

# GIBRALTAR

ERDF

OPERATIONAL PROGRAMME

2014 - 2020



# INVESTMENT FOR GROWTH & JOBS GOAL





HM GOVERNMENT OF GIBRALTAR  
ERDF  
OPERATIONAL PROGRAMME  
2014-2020  
INVESTMENT FOR GROWTH AND JOBS GOAL



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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) & Article 96(2)(a)CPR)**

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

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

- **Introduction**

The Programme 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. More specifically, where the Fund legislation enables large enterprises to receive a contribution from the Funds, this flexibility will not be used to support investments that result in relocating a substantial number of jobs to Gibraltar from existing locations in the Union.

When spending ESI funds by means of public contracts/concessions, the Managing Authority will require beneficiaries to fully respect 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 EU.

- **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-eastern coast of Africa. It is "sandwiched" between 2 countries with very high levels of unemployment. During 2013, Morocco's unemployment stood at 9.4% (29% of these were under 25 year olds) and Spain's stood at 25.6% (55% of which were under 25 year olds).

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. 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.

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. Financial contributions from ESI can therefore not result in any substantial loss of jobs from existing locations within the Union.

Energy production in Gibraltar is reliant on archaic diesel generators, which are over 30 years old. From 2000-2010, there was an average increase in electricity consumption of 3.53% year on year. Since 2011, and with the advent of a greater awareness and the production of energy from renewable sources (namely solar), there has been a 12.65% drop of consumption between 2010 and 2012. At present Gibraltar generates 155,400 Mw/year. Of this only 0.002% or 3.1 Mw/year is from renewable energy sources.

- **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 main needs faced by the economy of Gibraltar include:

- Support to foster & enhance SME activity & creation;
- Assistance to diversify & exploit niche markets; &
- Assistance for the production of renewable energies as an alternate source of energy.

The needs will be met through:

- Structured advice, mentoring & financial support for business start-ups & expansions; &
- Encouraging the production of renewable energies.

In order to ensure the greatest transformative effect on Gibraltar's economy and labour market, all future European Structural Funds Investments (ESI) need to be more concentrated than they have been in the past. The ERDF Programme therefore has to focus on the creation of sustainable jobs and economic growth, whilst at the same time ensuring the protection of and improvements to the environment. The limited available

funding will therefore need to be carefully targeted to areas where the greatest impact can be achieved.

The **vision** of this OP is that ESI will help strengthen Gibraltar's entrepreneurial base and assist in sustainable growth in a low-carbon economy.

The **aims** of the strategy are: (1) to stimulate and create an environment supportive of a demand-led and market-driven economy, especially through the creation and growth of SMEs; to target investments to improve access to the labour market; and assist businesses to promote sustainable development, both horizontally in all actions and vertically through specific actions to support the transition to a high value-added and low-carbon economy; & (2) to stimulate the production of renewable energies with the inherent benefits to the consumers, the environment and the community.

- **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 ERDF Programme proved to be very successful having exceeded all its core indicators. Results showed that SMEs need encouragement and support for their creation and expansion, in particular in the current economic climate where local banking institutions are reducing or ceasing their operations.

As a result of EU support, over 200% more business start-ups occurred and 186% more jobs created than originally envisaged in the previous Programme, of these 53% were females. The 2007-2013 Programme also managed to attract an extra € 7.4M of private sector investment into the economy, which exceeded the target by 370%.

An appropriate delivery framework also needs to be generated, prioritised and developed so that implemented projects can offer the greatest return on future Structural Funds and domestic investments.

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 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.
- **Environmental protection** is a major consideration. The creation of a sustainable future in which all citizens can enjoy a rich, diverse and healthy environment is the “green ethos” which has been adopted, which places the environment at the heart of all decision making.
- 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 potential** 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 and equality of opportunity .
- **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.

## Justification of selection of Investment Priorities and identification of Specific Objectives

### Thematic Objective 2: SME Competitiveness

The analysis set out in the Partnership Agreement and the macro-economic summary at the beginning of this strategy emphasises the importance of SMEs in delivering jobs and growth within Gibraltar. SMEs in Gibraltar are also a source of employment for “frontier workers”, indicating the creation and growth of SMEs is unlikely to be constrained by the availability of labour.

Constraints to the growth of SMEs exist in a number of areas including the difficulty in obtaining access to finance for start-ups and expansion. This has been exacerbated by two of the six major high street banks closing their operations in Gibraltar. The Abstract of Statistics (2013) for Gibraltar demonstrates a significant fall in commercial bank assets since 2010 relating to loans and advances, and investments (Table 14.02); also demonstrating the reduced availability of bank finance for SMEs in Gibraltar.

Whilst the banks would have provided loan finance, such an approach for the use of ERDF in Gibraltar would not be appropriate given the relatively small scale of funding available. The use of grants to encourage SME growth (rather than just address a gap in finance), will also allow for the additional benefits of economic spill-overs to be created (a usual justification for the use of grants). The use of grants as opposed to financial instruments (loans) will also be used as an incentive to promote behaviour change; in this instance it will encourage risk adverse SMEs to invest private capital in the growth of their businesses (and demonstrated through the leverage of additional investment). The approach of utilising grants will ensure that projects will be encouraged which will further the interests of the EU or contribute to the implementation of EU Programmes or Policies (e.g. environmental enhancements, creation of sustainable employment, etc.) which would otherwise have a significant financial impact upon the project curtailing its creation.

Furthermore, due to the size of the grants involved, which in the previous Programme averaged €41,333 (£34,000), the costs of administering EU assistance as loans becomes prohibitive and would not add value to the Programme bearing in mind the size of the programme.

In terms of the needs and opportunities for SMEs, it can be seen that the general trend for exports has been a steady growth, with falls during the European recession during 2011-2012, rebounding in 2013. Tourism also remains a key sector for the economy of Gibraltar with over 11.1 million visitors in 2013. The Service sector and, in linking with the ambitions for Thematic Objective 4, the Green Economy might serve as key sectors to target through this ERDF investment.

The numbers of businesses registered in Gibraltar have been falling since 2012. Notwithstanding this, the numbers of businesses in the service sector have seen a

significant growth during the same period. This would suggest that an approach targeting the service sector could have the greatest impact.

YEAR	Businesses Registered	Businesses Registered in the Service Sector	Businesses Registered in the Service Sector which are from the “Green Economy”
2010	305	98	2
2011	324	134	5
2012	352	129	3
2013	309	156	1
2014	301	201	1
TOTAL	1591	718	12

Source: Ministry for Enterprise, Training & Employment; 2014

Growth in the “Green Economy” has been minimal, falling from 2011 to just one in 2014. Whilst this is a growth area globally, it is not yet a growth area in Gibraltar, though efforts to stimulate investment in renewable energy may create new opportunities, making this an area useful to target.

All industries in Gibraltar, with the exception of Electricity and Water Supply registered an increase in employee jobs in October 2013 compared to October 2012 (Employment Survey 2013) indicating growth prospects for SMEs across Gibraltar’s economy. Unemployment is low, so the emphasis will need to be in developing and adapting to an increasingly global economy in order to maintain these levels. A key component of this will be to encourage new businesses to be established, in particular in key and growth sectors like the service and green economy.

Challenges to future growth for SMEs in Gibraltar can be identified from international best practice and evidence. This would suggest the need for innovation to become a default feature of SMEs, including developing new products, processes and services; as well as identifying new markets and uses for existing products, processes and services. It is also widely recognised that the most successful SMEs are those that are outward looking and look across Europe and beyond to access new markets and create new partnerships. Support for SMEs, in particular new SMEs, should therefore aim to address the challenges identified above to address access to finance issues, support innovation and promote the internationalisation of businesses.

#### **Thematic Objective 4: Transition to a Low Carbon Economy**

Gibraltar is very small in area (614 hectares), but is growing at a very fast pace. Construction of new business areas, housing estates, recreational areas, etc. can be found in every possible space. These “large” scale developments could potentially have a significant impact on the environment, particularly in the energy required to sustain

them. Gibraltar's geographical location offers great potential to promote the production of renewable energies in areas like wind, solar and tidal, in order to meet these ever increasing energy requirements and at the same time reduce its current carbon footprint.

The macro-economic summary at the beginning of this strategy indicates that at present Gibraltar generates 155,400 Mw/year, of which only 0.002% or 3.1 Mw/year is from renewable energy sources. There is a significant opportunity across Gibraltar to introduce renewable energy schemes, in particular now they are more commercially viable. Gibraltar has significant natural resources that can be harnessed by existing renewable energy technology, in particular solar power (for example Gibraltar had an average of 7.7 hours of sunshine a day in 2013). It is clear from the generation figures that despite growing confidence globally in the use of renewable technologies such as solar energy that organisations and individuals across Gibraltar will need incentivising to adopt this technology. There has been some success in energy consumption patterns, but specific action will be needed in relation to the take up of renewable energy technology.

Given the clear lack of demand for renewable technology, evidenced through existing capacity, it is suggested grant funding will be necessary to stimulate some demand and promote behaviour change. The very small scale of ERDF funding will mean that grants are the only viable option in any case, given costs associated with running a repayable scheme would outweigh any returns. The small scale of funding will mean that targeting of those grants will need to be in areas where the greatest impact can be achieved, namely businesses (in which the greatest efficiency savings can also be achieved).

- **Summary of justification for selection of Investment Priorities and identification of Specific Objectives**

Gibraltar's needs can be summarized as

- (1) the need to support the creation of new SMEs, including new ways of doing business;
- (2) the need to counter-balance the lack of financial support for business start-ups and expansion;
- (3) the need to support the internationalisation and externalisation of new and existing businesses; and
- (4) the need to encourage renewable energy production.

The involvement of ESI in the local economy will be instrumental in the creation and expansion of innovative and sustainable businesses as well as increasing the percentage of renewable energy in relation to the total energy production in Gibraltar. This will be achieved by:

1. building on the lessons learnt of the previous programme to build the SME base;
2. increasing the levels of entrepreneurship, particularly in women;
3. increasing the interest of the private sector in funding activities provided by the ERDF Programme;
4. building on the existing capacity of the workforce; and
5. exploiting the excellent potential for the production of solar and wind power as renewable energy sources.

With regards SMEs, specific barriers to business growth have been identified and support is sought to improve their competitiveness. These barriers mainly concern issues of access to finance at key stages of business growth (e.g. creation, expansion and internalisation). There will be particular emphasis in helping to promote productivity growth.

Support will also be provided for SMEs to develop a platform in areas that will be new to them or to adopt innovative business processes. This will assist SMEs with the internalisation and externalisation of their businesses.

The adoption of renewable technology is required in all parts of the economy of Gibraltar, but limited funding will mean careful targeting will be required. Given businesses are the most energy intensive users it is logical to initially target them with ERDF grant funding.

**1.1.2 Justification for the choice of thematic objectives & corresponding investment priorities having regard to the Partnership Agreement, based on an identification of regional &, 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 & the relevant Council recommendations adopted in accordance with Article 148(4) TFEU, taking into account the ex-ante evaluation.**

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

Selected thematic objective	Selected investment priority	Justification for selection
3. Enhancing the competitiveness of SMEs.	3d. Supporting the capacity of SMEs to grow in regional, national & international markets, & to engage in innovation processes.	<ul style="list-style-type: none"> <li>• Reinforcement of SME competitiveness in both local and international markets.</li> <li>• Diversification and exploitation of niche markets.</li> <li>• Development of projects acting as catalysts for SME creation and/or expansion.</li> <li>• Commission Position Paper (CPP) highlights the importance of increasing SME competitiveness in the UK (e.g. promoting entrepreneurship, particularly in export-related sectors and business advisory services).</li> <li>• UK CSRs highlights a need to improve the availability of bank and non-bank financing to SMEs.</li> <li>• UK NRP highlights that work is already underway and recognises the same issues and opportunities.</li> </ul>
4. Supporting the shift towards a low-carbon economy in all sectors.	4a. Promoting the production & distribution of renewable energy sources.	<ul style="list-style-type: none"> <li>• Production of renewable energy.</li> <li>• EU 2020 target and NRP indicate that there is a considerable distance between the targets for renewable energy generation at EU, UK and Gibraltar levels.</li> <li>• CPP suggests that funds should support an increase in the use of all types of renewable energies looking especially at the potential of innovative technologies.</li> <li>• There are significant resources and assets in Gibraltar to be taken advantage of.</li> <li>• The size of investment required suggests a focus on encouraging private investment with incentives.</li> </ul>

## 1.2 Justification for the financial allocation

The Gibraltar Programme will be delivered using a single Priority Axis. Priority 1 will focus on the delivery of all the Programme 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: SMEs and the Low-Carbon Economy

This priority will be focussed around, and combine, Thematic Objective 3: Enhancing the competitiveness of SMEs and Thematic Objective 4: Supporting the shift towards a low-carbon economy in all sectors. 76% of the total ERDF allocation will be allocated to TO3 and 20% to TO4. This is based on:

1. SMEs constitute the biggest group of employers in the Gibraltar economy (approx. 76%). Notwithstanding this they encounter numerous problems for which they require assistance. These include:-
  - Lack of access to finance for SME creation and expansion due to the current global situation. This has been further worsened as two of the major high street banking institutions have decided to close their operations in Gibraltar. Thus, the main source of financing SMEs is grants provided by ERDF.
  - The need for guidance and encouragement required to create businesses and to explore and diversify into new niche markets.
  - The support needed by new and existing SMEs to grow and expand locally and internationally which is essential for improved productivity and growth.
2. The allocation in supporting the shift towards a low-carbon economy in all sectors indicates the commitment by the Government in achieving a carbon-neutral economy by 2020. Assistance is required in:-
  - Stimulating the production of alternate renewable energy sources.
  - Diversifying energy production in Gibraltar which is reliant on archaic diesel generators. This will reduce the dependency on fossil fuels and ultimately result in reduced energy bills and the enhancement of the environment through the reduction of emissions.
  - The allocation will require careful targeting to areas where the greatest impact on the result indicator can be achieved.

Table 2: Overview of the investment strategy of the Operational Programme

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 & PROGRAMME SPECIFIC RESULT INDICATORS
1. SMEs & the LOW-CARBON ECONOMY	ERDF	€ 4,309,200	76%	3. ENHANCING THE COMPETITIVENESS OF SMEs	d. Supporting the capacity of SMEs to grow in regional, national & international markets, & to engage in innovative processes	The creation & expansion of innovative & sustainable businesses	Businesses registered in the Service Sector
	ERDF	€ 1,147,314	20%	4. SUPPORTING THE SHIFT TOWARDS A LOW-CARBON ECONOMY IN ALL SECTORS	a. Promoting the production & distribution of energy derived from renewable sources	Increase the percentage of renewable energy generated & used in relation to total energy production	Renewable energy produced as a % of total energy production
TA	ERDF	€ 226,800	4%	N/A	N/A	N/A	N/A

## **SECTION 2: PRIORITY AXES (Article 96(2)(b) & (c)CPR)**

### **PRIORITY AXIS 1: SMEs AND THE LOW-CARBON ECONOMY**

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

##### **2.A.1 PRIORITY AXIS 1: SMEs AND THE LOW-CARBON ECONOMY**

##### **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 ERDF Investment for Growth & 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 mechanism such as performance frameworks.

The requirement to target limiting funding also means the separate Thematic Objectives will both be targeting SMEs, acting in a complementary manner. The main objective of the Priority Axis is to improve and increase the competitiveness of SMEs by promoting entrepreneurship and increasing the capability of SMEs to grow in the Programme area. However, the need for targeting of investments aimed at supporting and promoting the generation of renewable energy will mean that SMEs will also be the key target group.

Given the small allocation to the Programme and since the main emphasis of ERDF investments will be SMEs, it is advisable to combine both thematic objectives into a single priority axis. Furthermore, renewable energy production will need to be targeted at SMEs (to have the greatest impact on the result indicator). As such it will contribute to wider environmental targets by helping to reduce emissions as well as helping improve the competitiveness and productivity of those SMEs supported.

The ex-ante evaluator has stated: *“The challenges and 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 enhancing the competitiveness of SMEs and supporting the shift to a low carbon economy 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 target group will be SMEs, which are the main base of the economy, creating sustainable employment, as well as the primary energy users, supporting climate change objectives. Moreover, the production of renewable energy will be

encouraged to reduce the dependency on fossil fuel and assist in making Gibraltar carbon neutral.

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

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

### 2.A.4 Investment priority 1 of priority axis 1:

(3d) Supporting the capacity of SMEs to engage in growth in regional, national and international markets, and in innovation processes.

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

The creation and expansion of innovative and sustainable businesses.

ESI Funds will be used to achieve a greater diversity of sustainable innovative businesses which address market needs and capture potential niche businesses hitherto not exploited. These will primarily be in service and green economy sectors

Table 3: Programme Specific Result indicators for ERDF/CF (by Specific Objective)(Article 96.2(b)(ii))

ID	Indicator	Measurement Unit	Baseline Value	Baseline Year	Target Value (2023)	Source of Data	Frequency of reporting
	Businesses registered in the Service Sector	Number of Enterprises	201	2014	231	EUPS	ANNUAL

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

### **2.A.6.1 Description of the type & examples of actions to be financed & their expected contribution to the corresponding specific objectives, including, where appropriate (Article 96(2) (b)(iii)CPR)**

SMEs which make up over three-quarters of the Gibraltar economy are very susceptible to external forces. It has been identified that they require advice, support & access to finance to start-up & grow. SMEs also need to adopt new ways of doing business. This will be dependent on the market needs and aims to capture potential niche businesses hitherto not exploited.

Actions will take the form of financial support in the form of grants in order to:-

- Increase the number of business start-ups;
- Support the growth of new and existing SMEs;
- Encourage the internationalisation and externalisation of new and existing businesses;
- Support new and existing SMEs to undertake innovative ways of doing business in production or processes);
- Stimulate the creation and growth of low carbon businesses;
- Facilitate the development of new products & services in SMEs with lower impacts on the environment;
- Improve business performance in terms of resilience, profitability &/or competitiveness, in optimising the use of resources.
- Encourage SME's to undertake energy audit and/or implement energy management systems.
- Encourage the growth of businesses in the Service Sector and the “Green Economy”.

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

It is expected the following core targeting principles will be applied to this Specific Objective:

- Start-up support will need to be the primary focus for investments in order to deliver the result target.

- Sectors to which the majority of support will be targeted should be the service sector and the green economy sector.
- The targeting above will be necessary to deliver the greatest impact but should not preclude support to grow existing businesses or new opportunities in other sectors. This will ensure opportunities to deliver programme objectives are not lost, whilst maintaining a focus on the key identified areas (new businesses in service sector and green economy)

Project selection will also be guided by the following investment principles:

- Main focus on supporting projects that contribute to the **creation of sustainable jobs**.
- Clear **added value** will be demanded.
- **Diversification** and **introduction** of new products/services to the economy.
- Realistic strategies for business **expansion**.
- Realistic and **clear exit strategies** to achieve a legacy effect.
- **Compliance** with EC policy in the fields of **State Aid, Environmental policy, Public procurement** and **Equal Opportunities**.
- Public aid will not exceed the “**De Minimis**” rule applicable at the time when the support is granted.
- The sensitive nature of aid measures aimed at promoting export & internationalisation will be paid particular attention, specifically as export subsidies are “prohibited subsidies” under WTO rules & are excluded from the scope of the de-minimis regulation.

#### **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)(Table 5)(Article 96(2)(b)(iv)CPR)**

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

ID	Common Indicators	Measurement Unit	Target Value (2023)	Source of Data	Frequency of reporting
CO01	Productive investment: Number of enterprises receiving support	Enterprises	70	EUPS	Annual
CO02	Productive investment: Number of enterprises receiving grants	Enterprises	70	EUPS	Annual
CO05	Productive investment: Number of new enterprises supported	Enterprises	50	EUPS	Annual
CO06	Productive investment: Private investment matching public support to enterprises (grants)	Euro	2,500,000	EUPS	Annual
CO08	Productive investment: Employment increase in supported enterprises	Full time equivalents	200	EUPS	Annual

#### **Investment priority 2 of priority axis 1:**

(4a) Promoting the production and distribution of energy derived from renewable sources.

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

Increase the percentage of renewable energy generated and used in relation to total energy production.

Projects that will maximise the potential Gibraltar's geographical location offers in respect of renewable energy sources e.g. solar, wind, tidal, etc. and which will reduce the dependency of fossil fuel energy production.

The Government of Gibraltar aims to increase the proportion of renewable energy to 5% by 2023. The contribution of ERDF to that objective is expected to represent around a quarter of this, assuming targeting takes place to identify areas in which the greatest impact can be generated. This equates to 1.25% as a result of ERDF investment, hence the target value.

This targeting is important and SMEs tend to utilise a greater proportion of energy than domestic consumers. Targeting of SMEs has the dual goal of reducing consumption of non-renewable energy and increasing production of renewable energy. This approach

should create the greatest impact on the result indicator (e.g. compared with targeting domestic premises).

Table 3: Programme Specific Result indicators for ERDF/CF (by Specific Objective) (Article 96.2(b) (ii))

ID	Indicator	Measurement Unit	Baseline Value	Baseline Year	Target Value (2023)	Source of Data	Frequency of reporting
	Renewable energy produced as a % of total energy production	Percentage	0.002%	2014	1.25%	GibELEC	ANNUAL

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

### **2.A.6.1 Description of the type & examples of actions to be financed & their expected contribution to the corresponding specific objectives, including, where appropriate (Article 96(2)(b)(iii)CPR)**

Actions will take the form of financial support in the form of grants in order to facilitate the introduction of renewable energy schemes as a substitute for traditional energy production. Given the small allocation of funds available, large renewable energy schemes will not be able to be assisted.

Actions might include grants to support:

- Installation of micro-generation infrastructure (e.g. solar panels, etc).
- Preparatory work (e.g. feasibility study, impact assessment, capacity building)

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

It is expected the following core targeting principles will be applied to this Specific Objective:

- Support will need to be targeted at those areas where the greatest impact can be created, in particular given the low levels of funding available through the OP.
- This is expected to mean that the primary focus for investments for this Specific Objective and Investment Priority will be SMEs. This targeting is based on the impact on the result indicator so is appropriate for this Thematic Objective.

- While there will be benefit to the SMEs supported, the main purpose of targeting these areas is the delivery of objectives to increase the proportion of renewable energy generation in Gibraltar by simultaneously reducing demand for non-renewable sources and increasing generation.

Project selection will also be guided by the following investment principles:

- Focus on supporting projects which demonstrate the **implementation of renewable sources** for the production of energy.
- Clear **added value** will be demanded.
- Realistic and **clear exit strategies** to achieve a legacy effect.
- **Compliance** with EC policy in the fields of **State Aid, Environmental policy, Public procurement** and **Equal Opportunities**.
- Public aid will not exceed the “**De Minims**” rule applicable at the time when the support is granted.

Structural Funds Investments will seek to achieve multiple benefits at the same time addressing identified market failures.

#### **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)(iv)CPR)**

Not applicable.

#### **2.A.6.5 Output indicators (by investment priority)(Table 5)(Article 96(2)(b)(iv)CPR)**

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

ID	Indicator	Measurement Unit	Target Value (2023)	Source of Data	Frequency of reporting
CO30	Renewables: Additional capacity of renewable energy production	Mw/year	43,800	GibElec	Annual

CO34	GHG reduction: Estimated annual decrease of GHG	Tonnes of CO <sub>2</sub> eq	32,000	Ministry of the Environment	Annual
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**2.A.7 Social innovation, transnational cooperation & contribution to thematic objectives 1-7**

Not applicable.

## 2.A.8 Performance Framework (Article 96(2)(b)(v))

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

Priority Axis	ID	Indicator type	Indicator or key 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
1	CO01	Output	Productive investment: Number of enterprises receiving support	Enterprises	ERDF	More developed region		70	EUPS	These indicators represent 74% of the Priority Axis
1		Implementation Step	Number of enterprises receiving support for partially completed or wholly completed operations	Enterprises	ERDF	More developed region	30		EUPS	Required to report on related Output given a single aid scheme will not have completed by 2018
1	CO06	Output	Productive investment: Private investment matching public support to enterprises (grants)	Euro	ERDF	More developed region		3,000,000	EUPS	These indicators represent 74% of the Priority Axis
1		Implementation Step	Productive investment: Private investment matching public support to enterprises (grants) for partially completed or wholly completed operations	Euro	ERDF	More developed region	1,200,000		EUPS	Required to report on related Output given a single aid scheme will not have completed by 2018
1		Financial	Total amount of eligible expenditure entered into the accounting system of the certifying authority and certified by the authority	Euro	ERDF	More developed region	2,903,364	10,913,028	EUPS	Final target represents 100% of total programme spend

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

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

<b>Table 7: Dimension 1 Intervention Field</b>	
<b>Fund:</b>	<b>ERDF</b>
<b>Category of region:</b>	<b>More developed region</b>
<b>Priority Axis:</b>	<b>1</b>
<b>Code</b>	<b>€ amount</b>
<b>001</b> Generic productive investments in SMEs	<b>4,309,200</b>
<b>009</b> Renewable energy: wind	<b>286,828</b>
<b>010</b> Renewable energy: solar	<b>573,658</b>
<b>012</b> Renewable energy: hydroelectric, geothermal, marine energy & other	<b>286,828</b>

<b>Table 8: Dimension 2 Form of finance</b>	
<b>Fund:</b>	<b>ERDF</b>
<b>Category of region:</b>	<b>More developed region</b>
<b>Priority Axis:</b>	<b>1</b>
<b>Code</b>	<b>€ amount</b>
<b>01</b> Non-repayable grant	<b>5,456,514</b>

<b>Table 9: Dimension 3 Territory Type</b>	
<b>Fund:</b>	<b>ERDF</b>
<b>Category of region:</b>	<b>More developed region</b>
<b>Priority Axis:</b>	<b>1</b>
<b>Code</b>	<b>€ amount</b>
<b>07</b> Not applicable	<b>5,456,514</b>

<b>Table 10: Dimension 4 Territory delivery mechanism</b>	
<b>Fund:</b>	<b>ERDF</b>
<b>Category of region:</b>	<b>More developed region</b>
<b>Priority Axis:</b>	<b>1</b>
<b>Code</b>	<b>€ amount</b>
<b>07</b> Not applicable	<b>5,456,514</b>

Table 11: Dimension 6 ESF secondary theme (ESF only)	
Fund:	ERDF
Category of region:	More developed region
Priority Axis:	1
Code	€ amount
08 Not applicable	-

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

### 2.B.1 Specific Objectives & expected results (Article 96(2)(c)(i)-(ii))

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

Not applicable

### 2.B.3 Fund & category of region

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

### 2.B.4 Specific objectives & expected results

Not applicable (under EUR 15 million).

## **2.B.5 Results indicators**

Not applicable (under EUR 15 million).

## **2.B.6 Actions to be supported & 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 & communication, networking, complaint resolution, and control & 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 include the EU Funds Advisor and the EU Programmes Facilitator. 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 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, & actions to reinforce the capacity of the Authorities & beneficiaries to administer & use the ESI Funds. These actions may concern preceding & subsequent Programming Periods.

Technical Assistance is essential for the effective and efficient delivery of the Programme. The delivery of the 2014-2020 Programmes 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 Programmes 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

future 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 MA 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 continue to engage 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 (by Priority Axis)**

ID	Indicator	Measurement Unit	Target value (2023)	Source of data
	Major launch event	Number	1	EUPS
	Dissemination events held	Number	5	EUPS
	Press releases issued	Number	10	EUPS
	Interviews with potential beneficiaries	Number	100	EUPS
	Publicity plaques issued	Number	75	EUPS
	Verification visits to beneficiaries	Number	70	EUPS
	Number of employees (FTEs) whose salaries are co-financed by technical assistance	Number	4	EUPS

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

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
0121 Preparation, implementation, monitoring & inspection	120,000	01	120,000	07	120,000
0122 Evaluation & studies	46,800	01	46,800	07	46,800
0123 Information & communication	60,000	01	60,000	07	60,000

**SECTION 3. FINANCING PLAN (ARTICLE 96(2)(D))**

**3.1 Financial appropriation from each of Fund and amounts for performance reserve (EUR)(Article 96(2)(d)(i)CPR)**

**Table 17**

Fund	Category of region	2014		2015		2016		2017		2018		2019		2020		Total	
		Main allocation	Perform reserve														
ERDF	More developed region	718,646	45,871	733,036	46,790	747,960	47,742	762,350	48,661	777,807	49,647	793,263	50,634	809,253	51,654	5,342,315	340,999
Total		718,646	45,871	733,036	46,790	747,960	47,742	762,350	48,661	777,807	49,647	793,263	50,634	809,253	51,654	5,342,315	340,999

### 3.2 Total financial appropriation by Funds & the national co-financing (EUR)(Article 96(2)(d)(ii)CPR)

**Table 18a : Financial 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		Share of the performance reserve of the total Union support to the priority axis
						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	ERDF	More developed region	Total eligible cost	5,456,514	5,456,514	2,456,514	3,000,000	10,913,028	50%	0.00	5,115,515	5,115,515	340,999	340,999	6.25%
TA	ERDF	More developed region	Total eligible cost	226,800	226,800	226,800	0	453,600	50%	0.00	226,800	226,800	n/a	n/a	n/a
Grand total				5,683,314	5,683,314	2,683,314	3,000,000	11,366,628	50%	0.00	5,342,315	5,342,315	340,999	340,999	6%

**Table 18b: Youth Employment Initiative - ESF & the YEI - specific allocation (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
Priority Axis 1	ERDF	More developed region	3. Enhancing the competitiveness of SMEs	4,309,200	4,309,200	8,618,400
			4. Supporting the shift towards a low-carbon economy in all sectors	1,147,314	1,147,314	2,294,628
TOTAL				5,456,514	5,456,514	10,913,028

**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	1,147,314	20.19%
Total	1,147,314	20.19%

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

### **4.1 Community Led Local Development (where appropriate) (Article 96(3)(a))**

Not applicable.

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

Not applicable.

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

Not applicable.

**4.3 Integrated Territorial Investment (ITI) (as defined in Article 96(3)(c) CPR)**

Not applicable.

**Table 21: Indicative financial allocation to ITI other than those mentioned under point 4.2**

Not applicable.

**4.4 The arrangements for interregional & transnational actions, within the Operational Programme, with beneficiaries located in at least one other Member State**

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 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.

**4.5 Contributions of the planned actions under the programme to macro-regional & sea-basin strategies, subject to the needs of the programme area as identified by the Member State**

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 (ARTICLE 96(4)(a)CPR)**

**5.1 Geographical areas most affected by poverty/target groups at highest risk of discrimination or social exclusion**

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, & 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)**

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 & bodies (Article 96(5)(a) &(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	<a href="mailto:eudtigib@gibtelecom.net">eudtigib@gibtelecom.net</a> tele: 0035020073255 fax: 0035020071406
Certifying Authority	Treasury Department HM Government of Gibraltar	Accountant General	206/210 Main Street; Gibraltar	<a href="mailto:christine.victory@gibraltar.gov.gi">christine.victory@gibraltar.gov.gi</a> tele: 0035020048396 fax: 0035020077147
Audit Authority	Office of the Chief Secretary HM Government of Gibraltar	Chief Secretary	No.6 Convent Place; Gibraltar	<a href="mailto:ernesto.gomez@gibraltar.gov.gi">ernesto.gomez@gibraltar.gov.gi</a> tele: 0035020051752 fax: 0035020040922
Body to whom payments will be made by the Commission	Treasury Department HM Government of Gibraltar	Accountant General	As per Certifying Authority	As per Certifying Authority

### 7.2 Involvement of relevant partners (Article 96(5) 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 of Gibraltar, HM Government UK (the Member State) and the EU 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 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 highly respected internationally 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 & 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)**

### **Membership:**

Government Departments and Agencies: EU Programmes Secretariat; Treasury Department; Office of the Chief Secretary; 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: EU Commission and the Department of Business, Innovation & Skills (BIS) UK.

### **Responsibilities:**

- To oversee the 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.

## **JOINT LOCAL ADVISORY GROUP (JLAG)**

### **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.

### **Responsibilities:**

- To consider applications and recommend or otherwise for funding.

## **APPRAISAL SUB-GROUP (ASG)**

### **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.

### **Responsibilities:**

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

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

## **7.2.2 GLOBAL GRANTS (for the ESF) (Article 6(1) ESF Reg)**

Not applicable.

## **7.2.3 ALLOCATION OF AN AMOUNT FOR CAPACITY BUILDING (for the ESF)**

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 Social Fund (ESF). 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.03.1 – Specific actions have been carried out to underpin the promotion of entrepreneurship taking into account the Small Business Act (SBA).	1 – SMEs & the LOW-CARBON ECONOMY	Yes
T.04.3 – Actions have been carried out to promote the production and distribution of renewable energy sources	1 – SMEs & the LOW-CARBON ECONOMY	Partial
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 – SMEs & the LOW-CARBON ECONOMY 2 – Technical Assistance	Partial
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 – SMEs & the LOW-CARBON ECONOMY 2 – Technical Assistance	Partial
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 – SMEs & the LOW-CARBON ECONOMY 2 – Technical Assistance	Partial
G.4 – The existence of arrangements for the effective application of Union public procurement law in the field of the ESI Funds	1 – SMEs & the LOW-CARBON ECONOMY 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 – SMEs & the LOW-CARBON ECONOMY 2 – Technical Assistance	Yes
G.6 – The existence of arrangements for the effective application of Union environmental legislation related to EIA and SEA	1 – SMEs & the LOW-CARBON ECONOMY 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 – SMEs & the LOW-CARBON ECONOMY 2 – Technical Assistance	Yes

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
T.03.1 – Specific actions have been carried out to underpin the promotion of entrepreneurship taking into account the Small Business Act (SBA)	1 – The specific actions are: measures have been put in place with the objective of reducing the time and cost involved in setting-up a business taking account of targets of the SBA;	Yes	<a href="http://www.gibraltar.gov.gi/on-business">www.gibraltar.gov.gi/on-business</a> <a href="http://www.gibraltar.gov.uk/business/investgibraltar.php">www.gibraltar.gov.uk/business/investgibraltar.php</a> <a href="http://www.eufunding.gi">www.eufunding.gi</a> <a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a> <a href="http://www.ministryoftransport.gov.gi/business-support-unit">www.ministryoftransport.gov.gi/business-support-unit</a>	<p>Specific Actions taken to underpin the promotion of entrepreneurship, taking into account the SBA include:</p> <ul style="list-style-type: none"> <li>- Listing all the requirements for incorporation at <a href="http://www.gibraltar.gov.gi/on-business/companies-house">www.gibraltar.gov.gi/on-business/companies-house</a>, including enabling a company to be incorporated within 3 days for £75 (€93);</li> <li>- Setting up Invest Gibraltar and the Small Business Board to support the setting up of businesses;</li> <li>- Creating a “one-stop-shop” (within the EUPS) with a designated Funding Advisor, to assist in obtaining EU Funding assistance for the creation or expansion of businesses.</li> </ul> <p>All transposed EU Legislation on this matter can be found in the <b>Companies Act</b> in the Gibraltar Laws website.</p> <p>Measures are currently being looked into to reduce the time needed to obtain a trade licence and other permits.</p> <p>The MA will report on progress to the Commission no later than 1.7.2015.</p> <p>Renewals can now be effected on-line.</p> <p>The effect of the SBA on SMEs is monitored by the Small Business Board, which has a wide representation of the main trade organisations including the Gibraltar Chamber of Commerce &amp; the GFSB.</p>
T.03.1 – Specific actions have been carried out to underpin the promotion of entrepreneurship taking into account the Small Business Act (SBA)	2 – The specific actions are: measures have been put in place with the objective of reducing the time needed to get licences and permits to take up and perform the specific activity of an enterprise taking account of the targets of the SBA;	Yes	<a href="http://www.gibraltar.gov.gi/on-business">www.gibraltar.gov.gi/on-business</a> <a href="http://www.gibraltar.gov.uk/business/investgibraltar.php">www.gibraltar.gov.uk/business/investgibraltar.php</a> <a href="http://www.eufunding.gi">www.eufunding.gi</a> <a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a> <a href="http://www.ministryoftransport.gov.gi/business-support-unit">www.ministryoftransport.gov.gi/business-support-unit</a>	<p>Specific Actions taken to underpin the promotion of entrepreneurship, taking into account the SBA include:</p> <ul style="list-style-type: none"> <li>- Listing all the requirements for incorporation at <a href="http://www.gibraltar.gov.gi/on-business/companies-house">www.gibraltar.gov.gi/on-business/companies-house</a>, including enabling a company to be incorporated within 3 days for £75 (€93);</li> <li>- Setting up Invest Gibraltar and the Small Business Board to support the setting up of businesses;</li> <li>- Creating a “one-stop-shop” (within the EUPS) with a designated Funding Advisor, to assist in obtaining EU Funding assistance for the creation or expansion of businesses.</li> </ul> <p>All transposed EU Legislation on this matter can be found in the <b>Companies Act</b> in the Gibraltar Laws website.</p> <p>Measures are currently being looked into to reduce the time needed to obtain a trade licence and other permits. The MA will report on progress to the Commission no later than 1.7.2015. Renewals can now be effected on-line.</p> <p>The effect of the SBA on SMEs is monitored by the Small Business Board, which has a wide representation of the main trade organisations including the Gibraltar Chamber of Commerce &amp; the GFSB.</p>

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
T.03.1 – Specific actions have been carried out to underpin the promotion of entrepreneurship taking into account the Small Business Act (SBA)	3 – The specific actions are: mechanism is in place to monitor the implementation of the measures of the SBA which have been put in place and assess the impact on SMEs.	Yes	<a href="http://www.gibraltar.gov.gi/on-business">www.gibraltar.gov.gi/on-business</a> <a href="http://www.gibraltar.gov.uk/business/investgibraltar.php">www.gibraltar.gov.uk/business/investgibraltar.php</a> <a href="http://www.eufunding.gi">www.eufunding.gi</a> <a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a> <a href="http://www.ministryoftransport.gov.gi/business-support-unit">www.ministryoftransport.gov.gi/business-support-unit</a>	<p>Specific Actions taken to underpin the promotion of entrepreneurship, taking into account the SBA include:</p> <ul style="list-style-type: none"> <li>- Listing all the requirements for incorporation at <a href="http://www.gibraltar.gov.gi/on-business/companies-house">www.gibraltar.gov.gi/on-business/companies-house</a>, including enabling a company to be incorporated within 3 days for £75 (€93);</li> <li>- Setting up Invest Gibraltar and the Small Business Board to support the setting up of businesses;</li> <li>- Creating a “one-stop-shop” (within the EUPS) with a designated Funding Advisor, to assist in obtaining EU Funding assistance for the creation or expansion of businesses.</li> </ul> <p>All transposed EU Legislation on this matter can be found in the <b>Companies Act</b> in the Gibraltar Laws website.</p> <p>Measures are currently being looked into to reduce the time needed to obtain a trade licence and other permits. The MA will report on progress to the Commission no later than 1.7.2015. Renewals can now be effected on-line.</p> <p>The effect of the SBA on SMEs is monitored by the Small Business Board, which has a wide representation of the main trade organisations including the Gibraltar Chamber of Commerce &amp; the GFSB.</p>
T.04.3 – Actions have been carried out to promote the production and distribution of renewable energy sources.	1- Transparent support schemes, priority in grid access or guaranteed access and priority in dispatching, as well as standard rules relating to the bearing and sharing of costs of technical adaptations which have been made public are in place consistent with Article 14(1), Article 16(2) and 16(3) of Directive 2009/28/EC of the European Parliament and of the Council.	Yes	<a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a> <a href="http://www.gibraltar.gov.gi/environment/environment">www.gibraltar.gov.gi/environment/environment</a> <p>Gibraltar Energy Efficiency Action Plan 2014</p> <p>Environment (Promotion of Energy produced from renewable sources) Regulations 2011 – <a href="http://www.gibraltarlaws.gov.gi/articles/2011s143.pdf">www.gibraltarlaws.gov.gi/articles/2011s143.pdf</a></p>	<p>All the pertinent EU Directives have been transposed into the Laws of Gibraltar in the quoted Legislations. (i.e. Directive 2001/77/EC; Directive 2003/30/EC &amp; Directive 2009/28/EC)</p> <p>No import duty is payable on renewable energy equipment.</p> <p>Government soft loans are available for residential estates who wish to embark on renewable or energy efficiency schemes.</p> <p>The Gibraltar Climate Change Task Force has commissioned a Renewable Energy Action Plan which will be completed by January 2015.</p> <p>There are provisions in place for any excess renewable energy produced to be fed into the local grid at present. Feed-in tariffs are being looked into. New power purchase agreements for renewables will allow for infrastructural investment fund for the necessary upgrades to the grid. A levy on plastic bags has been announced which will be used to support a renewable energy fund.</p>

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
T.04.3 – Actions have been carried out to promote the production and distribution of renewable energy sources.	2 – A Member State has adopted a national renewable energy action plan consistent with Article 4 of Directive 2009/28/EC.	Yes	<a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a>  <a href="http://www.gibraltar.gov.gi/environment/environment">www.gibraltar.gov.gi/environment/environment</a>  Gibraltar Energy Efficiency Action Plan 2014  Environment (Promotion of Energy produced from renewable sources) Regulations 2011 – <a href="http://www.gibraltarlaws.gov.gi/articles/2011s143.pdf">www.gibraltarlaws.gov.gi/articles/2011s143.pdf</a>	All the pertinent EU Directives have been transposed into the Laws of Gibraltar in the quoted Legislations. (i.e. Directive 2001/77/EC; Directive 2003/30/EC & Directive 2009/28/EC)  No import duty is payable on renewable energy equipment.  Government soft loans are available for residential estates who wish to embark on renewable or energy efficiency schemes.  The Gibraltar Climate Change Task Force has commissioned a Renewable Energy Action which will be completed by January 2015. There are provisions in place for any excess renewable energy produced to be fed into the local grid at present. Feed-in tariffs being looked into. New power purchase agreements for renewables will allow for infrastructural investment fund for the necessary upgrades to the grid. A levy on plastic bags has been announced which will be used to support a renewable energy fund.

Ex-Ante conditionality	Criteria	Criteria fulfilled	Reference	Explanation
<p>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.</p>	<p>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</p>	<p>Yes</p>	<p><a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a>  Gibraltar Constitution 2007  Equal Opportunities Act 2006  Employment Act  Employment (Sex Discrimination &amp; Equal Pay)(Remedies) Regulation 1994  <a href="http://www.eufunding.gi">www.eufunding.gi</a>  <a href="http://www.gibraltar.gov.gi/ministry-for-equality-and-social-services">www.gibraltar.gov.gi/ministry-for-equality-and-social-services</a>  <a href="http://www.cab.gi">www.cab.gi</a></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 &amp; 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 currently “policed” by the Citizens Advice Bureau. The setting up of an Equalities commission is actively being pursued.</p> <p>The lead on equality matters is the Ministry for Equality, Social Services &amp; the Elderly.</p>
<p>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.</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 anti-discrimination law and policy.</p>	<p>Yes</p>	<p><a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a>  Gibraltar Constitution 2007  Equal Opportunities Act 2006  Employment Act  Employment (Sex Discrimination &amp; Equal Pay)(Remedies) Regulation 1994  <a href="http://www.eufunding.gi">www.eufunding.gi</a>  <a href="http://www.gibraltar.gov.gi/ministry-for-equality-and-social-services">www.gibraltar.gov.gi/ministry-for-equality-and-social-services</a>  <a href="http://www.cab.gi">www.cab.gi</a></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 &amp; 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 currently “policed” by the Citizens Advice Bureau. The setting up of an Equalities commission is actively being pursued.</p> <p>The lead on equality matters is the Ministry for Equality, Social Services &amp; the Elderly.</p>

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><a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a>  Gibraltar Constitution 2007  Equal Opportunities Act 2006  Employment Act  Employment (Sex Discrimination &amp; Equal Pay)(Remedies) Regulation 1994  <a href="http://www.eufunding.gi">www.eufunding.gi</a>  <a href="http://www.gibraltar.gov.gi/ministry-for-equality-and-social-services">www.gibraltar.gov.gi/ministry-for-equality-and-social-services</a>  <a href="http://www.cab.gi">www.cab.gi</a></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 &amp; 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 currently “policed” by the Citizens Advice Bureau. The setting up of an Equalities commission is actively being pursued.</p> <p>The lead on gender equality matters is the Ministry for Equality, Social Services &amp; the Elderly.</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><a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a>  Gibraltar Constitution 2007  Equal Opportunities Act 2006  Employment Act  Employment (Sex Discrimination &amp; Equal Pay)(Remedies) Regulation 1994  <a href="http://www.eufunding.gi">www.eufunding.gi</a>  <a href="http://www.gibraltar.gov.gi/ministry-for-equality-and-social-services">www.gibraltar.gov.gi/ministry-for-equality-and-social-services</a>  <a href="http://www.cab.gi">www.cab.gi</a></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 &amp; 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 currently “policed” by the Citizens Advice Bureau. The setting up of an Equalities commission is actively being pursued.</p> <p>The lead on gender equality matters is the Ministry for Equality, Social Services &amp; the Elderly.</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><a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a>  Gibraltar Constitution 2007  Equal Opportunities Act 2006  Education &amp; Training Act  <a href="http://www.eufunding.gi">www.eufunding.gi</a>  <a href="http://www.gibraltar.gov.gi/ministry-for-equality-and-social-services">www.gibraltar.gov.gi/ministry-for-equality-and-social-services</a>  <a href="http://www.cab.gi">www.cab.gi</a></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 currently “policed” by the Citizens Advice Bureau. The setting up of an Equalities commission is actively being pursued.</p> <p>The lead on disability matters is the Ministry for Equality, Social Services &amp; the Elderly who are also responsible for the monitoring of Article 9 of the UNCRPD.</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><a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a>  Gibraltar Constitution 2007  Equal Opportunities Act 2006  Education &amp; Training Act  <a href="http://www.eufunding.gi">www.eufunding.gi</a>  <a href="http://www.gibraltar.gov.gi/ministry-for-equality-and-social-services">www.gibraltar.gov.gi/ministry-for-equality-and-social-services</a>  <a href="http://www.cab.gi">www.cab.gi</a></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 currently “policed” by the Citizens Advice Bureau. The setting up of an Equalities commission is actively being pursued.</p> <p>The lead on disability matters is the Ministry for Equality, Social Services &amp; the Elderly who are also responsible for the monitoring of Article 9 of the UNCRPD.</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><a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a>  Gibraltar Constitution 2007  Equal Opportunities Act 2006  Education &amp; Training Act  <a href="http://www.eufunding.gi">www.eufunding.gi</a>  <a href="http://www.gibraltar.gov.gi/ministry-for-equality-and-social-services">www.gibraltar.gov.gi/ministry-for-equality-and-social-services</a>  <a href="http://www.cab.gi">www.cab.gi</a></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 currently “policed” by the Citizens Advice Bureau. The setting up of an Equalities commission is actively being pursued.</p> <p>The lead on disability matters is the Ministry for Equality, Social Services &amp; the Elderly who are also responsible for the monitoring of Article 9 of the UNCRPD.</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><a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a>  Public Finance (Control &amp; Audit) Act 1977  Procurement (Public Contracts) Regulation 2012  Procurement (Defence &amp; Security Public Contracts) Regulations 2012  Public Procurement (Enforcement of Obligations) Regulation 1996  <a href="http://www.gibraltar.gov.gi/procurement-office">www.gibraltar.gov.gi/procurement-office</a></p>	<p>Gibraltar mirrors the Member State in respect of public procurement rules &amp; 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 January 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.	2 – Arrangements which ensure transparent contract award procedures.	Yes	<a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a> Public Finance (Control & Audit) Act 1977  Procurement (Public Contracts) Regulation 2012  Procurement (Defence & Security Public Contracts) Regulations 2012  Public Procurement (Enforcement of Obligations) Regulation 1996  <a href="http://www.gibraltar.gov.gi/procurement-office">www.gibraltar.gov.gi/procurement-office</a>	Gibraltar mirrors the Member State in respect of public procurement rules & 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 January 2015.
G.4 – The existence of arrangements for the effective application of Union public procurement law in the field of the ESI Funds.	3 – Arrangements for training and dissemination of information for staff involved in the implementation of the ESI funds.	Yes	<a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a> Public Finance (Control & Audit) Act 1977  Procurement (Public Contracts) Regulation 2012  Procurement (Defence & Security Public Contracts) Regulations 2012  Public Procurement (Enforcement of Obligations) Regulation 1996  <a href="http://www.gibraltar.gov.gi/procurement-office">www.gibraltar.gov.gi/procurement-office</a>	Gibraltar mirrors the Member State in respect of public procurement rules & 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 January 2015.

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	<a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a> Public Finance (Control & Audit) Act 1977 Procurement (Public Contracts) Regulation 2012 Procurement (Defence & Security Public Contracts) Regulations 2012 Public Procurement (Enforcement of Obligations) Regulation 1996 <a href="http://www.gibraltar.gov.gi/procurement-office">www.gibraltar.gov.gi/procurement-office</a>	Gibraltar mirrors the Member State in respect of public procurement rules & 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 January 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	<a href="http://www.eufunding.gi">www.eufunding.gi</a>	Any public support under this OP shall comply with the procedural & material EU State Aid rules applicable at the time when the public support is granted. The Member State, & 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 January 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	<a href="http://www.eufunding.gi">www.eufunding.gi</a>	Any public support under this OP shall comply with the procedural & material EU State Aid rules applicable at the time when the public support is granted. The Member State, & 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 January 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	<a href="http://www.eufunding.gi">www.eufunding.gi</a>	The Member State, & 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. 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 & 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	<a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a> 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 & SEA Directives in Gibraltar are in place. Environmental legislation & their requirements are monitored by the Department of the Environment, the Environmental Agency & 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	<a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a> 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 & SEA Directives in Gibraltar are in place. Environmental legislation & their requirements are monitored by the Department of the Environment, the Environmental Agency & 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	<a href="http://www.gibraltarlaws.gov.gi">www.gibraltarlaws.gov.gi</a> 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 & SEA Directives in Gibraltar are in place. Environmental legislation & their requirements are monitored by the Department of the Environment, the Environmental Agency & 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><a href="http://www.gibraltar.gov.gi">www.gibraltar.gov.gi</a>            Statistics Office   <a href="http://www.eufunding.gi">www.eufunding.gi</a></p>	<p>Statistics at a national level are collected by the Statistics Office of H.M. Government of Gibraltar.</p> <p>Statistics directly attributable to the OP is collected &amp; stored by the MA.</p> <p>The MA is responsible to have in place arrangements for the publication &amp; public availability of aggregated data.</p> <p>Result indicators will be selected in consultation with Programme Stakeholders and the ex-ante evaluators &amp; the MA is responsible for collating information on the same.</p> <p>Collection &amp; storage of data in line with EU requirements. 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><a href="http://www.gibraltar.gov.gi">www.gibraltar.gov.gi</a>            Statistics Office   <a href="http://www.eufunding.gi">www.eufunding.gi</a></p>	<p>Statistics at a national level are collected by the Statistics Office of H.M. Government of Gibraltar.</p> <p>Statistics directly attributable to the OP is collected &amp; stored by the MA.</p> <p>The MA is responsible to have in place arrangements for the publication &amp; public availability of aggregated data.</p> <p>Result indicators will be selected in consultation with Programme Stakeholders and the ex-ante evaluators &amp; the MA is responsible for collating information on the same.</p> <p>Collection &amp; storage of data in line with EU requirements. 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><a href="http://www.gibraltar.gov.gi">www.gibraltar.gov.gi</a> Statistics Office <a href="http://www.eufunding.gi">www.eufunding.gi</a></p>	<p>Statistics at a national level are collected by the Statistics Office of H.M. Government of Gibraltar.</p> <p>Statistics directly attributable to the OP is collected &amp; stored by the MA.</p> <p>The MA is responsible to have in place arrangements for the publication &amp; public availability of aggregated data.</p> <p>Result indicators will be selected in consultation with Programme Stakeholders and the ex-ante evaluators &amp; the MA is responsible for collating information on the same.</p> <p>Collection &amp; storage of data in line with EU requirements. 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><a href="http://www.gibraltar.gov.gi">www.gibraltar.gov.gi</a> Statistics Office <a href="http://www.eufunding.gi">www.eufunding.gi</a></p>	<p>Statistics at a national level are collected by the Statistics Office of H.M. Government of Gibraltar.</p> <p>Statistics directly attributable to the OP is collected &amp; stored by the MA.</p> <p>The MA is responsible to have in place arrangements for the publication &amp; public availability of aggregated data.</p> <p>Result indicators will be selected in consultation with Programme Stakeholders and the ex-ante evaluators &amp; the MA is responsible for collating information on the same.</p> <p>Collection &amp; storage of data in line with EU requirements. 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>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><a href="http://www.gibraltar.gov.gi">www.gibraltar.gov.gi</a>            Statistics Office   <a href="http://www.eufunding.gi">www.eufunding.gi</a></p>	<p>Statistics at a national level are collected by the Statistics Office of H.M. Government of Gibraltar.</p> <p>Statistics directly attributable to the OP is collected &amp; stored by the MA.</p> <p>The MA is responsible to have in place arrangements for the publication &amp; public availability of aggregated data.</p> <p>Result indicators will be selected in consultation with Programme Stakeholders and the ex-ante evaluators &amp; the MA is responsible for collating information on the same.</p> <p>Collection &amp; storage of data in line with EU requirements. 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><a href="http://www.gibraltar.gov.gi">www.gibraltar.gov.gi</a>            Statistics Office   <a href="http://www.eufunding.gi">www.eufunding.gi</a></p>	<p>Statistics at a national level are collected by the Statistics Office of H.M. Government of Gibraltar.</p> <p>Statistics directly attributable to the OP is collected &amp; stored by the MA.</p> <p>The MA is responsible to have in place arrangements for the publication &amp; public availability of aggregated data.</p> <p>Result indicators will be selected in consultation with Programme Stakeholders and the ex-ante evaluators &amp; the MA is responsible for collating information on the same.</p> <p>Collection &amp; storage of data in line with EU requirements. Appropriate computerised systems are in place.</p>

## 9.2 Description of actions to fulfil the ex-ante conditionalities, responsible bodies and timetable (table 25 & 26)

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

Ex-Ante Conditionality	Criterion	Action to be undertaken	Deadline	Bodies Responsible
G1	1	The setting up of an Equalities Commission is actively being pursued	30 June 2015	Ministry of Equality, Social Services & the Elderly
G2	1	The setting up of an Equalities Commission is actively being pursued	30 June 2015	Ministry of Equality, Social Services & the Elderly
G3	1	The setting up of an Equalities Commission is actively being pursued	30 June 2015	Ministry of Equality, Social Services & the Elderly

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

Ex-Ante Conditionality	Criterion	Action to be undertaken	Deadline	Bodies Responsible
T 04.3	2	National Renewable Energy Plan currently with consultants	9 January 2015	Ministry for the Environment

## **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, in order 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, payments, 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 reducing 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 by October 2014, 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 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.

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 of 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 & 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, when accessing funding.

Consideration will also be given to opportunities concerning investments and training which facilitates the return to the labour market of people with children or dependant 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 & women**

The Managing Authority shall 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 Programming Period (Article 96(2) (e) CPR)

Not applicable.

#### Table 27: List of major projects

Not applicable.

### 12.2 Performance Framework of the Operational Programme

**Table 28: Performance Framework by fund & 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)
1	ERDF	More developed region	Productive investment: Number of enterprises receiving support	Enterprises	30	70
1	ERDF	More developed region	Productive investment: Private investment matching public support to enterprises (grants)	Euro	1,200,000	3,000,000
1	ERDF	More developed region	Total amount of eligible expenditure entered into the accounting system of the Certifying Authority and certified by the Authority	Euro	2,903,364	10,913,028

### 12.3 Relevant partners involved in the preparation of Programme

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

The following will have a role in the Gibraltar Programme in an observer/advisory capacity: EU Commission; Department of Business, Innovation & Skills (BIS) UK.