

OFFICE FOR SOCIAL INCLUSION – NAP/INCLUSION
PROCESS
Report for Department of Enterprise, Trade and
Employment

OBJECTIVE:

**To reduce the rates of unemployment and long-term unemployment.
To increase the labour market participation levels and job progression rates
among women and marginalised and excluded groups.**

Target 1	Eliminate long-term unemployment as soon as circumstances permit but in any event not later than 2007
Summary Assessment¹	In Progress
Will Target be met on time²	No
Indicator (s)	Long term unemployment rate
Progress being made	Long-term unemployment rate 1.5 per cent in Q4 2004. Active Labour Market Programmes facilitate access by unemployed and inactive persons to the labour market. Prevention and Activation Process prevents the drift into long-term unemployment by actively engaging with unemployed people in assisting their return to employment.
Areas where intended implementation not being achieved	Long-term unemployment rate has consistently been between 1 and 2 per cent since 2000 and, given this low rate, it is unlikely that unemployment, including long-term unemployment, will be totally eliminated. Currently there are approx. 28,900 people who have been unemployed for 12 months or more.
Data sources used to monitor progress	Quarterly National Household Survey (QNHS)
Areas where progress made/proposed to address data or indicator issues	(i) Review of Prevention and Activation process may throw some light on what improvements can be made which will impact more positively on the LTU population and (ii) cross-Departmental Expenditure Review of State Supports for the LTU aims to draw up appropriate recommendations on the tailoring, prioritisation and direction of future supports for the LTU.
Data/Indicator Deficiencies	

¹ Summary assessment of progress (taken from Implementation Criteria used in EU Joint Employment Report, with addition of new 'unknown' category):
"Complete" where the reform process is (practically) complete and the desired results have (practically) been achieved;

“In progress” where the policy reform is well advanced and progress in implementation is being made;
“Limited” where the policy response to the recommendation is only partial and implementation is limited;
“Insufficient” where no substantial policy measures going in the right direction have been taken;
“Unknown” where there is insufficient information/data available to assess what progress has been made.

² Yes/No/Likely/Unlikely/Unknown/Not time bound

Target 2a	Reduce the level of unemployment experienced by Vulnerable Groups towards the national average by 2007 – Women
Summary Assessment	Complete
Will Target be met on time	Yes
Indicator (s)	Unemployment rate among women (FAS Definitions: Lone Parents [refers to individual in receipt of One-Parent Family Payment Only] Women Returners are individuals who wish to return to the workforce, and who have engaged with FAS under the Expanding the Workforce Initiative.)
Progress being made	A strategic objective of Employment policy is to increase the labour market participation and progression rates among women, marginalised and excluded groups. An initiative 'Expanding the Workforce' encourages women and lone parents to return to the workforce. National Unemployment Rate Q4 2004 4.3% Female Unemployment Rate Q4 2004 3.9%
Areas where intended implementation not being achieved	
Data sources used to monitor progress	Quarterly National Household Survey (QNHS)
Areas where progress made/proposed to address data or indicator issues	
Data/Indicator Deficiencies	

Target 2b	Reduce the level of unemployment experienced by Vulnerable Groups towards the national average by 2007 - People with Disabilities (PwD)
Summary Assessment	In Progress
Will Target be met on time	Unlikely
Indicator (s)	Unemployment rate among People with Disabilities (FAS Definition: Disabled Persons or Person with a Disability refers to individuals who experience any restriction in their capacity to participate in economic, social or cultural life on account of a physical, sensory, learning, mental health or emotional impairment.)
Progress being made	<p>A strategic objective of Employment policy is to increase the labour market participation and progression rates among marginalised and excluded groups.</p> <ul style="list-style-type: none"> • FAS Supported Employment programme is designed to assist PwD into a job in the open labour market. • Workway Project seeks to address the high level of unemployment among PwD in the private sector. • Vocational training and employment services to more disadvantaged groups, including PwD, continue to be prioritised by FAS. • New Full Time Employment Support Scheme proposal aimed at increasing the number of persons in full time employment. Expected to be launched by FAS in summer 2005. • Vocational training provision for PwD reviewed - new strategy on vocational training to be published by FAS in 2005. • Outline Sectoral Plan for PwD published by DETE for Disability Bill 2004 - key focus is to facilitate and improve access to vocational training and employment opportunities for people with disabilities. • EQUAL Programme: Willing Able Mentoring Programme aims to develop a new and innovative mechanism, in the form of structured mentoring supports, which will accelerate the number of graduates with disabilities getting into the workplace and securing employment opportunities appropriate to their level of qualification and to develop creative solutions in the workplace to support and enable graduates with disabilities to do their jobs.
Areas where intended implementation not being achieved	<p>QNHS 2002 Q2 showed that just over 40% of persons aged 15 to 64 who were ill or had a disability were in employment compared with an overall rate of 65% of the total population in the same category. 7.5% of People with Disabilities were classified as unemployed.</p> <p>A QNHS Disability update carried out in Q1 2004 indicates corresponding rates of just over 37% as in employment for the same cohort, compared to just under 64% of total population - a</p>

	<p>marginal increase of 9,000 in employment of persons who were ill or had a disability occurred over the period.</p> <p>National Unemployment Rate Q4 2004 4.3%</p>
Data sources used to monitor progress	Quarterly National Household Survey (QNHS)
Areas where progress made/proposed to address data or indicator issues	
Data/Indicator Deficiencies	

Target 2c	Reduce the level of unemployment experienced by Vulnerable Groups towards the national average by 2007 - Travellers
Summary Assessment	Limited
Will Target be met on time	No
Indicator (s)	Unemployment rate among Travellers (FAS Definition: Members of Traveller Community refers to individuals who tick this box on the registration form only. Individuals who do not declare themselves as such are not identified.)
Progress being made	A strategic objective of Employment policy is to increase the labour market participation and progression rates among marginalised and excluded groups. EQUAL Programme helps Traveller men to develop or formalise new businesses.
Areas where intended implementation not being achieved	2002 Census contains statistics for the Traveller unemployment rate – 69% 2002 Census measured national unemployment rate at 8.8% Note: QNHS: National Unemployment Rate Q4 2004 4.3%
Data sources used to monitor progress	2002 Census
Areas where progress made/proposed to address data or indicator issues	
Data/Indicator Deficiencies	Census figures are only recorded every five years. Different definitions of unemployment used in QNHS and Census. Travellers see results from Census as problematic – underestimates the size of the Traveller population, therefore overestimates the unemployment rate amongst Travellers.

Target 2d	Reduce the level of unemployment experienced by Vulnerable Groups towards the national average by 2007 - Prisoners/Ex-prisoners
Summary Assessment	Limited
Will Target be met on time	Unknown
Indicator (s)	Unemployment rate among Prisoners/Ex-prisoners
Progress being made	<p>A strategic objective of Employment policy is to increase the labour market participation and progression rates among marginalised and excluded groups.</p> <p>The Irish Prison Service is continuing its efforts to maximise the skill training opportunities for prisoners to enhance their employment prospects on release.</p> <p>Probation and Welfare Service Training Centres and Workshops, funded by the Department of Justice, Equality and Law Reform, through the Probation and Welfare Service, provide programmes which assist with the reintegration of offenders into their community and reduce their risk of re-offending. Projects can be divided between educational/vocational, counselling and offender reintegration, substance misuse treatment and aftercare, restorative justice and those providing services and day assessment.</p> <p>The Linkage Programme is a joint project between Business in the Community Ireland and the Probation and Welfare Service and is supported by IBEC. Its focus is to place offenders in employment or training through appointed Training and Employment Officers. The particular focus for the TEO is to prepare, plan, and implement training and/or employment placement for offenders referred to them by Probation and Welfare Officers.</p> <p>The Ex-Offender Employment Project Cork and Castlereagh is funded under the Strand II EQUAL. The project aims to maximise employment opportunities for prisoners and ex-offenders through the development and mainstreaming of integrated, appropriate training, mentoring and guidance services associated research and dissemination to influence the employment sector to inform policy in the provision of labour services for prisoners and ex-offenders. Among the objectives is a focus on developing integrated career plans, including structured training, work experience and job placement programmes for offenders waiting for release from prison.</p>
Areas where intended implementation not being achieved	Not known
Data sources used to monitor progress	No data available, progress against target can not be determined

Areas where progress made/proposed to address data or indicator issues	
Data/Indicator Deficiencies	No data available for Prisoners/Ex-prisoners unemployment rate

Target 2e	Reduce the level of unemployment experienced by Vulnerable Groups towards the national average by 2007 - older people
Summary Assessment	Complete
Will Target be met on time	Yes
Indicator (s)	Unemployment rate among older people (age 55- 64)
Progress being made	<p>A strategic objective of Employment policy is to increase the labour market participation and progression rates among marginalised and excluded groups.</p> <p>National Unemployment Rate Q4 2004 4.3% Unemployment Rate 55 – 59 Q4 2004 2.8% Unemployment Rate 60 – 64 Q4 2004 1.9%</p> <p>EQUAL Programme: Senior Select Retain and Retrain Project aims to establish a pilot programme to assist in the development, recruitment and retention of older workers and workers in mid-life, to set up an employment agency run by older people for older people, which will act as a facilitator for older job-seekers, employees and employers and to influence current government policy and workplace practices.</p>
Areas where intended implementation not being achieved	
Data sources used to monitor progress	Quarterly National Household Survey (QNHS)
Areas where progress made/proposed to address data or indicator issues	
Data/Indicator Deficiencies	

Target 2f	Reduce the level of unemployment experienced By Vulnerable Groups towards the national average by 2007 - areas of urban and rural disadvantage
Summary Assessment	In Progress
Will Target be met on time	Unlikely
Indicator (s)	Unemployment rate in areas of urban and rural disadvantage
Progress being made	<p>Priority is given to the provision of Active Labour Market Programmes in the Government's designated areas of disadvantage: RAPID and CLAR.</p> <p>The CLAR regeneration programme provides assistance in the provision of small-scale economic and social infrastructure to areas of specific population decline.</p> <p>Rapid provides priority funding under the NDP for areas of urban disadvantage.</p>
Areas where intended implementation not being achieved	<p>Report by Dublin City Development Board – Inclusion is Everyone's Business – notes that Dublin City's overall unemployment rate in 2002 was 10.8 per cent, which was above the national rate of 8.8 per cent. (Census Figures)</p> <p>15 of the 88 Electoral Divisions identified by the CSO as unemployment blackspots are in Dublin City. Average unemployment rate of 24 per cent in these 15 unemployment blackspots.</p> <p>QNHS National Unemployment Rate Q4 2004 4.3%</p>
Data sources used to monitor progress	2002 Census Small Area Population Statistics measures unemployment and other variables at Electoral Division level.
Areas where progress made/proposed to address data or indicator issues	
Data/Indicator Deficiencies	<p>QNHS is not disaggregated into County or Electoral Division level.</p> <p>Different definitions of unemployment used in QNHS and Census.</p>

Target 2g	Reduce the level of unemployment experienced by Vulnerable Groups towards the national average by 2007 - migrants and ethnic minorities
Summary Assessment	Insufficient
Will Target be met on time	Unknown
Indicator (s)	Unemployment rate among migrants and ethnic minorities (FAS Definition: Refugees are identified by legal status, e.g., Programme Refugees, Convention Refugees and Leave to Remain.)
Progress being made	<p>Equality Studies Unit, Equality Authority examines labour market inequalities and their implications for labour market policy for <i>inter alia</i> refugees.</p> <p>EQUAL Programme: Transition Support Project (TSP) enable Separated Children Seeking Asylum (SCSA) and young asylum seeking adults to participate in education, both formal and informal, with a view to preparing them for adult life and the world of work.</p>
Areas where intended implementation not being achieved	Not Known
Data sources used to monitor progress	No data available, progress against target cannot be determined.
Areas where progress made/proposed to address data or indicator issues	
Data/Indicator Deficiencies	No data available for unemployment rate among migrants and ethnic minorities.

Target 3	Achieve the objectives set out in the National Employment Action Plan to increase employment rates. [The targets set at Lisbon in 2000 were for rates of 70% for the overall working age population (15-64), 60% for the female working age population and 50% for the age group 55-64. These were to be achieved by 2010. Interim targets for 2007 were set at the Stockholm summit of 2001. These interim targets were 67% for the overall rate and 57% for the female rate]
Summary Assessment	In Progress
Will Target be met on time	Likely
Indicator (s)	Employment rate defined as the number of employed aged 15 –64 as a percentage of the total population aged 15 – 64.
Progress being made	<p><u>Actual Employment Rate</u> 2003: 65.7% 2004: 66.7%</p> <p><u>Female Employment Rate</u> 2003: 55.9% 2004: 57.2%</p> <p><u>Older Age Group Employment Rate</u> 2003: 47.95% 2004: 48.85%</p> <p><u>Older Age Male Employment Rate</u> 2003: 63.45% 2004: 64.15%</p> <p><u>Older Age Female Employment Rate</u> 2003: 32.05% 2004: 33.45%</p> <p>Increasing the employment rate is being progressed through:</p> <ul style="list-style-type: none"> • Local Employment Service • FAS Programmes: <ul style="list-style-type: none"> Prevention and Activation Pathways High Support Process • Back to Work/Back to Education Schemes • Special Projects Fund • Improvements in Childcare and Work-life balance <p>‘Employment in Europe 2004: Recent trends and prospects’ report assesses that it is possible that the targets of an employment rate of 70 per cent for the overall working age population (15 – 64) will be achieved by 2010 and that it is likely that the employment rate targets of 60 per cent for the female working age population and 50 per cent for the old working age population (55 – 64) will be achieved.</p>
Areas where intended implementation not being achieved	

Data sources used to monitor progress	Quarterly National Household Survey (QNHS)
Areas where progress made/proposed to address data or indicator issues	
Data/Indicator Deficiencies	

Target 4	The National Minimum Wage is to be adjusted to €7 per hour with effect from 1 February 2004
Summary Assessment	Complete
Will Target be met on time	Yes
Indicator (s)	Level of the National Minimum Wage
Progress being made	Implemented 1 February 2004 New Minimum Wage of €7.65 with effect from 1 May 2005
Areas where intended implementation not being achieved	
Data sources used to monitor progress	
Areas where progress made/proposed to address data or indicator issues	
Data/Indicator Deficiencies	

Target 5	Increase the employment participation of women to an average of more than 60 per cent in 2010, as envisaged under the National Employment Action Plan 2001
Summary Assessment	In Progress
Will Target be met on time	Likely
Indicator (s)	The employment rate for women
Progress being made	<p>Employment rate for women in 2003 55.9% and in Q4 2004 was 57.2%</p> <p>An initiative ‘Expanding the Workforce’ encourages women and lone parents to return to the workforce. This process focuses on the needs of the individual and aims to tailor interventions to deliver the supports in the manner, place and time frame to suit the client group. It also aims to influence and support employers to examine and improve work practices making the work place more welcoming to women returners.</p> <p>FAS Childcare Allowance Scheme aims to facilitate more people, particularly women, to take up FAS training programmes and thus facilitate progression to employment. A recent review of the Scheme concluded that it should continue.</p> <p>Increasing the rate of female participation in the workforce requires increasing childcare provision. (D/JE&LR lead Department for the formulation of childcare policy – Equal Opportunities Childcare Programme).</p> <p>Work- life Balance (D/JE&LR)</p> <p>The Maternity Protection (Amendment) Act 2004 implements the outstanding recommendations of the Maternity Protection Review Group including reducing the compulsory pre-confinement period of maternity leave from 4 weeks to 2 weeks. The Adoptive Leave Bill 2004 proposes to apply the appropriate outstanding recommendations of the Maternity Review Group to adoptive leave. An increase in the adoptive leave entitlement by 2 weeks to 16 weeks was implemented by Ministerial Order on 19 November 2004, in advance of the enactment of the Bill. The increased leave was implemented in this manner so that adopting parents could avail of the increased leave provision around the same time that natural mothers benefit from the reduction in compulsory pre-confinement maternity leave from 4 weeks to 2 weeks which was introduced in the Maternity Protection (Amendment) Act 2004. The Bill is expected to be enacted in the coming months. The Parental Leave (Amendment) Bill 2004 was published on 16 December, 2004 and completed all Seanad Stages on 16 February 2005 and is currently awaiting Second Stage in the Dáil. Enactment is expected in autumn 2005.</p>

	<p>Equality for Women Measure, being implemented by D/JE&LR, will provide targeted opportunities for women in training and decision-making.</p> <p>‘Employment in Europe 2004: Recent trends and prospects’ report assesses that it is likely that the employment rate targets of 60 per cent for the female working age population will be achieved.</p>
Areas where intended implementation not being achieved	
Data sources used to monitor progress	Quarterly National Household Survey (QNHS)
Areas where progress made/proposed to address data or indicator issues	
Data/Indicator Deficiencies	