	☒

Priority/Scheme	Promotion of equality between men and women	Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	Promotion of sustainable development	Promotion of Social Inclusion
	<p>Monitoring – LEO’s monitoring and recording gender of those participating in training programmes.</p> <p>Progress – Many LEO’s have more women attending training programmes and enterprise initiatives in 2017 e.g. LEO Clare (418 female, 174 male); LEO South Dublin (459, 335); LEO Tipperary (675, 525); LEO Cork (429, 392).</p>	<p>aims to help people with disabilities gain employment</p> <p>Monitoring – No evidence</p> <p>Progress – No evidence to report on disaggregation of data relating to this HP.</p>		
Priority 4				
Better Energy Warmer Homes Scheme	☒	○	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation – Strategies are being implemented</p> <p>Monitoring – Annual decrease of GHG and average thermal performance of housing units being monitored</p> <p>Progress – Estimated annual decrease of GHG: Annual Target 8,945 Tonnes of CO2 across this scheme. In 2017</p>	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation – Improving the living conditions may help reduce the cost of heating bills and may improve living standards for those living in fuel poverty. SEAI has utilised organisations embedded in local communities (community-based organisations) to target eligible homes supplemented by many private contractors to ensure full national coverage</p>

Priority/Scheme	Promotion of equality between men and women	Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	Promotion of sustainable development	Promotion of Social Inclusion
			<p>progress against this target was 4,323 Tonnes of CO2.</p> <p>The average thermal performance of housing units in Ireland: 185 (baseline 210) kWh/m2/year. In 2016 progress against this target was 156 kWh/m2/year</p>	<p>Monitoring – No evidence</p> <p>Progress – There is no information on progress from the IB report.in terms of – for example: improved living conditions leading to a reduction in heating bills and therefore increased living standards</p>
<p>Social Housing Retrofit Scheme</p>	<p>☒</p>	<p>○</p>	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation – Energy savings achieved through the programmes. Funding made available is allocated on an equitable and evidence-based system adjudicated and weighted based on the priorities submitted by local authorities, the current numbers of vacant units and the cost effectiveness of the proposal.</p>	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation – Retrofitting of vacant housing stock to provide more units for housing applicants and ensure vacant dwellings are not the source of antisocial behaviour. Address energy poverty concerns by targeting local authority tenants who include vulnerable groups SEAI has utilised organisations embedded in local communities (community-based</p>

Priority/Scheme	Promotion of equality between men and women	Promotion of equal opportunities and prevention of discrimination; and accessibility for people with disabilities	Promotion of sustainable development	Promotion of Social Inclusion
			<p>Monitoring – Limited monitoring with national figures rather than regionally.</p> <p>Progress – The average thermal performance of housing units in Ireland: 185 (baseline 210) kWh/m2/year. In 2016 progress against this target was 156 kWh/m2/year</p>	<p>organisations) to target eligible homes</p> <p>Monitoring – No evidence.</p> <p>Progress – There is no information on progress from the IB report e.g. in terms of progress in addressing energy poverty or targeting LA tenants in vulnerable groups..</p>
Priority 5				
Designated Urban Centres Grant Scheme	<input checked="" type="checkbox"/>	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation –not started for this reporting period Monitoring – No Evidence Progress – No Evidence</p>	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation –not started for this reporting period Monitoring – No Evidence Progress – No Evidence</p>	<p>Screening process outcome: Relevant for the HP and developed suitable strategies</p> <p>Progress against strategies: Implementation –not started for this reporting period Monitoring – No Evidence Progress – No Evidence</p>
<p>KEY: O – Screening process outcome: Relevant for the HP; no evidence of suitable strategies developed. Therefore, HP not being monitored <input checked="" type="checkbox"/> - Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored</p>				

2.2 Priority 1 - SFI Schemes (Research Centres Programme & SFI Spokes Programme)

Table 10: Implementation of Horizontal Principles for Priority 1 - Strategic Research Centres & Spokes Programmes

Strategies to integrate HP into the scheme(s)	Progress
Promotion of equality between men and women	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows¹⁷:</p> <ul style="list-style-type: none"> Addressing the gender imbalance among SFI award holders, by increasing the proportion of female award holders to 30% by 2020¹⁸. Streamline gender initiatives across all its programmes 	<p>Details of progress¹⁹:</p> <p>Progress recorded in relation to gender equality demonstrates progress across all SFI programmes:</p> <ul style="list-style-type: none"> Female researchers are as competitive as their male counterparts in terms of their SFI funding success rate (~32% across all programmes) However, female researchers account for only ~25% of SFI funding applications received Introduction of maternity allowance and unconscious bias training to all SFI staff including board members. SFI was successfully funded in an EU gender project “ACT”, which enables better access, sharing and improvement of gender equality knowledge. Athena Swan initiative- SFI require Research Bodies to have attained a bronze institutional award.
Promotion of Equal Opportunities and Prevention of Discrimination; and accessibility for people with disabilities	
<p>The scheme has been screened against the HP and found not to be relevant for the HP. The IB has</p>	<p>Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored²¹</p>

¹⁷ Regional Operational Programmes 2014-2020 Horizontal Principle Screening

¹⁸ Intermediary Body Reports (IB Reports, 2017)

¹⁹ IB Report, 2017

²¹ Regional Operational Programmes 2014-2020 Horizontal Principle Screening

Strategies to integrate HP into the scheme(s)	Progress
therefore not developed any suitable actions to integrate the HP into the scheme ²⁰	<p>Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated?</p>
Promotion of Sustainable Development	
The scheme has been screened against the HP and found to be relevant for the HP. There is no evidence that the IB for the scheme has developed suitable actions to integrate the HP into the scheme. ²²	Screening process outcome: Relevant for the HP; no evidence of suitable strategies developed. Therefore, HP not being monitored. ²³
Promotion of Social Inclusion	
The scheme has been screened against the HP and found to be relevant for the HP. There is no evidence that the IB for the scheme has developed suitable actions to integrate the HP into the scheme. ²⁴	<p>Screening process outcome: Relevant for the HP; no evidence of suitable strategies developed. Therefore, HP not being monitored.²⁵</p> <ul style="list-style-type: none"> The Call documents for the general funding programmes do not contain any specific references to Social Inclusion

2.3 Priority 1 - Marine Research Programme

Table 11: Implementation of Horizontal Principles for Priority 1 – Marine Institute

Strategies to integrate HP into the scheme(s)	Progress
Promotion of equality between men and women	
The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows ²⁶ :	<p>Details of progress²⁷:</p> <p>Not applicable for this reporting period.</p>

²⁰ Regional Operational Programmes 2014-2020 Horizontal Principle Screening

²² Regional Operational Programmes 2014-2020 Horizontal Principle Screening

²³ Regional Operational Programmes 2014-2020 Horizontal Principle Screening

²⁴ Regional Operational Programmes 2014-2020 Horizontal Principle Screening

²⁵ Regional Operational Programmes 2014-2020 Horizontal Principle Screening

²⁶ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

²⁷ IB Report, 2017

Strategies to integrate HP into the scheme(s)	Progress
<ul style="list-style-type: none"> Proactively seek applications from female scientists. 	Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated?
Promotion of Equal Opportunities and Prevention of Discrimination; and accessibility for people with disabilities	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows²⁸:</p> <ul style="list-style-type: none"> Impacts will be the same for all applicants/researchers. Eligibility to apply for research grant schemes are laid out in the Guidelines for Applicants. 	<p>Details of progress²⁹:</p> <p>Not applicable for this reporting period.</p>
Promotion of Sustainable Development	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows³⁰:</p> <ul style="list-style-type: none"> Research to inform public policy, governance and regulation of the marine sector, in order to protect and sustain marine resources. 	<p>Details of progress³¹:</p> <p>Not applicable for this reporting period.</p>
Promotion of Social Inclusion	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows³²:</p> <ul style="list-style-type: none"> The Marine Institute is committed to promoting active participation in marine research (contributes towards Goal 5 and Goal 9 of the National Action Plan for Social Inclusion 2007-2016). 	<p>Details of progress³³:</p> <p>Not applicable for this reporting period.</p>

²⁸ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

²⁹ IB Report, 2017

³⁰ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

³¹ IB Report, 2017

³² Regional Operational Programmes 2014-2020, Horizontal Principle Screening

³³ IB Report, 2017

2.4 Priority 1 - Commercialisation Fund

Table 12: Implementation of Horizontal Principles for Priority 1 – Commercialisation Fund

Strategies to integrate HP into the scheme(s)	Progress
<p>Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated?</p>	
<p>Promotion of equality between men and women</p>	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows³⁴:</p> <ul style="list-style-type: none"> • The Commercialisation Fund is focussed on Third Level Researchers. It is a competitive programme whereby awards are made on the merits of individual applications. • To monitor and report the gender balance on the Board, Executive Committee, Investment Committee, Industrial Research and Commercialisation Committee and R&D Committee. • Monitor and report on the gender balance of lead researchers approved for commercialization project funding. 	<p>Details of progress³⁵:</p> <ul style="list-style-type: none"> • Efforts to increase the % of female award holders is ongoing • The ratio of Male to Female Principal Investigators was approximately 80:20 in 2017. • In 2017, 105 proposals from 93 male and 12 female lead researchers were received from SE region institutions seeking Commercialisation Fund Project support. From the proposals, there were 51 projects funded, 48 with male and 3 female lead researchers. • There were 53 applications for Commercial Case Feasibility Support in 2017 from SE region institutions, 43 from male and 10 from female researchers. • Gender balance is promoted in pre-award and post-award operation of the Commercialisation Fund
<p>Promotion of Equal Opportunities and Prevention of Discrimination; and accessibility for people with disabilities</p>	
<p>The scheme has been screened against the HP and found not to be relevant for the HP. The IB has therefore not developed any suitable actions to integrate the HP into the scheme³⁶</p>	<p>Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored³⁷</p>
<p>Promotion of Sustainable Development</p>	

³⁴ Regional Operational Programmes 2014-2020 Horizontal Principle Screening

³⁵ IB Report, 2017

³⁶ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

³⁷ IB Report, 2017

Strategies to integrate HP into the scheme(s)	Progress
The scheme has been screened against the HP and found not to be relevant for the HP. The IB has therefore not developed any suitable actions to integrate the HP into the scheme ³⁸	<p>Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated?</p> <p>Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored³⁹</p>
Promotion of Social Inclusion	
The scheme has been screened against the HP and found not to be relevant for the HP. The IB has therefore not developed any suitable actions to integrate the HP into the scheme ⁴⁰	Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored ⁴¹

2.5 Priority 1 - Innovation Partnerships

Table 13: Implementation of Horizontal Principles for Priority 1 – Enterprise Ireland Innovation Partnerships

Strategies to integrate HP into the scheme(s)	Progress
Promotion of equality between men and women	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows⁴²:</p> <ul style="list-style-type: none"> This initiative is a competitive programme whereby awards are made on the merits of individual applications To monitor and report the gender balance on the Board, Executive Committee, Investment Committee, Industrial Research and 	<p>Details of progress⁴³:</p> <ul style="list-style-type: none"> In terms of Innovation Partnerships, we recorded 59 Male and 5 Female Principal Investigators named on approved proposals in 2016. In 2017, there were 70 male and 6 female Principal Investigators named on approved proposals. In terms of the Industrial Research and Commercialisation Committee, there are currently 5 female and 9 male members.

³⁸ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

³⁹ IB Report, 2017

⁴⁰ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁴¹ IB Report, 2017

⁴² Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁴³ IB Report, 2017

Strategies to integrate HP into the scheme(s)	Progress
<p>Commercialisation Committee and R&D Committee.</p> <ul style="list-style-type: none"> Monitor and report on the gender balance of lead researchers approved for commercialization project funding. 	<p>Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated?</p>
<p>Promotion of Equal Opportunities and Prevention of Discrimination; and accessibility for people with disabilities</p>	
<p>The scheme has been screened against the HP and found not to be relevant for the HP. The IB has therefore not developed any suitable actions to integrate the HP into the scheme⁴⁴</p>	<p>Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored⁴⁵</p>
<p>Promotion of Sustainable Development</p>	
<p>The scheme has been screened against the HP and found not to be relevant for the HP. The IB has therefore not developed any suitable actions to integrate the HP into the scheme⁴⁶</p>	<p>Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored⁴⁷</p>
<p>Promotion of Social Inclusion</p>	
<p>The scheme has been screened against the HP and found not to be relevant for the HP. The IB has therefore not developed any suitable actions to integrate the HP into the scheme⁴⁸</p>	<p>Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored⁴⁹</p>

⁴⁴ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁴⁵ IB Report, 2017

⁴⁶ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁴⁷ IB Report, 2017

⁴⁸ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁴⁹ IB Report, 2017

2.6 Priority 2 - National Broadband Plan

Table 14: Implementation of Horizontal Principles for Priority 2 – ICT Infrastructure

Strategies to integrate HP into the scheme(s)	Progress
Promotion of equality between men and women	
The scheme has been screened against the HP and found not to be relevant for the HP. The IB has therefore not developed any suitable actions to integrate the HP into the scheme ⁵⁰	Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated? Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored ⁵¹
Promotion of Equal Opportunities and Prevention of Discrimination; and accessibility for people with disabilities	
The scheme has been screened against the HP and found not to be relevant for the HP. The IB has therefore not developed any suitable actions to integrate the HP into the scheme ⁵²	Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored ⁵³
Promotion of Sustainable Development	
The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows ⁵⁴ : <ul style="list-style-type: none"> Provision of the enabling infrastructure will ensure that the benefits of the digital economy will be evenly spread and will allow all citizens and businesses to participate fully in, and maximise the benefits of, a digitally enabled economy and society. 	Details of progress⁵⁵: Not applicable for this reporting period
Promotion of Social Inclusion	
The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme	Details of progress⁵⁷: Not applicable for this reporting period

⁵⁰ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁵¹ IB Report, 2017

⁵² Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁵³ IB Report, 2017

⁵⁴ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁵⁵ IB Report, 2017

⁵⁷ IB Report, 2017

Strategies to integrate HP into the scheme(s)	Progress
<p>has developed suitable actions into the scheme as follows⁵⁶:</p> <ul style="list-style-type: none"> The intervention aims to overcome the identified gaps in the provision of high speed broadband services and consequently harness the potential development opportunities afforded by high speed connectivity in terms of growth, competitiveness, entrepreneurship, jobs and social inclusion. 	<p>Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated?</p>

2.7 Priority 3 - Entrepreneurship in Micro-Enterprise

Table 15: Implementation of Horizontal Principles for Priority 3 – SME Support

Strategies to integrate HP into the scheme(s)	Progress
Promotion of equality between men and women	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows⁵⁸:</p> <p>LEOs will generally seek to proactively gender-mainstream their operational activities and structures, particularly in regard to gender balance requirements, with a view to achieving optimum levels of gender equality.</p> <p>The selection of projects for support or financial assistance will be monitored for gender balance. Gender-disaggregated data on the projects supported under the theme will be surveyed and reported on a regular basis. It is proposed that at a minimum the following disaggregate data will be available:</p> <ul style="list-style-type: none"> Number of Enterprises supported by Gender 	<p>Details of progress⁵⁹:</p> <p>National Women’s Enterprise Day 2017 took place on October 12th and the 31 Local Enterprise Offices marked the day with fifteen regional and local events, all aimed at aspiring female entrepreneurs and existing owner-managers. LEOs support women in business through dedicated business and networking events. Such initiatives generally focus on how to address the particular issues and obstacles facing women entrepreneurs. Networks, business owners/managers come together to meet and exchange views and information on business models for start-up and growth.</p> <p>LEOs provide figures of those who attended/completed courses in 2017:</p> <ul style="list-style-type: none"> LEO Clare – 418 female, 174 male LEO South Dublin – 459 female, 335 male

⁵⁶ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁵⁸ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁵⁹ IB Report, 2017

Strategies to integrate HP into the scheme(s)	Progress
<ul style="list-style-type: none"> Number of recipients for training including number of training days by Gender 	<p>Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated?</p> <ul style="list-style-type: none"> LEO Tipperary – 675 female, 525 male LEO Cork – 429 female, 392 male
Promotion of Equal Opportunities and Prevention of Discrimination; and accessibility for people with disabilities	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows⁶⁰:</p> <p>The LEOs do not discriminate on the grounds of age, disability, gender, family status, race, religious belief, sexual orientation and membership of the traveller community.</p> <p>Each LEO will ensure that all their offices, facilities and resources are fully accessible in line with the Disability Act 2005.</p>	<p>Details of progress⁶¹:</p> <p>There have been specific initiatives targeted towards non-Irish nationals such as Ethnic Entrepreneurship programmes to promote and maximize the potential of this latent entrepreneurship. Other initiatives including youth entrepreneurship, senior's enterprise and activity by minority groups will be encouraged.</p> <p>LEO Clare also encourages employers who are clients to the LEO to employ, where possible, people with disabilities. LEO Clare also assists non-nationals with business advice, grant aid and training. The Student Enterprise Programme was run during the year for second level students.</p>
Promotion of Sustainable Development	
<p>The scheme has been screened against the HP and found not to be relevant for the HP. The IB has therefore not developed any suitable actions to integrate the HP into the scheme⁶²</p>	<p>Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored⁶³</p>
Promotion of Social Inclusion	
<p>The scheme has been screened against the HP and found not to be relevant for the HP. The IB has therefore not developed any suitable actions to integrate the HP into the scheme⁶⁴</p>	<p>Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored⁶⁵</p>

⁶⁰ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁶¹ IB Report, 2017

⁶² Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁶³ IB Report, 2017

⁶⁴ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁶⁵ IB Report, 2017

2.8 Priority 4 - Social Housing Retrofit Scheme

Table 16: Implementation of Horizontal Principles for Priority 4 – Low Carbon Economy – Social Housing Retrofit Scheme

Strategies to integrate HP into the scheme(s)	Progress
<p>Promotion of equality between men and women</p>	
<p>The scheme has been screened against the HP and found not to be relevant for the HP. The IB has therefore not developed any suitable actions to integrate the HP into the scheme⁶⁶</p>	<p>Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated?</p> <p>Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored⁶⁷</p>
<p>Promotion of Equal Opportunities and Prevention of Discrimination; and accessibility for people with disabilities</p>	
<p>The scheme has been screened against the HP and found to be relevant for the HP. There is no evidence that the IB for the scheme has developed suitable actions to integrate the HP into the scheme.⁶⁸</p>	<p>Screening process outcome: Relevant for the HP; no evidence of suitable strategies developed. Therefore, HP not being monitored.⁶⁹</p>
<p>Promotion of Sustainable Development</p>	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows⁷⁰:</p> <ul style="list-style-type: none"> • Report on the number of vacant properties brought back to productive use and therefore providing extra housing units to address social housing needs of local authorities. • Report on energy savings achieved through the programmes 	<p>Details of progress⁷¹:</p> <p>Funding made available is allocated on an equitable and evidence-based system, adjudicated and weighted based on the priorities submitted by local authorities, the current numbers of vacant units and the cost effectiveness of the proposal.</p>
<p>Promotion of Social Inclusion</p>	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the</p>	<p>Details of progress⁷³:</p>

⁶⁶ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁶⁷ IB Report, 2017

⁶⁸ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁶⁹ IB Report, 2017

⁷⁰ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁷¹ IB Report, 2017

⁷³ IB Report, 2017

Strategies to integrate HP into the scheme(s)	Progress
<p>scheme has developed suitable actions into the scheme as follows⁷²:</p> <ul style="list-style-type: none"> • Energy retrofitting will have a direct impact on fuel poverty. Retrofitting of vacant housing stock will provide more units for housing applicants and also ensure vacant dwellings are not the source of antisocial behaviour. • Address energy poverty concerns by targeting local authority tenants who include vulnerable groups such as people with a disability, older people, jobless households, long-term unemployed, people living in disadvantaged communities among others. 	<p>Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated?</p> <p>SEAI has utilised organisations embedded in local communities (community-based organisations) to address eligible homes, supplemented by a large number of private contractors to ensure full national coverage. As such the scheme is addressing a range of social, environmental and economic issues.</p> <p>SEAI have a strong partnership approach in the delivery of this programme, working at local level with community-based organisations and local authorities. They also engage with charity organisations such as the St Vincent de Paul and Age Action. At a departmental level SEAI frequently liaise with the Department of Health, the Department of Social Protection and the Department of Housing, Planning, Community and Local Government.</p>

2.9 Priority 4 - Better Energy Warmer Homes Scheme

Table 17: Implementation of Horizontal Principles for Priority 4 – Low Carbon Economy – Better Energy Warmer Homes Scheme

Strategies to integrate HP into the scheme(s)	Progress
Promotion of equality between men and women	
<p>The scheme has been screened against the HP and found not to be relevant for the HP. The IB has therefore not developed any suitable actions to integrate the HP into the scheme⁷⁴</p>	<p>Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated?</p> <p>Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored⁷⁵</p>
Promotion of Equal Opportunities and Prevention of Discrimination; and accessibility for people with disabilities	

⁷² Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁷⁴ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁷⁵ IB Report, 2017

Strategies to integrate HP into the scheme(s)	Progress
<p>The scheme has been screened against the HP and found to be relevant for the HP. There is no evidence that the IB for the scheme has developed suitable actions to integrate the HP into the scheme.⁷⁶</p>	<p>Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated?</p> <p>Screening process outcome: Relevant for the HP; no evidence of suitable strategies developed. Therefore, HP not being monitored.⁷⁷</p> <p>The scheme is specifically targeted at vulnerable people who are living in fuel poverty.</p>
Promotion of Sustainable Development	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows⁷⁸:</p> <ul style="list-style-type: none"> • The principles of equality, environmental sustainability and social inclusion are included as objectives of the initiative. • Reduction in Co2 emissions, to create a healthier living environment for the homeowner. • SEAI will track the Kwh savings and Co2 emissions savings as a result of the completed works. 	<p>Details of progress⁷⁹:</p> <p>GHG reduction: Estimated annual decrease of GHG: Annual Target 8,945 Tonnes of CO₂. In 2017 progress against this target was 4,323 Tonnes of CO₂.</p> <p>The average thermal performance of housing units in the S&E Region: 185 (baseline 220) kWh/m²/year. In 2016 progress against this target was 156 kWh/m²/year.</p>
Promotion of Social Inclusion	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows.</p> <p>The screening process has identified that improving the living conditions may help reduce the cost of heating bills and may improve living standards such that the fuel poor can improve their overall living conditions.</p>	<p>Details of progress⁸⁰:</p> <p>SEAI has utilised organisations embedded in local communities (community based organisations) to address eligible homes, supplemented by a large number of private contractors to ensure full national coverage. As such the scheme is addressing a range of social, environmental and economic issues.</p> <p>SEAI have a strong partnership approach in the delivery of this programme, working at local level with community based organisations and local authorities. They also engage with charity organisations such as the St Vincent de Paul and Age Action. At a departmental level SEAI frequently liaise with the Department of Health, the Department</p>

⁷⁶ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁷⁷ IB Report, 2017

⁷⁸ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁷⁹ IB Report, 2017

⁸⁰ IB Report, 2017

Strategies to integrate HP into the scheme(s)	Progress
	<p>Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated?</p> <p>of Social Protection and the Department of Housing, Planning, Community and Local Government.</p>

2.10 Priority 5 - Designated Urban Centres Grant Scheme

Table 18: Implementation of Horizontal Principles for Priority 5 - Designated Urban Centres Grant Scheme

Strategies to integrate HP into the scheme(s)	Progress
Promotion of equality between men and women	
The scheme has been screened against the HP and found not to be relevant for the HP. The IB has therefore not developed any suitable actions to integrate the HP into the scheme ⁸¹	Screening process outcome: Not relevant for the HP, therefore no suitable strategies developed. Therefore, HP not being monitored ⁸²
Promotion of Equal Opportunities and Prevention of Discrimination; and accessibility for people with disabilities	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows⁸³:</p> <p>The scheme will promote accessibility for all in supported projects and ensure a barrier-free environment for persons with disabilities (Article 9 UNCRPD)</p>	<p>Details of progress⁸⁴:</p> <p>Not applicable for this reporting period.</p>
Promotion of Sustainable Development	
The scheme has been screened against the HP and found to be relevant for the HP. The IB for the	<p>Details of progress⁸⁶:</p> <p>Not applicable for this reporting period.</p>

⁸¹ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁸² IB Report, 2017

⁸³ Regional Operational Programmes 2014-2020, Horizontal Principle Screening

⁸⁴ IB Report, 2017

⁸⁶ IB Report, 2017

Strategies to integrate HP into the scheme(s)	Progress
<p>scheme has developed suitable actions into the scheme as follows⁸⁵:</p> <p>Local Authorities will be required to prepare Environmental Impact Statements, on proposals which meet the criteria</p> <p>Data will be captured on changes in non private car use arising from sustainable urban transport projects</p>	<p>Were strategies to integrate HP into the scheme(s) implemented? Were the strategies monitored? What progress (in terms of integrating the HP into the scheme) has been demonstrated?</p>
Promotion of Social Inclusion	
<p>The scheme has been screened against the HP and found to be relevant for the HP. The IB for the scheme has developed suitable actions into the scheme as follows⁸⁷:</p> <p>The sustainable communities' action will also impact on the overall economic performance of the selected urban centres, leading to improved employment opportunities. The scheme itself will also generate employment during construction works</p> <p>Local Authorities will be required to provide evidence of community consultation, including all relevant groups and interests</p>	<p>Details of progress⁸⁸:</p> <p>Not applicable for this reporting period.</p>

⁸⁵ IB Report, 2017

⁸⁷ IB Report, 2017

⁸⁸ IB Report, 2017



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