

Equality and Human Rights in EU Funds, 2021-27

Checklist for Equality and Human Rights in EU Funds Guidance tool

The Equality and Human Rights in EU Funds 2021-27 guidance tool identifies two key elements to implementing the enabling conditions relating to Equality and Human Rights and the Equality and Human Rights Horizontal principle required in the implementation of the EU Funds.

1. The Public Sector Equality and Human Rights Duty

2. National Policies

The Public Sector Equality and Human Rights Duty

Managing Authorities and Intermediate Bodies can apply the three steps involved in the implementation of the Public Sector Equality and Human Rights Duty as an element, in the preparation, implementation, monitoring, reporting and evaluation of funded programmes they are responsible for. This approach of using the Public Sector Equality and Human Rights Duty involves:

- Identifying and assessing those equality and human rights issues relevant to the plan, programme, scheme or initiative that they are responsible for
- Ensuring that these issues are adequately and appropriately addressed in the plan, programme, scheme, or initiative; and
- Reporting annually on the progress made in this regard.

2. National Policies

A range of national policy strategies provide the second key element in the strategy for Intermediate Bodies and Beneficiaries to respond to the regulations governing the Funds that relate to equality and human rights. This second element involves consideration of national policy strategies to identify the commitments within these that are relevant for the scheme or Activity Implementation Plan. The identified national policy strategies are listed below.

- Comprehensive Employment Strategy for People with Disabilities 2015-2024
- National Disability Inclusion Strategy 2017-2021
- National Strategy for Women and Girls 2017-2020,
- Roadmap for Social Inclusion 2020-2022
- National Traveller and Roma Inclusion Strategy 2017-2021

The assessment of Equality and Human Rights issues should focus on: people covered by the nine grounds under equality legislation: gender (including transgender people or a person who is transitioning to another gender), civil status, family status (including lone parent and carers), age, sexual orientation, disability, race, religion, and membership of the Traveller community; and people at risk of poverty and social exclusion.

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The Equality and Human Rights in EU Funds 2021-27 guidance tool identifies three key steps to in implementing the above strategy :Assessment step, Review step, Achieving standards step .

Step 1 – Assessment Step

The assessment of equality and human rights issues involves an identification of issues facing the identified groups above that are relevant to the scheme, or Activity Implementation Plan, or proposal being considered and prioritise these issues for action. The prioritisation of equality and human rights issues for a scheme or Activity Implementation Plan or proposal should:

- Strive to address issues identified through the design and delivery mechanisms for the programme.
- Strive to ensure access to, participation in, and outcomes from the scheme or proposal.

Step 2 – Review Step

The review step involves a checking the final draft scheme or Activity Implementation Plan or proposal to ensure it includes actions and implementation to:

- Address the equality and human rights issues deemed relevant to the scheme
- Identify how the scheme supports implementation of the commitments in national policy strategies deemed to be relevant to the scheme.
- Includes data systems, indicators, and monitoring processes to enable reporting on progress made in addressing these issues and implementing these commitments.

Step 3 – Achieving standards step

This standards step establishes a basis to enable effective ongoing implementation of the horizontal equality and human rights principle by Intermediate Bodies and Beneficiaries.

This would build into specific schemes and initiatives, a focus on their capacity and performance in relation to:

- Eliminating all forms of discrimination, sexual harassment, and harassment;
- Addressing the specific needs that arise for the groups covered by the horizontal principle, and in removing the particular barriers faced by these groups
- Implementing a process to ensure a reasonable accommodation for disabled people to ensure their access, participation, and progression;
- Taking steps required to ensure equal outcomes are achieved through the scheme for members of the groups covered by the horizontal principle.

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Reporting

Intermediate Bodies and Beneficiaries would need to report annually on the progress made in relation to equality and human rights issues as set out in the *Equality and Human Rights in the EU Funds Annual Reporting Template*

This report would need to include:

Progress made, and any challenges in:

- Addressing the equality and human rights issues assessed as relevant
- implementing the commitments from national policy strategies deemed to be relevant
- The steps taken, and any challenges in this, in implementing the guidance in relation to the enabling conditions and the horizontal equality and human rights principle.

The application of the approaches set out in the guidance tool will support the effective reporting of progress of equality and human rights in EU funded programmes.

The **Equality and Human Rights in EU Funds 2021-27 guidance tool** developed by the managing authorities for the EU Funds and the Irish Human Rights and Equality Commission provides detailed guidance, information and resources for Intermediate Bodies and Beneficiaries of the Common Provisions Regulation Funds in Ireland. Outlining in further detail the various steps involved for EU Funded programmes to comply with EU regulations, where these pertain to equality and human rights.

[Equality and Human Rights in EU Funds 2021-2027 Guidance](#)

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Managing Authority Checklist		
Programme Development should include the three requirements below	Yes	No
1. Have you clearly identified the Public Sector Equality and Human Rights Duty as one key element in implementing the enabling conditions relating to equality and human rights and in implementing the horizontal equality and human rights principle?		
2. Have you clearly identified the national policy strategies as the second key element in implementing the enabling conditions and the horizontal equality and human rights principle, and requested Intermediate Bodies link the activities of their programme appropriately to the different Funds?		
Administrative Agreements with Intermediate Bodies should clearly outline their responsibility to address the three requirements below	Yes	No
1. The assessment of the equality and human rights issues, facing the identified groups that are deemed relevant to that part of the programme they have responsibility for?		
2. The identification of actions that would progress commitments in the national policy strategies that are relevant to that part of the programme?		
3. Assurance that schemes put forward and implemented adequately and appropriately address those equality and human rights issues assessed, and progress those commitments identified within national policy strategies?		
Activity Implementation plan Template should include the requirements below	Yes	No
1. Have you ensured the Activity Implementation Plan template clearly identifies the Public Sector Equality and Human Rights Duty as one key element in implementing the enabling conditions relating to equality and human rights and in implementing the horizontal equality and human rights principle?		
2. Have you ensured the Activity Implementation Plan template clearly identifies the national policy strategies as the second key element in implementing the enabling conditions relating to equality and human rights and in implementing the horizontal equality and human rights principle?		
3. Have you ensured the Activity Implementation Plan template clearly sets the three steps required to implement the enabling conditions relating to equality and human rights and in implementing the horizontal equality and human rights principle?		

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Intermediate Bodies Checklist		
Activity Implementation plan	Yes	No
1. Have you ensured the Activity Implementation Plans include an assessment address the equality and human rights issues relevant to the programme?		
2. Have you ensured the Activity Implementation Plans adequately and appropriately addressed the equality and human rights issues assessed?		
3. Have you ensured the Activity Implementation Plans are clearly linked to the commitments made in national policy strategies relevant to the programme?		
Scheme Design	Yes	No
1. Have you ensured the scheme design includes an assessment of the equality and human rights issues deemed relevant to this scheme?		
2. Have you ensured the scheme design has identified the commitments in national policy strategies, as relevant to the scheme?		
3. Have you clearly set out how the scheme address the relevant equality and human rights issues?		
4. Have you clearly set out how the scheme will progress relevant commitments in the national policy strategies?		
5. Have you clearly set out how the scheme is contributing to setting standards to enable effective ongoing implementation equality and human rights in the implementation of EU funded programmes?		
6. Have you clearly set out how progress made in addressing the identified equality and human rights issues can be tracked and reported on each year?		
Calls for proposals/Direct Grant recipients	Yes	No
1. Have you ensured the application form requests information on the equality and human rights issues relevant to the proposal?		
2. Have you ensured the application form requests information how the initiative proposed addresses equality and human rights issues identified?		
3. Have you ensured the application form requests information on how the initiative proposed addresses relevant commitments in national policy strategies?		
4. Have you ensured the application form requests information on the steps to address equality and human rights in an ongoing manner under the proposal?		

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<p>5. Have you included selection criteria in relation to these equality and human rights requirements in the assessment template?</p>		
<p>6. Have you ensured that your approval process includes the capacity to assess the responses provided in relation to these equality and human rights requirements?</p>		
<p>7. Have you ensured any Letter of Offer or Grant Agreement requests beneficiaries to tracks, and report annually on progress made in:</p> <p>Addressing the equality and human rights issues assessed as relevant to the proposal</p> <p>Responding to relevant commitments in national policy strategies</p> <p>Ongoing implementation equality and human rights across the programme</p>		