**ESIF – Barriers – Definitions**

**Long-term unemployed**

*Individuals who are registered as unemployed and in receipt of Jobseekers Allowance for more than 6 months*.

**Living in a jobless household**

*Households where no member is in employment i.e. all members are either unemployed or inactive.*

**Living in a jobless household with dependent children**

*Definition on jobless household as above. Dependent children refers to individuals aged 0-17 years and 18-24 years if inactive and living with at least one parent.*

**Living in a single adult household with dependent children**

*An ‘adult’ is a person above 18 years of age. Dependent children refers to individuals aged 0-17 years and 18-24 years if inactive and living with at least one parent.*

**Disability**

*Participants with disabilities are persons who are registered disabled according to national definitions.*

**Migrants, people with a foreign background, minorities**

***Migrants*** *- Non-national permanent residents in a country, people with a foreign background or nationals from a minority (according to national definitions).*

***Minorities -*** *There is no single definition of a minority group. In general, when linked with disadvantage, the term minority can be taken to refer to any group with personal characteristics that are subject to discrimination, which range from ethnicity or religious belief to sexual preference.*

***Ethnic minority*** *– individuals with a different cultural tradition or background from the majority of the population*

***National minority*** *– individuals from relatively well-established minority groups living in particular EU countries. National minorities have been established for a number of generations in some EU countries, such as Russians and Poles in the Baltic States, and the Hungarian minority in Romania.*

***Indigenous minorities -*** *ethnic groups that are long-standing residents of a particular EU country. They may have a migrant, indigenous or landless nomadic background.*

***Foreign background -*** *Persons with a foreign background are persons whose parents were born outside the country. The persons in this group may or may not have directly experienced an international migration.*

**Homeless or affected by housing exclusion**

*The following four living circumstances as defined as homelessness or extreme forms of housing exclusion:*

* Rooflessness (people living rough and people in emergency accommodation),*

* Houselessness (people in accommodation for the homeless, in women's shelters, in accommodation for immigrants, people due to be released from institutions and people receiving long-term support due to homelessness),*

* Insecure accommodation (people living in insecure tenancies, under threat of eviction or violence), and*

* Inadequate housing (living in unfit housing, nonconventional dwellings e.g. in caravans without adequate access to public utilities such as water, electricity or gas or in situations of extreme overcrowding).*

**Asylum seeker**

*An individual who ‘has applied for asylum and is waiting for a decision as to whether or not they are a refugee.’*

*An asylum seeker is someone who has asked a Government for refugee status and is waiting to hear the outcome of their application.*

**Refugee**

*An individual who 'owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion, is outside the country of his nationality, and is unable to or, owing to such fear, is unwilling to avail himself of the protection of that country’*.

**Primary carer of older person**

*Primary carer for a person over the age of 65 (this is the threshold used to qualify for Attendance Allowance).*

**Primary carer of a child/children (under 18) or adult**

*Primary carer of a child/children (under 18) or adult.*

**Underemployed**

*An employment situation that is insufficient in some important way for the worker*

*Examples include*

* holding a part-time job despite desiring full-time work,*

* skills underutilisation - where the employee has education, experience, or skills beyond the requirements of the job.*

**Low income employed**

*“Income below 60% of the national median equivalised disposable income after social transfers. “*

*The Scottish Government Analytical Services Division uses the following methodology:*

*Total household income (after taxes, benefits and earnings of all household members) is equivalised to take account of household size e.g. a household with two adults and three children would need greater resources than a single adult. The poverty threshold is 60% of the UK median – a ‘reference household’ is a couple with no children.*

*Based on the 2013 / 2014 figures – the current poverty threshold is £272 a week (or £14,200 a year) for a couple (with no children)*

**Looked after young person**

*Under the provisions of the Children (Scotland) Act 1995, 'Looked After Children' are defined as those in the care of their local authority. The majority will come into one of these categories:*

* Looked after at home*

* Looked after away from home*

*This definition also includes young people leaving care up to and including the age of 25.*

**Criminal convictions**

*This relates to any crime that an individual has been convicted of that has not been ‘spent’ or is exempt from becoming ‘spent’.*

*The Rehabilitation of Offenders Act 1974 (ROA) states that anyone who has been convicted of a criminal offence and sentenced to less than two and a half years in prison can be regarded as rehabilitated after a specified period with no further convictions. After the specified period the original conviction is considered to be spent. The specified period varies between 6 months and 10 years depending on the length of sentence. Convictions involving sentences of over 2.5 years are never spent.*

**Long-term physical illness / condition**

*“long-term physical, mental, intellectual, or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.”*

*The Equality Act (2010) states that ‘long-term’ is defined as a period of 12 months or more.*

**Mental health issues**

*Mental Health issues affect the way an individual thinks, feels and behaves, often has an impact on their day-to-day life and their ability to relate to others.*

*The following list is indicative, but not inclusive, of the range of mental health issues that may be experienced:*

* Depression*

* Anxiety*

* Phobias*

* Eating Disorders*

* Personality Disorders*

**No work experience**

*Individuals who have no experience of paid employment.*

**Substance related conditions**

*The continued misuse of substances (typically alcohol or drugs) that severely affects an individual’s physical and mental health, social situation and responsibilities.*

**Low skilled**

*Individual’s highest level of qualification is at ISCED Level 2 or below. See below for*

*A table comparing the Commission ISCED levels to Scottish Qualification levels*:

|  |  |  |
| --- | --- | --- |
| **SCQF Levels** | **National Courses** | **ISCED Levels** |
| 7 | New Advanced Higher  Advanced Higher  Scottish Baccalaureates | Level 3 |
| 6 | New Higher  Higher  Skills for Work Higher |
| 5 | National 5  (Intermediate 2)  Skills for Work National 5  (Credit Standard Grade) |
| 4 | National 4  (Intermediate 1)  Skills for Work National 4  (General Standard Grade) | Level 2 |
| 3 | National 3  Access 3  Skills for Work National 3  (Foundation Standard Grade) |
| 2 | National 2  Access 2 |
| 1 | National 1  Access 1 |

**Armed Forces Veteran**

*Former member of the UK Armed Forces*

**From Employment Deprived Areas**

*Residing in SIMD 15% most employment deprived geographies.*