

Gender equality in the Recovery and Resilience Facility

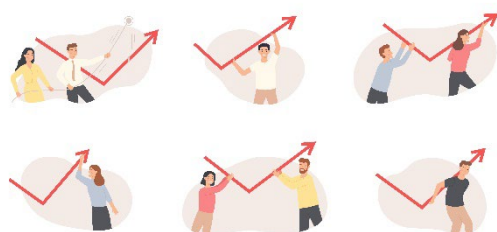
SUMMARY

The negative impact of the COVID-19 crisis on women's social and economic situation triggered a debate on the urgent need for a gender-sensitive policy response to the pandemic. In this context, the establishment of the Recovery and Resilience Facility (RRF) – the EU's biggest financial instrument supporting recovery in the Member States – is an opportunity to channel extraordinary resources toward measures that take into account the principles of gender equality. It is also a chance to put into practice the EU's long-standing commitments to mainstream gender across different policies and apply gender budgeting principles to EU spending.

Offering an overview of how gender equality has been built into the RRF Regulation, this briefing explains what was expected from the Member States when they were preparing their national recovery and resilience plans (NRRPs) as regards gender equality. It also provides practical examples of reforms and investments where gender equality has been taken into account, from the 26 NRRPs approved by mid-October 2022 (only Hungary's plan is awaiting the Commission's assessment).

In keeping with the RRF Regulation, all the NRRPs analysed declare gender equality to be a horizontal objective, to be given consideration in all measures. However, only some Member States have included dedicated reforms or investments addressing gender-related challenges explicitly or indicating women as the main beneficiaries. The most numerous and innovative measures, with gender equality clearly indicated in the milestones or targets linked to them, are present in the plans of Belgium, Estonia, Spain, Italy and Austria.

This is a further update of a briefing the previous edition of which was published in April 2022.



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Gender equality and the EU recovery instrument

There is [evidence](#) that the coronavirus pandemic has affected women disproportionately and exacerbated existing inequalities between women and men. In almost all areas of life, the situation has worsened so much that there are serious [concerns](#) that progress towards gender equality made in recent decades could be rolled back. In this context, integrating the gender perspective in any activities and measures aimed at economic and social recovery appears more necessary than ever. Therefore, many governments [around the world](#) have designed policy responses to tackle the negative consequences of the pandemic that are also gender-sensitive, with the principles of gender equality in mind.

In 2021, on top of the multiannual financial framework (MFF) for the years 2021 to 2027, the European Union agreed the most prominent element of its response to the pandemic crisis – a temporary recovery instrument referred to as Next Generation EU (NGEU). This extraordinary stimulus package for the EU is financed from money borrowed by the EU on the markets, totals €806.9 billion (in current prices), and represents 5.4 % of EU 2019 gross domestic product (GDP). Intended to shore up national efforts, it has been designed to help repair the economic and social damage caused by the pandemic, generate high-quality jobs, combat social exclusion and support the Union's green and digital transitions.¹

The bulk of the total allocation for NGEU – €723.8 billion – is implemented through the Recovery and Resilience Facility (RRF). The RRF must be spent on selected reforms and investments in the Member States by the end of 2026.² These are outlined in national recovery and resilience plans (NRRPs). So far, all national plans, except Hungary's,³ have been approved.

The introduction of the RRF is an opportunity for the EU to put into practice its commitments in the areas of [gender mainstreaming](#) and [gender budgeting](#). Although these concepts have a strong [legal basis](#) and have been reaffirmed in many EU documents,⁴ including in the agreements on both the [2014-2020](#) and [2021-2027](#) MFFs, so far not much progress has been made in their practical application. As concluded by the European Court of Auditors (ECA) in a [special report](#) on the matter, the EU's budget cycle does not take gender equality adequately into account and little attention is paid to gender analysis in the policies and programmes examined. With a view to improving the situation and making the EU recovery measures gender-sensitive, the ECA called for gender equality to be properly taken into account in the [regulation](#) establishing the RRF and in the NRRPs. This view, and concerns about the real impact of the funds spent under the RRF on the situation of women, were also shared and voiced by various [stakeholders](#), [experts](#) and [Members](#) of the European Parliament (see below).

In practical terms, mainstreaming gender in the RRF means that measures supported should incorporate a gender equality perspective at the planning, implementation and reporting stages. However, the first version of the provisions on implementing the RRF were equality-blind. The Commission's [proposal on the RRF Regulation](#), put forward on 28 May 2020, did not include any references to gender equality and did not mention women as a specific social group to be supported. During the [legislative process](#),⁵ owing largely to pressure from civil society organisations and the European Parliament,⁶ a gender dimension was added to the provisions and is part of the [RRF Regulation](#) approved on 12 February 2021.

Gender equality in the RRF Regulation

The [regulation](#) establishing the RRF recognises women as one of the social groups worst affected by the COVID-19 crisis. According to the text of the regulation, mitigation of the social and economic impact of that crisis, particularly on women, is one of the RRF's central objectives. The regulation states that the Member States should mainstream and promote objectives relating to gender equality throughout the process of preparing and implementing their recovery and resilience plans. Furthermore, the regulation emphasises the importance of investment in robust care infrastructure,

which is essential to secure gender equality and the economic empowerment of women. It allows more women to take part in paid work and therefore has a positive effect on GDP (see recital 28).

Despite the [efforts](#) of the Parliament's negotiators involved in the legislative process leading to the adoption of the RRF rules, the regulation does not set a minimum for spending relating to gender equality. This contrasts with the cases of the green and digital transitions (37 % for spending on the green and 20 % on the digital transition). Furthermore, the issue of gender equality is not included in the 11 main criteria for assessing the plans (see Annex 5 'Assessment guidelines for the Facility' and Article 19 of the RRF Regulation). Unlike children and young people, women are not mentioned specifically in any of the assessment criteria. Nevertheless, the Commission deems gender equality to be a horizontal requirement, along with security, self-assessment for investment in digital capacities and connectivity, the presence in the plan of cross-border and multi-country projects, and the process of consulting local and regional authorities and other stakeholders on the plan.

Information to be provided in the NRRPs

Article 18(4)(o) of the RRF Regulation stipulates that Member States should take gender equality and gender mainstreaming into account when drafting their NRRPs (see Box 1). Details of the provision are further explained in the European Commission's [guidance](#) on preparing the plans, according to which Member States should explain how the measures in the recovery and resilience plan are expected to contribute to gender equality and equal opportunities for all and how those objectives will be mainstreamed. The plans must also take into account United Nations Sustainable Development Goal 5 on gender equality, the European Pillar of Social Rights (see Box 2), and any existing national gender equality strategy. In particular, the Member States should outline:

- challenges in terms of gender equality, including those relating to the COVID-19 crisis, for example in terms of equality of treatment and opportunities in the labour market, conditions for employment, career progression, and equal pay for work of equal value;
- how the reforms and investments described in the plan will be instrumental in overcoming the above-mentioned challenges;
- how the plan ensures and fosters equality between women and men, and how it mitigates the economic impact of the crisis on women, including on gender-based and domestic violence;
- how the plan contributes to the achievement of United Nations Sustainable Development Goal 5 and its targets; and
- how the measures in the plan will improve the situation in terms of gender equality and its different dimensions, such as education, training, skills, the employment gap, working conditions, social protection, etc.

Box 1 – Article 18(4)(o) of [Regulation \(EU\) 2021/241](#) of 12 February 2021 establishing the RRF

The recovery and resilience plan shall be duly reasoned and substantiated. It shall in particular set out the following elements: [...]

(o) an explanation of how the measures in the recovery and resilience plan are expected to contribute to gender equality and equal opportunities for all and the mainstreaming of those objectives, in line with principles 2 and 3 of the European Pillar of Social Rights, with the UN Sustainable Development Goal 5 and, where relevant, with the national gender equality strategy.

Mainstreaming and promotion of the above-mentioned aspects should be demonstrated across the six pillars of the RRF, including the green and digital transitions.⁷ In addition, Member States are encouraged to present data disaggregated by gender (among other indicators such as age, disability, ethnic origin, etc.). The Member States must explain whether the measures described in the NRRP help to address effectively the country-specific recommendations (CSRs) issued in the context of the European Semester. It might be expected that the gender-related challenges

identified in the CSRs would be taken into account in the design of the reforms and investments envisaged in the relevant NRRPs.

Box 2 – Gender equality in the European Pillar of Social Rights

Proclaimed in 2017 at the Göteborg Summit, the European Pillar of Social Rights defines 20 principles guiding the EU towards a more social, fair and inclusive economy and society. Point two on the list of the principles is dedicated to gender equality:

Equality of treatment and opportunities between women and men must be ensured and fostered in all areas, including regarding participation in labour market, terms and conditions of employment and career progression. Women and men have the right to equal pay for work of equal value.

Source: [European Commission](#).

United Nations Sustainable Development Goal 5 – Achieve gender equality and empower all women and girls

In 2015, the UN member states adopted the 2030 Agenda for Sustainable Development with 17 goals for peace and prosperity for people and the planet. The agenda was adopted by all EU Member States.

Goal 5 concerns gender equality and women's empowerment and sets six main targets:

- End all forms of discrimination against all women and girls everywhere.
- Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation.
- Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.
- Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- Ensure universal access to sexual and reproductive health rights.

Monitoring and reporting

Monitoring and reporting on the implementation of the RRF is based on a specially designed performance framework, the details of which are specified in two delegated acts: [on a methodology for reporting social expenditure](#) in the RRF, and on [the common indicators](#) and elements of the recovery and resilience scoreboard. Some elements of the performance system deal specifically with information relevant to gender equality.

Flagging measures with a gender equality focus

In Article 1 of the [delegated regulation](#) on a methodology for reporting social expenditure, the European Commission proposed that, to allow for specific reporting on gender equality in the RRF, it would apply a flagging method. For each national measure of a social nature that includes a focus on gender equality, the Commission will attribute a flag (similarly to measures focused on children or youth). This, according to the Commission, should allow for specific reporting on expenditure on gender equality under the RRF.

Common indicators disaggregated by gender and the scoreboard

Twice a year in connection with the European Semester procedure, Member States have to report on progress made on implementing the NRRPs (Article 27 of the RRF Regulation). Based on the information collected from the Member States, the European Commission prepares annual and other reports on and evaluations of the RRF (see below). To this end, the Commission included a list

of 14 common indicators. Among them, four should be disaggregated by gender in the reports prepared by the Member States:

- researchers working in supported research facilities;
- participants in education or training;
- people in employment or engaged in job searching activities;
- young people aged 15-29 receiving support.

The common indicators are to be used to monitor the NRRPs' implementation and to reflect progress towards achieving the RRF's objectives. They are presented online on a public recovery and resilience [scoreboard](#), and updated twice a year, following the biannual report by the Member States.

Commission reports

The Commission must present an annual report on the implementation of the RRF, a review report (by the end of July 2022), as well as independent interim and ex-post evaluation reports (by February 2024 and 31 December 2028 respectively). The first [annual report on the implementation of the RRF](#), released on 1 March 2022, did not include any specific information on gender equality in the national recovery and resilience plans. However, on 29 July 2022 the Commission submitted a [review report](#) on the implementation of the RRF to the European Parliament and the Council; in line with [Article 16](#) of the RRF Regulation, this report included an assessment of how the NRRPs tackle inequalities between women and men.

According to the review report, gender equality features prominently in the national plans, as an estimated 129 measures in the 25 plans approved thus far⁸ are dedicated to or contribute to attaining it. The share of these measures varies significantly: from 11.1 % in Sweden to 0 % in Denmark and Luxembourg. However, the Commission emphasises that the real impact and expenditure on gender equality cannot be directly derived from the plans themselves. This is due to limitations of the method used for the estimations, the performance-based nature of the RRF, and large differences in the way the Member States have incorporated gender equality into the measures.

Examples of NRRP measures addressing gender equality

A large majority of the NRRPs include a chapter or a separate section dedicated to gender equality, and the issue is among the challenges to be addressed.⁹ Member States point out various gender-related problems and challenges, such as gender gaps in employment, career opportunities and wage and education systems, and the fact that there are fewer women with degrees in science, technology, engineering and mathematics (STEM). Women are often mentioned among the social groups that suffer the most from [energy poverty](#); moreover, they have been worst hit by the consequences of the pandemic.

The Member States differ as regards their level of performance and the challenges they encounter in the area of equal opportunities for women and men. For example, while according to the 2021 gender equality [index](#), Sweden, Denmark and the Netherlands were among the best performing countries in the EU, Greece, Romania and Slovakia were much below the EU average. Furthermore, in the country-specific recommendations (CSRs) the Council adopts for the Member States, it drew attention to the gender-related challenges in Austria, Cyprus, Czechia, Estonia, Spain, France, Ireland, Italy, Malta, Poland, Slovenia and Slovakia. An analysis conducted by the European Parliament's Economic Governance Support Unit shows that the extent to which the gender related CSRs were covered varies among the recovery plans.¹⁰

The table in the annex presents the results of an EPRS analysis of the 26 plans approved by the Council as regards measures addressing gender equality (Hungary's plan is awaiting the Commission's assessment and the Council's approval).

The analysis is based on the Commission's assessments, the Council's implementing decisions approving them (including annexes), and operational arrangements, where available. The main objective of the analysis was to identify measures in the NRRPs that address gender-related challenges explicitly or indicate women as specific beneficiaries. Since RRF disbursement decisions depend on the achievement of concrete milestones and targets,¹¹ the analysis looked in particular at whether women or gender equality are mentioned specifically in the descriptions of these milestones and targets. This does not rule out women being supported under other measures, even if they are not explicitly mentioned as a target group.

As shown in the left-hand column of the table in the annex, the European Commission assessed that all national plans, with the exception of Denmark's and Luxembourg's, contained measures expected to improve matters related to gender equality. In line with the RRF Regulation, all the plans declare gender equality to be a horizontal objective, to be upheld and taken into account across all measures.

Nevertheless, as indicated in the right-hand column of the table, the targeted measures dealing exclusively or mainly with the situation of women vary considerably in number and diversity among the different plans. The most numerous and varied gender equality-related measures, accompanied by specific milestones and targets, are in the NRRPs of Belgium, Estonia, Spain, Italy and Austria.¹² Some interesting examples of reforms and investments explicitly addressing gender-related challenges are included in the plans of France, Greece, Ireland, Croatia, Cyprus, Malta, the Netherlands, Poland and Portugal. Often, however, the measures are focused on traditional sectors, such as childcare and education, or on pension system reform. Furthermore, even if some plans do speak about reforms and investments that are potentially beneficial to gender equality, these are not linked to any milestones and targets specifically mentioning women or gender equality. This is the case of the recovery plans of Bulgaria, Czechia, Denmark, Germany, Greece, Latvia, Lithuania, Luxembourg, the Netherlands, Romania, Slovenia, Slovakia, Finland and Sweden.

Stakeholder views

While the inclusion of provisions on gender equality in the RRF Regulation is [seen](#) as a political success and an important step towards gender mainstreaming, there are concerns among stakeholders and experts about implementation and monitoring. Experts and organisations dealing with gender equality have been following closely the process of the Commission assessing the NRRPs and are vitally interested in monitoring the implementation of the plans. Some of them have launched their own analysis of the NRRPs in order to find out if and how the situation of women has been tackled by the Member States. The debate concentrates around such questions as:

- To what extent have the Member States actually fulfilled the requirements outlined in the RRF Regulation and addressed gender equality objectives in their NRRPs?
- Can the proposed spending priorities and sectors to be supported under the RRF produce a positive impact on gender equality and the situation of women?
- Will the RRF performance framework provide relevant indicators and data disaggregated by sex, useful to measure the gender impact of the financed actions?

Already at the beginning of the process, some organisations were [concerned](#) that the women's perspective was not sufficiently represented in the plans and that they included only very limited targeted measures to address equality problems.¹³ According to Anna Elomäki,¹⁴ gender mainstreaming obligations were only introduced in the RRF Regulation at a late stage in the legislative decision-making process, and are therefore not specific enough. The urgent nature of the situation meant that Member States were preparing their NRRPs in parallel to the legislative process taking place at EU level. As a result, by the time the amendments on gender equality had been agreed, the spending priorities and measures had already been fixed and agreed at national level in some Member States.

A [study](#) presented by researchers at University College Dublin and Dublin City University argues that the gender equality commitments made in the RRF Regulation are in line with similar statements made in many other EU policy documents. However, the experts are not optimistic as far as the implementation of the commitments is concerned. They find no evidence in the NRRPs of priority being ascribed to gender or gender equality, and describe this as a failure to deliver on the promise made in the declarations. The study's authors recommend making the care economy and sector a third main priority for RRF spending alongside the green and digital economies.

Experts from the German political foundation [Heinrich Böll Stiftung](#) highlight the risk that, without specific measures encouraging female employment, the spending priority on the green and digital transitions will create jobs mainly for men (in such sectors as digital, transport, energy and construction) and could aggravate existing gender segregation and inequalities on the labour market. They add that the care, health and education sectors, traditionally dominated by female employment, have been worst hit by the negative consequences of the pandemic, and yet these sectors are not sufficiently supported by the RRF.¹⁵

Finally, among the key issues and challenges that have been highlighted in the debate is the need to ensure that data collected from Member States actually allows progress in implementing the NRRPs to be monitored, and achievements to be evaluated from a gender perspective. Experts [emphasise](#) that without relevant, sex-disaggregated indicators, it is difficult to scrutinise RRF spending and assess its impact on the situation of women. Furthermore, indicators collected in the RRF implementation process must be of high quality and also cover various areas and sectors beyond the labour market and education, e.g. violence, health, poverty, media and the environment.

The special report of the European Court of Auditors

The European Court of Auditors (ECA) dealt with the issue of gender equality mainstreaming in the RRF as part of its 2021 [special report](#) on gender mainstreaming in the EU budget. Overall, the ECA found that, despite a strong commitment to implementing gender mainstreaming in the EU budget, the Commission had not developed a solid framework to support this task. Regarding the RRF, the ECA noted that, although the national plans were required to explain how proposed measures were expected to contribute to gender equality, the lack of relevant common indicators made it difficult to monitor and follow up on results. Therefore, the ECA recommended that the Commission develop a robust system of tracking funds and improve reporting on the gender aspect both under the 2021- 2027 MFF and the RRF (see Box 3).

On 28 June 2021, the report was debated in a [joint meeting](#) of three parliamentary committees – Budgets (BUDG), Budgetary Control (CONT) and Women's Rights and Gender Equality (FEMM). As a follow up to the debate, the CONT committee produced a [working document](#), in which it stressed the importance of gender mainstreaming in the NRRPs. It fully supported the recommendations presented by the ECA and called for better communication and coordination between the Commission and the Member States regarding measures with a strong impact on gender equality under the RRF.

The ECA report also triggered a discussion on the issue in the Council. On 15 October 2021, EU ministers at the Employment and Social Policy Council adopted [conclusions](#) on gender mainstreaming in the EU budget. Among practical suggestions as to how the Commission could improve the way it is introducing gender budgeting to the EU system, the Council called on the Commission to further examine and report on the NRRPs from a gender equality perspective.

Box 3 – European Court of Auditors' special report on gender mainstreaming in the EU budget: Time to turn words into action

Recommendation 5: Improve reporting on gender equality

To improve accountability and budgetary transparency and ensure that reliable information on funds allocated and used on gender equality at programme level in the MFF 2021-2027 is available, the Commission should: (a) develop a robust system for tracking funds allocated and used to support gender equality that can be applied to all EU funding programmes, including the Recovery and Resilience Facility [...]

Recommendation 6: Assess and report on whether the RRF addresses gender equality

The Commission should assess the proposed measures included in Member States' recovery and resilience plans and, subsequently, report on whether they have contributed to gender equality.

The role of the European Parliament

The European Parliament is a strong [supporter](#) of gender mainstreaming and gender budgeting in EU spending. Thanks to its efforts during the negotiations on the 2021-2027 MFF, gender mainstreaming must be promoted in EU spending programmes and progress should be made in developing a methodology for monitoring spending on gender equality in the EU budget (see point 16(f) of the [Interinstitutional Agreement](#) of 16 December 2020). Furthermore, on many occasions, in the context of the pandemic, Parliament has [insisted](#) on applying the principles of gender mainstreaming and gender budgeting in the EU financial response to the crisis.

As mentioned above, Parliament also played a key role in securing the inclusion of gender equality in the RRF Regulation.¹⁶

Parliament is closely [monitoring](#) the process of the NRRPs' implementation, including their gender equality aspect. In two resolutions – of [10 June 2021 and 23 June 2022](#) – Members expressed their concern that most NRRPs do not contribute enough to the mainstreaming of gender equality objectives, fail to include explicit and concrete measures, and are not able to respond adequately to the CSRs in this regard. Parliament called on the Commission to provide a study on the RRF contribution to creating jobs in sectors where one gender is predominantly represented. Moreover, the Members stressed the important role played by sex-disaggregated data in monitoring the implementation of the RRF.

The implementation of the provisions on mainstreaming gender equality in the RRF and more generally in the NGEU is regularly discussed as part of the two-monthly meetings of the Recovery and Resilience [Dialogue](#) between the Commission and the Parliament, and at the interinstitutional meetings on the implementation of Next Generation EU, which also involves Council representatives. Discussions on the topic have also taken place at the meetings of the Parliament's committees on Women's Rights and Gender Equality (FEMM), on Budgets (BUDG) and on Budgetary Control (CONT).¹⁷

MAIN REFERENCES

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Simoes C. and Calatozzolo R., EU gender budgeting: Where do we stand?, Policy Department for Budgetary Affairs, European Parliament, [October 2020](#).

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Regulation (EU) [2021/241](#) establishing the Recovery and Resilience Facility, 12 February 2021.

Commission staff working document, Guidance to Member States, recovery and resilience plans, [SWD\(2021\) 12 final](#), Brussels, 22 January 2021.

Review report on the implementation of the Recovery and Resilience Facility, [COM\(2022\) 383 final](#), 29 July 2022.

ENDNOTES

- ¹ For a detailed analysis of the NGEU and the RRF, see: A. D'Alfonso et al., Economic and Budgetary Outlook for the EU in 2022, [Study](#), EPRS, European Parliament, January 2022.
- ² The implementation period is understood here as the time for paying out RRF resources. Under Article 3 of Council Regulation (EU) 2020/2094 on NGEU, legal commitments giving rise to expenditure should be made by 31 December 2023.
- ³ The approval is made by the Council (by means of an implementing decision adopted by qualified majority), based on the European Commission's positive assessment of the plan. For information on progress in the RRF implementation, see this EPRS [animated infographic](#).
- ⁴ One of the most important recent initiatives in this regard is the EU's 2020-2025 [gender equality strategy](#). See also 2022 Report on gender equality in the EU, European Commission, [SWD\(2022\) 54 final](#), Brussels, 8 March 2022.
- ⁵ European Parliament Report on the proposal for a regulation establishing a Recovery and Resilience Facility ([A9-0214/2020](#)), 10 November 2020; the Position of the European Parliament adopted at first reading on [10 February 2021](#) (EP-PE_TC1-COD(2020)0104).
- ⁶ A petition to European Commission President Ursula von der Leyen calling for half of the corona funds for women as part of the action [#halfofit](#) (initiated by Alexandra Geese of the Greens/EFA group in the European Parliament), and a study ["#nextGenerationEU" Leaves Women Behind](#) are examples of joint efforts to strengthen gender equality aspects in the RRF. For more on Parliament's role in the process, see: A. Elomäki and J. Kantola, How the European Parliament worked gender equality into the EU pandemic response, [The Loop](#), ECPR's Political Science Blog.
- ⁷ The six pillars of the RRF are policy areas to be given particular support: green transition; digital transformation; smart, sustainable and inclusive growth, including economic cohesion, jobs, productivity, competitiveness, research, development and innovation, and a well-functioning internal market with strong small and medium enterprises (SMEs); social and territorial cohesion; health, and economic, social and institutional resilience with the aim of, inter alia, increasing crisis preparedness and crisis response capacity; and policies for the next generation, children and the youth, such as education and skills (recital 9 of the RRF Regulation).
- ⁸ The Commission did not analyse the plans of the Netherlands and Hungary.
- ⁹ The exceptions are the plans of Luxembourg, Ireland and Malta.
- ¹⁰ C. Dias and K. Grigaitė, Country-specific recommendations and recovery and resilience plans – Thematic overview on gender-related issues, Economic Governance Support Unit (EGOV), European Parliament, [October 2021](#).
- ¹¹ Milestones and targets are defined as measures of progress towards achieving a reform or an investment, with milestones being qualitative achievements and targets being quantitative achievements (Article 2(4) of the RRF Regulation).
- ¹² These results partly match the results of the Commission's analysis included in the [review report](#). According to the Commission the plans of Austria, Estonia, Sweden and Spain have the biggest share of measures focused on gender equality.
- ¹³ Similar concerns were expressed in a letter from the Greens/EFA group in the Parliament to the Commission. The group expressed serious doubts about compliance of the measures presented in the NRRPs with the requirements. Among other areas of concern, the Members pointed to a failure to address the gender-related CSRs in the plans. See: Ongoing assessment of national recovery and resilience plans by the Commission, [1 June 2021](#).
- ¹⁴ Anna Elomäki's presentation at the workshop on applying gender mainstreaming in the EU recovery package, Committee on Women's Rights and Gender Equality, [16 March 2021](#).
- ¹⁵ Similarly, Alexandra Geese, German Member of the European Parliament, [sees](#) a danger of worsening the gender divide through the RRF, as most of the support is going to finance the green and digital sectors, where women are typically underrepresented.
- ¹⁶ A. Elomäki and J. Kantola, How the European Parliament worked gender equality into the EU pandemic response, [The Loop](#), ECPR's Political Science Blog.
- ¹⁷ For instance, on [15 June 2021](#), [16 March 2021](#), [23 March 2021](#), [8 September 2022](#), [29 September 2022](#).

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Annex – European Commission assessments and examples of measures addressing gender equality (GE) in the NRRPs




Member States with the most numerous measures focused on gender equality

Member State	European Commission's assessment of equality aspects in the NRRP	Examples of measures (reforms and investments), milestones and targets explicitly addressing gender-related challenges or indicating women as specific beneficiaries
<p>Belgium</p> 	<p>According to the Commission, the plan follows a dual approach of responding to the consequences of the pandemic and addressing more structural factors leading to inequalities. The plan contains a series of measures expected to help address challenges in the area of GE. In addition, the Belgian Institute for the Equality of Women and Men considers that 18 % of investments under the plan will have a positive and 52 % a potentially positive GE impact.</p> <p>According to the Commission's estimate, 1.6 % of measures focus on GE.</p>	<p>Gender and work (Investment I-4.10 of the Federal State) – the investment aims to analyse gender inequality on the labour market and promote the integration of women into the labour market. Specific targets related to the participation of women are included in the annex to the Council implementing decision.</p> <p>Development of public utility housing and housing for vulnerable persons (Investment I-4.12) – women who are victims of violence are among the beneficiaries of the investment (target).</p> <p>Creation and renovation of early childcare infrastructure of the Walloon Region (Investment I-4.13) – the investment can support female labour participation.</p> <p>End of career and pensions (Reform R-4.07 of the Federal State) – the reform of the pension regime includes measures to increase gender balance, a 'gender test' will be applied to every reform to ensure that it helps eliminate gender gaps (linked to two milestones).</p> <p>Various measures dedicated to attracting more women to science, technology, engineering and mathematics (STEM) studies.</p>
<p>Bulgaria</p>	<p>According to the Commission, Bulgaria's plan contains measures that are expected to help the country address some of the challenges it faces in the area of GE. These include measures designed to improve women's labour market participation, such as investment in kindergartens, and compulsory inclusion of 4-year olds in the education system.</p> <p>According to the Commission's estimate, 2.2 % of measures focus on GE. A</p>	<p>Neither GE nor women are specifically mentioned in the description of the milestones and targets in the annex to the Council implementing decision.</p>
<p>Czechia</p>	<p>The Commission assesses that the plan contains a series of measures that are expected to address the country's challenges in the area of GE. Examples of such measures are concentrated under pillar 3 of the plan on 'Education and labour market', and aim to increase the labour market participation of women with young children through ample investment in pre-school facilities for children below the age of three.</p> <p>However, the Commission points out that the measures are limited, and that Czechia does not take the opportunity of the plan to contribute to GE and equal opportunities for all sectors. The Commission says that equality considerations should have been taken into account much more consistently throughout the plan.</p>	<p>One of the objectives of component 3.3 on 'Modernisation of employment services and labour market development', is to tackle persistent gender inequalities in the labour market, in particular the low labour market participation of women with small children. The component includes a reform of the law on pre-school care that should support parents, in particular mothers, returning to work after parental leave. In addition, the component includes an investment aimed at increasing the capacity of childcare facilities.</p> <p>However, neither GE nor women are specifically mentioned in the description of the milestones and targets in the annex to the Council implementing decision.</p>


Member State	European Commission's assessment of equality aspects in the NRRP	Examples of measures (reforms and investments), milestones and targets explicitly addressing gender-related challenges or indicating women as specific beneficiaries
	<p>According to the Commission's estimate, 6 % of measures focus on GE.</p>	
<p>Denmark</p>	<p>According to the European Commission analysis, the plan contains measures that are expected to help Denmark to address the challenges posed by GE. These include measures to promote the use of digital solutions in the healthcare sector, such as video consultations, which should support vulnerable groups' access to healthcare. Provisions are made to ensure that the gender balance and the diversity of research teams are included in the overall assessment of applications to the green research and development scheme. Equality considerations are also expected to be integrated in the design of the new digital strategy.</p> <p>According to the Commission's estimate, the NRRP contains 0 % measures with a focus on GE.</p>	<p>Neither GE nor women are specifically mentioned in the description of the reforms, investments, milestones or targets in the annex to the Council implementing decision.</p>
<p>Germany</p>	<p>The Commission assessed that GE issues and equal opportunities for all are adequately addressed in the plan, and that aspects related to GE and challenges related to socio-economic backgrounds run through multiple components. Among particularly relevant measures are those improving the availability of quality early childhood education and care (in particular component 4.1. on 'strengthening of social inclusion'). However, the Commission points out that the arrangements regarding joint taxation of spouses, an important disincentive for second earners to work more hours, remain in place.</p> <p>According to the Commission estimate, 1.4 % of measures focus on GE.</p>	<p>One of the objectives of component 4.1. on 'strengthening of social inclusion' is improving labour market inclusion of women and parents in general.</p> <p>However, neither GE nor women are specifically mentioned in the description of the reforms, investments, milestones or targets in the annex to the Council implementing decision.</p>
<p>Estonia</p> 	<p>According to the Commission, the plan contains some measures that are expected to help Estonia to address the challenges posed by GE. Examples include the measures aimed at reducing the gender pay gap, increasing the number of women in information and communication technology and addressing gender segregation in the labour market.</p> <p>In addition, in its analysis of the plan, the Commission points out that each component contains a disclaimer that the reforms and investments shall be monitored to ensure GE.</p> <p>According to the Commission's estimate, 6.7 % of measures focus on GE. A</p>	<p>Skills reform for the digital transformation of businesses (Reform 4 under component 1 – Digital transformation of enterprises) – one of the goals is to increase the participation of women in ICT training and ICT professions. At least 35 % of participants enrolled in the training planned under the reform should be women (target).</p> <p>Reducing the gender pay gap (Reform 6.9 under component 6 – Healthcare and social protection) – the measure envisages adoption and implementation of a welfare development plan for 2023-2030 (including an outline of measures to reduce the gender pay gap in Estonia), and the roll out of a digital gender pay gap tool. The tool should enable employers to receive and analyse data and information concerning the gender pay gap and its reasons in their organisations. It should support them in making informed decisions and taking effective action to implement the principle of equal pay, thereby reducing the gender pay gap. The reform is linked to three milestones specified in the annex to the implementing decision.</p>

Member State	European Commission's assessment of equality aspects in the NRRP	Examples of measures (reforms and investments), milestones and targets explicitly addressing gender-related challenges or indicating women as specific beneficiaries
<p>Ireland</p>	<p>The plan includes several measures that are expected to help address challenges related to GE. Examples mentioned in the Commission's analysis of the plan include a work placement experience programme, and reskilling and upskilling opportunities for workers adversely impacted by the COVID-19 crisis – among whom women in vulnerable situations might be overrepresented.</p> <p>According to the Commission's estimate, 5.6 % of measures focus on GE.</p>	<p>Technological Universities Transformation Fund (Investment 3.3) – under the investment, proposals shall be subject to specific criteria on GE and equal opportunities for all. Each proposal for financing shall have clearly demonstrated how GE has been taken into account. Moreover, the final project reports shall measure progress on achieving deliverables and respecting underlying criteria for approved projects, including compliance with criteria on GE (the requirements are linked to a specific milestone in the annex to the implementing decision).</p> <p>SOLAS Recovery Skills Response Programme (Investment 3.2) – one of target groups of actions under the investment are women under the age of 30 (with a specific level of education).</p>
<p>Greece</p>	<p>In its assessment of the plan, the Commission concludes that it contains a series of measures that are expected to help address challenges in the area of GE and equal opportunities for all. These include targeted reforms and investments in the areas of employment, skills, health and social cohesion. The plan contains a number of measures to promote the participation of women in the labour market including through targeted employment subsidies and upskilling programmes and by expanding early childhood education and care facilities. Moreover, several other measures, though not explicitly aimed at promoting equal opportunities, contain an equality aspect. During the implementation phase of the plan, the collection of disaggregated data by gender and ethnic background should be ensured in order to better assess and follow up equality issues.</p> <p>According to the Commission's estimate, 3.2 % of measures focus on GE.</p>	<p>Modernisation and simplification of labour law (Reform, measure ID 16744) – one of the reform's overarching objectives is to improve work-life balance and bridge the gender employment gap.</p> <p>Upgrading vocational education and training (Reform, measure ID 16934) – all projects under the measure should aim to encourage women's participation and promote their leadership skills.</p> <p>Although GE issues and women as a beneficiary of the measures are included in the two description of the reforms and investments, they are not mentioned in any of the milestones or targets in the annex to the Council implementing decision, nor in the operational arrangements.</p>
<p>Spain</p> 	<p>According to the Commission, the plan has a strong focus on gender balance, which is one of the four cross-cutting lines of action in the plan, the other being green transition, digital transition, and social and territorial cohesion. There are various measures across the plan with a direct impact on reducing the gender gap, coherently highlighted in many of the plan's 30 components.</p> <p>According to the Commission's estimate, 8.2 % of measures focus on GE.</p>	<p>GE and women are present in a number of components, reforms, targets and milestones (both in the annex to the Council implementing decision and the operational arrangements), for example:</p> <p>National artificial intelligence strategy (Reform C16.R1) – elements of the reform will help to reduce the gender gap through actions targeted at women, for example the creation of the Spain Talent Hub, an information node to attract and retain talent in the field of AI.</p> <p>Spanish strategy for science, technology and innovation 2021-2027 (Reform C17.R2) – the strategy is designed to ensure the gender perspective in research, development and innovation plans.</p> <p>National digital competences plan (Reform C19.R1) – the measure will promote the digital empowerment of women and foster scientific and technological vocations at school. One of the main goals and milestones of the reform is to bridge the gender digital divide.</p> <p>Streamlining of maternity add-ons (Reform C30.R4) – the objective of the reform is to compensate parents, primarily</p>

Member State	European Commission's assessment of equality aspects in the NRRP	Examples of measures (reforms and investments), milestones and targets explicitly addressing gender-related challenges or indicating women as specific beneficiaries
		<p>mothers, for the cost of a birth and childcare, in order to reduce the gender pension gap.</p> <p>Reskilling and upskilling of the labour force linked to professional qualifications (Investment C20.I1) – the investment covers actions with a specific focus on women with a view to opening new opportunities for learning, job creation and improving the local economy.</p> <p>Spain protects you from gender violence (Investment C22.I4) – the investment includes the development of telephone and online services to support victims of violence against women, including victims of trafficking and sexual exploitation.</p> <p>Measures to close the gender gap (Reform C23.R2) – one of the milestones to be achieved as a result of the reform is the entry into force of two by-laws on equal pay between women and men and on equality plans.</p> <p>Female employment and gender mainstreaming in active labour market policies (Investment C23.I2) – the objective of this investment is to improve labour market integration of women. As a result of the investment (target), at least 23 200 people should complete the 'plan empleo mujer, rural and urban areas' and 'victims of gender violence and human traffic programme'. This programme involves a personal and integrated itinerary of orientation, counselling and training actions adjusted to the employability profile of the participating women.</p> <p>Entrepreneurship (Investment C13.I1) – among other actions, the investment supports dissemination and communication campaigns for the creation, development or attraction to Spain of international events focusing on innovative companies and a programme to attract female talent; part of the funding is dedicated to women's entrepreneurship. One of the targets expected to be achieved is at least 800 entrepreneurs supported by the 'women's talent programme'.</p> <p>Social plan for sports (Investment C26.I3) – one of the objectives of the investment is promotion of the participation of women in professional sports through actions to increase their presence and visibility, training and to allow for the professionalisation of female sports, notably football. Actions under the investment include renovation of at least 40 sport facilities and promotion of the presence of women in professional sports (training programmes, marketing campaigns, and studies).</p>
France	<p>According to the Commission, the plan contains some measures that are expected to address effectively the country's challenges in the area of GE. Key measures include the transformation of the public service with quantitative objectives for women in management positions, as well as pay transparency obligations for companies.</p> <p>According to the Commission's estimate, 12 % of measures focus on GE.</p>	<p>Contribution of enterprises to economic, social and environmental transformation in the context of recovery (Reform C5.R2) – one of the objectives of the reform is to promote GE. It introduces an obligation for companies that are beneficiaries of the RRF to publish an index measuring progress in the area of GE.</p> <p>Civil service transformation (Reform C7.R3) – the reform involves implementation of the plan for equal opportunities and gender equality in senior state management (the measure is linked to a milestone specified in the annex to the implementing decision and in the operational arrangements).</p>
Croatia	<p>The Commission assessed that the plan includes measures that could help increase female labour market participation. The labour reform is</p>	<p>Improving recruitment in the civil service (Reform C2.2. R1) – measures included in the reform should strengthen commitment to gender balance and ensure gender equity in recruitment, as</p>

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	<p>expected to contribute to that objective, to facilitate work-life balance, to indirectly reduce the gender pay gap and to address the high gender pension gap. The plan should fund ICT projects addressing equality considerations.</p> <p>According to the Commission's estimate, 0.3 % of measures focus on GE.</p>	<p>well as promotion of women to senior management positions (specific milestone included in the annex to the implementing decision).</p> <p>Improvements to the labour legislation (Reform C4.1 R4) shall encourage additional employment and part-time employment and include provisions to allow flexibility in working time and place of work and reduce the gender pay gap (specific milestone).</p> <p>Strengthening of the system of inclusion and monitoring of vulnerable groups in the labour market through improvements to the employment service processes (Reform C4.1. R2) – women over 50 years of age are among the beneficiaries of the measure.</p>
<p>Italy</p> 	<p>According to the Commission, the plan contains measures expected to contribute to addressing the country's challenges in the area of GE. A significant contribution to improvement of GE is expected under the plan's reforms and investments related to employment policies, social and territorial cohesion, social institutions and the health system.</p> <p>According to the Commission's estimate, 3.8 % of measures focus on GE.</p>	<p>GE and women are present in a number of reforms, investments, targets and milestones (both in the annex to the Council implementing decision and the operational arrangements), for example:</p> <p>Public employment reform and simplification reform (Reform 1.9) includes a set of measures strengthening the commitment to gender balance.</p> <p>Reform of the spending review framework (Reform 1.13) includes measures to improve gender budgeting.</p> <p>New skills and new languages (Investment 3.1) focuses on female students and aims to guarantee equal opportunities and GE in terms of methodological approach and STEM orientation activities.</p> <p>Gender Equality Certification System (Investment M5C1012) – the investment aims to implement and enforce the national gender equality certification system to improve women's working conditions in terms of quality, remuneration and empowerment. It is expected that, as part of the investment, at least 1 000 companies will obtain GE certification and be supported by technical assistance.</p> <p>Plan for nurseries and preschools and early childhood education and care services (Investment M4C1-18) – the measure is expected to encourage women's participation in the labour market and support them in reconciling family and professional life.</p> <p>Creation of women's enterprises (Investment M5C1-17) – the measure aims to increase the level of participation of women in the labour market and, in particular, at supporting women's participation in business activities. Among the milestones set for the investment is the creation of the 'Impresa donna' fund to support women's entrepreneurship.</p>
<p>Cyprus</p>	<p>The Commission indicates that the plan contains a series of measures across several components that help to address the challenges in the area of GE. Relevant measures aim to promote flexible working arrangements facilitating labour market activation for people with caring responsibilities, particularly women, female entrepreneurship, and financial illiteracy of older women.</p> <p>According to the Commission's estimate, 5 % of measures focus on GE.</p>	<p>Establishment of Multifunctional Centres and Childcare Centre (Investment C5.2I2) – the objective of the investment is to increase the labour market participation of carers (often women), and to enhance the availability of quality care and social development infrastructure for children, thereby contributing to GE and equal opportunities for all.</p> <p>Child centres in municipalities (Investment C5.2I4) – the objective of this investment is to facilitate the participation and re-entry of workers with caring responsibilities, mostly women, to the labour market, thereby promoting GE.</p>

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		<p>Extension of free compulsory pre-primary education from the age of four (Reform C5.1R3) – by enhancing the availability and affordability of early childhood education and care, the reform promotes entry and re-entry of people with childcare responsibilities, mostly women, to the labour market.</p> <p>E-skills Action Plan (Reform C5.1R5) – women are mentioned among the beneficiaries of the measures under the reform that aim to enhance digital competences of the workforce in the private sector and unemployed persons</p> <p>Skilling, Reskilling and Upskilling (Investment C5.1I2) – women are among the target groups to be trained under the measure.</p> <p>However, women are not mentioned in any milestones or targets in the <u>annex</u> to the Council implementing decision.</p>
Latvia	<p>According to the Commission, the plan envisages the implementation of various measures to promote GE, including a number aimed specifically at female engagement in information and communication technology career opportunities, with a view to increasing the gender balance of information and communication technology specialists. The labour market situation for female jobseekers is expected to be improved by targeted measures aiming to promote reconciliation of work and family life through the creation of remote and part-time work opportunities for households with children. The management and implementation of projects should ensure equal pay for work of equal value, as well as diversity in management.</p> <p>According to the Commission's estimate, 1.1 % of measures focus on GE.</p>	<p>Development of a self-managed training approach for ICT specialists (Investment 2.3.1.3.i) – the investment aims to increase women's engagement in ICT career opportunities, with a view to increasing the gender balance among ICT specialists.</p> <p>However, the investment is not linked to any gender-related milestone or target in the annex to the Council implementing decision.</p>
Lithuania	<p>The Commission concludes that the plan contains some measures that are expected to help Lithuania address the challenges posed by GE. Examples of measures indicated as relevant for GE include the reform of long-term care provision that could improve the possibility for carers, most of whom are middle-aged women, to return to the labour market. The plan also aims to assess possibilities to introduce a GE dimension when designing state and municipal budgets.</p> <p>According to the Commission's estimate, 2.7 % of measures focus on GE.</p>	<p>Neither GE nor women are specifically mentioned in the description of the reforms, investments, milestones or targets in the annex to the Council implementing decision.</p>
Luxembourg	<p>The plan does not contain the requested stand-alone section describing national challenges in the field of equality and explaining how reforms and investments included in the plan will be instrumental to address them.</p> <p>The Commission points out that this needs to be seen in the context of the overall high level of GE and social protection coverage in Luxembourg's labour market, with the gender employment gap</p>	<p>Neither GE nor women are specifically mentioned in the description of the reforms, investments, milestones or targets in the annex to the Council implementing decision.</p>

Member State	European Commission's assessment of equality aspects in the NRRP	Examples of measures (reforms and investments), milestones and targets explicitly addressing gender-related challenges or indicating women as specific beneficiaries
	<p>below the EU average, and the gender pay gap among the lowest in the EU.</p> <p>Nevertheless, considerations to address certain equality challenges are present in four out of the eight components, for example in relation to equal access to education and life-long learning, parental leave, targeted support for vulnerable job-seeker groups and promotion of women in politics and businesses (component 1A – Skilling, reskilling and upskilling).</p> <p>According to the Commission's estimate, 0 % of measures focus on GE.</p>	
Malta	<p>According to the Commission, the plan contains a series of measures that are expected to help address the challenges in the area of GE and equal opportunities for all. Among particularly relevant measures, the Commission includes those that aim to improve the provision of childcare services, encourage people with unpaid care responsibilities, especially women, to attend courses, promote remote working solutions for the public administration, enabling a better work-life balance, and reduce the gender employment gap.</p> <p>In addition, as emphasised in the implementing decision, Malta included in its plan the implementation of key measures in its employment strategy and its first gender equality and mainstreaming strategy action plan (for example, tackling gender stereotypes and collecting disaggregated data to further support evidence-based policymaking).</p> <p>According to the Commission's estimate, 3.2 % of measures focus on GE.</p>	<p>Reinforcing the resilience of the labour market (Reform C5-R5) – the reform aims to enhance GE at large, including through implementation of the measures set up in the gender equality and mainstreaming strategy action plan. The measures include amendments to laws which needlessly differentiate between men and women, a training programme for educational staff in all compulsory state schools on tackling gender discrimination issues and stereotypes, and systematic collection of gender-disaggregated data. Some actions are focused on labour-market activation measures for older women (the measures are linked to specific milestones in the annex to the implementing decision).</p> <p>Setting up of a Centre for Vocational Education Excellence (ITS Campus) (Investment C5-I1) – women are one of the groups to be included in the vocational education and training (without a specific milestone or target).</p>
The Netherlands	<p>The Commission considers that the Dutch recovery plan contains measures that address the challenges in the area of gender equality and equal opportunities for all. The Commission highlighted the measures that aim to increase the participation of women in the digital sector: 'Quantum Delta NL', 'AiNed and AI Learning Communities' and 'National Education Lab AI'.</p> <p>The Commission has not published any estimates for the share of the measures that focus on GE.</p>	<p>Neither GE nor women are specifically mentioned in the sections describing the reforms, investments, milestones and targets in the annex to the Council implementing decision.</p> <p>However, under some measures in the Dutch NRRP, women are described as a prominent beneficiary (for instance, in the area of digitalisation, public healthcare, labour market, pension system reform and education).</p>
Austria 	<p>In its analysis of the plan, the Commission concludes that it contains a dedicated chapter on GE and a series of measures that are expected to address the country's challenges in the area. GE is reflected throughout the plan. In particular, the envisaged pension reforms can contribute to narrowing the gender pension gap.</p>	<p>GE and women are specifically mentioned in several reforms, investments, targets and milestones (in the annex to the Council implementing decision), for example:</p> <p>Development of the electronic mother child pass platform (Investment 4.A.3).</p> <p>Early aid for socially disadvantaged pregnant women (Investment 4.A.4).</p>

Member State	European Commission's assessment of equality aspects in the NRRP	Examples of measures (reforms and investments), milestones and targets explicitly addressing gender-related challenges or indicating women as specific beneficiaries
	<p>According to the Commission's estimate, 9.3 % of measures focus on GE.</p>	<p>Pension splitting (Investment 4.D.3) – splitting pension benefits obtained during parental leave equally between the two partners to reduce the pension gap between men and women.</p> <p>Promoting re-skilling and up-skilling (Investment 3.B.2) – funding concentrated on offering flexible training methods focuses on supporting women.</p> <p>National financial education strategy (Reform 4.D.7) – women are identified as a specific target group in the reform.</p> <p>Expansion of elementary education, including improved offer of early childcare facilities (Investment 3.C.3) – the investment is aimed at improving the full-time labour market participation of women.</p>
<p>Poland</p>	<p>The Commission assessed that the Polish NERRP regards gender equality as a cross-cutting issue and contains specific measures to address challenges to equality. These measures include increasing the quality and availability of childcare facilities, and improving the women's labour market participation.</p> <p>According to the Commission's estimate, 4.8 % of measures focus on GE.</p>	<p>Increase labour market participation of certain groups by developing long-term care (Reform A4.6) – women are one of the main groups to be mobilised by the reform (however in the annex to the Council implementing decision, women are not mentioned in the milestones linked to the reform).</p> <p>Extend careers and promote working beyond the statutory retirement age (Reform A4.5) – improvements in GE are among the expected outcomes of the reform (included in the milestone linked to the reform).</p> <p>Strengthening the potential of the cultural sector and cultural industries for economic development (Reform A2.5); the latter measure, coupled with the related investment in the cultural and creative industries (A2.5.1), aim at improving gender equality. GE is also specifically mentioned in the milestones and targets linked to both measures.</p>
<p>Portugal</p>	<p>The Commission indicates that the plan contains measures to address the challenges of GE. These include reforms to combat the gender pay gap and occupational segregation, as well as measures to promote work-life balance and attract young women into STEM studies. GE considerations are also integrated in measures relating to housing and digital transformation.</p> <p>According to the Commission's estimate, 2.5 % of measures focus on GE.</p>	<p>Combating inequality between women and men (Reform RE-r18) aims to promote equality in gender pay, equal career opportunities, and counter gender stereotypes and segregation in the choice of professional careers. As part of the reform, from 2021 onwards the Ministry of Employment and Social Security will prepare a report on gender pay differences for each company with more than 50 workers, covering gender pay differences. From 2025 onwards, companies with more than 50 workers that have significant differences in gender pay levels for the same jobs shall be obliged to submit an action plan to the Labour Inspectorate Directorate to address those disparities (the reform is linked to different milestones in the annex to the implementing decision).</p>
<p>Romania</p>	<p>According to the Commission, Romania's plan contains some measures that are expected to help address the country's challenges in the area of GE and equal opportunities for all. Relevant projects include the introduction of a mandatory minimum threshold for women's participation in training, education or digital literacy programmes, equalising the retirement age over time, reforms under component 14 on 'good governance', and the extension of the crèches network.</p>	<p>Performance-based quality management in transport – Improving institutional capacity and corporate governance (Reform C4.R2) – one of the objectives of the reform is to ensure balanced representation of women in all reform processes and in the organisational structures specific to its implementation. It shall also aim to improve the representation of women in decision-making positions of companies undergoing this reform (no milestone or target is linked).</p> <p>Reform of the public pension system (reform 6). The new legislation shall equalise the statutory retirement age for men and women at 65 years by 2035.</p>

Member State	European Commission's assessment of equality aspects in the NRRP	Examples of measures (reforms and investments), milestones and targets explicitly addressing gender-related challenges or indicating women as specific beneficiaries
	<p>According to the Commission's estimate, 0.9 % of measures focus on GE.</p>	<p>Apart from the pension reform, neither GE nor women are specifically mentioned in the description of the milestones or targets in the annex to the Council implementing decision.</p>
<p>Slovenia</p>	<p>According to the Commission's analysis, the plan addresses GE, gender mainstreaming and equal opportunities for all. Examples of measures include:</p> <p>greater availability of affordable rented housing (can be beneficial for older women who are at greater risk of poverty or social exclusion);</p> <p>long-term care reform, which is expected to contribute to women's ability to re-enter the labour market by improving the availability of long-term care services for all ages across the country;</p> <p>introduction of more flexible working arrangements, which would reduce the gender gap among the active members of the population engaged as carers:</p> <p>the subvention for open-ended contracts in the labour market component, aimed at boosting employment among young women up to 25 years of age; the second highest number of short-term jobs in the EU has been registered among the women from this age group in Slovenia.</p> <p>The implementing decision points out that respect for GE is safeguarded at all stages of preparation and implementation of the envisaged reforms and investments.</p> <p>According to the Commission's estimate, 2.7 % of measures focus on GE.</p>	<p>Neither GE nor women are specifically mentioned in the description of the reforms, investments, milestones or targets in the annex to the Council implementing decision.</p>
<p>Slovakia</p>	<p>The Commission assessed that the plan contains a series of measures that are expected to address the country's challenges in the area of GE. It includes a horizontal mechanism to take GE and equal opportunities for all into account in the implementation phase.</p> <p>Furthermore, GE considerations are integrated in some sections of the plan, such as those relating to curriculum reform, and an early warning system for the prevention of early school leaving, which disproportionately affects women from disadvantaged backgrounds. To address the low availability of kindergarten facilities and its impact on women's participation in the labour market and on children's later school performance, a legal entitlement to a place in a pre-school education facility for children from the age of three will be introduced.</p> <p>According to the Commission's estimate, 1.2 % of measures focus on GE.</p>	<p>Neither GE nor women are specifically mentioned in the description of the reforms, investments, milestones or targets in the annex to the Council implementing decision.</p>

Member State	European Commission's assessment of equality aspects in the NRRP	Examples of measures (reforms and investments), milestones and targets explicitly addressing gender-related challenges or indicating women as specific beneficiaries
Finland	<p>In the analysis of the plan, the Commission concludes that it contains a section on GE and equal opportunities for all, which describes the impact of the COVID-19 crisis and, in particular, challenges related to GE, which is a crosscutting general objective of the plan in line with the European Pillar of Social Rights. The actions and measures in the plan are expected to help address the described challenges and have a direct and indirect impact on GE and on women. According to the Commission, examples of measures relevant for GE are included in the component dedicated to 'employment and labour market' (P3C1), and the component on 'education and learning' (P3C2). Furthermore, the Commission indicates that the acceleration of digitalisation and improving regional availability of high-speed broadband connections aim to facilitate location-independent work, making it easier for women and men to reconcile work and family life.</p> <p>According to the Commission's estimate, 3.7 % of measures focus on GE.</p>	<p>Reform of continuous learning (reform P3C2R1) – at least 300 career guidance professionals should receive specialised training related to the promotion of GE.</p> <p>Neither GE nor women are specifically mentioned in the description of milestones or targets in the annex to the Council implementing decision.</p>
Sweden	<p>According to the Commission, Sweden's NRRP has a strong focus on gender equality and includes a series of measures that are expected to address the GE challenges. In particular, the reforms and investments in the areas of education, training, reskilling, and care are beneficial for women. Particular attention is paid to women of foreign origin. Moreover, Sweden is going to apply gender budgeting and mainstreaming techniques to ensure that GE is respected in the implementation of the plan. The Commission points out that the data in the plan is to a large extent disaggregated by gender. However, Sweden does not detail the overall impact of the measures on the gender employment and gender pay gaps.</p> <p>According to the Commission's estimate, 11.1 % of measures focus on GE.</p>	<p>Neither GE nor women are specifically mentioned in the description of the reforms, investments, milestones or targets in the annex to the Council implementing decision.</p>

Source: European Commission assessments of the NRRPs; Council implementing decisions on the approval of the NRRPs; review report on the implementation of the Recovery and Resilience Facility, [COM\(2022\) 383 final](#).