

GIBRALTAR

ESF

OPERATIONAL PROGRAMME

2014 - 2020



INVESTMENT FOR GROWTH & JOBS GOAL



HM GOVERNMENT OF GIBRALTAR
ESF
OPERATIONAL PROGRAMME
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SECTION 1. STRATEGY FOR THE OPERATIONAL PROGRAMME'S CONTRIBUTION TO THE UNION STRATEGY FOR SMART, SUSTAINABLE AND INCLUSIVE GROWTH AND THE ACHIEVEMENT OF ECONOMIC, SOCIAL AND TERRITORIAL COHESION (Article 27(1) and Article 96(2)(a)CPR)

1.1 Strategy for the Operational Programme's contribution to the Union strategy for Smart, Sustainable and Inclusive growth and to the achievement of economic, social and territorial cohesion

1.1.1 Description of the programme's strategy for contributing to the delivery of the Union strategy for Smart, Sustainable and Inclusive growth and for achieving economic, social and territorial cohesion

- **Introduction**

The European Social Fund (ESF) Operational Programme (OP) for Gibraltar is designed to deliver growth and support jobs in Gibraltar while supporting the key objectives of EU Cohesion policy by adding value and not detrimentally affecting other regional economies.

When spending ESI funds by means of public contracts/concessions, the Managing Authority (MA) will require beneficiaries to fully respect European Union (EU) public procurement rules and in particular: (i) Directives 2004/18/EC and 2004/17/EC; (ii) Directives 2014/23/EU, 2014/24/EU and 2014/25/EU once transposed into Gibraltar legislation; (iii) Directives 89/665/EEC and 92/12/EEC; and (iv) the general public procurement principles derived from the Treaty on the Functioning of the European Union.

- **Macroeconomic context**

The peninsula of Gibraltar is situated adjacent to the southern tip of the Spanish mainland and lies just 16 kilometres across the Strait of Gibraltar from the north-western coast of Africa. Gibraltar is approximately five kilometres long and 1.2 kilometres wide, clearly marked by its famous Rock, which rises to a height of over 425 metres and overlooks the Mediterranean Sea to the east and the Atlantic Ocean to the west. It covers an area of 614 hectares and supports a population of 32,734 people.

Gibraltar has a base labour force of 22,907 workers (2013). 32.76% of this labour force are "frontier workers" i.e. an employee who is normally resident in Spain but is employed in Gibraltar.

The Private Sector accounts for 73.95% of the total employee jobs in Gibraltar. The Public Sector makes up 23.48% and the remaining 2.57% is the Ministry of Defence. Gibraltar's labour market is mainly made up of SMEs (approximately 76%). Gibraltar has no large enterprises.

Due to the size and characteristics of Gibraltar's community, there are limitations in the data available in the identification of specific target groups within the community. However, minority groups which may include for example: ex-convicts; ex-drug/substance users; unemployed; people with learning difficulties; early school leavers; single parents; people with disabilities; people with no qualifications, unskilled persons; job seekers and inactive people will exist within extremely minute pockets within this small community. These individuals will be considered as requiring assistance at some point in time when they become a "focus".

- **OP Strategy**

This Operational Programme (OP) builds on the analysis included in the UK Partnership Agreement (UKPA). The Gibraltar Chapter of the UKPA sets out the peculiarities, needs and growth potentials which differentiates Gibraltar from the UK context and provides justification for the selection of the Thematic Objectives upon which this OP is based. This strategy will set out the justification for the Priority Axis, Investment Priorities and Specific Objectives for the Programme Area.

The Partnership Agreement has already considered links to the UK Country Specific Recommendations and the Commission Position Paper on the UK in coming to a justification for selection of Thematic Objectives in this OP.

As a result of the size and composition of the local economy there are no major demographical reports available for Gibraltar. The production of the same would question their value for money aspect. Subsequently the data available is very limited. The latest data used for the production of this OP is that which is published by the Statistics Office of H.M. Government of Gibraltar.

The EU2020 targets which relate directly to Gibraltar under this OP are¹:-

75% of the population aged 20-64 should be in employment:

EU 27 – 68.5%; UK – 74.9%; Gibraltar – 74.26%

Of Gibraltar's population in employment, 32.76% are "frontier workers". Unemployment in Gibraltar is approximately 3% and of this, 24% are under 25 years of age.

¹ www.gibraltar.gov.gi/Statistics/EmploymentSurvey2013/p.1;

Statistics Office, H.M. Government of Gibraltar: 2012 Gibraltar Census
Epp.eurostat.ec.europa.eu/Europe 2020 indicators

The share of early leavers from education and training should be under 10%:

EU 27 – 12.0%; UK – 12.4%; Gibraltar – 10.87%

In this target Gibraltar is lagging slightly behind the actual target. The ESF OP will therefore be instrumental in redressing this anomaly by bridging the two Investment Priorities i.e. investing in skills for unemployed young people and in skills for those who have work, but not in tertiary education.

At least 40% of 30-34 year olds completing third level education:

EU 27 – 36.8%; UK – 47.6%; Gibraltar – 32.4%

The lag in this target is due to the fact that at present all higher education has to take place outside of the territory of Gibraltar. This OP will be instrumental in assisting with the provision of higher level skills within employment.

Gibraltar will therefore be using this OP to address the following Country Specific Recommendation, which affects it, namely: *Maintain commitment to the Youth Contract, especially by improving skills that meet employer needs. Ensure employer engagement by placing emphasis on addressing skills mismatches through more advanced and higher level skills provision and furthering apprenticeship offers. Reduce the number of young people with low basic skills².*

In order to ensure the greatest transformative effect on Gibraltar's economy and labour market, all future European Structural Funds Investments (ESIF) need to be more concentrated than they have been in the past. The ESF Programme therefore has to focus on ensuring that those entering the labour market have the right skills and training required to obtain employment, whilst at the same time ensuring that those furthest from the labour market or from other groups, are assisted by removing any barriers that might exist.

Gibraltar also participates in an ERDF Programme which focuses on the creation of sustainable jobs and economic growth, whilst at the same time ensuring the protection of and improvements to the environment. ERDF activity will be concentrated into two investment priorities namely; (3d) supporting the capacity of SMEs to engage in growth in regional, national and international markets, and in innovation processes and (4a) promoting the production and distribution of renewable energy sources. The ESF Programme will therefore have excellent links and synergies with the ERDF OP.

² COUNCIL RECOMMENDATION of 8 July 2014 on the National Reform Programme 2014 of the United Kingdom and delivering a Council opinion on the Convergence Programme of the United Kingdom, 2014.

The **vision** of this OP is that ESIF will help combat unemployment, strengthen Gibraltar's entrepreneurial base and improve the skills and qualifications of the labour force in a sustainable manner.

The **aims** of the strategy are: to stimulate and create an environment supportive of a demand-led and market-driven economy, especially through the growth of SMEs and to target investments to improve access to the labour market.

- **Lessons learned/Policy approach**

This strategy takes account of the evidence base, current local policy practice, and the views of partners and stakeholders in Gibraltar. Its purpose is to focus future interventions to promote high quality, strategically aligned projects which are coordinated with domestic programmes. This approach will assist Gibraltar to maximise the added value of future interventions and through that, achieve its Programme goals.

This strategy also takes into account and reflects on past programme experiences. The 2007-2013 ESF Programme proved to be a success. Results showed that there was a need for projects to assist and incentivise those furthest from and those about to enter the labour market by providing the training and qualifications required for them to be successful in obtaining and maintaining sustainable employment, in particular in Gibraltar's rapidly changing labour market.

As a result of EU support, there were just under 2,000 participants in ESF co-funded projects. Of these 87% obtained employment after leaving the projects and 39% gained a qualification. There was a 50:50 gender split amongst the participants.

Priorities for the Structural Funds will be focused on actions which lead to the aims and objectives set out in this strategy. These intend to capitalise on the opportunities for growth for Gibraltar. The programming considerations will help to focus Structural Funds actions on those areas which are shown to have a clear impact as part of a wider regional economic approach.

There is a need to achieve an appropriate balance between the allocation of future EU Funding and the interventions that target growth opportunities, and those that seek to mitigate the effects of any economic downturn; insufficient focus and concentration on the long-term impact afforded by growth opportunities will fail to deliver the goal of progressing towards a more sustainable future.

Against these considerations, the following overarching principles will guide future project selection:

- There will be an unequivocal focus on supporting projects that contribute to the creation of sustainable **jobs and growth** and which facilitate the role of the private sector.
- Clear **added value** will be demanded when comparing with other ways of supporting and delivering policy, based on sound evidence that demonstrates a clear contribution to sustainable jobs and growth.
- **Evidence of opportunity** will form a foundation of project design and delivery with investments in human capital, delivering to and embedded with, the future needs of enterprise and business.
- Interventions aimed at the **strategic economic development** of the territory should integrate physical, social and environmental elements, consistent with achieving outcomes of sustainable development, equality of opportunity and tackling poverty.
- **Key strategic projects** that underpin priorities and which deliver significant outcomes, early within the new Programming Period will be given priority.
- Projects will require realistic and **clear exit strategies** that fully consider the role of the private sector, build resilience and tackle unemployment within the community, promote equality and achieve a legacy effect.

- **Needs**

The main needs faced by Gibraltar include:

- Skills availability in the labour market;
- Reskilling of workforce;
- Combatting unemployment especially in young people;
- Removing barriers to access the labour market.

The needs will be met through:

- Providing training and skills programmes;
- Development of schemes encouraging the employment of those furthest from the labour market;
- Direct actions for groups requiring assistance to enter the labour market.

Having highlighted the needs above and the principles for investment driving this strategic approach to the investment of ESF, the OP will:

1. Tackle unemployment (including unemployment among young people).
2. Support those encountering particular difficulties to access the labour market due to their background (e.g. substance abuse, ex-convicts, people with learning difficulties, etc.).
3. Provide the unemployed with basic and functional skills so that they are closer to the labour market.
4. Provide higher level skills that improve competitiveness of the employee.

Justification of selection of Investment Priorities and identification of specific objectives

PRIORITY AXIS 1: EMPLOYMENT AND EDUCATION

The priority will support actions through education, training and vocational training in order to improve the workforce, and in particular individuals who require assistance attain competences and abilities to adapt to emerging labour market needs.

Barriers to employment will be identified and the investment required to overcome them will be carried out. These barriers could include issues of specialised training; acquirement of skills; adaptation of the workforce; labour mobility issues; employment of individuals with specific problems; lack of experience among young people including early school leavers.

Labour Market Analysis³

Gibraltar has a base labour force of 22,907 workers. The expansion of the private sector and the contraction of the public sector have created a mismatch of skills. This was particularly highlighted in the mid 1990's when most of the workers released from the traditional public sector jobs, mainly the Ministry of Defence (MoD), were not equipped with the skills needed to find employment in the tourism, financial services and services sectors that have the potential to expand. The MoD was, at that time, the main employer with over 60% of the total workforce. The skills previously acquired in the MoD / ship-repair operations bore no relationship to those that are required in the above private sector activities. Therefore a huge skills "void" was created.

³ www.gibraltar.gov.gi/Statistics/EmploymentSurveyReport2013/p.1;
Tradingeconomics.com/WorldBank2013/Morocco/indicators;
Eurostat.ec.europa.eu2013/Statistics by theme/unemployment;

This mismatch in skills is further aggravated by the impact of cross-border competition for employment in Gibraltar, particularly given the very high levels of unemployment found in the neighbouring countries, especially Morocco and the Spanish hinterland where, in the case of the latter, unemployment is among the highest in Europe. Morocco's unemployment for 2013 stood at 9.4% of which 29% were under 25 year olds. Spain's unemployment for the same period stood at 25.6% of which 55% were under 25's. In Gibraltar 24% of the unemployed were under 25.

Evidence of emerging skill shortages comes from the substantial proportion of construction workers in Gibraltar who originate from the United Kingdom, Spain or Portugal, (which in 2013 was 57%) and the recruitment of specialists in other areas, particularly the finance sector and the gambling sector, from outside Gibraltar, which in 2013 was 52.6% of the total workforce in these sectors.

Large numbers of "frontier workers" (7,504 in 2013), account for 32.76% of the total local labour market. There is therefore great competition between "frontier workers" and local residents to find employment in Gibraltar. It is not an option for residents of Gibraltar to try and find employment in Spain, given the levels of unemployment in the hinterland.

There is little labour mobility in Gibraltar given its physical size and its peripheral position at the southernmost tip of Europe. The need to have adequate training and re-training programmes to meet the skills needs of the labour market are essential. The re-training must include equipping the workforce with a wide range of skills and improved flexibility.

The labour market is subject to volatility, from causes outside Gibraltar's control. They include decisions made in London in respect of the size and make-up of the MoD establishment in Gibraltar, and the impact of the land frontier with Spain when frontier movements become "less fluid". This was particularly highlighted in August 2013, when crossing the frontier took anything up to five hours. This had a direct effect on "frontier workers" and as a result on the labour market and a subsequent knock-on effect on the economy of Gibraltar and overall workforce resilience.

Employment⁴

Total employee jobs in Gibraltar amounted to 22,907 in October 2013, 23.48% in the public sector; 2.57% in the Ministry of Defence and 73.95% in the private sector. Employment is dominated by service activities, with manufacturing of only minimal significance (under 2%). The most important industry sectors are: the wholesale and retail trade, public administration and defence, construction, real estate, business activities, the gambling sector and financial intermediaries.

Between 1993 and 2002, the number of employee jobs fell sharply by 9% to 13,000 before growing to its current level. The most important fall was in construction as the “boom” in this sector started to decrease. During this time, both financial and other services recorded growth, albeit on a very modest scale. Female employment grew exponentially, probably representative of a shift from a male orientated industrial or military economy to a more balanced service sector economy.

In 2013, the number of men in employment represented 57.03% as compared to women who represented 42.97% of the total workforce. This compares to 69% and 31% respectively, in 1990 and 58.1% and 41.9% in 2005.

The total employee jobs increased in 2013 by 6.5% (+1,388 jobs) as compared to 2012. There was an increase in the number of employee jobs in both the private and public sectors, where jobs grew from 15,844 to 16,941 (+1,097) and 4,991 to 5,378 (+387) respectively over the period. The strongest growth in the private sector was that registered in the other services, real estate and business activities and construction industries, where jobs grew +384 (+10.7%), +188 (+8.2%) and +134 (+8.8%) respectively over the period. The largest industry job gain within the other services industry was recorded in the gambling and betting activities sub-industry, where jobs grew to a record 3,276, up 15.0% (+428) from October 2012. The public administration and defence industry within the public sector increased from 1,328 in October 2012 to 1,605 in October 2013. This was mainly due to the reclassification of school lunch assistants. The number of employee jobs in the MoD Sector decreased by 14.0% (-96) from 684 to 588 over the year. The employment rate for Gibraltar in 2013 was 74.26%.

The frontier situation has also had significant impacts on levels of employment and investments in Gibraltar. It has clearly had some direct effects through its impacts on visitor numbers and expenditure.

⁴ www.gibraltar.gov.gi/Statistics/EmploymentSurveyReport2013/p.1

The land frontier with Spain was partially re-opened in 1982 (pedestrian access only) and fully re-opened in 1985, prior to Spain's accession to the European Community. Comparison rates for employment, national income, imports and exports and visitor arrivals to Gibraltar follows in order to be able to gauge the impact this event had.

Employment rate of total employees in the labour market:

YEAR	MALE	FEMALE	TOTAL
1980	8,949	2,892	11,841
1982	8,503	3,144	11,647
1985	8,158	3,468	11,626
2000	8,064	5,317	13,381
2012	12,156	9,363	21,519
2013	13,063	9,842	22,907

(Source: www.gibraltar.gov.gi / Statistics / Employment Survey 2013)

Since the opening of the frontier, the total number of employees in the labour market has almost doubled. The number of females has increased by 213% whilst males have increased by 54% over the same period. This reflects the reduction of the MoD and the diversification and growth of the Private Sector.

Even though there has been significant growth in the workforce, the main increase has been in a "foreign" labour force. This "additional" competition in the labour market provides additional challenges in addressing issues faced by the local long-term unemployed.

National Income:

YEAR	GDP (Factor cost) £ million	GNP (Factor cost) £ million
1980/81	76.21	75.0
1982/83	90.19	87.3
1985/86	118.59	115.1
2000/01	433.61	401.4
2013/14	1,412.04	N/A

(Source: www.gibraltar.gov.gi / Statistics / Abstract of Statistics 2013 / p.91)

GDP has increased by 1,260% since 1982, reflecting the “boom” enjoyed by the economy as a result of the frontier opening and the resourcefulness of the local economy to exploit niche markets.

Visitor arrivals:

YEAR	BY AIR	BY SEA	BY LAND	TOTAL
1980	51,035	102,721	0	153,756
1982	46,180	81,063	46,595	173,838
1985	73,664	77,952	2,260,039	2,411,655
2000	85,255	159,097	7,031,221	7,275,573
2012	167,266	309,051	11,310,698	11,787,015
2013	165,486	293,285	10,652,773	11,111,544

(Source: www.gibraltar.gov.gi / Statistics / Abstract of Statistics 2013 / p.107)

Total visitor arrivals to Gibraltar had increased 6,680% since the frontier opened with the inherent effects on the economy and the labour market, up to 2012. The problems experienced at the land frontier since August 2013, have had a negative effect on the number of visitor arrivals. A total decrease of 5.8% was experienced. The greatest decrease was recorded in December 2013, when 20.2% less visitors came to Gibraltar by land, as compared to the same period in the previous year.

The tourist sector and its ancillaries are one of the main employers of the economy. The economy is very reliant on this sector which, at the same time, is very volatile and susceptible to rapid fluctuations and changes in the market. There is therefore a need to support and encourage the attainment of skills in other areas, to help diversify the skills available, and thus assist with workforce deployment.

Activity rate for male and female workers

The total number of women who could be potentially active in the labour market is 9,340. The total number of women in employment as at October 2012 was 9,363 of which 2,605 were “frontier workers”. Actual resident employment was 6,758. The activity rate for women is 72.36% (6,758 out of 9,340).

The total number of men who could be potentially active in the labour market is 12,102. The total number of men in employment as at October 2012 was 12,156 of which 3,820 were “frontier workers”. Actual resident employment was 8,336. The activity rate for men is 68.88% (8,336 out of 12,102).

Industry Groups	Full-Time (19,629)		Part-time (3,276)	
	Male	Female	Male	Female
Shipbuilding	268	3	14	1
Other Manufacturing	136	47	7	17
Electricity and Water Supply	258	25	0	0
Construction	1,914	126	70	23
Wholesale and Retail	1,607	942	173	505
Hotels and Restaurants	509	391	171	262
Transport and Communications	933	233	85	74
Financial Intermediaries	798	956	41	231
Real Estate and Business Activity	1,378	934	70	258
Public Admin and Defence	1,272	729	38	223
Education	167	519	18	293
Health and Social Work	511	1,207	29	266
Other Services	2,495	1,271	103	306
TOTAL	12,246	7,383	819	2,459
	62.39%	37.61%	24.98%	75.02%

(Source: www.gibraltar.gov.gi / Statistics / Employment Survey October 2013 / p.60)

The previous table shows that in terms of full-time employment, men represent 62.39% as compared to women who represent 37.61% of the workforce. However, in contrast in part-time employment, women represent 75.02% as compared to men who represent 24.98% of the workforce.

This shows that although there is a dominance of females in part-time employment, initiatives to encourage them into full-time employment and provide them with the appropriate skills should be undertaken.

Unemployment⁵

After rising sharply to a peak of 16.5% in 1995, unemployment fell to 3.73% in 2002 and 3.3% in 2005. In 2013, the unemployment rate stood at 3%. This represents a 1.2% rise over the preceding year, clearly demonstrating the vulnerability of the labour market in Gibraltar. This is notwithstanding that the total employee jobs increased in Gibraltar by 6.5% over the same period. This was due to the increase of “frontier workers” and other nationals entering the local labour market. This highlights the competition for jobs in the labour market between locals and foreign workers. This is further exacerbated by the fact that Gibraltarians cannot compete for jobs in the neighbouring labour market due to the high rate of unemployment found there. Initiatives therefore have to be encouraged which promote employment and labour mobility amongst the local workforce.

The previous downtrend in unemployment has been attributed to a number of factors. The unemployment registration lapsing time was reduced, a voluntary repatriation deal was offered to Moroccan workers, new employment opportunities emerged from investment projects and the creation of the “Future Job Strategy”.

Equal Opportunities

The Government of Gibraltar attaches great importance to issues relating to Equal opportunities. The historical disparity has to be considered in the context of the traditional main sector of the economy, which was dependent on the MOD establishment in Gibraltar. The MoD workforce was predominantly male workers in the ship repair industry. Currently a substantial number of “frontier workers” in the Gibraltar economy are men, a large proportion being employed in the construction industry.

A further factor is that women in Gibraltar, have in the past, followed the Mediterranean tradition whereby women used to stay at home to look after the children and the elderly. This situation is one that has been changing, particularly over the last decades; this could be partly influenced by families moving into the home ownership market. This phenomenon only commenced in Gibraltar in the 1980’s.

In relation to women in the labour market, the issues that arise have to be addressed with a view to educate and encourage employers and women themselves so that they look beyond “traditional jobs for women” e.g. in teaching and the caring industry, and try to move away from rigid stereotyping.

⁵ Employment Service; H.M. Government of Gibraltar; 2014

The importance of good quality care for dependants in order to encourage women to attend training courses or employment is recognised.

Since 2000, the local education system provides for children to remain in school over the lunch period. This has also assisted in encouraging women to join the labour market. There are 12 Government and six privately run nurseries/pre-schools, which adequately covers child care requirements of the jurisdiction.

Education

It has been difficult to establish indicative trends as to the performance of the working population in relation to qualifications. This is due to the deficit in data available. The Department with responsibility for Training has identified the need to carry out a training needs analysis to find out the skills mismatch within the community. However, there is data on the qualifications obtained by school-leavers. The tables hereunder clearly indicate that females obtain higher pass rates in their examinations than males and that more females progress to tertiary education.

EXAMINATION PASS RATES

(A) GCSEs (A*to C Grades)

YEAR	BAYSIDE BOYS COMPREHENSIVE	WESTSIDE GIRLS COMPREHENSIVE
2001	56.3%	71.4%
2002	70.1%	73.9%
2003	63.4%	73.0%
2004	68.0%	77.0%
2005	64.0%	67.0%
2006	66.0%	69.0%
2007	67.0%	67.0%
2008	65.0%	68.0%
2009	64.0%	64.0%
2010	60.0%	75.0%
2011	66.0%	67.0%
2012	63.0%	66.0%
2013	68.0%	68.0%
2014	58.0%	68.0%

(Source: www.gibraltar.gov.gi / Press Releases 2014 / p.13; no. 124)

(B) A-LEVELS (A to E Grades)

YEAR	BAYSIDE BOYS COMPREHENSIVE	WESTSIDE GIRLS COMPREHENSIVE
2001	92.0%	88.0%
2002	99.0%	95.0%
2003	97.0%	98.0%
2004	97.4%	98.2%
2005	94.0%	97.0%
2006	97.0%	97.0%
2007	97.0%	98.0%
2008	98.0%	98.0%
2009	99.0%	98.0%
2010	96.0%	98.0%
2011	95.0%	97.0%
2012	96.0%	96.0%
2013	94.0%	96.0%
2014	95.0%	96.0%

(Source: www.gibraltar.gov.gi / Press Releases 2014/ p.14; no. 136)

Tertiary Education

The table hereunder shows student enrolments at UK universities by gender.

	MALE	FEMALE	TOTAL
2001	110	108	218
2002	92	97	189
2003	107	100	207
2004	98	75	173
2005	58	77	135
2006	93	110	203
2007	120	86	206
2008	126	98	224
2009	74	72	146
2010	74	113	187
2011	103	111	214
2012	108	121	229
2013	132	115	247

(Source: www.gibraltar.gov.gi / Statistics / Abstract of Statistics 2013 / p.54)

The rate of students availing themselves of tertiary education is increasing, as has the take-up of 30-34 year olds. In 2001⁶, five (2.29%) of students were 30-34 years old. This has risen to 68 (29.7%) in 2012. It is envisaged that by 2020, the 40% EU2020 target will be attained.

There were eight school drop-outs for the academic year 2012-2013. All eight pupils left to seek employment and were 15 at the time (0.169% of all enrolled pupils).

Summary of justification for the selection of the Investment Priorities and identification of Specific Objectives

Gibraltar's needs can therefore be summarized as:

1. The need to ensure that those entering the labour market have the appropriate training, skills and qualifications required to obtain and maintain sustainable employment;
2. That adequate schemes are in place in order for groups requiring assistance to enter the labour market encounter minimum amount of barriers;
3. The need to ensure that adequate investment in skills provisions, training, etc. is in place; and
4. The need to have schemes to ensure that the workforce is able to adapt to the rapidly changing labour market needs.

The involvement of ESI in the local economy will be instrumental in ensuring that the most vulnerable groups of persons who require assistance in entering the labour market are able to have the barriers they encounter removed. ESI will also ensure that access to the appropriate skills, training and qualifications is available in order to ensure that the workforce meets the needs of the labour market.

This will be achieved by:

1. Building on the lessons learnt in the previous Programme;
2. Increasing the levels of skills, qualifications and entrepreneurship; and
3. Building on the existing capacity of the workforce.

⁶ Department of Education; H.M. Government of Gibraltar; 2014

1.1.2 Justification for the choice of thematic objectives and corresponding investment priorities having regard to the Partnership Agreement, based on an identification of regional and, where appropriate, national needs including the need to address the challenges identified in relevant country-specific recommendations adopted in accordance with Article 121(2) TFEU and the relevant Council recommendations adopted in accordance with Article 148(4) TFEU, taking into account the ex-ante evaluation

The ex-ante evaluator has stated: *“The challenges and employment needs facing Gibraltar have been correctly identified by the OP. The Thematic Objectives of the OP flow from these. Given the quantum of the EU financial allocation for Gibraltar, it is necessary that the Thematic Objectives on which the OP will focus should be limited. Concentrating the Thematic Objectives of the OP on promoting sustainable and quality employment and supporting labour mobility (Thematic Objective 8) and on investing in education, training and vocational training for skills and lifelong learning (Thematic Objective 10) is most appropriate given the analysis contained in the OP. Additionally, by so doing, the impacts generated by the programme will not only make a difference but be seen to do so.”*

This logic will therefore ensure that a coherent, streamlined Programme is carried out where the main beneficiaries will be those encountering problems to access the employment market, and those requiring training or re-skilling to meet the needs of the labour market.

Table 1: Justification for the selection of thematic objectives and investment priorities.

Selected thematic objective	Selected investment priority	Justification for selection
8. Promoting sustainable and quality employment and supporting labour mobility	8(i) Access to employment for job-seekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility	<p><u>NEEDS</u></p> <ul style="list-style-type: none"> • Assistance in access to the labour market for those encountering barriers and those farthest from it. • Combating unemployment in highly competitive and mobile labour market. <p><u>GROWTH OPPORTUNITIES</u></p> <ul style="list-style-type: none"> • Reduced youth unemployment. • Enhanced labour mobility. • Challenging competitive labour market. <p><u>OBJECTIVES</u></p> <ul style="list-style-type: none"> • Address levels of unemployment. • Increase employability of workers and their flexibility in the labour market. • Address barriers of inclusion to the labour market. • Encourage employers to employ individuals with difficulties entering the labour market.
10. Investing in education, training and vocational training for skills and lifelong learning	10(iv) Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work-based learning systems, including dual learning systems and apprenticeship schemes	<p><u>NEEDS</u></p> <ul style="list-style-type: none"> • Fast evolving, captive labour market which requires a rapidly adaptive labour force needing re-training and re-skilling. • Support required to ensure that the appropriate skills are available in the labour market. • Assistance needed with the re- skilling of the workforce. <p><u>GROWTH OPPORTUNITIES</u></p> <ul style="list-style-type: none"> • A more qualified and flexible labour force. • A more motivated labour force. <p><u>OBJECTIVES</u></p> <ul style="list-style-type: none"> • To address early school leavers and those with no qualifications. • Improve access to basic and functional skills provisions. • To increase the number of workers completing work-based learning schemes and apprenticeship schemes.

1.2 Justification of the financial allocation

Justification for the financial allocation (Union support) to each thematic objective and, where appropriate, investment priority, in accordance with the thematic concentration requirements, taking into account the ex-ante evaluation.

The Gibraltar Programme will be delivered using a single Priority Axis. The Priority will focus on the delivery of all of the Programme's activity. This will ensure that maximum benefit will be obtained of the allocated funds whilst at the same time allowing the flexibility required in such a micro economy. It will also allow greater public visibility of EU assistance through co-funded projects, which would be lost if funding were to be spread thinly over several priority axes

Priority 1: Employment and Education

The priority will be focussed around, and combine, Thematic Objective 8: Promoting Sustainable and Quality Employment and Supporting Labour Mobility and Thematic Objective 10: Investing in Education, Training and Vocational Training for Skills and Lifelong Learning. The total ESF allocation will be equally distributed between both TO's i.e. 48% each of the total allocation. The remaining 4% will be allocated to Technical Assistance. This is to ensure a balance between the social need and the economic imperative. This will also assist in maintaining the commitment of improving the skills that meet the employers needs and ensure their engagement by placing emphasis on addressing skills mismatches through more advanced and higher level skills provisions and furthering apprenticeship offers whilst at the same time reducing the number of young people with low basic skills thereby enhancing their employability and mobility within the labour market. This is based on:

1. The assistance required by individuals that need help to access the labour market. This is especially relevant in a concentrated, captive market like Gibraltar's, where individuals are easily identifiable and stigmas can be hard to overcome;
2. The requirement to assist the labour force to adapt, re-train and re-skill in a fast changing economy. Particularly relevant in respect of young persons, early school leavers; and persons requiring new or up-grading of their skills; and
3. Unemployment in Gibraltar fluctuates between 1.5 - 3%, of which 25% are aged between 16-24 year olds. This group is made up of early school leavers and persons with no qualifications.

4. The lack of higher skills to support the development of a high skilled economy. The latest data available shows that 48% of the workforce has no specific job-related skills⁷.

The main objective of the Priority Axis is to ensure that the workforce has the right training and skills required; that those furthest from the labour market are assisted in removing any barriers that they might encounter; and that people are assisted in achieving sustainable employment.

The limited allocation will restrain any action undertaken under only two Investment Priorities. This is in line with the OP vision and the intervention logic.

⁷ H.M. Government of Gibraltar; 2001 Gibraltar Census

Table 2: Overview of the Programme investment strategy

PRIORITY AXIS	FUND	UNION SUPPORT (EURO)	SHARE OF TOTAL UNION SUPPORT TO OP	THEMATIC OBJECTIVE	INVESTMENT PRIORITY	SPECIFIC OBJECTIVES CORRESPONDING TO THE INVESTMENT PRIORITY	COMMON AND PROGRAMME SPECIFIC RESULT INDICATORS
1. EMPLOYMENT AND EDUCATION	ESF	€2,324,071	48%	8. PROMOTING SUSTAINABLE AND QUALITY EMPLOYMENT AND SUPPORTING LABOUR MOBILITY	(i) Access to employment for job-seekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility	<p>1. To increase the numbers of individuals over 25 years of age, not in employment, education or training, accessing the labour market</p> <p>2. To increase the number of young people (below 25 years of age) accessing the labour market.</p>	<p>Programme Specific</p> <p>1. Participants, over 25 years of age, in employment, including self-employment, upon leaving.</p> <p>2. Participants, below 25 years of age, in employment, including self-employment, upon leaving.</p>
	ESF	€2,324,071	48%	10. INVESTING IN EDUCATION, TRAINING AND VOCATIONAL TRAINING FOR SKILLS AND LIFELONG LEARNING	(iv) Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work-based learning systems, including dual learning systems and apprenticeship schemes	<p>1. To increase the numbers of individuals with basic and function skills provision.</p> <p>2. To increase the number of the workforce who access work-based learning schemes and apprenticeship schemes.</p>	<p>CR03. Participants gaining a qualification upon leaving</p> <p>Programme Specific</p> <p>3. Number of participants accessing work-based learning schemes or apprenticeship schemes</p>
2. TA	ESF	€193,200	4%	N/A	N/A	N/A	N/A

SECTION 2: PRIORITY AXES (Article 96(2)(b) and (c)CPR)

PRIORITY AXIS 1: EMPLOYMENT AND EDUCATION

Section 2.A. A description of the priority axis other than technical assistance (Article 96(2)(b)CPR)

2.A.1 PRIORITY AXIS 1: EMPLOYMENT AND EDUCATION

2.A.2 Justification for the establishment of a priority axis covering more than one category of region, thematic objective or Fund (Article 96(1) CPR)

Only one Priority Axis will be used to deliver the Gibraltar ESF Investment for Growth and Jobs Programme. This is proportionate given the overall size of the Operational Programme would make it too administratively complex to deliver as entirely separate Priority Axes with separate monitoring mechanisms such as performance frameworks. This is of particular attention in the set-up of the Managing Authority where resources are at a premium and administrative costs have to be maintained at a minimum.

The requirement to target limited funding also means that the OP can be more agile and responsive. It can closely link labour market demands and supply in such a compact economy, acting in a complementary manner. The main objective of the Priority Axis is to ensure that the workforce has the right training and skills required; that those furthest from the labour market are assisted in removing any barriers that they might encounter; and that young people are assisted in obtaining sustainable employment.

Given the small allocation to the Programme and since the main emphasis of ESF investments will be assistance to obtain employment, it is advisable to combine both thematic objectives into a single priority axis.

2.A.3 Fund, category of region and calculation basis for Union support

Fund	ESF
Category of region	More developed region
Calculation basis	Total eligible expenditure
Category of region for outmost regions and northern sparsely populated regions (where applicable)	Not applicable

2.A.4 Investment priority 1 of priority axis 1: (8i) Access to employment for job-seekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility.

The objective of this Investment Priority is to remove barriers in accessing the labour market. This might include individuals who encounter difficulties in its' access e.g.: job-seekers; inactive people; long-term unemployed; people recovering from addictions; ex-convicts; and young persons with no job-related experience.

Gibraltar's peculiar labour market needs to adapt to evolving situations quickly and effectively. In order to successfully achieve this, the workforce must be able to be re-deployed as necessary to face emerging circumstances. It must be emphasized that Gibraltar's economy is volatile by its nature and heavily influenced by external forces the majority of which are out of its control.

Government is required to act as a catalyst and create local employment initiatives to assist in the achievement of these goals.

2.A.5 Specific Objectives corresponding to the investment priority and expected results (Article 96(2)(b)(i)-(ii))

Specific Objective 1:

To increase the number of individuals over 25 years of age, not in employment, education or training, accessing the labour market.

The results that are sought to be achieved with Union support.

This SO is to get more people, over the age of 25 years of age, into employment including self-employment. This group will include long-term unemployed, especially individuals facing additional barriers e.g. those with criminal records or ex-addicts, etc.

Baselines have been set for the result indicator based on the results of the 2007-2013 ESF Programme. The targets set reflect a similarity with those of the previous Programme, as existing data shows that although the total labour force has increased, this increase is directly attributable to "frontier workers" as the registered unemployment rate has increased.

Specific Objective 2:

To increase the number of young people (below 25 years of age) accessing the labour market.

The results that are sought to be achieved with Union support.

This SO is to get more young people under the age of 25 into employment. Available data shows that this age bracket has by far the biggest proportion within the registered unemployed. This will include those under 25's who may have to take account of additional barriers to access the labour market e.g. health issues or addictions. The ultimate goal of the intervention will be getting this target group into employment.

Baselines have been set for the result indicator based on the results achieved in the 2007-2013 ESF Programme. The targets set are similar to those of the previous Programme as data shows that this age range continues to make up the biggest proportion of the registered unemployed.

Table 4: Common result indicators for which a target value has been set and programme specific result indicators corresponding to the specific objective)(for ESF)(Article 96(2)(b)(ii))

ID	Indicator	Measurement Unit	Baseline Value			Baseline Year	Target Value (2023)			Source of Data	Frequency of reporting
			M	W	T		M	W	T		
PSR1	Participants, over 25 years of age in employment, including self-employment, upon leaving	Number of participants	56	41	97	2014	88	87	175	Ministry of Employment; H.M. Government of Gibraltar	Annual
PSR2	Participants, below 25 years of age in employment, including self-employment, upon leaving	Number of participants	295	213	508	2014	457	457	914	Ministry of Employment; H.M. Government of Gibraltar	Annual

2.A.6 Actions to be supported under the investment priority (by investment priority)

2.A.6.1 Description of the type and examples of actions to be supported & their expected contribution to the specific objectives, including, where appropriate the identification of main target groups, specific territories targeted and types of beneficiaries (Article 96(2)(b)(iii)CPR)

Actions will be carried out which will aid access to the labour market and subsequently assist with activities which will help with deployment and progression. This will be carried out through focussed initiatives which will target, in particular, individuals who require assistance in removing barriers which preclude them from obtaining employment.

Actions to be supported will include:-

- Interventions which help to remove individual barriers to employment, create independence and provide individual mentoring and advocacy advice;
- Schemes dedicated to individuals requiring assistance, e.g. early school-leavers, long-term unemployed, etc.;
- Initiatives to encourage employers to employ individuals requiring particular assistance to enter the labour market e.g. ex-offenders, ex-addicts, etc.

2.A.6.2 Guiding principles for the selection of operations (Article 96(2)(b)(iii)CPR)

Project selection will be guided by the following investment principles:

- Main focus on supporting projects that contributes to the **creation of sustainable employment**.
- Clear evidence of **needs demand** by the labour market.
- Clear **added value** will be demanded.
- Realistic and **clear exit strategies** to achieve a legacy effect.
- **Compliance** with EU policy in the fields of **State Aid, Environmental Policy, Public Procurement** and **Equal Opportunities**.

2.A.6.3 Planned use of financial instruments (Article 96(2)(b)(iii)CPR)

Not applicable

2.A.6.4 Planned use of major projects (Article 96(2)(b)(iii)CPR)

Not applicable

2.A.6.5 Output indicators by investment priority &, where applicable by category of region (Article 96(2)(b)(iv)CPR)

Table 5: Common and programme specific output indicators for the ERDF, the ESF and the CF (by investment priority, broken down by category of region for the ESF)

ID	Indicator	Measurement Unit	Target Value (2023)			Source of Data	Frequency of reporting
			M	W	T		
CO01	Unemployed, including long-term unemployed	Number	41	41	82	EUPS	Annual
CO06	Below 25 years of age	Number	653	653	1306	EUPS	Annual

2.A.4 Investment priority 2 of priority axis 1: (10iv) Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work-based learning systems, including dual learning systems and apprenticeship schemes.

The objective of this Investment Priority is to ensure that the Gibraltar workforce has the required training and skills needed for the job to be undertaken and to ensure resilience and flexibility within the workforce. It will ensure that early school leavers and other groups encountering barriers undergo the appropriate training and are equipped with the skills appertaining to the jobs available in the labour market at the time.

Apprenticeship schemes in appropriate fields will also be encouraged. Government is required to act as a catalyst in order to ensure that the workforce has the right training/skills to carry out their roles in an effective and efficient manner and that a skills drain does not occur in the labour market.

2.A.5 Specific Objectives corresponding to the investment priority and expected results (Article 96(2)(b)(i)-(ii))

Specific Objective 1:

To increase the number of individuals with basic and functional skills.

The results that are sought to be achieved with Union support.

This SO will increase the individual's opportunity to obtain basic and functional skills. Focus will be on individuals who have difficulties in accessing or maintaining employment because they have little or no skills. The result will be getting these individuals to obtain a basic or functional skill.

Baselines have been set based on the results achieved in the 2007-2013 ESF Programme. The target set is similar to those of the previous Programme as data shows that a large proportion of the workforce lacks any specific skills.

Specific Objective 2:

To increase the number of the employees who complete work-based learning schemes or apprenticeship schemes.

The results that are sought to be achieved with Union support.

This SO will ensure that local workers become more competitive in the work environment and decrease the need to “import” skilled workers from outside the territory of Gibraltar.

Baselines have been set based on the results achieved in the previous Programme.

Table 4: Common result indicators for which a target value has been set and Programme specific result indicators corresponding to the Specific Objective)(for ESF)(Article 96.2(b)(ii))

ID	Indicator	Measurement Unit	Baseline Value			Baseline Year	Target Value (2023)			Source of Data	Frequency of reporting
			M	W	T		M	W	T		
CR03	Participants gaining a qualification upon leaving	Number	94	68	162	2014	146	146	292	Ministry of Employment; H.M. Government of Gibraltar	ANNUAL
PSR3	Participants completing work-based learning schemes or apprenticeship schemes	Number	719	521	1240	2014	1116	1116	2232	Ministry of Employment; H.M. Government of Gibraltar	ANNUAL

2.A.6 Actions to be supported under the investment priority (by investment priority)

2.A.6.1 Description of the type and examples of actions to be supported and their expected contribution to the corresponding specific objectives, including, where appropriate the identification of main target groups, specific territories targeted and types of beneficiaries (Article 96(2)(b)(iii)CPR)

Actions will be carried out which will provide training or re-skilling of the workforce to ensure that the right level of proficiency is available in the labour market. This will be carried out through focussed initiatives which will address skills mismatch and deliver demand led skills based on labour market information.

Actions to be supported will include:-

- Interventions to provide basic skills (numeracy and literacy); interventions to provide non-job specific vocational skills; interventions allowing for progression to NVQ level 2 or above;
- Initiatives to assist people to upgrade the skills, competencies and experience required to improve their employment status (including self-employment).

2.A.6.2 Guiding principles for the selection of operations (Article 96(2)(b)(iii)CPR)

Project selection will be guided by the following investment principles:

- Main focus on supporting projects that contributes to the **creation of sustainable employment**.
- Clear evidence of **skills demand** required by the labour market.
- Clear **added value** will be demanded.
- Realistic and **clear exit strategies** to achieve a legacy effect.
- **Compliance** with EU policy in the fields of **State Aid, Environmental Policy, Public Procurement** and **Equal Opportunities**.

2.A.6.3 Planned use of financial instruments (Article 96(2)(b)(iii)CPR)

Not applicable

2.A.6.4 Planned use of major projects (Article 96(2)(b)(iii)CPR)

Not applicable

2.A.6.5 Output indicators by investment priority and where appropriate by category of region (Article 96(2)(b)(iv)CPR)

Table 5: Common and programme specific output indicators for the ERDF, the ESF and the CF (by investment priority, broken down by category of region for the ESF)

ID	Indicator	Measurement Unit	Target Value (2023)			Source of Data	Frequency of reporting
			M	W	T		
CO09	With primary or lower secondary education	Number	193	192	385	EUPS	Annual
CO10	With upper secondary or post-secondary education	Number	230	229	459	EUPS	Annual

2.A.7 Social innovation, transnational cooperation and contribution to thematic objectives 1-7

Not applicable

2.A.8 Performance Framework (Article 96(2)(b)(v), and Annex II of the CPR)

Table 6: The performance framework of the priority axis (by fund and category of region)

ID	Priority Axis	Indicator Type	Indicator or implementation step	Measurement Unit, where appropriate	Fund	Category of region	Milestone for 2018			Final target (2023)			Source of Data	Explanation of the relevance of the indicator, where appropriate
							M	W	T	M	W	T		
PFO1	1	Output	Unemployed, including long-term unemployed	Number	ESF	More developed	15	12	27	41	41	82	Ministry of Employment, H.M. Government of Gibraltar	
PFO2	1	Output	Below 25 years of age	Number	ESF	More developed	217	218	435	653	653	1306	Ministry of Employment, H.M. Government of Gibraltar	
PFO3	1	Output	With primary or lower secondary education	Number	ESF	More developed	68	60	128	193	192	385	Ministry of Employment, H.M. Government of Gibraltar	
PFO4	1	Output	With upper secondary or post-secondary education	Number	ESF	More developed	78	75	153	230	229	459	Ministry of Employment, H.M. Government of Gibraltar	
	1	Financial	Total amount entered into the accounting system of the Certifying Authority and certified by the Authority	Euro	ESF	More developed			2,473,236			9,296,284	Managing Authority	

2.A.9 Categories of intervention (Article 96(2)(b)(vi)CPR)

Tables 7-11: Categories of intervention (by Fund and by category of region, if the priority axis covers more than one)

Table 7: Dimension 1 Intervention Field	
Fund:	ESF
Category of region:	More developed region
Priority Axis:	1
Code	€ amount
102 Access to employment for job-seekers and inactive people, including long-term unemployed and people who are far from the labour market, also through local employment initiatives and support for labour mobility	2,324,071
118 Improving the labour market relevance of education and training systems, facilitating transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work-based learning systems, including dual learning systems and apprenticeship schemes	2,324,071

Table 8: Dimension 2 Form of finance	
Fund:	ESF
Category of region:	More developed region
Priority Axis:	1
Code	€ amount
01 Non-repayable grant	4,648,142

Table 9: Dimension 3 Territory Type	
Fund:	ESF
Category of region:	More developed region
Priority Axis:	1
Code	€ amount
07 Not applicable	4,648,142

Table 10: Dimension 6 Territory delivery mechanism	
Fund:	ESF
Category of region:	More developed region
Priority Axis:	1
Code	€ amount
07 Not applicable	4,648,142

Table 11: Dimension 7 ESF secondary theme (ESF only)	
Fund:	ESF
Category of region:	More developed region
Priority Axis:	1
Code	€ amount
08 Not applicable	-

SECTION 2.B: DESCRIPTION FOR THE PRIORITY AXES FOR TECHNICAL ASSISTANCE (ARTICLE 96(2)(c)CPR)

2.B.1 Priority Axis

2. Technical Assistance

2.B.2 Justification for establishing a priority axis covering more than one category of region

Not applicable

2.B.3 Fund and category of region

Fund	ESF
Category of region	More developed region
Calculation basis	Total eligible expenditure

2.B.4 Specific objectives and expected results

Technical Assistance will be used to assist with the effective and efficient management of the Programme and to ensure the provision of quality advice to partners involved in the delivery of the same.

2.B.5 Results indicators

Not applicable (under EUR 15 million).

2.B.6 Actions to be supported and their expected contribution to the specific objectives (by priority axis)(Article 96(2)(c)(i)-(ii)CPR)

Technical Assistance will be used to support actions for the preparation, management, monitoring, evaluation, information and communication, networking, complaint resolution, and control and audit of the 2014-2020 ESI Funds Programmes.

The approach to be carried out will build on the successful implementation of Technical Assistance activity undertaken in the 2007-2013 Programme which utilised Technical Assistance to enhance implementation arrangements, providing additional capacity for Programme support and development, and in the direct support of salary costs by the Managing Authority, as in the 2007-2013 Programme.

Supporting direct salary costs within the 2014-2020 Programme of the Managing Authority is considered an important element of delivery of the Programme. It is proposed for the 2014-2020 Programme to utilise Technical Assistance to continue to support those posts identified within the 2007-2013 Programme as increasing the capacity of the administrative functions of the relevant authority. These posts include the ESF co-ordinator. Any new additional posts required for the 2014-2020 Programme to further develop the administrative function of the Managing Authority in line with this approach, will also be supported. This includes the need for an Information and Communications Officer to meet EU requirements. The resources of the H.M. Government of Gibraltar will be used alongside the Technical Assistance resource.

Support will also be extended to actions which will reduce the administrative burden for beneficiaries, including electronic data exchange systems, and actions to reinforce the capacity of the Authorities & beneficiaries to administer and use the ESI Funds. These actions may concern preceding and subsequent Programming Periods.

Technical Assistance is essential for the effective and efficient delivery of the Programme. The delivery of the 2014-2020 Programme requires a continued emphasis on strategic delivery with a greater alignment and harmonisation of Structural Funds Investments through the concentration of resources to achieve sustainable outcomes for growth and jobs. In order to deliver the objectives of the Programme the following actions will have to be taken into consideration:-

- The 2014-2020 Programmes will bring new administrative challenges for the Managing Authority (MA). This includes taking on the extra responsibility of the management of the ESF Programme as its MA, as in previous Programming Periods the EUPS has been the Intermediate Body for this Programme. Notwithstanding this, the EUPS will continue to advise and provide support for the development of projects, encourage mainstreaming and the sharing of good practice. They will develop IT systems which will assist in the effective and efficient delivery of ESI Funds and to aid e-cohesion. To this effect a new database and website have been commissioned to meet these challenges. The MA will also provide advice and support to projects on the integration, implementation and monitoring of the cross-cutting themes.
- In order to successfully implement the Programmes and integrate ESI Funds at all levels, the MA will engage with partners (including social partners), and key stakeholders in Programme implementation and delivery. Partnerships will be strengthened by improving the coordination and liaison mechanisms and promoting partnership working.

- Cross Programme co-ordination will be encouraged as will the integration of ESI Funds with national expenditure and programmes. A Programme Monitoring Committee (MC), with common membership, will be established to oversee the effectiveness, quality and integration of the ESI Funds Programmes. Technical Assistance will be used, where eligibility allows, ensuring the effective management of the Programme through supporting the duties of the MC.
- The success of a strategic integrated approach to the ESI Funded Programmes depends to a large degree on all the parties concerned including stakeholders being made aware of its contents, governing regulations, aims and objectives. It is also imperative that the benefits and achievements of the Programmes are widely publicised to highlight the value added by the EU, working in partnership with the Government of Gibraltar and its partners. Dissemination of information, publicity and communication including guidance for partners and sponsors, seminars, workshops, and networking events, are some of the actions that will be carried out with Technical Assistance. A dedicated website which will allow on-line interaction is being developed.
- Actions will also be supported to enhance and further strengthen the audit and control of the Programmes. Enhanced audit arrangements will be put in place to ensure that these specific objectives are working effectively and improving the Programmes quality and timelines. Effective and proportionate anti-fraud and anti-corruption measures in relation to the implementation of ESI Funds, taking into account any risks identified, will be put in place in order to support the Managing Authority fulfil its responsibilities in this regard.

Table 13: Output indicators for the ERDF, the ESF and the CF (by Priority Axis)

ID	Indicator	Measurement Unit	Target value (2023)	Source of data
T1	Number of public information events	Number	16	EUPS
T2	Number of on-the-spot verifications	Number	7	EUPS
T3	Number of employees (FTE) whose salaries are co-financed by technical assistance	Number	2	EUPS

2.B.7 Categories of intervention (by priority axis)(Article 96(2)(c)(v)CPR)

Table 14 Dimension 1 Intervention Field		Table 15 Dimension 2 Form of Finance		Table 16 Dimension 3 Territory Type	
Code	€ amount	Code	€ amount	Code	€ amount
121 Preparation, implementation, monitoring and inspection	106,260	01	106,260	07	106,260
122 Evaluation and studies	38,640	01	38,640	07	38,640
123 Information and communication	48,300	01	48,300	07	48,300

SECTION 3. FINANCING PLAN (ARTICLE 96(2)(d)CPR)

3.1 Financial appropriation from each Fund, and amounts for performance reserve(Article 96(d)(i)CPR)

Table 17

Fund	Category of region	2014		2015		2016		2017		2018		2019		2020		Total	
		Main allocation	Perform reserve														
ESF	More developed region	0	0	1,236,618	78,933	637,151	40,669	649,409	41,452	662,576	42,292	675,742	43,133	689,365	44,002	4,550,861	290,481
Total		0	0	1,236,618	78,933	637,151	40,669	649,409	41,452	662,576	42,292	675,742	43,133	689,365	44,002	4,550,861	290,481

3.2. Total financial appropriation by Fund and national co-financing (EUR)(Article 96(2)(d)(ii)CPR)

Table 18A : Financing Plan

Priority	Fund	Category of region	Basis for the calculation of the Union Support (Total eligible cost or public eligible cost)	Union support	National counterpart	Indicative breakdown of the national counterpart		Total funding	Co-financing rate	For info EIB cont	Main allocation (total funding less the performance reserve)		Performance reserve		Performance reserve amount as a proportion of the total Union support
						National Public funding	National Private funding				Union support	National counterpart	Union support	National counterpart	
				a	b = c + d	c	d	e = a + b	f = a/e	g	h = a - j	l = b - k	j	k = b*j/a	l = j/a * 100
Axis 1	ESF	More developed	Total eligible cost	4,648,142	4,648,142	4,648,142	0	9,296,284	50%	0.00	4,357,661	4,357,661	290,481	290,481	6.25%
TA	ESF	More developed	Total eligible cost	193,200	193,200	193,200	0	386,400	50%	0.00	193,200	193,200	n/a	n/a	n/a
Grand total				4,841,342	4,841,342	4,841,342	0	9,682,684	50%	0.00	4,550,861	4,550,861	290,481	290,481	6%

Table 18b: Youth Employment Initiative - ESF and YEI specific allocations (where appropriate)

Not applicable

Table 18c: Breakdown of the financial plan by priority axis, Fund, category of region and thematic objective (Article 96(2)(d)(ii)CPR)

Priority Axis	Fund	Category of region	Thematic Objective	Union support	National counterpart	Total funding
1	ESF	More developed region	8. Promoting sustainable and quality employment and supporting labour mobility	2,324,071	2,324,071	4,648,142
			10. Investing in education, training and vocational training for skills and life-long learning	2,324,071	2,324,071	4,648,142
			Technical Assistance	193,200	193,200	386,400
TOTAL				4,841,342	4,841,342	9,682,684

Table 19: Indicative amount of support to be used for climate change objectives (Article 27(6)CPR)

Priority Axis	The indicative amount of support to be used for climate change objective (euro)	Share of the total allocation of the Operational Programme (%)
1	N/A	N/A
Total	N/A	N/A

SECTION 4: INTEGRATED APPROACH TO TERRITORIAL DEVELOPMENT – ARTICLE 96(3)CPR

4.1 Community Led Local Development Instruments (where appropriate)

Not applicable

4.2 Integrated actions for sustainable urban development (where appropriate) (Article 96(3)(b)CPR and Article 7(2) and (3) of Regulation (EU) No 1301/2013

Not applicable

Table 20: Integrated actions for sustainable urban development - indicative amounts of ERDF and ESF support

Not applicable

4.3 Integrated Territorial Investment (ITI) (where appropriate) (Article 96(3)(c) CPR)

Not applicable

Table 21: Indicative financial allocation to ITI other than those mentioned under point 4.2 (aggregate amount)

Not applicable

4.4 The arrangements for interregional and transnational actions, within the Operational programme, with beneficiaries located in at least one other Member State (where appropriate) (Article 96(3)(d)CPR)

European Territorial Co-operation (ETC) Programmes offer Gibraltar the opportunity to look outwards, work together and co-ordinate activities in partnership with other EU regions, to provide added value through co-operation and deliver additional benefits to the territory.

Under the 2007-2013 Programmes, Gibraltar also participated in 2(two) Interreg IV Programmes namely SUDOE and MED. For the 2014-2020 Programmes, Gibraltar will continue to participate in these ETC Programmes.

The EU Programmes Secretariat will oversee and co-ordinate all these Programmes. This will enhance the complementarity and synergy between all EU co-funded Programmes and will ensure that no duplication of funds or overlap of Programmes occurs (see Section 8).

4.5 Contribution of the planned actions under the programme to macro-regional and sea-basin strategies, subject to the needs of the programme area as identified by the Member State (where appropriate) (Article 96(3)(e)CPR)

Gibraltar will not be participating in the Atlantic strategy.

SECTION 5: SPECIFIC NEEDS OF GEOGRAPHICAL AREAS MOST AFFECTED BY POVERTY OR TARGET GROUPS AT HIGHEST RISK OF DISCRIMINATION OR SOCIAL EXCLUSION (where appropriate) (ARTICLE 96(4)(a)CPR)

5.1 Geographical areas most affected by poverty/target groups at highest risk of discrimination

Not applicable

5.2 Strategy to address the specific needs of geographical areas most affected by poverty/target groups at highest risk of discrimination or social exclusion, and where relevant, the contribution to the integrated approach set out in the Partnership Agreement.

Not applicable

Table 22: Actions to address specific needs of geographical areas most affected by poverty/target groups at highest risk of discrimination or social exclusion

Not applicable

SECTION 6: SPECIFIC NEEDS OF GEOGRAPHICAL AREAS WHICH SUFFER FROM SEVERE AND PERMANENT NATURAL OR DEMOGRAPHIC HANDICAPS (ARTICLE 96(4)(b)CPR) (where appropriate)

Not applicable

SECTION 7: AUTHORITIES AND BODIES RESPONSIBLE FOR MANAGEMENT, CONTROL AND AUDIT AND THE ROLE OF RELEVANT PARTNERS (ARTICLE 96(5)CPR)

7.1 Relevant authorities and bodies (Article 96(5)(a) and(b)CPR)

Table 23: Relevant authorities and bodies

Authority / Body	Name of the Authority/Body and department	Head of Authority/Body	Address	Contact details
Managing Authority	EU Programmes Secretariat HM Government of Gibraltar	Director European Programmes	Bleak House; Europa Road; Gibraltar	eudtigib@gibtelecom.net tele: 0035020073255 fax: 0035020071406
Certifying Authority	Treasury Department HM Government of Gibraltar	Accountant General	206/210 Main Street; Gibraltar	christine.victory@gibraltar.gov.gi tele: 0035020048396 fax: 0035020077147
Audit Authority	Office of the Chief Secretary HM Government of Gibraltar	Chief Secretary	No.6 Convent Place; Gibraltar	ernesto.gomez@gibraltar.gov.gi tele: 0035020051752 fax: 0035020040922
Body to whom payments will be made by the Commission	Treasury Department HM Government of Gibraltar	Accountant General	206/210 Main Street; Gibraltar	christine.victory@gibraltar.gov.gi tele: 0035020048396 fax: 0035020077147

7.2 Involvement of relevant partners (Article 96(5)(c)CPR)

7.2.1 Actions taken to involve the relevant partners in the preparation of the Operational Programme, and the role of those partners in the implementation, monitoring and evaluation of the Programme

The OP has been developed following discussions that took place during 2012 and 2013 between partners, stakeholders and with responsible departments in HM Government Gibraltar, HM Government UK (the Member State) and the European Commission. The aim was to ensure the widest possible engagement with individuals, organisations, businesses and interested parties in shaping the direction of the new investment of European Structural Funds in Gibraltar.

Following the successful participation and involvement in previous Programmes, the Managing Authority has decided to continue with the same partners/stakeholders as in previous Programmes. This ensures both continuity and that the expertise and experience gained over the years is maximised. This adds value to the Programme as partners/stakeholders already have a sense of ownership and are well aware of the relevance and priorities required in Gibraltar.

Key priorities were identified and together with HM Government of Gibraltar's objectives a consultation document was produced and circulated by the Managing Authority in the early half of 2013. Partners were consulted as to the appropriateness of areas earmarked for Structural Funds assistance and the draft set-up of the OP. Meetings followed at which the document was discussed and queries were cleared and comments/amendments taken on-board.

The breadth of the partnership in the Gibraltar Structural Funds Programmes, and therefore in the implementation, monitoring and evaluation of the OP has been developed in the light of the lessons learned from previous Programmes. It now includes specialists in the fields of:

- **Environment**, both at Governmental level through the Environmental Agency and the Ministry for the Environment and through an NGO, the Gibraltar Ornithological and Natural History Society (GONHS) that is internationally highly respected in this field;
- **Employment**, through the Government's Employment Service with additional expertise from the Gibraltar Chamber of Commerce and the Gibraltar Federation of Small Businesses (GFSB), which are the two main employer organisations, and from the Gibraltar Trades Council (GTC), the umbrella organisation for Gibraltar Trade Unions;
- **Entrepreneurship**, through the Women in Business Gibraltar (a women's organisation) together with the Chamber of Commerce and the GFSB;
- **Tourism**, through the Gibraltar Tourist Board (GTB) as a major employer and a source for future growth and the employer and employee organisations;
- **Town Planning**, through the Office of the Town Planner;
- **Urban Regeneration**, through the Ministry for Traffic, Health and Safety and Technical Services; and
- **Training**, through the Government's Training Officer.

The expertise in the partnership is particularly relevant to monitoring and promoting the cross-cutting themes in the OP.

There will be a three-tier system in the partnership process of the OP. Each tier will have different levels of responsibility for different areas of the Programme. The levels involved can be summarised as follows:-

PROGRAMME MONITORING COMMITTEE (MC)

Responsibilities:

- To oversee the Operational Programme.
- To monitor expenditure and review progress on the achievement of objectives.
- Approval of modifications to the OP.
- Issue recommendations regarding implementation of the Programme and its evaluation.
- Monitor actions taken as a result of its recommendations.

Membership:

Government Departments and Agencies: EU Programmes Secretariat; Treasury Department; Ministry of Finance; Town Planning Section; Technical Services Department; Gibraltar Tourist Board; Employment Service; Environmental Agency; Ministry for the Environment and the Department for Equality.

Social partners: Chamber of Commerce; GFSB; Women in Business Gibraltar and the GTC.

NGOs: GONHS.

Observer/advisory capacity: European Commission and the ESF Division of the Department of Works and Pensions (DWP) UK.

JOINT LOCAL ADVISORY GROUP (JLAG)

Responsibilities:

- To consider applications and recommend or otherwise for funding.

Membership:

Government Departments and Agencies: EU Programmes Secretariat; Town Planning Section; Technical Services Department; Gibraltar Tourist Board; Employment Service; Environmental Agency; Ministry for the Environment and the Department for Equality.

Social partners: Chamber of Commerce; GFSB; and the GTC.

NGOs: GONHS.

APPRAISAL SUB-GROUP (ASG)

Responsibilities:

- To appraise and score projects ready for consideration for funding.

Membership:

Government Departments and Agencies: EU Programmes Secretariat; Town Planning Section; Employment Service; Environmental Agency; Ministry for the Environment and the Department for Equality.

Social partners: Chamber of Commerce and the GFSB.

Members are appointed to the various committees after consultation with the Managing Authority.

7.2.2 GLOBAL GRANTS (for the ESF, where appropriate) (Article 6(1) ESF Reg)

Not applicable

7.2.3 ALLOCATION OF AN AMOUNT FOR CAPACITY BUILDING (Article 6(2) and (3) ESF Reg)

Not applicable

SECTION 8: COORDINATION BETWEEN THE FUNDS, THE EAFRD, THE EMFF AND OTHER UNION AND NATIONAL FUNDING INSTRUMENTS, AND WITH THE EIB (ARTICLE 96(6)(a)CPR)

Gibraltar benefits from the European Regional Development Fund (ERDF). This Programme is also managed by the EU Programmes Secretariat. Gibraltar does not benefit from the European Agricultural Fund for Rural Development (EAFRD), from the European Maritime and Fisheries Fund (EMFF) or from any other EU funding sources. The European Investment Bank (EIB) does not participate in the Gibraltar OP. The Managing Authority will ensure that National Funding and Private Sector investment matches the amount of ESI funds allocated to the Programme.

The EU Programmes Secretariat (EUPS) is organised to deal with all EU Funds allocated to Gibraltar and the Gibraltar Government co-financing. This means that all expertise on EU Funds is concentrated in a “one-stop” shop for beneficiaries. This ensures that there is greater synergy between Programmes and reduces the risk of duplication by beneficiaries. This system helps to streamline the application and appraisal processes and reduce bureaucracy locally.

In Gibraltar processes and procedures are aligned and developed together by a single body, the EU Programmes Secretariat. Membership of appraisal groups, recommending bodies and Monitoring Committees are made up of the same representative groups and stakeholders thereby harmonising all procedures. Synergy between Programmes is therefore simpler to achieve. These mechanisms will also ensure coordination and complementarity between the funds.

For the 2014-2020 Programmes, the progress and success to date will be consolidated and further investments in human capital and the economic environment will be carried out. The investment in people will go hand-in-hand with ensuring that the right higher value-added jobs are being created, or brought to, Gibraltar. All projects will be required to demonstrate that they are coordinated and integrated with wider investment and not that they operate in isolation without consideration for both the supply and demand chain, and that they fit into the local, thematic and spatial policy landscape.

Gibraltar will also be actively seeking to participate in other EC Programmes e.g. ERASMUS, EU Culture Programme and Youth in Action. As with the ETC Programmes in which Gibraltar participates, the EUPS will ensure that systems are in place to ensure coordination and synergy between ESI Funds and these funding instruments.

SECTION 9: EX-ANTE CONDITIONALITIES (ARTICLE 87(6)(B)CPR)

9.1 Table 24: Applicable ex-ante conditionalities and assessment of their fulfilment

Ex-ante conditionality	Priority axis to which the conditionality applies	Ex-ante conditionality fulfilled: Yes /No/Partial
T.08.1 - Active labour market policies are designed and delivered in the light of the Employment guidelines	1 – EMPLOYMENT AND EDUCATION	Yes
T.10.3 - Lifelong learning (LL): The existence of a national and/or regional strategic policy framework for lifelong learning within the limits of Article 165 TFEU	1 – EMPLOYMENT AND EDUCATION	Yes
G.1 – The existence of administrative capacity for the implementation and application of Union anti-discrimination law and policy in the field of ESI Funds	1 – EMPLOYMENT AND EDUCATION 2 – Technical Assistance	Yes
G.2 – The existence of administrative capacity for the implementation and application of Union gender equality law and policy in the field of ESI Funds	1 – EMPLOYMENT & EDUCATION 2 – Technical Assistance	Yes
G.3 – The existence of administrative capacity for the implementation and application of the United Nations Convention on the rights of persons with disabilities (UNCRPD) in the field of ESI Funds in accordance with Council Decision 2010/48/EC	1 – EMPLOYMENT AND EDUCATION 2 – Technical Assistance	Yes
G.4 – The existence of arrangements for the effective application of Union public procurement law in the field of the ESI Funds	1 – EMPLOYMENT AND EDUCATION 2 – Technical Assistance	Yes
G.5 – The existence of arrangements for the effective application of Union State aid rules in the field of the ESI Funds	1 – EMPLOYMENT AND EDUCATION 2 – Technical Assistance	Yes
G.6 – The existence of arrangements for the effective application of Union environmental legislation related to EIA and SEA	1 – EMPLOYMENT AND EDUCATION 2 – Technical Assistance	Yes
G.7 – The existence of a statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation	1 – EMPLOYMENT AND EDUCATION 2 – Technical Assistance	Yes

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
T.08.1 – Active labour market policies are designed and delivered in the light of Employment guidelines	1 – Employment services have the capacity to, and do, deliver: personalised services and active and preventive labour market measures at an early stage, which are open to all jobseekers while focussing on people at risk of social exclusion, including people from marginalised communities;	Yes	Gibraltar Job Centre; Employment Service www.gibraltar.gov.gi/employment	The Employment Service provides a personalised service for job seekers in the form of the Job Centre, where services like CV writing, interview skills, etc. are provided.
T.08.1 – Active labour market policies are designed and delivered in the light of the Employment guidelines	2 – Employment services have the capacity to, and do, deliver: comprehensive and transparent information on new job vacancies and employment opportunities taking into account the changing needs of the labour market	Yes	Ministry of Enterprise, Training and Employment www.gibraltar.gov.gi/employment	The Gibraltar Employment Service delivers active labour market policies in line with the European guidelines, providing updated information of job vacancies as they arise.
T.08.1 – Active labour market policies are designed and delivered in the light of the Employment guidelines	3 – Employment services have set up formal or informal cooperation arrangements with relevant stakeholders.	Yes	Ministry of Enterprise, Training and Employment www.gibraltar.gov.gi/employment	All job vacancies have to be registered with the Employment Service, as stipulated by Law. Therefore all information of vacancies are advertised via the Employment Service.
T.10.3 – Lifelong learning (LL): The existence of a national and/or regional strategic policy framework for lifelong learning within the limits of Article 165 TFEU.	1- A national or regional strategic policy framework for lifelong learning is in place that contains measures:	Yes	Training & Skills Enhancement Department; Ministry of Enterprise, Training and Employment www.gibraltar.gov.gi/employment	A national strategic policy known as “the Future Job Strategy” is in place that ensures that lifelong learning and the provision of skills for identified target groups.
T.10.3 – Lifelong learning (LL): The existence of a national and/or regional strategic policy framework for lifelong learning within the limits of Article 165 TFEU.	2 - to support the developing and linking services for LL, including their implementation and skills upgrading (i.e. validation, guidance, education and training) and providing for the involvement of, and partnership with relevant stakeholders;	Yes	Training & Skills Enhancement Department; Ministry of Enterprise, Training and Employment www.gibraltar.gov.gi/employment The “Future Job Strategy” is a manifesto commitment by the current party in Government and can be found at www.liberal.gi/documents/2011.pdf	The “Future Job Strategy” is in place to ensure LL and the provision of skills for identified target groups. The strategy is monitored by the Government Training Officer who is the link between the Government and the relevant stakeholders.

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
<p>T.10.3 – Lifelong learning (LL): The existence of a national and/or regional strategic policy framework for lifelong learning within the limits of Article 165 TFEU.</p>	<p>3 – for the provision of skills development for various target groups where these are identified as priorities in national or regional strategic policy frameworks (for example young people in vocational training, adults, parents returning to the labour market, low skilled and older workers, migrants and other disadvantaged groups, in particular people with disabilities);</p>	<p>Yes</p>	<p>Training and Skills Enhancement Department; Ministry of Enterprise, Training and Employment</p> <p>www.gibraltar.gov.gi/employment</p>	<p>It is the role of the Government Training Officer to ensure that all strategic policies required to meet the target group needs are fulfilled.</p>
<p>T.10.3 – Lifelong learning (LL): The existence of a national and/or regional strategic policy framework for lifelong learning within the limits of Article 165 TFEU.</p>	<p>4 – to widen access to LL including through efforts to effectively implement transparency tools (for example the European Qualifications Framework, National Qualifications Framework, European Credit system for Vocational Education and Training, European Quality Assurance in Vocational Education and Training);</p>	<p>Yes</p>	<p>Training and Skills Enhancement Department; Ministry of Enterprise, Training and Employment</p> <p>www.gibraltar.gov.gi/employment</p>	<p>This is a role performed by the Government Training Officer.</p>
<p>T.10.3 – Lifelong learning (LL): The existence of a national and/or regional strategic policy framework for lifelong learning within the limits of Article 165 TFEU.</p>	<p>5 – to improve the labour market relevance of education and training and to adapt it to the needs of identified target groups (for example young people in vocational training, adults, parents returning to the labour market, low skilled and older workers, migrants and other disadvantaged groups, in particular people with disabilities);</p>	<p>Yes</p>	<p>Training and Skills Enhancement Department; Ministry of Enterprise, Training and Employment</p> <p>www.gibraltar.gov.gi/employment</p>	<p>This function is carried out by the Government Training Officer. Once a need has been identified a strategy is formulated and carried out.</p>

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
G.1 – The existence of administrative capacity for the implementation and application of Union anti-discrimination law and policy in the field of ESI Funds.	1 – Arrangements in accordance with the institutional legal framework of Member states for the involvement of bodies responsible for the promotion of equal treatment of all persons throughout the preparation and implementation of programmes, including the provision of advice on equality in ESI fund related activities	Yes	www.gibraltarlaws.gov.gi Gibraltar Constitution 2007 Equal Opportunities Act 2006 Employment Act Employment (Sex Discrimination and Equal Pay)(Remedies) Regulation 1994 www.eufunding.gi www.gibraltar.gov.gi/ministry-for-equality-and-social-services www.cab.gi	All EU Legislation on discrimination has been transposed into the Laws of Gibraltar. Senior management of the MA has undergone training on “Equality and Diversity – Understanding the latest legislation” (May 2013). Further staff training is envisaged during the life of the OP, all staff involved in the delivery of the ESIF will receive training on these issues. The Equal Opportunities Act has been in Gibraltar Laws since 2006. It is “policed” by the Citizens Advice Bureau. They are represented on all EU committees by the lead on equality matters in Gibraltar, the Ministry for Equality, Social Services and the Elderly. The setting up of an Equalities commission is also actively being pursued.
G.1 – The existence of administrative capacity for the implementation and application of Union anti-discrimination law and policy in the field of ESI Funds.	2 – Arrangement for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of Union anti-discrimination law and policy.	Yes	www.gibraltarlaws.gov.gi Gibraltar Constitution 2007 Equal Opportunities Act 2006 Employment Act Employment (Sex Discrimination and Equal Pay)(Remedies) Regulation 1994 www.eufunding.gi www.gibraltar.gov.gi/ministry-for-equality-and-social-services www.cab.gi	All EU Legislation on discrimination has been transposed into the Laws of Gibraltar. Senior management of the MA has undergone training on “Equality and Diversity – Understanding the latest legislation” (May 2013). Further staff training is envisaged during the life of the OP, in order to maintain current on these issues. The Equal Opportunities Act has been in Gibraltar Laws since 2006. It is “policed” by the Citizens Advice Bureau. They are represented on all EU committees by the lead on equality matters in Gibraltar, the Ministry for Equality, Social Services and the Elderly. The setting up of an Equalities commission is also actively being pursued.

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
<p>G.2 - The existence of administrative capacity for the implementation and application of Union gender equality law and policy in the field of ESI Funds.</p>	<p>1 – Arrangements in accordance with the institutional legal framework of Member states for the involvement of bodies responsible for gender equality throughout the preparation and implementation of programmes, including the provision of advice on gender equality in ESI fund related activities</p>	<p>Yes</p>	<p>www.gibraltarlaws.gov.gi Gibraltar Constitution 2007 Equal Opportunities Act 2006 Employment Act Employment (Sex Discrimination and Equal Pay)(Remedies) Regulation 1994 www.eufunding.gi www.gibraltar.gov.gi/ministry-for-equality-and-social-services www.cab.gi</p>	<p>All EU Legislation on discrimination has been transposed into the Laws of Gibraltar.</p> <p>Senior management of the MA has undergone training on “Equality and Diversity – Understanding the latest legislation” (May 2013). During the term of the OP, all staff involved in the delivery of the ESIF will receive training on these issues.</p> <p>The Equal Opportunities Act has been in Gibraltar Laws since 2006. It is “policed” by the Citizens Advice Bureau. They are represented on all EU committees by the lead on equality matters in Gibraltar, the Ministry for Equality, Social Services and the Elderly.</p> <p>The setting up of an Equalities commission is also actively being pursued.</p>
<p>G.2 - The existence of administrative capacity for the implementation and application of Union gender equality law and policy in the field of ESI Funds.</p>	<p>2 – Arrangement for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of Union gender equality law and policy as well as on gender mainstreaming.</p>	<p>Yes</p>	<p>www.gibraltarlaws.gov.gi Gibraltar Constitution 2007 Equal Opportunities Act 2006 Employment Act Employment (Sex Discrimination and Equal Pay)(Remedies) Regulation 1994 www.eufunding.gi www.gibraltar.gov.gi/ministry-for-equality-and-social-services www.cab.gi</p>	<p>All EU Legislation on discrimination has been transposed into the Laws of Gibraltar.</p> <p>Senior management of the MA has undergone training on “Equality and Diversity – Understanding the latest legislation” (May 2013). During the term of the OP, all staff involved in the delivery of the ESIF will receive training on these issues.</p> <p>The Equal Opportunities Act has been in Gibraltar Laws since 2006. It is “policed” by the Citizens Advice Bureau. They are represented on all EU committees by the lead on equality matters in Gibraltar, the Ministry for Equality, Social Services and the Elderly.</p> <p>The setting up of an Equalities commission is also actively being pursued.</p>

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
<p>G.3 – The existence of administrative capacity for the implementation and application of the United Nations Convention on the rights of persons with disabilities (UNCRPD) in the field of ESI Funds in accordance with Council Decision 2010/48/EC.</p>	<p>1 – Arrangements in accordance with the institutional legal framework of Member states for the consultation and involvement of bodies in charge of protection of the rights of persons with disabilities or representative organisations of persons with disabilities and other relevant stakeholders throughout the preparation and implementation of programmes.</p>	<p>Yes</p>	<p>www.gibraltarlaws.gov.gi Gibraltar Constitution 2007 Equal Opportunities Act 2006 Education and Training Act www.eufunding.gi www.gibraltar.gov.gi/ministry-for-equality-and-social-services www.cab.gi</p>	<p>All EU Legislation on disability has been transposed into the Laws of Gibraltar. During the term of the OP, all staff involved in the delivery of the ESIF will receive training on these issues.</p> <p>The MA is housed in a building which provides easy access for people with disabilities in accordance with Article 9 UNCRPD.</p> <p>The Equal Opportunities Act has been in Gibraltar Laws since 2006. It is “policed” by the Citizens Advice Bureau. They are represented on all EU committees by the lead on equality matters in Gibraltar, the Ministry for Equality, Social Services and the Elderly who are also responsible for the monitoring of Article 9 of the UNCRPD.</p> <p>The setting up of an Equalities commission is also actively being pursued.</p>
<p>G.3 – The existence of administrative capacity for the implementation and application of the United Nations Convention on the rights of persons with disabilities (UNCRPD) in the field of ESI Funds in accordance with Council Decision 2010/48/EC.</p>	<p>2 – Arrangements for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of applicable Union and national disability law and policy, including accessibility and the practical application of the UNCRPD as reflected in Union and national legislation, as appropriate.</p>	<p>Yes</p>	<p>www.gibraltarlaws.gov.gi Gibraltar Constitution 2007 Equal Opportunities Act 2006 Education and Training Act www.eufunding.gi www.gibraltar.gov.gi/ministry-for-equality-and-social-services www.cab.gi</p>	<p>All EU Legislation on disability has been transposed into the Laws of Gibraltar. During the term of the OP, all staff involved in the delivery of the ESIF will receive training on these issues.</p> <p>The MA is housed in a building which provides easy access for people with disabilities in accordance with Article 9 UNCRPD.</p> <p>The Equal Opportunities Act has been in Gibraltar Laws since 2006. It is “policed” by the Citizens Advice Bureau. They are represented on all EU committees by the lead on equality matters in Gibraltar, the Ministry for Equality, Social Services and the Elderly who are also responsible for the monitoring of Article 9 of the UNCRPD.</p> <p>The setting up of an Equalities commission is also actively being pursued.</p>

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
<p>G.3 – The existence of administrative capacity for the implementation and application of the United Nations Convention on the rights of persons with disabilities (UNCRPD) in the field of ESI Funds in accordance with Council Decision 2010/48/EC.</p>	<p>3 – Arrangements to ensure monitoring of the implementation of Article 9 of the UNCRPD in relation to the ESI Funds throughout the preparation and the implementation of the programmes.</p>	<p>Yes</p>	<p>www.gibraltarlaws.gov.gi Gibraltar Constitution 2007 Equal Opportunities Act 2006 Education and Training Act www.eufunding.gi www.gibraltar.gov.gi/ministry-for-equality-and-social-services www.cab.gi</p>	<p>All EU Legislation on disability has been transposed into the Laws of Gibraltar. During the term of the OP, all staff involved in the delivery of the ESIF will receive training on these issues. The MA is housed in a building which provides easy access for people with disabilities in accordance with Article 9 UNCRPD. The Equal Opportunities Act has been in Gibraltar Laws since 2006. It is “policed” by the Citizens Advice Bureau. They are represented on all EU committees by the lead on equality matters in Gibraltar, the Ministry for Equality, Social Services and the Elderly who are also responsible for the monitoring of Article 9 of the UNCRPD. The setting up of an Equalities commission is also actively being pursued.</p>
<p>G.4 – The existence of arrangements for the effective application of Union public procurement law in the field of the ESI Funds.</p>	<p>1 – Arrangements for the effective application of Union public procurement rules through appropriate mechanisms.</p>	<p>Yes</p>	<p>www.gibraltarlaws.gov.gi Public Finance (Control and Audit) Act 1977 Procurement (Public Contracts) Regulation 2012 Procurement (Defence and Security Public Contracts) Regulations 2012 Public Procurement (Enforcement of Obligations)Regulation 1996 www.gibraltar.gov.gi/procurement-office</p>	<p>Gibraltar mirrors the Member State in respect of public procurement rules and regulations and has transposed all EU Legislation of the same into the Laws of Gibraltar. The MA monitors procurement compliance in ESIF awards. The Procurement Office of H M Government of Gibraltar is tasked with the enforcement of the procurement rules in respect of ESIF awards. During the term of the OP, all staff involved in the delivery of the ESIF will receive training on relevant procurement law. The new EU Funding website will contain links to general information in respect of this topic. The website should be coming online by May 2015.</p>

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
<p>G.4 – The existence of arrangements for the effective application of Union public procurement law in the field of the ESI Funds.</p>	<p>2 – Arrangements which ensure transparent contract award procedures.</p>	<p>Yes</p>	<p>www.gibraltarlaws.gov.gi Public Finance (Control and Audit) Act 1977 Procurement (Public Contracts) Regulation 2012 Procurement (Defence and Security Public Contracts) Regulations 2012 Public Procurement (Enforcement of Obligations)Regulation 1996 www.gibraltar.gov.gi/procurement-office</p>	<p>Gibraltar mirrors the Member State in respect of public procurement rules and regulations and has transposed all EU Legislation of the same into the Laws of Gibraltar.</p> <p>The MA monitors procurement compliance in ESIF awards. The Procurement Office of H M Government of Gibraltar is tasked with the enforcement of the procurement rules in respect of ESIF awards.</p> <p>During the term of the OP, all staff involved in the delivery of the ESIF will receive training on relevant procurement law.</p> <p>The new EU Funding website will contain links to general information in respect of this topic. The website should be coming online by May 2015.</p>
<p>G.4 – The existence of arrangements for the effective application of Union public procurement law in the field of the ESI Funds.</p>	<p>3 – Arrangements for training and dissemination of information for staff involved in the implementation of the ESI funds.</p>	<p>Yes</p>	<p>www.gibraltarlaws.gov.gi Public Finance (Control and Audit) Act 1977 Procurement (Public Contracts) Regulation 2012 Procurement (Defence and Security Public Contracts) Regulations 2012 Public Procurement (Enforcement of Obligations)Regulation 1996 www.gibraltar.gov.gi/procurement-office</p>	<p>Gibraltar mirrors the Member State in respect of public procurement rules and regulations and has transposed all EU Legislation of the same into the Laws of Gibraltar.</p> <p>The MA monitors procurement compliance in ESIF awards. The Procurement Office of H M Government of Gibraltar is tasked with the enforcement of the procurement rules in respect of ESIF awards.</p> <p>During the term of the OP, all staff involved in the delivery of the ESIF will receive training on relevant procurement law.</p> <p>The new EU Funding website will contain links to general information in respect of this topic. The website should be coming online by May 2015.</p>

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
G.4 – The existence of arrangements for the effective application of Union public procurement law in the field of the ESI Funds.	4 – Arrangements to ensure administrative capacity for implementation and application of Union public procurement rules.	Yes	www.gibraltarlaws.gov.gi Public Finance (Control and Audit) Act 1977 Procurement (Public Contracts) Regulation 2012 Procurement (Defence and Security Public Contracts) Regulations 2012 Public Procurement (Enforcement of Obligations) Regulation 1996 www.gibraltar.gov.gi/procurement-office	Gibraltar mirrors the Member State in respect of public procurement rules and regulations and has transposed all EU Legislation of the same into the Laws of Gibraltar. The MA monitors procurement compliance in ESIF awards. The Procurement Office of H M Government of Gibraltar is tasked with the enforcement of the procurement rules in respect of ESIF awards. During the term of the OP, all staff involved in the delivery of the ESIF will receive training on relevant procurement law. The new EU Funding website will contain links to general information in respect of this topic. The website should be coming online by May 2015.
G.5 – The existence of arrangements for the effective application of Union State aid rules in the field of the ESI Funds.	1 – Arrangements for the effective application of Union State aid rules.	Yes	www.eufunding.gi	Any public support under this OP shall comply with the procedural and material EU State Aid rules applicable at the time when the public support is granted. The Member State, and in particular the MA of the OP is fully responsible for compliance of the Structural Funds operations within the OP with EU State Aid rules. The MA monitors State Aid compliance in ESIF awards. ESIF applicants have access to guidance and can obtain advice on State Aid requirements. During the term of the OP, all staff involved in the delivery of the ESIF will receive training on relevant State Aid law. The MA confirms it has the capacity to recover unlawful aid and to enforce the Deggendorf principle for any interim period (preventing any organisation which has an outstanding order to repay unlawful aid from receiving further aid). The new EU Funding website will contain links to general information in respect of this topic. The website should be coming online by May 2015.

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
G.5 – The existence of arrangements for the effective application of Union State aid rules in the field of the ESI Funds.	2 – Arrangements for training and dissemination of information for staff involved in the implementation of the ESI funds.	Yes	www.eufunding.gi	Any public support under this OP shall comply with the procedural and material EU State Aid rules applicable at the time when the public support is granted. The Member State, and in particular the MA of the OP is fully responsible for compliance of the Structural Funds operations within the OP with EU State Aid rules. The MA monitors State Aid compliance in ESIF awards. ESIF applicants have access to guidance and can obtain advice on State Aid requirements. During the term of the OP, all staff involved in the delivery of the ESIF will receive training on relevant State Aid law. The MA confirms it has the capacity to recover unlawful aid and to enforce the Deggendorf principle for any interim period (preventing any organisation which has an outstanding order to repay unlawful aid from receiving further aid). The new EU Funding website will contain links to general information in respect of this topic. The website should be coming online by May 2015.
G.5 – The existence of arrangements for the effective application of Union State aid rules in the field of the ESI Funds.	3 – Arrangements to ensure administrative capacity for implementation and application of Union State aid rules.	Yes	www.eufunding.gi	The Member State, and in particular the MA of the OP is fully responsible for compliance of the Structural Funds operations within the OP with EU State Aid rules. The MA monitors State Aid compliance in ESIF awards. During the term of the OP, all staff involved in the delivery of the ESIF will receive training on relevant State Aid law. The MA confirms it has the capacity to recover unlawful aid and to enforce the Deggendorf principle for any interim period (preventing any organisation which has an outstanding order to repay unlawful aid from receiving further aid). The new EU Funding website will contain links to general information in respect of this topic. All EU Legislation is channelled through the EU and International Department (EUID) of H.M. Government of Gibraltar. This body consists of lawyers and law drafters who are specifically tasked with the transposition of all EU Directives into the Laws of Gibraltar.

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
G.6 – The existence of arrangements for the effective application of Union environmental legislation related to EIA and SEA.	1 – Arrangements for the effective application of Directive 2011/92/EU of the European Parliament and of the Council (EIA) and of Directive 2001/42/EC of the European Parliament and of the Council (SEA).	Yes	www.gibraltarlaws.gov.gi Town Planning (Environmental Impact Assessment) Regulations 2000 Marine Strategy Regulations 2011 Environment Act 2005	All EU Legislation on these matters has been transposed into the Laws of Gibraltar. Arrangements for the effective application of EIA and SEA Directives in Gibraltar are in place. Environmental legislation and their requirements are monitored by the Department of the Environment, the Environmental Agency and by the Town Planners Office of H.M. Government of Gibraltar. During the term of the OP, all staff involved in the delivery of the ESIF will receive training on relevant Environmental law.
G.6 – The existence of arrangements for the effective application of Union environmental legislation related to EIA and SEA.	2 – Arrangements for training and dissemination of information for staff involved in the implementation of the EIA and SEA Directives.	Yes	www.gibraltarlaws.gov.gi Town Planning (Environmental Impact Assessment) Regulations 2000 Marine Strategy Regulations 2011 Environment Act 2005	All EU Legislation on these matters has been transposed into the Laws of Gibraltar. Arrangements for the effective application of EIA and SEA Directives in Gibraltar are in place. Environmental legislation and their requirements are monitored by the Department of the Environment, the Environmental Agency and by the Town Planners Office of H.M. Government of Gibraltar. During the term of the OP, all staff involved in the delivery of the ESIF will receive training on relevant Environmental law.
G.6 – The existence of arrangements for the effective application of Union environmental legislation related to EIA and SEA.	3 – Arrangements to ensure sufficient administrative capacity.	Yes	www.gibraltarlaws.gov.gi Town Planning (Environmental Impact Assessment) Regulations 2000 Marine Strategy Regulations 2011 Environment Act 2005	All EU Legislation on these matters has been transposed into the Laws of Gibraltar. Arrangements for the effective application of EIA and SEA Directives in Gibraltar are in place. Environmental legislation and their requirements are monitored by the Department of the Environment, the Environmental Agency and by the Town Planners Office of H.M. Government of Gibraltar. During the term of the OP, all staff involved in the delivery of the ESIF will receive training on relevant Environmental law.

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
<p>G.7 – The existence of statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation.</p>	<p>1 – Arrangements for timely collection and aggregation of statistical data with the following elements are in place: the identification of sources and mechanisms to ensure statistical validation.</p>	<p>Yes</p>	<p>www.gibraltar.gov.gi Statistics Office www.eufunding.gi</p>	<p>Statistics at a national level are collected by the Statistics Office of H.M. Government of Gibraltar. Statistics directly attributable to the OP is collected and stored by the MA. The MA is responsible to have in place arrangements for the publication and public availability of aggregated data. Result indicators will be selected in consultation with Programme Stakeholders and the ex-ante evaluators and the MA is responsible for collating information on the same. Arrangements are in place to ensure compliance with Article 125(2)CPR and ESF monitoring and guidance concerning the collection, storage, and use of individual data (micro data) so as to be able to report on long term result indicators in the relevant annual implementation reports. Appropriate computerised systems are in place.</p>
<p>G.7 – The existence of statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation.</p>	<p>2 – Arrangements for timely collection and aggregation of statistical data with the following elements are in place: arrangements for publication and public availability of aggregated data.</p>	<p>Yes</p>	<p>www.gibraltar.gov.gi Statistics Office www.eufunding.gi</p>	<p>Statistics at a national level are collected by the Statistics Office of H.M. Government of Gibraltar. Statistics directly attributable to the OP is collected and stored by the MA. The MA is responsible to have in place arrangements for the publication and public availability of aggregated data. Result indicators will be selected in consultation with Programme Stakeholders and the ex-ante evaluators and the MA is responsible for collating information on the same. Arrangements are in place to ensure compliance with Article 125(2)CPR and ESF monitoring and guidance concerning the collection, storage, and use of individual data (micro data) so as to be able to report on long term result indicators in the relevant annual implementation reports. Appropriate computerised systems are in place.</p>

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
<p>G.7 – The existence of statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation.</p>	<p>3 – An effective system of result indicators including: the selection of result indicators for each programme providing information on what motivates the selection policy actions financed by the programme.</p>	<p>Yes</p>	<p>www.gibraltar.gov.gi Statistics Office www.eufunding.gi</p>	<p>Statistics at a national level are collected by the Statistics Office of H.M. Government of Gibraltar. Statistics directly attributable to the OP is collected and stored by the MA.</p> <p>The MA is responsible to have in place arrangements for the publication and public availability of aggregated data. Result indicators will be selected in consultation with Programme Stakeholders and the ex-ante evaluators and the MA is responsible for collating information on the same. Arrangements are in place to ensure compliance with Article 125(2)CPR and ESF monitoring and guidance concerning the collection, storage, and use of individual data (micro data) so as to be able to report on long term result indicators in the relevant annual implementation reports. Appropriate computerised systems are in place.</p>
<p>G.7 – The existence of statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation.</p>	<p>4 – An effective system of result indicators including: the establishment of targets for these indicators.</p>	<p>Yes</p>	<p>www.gibraltar.gov.gi Statistics Office www.eufunding.gi</p>	<p>Statistics at a national level are collected by the Statistics Office of H.M. Government of Gibraltar. Statistics directly attributable to the OP is collected and stored by the MA.</p> <p>The MA is responsible to have in place arrangements for the publication and public availability of aggregated data. Result indicators will be selected in consultation with Programme Stakeholders and the ex-ante evaluators and the MA is responsible for collating information on the same. Arrangements are in place to ensure compliance with Article 125(2)CPR and ESF monitoring and guidance concerning the collection, storage, and use of individual data (micro data) so as to be able to report on long term result indicators in the relevant annual implementation reports. Appropriate computerised systems are in place.</p>

<p>G.7 – The existence of statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation.</p>	<p>5 – An effective system of result indicators including: the consistency of each indicator with the following requisites: robustness and statistical validation, clarity of normative interpretation, responsiveness to policy, timely collection of data.</p>	<p>Yes</p>	<p>www.gibraltar.gov.gi Statistics Office www.eufunding.gi</p>	<p>Statistics at a national level are collected by the Statistics Office of H.M. Government of Gibraltar. Statistics directly attributable to the OP is collected and stored by the MA.</p> <p>The MA is responsible to have in place arrangements for the publication and public availability of aggregated data. Result indicators will be selected in consultation with Programme Stakeholders and the ex-ante evaluators and the MA is responsible for collating information on the same. Arrangements are in place to ensure compliance with Article 125(2)CPR and ESF monitoring and guidance concerning the collection, storage, and use of individual data (micro data) so as to be able to report on long term result indicators in the relevant annual implementation reports. Appropriate computerised systems are in place.</p>
<p>G.7 – The existence of statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation.</p>	<p>6 – Procedures in place to ensure that all operations financed by the programme adopt an effective system of indicators.</p>	<p>Yes</p>	<p>www.gibraltar.gov.gi Statistics Office www.eufunding.gi</p>	<p>Statistics at a national level are collected by the Statistics Office of H.M. Government of Gibraltar. Statistics directly attributable to the OP is collected and stored by the MA.</p> <p>The MA is responsible to have in place arrangements for the publication and public availability of aggregated data. Result indicators will be selected in consultation with Programme Stakeholders and the ex-ante evaluators and the MA is responsible for collating information on the same. Arrangements are in place to ensure compliance with Article 125(2)CPR and ESF monitoring and guidance concerning the collection, storage, and use of individual data (micro data) so as to be able to report on long term result indicators in the relevant annual implementation reports. Appropriate computerised systems are in place.</p>

9.2 Description of the actions to fulfil the ex-ante conditionalities, responsible bodies and timetable

Table 25: Actions to fulfil applicable general ex-ante conditionalities

Not applicable

Table 26: Actions to fulfil applicable thematic ex-ante conditionalities

Not applicable

SECTION 10: REDUCTION OF ADMINISTRATIVE BURDEN FOR BENEFICIARIES (ARTICLE 96(6)(c)CPR)

The EU Programmes Secretariat (EUPS) will build upon the lessons learnt in the previous Programmes in order to enhance the administrative development appertaining to EU Structural Funds, so as to increase the effectiveness and efficiency of these processes.

All expertise is concentrated in a “one-stop” shop for beneficiaries. Everything from providing advice, assistance with application forms, guidance, claims submissions, etc. is carried out at the EUPS. This ensures that there is a greater synergy between Programmes and reduces the risk of duplication. This system also helps to streamline the application and appraisal process, whilst at the same time reduce bureaucracy.

A revision of the whole application procedure is underway with a view to further enhance and streamline the practice.

A complete revamp of the IT systems, currently in place (including the database) is also being undertaken. The aim is to have a greater interactive system in which application forms, claim forms, etc. are available on-line. The outputs should be more effective, efficient and user friendly procedures. The transmission and sharing of information will also benefit. It is hoped that these new systems will be in place either at the start of the new Programme or shortly thereafter.

SECTION 11: HORIZONTAL PRINCIPLES - ARTICLE 96(7) CPR

11.1 Sustainable Development

Structural Funds actions will focus on opportunities which contribute to the sustainable growth and jobs agenda keeping in view renewable energy and energy efficiency. The

sustainable development cross-cutting theme highlights the need for project sponsors to also demonstrate how their projects promote environmental sustainability.

Due to the size of the OP, the purpose of the use of the funds (i.e. training and preparation for employment), the commitment by HM Government of Gibraltar and the range of social partners involved in the OP, the scale of potential negative environmental impacts that could result is limited, and totally avoidable provided there is adequate scrutiny of proposals and monitoring of projects. ESI Funds in this OP will not be utilised for investment for projects falling under the EIA Directive or requiring a NATURA 2000 assessment. The Town planner, the competent authority for EIA screenings in Gibraltar, has assessed this OP and has concluded that an SEA is not required.

Specific gateway questions will form part of the project appraisal procedure. These questions will be formulated with the approval of the Monitoring Committee and shall be reviewed and amended as required.

The aim of the questions will be to:

- a. Identify potential environmental impacts;
- b. Consider which of these could have a negative effect, and examine how the project aims to address this;
- c. Highlight the positive environmental impacts of a project;
- d. Identify whether a project requires an environmental assessment, and if so, consider findings of the said assessment before proceeding further;
- e. Focus on the environmental sustainability of a project; and
- f. Consider to what degree (if applicable) the project contributes to urban renewal.

Members of the Environmental Agency, the Ministry for the Environment and the GONHS have been invited to participate at all levels of the Programme's preparation, implementation, monitoring and evaluation, and to assist in the environmental assessment of project applications.

Article 192(1) of the Treaty setting out "the polluter pays principle" will apply across all of Gibraltar's Programmes. EU Directive 2008/98/EC has been transposed into the Gibraltar Public Health Act. All infractions are investigated and the party responsible for producing the pollution is made to pay for the damage done to the natural environment.

11.2 Equal opportunities and non-discrimination

The OP will take account of the principles of equal opportunities and non-discrimination, in all its forms, and of the needs of the local community.

The principles of equal opportunities and non-discrimination will be supported in the preparation, implementation, monitoring and evaluation of the Programme. This will build on the good practice developed during previous Structural Funds Programmes. The Programme will support people with disabilities (and minorities) in training and in accessing employment opportunities.

The Managing Authority shall take the appropriate steps required to prevent any discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation during the various stages of implementation of the Programme and, in particular, access to funding.

Consideration will also be given to opportunities concerning investments and training which facilitates the return to the labour market of persons with children or dependent relatives.

Equality between men and women, non-discrimination and accessibility is enshrined within the Gibraltar Constitution. Equal Opportunities are also regulated by the Equal Opportunities Act 2006, of the Laws of Gibraltar, which encompasses both EU Legislation and International agreements.

The Government of Gibraltar is establishing a Department for Equality in the Ministry for Equality, Social Services and the Elderly. Their role is to monitor and advise on all aspects of equality including changes in legislation. This Department has been invited to be represented on all EU committees.

11.3 Equality between men and women

The Managing Authority will ensure that equality between men and women and integration of the gender perspective is promoted during the various stages of implementation of the Programme.

At project stage, applicable projects will be expected to contribute to minimum gender equality thresholds and demonstrate how they will contribute towards achieving the Programme's equality targets.

Gender equality will be actively promoted and a gender balance will be actively encouraged at all levels.

The Managing Authority will produce disaggregated statistics by gender on the basis of available data. It will also ensure that evaluations measure the extent to which the principles of promoting equal opportunities has been taken into account in the implementation of this Programme, with particular regard to the involvement of women in general.

SECTION 12: SEPARATE ELEMENTS – PRESENTED AS ANNEXES IN PRINTED DOCUMENT VERSION

12.1 Major projects to be implemented during the Programming Period (Article 96(2)(e)CPR)

Not applicable.

Table 27: List of major projects

Not applicable.

12.2 The Performance Framework of the Operational Programme

Table 28: Performance Framework by fund and category of region (summary table)

Priority Axis	Fund	Category of region	Definition of the indicator or key implementation step	Measurement unit, where appropriate	Milestone for 2018			Final target (2023)		
					M	W	T	M	W	T
1	ESF	More developed	Unemployed, including long-term unemployed	Number	15	12	27	41	41	82
1	ESF	More developed	Below 25 years of age	Number	217	218	435	653	653	1306
1	ESF	More developed	With primary or secondary education	Number	68	60	128	193	192	385

1	ESF	More developed	With upper secondary or post-secondary education	Number	78	75	153	230	229	459
1	ESF	More developed	Total amount entered into the accounting system of the Certifying Authority and certified by the Authority	Number	-	-	2,473,236	-	-	9,296,284

12.3 Relevant partners involved in the preparation of the Programme

Those who were consulted in both the drafting and preparation stages included:- Gibraltar Chamber of Commerce; Gibraltar Federation of Small Businesses (GFBSB); Government Training Officer; Town Planner; Department of Education; Environmental Agency; Ministry for Health and Environment; Ministry of Enterprise, Training, Employment, Health and Safety; Gibraltar Tourist Board; Gibraltar Care Agency; Ministry for Equality and Social Services; Ministry for Traffic and Technical Services; Gibraltar Ornithological and Natural History Society (GONHS).

Other partners/stakeholders who will also be forming part of the Programme will include: Women in Business Gibraltar; Gibraltar Trades Council; Office of the Chief Secretary (Programme Audit Authority); Treasury Department of HM Government of Gibraltar (Programme Certifying and Paying Authority).

The following will have a role in the Gibraltar Programme in an observer/advisory capacity: European Commission; European Social Fund Division (ESFD) from the Department of Works and Pensions (DWP) UK.