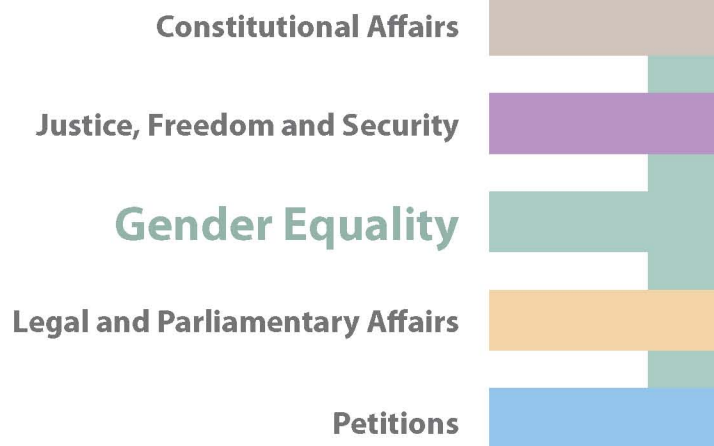


DIRECTORATE-GENERAL FOR INTERNAL POLICIES  
POLICY DEPARTMENT **C**  
CITIZENS' RIGHTS AND CONSTITUTIONAL AFFAIRS



ANALYSIS OF  
FIVE NATIONAL REFORM  
PROGRAMMES 2012  
REGARDING THE PURSUIT OF  
THE UNION'S GENDER EQUALITY  
OBJECTIVES

STUDY





**DIRECTORATE GENERAL FOR INTERNAL POLICIES**  
**POLICY DEPARTMENT C: CITIZENS' RIGHTS AND**  
**CONSTITUTIONAL AFFAIRS**

**FEMM**

**GENDER EQUALITY**

**ANALYSIS OF FIVE NATIONAL REFORM**  
**PROGRAMMES 2012 REGARDING THE PURSUIT OF**  
**THE UNION'S GENDER EQUALITY OBJECTIVES**

**STUDY**

**Abstract**

This study evaluates the Member States' progress towards the EU's gender equality objectives in the context of the EU 2020 Strategy and of the European Semester. As gender-specific indicators are not applied in the current policy coordination process, the study offers constructive guidance for policy makers at national and EU level on how to address gender equality aspects deemed essential to achieve the EU 2020 targets in the framework of the 2013 European Semester process.

This document was requested by the European Parliament's Committee on Women's Rights and Gender Equality, FEMM

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## **CONTENTS**

<b>LIST OF ABBREVIATIONS .....</b>	<b>4</b>
<b>LIST OF FIGURES.....</b>	<b>5</b>
<b>EXECUTIVE SUMMARY .....</b>	<b>6</b>
<b>INTRODUCTION.....</b>	<b>13</b>
<b>1. CONTEXT AND BACKGROUND .....</b>	<b>15</b>
1.1 Europe 2020 .....	15
1.2 The European Semester.....	18
1.3 A short history of Gender Equality Developments up to the European Semester .....	21
1.4 Gender Equality, multi-annual financial framework 2014- 2020 and the European Semester process .....	22
1.4.1 The gender perspective in MFF (2014-2020) with respect to Economic Independence.....	23
1.4.2 The gender perspective in MFF (2014-2020) with respect to health, well-being and environment.....	23
1.5 Means to reinforce the gender dimension of the Europe 2020 Strategy .....	24
<b>2. METHODOLOGY.....</b>	<b>25</b>
<b>3. ACHIEVEMENT OF GENDER EQUALITY IN THE 27 MS IN RELATION TO EU2020/ NATIONAL REFORM PROGRAMMES AND THE EU EQUALITY OBJECTIVES.....</b>	<b>29</b>
3.1 Approach.....	29
3.2 Austria .....	34
3.3 Belgium.....	36
3.4 Bulgaria.....	38
3.5 Cyprus .....	40
3.6 Czech Republic .....	42
3.7 Denmark .....	44
3.8 Estonia.....	46
3.9 Finland .....	48
3.10 France.....	50
3.11 Germany .....	52
3.12 Greece .....	54
3.13 Hungary .....	56
3.14 Ireland .....	58
3.15 Italy.....	60

3.16 Latvia .....	62
3.17 Lithuania .....	64
3.18 Luxembourg .....	66
3.19 Malta.....	68
3.20 The Netherlands .....	70
3.21 Poland .....	72
3.22 Portugal.....	74
3.23 Romania .....	76
3.24 Spain .....	78
3.25 Sweden .....	80
3.26 Slovenia .....	82
3.27 Slovakia .....	84
3.28 United Kingdom .....	86
<b>4. ASSESSMENT OF GENDER EQUALITY ACHIEVEMENTS IN 5 MS IN RELATION TO EU2020/NATIONAL REFORM PROGRAMMES AND EU GENDER EQUALITY OBJECTIVES.....</b>	<b>88</b>
4.1 Introduction .....	88
4.2 Austria .....	89
4.2.1 Overview: Recent Economic Outlook.....	89
4.2.2 Gender Challenges and existing gender gaps .....	90
4.2.3 Gender trends regarding the EU2020 headline targets throughout the crisis .....	91
4.2.4 Identification and evaluation of policy measures of the NRP relevant for gender equality .....	91
4.3 Greece .....	98
4.3.1 Overview: Recent Economic Outlook.....	98
4.3.2 Gender Challenges and existing gender gaps .....	100
4.3.3 Gender trends regarding the EU2020 headline targets throughout the crisis .....	101
4.3.4 Identification and evaluation of policy measures of the NRP relevant for gender equality .....	102
4.4 Italy.....	109
4.4.1 Overview: Recent Economic Outlook.....	109
4.4.2 Gender Challenges and existing gender gaps .....	110
4.4.3 Gender trends regarding EU2020 headline targets throughout the crisis .....	111
4.4.4 Identification and evaluation of policy measures of the NRP relevant for gender equality .....	112

4.5	Poland.....	118
4.5.1	Overview: Recent Economic Outlook.....	118
4.5.2	Gender Challenges and existing gender gaps .....	119
4.5.3	Gender trends regarding EU2020 headline targets throughout the crisis .....	120
4.5.4	Identification and evaluation of policy measures of the NRP relevant for gender equality .....	122
4.6	Sweden .....	129
4.6.1	Overview: Recent Economic Outlook.....	129
4.6.2	Gender Challenges and existing gender gaps .....	130
4.6.3	Gender trends throughout the crisis.....	130
4.6.4	Identification and evaluation of policy measures of the NRP relevant for gender equality .....	131
5.	CONCLUSIONS.....	137
5.1	Main conclusions on the gender awareness in the EU 2020 strategy, the European Semester and the National Reform Programmes.....	138
5.2	Main conclusions and country-specific recommendations from the evaluation made for the five selected countries (Austria, Greece, Italy, Poland and Sweden) .....	139
5.2.1.	Progress and prospects in meeting the 2020 headline indicators: a mixed picture .....	139
5.2.2.	Gender awareness in most National Reforms Programmes leaves a lot to be desired .....	141
6.	<b>COUNTRY SPECIFIC RECOMMENDATIONS FOR FIVE MS .....</b>	<b>142</b>
6.1	AUSTRIA.....	142
6.2	GREECE.....	144
6.3	ITALY .....	145
6.4	POLAND.....	147
6.5	SWEDEN.....	148
7.	<b>GENERAL RECOMMENDATIONS TO IMPROVE GENDER EQUALITY IN THE EU IN RELATION TO EU2020/NATIONAL REFORM PROGRAMMES .....</b>	<b>149</b>
8.	REFERENCES.....	152
9.	Annex I: Statistical data .....	155



## **LIST OF ABBREVIATIONS**

<b>AGS</b>	Annual Growth Survey
<b>ALMP</b>	Active Labour Market Policy/Measure
<b>CSR</b>	Country Specific Recommendations
<b>EP</b>	European Parliament
<b>ESF</b>	European Social Fund
<b>EU 2020</b>	European Union 2020 Strategy
<b>GL/G</b>	Integrated Guidelines
<b>LFS</b>	Labour Force Survey
<b>LLL</b>	Life Long Learning
<b>MFF</b>	Multi-Annual Financial Framework
<b>MoU</b>	Memorandum of Understanding
<b>MS</b>	EU Member State
<b>NAP</b>	National Action Plan
<b>NEET</b>	Person neither in Education nor employment
<b>NRP</b>	National Reform Programme
<b>pp.</b>	Percentage point
<b>SCP</b>	Stability and Convergence Programme
<b>SGP</b>	Stability and Growth Pact
<b>SSC</b>	Social security contribution

## LIST OF TABLES

Table 1: Europe 2020 Headline targets .....	15
Table 2: Europe 2020 Integrated Guidelines for the economic and employment policies.....	17
Table 3. Alignment of Integrated guidelines and Gender Equality Objectives.....	26
Synthesis Table 4: Overall Coherence with the European Integrated Guidelines and Targets and overall Content of the NRPS in relation to Gender Equality Objectives .....	32
Table 5. Overview of EU 2020 Indicators for Austria, 2007-2011.....	96
Table 6: (%) of persons reporting that it has become much more difficult to afford healthcare and long-term care over the past six months, Greece .....	102
Table 7. Overview of EU 2020 Indicators for Greece, 2007-2011.....	107
Table 8. Overview of EU 2020 Indicators for Italy, 2007-2011 .....	115
Table 9: Major Macroeconomic Indicators (%) for Poland 2004-2012.....	118
Table 10. Overview of EU 2020 Indicators for Poland, 2007-2011 .....	127
Table 11. Overview of EU 2020 Indicators for Sweden, 2007-2011.....	135
Table 12. EU 2020 core targets overview.....	140

## LIST OF FIGURES

Figure 1: The European Semester's coordination as a necessary, but not sufficient condition for improving gender equality in the EU .....	12
Figure 2: European Semester of Policy coordination .....	19
Figure 3. EU 2020 Indicators for Austria, 2007-2011 .....	97
Figure 4. EU 2020 indicators for Greece, 2007 - 2011 .....	108
Figure 5. EU 2020 Indicators for Italy, 2007-2011 .....	117
Figure 6: Selected labour market indicators (%) in Poland, 2007-2011 .....	121
Figure 7. Select country graphics for Poland, 2007-2011 .....	128
Figure 8. Select country graphics for Sweden, 2007-2011.....	136

## EXECUTIVE SUMMARY

### Background

The **current recession** is turning out to be deeper and longer than originally expected. The 2010 recovery proved to be fragile and short-lived; uncertainty remains widespread, and the general outlook appears bleaker if compared to the ambience prevailing 12-18 months ago.

At times of deep and prolonged recession, established policies are put into question. While gender equality acquires greater salience in policy design, implementation and monitoring within the Europe 2020 Strategy aiming at the full mobilisation of Europe's potential and increasing the importance of **gender equality** as one of the key instruments to attain its strategic goals, it had still to be recognised that equal participation is indispensable both for medium-term vigorous recovery and for addressing the long-term challenge of ageing. In this respect, the unfolding crisis accelerated **governance changes in the EU**; it also rang 'alarm bells' about implementing reforms. A fresh look at the gender implications is part of these evolving changes.

The main instrument for the realisation of new policies is the **European semester**, 'a new working method' implemented by the European Union to ensure that discussion on key issues takes place at EU level, **before** and **not after** national decisions are taken. The results of this discussion must be then reflected in national decision-making, i.e. in national budgets and structural reforms, so that national and EU efforts evolve jointly towards delivering and monitoring progress over time.

Under this new governance architecture, the EU and the euro zone coordinate their budgetary and economic policies **ex ante**, in line with both the **Stability and Growth Pact** and the **Europe 2020 strategy**. In consequence, this more integrated surveillance framework governs: **i)** the implementation of fiscal policies under the Stability and Growth Pact to strengthen economic governance and ensure budgetary discipline; and **ii)** the implementation of structural reforms in the context of Integrated Guidelines (GL) outlined in National Reform Programmes (NRP) to ensure progress towards the agreed goals of the EU Strategy for Growth and Jobs ("Europe 2020").

### Aim

In this context, the aim of the study is to evaluate *Member States' progress towards the EU's gender equality objectives in the context of the EU2020 Strategy and of the European Semester*. This, in turn, can offer *constructive guidance*, which can then be used by the EU Member States (MS) in setting up their 2013 National Reform Programmes (NRPs). Therefore, the present study focuses on:

- Examining the extent to which **gender equality issues** have been addressed in the Europe 2020 strategy and the related documents.

- Presenting **indicators** and data for monitoring the EU2020 targets, while also offering some observations on the strengths and weaknesses of working with indicators.
- Providing a **brief assessment** from a gender perspective of the gender awareness in **the NRPs 2012** of all Member States, with the respective country-specific recommendations for 2012.
- Conducting an in-depth evaluation in **five countries** on the basis of their NRPs 2012 (or on the basis of their adjustment programme – *Memorandum of Understanding* in the case of Greece<sup>1</sup> in particular). The countries in this group include Sweden (Nordic), Austria (Central Europe), Poland (Eastern Europe), Greece and Italy (Southern countries).
- Proposing specific recommendations for the selected five Member States on how to improve the performance of each of them regarding gender equality, in a way that allows for integration of the respective measures in the 2013 National Reform Programmes.
- Providing general recommendations to facilitate the integration of gender equality assessment in the European Semester process in relation to EU2020 in all MS.

## Key findings

### EU 2020 and European Semester

Low gender awareness does not sit easily with the key principle of smart, sustainable and inclusive growth. Not including the gender dimension could prove to be another 'missed opportunity' to tackle gender stereotypes and to achieve more equal societal outcomes.

The study found, that the gender dimension has a low profile in all the documents developing the Europe 2020 strategy and the European Semester. None of these instruments sets specific targets in gender equality:

- The European headline targets identified within the Europe 2020 Strategy are neither disaggregated by sex nor do they contain specific gender targets.
- The monitoring mechanisms foreseen for EU2020 do not consider gender systematically, nor do they rely on any indicator system that reflects specific gender inequalities.
- Gender equality has not been specifically tackled either by flagship initiatives or in the integrated guidelines. It is not explicitly present in the wording of these documents, even though it is considered an essential value to overcome the economic crisis in a wide range of areas.

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<sup>1</sup> As Greece is in receipt of financial assistance from the EU and IMF the priority is to implement the programme as agreed and stated in the single recommendation that Greece received to "fully implement the measures laid down in the Decision 2010/320/EU, as amended by Decision 2011/257/EU, and as further specified in the **Memorandum of Understanding** of 3 May 2010 and its subsequent supplements, in particular the last supplement of 2 July 2011".

### ***Member States and NRPs***

Following an assessment of their NRPs, most countries' targets are not disaggregated by gender, nor do they rely on indicator systems that reflect specific gender factors.

Regarding the extent in which the **gender equality issues** have been addressed in the NRPs, it is possible to identify three broad groupings: **first**, a minority of the NRPs have some semblance of gender mainstreaming or have systematically addressed the issue of gender equality (EE and LU); **second**, some NRPs have indicated specific actions targeted at women (AT, BG, CY, CZ, DE, ES, FR, IE, IT, NL, MT, PL and SE); and **third**, gender mainstreaming is totally absent (BE, DK, GR, FI, HU, LT, LV, PT, RO, SI, SK and UK).

### ***Integrated guidelines and Gender Equality Objectives***

*The policy initiatives reported in the NRP structured around the Integrated Guidelines (GL) address gender equality and contribute to the achievement of the Gender Equality Objectives<sup>2</sup> (Objective) organised into the EU2020 targets as follows:*

#### ***Employment***

##### ***GL7 Increasing labour market participation & reducing structural unemployment***

The EU target of 75% employment rate of persons aged 20-65 by 2020 is translated into differing national targets. **In a number of Member States**, where the promotion of women's employment and gender equality is explicitly taken into account, **the strategies reported are partly considered as insufficient<sup>3</sup>**.

##### ***Corresponding Objective 1: Increase women's labour market participation.***

Some Member States implement policies to increase female employment rates (e.g. AT, BG, CY, CZ, DK, ES, FR, IT, MT, NL, RO, SE, UK). Flexibility of contractual working arrangements is, in many instances, identified as a policy to raise employment levels. However, flexibility often targets parents and new entrants - such as women and young people - rather than all labour market participants.

##### ***Corresponding Objective 2: Promote reconciliation of work and family life for men and women and/or reduce impact of parenthood on women's labour market participation.***

The uneven division of unpaid care within households is at the root of many gender inequalities. Some Member States tackle this problem to improve women's access to the labour market. For example in Finland, the "tripartite working group on leave arrangements" has come up with 3 models of parental leave which provide a roadmap for continuing the expansion of leave arrangements for fathers and mothers alike. In Germany, the new law on the reconciliation of work and health/long-term care is useful in improving the situation of employees with caring responsibilities.

##### ***Corresponding Objective 3: Address vertical and horizontal labour market segregation of women and/or reduce gender pay gap.***

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<sup>2</sup> The Gender Equality Objectives are based on the "Strategy for equality between women and men 2010-2015" COM (2010) 491 final

<sup>3</sup> See chapter 3

A coordinated set of policies to address gender pay inequalities using multiple measures exists in some Member States (AT, CY, EE, FI). However, overcoming the processes that reinforce the gender pay gap require coordinated action.

### **Education**

**GL8** *Developing a skilled workforce responding to labour market needs, promoting job quality and lifelong learning*

New measures that aim to develop a skilled workforce and to promote lifelong learning are **envisaged in a number of NRPs**. However, ***an effective gender perspective in this field seems to be often lacking.***<sup>4</sup>

**GL9** *Improving the performance of education and training systems at all levels and increasing participation in tertiary education*

Several MS enacted structural reforms in education and training to improve the quality and performance of their national systems. In most cases, ambitious national targets are set, ***though these are never broken down by gender.***

**Corresponding Objective 5:** *Reduce inequalities in educational attainment for men and women and/or combat gender stereotypes in education and training.* Progress was made prior to the economic crisis to increase educational attainment levels, reduce early school leaving and decrease unemployment rates of young people. Since the crisis began, there has been a sharp rise in youth unemployment rates. Most NRPs present analyses of the labour market situation of young people and the policies targeting them in a gender-blind manner. This disregards the ways in which the labour market is experienced by women and men: inter alia education, long-term unemployment, precarious working and propensity to be outside of education, employment or training (NEET). These differences result in continuous and further gender gaps later in life.

**GL10** *Promoting social inclusion and combating poverty:* **In only a few Member States** the fight against poverty and social exclusion ***includes a gender perspective.***

**Corresponding Objective 4:** *Reduce at risk of poverty rates among women.* In most European countries, minimum income schemes aim at preventing poverty through the provision of means-tested non-contributory benefits. These are mostly directed at households rather than at individuals. Various schemes have been introduced as a response to the crisis. Existing measures face pressure to meet a rising demand. Only a few NRPs have described these schemes and discussed their gender implications (e.g. BE, CZ, FI, IT).

### **Main Conclusions**

1. At the macroeconomic level, it is not possible to overstate the diversity of MS' starting points before the recession and the marked differences of macroeconomic outlook among them. While some countries seem to be trapped in ever deepening recession (Greece, and to some extent Italy), others managed to move towards (weak) recoveries (Sweden, Austria), while another country hardly ever felt the original recessionary shock (Poland).

2. At the microeconomic level, the recession is felt with differing severity in different parts of the labour market. While employment rates are already increasing again in some male-dominated sectors (which were hit early on), the

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<sup>4</sup> See Chapter 3

prospect of jobs rationalization in previously 'protected' sectors (such as public administration, education, care and health, where women are overrepresented), may be the caldron for upheavals in the (near) future. Concomitantly, the risk of poverty appears to threaten specific groups (older people and women in particular, recently arrived migrants, immigrant and Roma women).

3. Regarding the overall structural reform picture based on the NRPs, the first impression of homogeneity hides underlying differentiation. This comes as a result of using common language and applying some more or less common objectives to different contexts.

4. At the level of specific policies examined from the angle of gender (NRPs and other national policy initiatives) the picture is familiar: gender issues have low visibility overall and (mostly) low priority. The experts share a fear that longer-term negative consequences in gender equality may prove, in the end, more harmful than anticipated. Even in countries that introduced some gender prioritizing in their national policies, there appears to be scope for improvement by integrating various policy vehicles better within the NRPs. To this end, timely and user-friendly gender-disaggregated statistics would be of great assistance at all stages of policy formation.

5. The study testifies to the generally low level of gender awareness and to the lack of gender sensitive data. Thus, a major strategic goal (gender equality) is at risk of missing its full potential. The gender aspects of evolving policy dynamics are only partly understood and remain away from the spotlight. In spite of the fact that policy decisions have potentially important gender implications, explicit references to gender are largely absent or framed in very general terms. This is partly due to the scarcity of gender-disaggregated data. This Study rises to the challenge by suggesting a list of such indicators.

### ***Recommendations***

Although coordination via the implementation of the European Semester is a ***necessary*** condition for achieving coherence and effectiveness, the ***sufficient condition*** would have been to address and prioritise gender equality more explicitly. Given that Europe is still far from fulfilling the latter condition, better outcomes in gender equality depend on the fulfilment of the following recommendations:

#### ***1. Disaggregate by gender the Europe 2020 headline targets (and the corresponding national targets)***

This means that, in addition to the overall 2020 targets, there must be a clear vision of how the situation of men and women in Europe should be in 2020 (*each taken separately*) regarding the headline targets.

#### ***2. Track and monitor gender inequalities in the areas of employment, research, innovation, education, energy and social inclusion***

These indicators have first to capture the different aspects of gender inequalities for each area (i.e. employment; poverty or education) and at a second stage summarise the gender gaps each in a meaningful and easily interpretable indicator.<sup>5</sup>

#### ***3. Match fiscal consolidation with gender awareness***

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<sup>5</sup> See Statistical Annex for developed indicators for Austria, Greece, Italy, Poland, Sweden.

Just as the crisis itself has had uneven impacts upon women and men, the trajectories out of the economic downturn will have differential gender impacts. The focus on fiscal consolidation appears, in practice, to have undermined the gender perspective. This is not *necessarily* so. There is nothing in fiscal consolidation that is, in essence, opposed to gender equality. In any case, the importance of adopting mainstreaming in the national budget must be highlighted; this means a transparent description of the gender effects of the planned revenues and expenditures. The latter is certainly crucial in order to ensure that women will not be disproportionately affected by retrenchment policies especially in social protection and social inclusion.

***4. Include gender-specific recommendations in the framework of the Country Specific Recommendations provided by the European Commission, especially regarding labour markets and poverty issues***

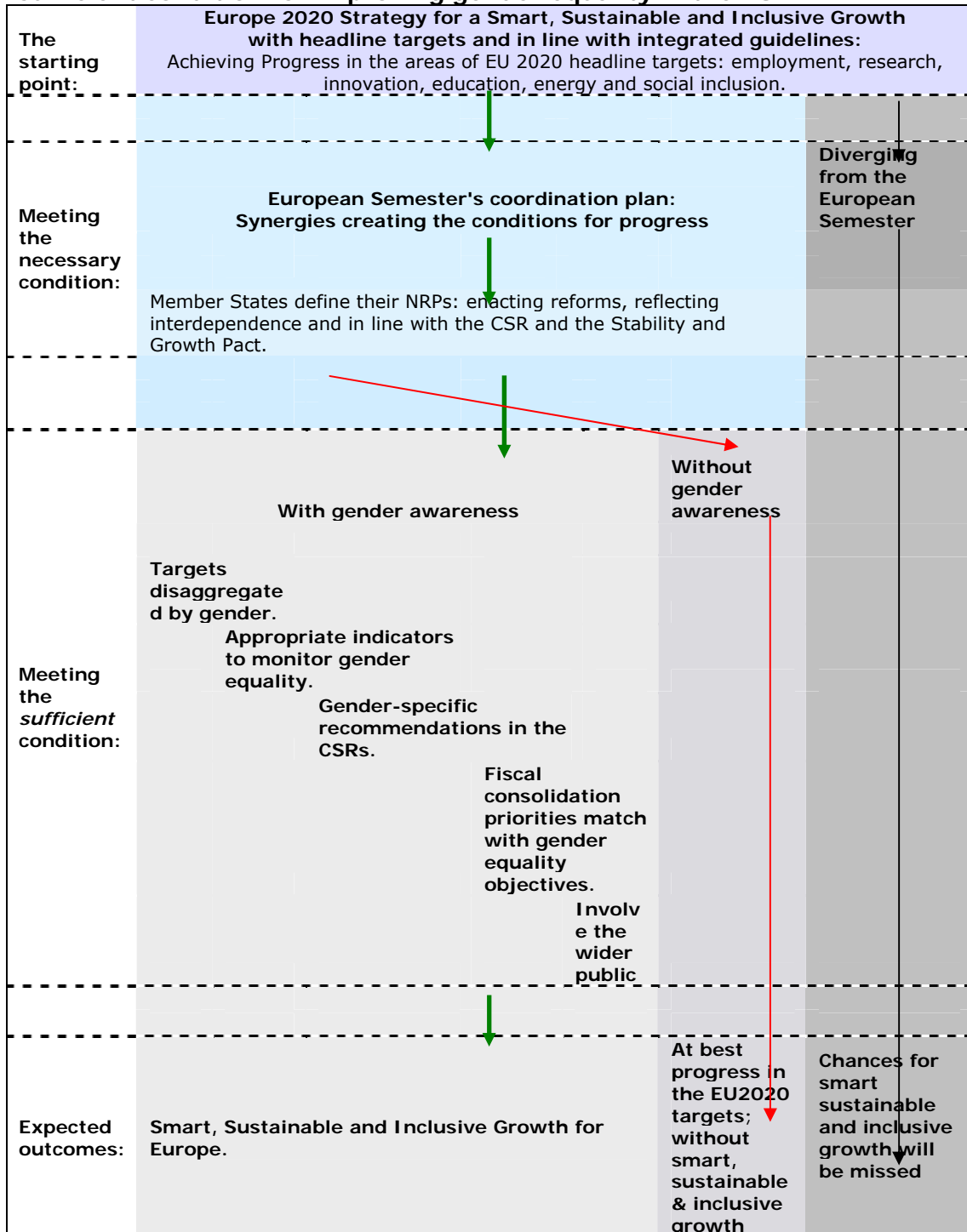
Having set appropriate indicators to capture and monitor gender inequalities, recommendations to Member States to take actions related directly to these gaps could be added. This mechanism might bypass vested interest or low awareness hindering Member States in implementing reforms with an impact on men and women.

***5. Establish an on-going evaluation of the 2014-2020 Multi-Annual Financial Framework***

***This concerns*** especially the role of the European Social Fund.



**Figure 1: The European Semester's coordination as a necessary, but not sufficient condition for improving gender equality in the EU**



## INTRODUCTION

The current recession is different from its predecessors not only because of its depth, but also because of its increasingly longer duration. The 2010 recovery proved to be fragile and short-lived; uncertainty remains widespread, and the general outlook appears bleaker if compared to the ambience prevailing 12-18 months ago.

The link between macroeconomics and gender balance should not be overlooked. Macroeconomic stability in the recent pre-crisis period was associated with rapid progress towards gender balance. In contrast, the stagflation<sup>6</sup> of the 1970s was characterised by threats to gender balance (which, at the time, galvanised the women's rights movement). More worrying still, the Depression of the 1930s led to backtracking on many of the gains in women's economic independence of the twenty preceding years.

At times of deep and prolonged recession, what is '*normal*' or '*expected*' needs to be reconsidered: gender equality must acquire greater salience in policy design, implementation and monitoring. Gender equality should be very important in the Europe 2020 Strategy because equal participation is the only realistic means for the full mobilisation of potential which is of great strategic importance for: (i) ensuring a medium-term vigorous recovery from the crisis and (ii) preparing for the long-term challenge of ageing.

The unfolding of the crisis accelerated **governance changes in the EU**; it also rang 'alarm bells' about reform implementation. It thus necessitates a fresh look at the gender implications of evolving changes.

The **purpose of this study** is to provide an example how to better monitor the Europe 2020 Strategy from the point of view of the progress towards gender equality. Taking into account the potential created by new EU governance tools and the importance of the EP in catalysing change for men and women in Europe, we must ask: how far or how well is that potential being realised?

The study is structured as follows:

**The first chapter**, after this introduction, **sets the context and the background for this study** by providing a short explanation of the Europe 2020 strategy and commenting on the overall gender awareness in the EU 2020 strategy and the European Semester. This is followed by **an analysis of some methodological issues concerning the indicators** employed in the study of the five countries' RPs from a gender perspective (**section 2**).

Next, the attention turns to the presentation of **the summary assessments from a gender perspective** of the published NRPs for the 27 MS. To this end, **section 3** provides a summary of the assessments presented for each of the 27 MS. These assessments examine gender impact in **i)** labour market, **ii)** social inclusion, **iii)** poverty and **iv)** education policies set out in the NRPs, and comment on the overall coherence of the NRPs to the "Gender objectives" and the "Integrated guidelines 7-10".

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<sup>6</sup> Describing a situation of high inflation and slowed down growth with high unemployment.

**In section 5, case studies of five Member States** (Austria, Greece, Italy, Poland and Sweden) **will be examined in greater depth**. These adopt a quantitative-qualitative approach that encompasses: **i)** the description of the economic outlook; **ii)** the presentation of the existing gender gaps and the trends during the economic downturn, **iii)** an assessment of whether gender-specific CSRs were sufficiently addressed by the respective MS and whether they have an impact on gender equality in the respective country (and if yes, how).

**Section 5** summarises the main **conclusions** of the study. **Section 6** presents gender-specific recommendations for the five case study countries. The study concludes in **section 7** by presenting **the main overall** recommendations for actions to get Europe closer to meeting the gender equality objective.

## 1. CONTEXT AND BACKGROUND

### 1.1 Europe 2020

In March 2010, the European Council agreed to the European Commission's proposal to launch a new strategy for the next decade, the Europe 2020 Strategy, in order to enable the Union to emerge stronger from the crisis, and to boost Europe's potential for sustainable growth and competitiveness. To that end, three mutually reinforcing priorities are the heart of Europe 2020 strategy, offering a vision of Europe's economy for the 21<sup>st</sup> century (COM, 2010a):<sup>7</sup>

**Smart growth:** developing an economy based on knowledge and innovation.

**Sustainable growth:** promoting a more resource efficient, greener and more competitive economy.

**Inclusive growth:** fostering a high-employment economy delivering economic, social and territorial cohesion.

#### *The Five Headline Targets of EU2020*

To guide the action of the Member States and for the Union to achieve these goals, the European Council established a set of **five EU headline targets** measured by eight headline indicators (Eurostat, 2011)<sup>8</sup>. As stated in the Europe 2020 strategy, these targets do not represent a 'one size fits all' approach. Instead, to ensure that each Member State tailors the Europe 2020 strategy to its particular situation, the Commission proposes that the EU targets are translated into national targets and trajectories to reflect the current situation of each Member State (COM, 2010a: 11).

**Table 1: Europe 2020 Headline targets**

EUROPE 2020: FIVE EU HEADLINE TARGETS		MEASURED BY EIGHT HEADLINE INDICATORS
<b>1. Employment</b>	75 % of the population aged 20-64 should be employed.	<b>i)</b> Employment rate -age group 20-64
<b>2. R&amp;D</b>	3% of the EU's GDP should be invested in R&D.	<b>ii)</b> Gross domestic expenditure on R&D (% of GDP)
<b>3. Energy</b>	Reduce greenhouse gas emissions by at least 20% compared to 1990 levels or by 30% if the conditions are right, increase the share of renewable energy.	<b>iii)</b> Greenhouse gas emissions (1990=100)
		<b>iv)</b> Share of renewable energy in gross final energy consumption
		<b>v)</b> Primary energy consumption
<b>4. Education</b>	The share of early school leavers should be <10% and	<b>vi)</b> Early leavers from education and training (% of population

<sup>7</sup> COM (2010a) 2020 final, 3.3.2010. "Europe 2020: A strategy for smart, sustainable and inclusive growth", European Commission

<sup>8</sup> Eurostat (2011) 'Europe 2020 Headline indicators', Available at:

[http://epp.eurostat.ec.europa.eu/portal/page/portal/europe\\_2020\\_indicators/headline\\_indicators](http://epp.eurostat.ec.europa.eu/portal/page/portal/europe_2020_indicators/headline_indicators)

	at least 40% of the younger generation should have a tertiary degree.	aged 18-24) <b>vii)</b> Tertiary educational attainment (% of population aged 30-34)
<b>5. Social cohesion</b>	Reduction of poverty by lifting 20 million people out of the risk of poverty or social exclusion.	<b>viii)</b> People at risk of poverty or social exclusion People living in households with very low work intensity People at risk of poverty People severely materially deprived

**Source:** COM (2010a) 2020 final and Eurostat (2011)

### *The Flagship Initiatives*

Moreover, the Commission has put forward *seven 'flagship initiatives'* aimed at tackling bottlenecks and catalysing progress<sup>9</sup> under each priority theme. For instance, for the **smart growth** priority flagship initiatives include: **i) Innovation Union**, **ii) Youth on the move**, and **iii) A digital agenda for Europe**; to catalyse progress in innovation, education and digital society respectively. For **the sustainable growth priority**, there are two flagship initiatives, namely: **i) Resource efficient Europe** (for *Climate, Energy and Mobility*); and **ii) An industrial policy for the globalisation era** (for *Competitiveness*). Finally, flagship initiatives for **inclusive growth** include: **i) An agenda for new skills and jobs** and **ii) European platform against poverty**; for modernising labour markets and fighting poverty respectively.

### *The Integrated Guidelines*

Concerning the governance framework, the Europe 2020 **Integrated Guidelines** set out the framework for the implementation of the Europe 2020 strategy and reforms at Member State level to ensure that national and EU-level policies contribute fully to achieving its objectives. In particular, these Integrated Guidelines give guidance to the Member States to define their NRPs and implementing reforms, reflecting interdependence and in line with the Stability and Growth Pact. Moreover, they form the basis for Country Specific Recommendations that the Council addresses to the Member States, or for policy warnings that the Commission may issue in cases of insufficient follow-up to the respective country-specific recommendations (COM, 2010b).<sup>10</sup>

<sup>9</sup> One might consider the *'flagship initiatives'* as EU-level instruments to create the conditions for implementing the Europe 2020 strategy, which commit both the EU and the Member States.

<sup>10</sup> COM (2010b) 488 final, 27.4.2010, "Europe 2020: Integrated Guidelines for the economic and employment policies of the Member States", European Commission.

**Table 2: Europe 2020 Integrated Guidelines for the economic and employment policies**

EU 2020 INTEGRATED GUIDELINES GUIDELINES FOR THE ECONOMIC POLICIES OF THE MEMBER STATES AND OF THE UNION	
<b>G 1</b>	Ensuring the quality and the sustainability of public finances.
<b>G 2</b>	Addressing macroeconomic imbalances.
<b>G 3</b>	Reducing imbalances in the euro area.
<b>G 4</b>	Optimizing support for R&D and innovation, strengthening the knowledge triangle and unleashing the potential of the digital economy
<b>G 5</b>	Improving resource efficiency and reducing greenhouse gases emissions.
<b>G 6</b>	Improving the business and consumer environment and modernising the industrial base
<b><i>Guidelines for the employment policies of the Member States</i></b>	
<b>G 7</b>	Increasing labour market participation and reducing structural unemployment.
<b>G 8</b>	Developing a skilled workforce responding to labour market needs, promoting job quality and lifelong learning.
<b>G 9</b>	Improving the performance of education and training systems at all levels and increasing participation in tertiary education.
<b>G 10</b>	Promoting social inclusion and combating poverty.

Source: COM (2010b)

*Thematic Approach and Country Reporting*

The strategy is organised around a thematic approach and more focused country surveillance. More specifically, the **thematic approach** focuses on the delivery of the five headline targets (mainly through the National Reform Programmes, followed by policy advice at EU level). At the same time, **country reporting** contributes to the achievement of EU 2020 goals by helping Member States define and implement exit strategies from the crisis, to restore macroeconomic stability, identify national bottlenecks and return their economies to sustainable growth and public finances (mainly through the MS' **Stability and Convergence Programmes**). To achieve this, the EU 2020 and Stability and Growth Pact (SGP) reporting and evaluation will be done simultaneously to bring the means and the aims together, while keeping the instruments and procedures separate and maintaining the integrity of the SGP (COM, 2010a: 27).

*Lack of Gender Mainstreaming*

As presented above, the EU 2020 headline targets and the Integrated Guidelines 4 to 10 establish the framework for the National Reform Programmes (NRPs) which are aimed at enabling smart, inclusive and sustainable growth in Europe. However, none of these instruments sets specific targets in relation to gender equality, given that:

- a) The European headline targets identified within the Europe 2020 Strategy are neither disaggregated by sex nor do they contain specific gender targets.

- b) In addition, the monitoring mechanisms foreseen for the EU2020 Strategy, do not consider the gender issue systematically, nor do they rely on any indicator system that reflects specific gender equalities.
- c) Moreover, gender equality has not been specifically tackled by the flagship initiatives or the integrated guidelines nor is it present in their wording, although it is considered an essential value to overcome the economic crisis in a wide range of areas.

As mentioned in the study made by González and Sansonetti<sup>11</sup>, although gender equality is interpreted as a precondition for sustainable, competitive and inclusive growth (and gender policies as part of the response for the challenges) its inclusion in the EU2020 is surprisingly infrequent.

However, there are solid arguments justifying that gender equality policies and its monitoring processes should be considered as long-term investments rather than a short-term cost. For instance, the lack of specific objectives to enhance gender equality endangers reaching the overall objectives in general and the headline targets of the EU2020 Strategy - in particular in cases where the Member States do not commit themselves to policy initiatives to close the gender gap.

Concretely, the EU 2020 targets will not be achieved unless significant progress of women is marked (the employment target is the most prominent example). Moreover, implementing the EU 2020 strategy by keeping gender mainstreaming at a rather low profile (even in areas where significant gender gaps do exist –for instance employment, education and poverty) does not coexist easily with the fundamental principle of smart, sustainable and inclusive growth; more crucially, it might further result in a 'missed opportunity' to tackle gender inequalities and stereotypes to achieve more equal societal outcomes.

## 1.2 The European Semester

The European semester is 'a new working method', which is implemented by the EU to ensure that collective discussion on key priorities takes place at EU level, *before* and *not after* national decisions are taken. The results of this discussion must then be reflected in national decision-making, in particular in national budgets and structural reforms, so that national and EU efforts are brought together in the right sequence to deliver and monitor progress over time (COM, 2011)<sup>12</sup>. The European semester means that the EU and the euro-zone will coordinate their budgetary and economic policies *ex ante*, in line with both the Stability and Growth Pact and the EU 2020 strategy (COM, 2010c).<sup>13</sup> In consequence and as mentioned above, this more integrated surveillance framework<sup>14</sup> governs the:

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<sup>11</sup> González, E. and Sansonetti, S. (2012) "Data for the evaluation of the European semester process from a gender equality perspective", Report for the European Parliament's Committee on Gender Equality. Directorate General for Internal Policies, Policy Department C: Citizen's Rights and Constitutional Affairs, p.18..

<sup>12</sup> COM (2011a) 400 final, 7.6.2011, "Concluding the first European semester of economic policy coordination: Guidance for national policies in 2011-2012", European Commission.

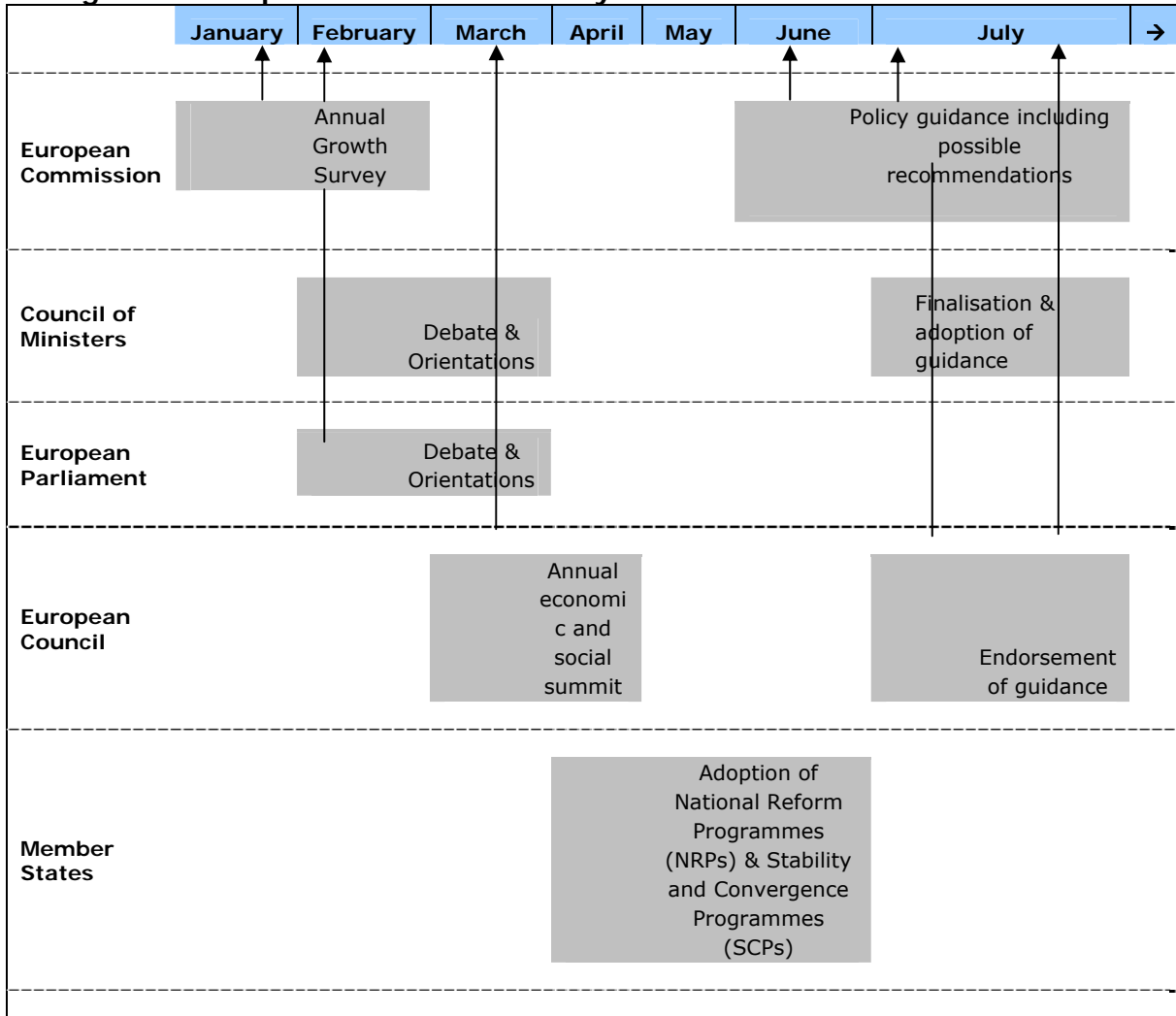
<sup>13</sup> COM (2010c) 367 final, 30.6.2010, "Enhancing economic policy coordination for stability, growth and jobs –Tools for stronger EU economic governance", European Commission.

<sup>14</sup> See Council of the European Union (2012) 'The European Semester'

<http://www.consilium.europa.eu/special-reports/european-semester?lang=en>

- Implementation of fiscal policies under the Stability and Growth Pact to strengthen economic governance and ensure budgetary discipline,
- Implementation of structural reforms in the context of Integrated Guidelines outlined in NRPs to ensure progress towards the agreed goals of the EU Strategy for Growth and Jobs ("EU 2020").

**Figure 2: European Semester of Policy coordination**



Source: COM (2010c) 367

The annual **European semester cycle** starts with the publication of the European Commission Annual Growth Survey (AGS)<sup>15</sup> in autumn in which the Commission provides a solid analysis on the basis of the progress on EU 2020 targets, a macroeconomic report and the joint employment report, and sets out an integrated approach to recovery and growth, concentrating on key measures. The role of the EP is particularly important in terms of stimulating participation of stakeholders at national and regional level. On this basis, *by end-February*, the European Council provides strategic advice and orientations for Member States. By mid-April, Member States submit: **i) Stability and Convergence**

<sup>15</sup> European Commission (2011): Annual Growth Survey 2012, COM (2011) 815 final



**Programmes (SCPs); and ii) National Reform Programmes (NRPs).** Thereafter, the European Commission evaluates the stability and convergence programmes and the NRPs and prepares a country-by-country analysis. *By late spring* the results of this analysis are debated and endorsed by the European Council. In the second part of the year, Member States finalise national budgets. In its AGS of the following year, the Commission assesses how Member States took EU guidance into account.

*Stability and Convergence Programmes*

**The content of Stability and Convergence Programmes (SCPs) has to be adapted to the rationale of having a European semester.** In view of the strengthened role of the SCPs in the process of multilateral surveillance under the European Semester, it is important that their information content is suitable and allows for comparison across Member States. The intention is obviously not to require Member States to submit full-fledged budgets to the EU for 'validation' before they present them to their national Parliaments. However, these Programmes should include the necessary information for meaningful ex-ante discussions on fiscal policy, such as: a full-fledged updated macroeconomic scenario, concrete indications on plans for the following year, a description of the envisaged policies and medium-term projections for the main government finances variables, as well as an assessment of fiscal developments in previous year (COM, 2010c: 11).

*National Reform Programmes (NRPs)*

The **NRPs** play a key role under the EU 2020, and they can be regarded as the counterparts of the SCPs. They include the identification of non-fiscal, macroeconomic policies in accordance with the integrated guidelines to address imbalances and trajectories to meet the respective Member States' targets derived from the five EU headline targets. The NRPs also report on the key measures to achieve the national targets, including timetables and budgetary impacts, and state how Member States intend to tackle obstacles to achieving the objectives set, and how European Structural Funds will be used in support of measures to achieve targets, as well as their budgetary impacts. Finally, they should indicate how the national authorities plan to involve local and regional governments and relevant stakeholders in defining and implementing the NRPs and how they plan to communicate these intentions (European Parliament, 2012).

*Stability and Convergence Programmes (SCPs)*

Stability and Convergence Programmes (SCPs) and NRPs will be submitted by Member States at the same time and assessed simultaneously by the Commission. The experience gathered during the first years of implementation of the Pact with the Stability and Convergence Programmes shows that guidelines on the content and format of the programmes not only assist the Member States in drawing up their programmes, but also facilitate their examination by the Commission, the Economic and Financial Committee and the Council.

*Democratic scrutiny*

As mentioned above, it is important to ensure the involvement of regional/local authorities, social partners and other stakeholders. The **European Parliament** plays an important role not only in its capacity as co-legislator but also as a driving force for mobilizing citizens and national parliaments. Furthermore, the **Economic and Social Committee** as well as the **Committee of the Regions** are intended to be more closely associated by exchanging good practices, benchmarking and networking.

### 1.3 A short history of Gender Equality Developments up to the European Semester

The Treaty of Rome included already a provision for equal pay for equal work. In the meantime, several legislative and non-legislative activities were undertaken to increase gender equality in the European Union. In the last years, notwithstanding the effects of its legislation in the field of anti-discrimination at and outside the workplace<sup>16</sup>, mainly the following instruments framed the activities of the Union and its Member States to enhance gender equality:

- **Structural Funds (2000-2006)** helped to raise the profile of gender mainstreaming as well as gender-specific actions.
- The **"Roadmap for the equality between women and men (2006-2010)"**<sup>17</sup> gave a new impulse to the consolidation of gender inclusion in the European practices. This plan encompassed six priority areas for EU action in terms of gender equality: equal economic independence for women and men; reconciliation of private and professional life; equal representation in decision-making; eradication of all forms of gender-based violence; elimination of gender stereotypes; promotion of gender equality in external and development policies.
- The period 2010-2015 is related to the development of the **Strategy for Equality between Women and Men**<sup>18</sup>, adopted in September 2010. Their six priority areas recall those of the previous Roadmap: equal economic independence; equal pay; equality in decision-making; end to gender-based violence; equality in external actions, and horizontal issues.
- **More recently**, in light of the need to strengthen gender equality further in the context of the current crisis, the Council has launched the **European Pact for Gender Equality (2011-2020)** with the intention of strengthening the previous strategy. The Pact states that three areas are of greater relevance to gender equality: employment, education and social inclusion, which is why it considers that **these objectives can only be fulfilled by including them in** a wider strategy known as **the EU 2020**<sup>19</sup>. Moreover, the Pact also considers that the promotion and evaluation of the EU2020 Integrated Guidelines and flagship initiatives with a gender perspective are essential to strengthen gender national

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<sup>16</sup> COM, (2004), 379 final, "Green Paper: Equality and non-discrimination in an enlarged European Union", European Commission

Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.

Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions

<sup>17</sup> COM, (2006), 92 final, "A Roadmap for Equality between Women and Men", European Commission

<sup>18</sup> COM (2010d) 491 final, "Strategy for Equality between women and men 2010-2015", European Commission

<sup>19</sup> Council of the European Union, (2011) "Council conclusions on the European Pact for gender equality for the period 2011-2020"

policies. In other words, **gender equality is considered a part of the solution for exiting the crisis**<sup>20</sup>.

Consequently, gender equality is a policy-area, in which more effort is needed to achieve better outcomes. Looking at *specific* gender gaps, attention is primarily focused on those related to the area of economic independence: rate of unemployment, flexible and part-time work, shorter working hours and occupational segregation. These frequently translate in women having a greater propensity to be counted amongst labour market outsiders. Disadvantage in the labour market goes hand in hand with disadvantage in the allocation of non-paid work (mainly care) undertaken inside the household. Apart from employment, education and poverty risk, gender inequalities become evident in other areas, as well, such as health and well-being. Nevertheless, as González and Sansonetti, (2012: 24) point out *'as can be deduced on reading the priorities, objectives, targets, guidelines or indicators directing EU and Member States, little account has been taken of gender mainstreaming by the EU 2020 Strategy or by the new economic governance method, the European Semester'*, suggesting that the gender dimension has a rather low profile in all the documents developing the EU 2020 strategy and the European Semester.

#### **1.4 Gender Equality, multi-annual financial framework 2014-2020 and the European Semester process**

Designed to drive the EU 2020 growth strategy, the Commission has proposed an overall ceiling of €1 033 billion over the 2014-2020 period under five headings: i) smart and inclusive growth (48%); sustainable growth: natural resources (37%); global Europe (7%); administration (6%) and security and citizenship (2%). As it is stated in describing the underpinning principles of the 2014-2020 Multi Annual Financial Framework (MFF)<sup>21</sup> *"Major hallmarks of the next set of financial programmes and instruments will be a focus on results, increased use of conditionality and the simplification of delivery: results will be clearly related to the implementation of the Europe 2020 strategy and the achievement of its targets"*, documenting the close relation between the Europe 2020 Strategy and the MFF

However, the gender budgeting applied to the 2014-2020 MFF, indicates a rather low gender awareness in all areas, most notably in the areas of ***Economic Independence*** and as well as in the fields of ***Health, Well-being and Environment***<sup>22</sup>.

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<sup>20</sup> González, E. and Sansonetti, S. (2012) *"Data for the evaluation of the European semester process from a gender equality perspective"*, Report for the European Parliament's Committee on Gender Equality. Directorate General for Internal Policies, Policy Department C: Citizen's Rights and Constitutional Affairs, Gender Equality, p.24-25.

<sup>21</sup> COM (2011b) 500 final, 29.6.2011, *'A budget for Europe 2020: Part I'*. Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions

<sup>22</sup> González, E. and Sansonetti, S. (2012) *"Data for the evaluation of the European semester process from a gender equality perspective"*, Report for the European Parliament's Committee on Gender Equality. Directorate General for Internal Policies, Policy Department C: Citizen's Rights and Constitutional Affairs, Gender Equality, p.24-25.

#### 1.4.1 The gender perspective in MFF (2014-2020) with respect to Economic Independence

The crisis has led to the increased budgetary emphasis the MFF places on objectives linked with Economic Independence. The overall budget that feeds into these objectives in 2014-2020 is EUR 90.7bn as opposed to *around* EUR 81bn in the 2007-2013 cycle, mostly due to an increase in European Social Fund allocations (EUR 84bn from EUR76bn).<sup>23</sup> However, the increase in overall funding should not lead to complacency. *Gender awareness is largely absent as an explicit ingredient in stating the objectives in Programme documents.* Moreover, experience from *ex post* analysis of previous documents reveals that gender balance rhetoric is more generous than actual outcomes.

In this sense, with the increased amounts proposed by the Commission for the MFF (2014-2020), gender equality could be enhanced, bearing in mind the following three notes of caution: *First*, the increased funding refers to financial programmes of which the exact composition and attribution to specific targets are still unknown. *Second*, the increased funding for actions *potentially* related to gender equality will not necessarily lead to greater *realisations* of such actions. *Third*, the Budget documents seem to embody a narrower focus of interventions on direct employment prospects. Although this could be seen as an appropriate short term measure to overcome the negative effects of the economic crisis on the labour market, improved economic independence of women and men will require a more holistic approach in the long-term.

#### 1.4.2 The gender perspective in MFF (2014-2020) with respect to health, well-being and environment

Although the MFF contains wording that can encompass most of the analytical gender objectives, they do so indirectly, and hardly ever mention gender explicitly. Overall, taking a closer look at the ten objectives of the financial instruments comprising the MFF one ends up by assessing their gender awareness as uniformly low. It is unfortunate that while objectives related to health, well-being and the environment acquire new importance. They remain mostly silent *vis-à-vis* gender. Such gender-blindness may jeopardise their gender equality potential in jobs creation, skills formation and decision-making structures (especially in research and environment where women find themselves in a disadvantaged position from the start). Hence, there is the danger that potential gender balance gains will fail to be reaped, unless (a) corrective action is taken early on and (b) careful monitoring of progress via gender-sensitive indicators is built into the structure of the programmes.

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<sup>23</sup> COM (2011) 607 final, 6.10.2011. Proposal for a Regulation of the European Parliament and of the Council on the European Social Fund and repealing Regulation (EC) No 1081/2006

## **1.5 Means to reinforce the gender dimension of the Europe 2020 Strategy**

Given that little account has been taken of gender mainstreaming by the EU 2020 Strategy and the European Semester, the following question emerges: *how could gender equality be addressed by the new economic governance method, given its importance in achieving the EU 2020 targets?*

Dealing with the above question, González and Sansonetti, (2012: 27) argue that a vital means to reinforce the gender dimension of the EU 2020 Strategy may be the adoption of gender-specific targets which help ensure a gender-equality perspective in regard not only to the employment, education and social inclusion issues but also to the strategy as a whole'. This is expected to result in a better understanding of the multiple causes of inequality and how to combat them, while bringing achievement of the targets closer. In conjunction with the above recommendation, González and Sansonetti, (2012: 26) highlight also the importance of the establishment of a gender-specific set of indicators (and indeed proposes a set of such indicators) that could contribute to exposing inequalities between women and men and tackling them.

## 2. METHODOLOGY

In the following, the applied methodology will be presented and methodological questions concerning macro-level indicators discussed. The potential, the limits and availability of the indicators used to identify gender inequalities within the research will be highlighted.

The study combines a qualitative approach ('document analysis', that is the analysis of the motivation, intent and purpose of documents) and a quantitative one (analysis of statistical indicators) to assess the achievement of gender equality within the European Semester. More in detail, for the document analysis the MS's NRPs are scrutinized to single out the structural reforms underway in each country, while for the Statistical analysis macroeconomic patterns in all MS are carefully considered.

The study entails the following steps:

1. A brief assessment from a gender perspective of the gender awareness in the NRPs 2012 of all Member States, with the respective country-specific recommendations for 2012.

*The lead questions are: How do EU targets translate into national targets? What are the proposed policy measures in the NRP? How is the gender perspective considered?*

2. An identification of gender equality relevant policy measures described in the NRP

*The lead questions are: What is the expected effectiveness of policy measures? How credible are the policy measures? What is the level of ambition of the measures? If gender equality specific CSR have been given, it will be assessed if they are sufficiently addressed by the reported policy measures.*

Considering the amount of NRPs, it is clear that this exercise gives an overview of the situation in the MS in summarised form.

When assessing the NRPs it is important to bear in mind that they are structured around the EU 2020 Integrated Guide Lines (GL) and are not explicitly asked to report on gender equality measures. Nevertheless, measures that are able to tackle relevant gender equality objectives can be identified. These gender equality objectives have been inferred from the Strategy for Equality between Women and Men 2010-2015 and from the relevant literature of Gender Experts in the field of Employment and Economics in Europe. Therefore, the alignment of these Gender Equality Objectives with the GL can be explored.

The alignment of GL and gender equality objectives is also necessary to clarify what is actually analysed with a view to relevance; in other words, do the objectives of described measures under the GL in the MS actually address the needs for gender equality and are the EU targets actually addressing the needs on national level?

An alignment of the Gender equality objectives with the GL and ultimately the EU2020 targets looks as follows:

**Table 3. Alignment of Integrated guidelines and Gender Equality Objectives**

EU 2020 TARGET <sup>24</sup>	CORRESPONDING INTEGRATED GUIDELINE	GENDER EQUALITY OBJECTIVES
<b>Employment</b> 75 % of the population aged 20-64 should be employed	<b>GL 7:</b> Increasing labour market participation and reducing structural unemployment.	<b>Objective 1:</b> Increase women's labour market participation <b>Objective 2:</b> Promote reconciliation for men and women and/or reduce impact of parenthood on women's labour market participation. <b>Objective 3:</b> Address vertical and horizontal labour market segregation of women and/or reduce gender pay gap
<b>R&amp;D</b> 3% of the EU's GDP should be invested in R&D	Horizontally <b>GL 7</b> and <b>GL8</b>	Horizontally objectives <b>1-3</b> and mainly <b>5</b>
<b>Education</b> The share of early school leavers should be under 10% and at least 40% of 30-34 years old should have completed a tertiary or equivalent educational level	<b>GL 8:</b> Developing a skilled workforce responding to labour market needs, Promoting job quality and lifelong learning. <b>GL 9:</b> Improving the performance of education and training systems at all levels and Increasing participation in tertiary education.	<b>5:</b> Reduce inequalities in educational attainment for men and women and/or combat gender stereotypes in education in training
<b>Poverty</b> Reduction of poverty by aiming to lift at least 20 million people out of the risk of poverty or exclusion	<b>GL 10:</b> Promoting social inclusion and combating poverty.	<b>4:</b> Reduce at-risk-of-poverty rates among women

### 3. An in-depth evaluation in five countries

Five selected countries are analysed with a view to gender equality on the basis of their NRPs<sup>2012</sup> (or on the basis of their adjustment programme – *Memorandum of Understanding* in the case of Greece<sup>25</sup> in particular). The

<sup>24</sup> The study focuses on the Employment, Education and Poverty reduction targets. A translation of gender equality into the environment target would require more detailed work and the R&D target is mainly addressed horizontally.

<sup>25</sup> As Greece is in receipt of financial assistance from the EU and IMF the priority is to implement the programme as agreed and stated in the single recommendation that Greece received to "fully implement the measures laid down in the Decision 2010/320/EU, as amended by Decision 2011/257/EU, and as further specified in the *Memorandum of Understanding* of 3 May 2010 and its subsequent supplements, in particular the last supplement of 2 July 2011".

countries in this group include Sweden (Nordic), Austria (Central Europe), Poland (Eastern Europe), Greece and Italy (Southern countries).

In addition to the assessment of gender equality awareness and policy measures addressing the gender equality objectives, the country evaluation is structured around a) the recent economic outlook, b) gender challenges and existing gender gaps, 3) gender trends regarding the EU2020 headline targets throughout the crisis, 4) identification and evaluation of policy measures of the NRP relevant for gender equality and 5) a concluding overall assessment.

The findings of the qualitative evaluation are then set into the relation with the developed macroeconomic indicators measuring the progress towards the EU 2020 headline targets.

On the basis of the evaluation, specific recommendations are proposed for the selected five Member States on how to improve the performance of each of them regarding gender equality, in a way that allows for integration of the respective measures in the 2013 National Reform Programmes.

#### 4. Consideration of macroeconomic indicators disaggregated by gender

The NRPs are only a limited source of information to assess the effectiveness of the MS measures to achieve gender equality and more concretely the defined "Gender equality objectives". As a result, some countries might have policy developments in the field of gender equality without reporting on it as this is not requested. The Annual Growth Survey (AGS) reviewing the economic challenges for the EU and the Euro area, and annually starting the European Semester, is also only a limited source to identify gender-specific inequalities. Consequently, the outcome and impact of the described policy measures in the NRPs has to be measured through other sources.

Exactly for this reason, the EP commissioned in the past a study to identify suitable indicators to consider the gender perspective in the European Semester<sup>26</sup>. The study sets out 83 indicators encompassing the five EU 2020 headline targets. Out of these 83, 33 indicators have been selected and data gathered for the five countries analysed in depth. Their main strength relates to the broad coverage of the most important aspects of the EU 2020 Strategy from a gender perspective. Hence, they encompass employment (10 indicators), research and development (5), education (7) and poverty and social inclusion (11). All of them are broken down by sex.

Four core indicators are prominently applied in the in-depth country evaluations. In total 33 indicators have been developed for the in depth country studies and can be used for further monitoring.<sup>27</sup> Even though some of these indicators might not allow a strict impact assessment of the structural reforms, allowing matching the objectives with outcomes and impacts, their strength is to enable an objective description of the actual situation in the respective countries and even the identification of trends where data availability allows. They can serve at least to approximate policy impacts, even more so when applied over a period of time.

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<sup>26</sup> Sansonetti, González, 2012.

<sup>27</sup> See Statistical Annex and respective country sheets in chapter 4.



To enable a comparison over time and an identification of trends, three different measure points have been selected: annual averages of the years 2007, 2009 and 2011.

In addition to the indicators selected for the respective country studies, the full 33 indicators reviewed for the 5 countries can be consulted in the Statistical Annex.

#### *Challenges regarding the use of the identified indicators*

Discussing the methodology, some of the main challenges regarding the use of the selected indicators are related to the **consequences of the current economic crisis**. The study of labour market developments with a gender perspective has to consider the emergence of negative developments in related fields. Evidence shows that the indicators reflect other variables such as skill levels, age, ethnic origin and nationality. Their influence has become more distinct during the economic recession. In this context, an adequate implementation of the gender perspective and interpretation of the findings should not only consider the differences between isolated dichotomous coded figures for men and women. The differences have, on average, become more levelled during the economic crisis anyhow. For example, development towards bridging gender employment gaps can rather be attributed to a decrease in male employment than an increase in female employment. Complementary, gender-based indicators should relate with these other variables (skill levels, age, ethnic origin etc.) which can be the basis for discrimination, not to lose relevance and to touch with reality. Through a more complex analysis of the evolution of figures of women and men (especially in the field of employment) including other relevant variables, the identification of specific gender inequalities and their interpretation could be improved further.

In addition, the challenges concerning the **analysis and interpretation of gender differences on poverty rates** should also be mentioned. The underlying survey generating the data, EU-SILC, addresses individuals within a household, and its sub-indicators take account of the sum of the income of all household members. Hence, the figures do not reflect differences within the household. For an individual approach, which would allow better applying the gender perspective, rethinking the sampling methods of this survey could contribute to reveal potential individual poverty situations in the future.

Furthermore, as set out in the above mentioned study, the **non-availability of data** regarding some fields constitutes another key issue to mention. Basic data on research and development, internet use and, especially, energy related issues from a gender perspective are insufficient or directly missing. More efforts should be made in achieving better methodologies and data collection to shed light and tackle gender inequalities on these fields.

Finally, it is important to note that the improvements that should further be made in the number, adequacy and availability of the gender indicators should be in line with manageability. It is important to remember that the study is intended to constitute an example of how to identify gender inequalities through an adequate number of indicators which should help policy makers to consider and implement effective policies in the relevant fields.

If not otherwise indicated, the findings are based on the Experts and Fondazione Giacomo Brodolini's own research.

## 3. ACHIEVEMENT OF GENDER EQUALITY IN THE 27 MS IN RELATION TO EU2020/ NATIONAL REFORM PROGRAMMES AND THE EU EQUALITY OBJECTIVES

### 3.1 Approach

The main objective of this section is to present a brief assessment from a gender perspective of the published NRPs and to provide for an analysis of these reforms.

To this end, a summary of the assessments regarding the gender impact of: **i)** labour market; **ii)** social inclusion; **iii)** poverty; and **iv)** education policies set out in the NRPs is presented for each of the 27 Member States. These one-page summaries all cover three *items*:

**First**, the presentation of the main gender challenges of each of the 27 Member States.

**Second**, the analysis of the coherence of the NRPs with the Integrated Guidelines (7-10) of the EU 2020 strategy;<sup>28</sup> the focus on *Guidelines 7-10* is due to the fact that these Guidelines refer to more gender-sensitive policies. Thematically allocated under the GL, policy measures reported in the NRPs that are relevant to each of the gender equality objectives<sup>29</sup> are listed and briefly assessed.

- **GL 7:** Increasing labour market participation & reducing structural unemployment.
  - o **Objective 1:** Increase women's labour market participation;
  - o **Objective 2:** Promote reconciliation for men and women and/or reduce impact of parenthood on women's labour market participation;
  - o **Objective 3:** Address vertical and horizontal labour market segregation of women and/or reduce gender pay gap;
- **GL 8:** Developing a skilled workforce responding to labour market needs, promoting job quality and lifelong learning.
- **GL 9:** Improving the performance of education and training systems at all levels and increasing participation in tertiary education.
  - o **Objective 5:** Reduce inequalities in educational attainment for men and women and/or combat gender stereotypes in education and training.
- **GL 10:** Promoting social inclusion and combating poverty
  - o **Objective 4:** Reduce at risk of poverty rates among women;

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<sup>28</sup> Recall that the integrated guidelines give guidance to the Member States to define their National Reform Programmes and implementing reforms.

<sup>29</sup> The *five gender equality objectives* are based on the "Strategy for equality between women and men, 2010-2015"

*Third*, a gender-sensitive assessment of each NRP, also takes into account the country-specific recommendations of the European Commission in the previous year.

### **3.2 Synthesised findings of the National Reform Programmes 2012 regarding certain aspects of the pursuit of gender equality objectives**

#### ***Reforms for Reconciliation of Work and Family Life***

Measures for reconciliation of work and family life are reported in the NRPs 2012 of twelve European countries with the aim to increase the labour market participation of women<sup>30</sup> – countries in which reconciliation of work and family life represents a main challenge in gender equality. In Germany, labour market participation of women – including employment status, unemployment, inactivity, and working times – is mainly influenced by the existence of children of 0 to 6 years and by the lack of childcare facilities especially in Western Germany, which is similar to the situation in Malta. In the Netherlands reconciliation of work and family life is influenced by the increasing costs for childcare services; in Finland and in Luxembourg by the fact that the parental leave is less attractive for men in monetary terms. In Poland unequal burden of care obligations is reflected in earlier exit of women from the labour market (among 55-64) – mainly for care reasons, while in Italy and Greece (two other countries with strong family ties) in discontinuity of women's participation in the labour market.

The policy measures aimed at improving the reconciliation of work and family life display noticeable differences across countries in design. In particular, Germany aims at a holistic approach: increasing childcare facilities plus promoting flexible working-time arrangements (although the latter are already widespread in Germany). In the same pattern is the response of the Netherlands. Hungary and the Czech Republic introduced also flexibility as a general labour market and social policy instrument (not only for parents). On the contrary, in Greece and in Poland the policy instruments are narrowly focused on vouchers and childcare facilities – the mismatch of these instruments to the overall labour market arrangements remain in question. Overall, policy instruments proposed in the NRPs for reconciliation might be distinguished in three main categories:

- Child benefits, vouchers and parental leaves as policy instruments (FI; DE; GR; LU & MT);
- Increasing childcare facilities (CZ; DE; EL; IT; PL and SI);
- Promoting flexible working-time arrangements (BG; DE; HU and NL).

#### ***Reforms for increasing labour market participation of vulnerable groups***

Vulnerable groups are not necessarily parents; those with low attachment to the labour market (such as young persons or long-term unemployed etc.) appear as policy priorities in *eight* European countries.<sup>31</sup> In **Ireland**, the lack of access to labour market activation and training programmes for specific sectors of women

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<sup>30</sup> namely Bulgaria; Czech Republic, Germany; Greece; Finland; Hungary; Luxembourg; Italy; Malta; Netherlands; Poland and Slovenia

<sup>31</sup> namely: Cyprus; Spain; Ireland; Italy; Netherlands; Romania; Sweden and the UK

remains a crucial challenge for gender equality. In **Spain** the main challenges are *to reduce labour market segmentation and to improve employment opportunities for young people*. In **Sweden** the challenge is to monitor and improve the labour market participation of young people and other vulnerable groups -*the most relevant group here is the foreign-born*. In **the UK** the main challenges are to improve the employability of 18-24 year olds who have left education and training with no qualifications; and take steps to reduce the high proportion of workless households by targeting those who are inactive because of caring responsibilities, particularly lone parents. In **Cyprus** the challenge is to take further steps within the reforms planned for the vocational education to match education outcomes to labour market needs better. **Spain** and **Italy** report labour market policies targeting young people; **Ireland** and the **Netherlands** report policies for the long-term unemployed and policies to reduce labour market segmentation. **Cyprus** and **Romania** present policies promoting labour market participation through enhancing training programmes. Finally, the **UK** presents a rather holistic Work Programme.<sup>32</sup>

### ***Flexibility in the Labour Market***

Flexibility is identified as a policy to raise employment levels in Hungary, Czech Republic and Slovakia. A common gender challenge in these three countries is the low participation of mothers with small children in the labour market.

### ***Pension Reforms***

Pension reforms appear as a policy instrument to increase labour supply and improve public finances in **eight** European countries, namely: Denmark, Bulgaria, France, Latvia, Lithuania, Luxembourg, Poland and Slovenia. In **Denmark** the reform increases the public pension and the retirement age by 5 years and shortens the early retirement period from 5 to 3 years. Public pension age will thus increase from 65 to 67 years in the period 2019-2022 and the early retirement pension age will increase correspondingly from 60 to 62. In **Bulgaria, Latvia, Lithuania and Slovenia**, pension reforms are mainly focused on setting the retirement age up to 65 years gradually. **Poland** aims to limit early retirement and extends working age requirements before reaching statutory retirement age for women and men at 67 (from 65 for men and 60 for women).

### ***Reforms in Social Security***

Only a few countries have introduced measures for social security that have a gender dimension: **Belgium** (a reform of the unemployment insurance system); **Latvia** (Reduction of labour taxes and increase in tax allowance); **Portugal** (Temporary increase of 10% in the amount of unemployment benefits for single-parent families); **the UK** (The Child Poverty Strategy and action plan) and Finland (Social guarantee for young people) and **Lithuania** (Cash Social Assistance for Poor Families).

### ***Lack of Gender Mainstreaming***

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<sup>32</sup> See country sheet UK

Taking an overall view, the main issues that come out of a gender-sensitive assessment of the 2012 NRPs in the 27 MS can be summarised in two 'stylized facts':

**First**, the rather low profile of gender mainstreaming in the NRPs (also evident in the EU 2020 Strategy and in the European Semester); and

**Second**, for most of the countries the targets are not disaggregated by gender, while they do not rely on any indicator system that reflects specific gender factors.

Regarding the extent to which **gender equality issues** have been addressed in the NRPs, it is possible to identify three broad groupings:

**First**, A minority of the NRPs are reported to have some semblance of gender mainstreaming or to have systematically addressed the issue of gender equality (EE, LU and PL).

**Second**, some NRPs are reported to have indicated specific actions targeted at women (AT, BG, CY, CZ, DE, ES, FR, IE, IT, NL, MT, and SE).

**Third**, a significant number of NRPs are reported to have no gender mainstreaming (BE, DK, GR, FI, HU, LT, LV, PT, RO, SI, SK and UK).

As regards the coherence of the content of the NRPs with the Integrated Guidelines 7-10 of EU 2020 Strategy, the key findings are summarised in the following table. Allocated to the respective GL, the emerging picture is presented, regarding the content of the NRPs in relation to the Gender Equality Objectives.

**Synthesis Table 4: Overall Coherence with the European Integrated Guidelines and Targets and overall Content of the NRPS in relation to Gender Equality Objectives**

GL 7	The EU target of 75% employment rate of persons aged 20-65 by 2020 is translated into differing national targets. <u>In a number of Member States</u> where the promotion of women's employment and gender equality is explicitly taken into account, the strategies reported are considered to be inadequate.
Obj 1	<u>Several Member States</u> implement policies to increase female employment rates (e.g. AT, BG, CY, CZ, DK, ES, FR, IT, MT, NL, RO, SE, UK). Flexibility is, <u>in many instances</u> , identified as a policy to raise employment levels. However, flexibility often focuses on parents and new entrants – women and young people – rather than on all labour market participants.
Obj 2	The uneven division of unpaid care within households is at the root of many gender inequalities in the labour market. For example, in Finland, the "tripartite working group on leave arrangements" has come up with 3 models of parental leave which provide a roadmap for continuing expansion of leave arrangements for both fathers and mothers. In Germany, the new law on the reconciliation of work and health/long-term care is useful in improving the situation of employees with caring responsibilities.
Obj 3	A coordinated suite of policies to address gender pay inequalities using multiple measures is evident <u>in some Member States</u> (mainly in Austria, Cyprus, Estonia and Finland). The various gendered processes that reinforce the gender pay gap require this coordinated action.
GL 8	New measures that aim to develop a skilled workforce and promote lifelong learning are envisaged <u>in a number of NRPs</u> . However, several national experts signal the

	lack of an effective gender perspective in this field.
GL 9	<u>Several Member States</u> have enacted structural reforms in education and training to improve the quality and performance of their national systems. In most cases, ambitious national targets are set but these are never broken down by gender.
Obj 5	Progress was made prior to the economic crisis to increase education attainment levels, reduce early school leaving and decrease unemployment rates of young people. Since the economic and financial crisis there has been a sharp rise in youth unemployment rates. In the NRPs, analyses of the labour market situation of young people and policies targeting them are presented in a gender-blind perspective. This perspective ignores the many ways in which the experience of labour markets differ for women and men, including in relation to education, long-term unemployment, precarious working and propensity to be outside of education, employment or training (NEET). These differences are the source of gender gaps later in life.
GL 10	The need to adopt a gender perspective in developing policies for reducing poverty is clear. However, <u>in only a few Member States</u> is the fight against poverty and social exclusion undertaken from a gender perspective.
Obj 4	In most European countries, minimum income schemes aim to prevent poverty and promote social inclusion through the provision of means-tested non-contributory measures. <sup>33</sup> These are mostly directed at households rather than at individuals. Various schemes have been introduced as a response to the crisis. Existing measures face pressure to meet a rising demand. Only a few NRPs have described these schemes and discussed their gender implications (e.g. BE, CZ, FI, IT).

Source: 2012 NRPs

<sup>33</sup> Means-tested social benefits are social benefits which are explicitly or implicitly conditional on the beneficiary's income and/or wealth falling below a specified level. For more detail, see:

European Communities, (2008), "ESSPROS Manual: The European System of integrated Social Protection Statistics (ESSPROS)", page 32

### 3.2 Austria

**The main gender challenge** in Austria is the high gender segmentation in the labour market. Although the female employment rate is relatively high (69.6%), there is scope for increasing their working hours. Austria's gender-specific concentration of part-time employment is among the highest and women are highly concentrated in low-wage employment, resulting in a gender pay gap of 25.4% which is the second highest in the EU.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>34</sup>

NRP OF AUSTRIA	
G7	The Austrian target for labour market participation is an employment rate for women and men aged 20-64 of 77-78%. <b>The NRP does not contain a specific target for women's employment rate.</b> No concrete measures are proposed regarding the gender roles in the labour market, only on a very general level it is stated that "The promotion for fathers to take paternal leave is to support [...] changes in the current behaviour (NRP 2012: 47)
Implicitly, Gender Equality Objectives 1 and 3 are addressed by the policy measure "National Action Plan for the Equality of Women and Men in the Labour Market"	
Objective:	<ul style="list-style-type: none"> <li>- Diversifying educational paths and career choices (gender-sensitive career orientation)</li> <li>- Increasing labour force participation of women (emphasis on full-time employment)</li> <li>- Boosting the percentage of women in leadership positions</li> <li>- Reducing the gender pay gap</li> </ul>
Target group(s):	Women migrants, high skilled women, women working part-time etc.
Description :	The scope of the measures is quite broad including measures like "review all family and tax benefits for their impact on equality"; "implementation of an action programme to ensure high-quality childcare"; "increase of the percentage of women on the supervisory bodies of state owned companies" and "introduction of income analyses in companies".
Further, the Gender Equality Objectives 1, 2 and 3 are addressed by the policy measure to increase child care places and all day school places.	
Objective:	<ul style="list-style-type: none"> <li>- Creating of around 5000 new childcare places in the period 2012 - 2014 (with a special focus on places for children aged up to 3 years)</li> <li>- Further expansion of all-day care places at schools: 55000 new all-day care places and 50000 new care centres places for pupils outside school by 2015</li> </ul>
Target group(s):	Women with children. It is taken into account that an increase of child-care facilities supports women's employment rate; men's participation in childcare activities is not considered.
Description:	An agreement on: <b>i)</b> a further expansion of childcare places contributing to the establishment of 5000 new places, with a focus on places for children aged up <3 years; and <b>ii)</b> a further expansion of all-day care places at schools: now around 105000 places are available; the plan is to increase the number of places to 210000 by 2015.
G8	The Austrian NRP mentions only a part of the measures which were developed in the Lifelong Learning Strategy without going further into details of implementation.

<sup>34</sup> For methodological questions see chapter 2.

G9	The Austrian target is to reduce the drop-out rate to 9.5%; increase the share of the population aged 30-34 with tertiary education to at least 38% in 2020. The development of the new middle school to be the standard school is the central reform project. <b>The measures do not include a gender mainstreaming strategy aimed at targeting the horizontal gender segregation in education and training.</b>
G10	The Austrian target is to reduce the number of people who are at risk of poverty within the next ten years by at least 235000 persons. The NRP contains the Care Fund, projects for combating long-term unemployment, the minimum benefits to cover the living costs and measures to prevent health risks at the workplace. <b>The strategy for the improvement of the situation for women is described on a general level.</b>

### Country Specific Recommendations (CSR)

All recommendations of 2011 are addressed in the 2012 NRP. However, as the situation has not changed since last year, all relevant recommendations are still appropriate. Nevertheless a further fine-tuning by the Commission of the recommendations might be sensible. This is especially true for reducing Austria's high gender pay gap, where some suggestions might include dealing with the problem of women's concentration in low-paid labour market segments and the high concentration of part-time working women in those sectors. Finally, although Austria has politically and legally put itself under obligation to implement the Gender Mainstreaming strategy in national policies, it appears that this strategy was not consistently used for the preparation of the Austrian NRP.



### 3.3 Belgium

The main challenges, in terms of gender equality on the Belgian labour market are persisting gender segregation across occupations and sectors of activity (this is at least partly linked to the feminised nature of part-time work), employment traps particularly for low-educated women linked to generous leave arrangements and a stagnating gender pay gap which results from the previous and other gender inequalities that continue to cut across the Belgian labour market. However, these are not identified as such in the NRP, which also remains silent on policies to tackle these problems.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>35</sup>

NRP OF BELGIUM	
G7	Belgium aims at bringing the overall employment rate of 20-64 year-olds to 73.2% by 2020. <b>A specific target concerning women's employment rate is set:</b> to pull up this rate to 69.1% in 2020 from 62.1% in 2010. In order to reach the targets in employment, the Belgian NRP presents policies that can be grouped into three categories: <b>i)</b> policies to tackle youth unemployment; <b>ii)</b> policies to enhance interregional and professional mobility; <b>iii)</b> lifelong learning initiatives. <b>There is no gender discussion in these measures.</b>
G8	These policies consist in strengthening employers' responsibility, extending the training offer, increasing the budgetary means dedicated to lifelong learning initiatives and in developing partnerships between all actors involved. <b>There is no gender discussion in the NRP,</b> although there is a gender dimension to lifelong learning.
G9	Belgium aims at reaching a proportion of 47% of all 30-34 year-olds with a degree in tertiary education and at bringing back the share of early school-leavers below 9.5%. The NRP discusses a wide set of policies (skill training paths; action plan against school truancy) that were recently implemented in Belgium. <b>There is no gendered discussion of these policies.</b>
G10	According to the Belgian NRP, the aim is to reduce the number of people at risk of poverty or social exclusion by 380,000 by 2020 (compared with 2008: -17%). The NRP presents policies : <b>i)</b> to guarantee the social protection; <b>ii)</b> to combat child poverty; <b>iii)</b> to enhance the active inclusion of people excluded from the labour market; and <b>iv)</b> to combat inadequate housing and homelessness. <b>These policies are not analysed from a gender perspective.</b>
Implicitly, there are consequences for Gender Equality Objective 4, through the "Reform of the Unemployment Insurance System"	
Objective:	Activation of the unemployed and long-term sustainability of the social security system
Target group(s):	There are specific groups of women to be harmed by the recent reforms: young mothers, women in charge of caring for elderly family members, etc.
Description:	The degression of the allowances will be further increased so that everyone will fall back after maximum 48 months onto a lump-sum amount that will be slightly superior to social welfare benefits. The follow-up of job-seeking efforts will also be strengthened by sooner and more

<sup>35</sup> For methodological questions see chapter 2.

frequent surveillance.

### **Country Specific Recommendations (CSR)**

The second part of the Belgian NRP for 2012 is dedicated to how the country-specific recommendations that Belgium received in June 2011 were addressed. CSR do not encourage Belgian authorities to tackle the main gender challenges on the Belgian labour market. Recommendations with a view to gender equality should tackle persisting gender segregation on the labour market, a stagnating gender pay gap

### 3.4 Bulgaria

The main challenges in terms of gender equality in Bulgaria concern issues of employment, poverty and social exclusion.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>36</sup>

NRP OF BULGARIA	
<b>G7</b>	The Bulgarian employment target is 76% for people aged 20-64. Two national employment sub-targets are defined for those aged 55-64 and youth (aged 15-24), <b>whilst gender-specific target groups are not envisaged. However, at least three aspects of women's participation have been indirectly considered within the: i) Pension reform; ii) Public service reform; and iii) Action Plan for Employment.</b>
The Gender Equality Objectives 1 and 2 are addressed through measures for encouraging employers to hire unemployed women with children aged between 3-5 years old (employment protection act art. 53a)	
Objective:	- Reconciliation of work and family life - Enhancement of equal opportunities in the access to employment
Target group(s):	Unemployed women with children between 3 and 5 years old.
Description:	The measure focuses on supporting the reconciliation between family and professional life of women through education by obtaining professional qualification and entering employment. The target group for 2012 is 343 mothers.
Gender Equality Objective 1 is also addressed throughout the pension reform.	
Objective:	Increasing the pension age for both sexes
Target group(s):	Women in employment
Description:	With this reform, the age required for women is increased by 4 months per year until reaching 63 years and for men – until they reach 65 years old. The increase in the retirement age is from 60 to 63 for women and from 62 to 65 for men.
<b>G8</b>	The NRP 2012-2020 specifies measures for the development of a skilled workforce aimed at improving employment services and enhancing participation in EURES. <b>No references on any gender aspects.</b>
<b>G9</b>	There are two national sub-targets: <b>i) decreasing the share of early school leavers up to 11% in 2020 and ii) increasing the share of people aged 30-34 with higher education to 36% by 2020.</b> The NRP intends to update the educational standards, the introduction of flexible forms of education and out of school educational opportunities.
<b>G10</b>	The Bulgarian target aims at moving around 260 000 people out of poverty by 2020. The anti-poverty policies in the NRP 2012-2020, <b>include poverty-related gender</b>

<sup>36</sup> For methodological questions see chapter 2.

profiles.

### **Country Specific Recommendations (CSR)**

Bulgaria received 7 specific recommendations in the field of fiscal balance, budget control, pension reform, wage growth, social inclusion and poverty, administrative capacity and energy competitiveness and efficiency. Three of the above mentioned recommendations are in the field of employment, social cohesion and poverty and they are considered in the NRP. The envisaged policies seem to completely avoid the gender approach and do not outline any target groups based on the gender aspect. However, the poverty problem in Bulgaria has gender specifics as old women, single mothers and unemployed single women are to a higher extent in risk of poverty. From this point of view, the country specific recommendations should be maintained for next year and could be adjusted to include a gender approach.

### 3.5 Cyprus

In Cyprus, **the main gender challenge** in achieving equality in the labour market is not the female employment rate per se; the relatively high female employment rate does not capture the continuing obstacle of vertical and horizontal segregation resulting in inequalities of pay. Cyprus has one of the lowest rates of female managers and women in decision-making positions and a large gap in terms of domestic and family work. Policies promoting reconciliation of family and professional life are still minimal.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>37</sup>

NRP OF CYPRUS	
G7	The national target for employment is 75%-77% of the population aged 20–64 by 2020, <b>with no specific target for female employment</b> . Although the 2011 NRP explicitly linked increasing the female rate and achieving the national target, <b>the analysis of the decreasing employment rate in 2012 shifts from gender to nationality</b> .
Mainly Gender Equality Objective 3 but also 4 are addressed through the National Action Plan for Reducing the Gender Pay Gap	
Objective:	To reduce the gender pay gap by 2015 to 18% from 23% in 2009
Target group(s):	All employed women and potentially all unemployed and inactive women
Description:	Measures include: training of Equality Inspectors on enforcing equal pay and equal treatment in employment legislation; strengthening of the Advisory Committee on Gender Equality in Employment and Vocational Training; a study on paid parental leave, education measures, establishment of a Gender Equality Certification Body in order to certify businesses for implementing good practices in gender equality.
Gender Objective 1 is further addressed through a measure training economically inactive and unemployed women	
Objective:	Improve the employability of economically inactive and unemployed women
Target group(s):	The programs targets 2.275 inactive and 3.300 unemployed women.
Description:	Participation in training activities and work experience. After successful completion of the program, trainees received €8 hourly for training & €200 weekly for work experience in businesses.
G8	Operation of four Post-Secondary Institutes of Vocational Education and Training (PSIVET) in order to improve the attractiveness of technical vocational education and decrease skills mismatches. <b>However, a gender equality perspective is absent in all educational and training policies</b> .
G9	Both national targets improved from 2010 to 2011. The drop-out rate decreased to 11.2% from 12.6% in 2010 while the target is to reach 10% by 2020. The share of the population aged 30-34 having completed tertiary education increased from 45.1% in 2010 to 45.8% in 2011, with the target being 46% by 2020. The NRP includes measures for the improvement of education and training systems. <b>Measures to address gender gaps in educational attainment and redress gender</b>

<sup>37</sup> For methodological questions see chapter 2.

	<b>stereotypes in career choices are lacking.</b>
<b>G1 0</b>	The national target is to reduce the number of people at risk of poverty by 27000 persons by 2020. The at-risk rate has, however, moved away from the target by increasing to 24% in 2010, a trend likely to have worsened through 2011-2012 because of the deteriorating economic conditions. <b>Gender equality is partially considered in the poverty and social exclusion policies.</b>

### **Country Specific Recommendations (CSR)**

CSR No. 5 states: "Take further steps, within the reforms planned for the vocational education and training system to match education outcomes to labour market needs better, by including setting up a post-secondary vocational education and training institute." Cyprus is beginning to address the CSR by the general reform of vocational education and by the specific establishment of four Post-Secondary Institutes of Vocational Education and Training in September 2012. The establishment of these institutions is an encouraging beginning. Despite the gender gaps in both education and employment and their segregation, a gender perspective seems absent. The recommendation should be maintained and modified to focus on gender segregation in vocational education and training and improving education and labour market matching.

### 3.6 Czech Republic

The main gender challenges in the Czech Republic are: **i)** the gender wage gap and **ii)** low participation of mothers with small children in the labour market and difficult return of mothers after parental leave to the labour market.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>38</sup>

NRP OF CZECH REPUBLIC	
<b>G7</b>	The Czech target aims to bring by 2020 the employment rate for women and men aged 20-64 to 75%; <b>an additional target for women aged 20–64 years has been set to bring their employment rate to 65% by 2020.</b> Measures include: <b>i)</b> expansion of the use of flexible forms of employment; and <b>ii)</b> tax deductibility of expenses for employers providing care for their employees' children or tax relief on income to parents who pay childcare service. <b>In the NRP, no analysis of the measures from a gender perspective is done.</b>
Gender Equality Objectives 1 and 2 are addressed through the introduction of alternative childcare services	
Objective:	Increase in overall employment rate and employment rate of women; easier re-entry of parents of small children in the labour market
Target group(s):	Mothers
Description:	New types of childcare services to extend the range of childcare service providers and types of childcare according to children's and parents' needs. Family-friendly tax measures are also included concerning the childcare and supporting working parents.
Further, Gender Equality Objective 1 is addressed through amendments in labour law	
Objective:	New jobs creation; Increased motivation and activation policy, efficiency of ALMPs; Alternative working arrangements - flexibility
Target group(s):	Women with high qualification and high value in the labour market
Description:	Amendments to the: <b>i) Labour Code:</b> reinforced individual bargaining of working conditions; more limits to fixed term contract; when job terminated by the employee or by agreement the unemployment benefit is lower; the employer has more freedom in flexible use of the working time of the employee. <b>ii) Employment Act:</b> new conditions for the registration of job-seekers; after 2 months of unemployment compulsory community service is a condition for benefits.
<b>G8</b>	The NRP intends to introduce specific programs of specialised education for older workers, young people, people with low qualification and other vulnerable groups. This is not further explained or specified. <b>There is no gender perspective presented under this guideline in the Czech NRP.</b>
<b>G9</b>	The 2020 Czech targets are 5.5% for early school leavers' rate and 32% for tertiary educational attainment of population aged 30-34. As for tertiary education, there will be a new legislation prepared during 2012 introducing the tuition fees for all students. <b>These measures do not take gender specific issues into account.</b>
<b>G10</b>	The Czech target is to maintain the number of people at-risk-of-poverty, material deprivation or living in a household with low work intensity at the same level of 2008 in

<sup>38</sup> For methodological questions see chapter 2.

2020. Compulsory community service has been introduced for those unemployed for >2 months as a condition to receive unemployment benefits. **No impact assessment of this measure on different groups of population including women was conducted.**

### **Country Specific Recommendations (CSR)**

The Czech Republic was recommended to enhance participation in the labour market by reducing the barriers for parents with young children to re-enter the labour market through increased availability and access to affordable childcare facilities. Increase the attractiveness and availability of more flexible forms of working arrangements, such as part-time jobs. In response it is planned to introduce alternative types of childcare services. As they will be created through the issuing of new types of business licence and presumably will be significantly more expensive than the public childcare services, whose availability is currently decreasing and not at all available for children under three years of age. **Therefore availability and affordability of the childcare services seems not to be sufficiently addressed.** Further, no measures were mentioned to increase attractiveness and availability of more flexible forms of working arrangements, such as part-time jobs, for example by motivating employers to offer such types of arrangements. **There is a policy aim stated in the NRP but no concrete measures.** Hence the recommendations of 2011 should be maintained for next year. In addition, a recommendation to tackle the gender pay gap should be added.



### 3.7 Denmark

The main gender challenge in Denmark is the lack of recognition of gender differences in the labour force. In general employment policy is profoundly gender blind and gender segregation and the persistent gender pay gap seem to be non-issues.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>39</sup>

NRP OF DENMARK	
<b>G7</b>	The Danish government aims at an employment rate of 80% in 2020 of persons aged 20-64 years old, and does not distinguish between women and men. This shall be reached by enlarging the labour supply by means as: <b>i)</b> a higher pension age (Pension reform); <b>ii)</b> focusing on unemployed unskilled young people; <b>iii)</b> reduce the unemployment benefit period from 4 to 2 years. <b>The NRP does not address gender differences directly.</b>
Gender Equality Objective 5 is addressed through a pension reform.	
Objective:	Increase the labour supply by making it less attractive to use early retirement. The measure is estimated to increase labour supply by more than 2.3% of the workforce and improve public finances by 1% of GDP by 2020
Target group(s):	Although the present pension age is 65 years, the average retirement age is 61 years for women and 62 years for men mainly due to the Voluntary Early Retirement Pay (VERP).
Description:	The Voluntary Early retirement Plan (VERP) was again given high political priority in 2011. Pension age will increase from 65 to 67 years in the period 2019-2022; the early retirement pension age will increase from 60 to 62 years in period 2014-2017 and the early retirement period will gradually be shortened from 5 to 3 years from 2018-2023.
<b>G8</b>	The NRP includes measures of getting young unemployed into education and measures for other unemployed to give new qualifications. <b>Gender equality issues are not explicitly addressed.</b>
<b>G9</b>	The Danish target is to reduce the drop-out rate among the aged 18-24 to 10%; and increase the share of the population aged 30-34 with tertiary education to 40% in 2020. A gender mainstreaming approach is lacking.
<b>G10</b>	The Danish NRP devotes attention to the issues of social inclusion and fight against poverty although the national target is not phrased as reducing the number of people "at risk of poverty and social exclusion" but to reduce the number of people "living in households with low work intensity" by 22000people by 2020. A series of policy measures aimed at promoting social inclusion are mentioned in the NRP: the elimination of the lowest cash benefits as well as the elimination of the limit on child benefits so that families can receive allowance for all children. <b>Gender equality issues are not explicitly addressed.</b>

#### Country Specific Recommendations (CSR)

Among the Council recommendations on the Danish NRP 2011, only general matters were mentioned although some could be considered as gender related: It was stated that Denmark should try to further raise labour supply, by e.g. increasing the pension age and to focus on voluntary early retirement (VERP). This will affect women most as they have a lower retirement age in Denmark – the difference is almost a year in average. It was also mentioned that the Danish government should speed up the implementation of reforms to improve the quality of the education system and work to reduce drop-out rates, particularly in the

<sup>39</sup> For methodological questions see chapter 2.

vocational education sector, and increase the number of vocational education places available. This latter recommendation can be considered mostly directed at boys/men as they are the ones primarily lacking behind in the education system and the ones in majority within the vocational education sector, and most in need of vocational programs. As explained, the Danish NRP tries to tackle these issues with policy measures although without discussing and assessing gender differences and addressing gender impacts. Considering the recent developments it should be recommended that Denmark should develop measures to reduce the persistent gender pay-gap and should consider gender equality issues systematically in its policies.

### 3.8 Estonia

**The main gender challenges** in Estonia concern the gender pay gap (the largest in the European Union), labour market segregation and difficulties in family and work reconciliation, which all pose a problem to gender equality. Moreover, older women are a group with a very high risk of poverty.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>40</sup>

NRP OF ESTONIA	
<b>G7</b>	The Estonian target is more ambitious than the EU average and by 2020 the employment level in the age group 20-64 is set to be 76%. The level of 2011 was 70.1% and by 2015 it is aimed to be 72%. <b>There are no gender specific targets</b> , but there are a few measures that have an impact on female employment: <b>i)</b> there is a plan of improving access to childcare services according to family needs, which is planned in 2012 and 2013 and <b>ii)</b> a number of new measures that have been taken in order to increase the flexibility and effectiveness of active labour market measures.
Gender Equality Objective 3 is addressed through an action plan to reduce the gender pay gap	
Objective:	Develop and implement an action plan to reduce the gender pay gap. There is still no information about what kind of measures the action plan will include
Target group(s):	All groups of women, but especially women with family responsibilities
Description:	In 2009/2010 the Ministry of Social Affairs commissioned a study on the gender pay gap in order to analyse the situation, find out the main factors of the gender pay gap and also develop the proposals for fighting against the gap. The detailed content of the action plan is still not clear, but expected to follow the main recommendations from the study. This means that it will most likely concentrate on awareness raising, training of employees and employers, improving the family and work reconciliation, increasing the role of men in childcare, and improving the availability of information and statistics.
<b>G8</b>	The Estonian target for 2020 is to increase the participation in lifelong learning among adults (25-64) to 20%, (from 10.9% in 2010). The NRP intends to expand the availability of training and retraining opportunities for adults, by making work-related formal education exempt from the tax on fringe benefits. The fact that in addition to provision of training there are personal barriers including negative attitudes inhibiting the participation (especially for men whose participation in lifelong learning is lower than that of women) is not taken into account. Thus, improving the availability of learning opportunities may not be sufficient.
<b>G9</b>	There are several targets set regarding education: <b>i)</b> increase tertiary educational attainment for the age group 30-34 from 39.7% to 40%; <b>ii)</b> reduce the share of early leavers from education from 11.7% to 9.5%; and <b>iii)</b> reduce the share of adults (25-64) without any professional education or vocational training. There is a list of measures in order to increase the quality and accessibility of vocational training including the modernisation of vocational curricula and a programme for providing vocational education to young people aged 16-29 who have basic education or lower educational level. These measures are more relevant to young men as the educational attainment of men is below that of women. The effectiveness of the programmes is difficult to assess since details on the content of the programmes or implementation are not available.

<sup>40</sup> For methodological questions see chapter 2.

G10	The Estonian target is to reduce the at-risk-of-poverty rate to 15% (from 17.5% in 2010). The NRP states that the main objective is to reduce the poverty rate primarily through increasing employment and the general educational level. Elderly persons are pointed out as a group especially at risk – <b>no target for women has been set although elderly women are the most vulnerable group as far as poverty is concerned.</b>
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### Country Specific Recommendations (CSR)

The country specific recommendations encouraged Estonia to take steps to support labour demand, reduce the risk of poverty, improve the effectiveness of active labour market policies and target measures at young people and long-term unemployed. Overall, the activities of the action plan are in line with the recommendations. However, although gender equality in the labour market is quite poor, there were no gender specific recommendations. Since gender equality is an issue that is only recently starting to gain attention from the government and there is very little financing from the state budget to implement measures to increase the gender equality in the labour market, it would be very helpful if the CSRs encourage to continue paying attention to the gender pay gap and also to improve reconciliation of work and family life.

### 3.9 Finland

The main gender challenges in Finland are the persistent gender pay gap, the prevalence of fixed-term employment relationships among women, and the relatively low participation rate of fathers in family leaves.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>41</sup>

NRP OF FINLAND	
<b>G7</b>	The national target is to raise the employment rate to 78% among those aged 20 to 64 years. <b>There are no targets by gender.</b> The measures proposed are: the Strategic programme for structural change and labour market efficiency; a labour policy resolution to expand the Government's policy outlines into a boarder action programme; and the Working life development strategy to tackle the quality issues of working life. Regarding labour market participation, <b>the problematic groups are not women</b> but: the young (especially men); immigrants; and the low educated (the majority are men). <b>Gender is not discussed at policy level.</b>
However, implicitly the Gender Equality Objectives 1 and 2 are addressed by one policy measure: Prolonging paternity leave by 2 weeks	
Objective:	Reconciliation of work and family; promote equal sharing of family leaves
Target group(s):	Fathers (and mothers) of small children
Description	Paternity leave will be prolonged by 2 weeks so that together it will make 54 working days of leave entitlement for fathers. The 2 additional weeks can be taken up in a flexible way up to the child's 2nd birthday. This extension is not linked to parental leave.
<b>G8</b>	A two-year framework agreement for three training days per year guaranteed to employees. A new tax deduction is introduced for employers if an employee participates for three days in training. <b>This might have a positive impact for men, whose participation in training is lower than that of women.</b>
<b>G9</b>	The first national target is to reduce the number of school drop-outs to at most 8% (the share being 11.6% for men in 2010, 9.0% for women). The main measure to be implemented to this purpose is the social guarantee for the young: every young person who has completed basic education will receive a place of study in upper secondary school or vocational education. Another national target is to increase the proportion of tertiary educated to 42% among the 30-34-year-olds (being 37.7% for men in 2010, 54% for women). Higher education funding and parts of funding for studies are reformed with the aim to accelerate the transition to education and from there to working life. <b>No discussion from a gender perspective.</b>
However, implicitly the Gender Equality Objective 5 is addressed by one policy measure: Social guarantee for young people	
Objective:	To reduce the risk of social exclusion among young people and to reduce the school drop-out rate to 8% at the most
Target group(s):	Young at risk of social exclusion (men form the vast majority of them)
Description	Every young person aged less than 25 and recently graduated persons aged less than 30 are offered a job, on-the-job-training, a period in workshop or rehabilitation within 3 months of becoming unemployed. Every child who completes basic education will be guaranteed a place of study in upper secondary or vocational education.

<sup>41</sup> For methodological questions see chapter 2.

<b>G 10</b>	The target is to reduce the number of people at risk of poverty by around 150000 from the current 900000. At the beginning of 2012, the national development programme for social welfare and health care (KASTE II) was launched with the aim to narrow well-being differences. It includes a proposal for a legislation on services for older people, <b>which would have a gender effect as the majority of old people are women.</b>
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### **Country Specific Recommendations (CSR)**

Finland was recommended to target active labour market measures for the long-term unemployed and the young; these groups and measures are discussed in length in the NRP and especially, in the case of youth, the measures seem credible. Finland was also recommended to take measures to prolong working careers by increasing the statutory retirement age, which also is well covered in the NRP. It is not a specific gender issue for Finland since the employment rate for both men and women are relatively high among the aged and have increased. Further recommendations called for achieving productivity gains and cost savings in the public sector but with no reference to gender. These measures may be efficient in the short run from the economic perspective but it is very questionable what will the long-term costs be in terms of people's – especially children' – well-being and equality in the society.

### 3.10 France

The main gender challenges in France relate to increasing women's employment rate, reducing the gendered segmentation of the labour market and improving social protection of vulnerable groups, in particular women.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>42</sup>

NRP OF FRANCE	
<b>G7</b>	The French target is to bring the employment rate for women and men aged 20-64 up to 75% by 2020. <b>An additional gendered target has been set in France:</b> to bring the employment rate of women aged 20-64 up to 70% by 2020.
Gender Equality Objective 1 is addressed through a pension reform law, reforming pensions and promoting gender equality in the workplace (law no. 2010-1330 of 9/11/2010).	
Objective:	Gender equality in the workplace
Target group(s):	Women workers
Description:	Constrains firms of at least 50 employees to sign an agreement or to decide (unilaterally) an action plan on gender equality at the workplace by January 2012; firms that do not comply with the law incur penalties up to 1% of their wage bill.
Further, Gender Equality Objective 1 is addressed through the a law on balanced representation of omen an men in company boards (law of 27/1/2011)	
Objective:	Balanced representation of women and men in boards
Target group(s):	Women in boards in commercial and public firms
Description:	40% quotas of women and men in boards within 6 years (and 20% within 3 years)
In addition Gender Equality Objective 1 is addressed through the reform of contractual employment in the public function: Law of March, 12, 2012 to improve employment conditions for contractual agents in the public function and to promote a balanced representation of women and men among senior officials	
Objective:	Limiting precarious employment in the public service / promoting balanced representation of women & men among senior officials
Target group(s):	Precarious workers and women senior officials in public service
Description:	Gradual increase of the share of women among senior officials by 2018 (through nomination quotas gradually increasing up to 40%)
<b>G8</b>	Policy measures include work-and-study programs to improve young people's integration in the labour market and training measures to favour the reintegration of the unemployed into employment. <b>No measure is dedicated to women or gender equality responding to this guideline.</b>
<b>G9</b>	Reduce the drop-out rate to 9.5% (versus 10% for the EU). Increase the share of the population aged 17-33 having completed tertiary education to 50% (versus 40% for the EU). If many reforms of the educational system are evoked in the NRP, <b>none of them particularly address girls nor women.</b>
<b>G10</b>	The French poverty target is a short-termed: <b>no target is mentioned in the NRP for 2020. The NRP does not evoke the situation of women facing social</b>

<sup>42</sup> For methodological questions see chapter 2.

**exclusion** and poverty. The NRP mainly focuses on the evaluation of the Active Solidarity Income (RSA).

### **Country Specific Recommendations (CSR)**

**The first recommendation** of the Council is budget containment for the period 2010-2013 in order to reduce public deficits and debt, and to pursue the effort towards a sustainable pension system. **The second recommendation** in particular, that addresses the labour market segmentation, does not evoke its gender dimension. Women still represent a majority of part-time and low-skilled and low wage workers; they still concentrate in the service sectors and some jobs or professions remain highly feminised. **The third recommendation** that promotes a better access to lifelong learning is gender blind and does not consider the role of the educational system. The promotion of diversity in education and training, as well as the removal of gender barriers to education (gender stereotypes) and to lifelong learning (childcare costs for women manual workers or unskilled employees), should be part of the country specific recommendations in the case of France.



### 3.11 Germany

**A crucial gender challenge** in Germany is the fact that labour market participation of women is influenced by the existence of children at the age of 0 to 6 years since there is a lack of childcare facilities especially in Western Germany.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>43</sup>

NRP OF GERMANY	
<b>G7</b>	<b>The German NRP has specified a targeted employment rate for women and men of 77% in 2020, and a female employment rate of 73%. To reach this target, the NRP names 5 strategies: i) Activation and securing of employment; ii) Reconciliation of work and family life; iii) Equal education opportunities; iv) Vocational and further training; and v) Integration and qualified migration. Equal labour market opportunities for women and men are considered a relevant element for a future-oriented economy.</b>
Gender Equality Objectives 2 is addressed through the following policy measures: "Children's assistance act" (Kinderfördergesetz) of 2008	
Objective:	Reconciliation of work and family life
Description:	Federal, state and local governments have to create day care opportunities for 35% of all children under three years of age until the year 2013
Reconciliation of work and health/long term care (Familienpflegezeit)	
Objective:	Reconciliation of work and health/long-term care
Description:	Core of the new law is the opportunity to work part-time up to 24 months to care for ill or old relatives. The measure requires written agreement from the employer.
Further, Gender Equality Objective 1 is addressed through State Subsidy for parents who want to care for their small children at home (Betreuungsgeld)	
Objective:	Financial help to reduce the cost of childcare, increased freedom of choice
Description:	The government wants to pay a monthly sum of 100 to 150 Euro for mothers (or fathers) who care for their child under the age of three at home
Relevant for Gender Equality Objective 1 is also the ESF-programme "Perspective on job entry" (Perspektive Wiedereinstieg)	
Objective:	Improvement of the job situation for women and men who have had an employment break because of family duties

<sup>43</sup> For methodological questions see chapter 2.

Description:	Promotion of a qualification adequate labour market entry by: <b>i)</b> Including partners as supporters; <b>ii)</b> Qualification for household services; and <b>iii)</b> Development of further training for academics in co-operation with universities and companies.
	Of further relevance is the programme "family as factor of success" (Erfolgsfaktor Familie)
Objective:	Promotion of flexible working times in companies in order to facilitate the work-life balance for women and men – reconciliation of work and family life
Description:	The Programme bundles measures and highlights good practices to make companies more sensitive for the importance of flexible & family-friendly working times.
<b>G8</b>	The German NRP continues the strategy to open up vocational training through the 'Joint Job Training Initiative' and mentions programmes for low-qualified persons. <b>No particular gender equality measures are envisaged in this guideline.</b>
<b>G9</b>	The German target is to reduce the drop-out rate to <10%; increase the share of the population aged 30-34 having completed tertiary to at least 40% and to improve the quality of education. Regarding higher education, the plan is to increase the number of students and to make the system more flexible especially for non-academics. <b>The NRP does not provide any quantitative targets for women.</b>
<b>G10</b>	The German target aims at protecting at least 20 million people against the risk of poverty; however, the gender dimension is not explicitly addressed. The share of long-term unemployed persons is to be reduced by 20% in 2020 compared to 2008. The NRP mentions efforts to further reform the pension system and improve the financial resources for elderly care. The integration of migrants is to be improved (NAP on Integration).

### Country Specific Recommendations (CSR)

Germany was recommended to promote the labour force participation of women by shifting from the joint taxation of couples (Ehegattensplitting) to a system of individual taxation and by increasing the availability of fulltime childcare facilities particularly in Western Germany. The NRP mentions the joint taxation of couples as an alternative spouses could opt for. However, since for the majority of couples the joint taxation is financially more favourable and well known, around 12.6 million married couples make use of it. As decided in the Children's Assistance Act in 2008, federal, state and local governments have to create day care opportunities for 35% of all children under three years of age until the year 2013. Then every child is legally entitled to a position in day nurseries. According to the NRP, the aimed target of 750000 positions will be reached in time. Hence, new recommendations could readdress the joint taxation practices and an ex-ante evaluation of the planned subsidy for parents who want to care for their small children at home.

### 3.12 Greece

The main gender challenges in Greece are related to gender gaps in employment and unemployment: pay gaps; gender gaps in pension income and general coverage by the pension system; and over-representation of women in precarious and low paid jobs.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>44</sup>

MEMORANDUM OF UNDERSTANDING: GREECE	
G7	Gender was not considered in policy design, implementation, nor monitoring. Nevertheless, one might expect both immediate and long-term gender effects. Women's employment prospects will be determined by the job hiring potential of the private sector, which hitherto lagged seriously behind in gender balance.
G8	This guideline does not play a prominent role in the MoU.
G9	The national targets are going to be reviewed and, according to the evaluation of the social impact of the crisis and the fiscal consolidation, may be revised in 2014. This guideline is not addressed in the MoU.
G10	Measures of poverty with an absolute component already show substantial deterioration. The national target to reduce by 2020 the number of people at risk of poverty and/or social exclusion (AROPE) by 450.000 (i.e. a reduction of the AROPE rate from 28% in 2008 to 24% in 2020) is not addressed in the MoU.

#### Identification and evaluation of policy measures of the NRP relevant for gender equality

<b>1.</b>	<b>Public sector wage bill reductions (objective 3)</b>	
	Objective:	Brings the general government wage bill in line with the performance of the most efficient OECD countries (around 9% of GDP). Closes the wage gap, while protecting the lower paid.
	Description:	This measure combines: (i) reform of public sector employee compensation; (ii) layoffs; and (iii) controls on hiring.
<b>2.</b>	<b>Make the system of collective bargaining more effective (objectives 1 and 3)</b>	
	Objective:	Support employment and improving competitiveness. As a consequence, gender inequalities in the Greek labour market might be lessened
	Description:	Includes: (i) a modification of the 'after effects' of contract expiration; (ii) a freeze in 'seniority advancements'; (iii) removal of 'tenure' in all existing legacy contract in all companies; and (iv) elimination of unilateral recourse to arbitration.
<b>3.</b>	<b>Adjustment of wage floors and of non-wage labour costs (objectives 1 and 3)</b>	
	Objective:	Increase women's labour market participation (facilitating the entry, easing the transition from inactivity, shift from informal to formal labour)
	Description:	The Government legislates: (i) a reduction in the current levels of the minimum wage by 22% (for those who are under the age of 25 years by a further 10%); (ii) review of the minimum wage framework; and (iii) a reduction in the employer share of SSC by 5 pp.
<b>4.</b>	<b>Pension reform (objectives 1 and 4)</b>	
	Objective:	To stabilise pension expenditure and ensure the sustainability of the system
	Description:	A pension reform was passed in 2010 involving: (i) increases in retirement ages; (ii) a move to contribution based system; and (iii)

<sup>44</sup> As Greece is not following the GL structure, the relevant Gender Equality Objectives are separated.

		fund consolidation.
<b>5.</b>	<b>Rationalising of health spending (objective 4)</b>	
	Objective:	Keep public health expenditure below 6% of GDP, while maintaining universal access and improving the quality of care delivery
	Description:	Promotion of the use of generics, reduction in margins of pharmacists and extend the coverage of co-payments. Consolidation of health insurance funds.
<b>6.</b>	<b>Better targeting of social spending (objective 4)</b>	
	Objective:	A planned change in the benefit policy (regarding entitlement issues)
	Description:	Some benefits will become means-tested (the large family benefit); while for some others the prerequisites for eligibility will become stricter (the old age solidarity benefit).
<b>7.</b>	<b>Reduction in unemployment benefit (objective 4)</b>	
	Objective:	To meet the increasing 'demand' due to the increasing unemployment
	Description:	Since 12/3/2012 there is a reduction in unemployment benefit to 360 EUR. Previously, unemployment benefits provided income replacement at a flat rate of 470 EUR.

### Country Specific Recommendations (CSR)

The only country specific recommendation for Greece was to fully implement the measures specified in the **Memorandum of Understanding** of May 2010 and its subsequent supplements. It is not clear if there will be room for more CSR in 2012 but the current reforms should not neglect gender equality issues.

### 3.13 Hungary

**One crucial gender challenge** in Hungary is the low participation of mothers in the labour market which is caused both by the relatively generous cash transfers available for parents with young children and by the limited capacity of day care facilities.

**Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives**<sup>45</sup>

NRP OF HUNGARY	
<b>G7</b>	Hungary aims to increase the employment rate of those aged 20-64 years to 75% by 2020. <b>The NRP does not contain gender disaggregated projections.</b> The most important measures to increase employment are the reinforcement of active labour market policies, actions to improve the reconciliation of work and family life and increasing the labour market participation of women and actions to reduce youth unemployment.
Gender Equality Objectives 1 and 2 are addressed through actions to improve work and family life	
Objective:	- Promote the spread of flexible, family-friendly working time arrangements; - Develop day-care facilities for children below 3 years of age
Target group(s):	Parents with small children, but mainly mothers
Description of the policy measure	Creation of a working environment that ensures equal opportunities to efficient work for female employees having family obligations. Besides, the development of child care facilities outside and at the working places will be supported.
Further, Gender Equality Objectives 1 and 2 are addressed through tax benefits, namely the Start+ Programme for parents willing to work after child care leave	
Objective:	Reduce the labour costs of those returning from child-care
Target group(s):	(Women) workers returning to the labour market after a period of maternity leave/child care leave/ nursing benefit.
Description:	Employers may be eligible for a social contribution tax benefit for a period of two years. Under the Start+ Programme, a 17 pp. reduction in social security contribution is available to the employers in the first and 7 in the second year. In the Start Bonus Programme the employers are totally exempted from the payment of the 27% SSC contribution, for them only for one year.
<b>G8</b>	The Government is planning to revitalise the vocational training system, <b>but is not taking the gender dimension into consideration when setting the reform goals.</b> For instance, women are with 40% underrepresented among the students of the vocational training system.
<b>G9</b>	Hungary intends to increase the share of population aged 30-34 having completed tertiary level to 30.3%, and to reduce the school drop-out rate to 10% by 2020. The Government approved the National Public Education Law in December 2011, which aims at better adjustment of the structure of education to the needs of the economy, and the National Higher Education Law to improve the quality of higher education. <b>A consideration of gender equality is not visible.</b>
<b>G10</b>	Hungary aims to reduce the level of poverty amongst families with children, the number of people living in severe material deprivation and the number of people

<sup>45</sup> For methodological questions see chapter 2.

living in households with low work-intensity, by 20% by 2020. The Government also approved an action plan for the period 2012-2014 to fight poverty and reduce social exclusion by focusing on child welfare, education, employment, health care and housing. **A consideration of gender equality is not visible.**

### **Country Specific Recommendations (CSR)**

Hungary was recommended to "strengthen measures to encourage women's participation in the labour market by expanding child care and pre-school facilities." The NRP addresses this recommendation with ambitious and credible policy measures, at least in the framework of the limited financial possibilities of the country. In line with the recommendation, the development of children's day-care facilities returned to the government agenda: the maintenance requirements imposed on local governments have been increased for nursery schools, the regulations on starting and running alternative day care facilities for under 3s (family day care integrated kindergarten) have been simplified and more resources have been allocated for institutional investments. However, attempts at expanding the capacity of nursery schools have remained at a modest level. Therefore, the recommendation should be maintained for the next year. Moreover, the lack of child care facilities is not the only reason for mothers' low employment rates. Besides, the labour market participation of young and old women is also very low in Hungary, and such issues have not been properly tackled in the NRP. As a new recommendation for 2012, the elaboration of a comprehensive strategy should be suggested to Hungary, which has to explore all of the obstacles hindering the increase of female employment and provide adequate policy measures to tackle them.

### 3.14 Ireland

The main gender challenges in Ireland are: inadequate public supports for care; concentration of women in low-paid employment; cut-backs in public services; lack of access to labour market activation and training programmes for specific sectors of women; persistent gender pay gap; new policies to significantly reduce supports to lone parents; continuation of use of household unit in welfare system creating a large number of - mainly women - adult dependents; significant under-representation of women in decision making; inadequate pension provision among women.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>46</sup>

NRP OF IRELAND	
<b>G7</b>	The stated aim in the Irish NRP is to raise by 2020 the employment rate to 69-71% for women and men aged 20-64, including through the greater participation of young people, older workers and low-skilled workers. <b>There is no gender perspective</b> in the development of current employment policy. Policies aimed at Job Creation include the Action Plan for Jobs 2012 and the Pathways to Work.
Gender Equality Objectives 1 has been addressed through the pathways to work programme.	
Objective:	Reduce level of long-term unemployment
Target group(s):	Women and men registered as unemployed for period of 3 months +
Description:	Development of a National Employment & Entitlements Service (NEES) integrating all work-related benefit & support services based in Department of Social protection aiming to develop a more comprehensive strategy that will strengthen the links between getting benefits; searching for a job; and participating in employment & training programmes.
Further, Gender Equality Objective 1 is addressed through a measure reducing employers PRSI for Low paid workers	
Objective:	Increased employment in tourism and hospitality sectors
Target group(s):	Women and men in low paid employment.
Description:	Policy involves a 50% cut in employers PRSI payments for those earning less than €340 per week.
<b>G8</b>	The provision of a new Labour Market Education and Training Fund for the long-term registered unemployed (stated to deliver upwards of 6,500 places), co-financed by the European Social Fund (ESF). <b>More likely to be of particular benefit to male construction workers.</b>
<b>G9</b>	The stated aim is to reduce the percentage of early school leavers to 8% and increase the proportion of those with tertiary education to 60%. <b>There are no gender specific goals linked to these targets.</b> The 2012 NRP Update includes the 'Delivering Equality of Opportunity in Schools' national action plan and the national strategy to improve literacy among children and young people.
Gender Equality Objective 5 is addressed through a measure to deliver Equal Opportunities in schools.	
Objective:	Improve literacy and numeracy among children and young people

<sup>46</sup> For methodological questions see chapter 2.

Target group(s):	Children and young women and men (3 to 18 years), particularly early school leavers
Description :	Policy is stated as a national action plan for social inclusion, focusing on the needs of 3 to 18 year olds in disadvantaged communities and using an early intervention approach.
G 10	The 2012 NRP states that the revised target is to reduce the number experiencing consistent poverty to between 2-4% by 2012, with the aim of eliminating consistent poverty by 2016, which will lift at least 186000 people out of the risk of poverty. A measure targeted at lone parents on welfare that enabled many to reattach to paid employment has been drastically cut. Additional policy measures have been implemented that are having negative impacts on living conditions: reduced child benefit payments; cut-backs in child care; reduction in home help services for the elderly. <b>The Irish NRP does not include a gender dimension in its presentation of policies towards social inclusion or poverty.</b>

### Country Specific Recommendations (CSR)

The only country specific recommendation for Ireland is to implement the Stability Programme. The previous recommendation on developing a comprehensive childcare system should be restated and should be coupled with a recommendation that gender equality should be considered in all new policy measures, such as social welfare and pension system reform.



### 3.15 Italy

The main gender challenges in Italy are the low level and the discontinuity of women's participation in the labour market and the still disproportionate uneven burden of family care on women.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>47</sup>

NRP OF ITALY	
G7	The Italian target aims at bringing by 2020 the employment rate for women and men aged 20-64 to 67-69%. <b>The NRP does not provide a specific target for women.</b> Women's involvement in the labour market is tackled with direct and indirect measures: <b>i)</b> norms to eradicate the praxis of requesting women to sign a letter of dismissal that may be used by employers at any time and for any reason; <b>ii)</b> introduction of compulsory paternity leave to promote a redistribution of the care work between women and men; <b>iii)</b> norms to support the access of women to leading positions / introduction of a gender quota; <b>iv)</b> fiscal benefits for employers reducing women's labour costs; <b>v)</b> female labour insertion contracts and <b>vi)</b> funding for childcare, reconciliation policies and care for the elderly.
Gender Equality Objective 2 is addressed through an Agreement on reconciliation between working and family times	
Objective:	Reconciliation of work and family life; equal opportunities in employment
Target group(s):	Focusing on childcare services provision, hence mothers
Description:	The focus of the measures put forward is on reconciliation, mainly through childcare services for small children (provided by the private sector). Secondary lines of action are the support of female teleworking and of training programs for women re-entering the labour market
In addition, Gender Equality Objective 1 is addressed through Fiscal benefits for young people under 35 years and women	
Objective:	Increase employment of young people and women
Target group(s):	A fund for active labour market policies targeting young people and women.
Description:	Fiscal deduction for firms for employing young people and women. The deduction has been increased from 4.600 to 10.600 euro and in the southern regions to 15.200.
G8	The NRP underlines poor involvement of women in training and lifelong learning activities, but <b>it does not propose any specific measure for developing a skilled workforce from a gender equality perspective.</b>
G9	The Italian target is to reduce drop-out rate to 15-16%, whilst increasing the share of the population aged 30-34 having completed tertiary education to at least 26-27% in 2020. Italy is stated as having a high quality education system and excellence in research, but from the EU2020 perspective the NRP states that Italy still invests too few resources in research. <b>However, no analysis from a gender perspective is carried out.</b>
G10	The Italian target aims at lifting about 2.2 million people out of poverty by 2020. <b>There are no policy measures aimed at promoting social inclusion and combating poverty in the Italian NRP specifically targeted at women,</b> even though it is stated that main actions are concentrated in favour of those much in need (women belong to this group). The government is working on a plan to support the most vulnerable, such as dependent elderly (women represent the wider part of this

<sup>47</sup> For methodological questions see chapter 2.

target), and to define better targeted measures to support them. An experimental measure refers to new rules for the provision of a Social Card for deprived families with either dependent old people or small children.

### **Country Specific Recommendations (CSR)**

Italy was recommended to promote greater participation of women in the labour market by increasing the availability of care facilities throughout the country and providing financial incentives to second earners to take up work in a budgetary neutral way. As explained, the NRP does not fully tackle these issues.

In December 2011, to promote female and youth employment, a tax relief was introduced for firms hiring young people (under 35) and women with permanent contracts. The tax relief partially addresses the issue of low female labour market participation, as it works as an incentive to firms and boosts the demand for female workers, but it completely neglects female labour supply issues such as the lack of reconciliation strategies at the workplace and the provision of care services. No specific intervention has been reported with regard to the financial incentives for second earners. The efforts in the directions specified in the recommendation have been not completely satisfactory up to now, and therefore it should be maintained for next year.

### 3.16 Latvia

**The main gender challenges** on the way to gender equality in Latvia remain gender segregation in the labour market and in education, which are factors contributing to income inequality, poverty and social exclusion of women. Reconciliation of work and family life is also a big challenge for Latvian women, because of insufficient provision of childcare facilities and gender stereotypes.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>48</sup>

NRP OF LATVIA	
<b>G7</b>	The Latvian target is to bring the overall employment rate (20-64) to 73% by 2020. <b>The NRP does not provide the employment target broken down by gender.</b> Policy measures for increasing participation rates include: <b>i) Increasing pension age (and minimum work experience to qualify for old-age pension); ii) Reduction of taxes on labour; iii) Training of the unemployed; iv) Support measures for unemployed youth; iv) Temporary paid jobs in municipalities for long-term unemployed and recipients of social assistance. Policy measures aimed at increasing labour market participation and reducing structural unemployment are not targeted to any particular gender.</b>
Gender Equality Objective 1 is addressed through the Reduction of labour taxes and increase in tax allowance	
Objective:	Increase competitiveness of Latvian labour, stimulate employment, reduce tax burden for people with low income
Target group(s):	Working women with low income and dependents (e.g. lone working mothers)
Description:	Decrease in the income tax, increase in the minimum non-taxable income, and increase in the tax allowance for dependents (the latter may be particularly important for lone mothers with dependent children).
In addition, GEO 1 but also 4 are addressed through the increase in statutory retirement age	
Objective:	Improve long-term stability of pension system
Target group(s):	Older women, women receiving pensions
Description:	Pension age will be increased from 62 to 65 for both sexes. The reform will start in 2014. The pension age will be increased by 0.5 every half a year. Simultaneously, the minimum working experience to qualify for the old-age pension will be increased. The possibility of early retirement will be maintained.
<b>G8</b>	The national target is to achieve that 15% of the population (25-64) is involved in lifelong learning by 2020. <b>The policies aimed at increasing participation of the Latvian population in lifelong learning are not gender-specific.</b> The fact that women participate in lifelong learning significantly more than men is ignored both in the description of the current situation and in the envisaged policy measures. Development of a skilled workforce responding to the labour market needs is not specifically addressed in the NRP.
<b>G9</b>	The Latvian NRP target is to reduce the percentage of early-school leavers to 13.4%, and to increase the proportion of people aged 30-34 with tertiary education to 34-36% by 2020. Relevant measures include policies aimed at modernising education at all levels. <b>The measures aimed at improving the performance of education and participation in tertiary education are not gender-specific.</b>

<sup>48</sup> For methodological questions see chapter 2.

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The NRP target is to reduce the poverty rate to 21% (or to bring 121000 people out of poverty) by 2020. The main policies for combating poverty are: reduction in labour taxes and increase in tax allowances and active labour market measures for people at risk of poverty. The income tax reduction is likely to have a positive impact on in-work-poverty, and potentially attract some inactive people in the labour market. **The chapter on poverty reduction does not address the gender dimension of poverty in Latvia. While increase in tax allowance for dependents may improve the situation of lone mothers, it is unlikely that the policy measures proposed in the NRP will address poverty among elderly women.**

#### **Country Specific Recommendations (CSR)**

A special chapter in the NRP addresses recommendations received by Latvia from the Council. However, Latvia has not received any recommendation related to gender issues.

### 3.17 Lithuania

**The main gender challenge** in Lithuania is the very low level of participation in the labour market of young persons, especially young women. Around the problem of female participation, other issues assume relevance, namely: **i)** the lack of childcare facilities; **ii)** the lack of more flexible forms of employment; and **iii)** the very high rate of poverty and social exclusion among older women (aged 65 and above).

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>49</sup>

NRP OF LITHUANIA	
<b>G7</b>	The Lithuanian NRP aims to increase the labour activity rate for women and men aged 20-64 by 2020 to 76-82%. <b>The NRP does not envisage a specific target for women.</b> The Pension Reform aimed at increasing the retirement age is expected to increase in particular older women's labour market participation rate and decrease their poverty rate; as well as increase sustainability of pensions. The New Version of the Law of the Republic of Lithuania on Cash Social Assistance for Poor Families and Single Residents (2012) foresees specific measures for long term unemployed persons to return to the labour market. <b>Most of the measures fail to take into account the gender dimension.</b>
Gender Equality Objective 1 (and partly 4) is addressed through a pension reform	
Objective:	Gradually increase women's and men's pension age and create a financially sustainable social protection system; introduction of a pensions indexation mechanism
Target group(s):	Elderly, in particular women Gender aspects of Pension reform are limited to increasing women pension age. Other aspects are not under the discussion (for example size of the women pensions in comparison to men's pensions).
Description:	With this reform, the age required for pension will be increased gradually. Every year, the pension age of women is increased by 4 months and the pension age of men by 2 months and in 2026 both male and female pension age will achieve 65 years.
Further, Gender Equality Objectives 1 (and 4) is addressed through a New Version of the Law of the Republic of Lithuania on Cash Social Assistance for Poor Families & Single Residents	
Objective:	Encourage participation in the labour market, decrease poverty and to prevent misuse of social support
Target group(s):	Focus on Poor Families and Single Residents
Description:	Financial support for poor families, increase motivation to work and support long-term unemployed. The Law foresees compensations (heating, drinking and hot water costs).
<b>G8</b>	A measure aimed at financing study programmes: after completion of the studies, the student will have to work three years at acquired speciality. <b>However, this measure lacks any gender perspective.</b>
<b>G9</b>	The Lithuanian target is to reduce the drop-out rate to 9%, whilst increasing the share of the population aged 30-34 having completed tertiary education to at least 40% in 2020. As for tertiary education, measures of financial support for students are foreseen. <b>A gender mainstreaming approach is completely lacking. Issues of</b>

<sup>49</sup> For methodological questions see chapter 2.

	<b>gender stereotypes in educational choices are ignored.</b>
<b>G 10</b>	The Lithuanian target aims at lifting about 170000 people out of poverty by 2020. The New Version of the Law of the Republic of Lithuania on Cash Social Assistance for Poor Families and Single Residents are aimed at promoting social inclusion and combating poverty. <b>These measures lack a gender perspective, however indirectly they could benefit women by reducing the poverty rate among women and in single parents households; elderly women could benefit from expanding social assistance.</b>

### **Country Specific Recommendations (CSR)**

Lithuania was recommended to adopt the proposed implementing legislation on Pension System Reform. In order to enhance participation in the labour market, it was recommended to remove fiscal disincentives to work, especially for people at pensionable age. It was also recommended to enhance labour market flexibility by amending the labour legislation to make it more flexible and to allow better use of fixed term contracts. However, the NRP addresses these issues only partly. The Pension Reform started in December 2011 is among the measures that correspond to the country specific recommendations. There are no specific measures foreseen to hiring people by using fixed-term contracts. The recommendation to enhance participation in the labour market is partly covered by the New Version of the Law of the Republic of Lithuania on Cash Social Assistance for Poor Families and Single Residents. One of the policy measures is aimed at increasing motivation of social benefits recipients to work.

### 3.18 Luxembourg

The main gender challenges in Luxembourg are women's relatively high unemployment rate and the segregated labour market.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>50</sup>

NRP OF LUXEMBOURG	
<b>G7</b>	The employment rate target is fixed at 73 % for 2020 and 71.5% in 2015. <b>No specific target for women is mentioned.</b> A first set of measures concerns reconciliation and the reform of the parental leave to make it more attractive for men. A second set includes measures aiming at reducing the gender pay gap, launching of new positive actions in the public & private sector and promotion of women entrepreneurship.
Gender Equality Objectives <b>1, 2</b> and also <b>4</b> are addressed by a measure to Encourage the use of service voucher for child care ( 0-12 years) by persons benefiting from the Minimum Guaranteed Income (RMG)	
Objective:	Increase the employment rate
Target group(s):	Mothers, lone parent families with low income
Description:	Increase of child care facilities for children between 0 and 12, the service voucher allows parents to benefit from this infrastructure.
<b>G8</b>	The targets for Luxembourg are 2.3%-2.6% of GDP for R&D expenditures. The measures are articulated around three axes: the reform of vocational training, the evaluation of special employment schemes for young people and the monitoring of young unskilled unemployed. Lifelong learning programs were also introduced (the Fit4Job projects) - <b>some of them are important for women employment in Luxembourg.</b>
<b>G9</b>	For the tertiary education, more than 40% of the 30-34 have a tertiary education degree. <b>The target of Luxembourg has been changed: the objective is to reach 66%.</b> The NAP Equality 2009-2014 contains significant measures concerning education. The NRP does not mention these measures.
<b>G10</b>	The target for the reduction of people at poverty risk has been set at 6000 persons. <b>Three out of the four measures detailed in the NRP are affecting women and lone-parent families: i)</b> increase of the child care facilities for children between 0-12 years; <b>ii)</b> increase of the activation rate within the scheme of RMG (Guaranteed Minimum Income) aiming at a better transition from school to work and <b>iii)</b> The voucher system "Chèque-Service Accueil" which entitles every child at least 3 hours of weekly home assistance. The NRP also stresses the reform of the pension system to diminish the negative impacts of career breaks on the pension rights. <b>Another relevant aspect from a gender point of view</b> is the fact that the minimum pension mechanism will continue to provide an adequate pension.
Gender Equality Objective <b>4</b> is addressed by the reform of the pension system	
Objective:	Guarantee the future of the public pension system
Target group(s):	Older, pension age women.
Description:	<b>Features of this reform are: i)</b> Link the length of active working life to longevity; <b>ii)</b> Ensure fairness between available income of active workers & retirees; <b>iii)</b> Guarantee an adequate pension; <b>iv)</b> Avoid poverty among

<sup>50</sup> For methodological questions see chapter 2.

pensioners; v) Provide appropriate & effective governance.

### **Country Specific Recommendations (CSR)**

The CSR on the reform of the pension system does have a gender dimension. The most relevant gender dimension is a limited progress to the individualisation of rights. This is mentioned in the NRP. It consists of the introduction of a system of continuous insurance scheme allowing, in the case of career breaks, to contribute to the public insurance system in order to guarantee a full pension. Since this reform will most probably be adopted by the parliament, this recommendation should not be maintained. The other recommendations are related to the budgetary control and to the adaptation of the wage bargaining system. The automatic wage indexation mechanism to the price index has been temporarily modified until 2013, with the objective of guaranteeing the competitiveness of the Luxembourg economy. Afterwards, this recommendation should not be maintained. The other measures linked with the recommendation on youth unemployment should be efficient. Since the measures would take some time to produce their full effects, the recommendation could take the form of a follow-up and evaluation of the adopted measures. The recommendation could also underline the under-representation of women in the activating measures. Their participation rate in the employment programmes is smaller than their share in unemployment.



### 3.19 Malta

The main gender challenge in Malta is to step up effort to increase the employment rate of women, which remains among the lowest in the EU. Another challenge for Malta is the serious shortage of care provision for children.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>51</sup>

NRP OF MALTA	
G7	Malta has set its employment rate target at 62.9% by 2020; <b>the target is not specified by gender. Measures to attract economically inactive women</b> include: <b>i)</b> Revision of means testing for social assistance; <b>ii)</b> Pro-rata contribution for part-time self-employed women; <b>iii)</b> Incentives and publicity campaign.
Gender Equality Objectives 1 and 2 are addressed through a measure setting <b>incentives to attract more inactive women to the labour force: Parent Computation</b>	
Objective:	Encourage economically inactive married women to join the labour market
Target group(s):	Economically inactive married women
Description:	A new category called the Parent Computation was introduced in the income tax system; being eligible for parents supporting children who are not employed up to 18 years of age.
G8	Schemes that address the development of a skilled workforce <b>are gender neutral and lack a coherent strategy to encourage non-traditional jobs.</b> The same applies to lifelong learning programmes.
G9	By 2020, Malta aims to reduce the rate of early school leaving to 29%, and increase the share of tertiary education of those aged 30–34 to 33%. <b>No target by gender. Education programmes all are gender neutral.</b>
G10	Malta aims to lift 6560 people out of the risk of poverty and social exclusion by 2020. <b>No target by gender.</b> The supplementary allowance designed to offer financial assistance to married couples whose household income falls below a certain threshold. <b>No specific measures for poverty among women.</b>

#### Country Specific Recommendations (CSR)

Take action to ensure the sustainability of the pension system by accelerating the progressive increase in the retirement age and linking it to life expectancy. Accompany the higher statutory retirement age with a comprehensive active ageing strategy, discourage the use of early retirement schemes and encourage private pension savings. The changes listed in the NRP are important as they point to a need to reform the pension system long overdue. However, the reform pays very little attention to women, and no attention at all to gender equality. For example, one of the objectives of the pension reform is to support enhance women's participation in the labour market through the introduction of child caring credit. However, effort and good intentions are neutralised as the accumulation period for eligibility to full pension entitlement were raised from 30 to 40 years, which is often an impossible target for many women in Malta as a result of child caring and career intermittence. Interruption in insurable employment affects the requirement of a stipulated number of contributions for entitlement to a minimum old-age pension. Hence, the recommendation should be maintained

<sup>51</sup> For methodological questions see chapter 2.

additionally requesting "considering the consequences for women" and asking for thorough evaluation of the introduced policy measures.

Focus education outcomes more on labour market needs, notably by taking measures to improve access to higher education and by strengthening the effectiveness of the vocational training system. Take measures to reduce early school-leaving by identifying, analysing and measuring its causes by 2012 and by setting up a regular monitoring and reporting mechanism on the success rate of the measures.

Malta has made some progress in implementing measures to deliver on its employment and education challenges. Efforts are in place to improve the education system, in particular by improving the infrastructure and quality of teaching, and the extension of post-secondary and tertiary education courses. Despite efforts, however, government strategy to reduce the number of students leaving school early does not appear to target specific groups at risk. A significant number of Maltese youth still leave the education system with only basic schooling, and the proportion is especially high at 41% and 32% for men and women respectively. Hence, the recommendation should be maintained additionally requesting "consideration of specific groups at risk, such as women" and to "take measures tackling the cementation of economic inequality due to stereotyping educational choices".

### 3.20 The Netherlands

The main challenges in the Netherlands concerning gender equality are the low number of working hours of women active in the labour market, increasing costs for child care services and the disadvantaged position of migrant woman.

**Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>52</sup>**

NRP OF NETHERLANDS	
<b>G7</b>	<p>The national target for 2020 regarding employment <b>participation</b> of 20-64 year olds is 80%. <b>The target is, however, not broken down by gender.</b> The measures included in the NRP which are particularly relevant for this target:</p> <ul style="list-style-type: none"> <li>- Pension agreement (The statutory retirement age will be raised). <b>No reference to gender.</b></li> <li>- Double tax credit: The double tax credit for breadwinner families will be gradually phased out to make work more attractive to non-working partners. <b>It will, have a clear impact on the gendered division of paid and unpaid work and stimulate participation of non-working partners.</b></li> <li>- Own Strength Programme to encourage unemployed women to participate in the labour market.</li> </ul>
Implicitly Gender Equality Objective 1 is addressed through the phasing out of the Double tax credit	
Objective:	Phasing out of double tax credit
Target group(s):	The measure applies to non-working partners, who are mainly women.
Description:	The current transferable tax credit for working breadwinner families will be abolished.
Additionally Gender Equality Objective 1 is addressed through a measure called "Own Strength"	
Objective:	Encouraging unemployed women with few qualifications and no right to social benefits to participate in the labour market.
Target group(s):	Women with few qualifications and no rights to social benefits
Description:	Activate women with few qualifications to increase their motivation and ambition to find a job. Municipalities receive support to organise specific paths for these women.
Gender Equality Objectives 1 and 2 are equally addressed by the improvement of reconciliation facilities	
Objective:	Increase labour participation by creating more facilities that support the combination of work and private life
Target group(s):	Reconciliation policies are relevant for all persons combining work and private life.

<sup>52</sup> For methodological questions see chapter 2.

Description:	Improve facilities to reconcile work and private life: <b>i)</b> more facilities for flexible, time and location-independent working; <b>ii)</b> better coordination of existing social services with work and <b>iii)</b> promotion of wraparound day care for 4- to 12-year-olds.
<b>G8</b>	-Aligning education and the labour market aims to increase the relevance of educational courses to the labour market and strengthen the match between education and labour market demands.
<b>G9</b>	The national target regarding early school leavers is 8%. <b>The target is not broken down by gender.</b> Several measures are proposed to reduce the number of early school leavers; there is, <b>however, no focus on gender differences. Gender stereotypes in education are also not mentioned in the NRP.</b>
<b>G10</b>	The national target is to reduce the number of people (aged 0 to 64) in a jobless household by 100000 by 2020. The measures included in the NRP strongly focus on paid work. Particularly relevant are: <b>i)</b> Child benefit schemes; and <b>ii)</b> a 'release' for single parents with children under the age of 12 will be introduced in 2012: 12.5% of their income from part-time work, up to a maximum of €120 will not be included in or will be excluded from the income deducted from benefit receipts.

### Country Specific Recommendations (CSR)

The NRP 2012 refers to all the recommendations the Netherlands has received from the European Commission in 2011; most relevant from a gender perspective is the recommendation to: "Enhance participation in the labour market by reducing fiscal disincentives for second-income earners to work and draw up measures to support the most vulnerable groups and help them to re-integrate within the labour market." The proposed and implemented policies included in the NRP generally address this recommendation. Given the current state of affairs, the recommendation is still relevant. Given the slow progress regarding the number of working hours, future recommendations could focus more on this issue (as has been the case in previous recommendations). In addition, 'vulnerable groups' is a rather general concept; there could be more explicit attention for migrant women.

### 3.21 Poland

**The main gender challenge** is the attainment of equal economic independence, where women's lower employment rates, higher unemployment and inactivity rates, lower pay and earlier exit from the labour market (among 55-64), their higher at-risk-of-poverty rate or social exclusion – all combine in multiple disadvantage.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>53</sup>

NRP OF POLAND	
<b>G7</b>	Poland's NRP sets annual employment rate goals for people aged 20-64 at 65.4% in 2012; 67.1% in 2015; and 71% in 2020. <b>There is no specific target for women</b> , although several tasks may contribute to raising female employment, like retirement system reforms and childcare services.
Gender Equality Objective 1 is implicitly addressed by the Reform of the Retirement System	
Objective:	Extend and equalise the statutory retirement age to 67 years for women & men
Target group(s):	As women currently formally retire at the age of 60, it will have most relevance to 60-67 year old women in a long term.
Description:	Limits early retirement and extends working age requirements before reaching statutory retirement age for women & men at 67 (from 65 for men & 60 for women).
In addition, Gender Equality Objectives 1 and 2 are addressed by measures to facilitate reconciliation of work and family life for women and men	
Objective:	Enabling women & men to combine employment with family responsibilities
Target group(s):	This measure has been aimed at working mothers and mothers who are under-employed due to childcare duties; increasingly it is discussed with reference to fathers.
Description:	Policy area consists of several components including: <b>i)</b> programme 'Maluch' to develop institutional childcare for children aged <3; <b>ii)</b> initiatives improving access to various forms of care; <b>iii)</b> compulsory education of children from age 6 (lowered from age 7); <b>iv)</b> promotional campaigns, including fathers' workplace rights; <b>v)</b> Social Insurance Institution - contributions to the social security system for about 10000 nannies.
<b>G8</b>	The Polish NRP mentions projects aimed at improving qualifications of employees, changes to vocational education to link it better with labour market needs. <b>Gender equality issues are not addressed.</b>
<b>G9</b>	The national 2020 target for reducing the proportion of early school leavers is 4.5% (from 5.4% in 2010) and participation in tertiary education for 30-34 age group is 45% (from 35.3% in 2010). Improving education at all levels and increasing participation in tertiary education is well supported throughout the Polish NRP. <b>However, gender equality issues are not explicitly addressed.</b>
<b>G10</b>	There is a target of lowering by 1.5 million the number of people at risk of poverty or material deprivation or living in jobless households. The PL government specified a goal of lowering by 1.5 million the number of people at risk of poverty or social exclusion, <b>but without a specific reference to gender.</b>

#### Country Specific Recommendations (CSR)

<sup>53</sup> For methodological questions see chapter 2.

There were 7 CSR issued to Poland in 2011, of which 3, 4, and 5 are included in 'Activity for Inclusive Growth' section: **3.** Raise statutory retirement age for uniformed services, increase the effective retirement age, improve the rules for farmers' contributions to the social security fund (KRUS); **4.** Implement lifelong learning strategy, enhance apprenticeships vocational training and education programmes for older and low-skilled workers; strengthen links between science and industry; **5.** Increase female labour market participation; ensure stable funding for pre-school child-care arrangements, to increase enrolment rates of children less than three years.

All these recommendations (indeed all policies) are relevant from a gender perspective; and the NRP explicitly addressed them in framing the policy measures in the document. With respect to CSR 5, all relevant aspects of childcare provision have been given consideration – indeed this policy area enjoys a good momentum. Childcare provision for pre-school children has seen particular success over the last couple of years and the ambition of universal coverage (target date not specified in NRP) is commendable. More information on resources and long term sustainability would be useful. The focus on children below 3 years of age is likewise visible, but here a much lower starting point and higher organisational and cultural barriers demand greater efforts. Overall, thus, the Polish NRP 2012 is coherent with EU2020, but a gender perspective is very limited, although it would potentially benefit (a) women and men in reconciliation matters, (b) women in economic independence, and (c) women and men in education.

### 3.22 Portugal

**The main gender challenge** in Portugal is the growing gender pay gap which constitutes a worrying signal of increasing gender discrimination in the labour market and the growing unemployment rate especially the young.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>54</sup>

NRP OF PORTUGAL	
G7	The Portuguese target aims to bring by 2020 the overall employment rate for the population aged 20-64 to 75% (75% at EU level) meaning a total increase of around 5.9 percentage points in less than ten years. <b>It does not envisage any specific target for women.</b>
G8	<b>The Portuguese report does not propose any specific measure for developing a skilled workforce.</b> It only mentions the reform of the process of recognition, validation and certification of school and professional skills through the involvement of enterprises in the reinforcement of training on the job.
G9	The Portuguese target is to reduce the drop-out rate to 10%, whilst increasing the share of the population aged 30-34 with tertiary education to at least 40% in 2020. General measures mentioned, amongst others: the quality improvement of higher education schools, the diversification of the supply of training opportunities and support entrepreneurship of graduates.
G10	The Portuguese target aims at lifting about 200000 people out of poverty by 2020. <b>There are no policy measures aimed at promoting social inclusion and combating poverty of women in particular.</b> The only measures that can have more positive impact on women are the temporary increase of 10% of the amount of unemployment benefits for single-parent families and for couples with children in which both are recipients of the unemployment benefit. Another measure foresees the creation of a Social Market Leasing to support the supply of 1200 houses for the accommodation of poor families.
Implicitly, Gender Equality Objective 4 is addressed through the temporary increase of 10% of the amount of unemployment benefits for single-parent families	
Objective:	To combat extreme poverty
Target group(s):	Women heading single-parent families
Description:	Temporary increase of 10% of the amount of unemployment benefits for single-parent families

#### Country Specific Recommendations (CSR)

The Country specific recommendations for Portugal have no relevance from a gender perspective, as they only state that Portugal must "Implement the measures as laid down in Implementing Decision 2011/344/EU and further specified in the Memorandum of Understanding of 17 May 2011 and its subsequent supplements."

The current employment and social protection policies produce social and gender inequalities: Wage cuts, de-regulation of labour relations, easy dismissals, flexible working hours, workers mobility and cuts of social benefits in a period of increasing unemployment are putting stress on Portuguese private households. Women are potentially affected more than men. Their interests are hardly represented and voiced; they occupy less qualified jobs and are easier made redundant in the current phase of the crisis. Furthermore, they constitute the majority of civil servants and of social allowance recipients. Most importantly, women are least likely to

<sup>54</sup> For methodological questions see chapter 2.

benefit from investments in the technological sector, which is at the core of Portuguese restructuring process

All these policies should be subject to a gender impact assessment in the framework of a mainstreaming strategy, which should be put in place in order to prevent the increase of gender gaps. The government should reinforce the implementation of the IV National Action Plan for Citizenship and Gender Equality (2011-2013). In fact, the IV Plan promotes female entrepreneurship, work/family reconciliation, reduction of gender pay gaps and the introduction of equality plans in the enterprises. It would be expected that some of the measures concerning economic independence or social inclusion, might be integrated and articulated with the restructuration programme.



### 3.23 Romania

**The main gender challenge** in Romania is reflected in the traditional division of labour, which defines women's responsibility as caring for the family, acting as a barrier to women's career advancement and entry into the labour market. Examples of structural barriers that affect women's opportunity to participate in the labour market are the lack of access to care services and of adequate leave schemes as well as flexible working arrangements.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>55</sup>

NRP OF ROMANIA	
<b>G7</b>	The national target for the employment rate of the population aged 20-64 is 70% for 2020. The most important measure to enhance the labour market functioning consisted in: <b>i)</b> Reform of the labour relationships: modification of the Law No 76/2002 on unemployment insurance system and employment stimulation; <b>ii)</b> Reform on social dialogue issues; <b>iii)</b> Employment programme and <b>iv)</b> Tackling the undeclared work. After the adoption of the new Labour Code, aimed at increasing the flexibility of the labour relations, the reform in this area shall continue with the adoption of the changes proposed for the law on the unemployment insurance system and employment stimulation. <b>The analysis in the NRP of this issue, unfortunately, is very poor and is lacking a gender perspective.</b>
Implicitly, Gender Equality Objective 1 is addressed through a new employment programme	
Objective:	To increase employment and to promote social inclusion; to facilitate the transition from unemployment to employment; to consolidate professional skills of persons looking for a job; to combat the effects of unemployment; to increase social inclusion; to ensure equal opportunities on the labour market
Target group(s):	No information
Description:	<b>Among the measures we can mention:</b> providing free Placement Services for available jobs or newly created jobs, matching job seekers with the employers; providing free information and counselling services for job seekers; stimulation of the return to work through some allowances given to unemployed if they got a job before the end of the unemployment period; stimulating the labour force mobility through incentives for employment or installation; training courses for persons looking for a job; providing free counselling services for the beginning of an independent activity or a business; providing subsidies to the employers who will employ unemployed aged 45+, single parent unemployed, persons having 3 years until retirement, people with disabilities.
<b>G8</b>	The NRP includes measures to <b>increase the employment quality for persons living in the rural areas (in particular youth and women)</b> . Giving financial support for setting up young farmers (half of them were women) is another measure included in NRP with a positive impact on women. The Strategy for lifelong learning is in the planning process. <b>Even if gender has not been explicitly taken into account, some positive outcomes might be expected:</b> increase the number of tertiary education graduates, increased interest in non-formal learning contexts and the recognition of the results obtained through these types of learning.
<b>G9</b>	The Romanian targets in the area of education are the following: to reduce the share of early school leavers to 11.3% and to increase the share of population aged 30-34

<sup>55</sup> For methodological questions see chapter 2.

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	with tertiary education or equivalent to 26.7% in 2020. Targets are not disaggregated by gender. Programs such as School after school, Second chance, Functional alphabetisation are contributing to the fulfilment of the target.
<b>G 10</b>	The Romanian ambitious target is to reduce by 580000 the number of people at risk of poverty and social exclusion by 2020. The Strategy on primary healthcare assistance and medical care services in rural areas for the period 2012-2020 has been elaborated. Another measure is the Creation of the public standardized system for daily childcare - <b>a measure with positive impact on women's participation in the labour market</b> .

### **Country Specific Recommendations (CSR)**

The previous recommendations focused on fiscal consolidation. Specific gender relevant recommendations were not given. Fiscal consolidation measures should be monitored and evaluated with respect to potential negative impact on the female employment rate. Furthermore, adequate care services, leave schemes and flexible working arrangements to foster reconciliation of work and care should be implemented.

### 3.24 Spain

**The main gender challenges** in Spain are related to the low employment levels and the vulnerability of women's working conditions, reinforced by a gender-biased regulatory framework and diminishing provision of care facilities.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>56</sup>

NRP OF SPAIN	
<b>G7</b>	Female employment rate (54.9%) is 13.6 pp. lower than the national specific target for 2020 (68.5%). Policy measures include the Labour Market Reform, the ALMP revision, the Youth Employment Plan, the new Entrepreneurship Law and the Education and Dependency systems reforms. <b>The NRP does not provide any specific analysis of women's employment situation.</b> Fiscal consolidation seems a major obstacle to increase women's labour market participation.
Gender Equality Objectives 1 is addressed through employment incentives (labour market reform 2011)	
Objective:	Improving the efficiency of the employment incentives
Target group(s):	Women aged 16-30 and long-term unemployed aged 45+.
Description:	<p><b>The employment incentives included in the new labour market reform encompass:</b></p> <ul style="list-style-type: none"> <li>- 1,100€ for companies which recruit women aged 16-30 under open-ended contracts during the first year of contract (1,000€ for men).</li> <li>- 1,500€ for companies which recruit women long-term unemployed aged 45+ under open-ended contracts during the first year of contract (1,300€ for men)</li> <li>- 1,800€ for transforming apprenticeship to open-ended contracts (1,500 for men)</li> <li>- 700€ for transforming training or substitution to open-ended contracts (500 for men)</li> </ul>
In addition Gender Equality Objective 1 is addressed through a programme promoting internships in companies for highly-skilled workers	
Objective:	Promoting youth employment; focusing on the transition from education to the first employment of young highly-skilled workers
Target group(s):	Young highly-skilled women (aged 18-25)
Description:	This will be carried out through: <b>i)</b> A contract of collaboration between the Public Employment Service and a company within an internship programme and the assignment of a tutor, and <b>ii)</b> Non labour contracts (3-9 months) but contributing to the Social Security.
<b>G8</b>	The NPR has focused on two different issues: <b>i)</b> ALMPs are focused on improving the transition from education to first employment; <b>ii)</b> training offer is reviewed with the

<sup>56</sup> For methodological questions see chapter 2.

	purpose of adapting it to the companies' skills needs. <b>The implementation of a gender perspective does not seem to be a priority.</b>
<b>G9</b>	The Spanish target is to reduce early school leaving to 15% in 2020. A Plan for the reduction of early school and training leaving is included in the NRP, <b>with no mention to tackle specific gender inequalities in education.</b> In addition, the share of the population aged 30-34 having completed tertiary education accounted for 40.6% in 2010. <b>Among females, the national 2020 target (44%) has already been reached.</b>
<b>G10</b>	The target of the Spanish NRP is to reduce the number of persons at risk of poverty or social exclusion by 1.4-1.5 million people by 2020. There is no reference to strategies to reduce poverty while many of the NPR measures might have even a converse impact.

### Country Specific Recommendations (CSR)

Spain was recommended "to complete the adoption and proceed with the implementation of a comprehensive reform of the collective bargaining process" and "to reduce labour market segmentation and to improve employment opportunities for young people; ensure a close monitoring of the effectiveness of the measures set out in the National Reform Programme to reduce early school leaving, including through prevention policies, and facilitate the transition to vocational education and training". The labour market reform has tackled a comprehensive reform of the collective bargaining process. The main expected effects taking into account gender cannot yet be assessed. However, new difficulties regarding reconciling work and family life have been observed. The reduction of labour market segmentation has also been tackled, although the gender effects are uncertain, as the new contractual regulation does not seem to remove definitely the differences between well protected and temporary workers. The improvement of employment opportunities for young people and the reduction of early school leaving are intended to be tackled with the new plans that are expected to be implemented in 2012. Again, a gender mainstreaming approach within them is missing.

### 3.25 Sweden

**The main gender challenge** in Sweden is the uneven gender distribution of paid and unpaid work, which means that women’s wage incomes, social security allowances, pensions etc. are lower than men’s. Moreover, the Swedish labour market is gender segregated with a view to sectors and positions:

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>57</sup>

NRP OF SWEDEN	
<b>G7</b>	The Swedish target is an increase in the employment rate to well above 80% for women and men aged 20–64 by 2020. The Government has proposed a number of measures, including: <b>i)</b> stronger support to those at risk of long-term unemployment; <b>ii)</b> improvements in the special employment support mechanism and the job guarantee for young people; and <b>iii)</b> raising the ceiling for compensation to employers who hire people with special employment support. Furthermore, “The Introduction Act” policy for newly arrived immigrants has changed with the aim of speeding up their integration in the labour market. <b>Most of the policy measures fail to take into account the gender dimension.</b>
Implicitly, Gender Equality Objective 1 is addressed through the “introduction ACT”.	
Objective:	Speed up the integration of newly arrived immigrants into the labour market
Target group(s):	Newly arrived immigrants and in particular women. However, the results of the Introduction Act seem to have an negative effect on gender equality
Description:	The aim of the Act is to speed up the establishment in the labour market of some newly arrived refugees and their relatives. The Public Employment Service is to establish an introduction plan. The reform involves an individual introduction compensation, which should strengthen the incentives for both men & women to participate in the activities.
<b>G8</b>	The Government launched in 2009 an initiative in upper secondary education (Adult Vocational Training), which will continue until 2013, in order to provide the unemployed with an opportunity to get training and to prevent shortages of skilled labour. <b>This measure is not gender mainstreamed.</b>
<b>G9</b>	The Swedish target is to reduce the drop-out rate to less than 10%, whilst increasing the share of the population aged 30-34 with tertiary education to at least 40-45% in 2020. The Government has in 2010 allocated temporary funding to support adult education centres to address young people below 25 years of age without a school-leaving certificate from compulsory or upper secondary school. This initiative has been extended until the end of 2013. In addition, the higher study grant has been temporarily made available to unemployed young people aged 20-24. <b>None of these measures are gender mainstreamed.</b>
<b>G10</b>	The Swedish target aims at reducing the percentage of women and men aged 20-64 who are inactive (except full-time students), long-term unemployed or those on long-term sick leave to well below 14% 2020. Relevant measures include the reform of sickness insurance in 2010: a new labour market programme was introduced for people who have reached the maximum number of compensation days from the sickness insurance. Also, to improve the financial situation of poor families, a special allowance for children living in families that receive a housing allowance was increased, and the eligibility threshold for housing allowances has been lowered.

<sup>57</sup> For methodological questions see chapter 2.

### **Country Specific Recommendations (CSR)**

One of the country specific recommendations for Sweden is to monitor and improve the labour market participation of young people and other vulnerable groups, which is mentioned in the NRP. The most relevant group here is the foreign-born. The foreign-born have a lower employment rate and higher unemployment rate than the Swedish-born. In 2010 the Introduction Act was introduced in order to speed up the establishment of newly arrived immigrants. In relation to this, an individual allowance is paid out which requires active participation in integration programmes. This is expected to foster gender equality and especially women's chances of getting into the labour market. This is a positive development, but it is not enough to reach gender equality. The Government is aware of this and has appointed a committee to propose measures to increase the employment rate of newly arrived foreign-born women and of the relatives of immigrants.

### 3.26 Slovenia

The main gender challenges in Slovenia are the vertical and horizontal segregation of the labour market and the unequal burden of unpaid work (household work and care) which result in a gender pay gap and a higher at-risk-of-poverty rate for women.

**Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>58</sup>**

NRP OF SLOVENIA	
<b>G7</b>	The Slovenian target aims to bring the employment rate of those aged 20-64 up to 75% by 2020. The NRP does not envisage specific targets for women. The relevant policy measures include: <b>i</b> ) Pension reform; <b>ii</b> ) Active employment policy programmes; <b>iii</b> ) Initiatives for social entrepreneurship; <b>iv</b> ) Cutbacks in the public sector. Under the headline "Reconciliation of work and family life", the NRP envisages the promotion of the childcare options on domestic premises for children up to 3 years. <b>None of the listed policy measures takes into account the gender dimension.</b>
Implicitly, Gender Equality Objective 1 is addressed through the pension reform	
Objective:	Increase of the full and of the minimum pension age and equalisation of conditions for pension entitlements for men and women
Target group(s):	Women and men, but women will benefit clearly
Description:	Old age pension at 65 years for men and women; partial pension at 60 years of age with 38 (women) and 40 (men) years of service or full pension for men at 60 with 43 years of service and for women at 58 with 41 years of service.
Additionally, Gender Equality Objectives 1 and 2 are addressed through a measure enabling Childcare on domestic premises	
Objective:	Reconciliation of work and family life of young parents
Target group(s):	Parents but more specifically mothers as well as women providing services of care on domestic premises
Description:	Amends applicable rules and simplifies procedures needed for childcare on domestic premises.
<b>G8</b>	The Slovenian NRP proposes enhancing attraction of secondary vocational education programmes, increasing quality and efficiency of higher education and supporting and promoting life-long learning. However, as the NRP gives no detailed information on the envisaged measures, and at the same time mentions fiscal austerity measures needed because of the economic crisis, it is questionable if the proposed measures will be realised and how. <b>There are no references to existing gender imbalances in education and training.</b>
<b>G9</b>	The Slovenian target is to reduce the number of early school leavers, lowering the drop-out rate to 5%, whilst increasing the share of the population aged 30-34 having completed tertiary or equivalent education to 40% in 2020. The NRP envisages changes in public funding to achieve the targets.. It is unclear how fiscal austerity measures a coupled with the envisaged improvements in the quality of education at all levels. <b>Policy measures aimed at reducing gender segregation in education are not mentioned.</b>
<b>G10</b>	The Slovenian target aims at lifting about 40000 people out of poverty by 2020. The relevant policies include: <b>i</b> ) Social activation programmes; <b>ii</b> ) Initiatives for social

<sup>58</sup> For methodological questions see chapter 2.

entrepreneurship; **iii)** Increasing the minimum income for the most vulnerable people. **There are no policy measures aimed at promoting social inclusion and combating poverty specifically targeted at alleviating female poverty rates.** However, increasing the lowest amount of financial social assistance and improving the material situation of some groups at the highest risk of poverty **could have a positive impact for women.**

### **Country Specific Recommendations (CSR)**

Country specific recommendations for Slovenia have been considered and addressed in framing the policy measures in the NRP. However, none of the recommendations explicitly tackles gender inequalities. The recommendation that requires steps to ensure the long-term sustainability of the pension system and increasing the employment rate of older workers will most of all influence the position of the women in the labour market. As it still has to be realised, it would be good to maintain such recommendations and fine-tune them in the next year by explicitly tackling the issue of unequal burden of unpaid work (household and care). In order also to ease the equalising of the retirement age of men and women for women, it should be combined with the explicit support of a fairer gender distribution of unpaid work.



### 3.27 Slovakia

**The main gender challenge** in Slovakia is tackling the existing structural gender inequalities in the labour market (sector-specific, horizontal and vertical gender segregation) and in the field of education where it is necessary to minimise deeply rooted gender stereotypes in study choices and professional orientation.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>59</sup>

NRP OF SLOVAKIA	
<b>G7</b>	<p>The aim to increase the employment rate for men and women to 72% in 2020 is very ambitious, in particular in relation to women. The NRP recommends focussing on policies to help parents in assuming the childcare costs and to support existing/the construction of (?) child-care and pre-school facilities. Regarding taxation, the NRP recommends maintaining neutrality in tax burden for first and second household earners. The NRP very strongly underlines the need to support working time flexibility and telework. Flexicurity is one of commitments of Slovakia in the Euro Plus Pact. The effectiveness of the announced measures in relation to women is very questionable and unclear. It is problematic to assess their impact since <b>no further steps or instruments to achieve an increase in female employment are mentioned in the NRP.</b></p> <p>Implicitly, Gender Equality Objective 1 is addressed through measures to promote employment and flexibility</p>
Objective:	<ul style="list-style-type: none"> <li>- To increase flexibility of working conditions and thus raise the employment rate for women and men</li> <li>- To reconcile more easily family life with working life</li> </ul>
Target group(s):	All women and men in the labour market and particularly women with small children
Description:	A new version of the Labour Code approved during 2011 and in force since September 2011 introduced a permanent option to use " <b>flexi account</b> ". It is possible to adjust working hours after an agreement is met between the employer and employees representative. The new Labour code also gives the possibility to share a job position among several people.
<b>G8</b>	The NRP reflects the need for improving the quality of education at all levels to enhance the human capital. However, <b>no gender dimension is reflected in these processes</b> , although consistent horizontal and sector-specific gender segregation persists in Slovakia. Gender stereotypes in professional orientations and aspirations are deeply rooted. Due to the limited disposal of financial sources, lifelong learning will be mostly oriented to people with lower education.
<b>G9</b>	The Europe 2020 target for Slovakia is to increase to at least 40% the share of people aged 30-34 with completed tertiary education by 2020. This is very challenging as the actual share of people with university degrees in this age group is only 22%. <b>The gender dimension in relation to education is not mentioned in the NRP.</b> Women represent the majority of tertiary students but horizontal gender segregation by study curricula is very significant, and the same applies for horizontal segregation in academic careers.
<b>G10</b>	The Europe 2020 target for Slovakia is a reduction in the number of people at risk of poverty and social exclusion by at least 170000. No new measure or instrument on how to fulfil this target is defined in the NRP, except for the effort to make social policy more targeted to recipients. A strong emphasis is given to the re-assessment

<sup>59</sup> For methodological questions see chapter 2.

of current family policies with regard to household incomes, the re-assessment of all social allowances and the reshaping of existing systems of social assistance in situation of need. Special attention will be paid to the Roma community **but without any gender specification.**

### **Country Specific Recommendations (CSR)**

The recommendations are mostly focused on financial stability and on the aim to reduce the deficit below 3% of the GDP. The most relevant recommendation from a gender perspective is suggesting enhancing the long term sustainability of public finances by further adjusting the pay-as-you go pillar of pension system and also by changing the indexation. The NRP takes this recommendation very broadly but does not offer any concrete proposal of new indexation mechanisms (probably by fixed sum). More detailed attention is paid to the changes in the second pillar of the pension system. The condition whereby pension allowance is granted after 15 years of insurance payments was shortened to 10 years. Even more significant from gender a perspective is the commitment to link the retirement age to life expectancy. This recommendation is reflected in NRP and we expect it will be maintained in following years.

### 3.28 United Kingdom

The main challenges for gender equality policy in the UK are the gender gaps in employment quality; these are more pronounced than the gender gap in employment and unemployment rates.

#### Coherence with the European Integrated Guidelines and targets as well as the Gender Equality Objectives<sup>60</sup>

NRP OF THE UK	
G7	The UK NRP does not set an employment rate target but specifies that total employment will rise by approximately 1 million by 2017. Neither a <b>breakdown by gender of the target nor a forecast for growth is included</b> . The main measure is the Welfare Reform Programme which is being implemented for unemployed and disabled persons. <b>The NRP does not assess the gender impact of these reforms.</b>
Implicitly, Gender Equality Objectives 1 and 2 have been addressed through the Work Programme which includes targeted support for lone parents and others who are inactive because of caring responsibilities.	
Objective:	Reduce the proportion of workless households by replacing the existing suite of programmes with a single employment programme
Target group:	There are elements targeted at lone parents & other carers, the majority of whom are women.
Description:	Lone parents and carers can volunteer to enter the Work Programme early and can access extra job seeking assistance through Jobcentre Plus support and the Get Britain Working programme.
In addition, Gender Equality Objectives 1 and 2 are addressed through the Welfare Reform Programme and the introduction of the Universal Credit.	
Target group:	There are elements targeted at lone parents & other carers, the majority of whom are women.
Description:	The Welfare Reform Programme introduces the <b>Universal Credit</b> which replaces a wide range of existing benefits with a <b>single working-age benefit</b> paid to claimants out of work, and then tapered off as they move into jobs. The job seeking rules are changed: both members of couples in workless households in receipt of benefits will need to be available for work unless they have a dependent child <5 years or other mitigating factors such as ill health.
Gender Equality Objectives 2 and 4 have been addressed through the Child Poverty Strategy and its action plan, which is focusing on labour market integration	
Objective:	To eradicate child poverty
Target group:	The integration of mothers into employment is identified as a key part of the solution.
Description:	The key components of the policy include: <b>i)</b> The Work Programme and the Welfare Reform; <b>ii)</b> Free childcare for 3 and 4 year olds have already been extended from 12.5 to 15 hours a week over 38 weeks of the year.
G8	The targets are to improve the school system; to reduce the number of people not in education; and to approve the quality of apprenticeship programmes.
G9	Higher education funding has also been reformed: university tuition fees rise in Autumn 2012. <b>These reforms have not been gender mainstreamed.</b>
G10	Child Poverty remains the main focus with the government's Child Poverty Strategy aiming at reducing the proportion of children living in low-income households by 2020. Aside from Child Poverty and the Work Programme, no other measures for promoting social inclusion are presented. <b>Gender is not mentioned.</b>

<sup>60</sup> For methodological questions see chapter 2.

### **Country Specific Recommendations (CSR)**

The recommendations for the UK are to **i)** improve the employability of 18-24 year olds who have left education and training with no qualifications; **ii)** take steps to reduce the high proportion of workless households by targeting those who are inactive because of caring responsibilities, particularly lone parents. Although measures are being implemented to address these issues, they do not take gender equality into account. Overall, the NRP presents very little that will help reduce gender inequality and in general does not discuss gender impacts of the measures that it proposes. The recommendations should be maintained but adapted to ensure that the NRP's policy agenda and design involves a commitment to a Gender Impact Assessment, which is also important in terms of monitoring, evaluation and reform.

## 4. ASSESSMENT OF GENDER EQUALITY ACHIEVEMENTS IN 5 MS IN RELATION TO EU2020/NATIONAL REFORM PROGRAMMES AND EU GENDER EQUALITY OBJECTIVES

### 4.1 Introduction

This section analyses the gender equality situation in five MS. The countries included are Sweden (Northern Europe), Austria (Central Europe), Poland (Eastern Europe), Greece and Italy (Southern Europe). Each country has a unique gender equality heritage and institutional dynamics, as well as macroeconomic outlook and performance. In terms of strategies and reform implementation, there are obviously numerous common goals, but the distance that needs to be covered in order for these goals to be successfully implemented is largely country-specific.

It could be assumed that the crisis acts as a homogenizing factor among countries, as challenges are presented as common. This is only partly true in our case, since the different starting points and the variety of country-specific economic issues are hardly susceptible to broad generalizations. And while it is true that what constituted the standard during the first phase of the recession (fiscal stimulus packages to avoid a replication of the 1930s nightmare) and what appears to be the current general approach (fiscal consolidation and austerity of various degrees) share a common understanding of the tasks ahead, it would be misleading not to point out to the specifics of each case and their gender implications.

In this light, the case studies of this section will testify to the following four broad observations:

At the macroeconomic level, one cannot overstate the diversity of (pre-recession) starting points and the marked differences of macroeconomic outlook among European partners. While some countries seem to be trapped in ever deepening recession (Greece and to some extent Italy), others managed to move on to (weak) recoveries (Sweden, Austria), while another country hardly ever felt the original recessionary shock (Poland).

At the micro-economic level the recession and its aftermath are felt with different severity in different parts of the labour market. And while employment is already picking up in some male-dominated sectors (which were originally hit by the recession), the prospect of jobs rationalization in previously '*protected*' sectors (public administration, education, care and health, where women form the majority of employees) may store major upheavals for the (near) future. In a similar vein, the risk of poverty and exclusion appears to threaten different groups in different countries (older people and women in particular; recently arrived migrants and immigrant women to a larger extent; in addition, Roma women).

At the broad level of reforms that are imminent or underway, the picture appears more coherent *prima facie*. However, in spite of its superficial similarities, the reform efforts consist of applying some more or less common objectives to largely different contexts. In addition, the implementation of reforms faces different obstacles, inertia and '*slip errors*' in different countries.

At the level of policies (such as NRPs and other national policy initiatives) examined from a gender perspective, the picture is rather familiar: gender issues enjoy overall low visibility and have (for the most part) low priority. The country experts express more or less the same concerns that longer-term negative consequences in the terrain of gender equality may prove more harmful than anticipated. Even in countries that managed to introduce some gender prioritizing in their national policies, there appears to be scope for improvement by better integrating various policy instruments within the NRPs. To this end, gender-disaggregated statistics that are timely and user-friendly would be of great assistance at all levels of policy design and implementation.

The rest of this section presents the five in-depth assessments for the five selected countries (Austria, Greece, Italy, Poland and Sweden).

## 4.2 Austria<sup>61</sup>

### 4.2.1 Overview: Recent Economic Outlook

Like most of the other EU Member States, Austria was hit by the financial and economic crisis from the third quarter of 2008. Rather strong automatic stabilisers, together with an income tax reform decided in early 2008 and comparatively large anti-cyclical recovery packages, helped stabilise the Austrian national economy during 2009 and 2010. These instruments contributed also to increasing deficits of public budgets. In March 2012, the Austrian parliament approved an austerity budget that should bring public finances into balance by 2016. Decisions within this package include measures that imply some retrenchment in policy areas relevant for social protection and social inclusion and affect areas of special importance to women.<sup>62</sup> Unemployment did not rise as steeply in Austria as elsewhere in Europe partly because the government subsidized reduced working hour schemes to allow companies to retain employees. This measure was mainly important for male employees who were more affected by the crisis but who also benefitted more from measures set to counterbalance negative effects. While women's employment and unemployment as well as the respective gender gaps seem to be still relatively spared by the crisis, the overall assessment is that women will be negatively affected by these factors **in the long run**. This assessment is based on the fact that **efforts in reducing the public deficits** will hit especially those areas in which women are employed, such as the public sector and related sectors in the health, care and education branches. On the other hand, recovery packages prepared by the government support in particular those sectors in which male employment is dominating, such as the automobile sector.

The Austrian GDP shrunk by 3.9% in 2009 but saw positive growth of about 2% in 2010 and 3% in 2011. According to Oesterreichische Nationalbank (OeNB)<sup>63</sup>, Austrian GDP growth will reach 0.9% in 2012 and a growth of 1.7% in 2013 and 2.1% in 2014.

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<sup>61</sup> by Nadja Bergmann and Claudia Sorger

<sup>62</sup> Fink, Marcel (2012): Austria. Assessment of policy developments in 2011. A Study of National Policies. Vienna

<sup>63</sup> Österreichische Nationalbank (2012): ECONOMIC OUTLOOK for Austria from 2012 to 2014. Vienna

In the context of the reinforcement of the financial stability, the 'Stability Package 2012-2016' was voted by the Parliament at the end of March 2012. How to increase the effective retirement age is one central topics within this package.

On the one hand, gradually raising the statutory retirement age for women (which is now 60 years) to match that of men (65 years) in the period from 2024 up to 2033 has been established as long-term goal (the provision was adopted in 1992). On the other hand, the mentioned 'Stability Package 2012-2016' includes a 'labour market and pensions' priority referring explicitly to the objective of keeping older workers and people with health constraints longer in employment. Some of the measures are intended to lead to an increase of the effective retirement age via the tightening of the eligibility criteria for the flexible retirement scheme (*Korridor Pension*; 480 instead of 450 months of insurance contributions) and for the early retirement pension due to long insurance periods (450 months). Another measure aiming to bring more people out of retirement schemes and into the labour market is the reform of the invalidity pension scheme. The draft of the law is still circulating for appraisal and should be voted on by the Parliament by the end of 2012. There are plans to abolish the fixed-term invalidity pension by 1 January 2014 for all people in bad health conditions below the age of 50. Possible gender effects of the planned measures were not discussed nor taken into account.

The increase in women's statutory retirement age has been brought to political discussion, but no decision on how to proceed has been made yet. The expectable cutbacks in the health and social services sector that will come with the austerity measures will have a greater impact on women as approximately 80% of all employees in this sector are women. These reforms will also have a negative effect on the unequal distribution of paid and unpaid work as mostly women will have to compensate for the lack of public services.

#### 4.2.2 Gender Challenges and existing gender gaps

In Austria, the main gender challenge is the **high gender segmentation in the labour market**. Although the female employment rate in Austria is relatively high (69.6% compared to 80.8% for men 2011), there is much scope for increasing female labour force participation:

- First, by increasing the working hours of women as Austria's gender-specific **concentration of part-time** employment is among the highest: the part-time rate of women was 44.5% in 2011 (for men 7.7%).
- Second, by supporting women with children to re-enter the labour market at an earlier stage and by supporting men to take over care responsibilities for their children. The **employment gender gap** between men and women (aged 20-49) **with children** is very high: 16.5 percentage points versus 1.7 percentage points between men and women without children, respectively (2011).
- Third, by focusing on special groups such as **women aged 45 and above** as they are those who are especially underrepresented on the labour market.
- Fourth, by supporting initiatives against vertical and horizontal labour market segregation, as women are highly concentrated in specific sectors and **low-wage employment**. Women work mainly in the service sector and in those

professions characterized by atypical employment, such as retail, stall and market salespersons and restaurant service workers.

All described patterns result – combined with other factors – in a **gender pay gap** of 25.4% which is the second highest in the EU (the European average being 17.1%) and one of the factors leading to a relatively high poverty risk for women.

In addition new data, such as the ad-hoc module reconciliation of work and family life within the LFS 2010, indicates that the **distribution of paid work and unpaid care** responsibilities between men and women continues to reflect traditional role models in Austria. While female labour participation is heavily influenced by childcare responsibilities, male participation remains largely unaffected. Caring for children in the first two years of their lives is almost exclusively a mothers' task. Moreover there is a high demand for childcare places for children under 3 years.

#### 4.2.3 Gender trends regarding the EU2020 headline targets throughout the crisis

All in all, relevant indicators remain relatively stable during the crises and signs for real divergence from the mentioned national targets are quite limited.

The **employment rate of women** in Austria is relatively high (69.6% in 2011, while men's is 80.8%). Compared to previous years, the data shows a minimal increase (in 2007 - before the crisis - the rate was 67.2% for women; male employment faced a minimal decrease). The high employment rate for women is based on a high part-time employment rate for women (44.5% in 2011), which was also slowly, but steadily increasing in the last years. In 2011, the female unemployment rate was 4.4%, the male rate 4.1%, less than half of the EU-27 average.

The very large gender pay gap is one of the decisive factors leading to a **relatively high poverty risk for women**: the at-risk-of-poverty rate was higher for women (18.5%) than for men (15.2%) in 2011. The at-risk-of-poverty rate did not change during the crises and there is no evidence yet that reaching the related target is affected by the crises.

The rate of **tertiary educational attainment** for persons aged 30-34 was 24.5% for women and for men 23.1% in 2011 (which means a slight increase for men). In the same year, the early-school leaving rates are comparably low (7.8% for girls and 8.8% for boys). Both indicators saw an improvement since 2007, also during the crisis. While the national target for reducing the drop-out rate was already reached for both genders, the tertiary educational attainment target still needs additional efforts to be achieved.

#### 4.2.4 Identification and evaluation of policy measures of the NRP relevant for gender equality

**Assessment along guidelines:** The Austrian NRP is structured along the objectives defined by the Euro 2020 strategy targets and the Euro Plus Pact. The analysis and the targets concerning women are treated in the chapters on employment and on the reduction of poverty and social exclusion. In the other



parts of the Austrian NRP, the situation of women and the improvement of their living and working conditions in the respective area (e.g. in research and development or in education) is not discussed at all. To address the overall coherence of the NRP and the guidelines and targets set by the EU 2020 strategy in particular in the policy fields of employment, social inclusion and poverty, and education, the NRP is analysed in light of guidelines 7 to 10 of the Euro 2020 strategy:

*Guideline 7: Increasing labour market participation of women and men, reducing structural unemployment and promoting job quality*

The increase of the employment rate is one of the five core objectives of the EU 2020 strategy. The Austrian target for labour market participation is an employment rate for women and men aged 20-64 of 77-78% (against the target of 75% at EU level) by 2020, which would mean an increase of 2-3 percentage points (pp.) in ten years. In the NRP the increase of the participation of women in the labour market (besides juvenile persons and individuals with a migration background) is mentioned as a central political challenge regarding labour market policies. The NRP does not contain a specific target for women's employment rate and the Euro Plus Pact measures focus on youth employment in general without addressing young women explicitly.

*Gender equality objective 1: Increase women's labour market participation*

The relevant policy measures concerning the increase of women's labour market participation in the Austrian NRP are: i) the care fund; ii) Programme "Return to Working Life with a Future" iii) National Action Plan for the Equality of Women and men; iv) Institutional Child-care facilities and nursing services for older children.

At the moment there are still several obstacles for women to take up employment, mainly the stronger involvement of women in care activities. This is reflected in a lower employment rate of women with children under 6 years compared to women without children. While women (25-49 years) without children under 6 years show an employment rate of 80.6%, women with children under 6 years only have a rate of 67.1%. For men, the gap between the two groups is only 2.8 percentage points (cf. Bergmann 2012, Eurostat). But also in other care duties (e.g. elderly, disabled), women are more strongly involved. In this respect, measures as the care fund or an increase of the number of child care places are relevant for the increase of women's labour market participation.

*Gender equality objective 2: Promote reconciliation for men and women and/or reduce impact of parenthood on women's labour market participation*

The relevant policy measures for the second gender equality objective are: i) Introduction of a mandatory year in the kindergarten free of charge; ii) Increasing the number of day-care centres for children and nursing services

The provision of sufficient childcare services is necessary for an equal labour force participation of women. According to data from the Austrian Statistical Office, the percentage of children aged between 3 and 5 years attending childcare facilities in Austria exceeds 90%. In the age group 0 to 2 years the quota amounts to 17.1%. Therefore the further expansion of childcare places, especially for this age group, is important. It should be noted positively that most of these new places as well as those for children between 3 and 6 years are all-day places. Nevertheless, critics have argued that the current decision is not ambitious

enough, because financing requirements to meet the demand for childcare places are much higher. Despite the positive developments, the target of 33% care quota is far from being achieved.

*Gender equality objective 3: Address vertical and horizontal labour market segregation of women and/or reduce gender pay gap*

The Austrian government sets measures to decrease the gender pay gap towards the EU-27 average by 2020. To reach that goal the following policy measures are mentioned in the Austrian NRP: i) National Action Plan for the Equality of Women and Men in the Labour Market, ii) Programme "Women in Technology" (prolonged until 2014); iii) Women's Quota in supervisory boards; iv) Pay scheme transparency; v) Pay calculator;

The strategies for the reduction of the gender segregation of the labour market are laid down in the National Action Plan for the Equality of Women and Men in the Labour Market. The NRP states that 45 per cent of the measures have already been implemented (which cannot be verified up to now). For the expected impact of these measures see Annex I. In 2011 the federal government committed itself to establish a women's quota in supervisory boards in state-affiliated businesses. By 2018 35% of the members of any supervisory board returned by the federal government are to be women.

To narrow the gender pay gap the chosen strategy is the pay scheme transparency: since 2012 companies as from 500 employees are obliged to make their payroll schemes public. The other tool is the pay calculator ([www.gehaltsrechner.at](http://www.gehaltsrechner.at)). This tool should provide information and provide the users with orientation if their wage corresponds to the average real wage. The pay scheme transparency and the pay calculator can have a positive impact on the consciousness about gender pay discrimination.

*Guideline 8: Developing a skilled workforce responding to labour market needs and promoting lifelong learning*

The Austrian NRP does not propose explicit measures for the development of a skilled workforce. The NRP contains the Lifelong Learning Strategy which has been finally issued after years of preparation and coordination between all involved stakeholders in July 2011. The National Platform has been set up in spring 2012. The Austrian NRP mentions only a part of the measures which were developed in the Lifelong Learning Strategy without going further into details of implementation.

*Guideline 9: Improving the quality and performance of education and training systems at all levels and increasing participation in tertiary or equivalent education*

The Austrian target is to reduce the number of early-school leavers, lowering the drop-out rate to 9.5%, whilst increasing the share of the population aged 30-34 having completed tertiary or equivalent education to at least 38% in 2020. In the framework of the Euro Plus Pact, the scheduled measures are an Austrian University Plan, an increase in the number of places in technical colleges, an improvement of the research-based teaching and learning situation and the expansion of all-day schools. Additionally, the NRP lists measures that should increase the share of university graduates in general and the number of

graduates from natural sciences and technical studies in particular. For the improvement of the education level and the reduction of the drop-out rate a set of measures is provided which deal mainly with a reorganisation of the school system. The development of the new middle school (*Neue Mittelschule*) to be the standard school is the central reform project which includes the target to broaden equal chances for all school students. As **the planned measures do not include a gender mainstreaming strategy** e.g. targeting the horizontal gender segregation in the education and training system, no effects can be seen from a gender perspective.

*Gender equality objective 5: Reduce inequalities in educational attainment for men and women and/or combat gender stereotypes in education and training*

The Austrian NRP 2012 does not contain any specific analysis or policy measures tackling gender inequalities in education. A consistent problem in the Austrian education system is the pronounced horizontal gender segregation at all educational levels. To tackle this problem systematic gender awareness in vocational orientation is needed and should be included in the measures described in the NRP.

*Guideline 10: Promoting social inclusion and combating poverty*

The Austrian target is to reduce the number of people who are at risk of poverty or social exclusion within the next ten years by at least 235,000 persons. The NRP contains the care fund (with EUR 1,335m from 2011 to 2016), projects for combating long-term unemployment (ESF), the minimum benefits to cover the living costs (*Bedarfsorientierte Mindestsicherung*) or measures to prevent health risks at the workplace. The strategy for the improvement of income situation for women is described on a general level. To prevent the poverty risk of young people, the measure Coaching Youth was created. In general, for most of the measures in the NRP, it is difficult to ascertain in which way they should prevent poverty and social exclusion.

*Gender equality objective 4: Reduce at risk of poverty rates among women*

Relevant policy measures for this objective are: i) Increasing the transparency of incomes; ii) Awareness campaigns reaching young girls and helping them when making career decisions iii) Improvement of child-care services and nursing services.

The measures announced or taken to reduce the at-risk-of-poverty rates among women coincide with the measures described in the parts of the document dealing with the situation on the labour market. Only the "awareness campaigns to reach young girls" (NRP 2012: 46) are announced as a specific measure, which is not depicted in more detail. Concerning poverty, single mothers are identified as an especially threatened risk group but no specific strategies or measures are set addressing this group.

**Overall assessment:** At a first glance the NRP refers to the gender-relevant recommendations Austria should take action for; all aspects addressed in the recommendations are mentioned in the NRP. At a second glance one might state that some of the recommendations are addressed very superficially, simply promising that Austria will tackle the mentioned problems without specifying concrete interventions.

Bridging Austria's high gender pay gap should stay on the agenda. It is strongly linked with women's concentration in low-paid labour market segments and the high concentration of part-time working women in those sectors. Concentrating on these problems might also reduce women's poverty rate.

Regarding the reduction of the high gender pay gap, the equal pay reports can be seen as a step towards an increase of awareness in companies. The equal pay reports are compulsory for companies with more than 500 employees since 2012, for companies with more than 250 employees in 2013 and with more than 150 employees in 2014. Guidelines for the implementation of the equal pay reports in companies have been distributed by the Minister for Women and the Civil Service. These guidelines have been distributed also amongst shop assistants to support their active involvement in implementing equal pay reports in their respective companies.

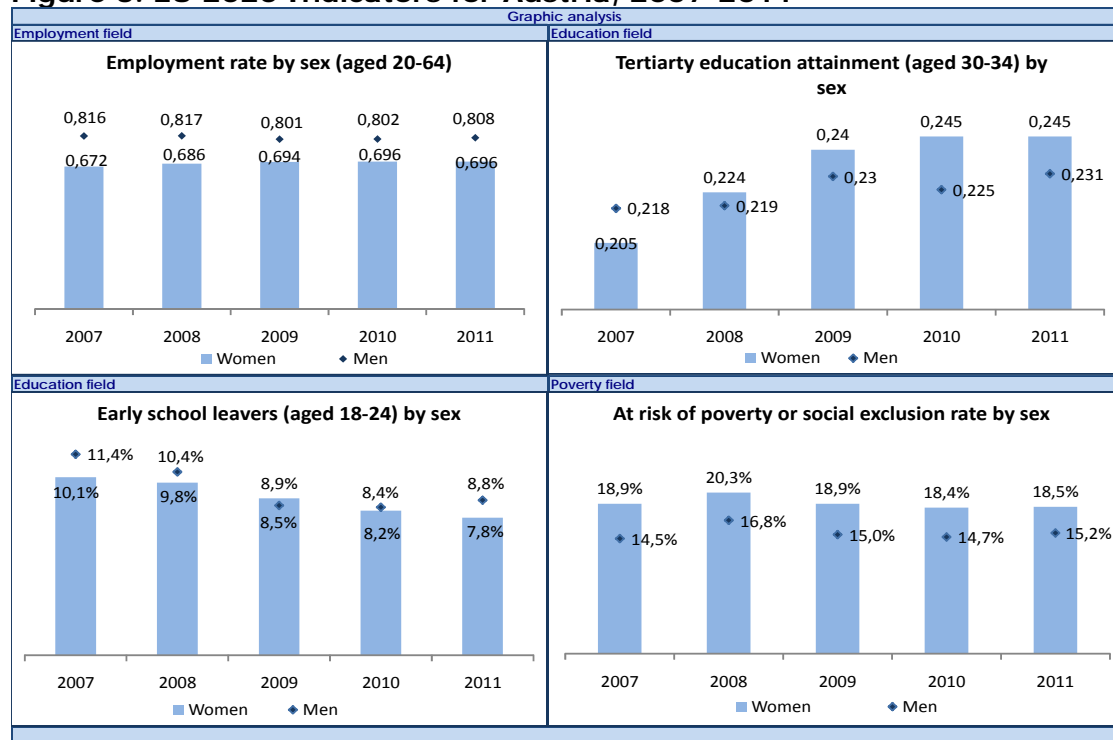
The most obvious finding of the gender analysis of the Austrian NRP is that the analyses and measures are mainly focusing on the employment area and on poverty and social exclusion. The gender segmentation in the labour market is identified as one of the main challenges and one of its determinants is the unequal distribution of care obligations between women and men; nevertheless, men are not addressed when it comes to a more equal distribution of care duties. No concrete measures are proposed in this respect, only on a very general level it is formulated: "The promotion for fathers to take paternal leave is to support, with a view to that drawback, changes in the current behaviour (NRP 2012: 47)."

The Federal Minister for Women and the Civil Service presented the "National Action Plan for Gender Equality in the Labour Market" in June 2010. This NAP defines four strategic goals and priority fields of action: diversifying educational paths and career choices and gender-sensitive career orientation; increasing labour force participation of women with special emphasis on full-time employment; boosting the percentage of women in leadership positions; reducing the gender pay gap. This National Action Plan could serve as a solid basis for the development of concrete policy measures for the improvement of gender equality. It is not reasonable that the strategic goals and priority fields of the NAP cannot be found in the NRP. Although Austria has politically and legally put itself under the obligation to implement the Gender Mainstreaming strategy in national policies, this strategy was not consistently used for the preparation of the Austrian NRP.

**Table 5. Overview of EU 2020 Indicators for Austria, 2007-2011**

Indicator	2007			2008			2009			2010			2011		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Employment field</b>															
Employment rates by sex (aged 20-64)	81,6%	67,2%	74,4%	81,7%	68,6%	75,1%	80,1%	69,4%	74,7%	80,2%	69,6%	74,9%	80,8%	69,6%	75,2%
Employment rates by sex (aged 30-39)	93,4%	77,4%	85,4%	92,8%	79,2%	86,0%	91,2%	80,1%	85,6%	90,3%	79,6%	84,9%	91,6%	80,1%	85,9%
Employment rates by sex (people with 0-2 ISCED level) (aged 20-64)	68,6%	52,5%	58,3%	67,1%	51,7%	57,3%	64,2%	50,9%	55,6%	64,3%	51,4%	56,1%	65,5%	51,0%	56,4%
Employment rates by sex (people from extra EU-27 countries) (aged 20-64)	72,7%	49,9%	61,5%	74,1%	48,4%	61,3%	70,3%	51,5%	60,9%	71,2%	52,7%	62,0%	73,5%	51,8%	62,8%
Employment rate by sex (aged 20-49) without children	88,5%	83,5%	86,3%	87,9%	84,1%	86,2%	85,8%	84,0%	85,0%	85,4%	84,6%	85,1%	86,1%	84,4%	85,3%
Employment rate by sex (aged 20-49) with children	93,3%	73,7%	82,6%	93,3%	75,2%	83,4%	92,1%	76,7%	83,7%	92,1%	76,6%	83,6%	93,7%	77,2%	84,7%
Gender pay gap: proportion of the earnings of female workers over male workers earnings (aged 15-64)			25,5%			25,5%			25,4%			25,5%			
Part-time rates by sex (aged 20-64)	6,0%	41,8%	22,2%	6,7%	42,2%	23,0%	7,3%	43,6%	24,3%	7,7%	44,2%	24,8%	7,7%	44,5%	24,8%
Horizontal segregation: proportion of employed in education, health and social work activities over total employed by sex (aged 15-64)	6,4%	23,1%	14,0%	6,9%	23,9%	14,7%	7,3%	25,8%	15,9%	7,6%	25,9%	16,1%	7,3%	25,3%	15,7%
Vertical segregation: proportion of employed in managers occupations by sex (aged 15-64)	9,5%	4,1%	7,1%	9,0%	4,2%	6,8%	9,0%	3,8%	6,6%	8,7%	4,0%	6,6%	6,9%	3,0%	5,1%
<b>Research and development field</b>															
Total R&D personnel by sex (absolute numbers)	62.887	26.571	89.458	n.d.	n.d.	n.d.	66.523	29.979	96.502	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Share of women and men over the total R&D personnel	70,3%	29,7%	n.d.	n.d.	n.d.	n.d.	68,9%	31,1%	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Head count researchers, by sex (absolute numbers)	39.418	14.172	53.590	n.d.	n.d.	n.d.	42.464	16.877	59.341	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Share of women and men over total researchers (%)	73,6%	26,4%	n.d.	n.d.	n.d.	n.d.	71,6%	28,4%	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Percentage of HRST 'core' over total population, by sex (aged 15-75)	8,0%	6,8%	7,4%	8,1%	7,0%	7,6%	8,5%	7,8%	8,1%	8,7%	7,7%	8,2%	8,7%	8,0%	8,4%
<b>Internet field</b>															
Percentage of individuals using the Internet, at least, once a week, by sex	67%	55%	61%	73%	59%	66%	72%	61%	67%	75%	65%	70%	81%	71%	76%
<b>Education field</b>															
Early leavers: proportion of youngsters (aged 18-24) having attained at most lower secondary education and not being involved in further education or training by sex	11,4%	10,1%	10,7%	10,4%	9,8%	10,1%	8,5%	8,9%	8,7%	8,4%	8,2%	8,3%	8,8%	7,8%	8,3%
Tertiary education attainment: proportion of people (aged 30-34) having attained to tertiary education level by sex	21,8%	20,5%	21,1%	21,9%	22,4%	22,2%	23,0%	24,0%	23,5%	22,5%	24,5%	23,5%	23,1%	24,5%	23,8%
Employment by education level: proportion of people (aged 20-64) with low education level (ISCED 0-2), by sex	11,8%	19,5%	15,3%	11,1%	17,8%	14,2%	10,2%	16,6%	13,2%	10,2%	16,0%	12,9%	10,5%	15,7%	12,9%
Inactivity rates: proportion of inactive people (aged 20-64) over total population (SCED level 0-2) by sex	24,9%	43,1%	36,6%	27,3%	44,5%	38,3%	27,5%	44,8%	38,6%	28,1%	45,1%	38,8%	27,5%	45,1%	38,5%
Proportion of people (aged 25-64) participating in lifelong learning by sex	11,6%	14,0%	12,8%	12,2%	14,2%	13,2%	12,8%	14,7%	13,8%	12,7%	14,7%	13,7%	12,2%	14,5%	13,4%
Proportion of people participating in training LMP over people wanting to work by sex	20,0%	15,7%	17,6%	20,8%	16,6%	18,5%	19,9%	17,5%	18,6%	20,5%	18,0%	19,2%			
Proportion of people (aged 15-34) not in employment, education or training (NEET) by sex	6,3%	13,9%	10,1%	6,2%	13,0%	9,6%	7,2%	12,5%	9,9%	7,6%	12,0%	9,8%	6,6%	11,7%	9,2%
<b>Poverty field</b>															
People at risk of poverty or social exclusion by sex, AROPE (proportion)	14,5%	18,9%	16,7%	16,8%	20,3%	18,6%	15,0%	18,9%	17,0%	14,7%	18,4%	16,6%	15,2%	18,5%	16,9%
People at risk of poverty or social exclusion by sex, AROPE (thousands)	579	796	1.376	677	855	1.532	607	800	1.406	595	778	1.373	620	787	1.407
People at risk of poverty by sex (proportion)	10,6%	13,3%	12,0%	11,2%	13,5%	12,4%	10,7%	13,2%	12,0%	10,7%	13,5%	12,1%	11,7%	13,5%	12,6%
People at risk of poverty by sex (thousands)	425	561	986	451	568	1.018	433	559	993	432	571	1.004	477	574	1.051
People (aged 0-59) living in households with very low work intensity by sex (proportion)	6,6%	9,7%	8,1%	6,6%	9,0%	7,8%	5,6%	8,7%	7,2%	6,7%	8,8%	7,7%	7,0%	9,1%	8,0%
People (aged 0-59) living in households with very low work intensity by sex (thousands)	213	310	523	213	290	503	182	280	461	217	280	497	227	292	519
Severely material deprived people by sex (proportion)	3,1%	3,5%	3,3%	6,0%	6,7%	6,4%	4,4%	5,1%	4,8%	3,9%	4,6%	4,3%	3,5%	4,3%	3,9%
Severely material deprived people by sex (thousands)	123	146	269	241	283	524	178	216	395	160	196	356	142	183	325
People at risk of poverty before social transfers by sex	40,1%	46,6%	43,4%	39,3%	45,3%	42,4%	39,7%	45,9%	42,9%	39,6%	45,8%	42,8%	40,8%	46,3%	43,6%
People at risk of poverty or social exclusion (AROPE) with 65 or more (proportion)	10,0%	18,7%	15,1%	13,7%	19,9%	17,3%	11,6%	19,9%	16,4%	11,0%	19,4%	15,8%	12,0%	20,8%	17,1%
People from extra-EU27 countries at risk of poverty or social exclusion (AROPE) by sex	26,0%	31,3%	28,6%	40,0%	39,9%	40,0%	31,6%	35,3%	33,5%	32,6%	39,3%	36,1%	32,9%	33,7%	33,3%

**Figure 3. EU 2020 Indicators for Austria, 2007-2011**



Source: Eurostat (2012).

## 4.3 Greece<sup>64</sup>

### 4.3.1 Overview: Recent Economic Outlook

At the beginning of the 2000s, Greece had a lot to catch up upon in terms of gender equality in comparison with other countries. The extent and speed of catching up were largely dictated by the macroeconomic environment. In the period up to 2007, a strong growth was accompanied by some gender equality improvements. Once the positive trend reversed and the accumulated sovereign debt burst leading the country into a maelstrom, gender equality developments became dependent from the developments in the bailout procedure.

Greece has been exempted by the Council<sup>65</sup> from the obligation to submit a fully-fledged NRP for 2012-2015 (as well as for the Stability and Growth Pact and the Excessive Imbalances Procedures) given that it is the beneficiary of a bailout since May 2010. The latest document encompassing objectives, goals, timeframes and processes is the Memorandum of Understanding (since March 2012 the Second MoU).<sup>66</sup> Under the bailout procedure,<sup>67</sup> the MoU is a document negotiated between the Government and the Troika of creditors (IMF, ECB, Commission); it plays the role that the NRP does in other countries - yet in a more binding fashion. It is important to note that despite the fact that the Commission makes up one third of the troika, gender balance as a separate target is not *explicitly* mentioned in the MoU documents.<sup>68</sup> The 'NRP' submitted in early 2012 has thus already been superseded by developments.<sup>69</sup> MoUs and their regular (quarterly) monitoring exercises have, in theory at least, been guiding policy interventions.<sup>70</sup> Given the strategic decision to stay in the Euro, and that consequently there can be no currency realignment, the adjustment strategy has necessarily been that of '*internal devaluation*':<sup>71</sup> competitive advantage must be regained through wage

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<sup>64</sup> by Antigone Lyberaki

<sup>65</sup> SEC (2011b) 717 final, 7.6.2011. "Assessment of the 2011 National Reform Programme and stability programme for GREECE", Commission Staff Working Paper, European Commission

For the final draft approved by the Council see:

Council Recommendation on the National Reform Programme 2011 of Greece, 20 July 2011, C 213/04

<sup>66</sup> Hellenic Parliament (2012) "Memorandum of Understanding between the European Commission and the Hellenic Republic", (ΦΕΚ Α28 published in 14-2-2012)

<sup>67</sup> The Memorandum added to the political economy game a new player with firm veto power – the Troika as the single creditor.

<sup>68</sup> The MoU focuses on the implementation of structural reforms and fiscal consolidation by addressing structural problems of the Greek economy that are well-mentioned by the European Commission. Hence, in purpose, the MoU is closely related to the European Semester, since the implementation of the measures proposed by the MoU will give the opportunity to Greece to follow the policy agenda towards the EUROPE 2020 strategy, as other European countries already do (as described by country specific recommendations that other European countries receive).

<sup>69</sup> The Commission stresses the urgency of implementing the planned measures to comply with Council Decision (2010/320). Hereby recommends that Greece "fully implements the measures laid down in the Decision 2010/320/EU, as amended by Decision 2011/257/EU, and as further specified in the **Memorandum of Understanding** of 3 May 2010 and its subsequent supplements, in particular the last supplement of 2 July 2011".

<sup>70</sup> See for instance: International Monetary Fund (IMF), (2010), *Greece: Staff Report on Request for Stand-By Arrangement*, IMF Country Report No. 10/110, Washington, DC.

<sup>71</sup> *Internal devaluation* as a policy option aims at restoring the international competitiveness of a country by reducing wages and labour cost. Hence, internal devaluation (i.e. adjustment based on prices and wages) is an alternative of external devaluation especially if the latter is not possible.

containment and structural reforms in the direction of greater flexibility, while finances are brought under control by a combination of expenditure retrenchment and greater tax effort (chiefly through widening the tax base).<sup>72</sup>

Despite confident pronouncements by all parties, implementation has lagged behind expectations – possibly the principal governance issue facing the country. In the end of 2012, the macroeconomic situation remains highly precarious. Structural reforms were poorly implemented, with much domestic effort apparently directed to the selective defence of 'insiders'.<sup>73</sup>

In mid-2012, horizontal cuts in wages and pensions are the order of the day: these have been decided under extreme time and financial constraints to secure fiscal targets, leading to a collapse of private sector jobs chiefly due to a liquidity squeeze. The cuts need to be counterbalanced by additional measures to make up for the shortfalls of budgeted measures. In this search of compensatory measures, the (pre-existing) lack of gender-sensitive data and the low political visibility of gender issues increase the vulnerability of women as victims of gender-blind policies' 'unintentional effects'. Thus, gender equality can be the victim of a policy roller-coaster: the magnitude of the macroeconomic challenges necessitates gender-blind interventions that dwarf the importance of better targeted interventions for women and men in a way that they look like "mere aspirins in a highly complex illness".

**The macroeconomic situation in mid-2012:**<sup>74</sup> Greece is in a prolonged and deepening recession since 2008 (GDP: 2011 -6.9%, 2012 -7.5%). Progress was recorded on unit labour costs (down by 9.5%) and the primary deficit.<sup>75</sup> The latter was reduced by 6% of GDP, leaving a further 5.5% of GDP to be made up. The outlook of the Greek economy in spring 2012 (the last troika examination before two elections and change of government in June 2012) did not leave room for optimism. There was no margin for programme slippages or adverse shocks.<sup>76</sup> Half a year later (October 2012), further cuts are necessitated and are under negotiation.

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See: Wasmer, E. (2012), An introduction to the special feature section: Price, wage and employment adjustments in 2007–2008 and some inference for the current European crisis, *Labour Economics*, 19 (5): 769-771.

<sup>72</sup> This is part of the Memorandum of Understanding.

<sup>73</sup> The term 'outsiders' is frequently used in labour economics in the context of a two-speed labour market. See for instance, Borjas 2007, Boeri 2011

Boeri, T. (2011), "Institutional reforms and dualism in European Labor Markets" in D. Card and O. Ashenfelter, *Handbook of Labor Economics*, vol 4B, Elsevier-North Holland, Amsterdam: 1173- 1236.

Borjas, G. (2007), "Labor Economics", (4<sup>th</sup> ed.), *McGraw-Hill International Editions*

To describe the position of well-placed groups 'insiders' at the expense of the unprotected and residual groups of 'outsiders'. The insiders were chiefly in protected sectors –in the government, the public sector and the large state-dependent private sector. Outsiders, on the other hand were found in the private sector, or in areas where *internal* protection could not compensate for openness.

<sup>74</sup> Because of Greece being under a particular regime, it does not participate in the stability and growth pact.

<sup>75</sup> The primary deficit (or surplus represent all government outlays, except interest rates payments, less all government revenue (i.e. *Primary deficit = noninterest outlays – total revenue*). The distinction between *Total deficit* (ie *primary deficit + interest payments*) and *Primary deficit* highlights the role of public debt in the budget (Dornbusch and Fischer, 1987: 597).

See: Dornbusch, R. and Fischer, S. (1987), 'Macroeconomics', McGraw-Hill.

<sup>76</sup> IMF (2012) *ibid*



### 4.3.2 Gender Challenges and existing gender gaps

From a gender perspective, the Greek situation is characterised by gender gaps in employment and unemployment;<sup>77</sup> pay gaps;<sup>78</sup> gender gaps in pension income and coverage by the pension system, as well as over-representation of women in precarious and low paid jobs. The gender gaps reinforce the macroeconomic 'deficits': **i)** the competitiveness problem nurtures a large grey sector characterised by insecurity of employment and low wages; **ii)** the welfare state provision deficit necessitates a 'shadow' or 'informal' welfare state whereby care, and solidarity are supplied by the family and where women shoulder most of the effort; and **iii)** wide inequalities lead to labour market dualism.

**Gender gaps in employment:** Despite the increase in employment of women in Greece over the past decades,<sup>79</sup> their employment rates continue to lag behind the corresponding figures for EU-27<sup>80</sup>, while men are close to the average. Thus the gender employment gap in 2007 was 27pp, compared to a EU-27 average of 14pp. In 2011 it was 22.5pp (EU average 12.7pp).<sup>81</sup> Maternal employment rates also tend to be lower than for women in other countries.

**Gender Gaps in Earnings:** Gender differentials in Greece are persistent and wide: the overall gender pay gap was 25.5% in 2011.

**Gender Gaps in Pensions:** Old-age pension coverage differs substantially leading to an overall pension gender gap of 34pp.<sup>82</sup> Equally important are gender gaps in old-age pension entitlement by cohort, a 32pp difference for those aged 65-80 and an even higher for those aged over 80 years.<sup>83</sup>

**'Gaps' in perceived gender roles:** Analysis of the 2010 data for Greece indicates stereotypical perceptions on gender roles and an entrenchment of the 'male breadwinner' standard. For instance, 62% of men agree with the view that 'women have to be available to stop employment for family reasons'. Remarkably, 59% of women concur. 53% of men agree that 'men have to have a priority when jobs are scarce', while 38% of women follow.

<sup>77</sup> Nicolitsas, D. (2006), "Female Labour Force Participation in Greece: Developments and Determining Factors." Bank of Greece Economic Bulletin 26: 7-35.

<sup>78</sup> Papapetrou, E. (2004), "Gender Wage Differentials in Greece," Economic Bulletin, Bank of Greece, Economic Research Department, issue 23, pages 47-64, July.

<sup>79</sup> Lyberaki, A. (2011) "Migrant Women, Care work and Women's employment in Greece", *Feminist Economics*, 17 (3): 103-131

<sup>80</sup> Nicolitsas (2006) *ibid*

<sup>81</sup> Population aged 20-64.

<sup>82</sup> Tinios, P. and Georgiadis, T. (2012) 'Gender gap in pension income: findings from the analysis at regional level in Greece'. Paper presented at the 10<sup>th</sup> ERSA-GR (European Science Regional Association) conference on Economic crisis and policies for development and cohesion (Thessaloniki, 2012).

<sup>83</sup> One might interpret these gaps in old-age pension entitlement as long-term outcomes (or reflections) of labour market participation gaps of the same cohorts earlier on in their lives. See for instance:

Lyberaki, A. Tinios, P. and Georgiadis, Th. (2012), 'Gender and the Transmission of Lifetime Inequality: An empirical Analysis of Micro-Data From Diverse "Worlds of Welfare Capitalism"', Paper presented at the 2<sup>nd</sup> conference on Applied Economics, University of Thessaly, April 2011.

Lyberaki, A. Tinios, P. and Papadoudis, G. (2011) 'A-Typical Work Patterns of Women in Europe: What can we Learn From SHARELIFE?', in: Börsch-Supan A., Brandt M., Hank K., and Schröder M., (eds): *The Individual and the Welfare State. Life Histories in Europe*. Springer: Heidelberg:137-150

### 4.3.3 Gender trends regarding the EU2020 headline targets throughout the crisis

The early signs of rising unemployment in Greece in 2008 associated with the credit crunch were compounded by a recessionary 'twist' caused by public finance retrenchment from 2010 and accelerating in 2011. This resulted in a 14.6pp increase in the unemployment rate of persons aged 15-64 between 1Q2007 and 1Q2012. Almost two-thirds of this increase occurred from 2011 when the rate increased by 9.4pp. All projections expect the rate to increase until 2014.<sup>84</sup> Whereas in the early years of the crisis layoffs in construction explained a large part of the unemployment,<sup>85</sup> its increase since then has been broader and led to the ever continuing prevalence of female unemployment.

Focusing on the gender dimension, unemployment accelerated after 2008 both for men and for women.<sup>86</sup> The gender gap in unemployment declined from 8.3pp in 1Q2007 to 6.2pp in 1Q2009. Since then, it remained at a level above 6pp (for instance in 2Q2012 21% of men were unemployed and 27.5% of women).

Young men and women (16-25) were hit particularly hard by unemployment resulting from the crisis, especially from end 2009 onwards and resulted in a sharp increase from 4Q2009 to 4Q2011 of more than 20pp for both men (22.1pp) and women (20.1pp). Consequently, in 2Q2012, unemployment for young women exceeds 62% and for men of the same age it is almost 47%.

Turning to the labour participation reaction of women and men through the crisis, two 'stylised facts' stand out:

**1. Women are 'added workers':**<sup>87</sup> *Labour market participation rose by 2.4pp among women aged 20-64 years between 1Q2009 and 1Q2012.* The opposite appears to hold for men, who seem to become discouraged and leave the labour market.

**2. The effect is countercyclical.** Since 1Q2009 data exhibit a higher activity rate of women aged 20-64. As the downturn deepens, women's participation increased, in an effort to compensate for the fall in household's income.<sup>88</sup>

These effects are especially notable for women aged 25-49, for whom participation increased cumulatively between 1Q2009 and 1Q2012 by almost 4pp. This also applies for other age groups. Migrant women are added workers to a greater extent, the mirror image of migrant men.<sup>89</sup>

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<sup>84</sup> Nicolitsas, D. (2012) Participation in the Greek labour market: recent developments. *Centre of Planning and Economic Research (KEPE) Greek Economic Outlook 17* (2012), 41-49

<sup>85</sup> Lyberaki (2011), 'Gender Aspects of the Economic Turndown and Financial Crisis', Directorate General for Internal Policies, Policy Department C: Citizen's Rights and Constitutional Affairs: Gender Equality. European Parliament

<sup>86</sup> Lyberaki (2013) 'The crisis and women's economic independence: some warnings from Greece', *Journal of Critical Studies in Business and Society* (forthcoming).

<sup>87</sup> The term 'added workers', is used to describe a type of behaviour that characterizes marginal and occasional earners who search for work or for additional work when their partner loses his job.

<sup>88</sup> Bettio and Verashchagina (2011) suggest that the shift from dual to female breadwinner couples was more pronounced in some of the countries worst and first hit by the crisis. In Greece, dual breadwinner couples lost ground (-1.2%) mainly to the advantage of female breadwinner couples (+4.4%), while male breadwinner couples decreased their share (-3.2%).

<sup>89</sup> Lyberaki 2013 *ibid*

Though at-risk-of-poverty data covering the crisis period will only be available from 2013, measures of poverty in *absolute* terms<sup>90</sup> already show deterioration (Hellenic National Social Report, 2012)<sup>91</sup>. As could be expected, unemployment deepens poverty (Matsaganis and Leventi, 2011<sup>92</sup>; Mitrakos and Zografakis, 2012)<sup>93</sup> Evidence that documents the increasing insecurity felt is shown by Eurobarometer<sup>94</sup> findings where the stated ability to afford health care and long-term care was severely affected between 2010 and 2011 (Table 6).

**Table 6: (%) of persons reporting that it has become much more difficult to afford healthcare and long-term care over the past six months, Greece**

Greece	(%) who report that it has become much more difficult to afford healthcare in the last 6 months			
Healthcare affordability	EB Dec. 2011	EB Oct. 2010	diff (2011-2010)	ranked (2010 -> 2011)
	35%	20%	15pp	4th -> 1st
Long-term care affordability	(%) who report that it has become much more difficult to afford long-term care in the last 6 months			
	51%	35%	16pp	2nd -> 1st

**Note:** Eurobarometer 338 fieldwork conducted in December 2011; published in April 2012. Eurobarometer 311 fieldwork conducted in October 2010; published in February 2011

#### 4.3.4 Identification and evaluation of policy measures of the NRP relevant for gender equality

Gender awareness is absent in the MoU. The gender perspective is apparently not taken into account in the design and the implementation of policy. Indirectly, the MoU as a policy instrument that aims at economic adjustment and structural reforms nevertheless, includes policy measures with an impact on women's employment: The boxes comment from a gender perspective.

##### **Policy Measure 1: Public sector wage bill reductions**

**Relevant to:** Address vertical and horizontal labour market segregation of women and reduce gender pay gap (Gender equality objective 3)

**Description of the policy measure:** (i) reform of public sector employee compensation introducing new uniform pay scales; these will especially affect sectors which were not paid according to the civil service pay scales such as health workers, defence staff, school and university teachers and others; (ii) personnel reductions (the government will continue to apply the existing 1:5 hiring to attrition ratio; and (iii) controls on hiring (MoU, 2012: 668-669).

**Relevance to gender equality:** Gender was not considered in policy design, implementation, or monitoring. Nevertheless, one might expect both immediate and long-term gender effects. Closing the wage gap for special regimes (male-dominated and better paid), while protecting the lower paid will reduce the public sector gender pay gap, as well as public-private sector pay differentials. Applying the hiring to attrition ratio will make it harder for well qualified women to find employment as they are mostly qualified for jobs in the public sector. Women's employment prospects will consequently be determined by the

<sup>90</sup> e.g. poverty measured on a constant real poverty line

<sup>91</sup> Hellenic National Social Report (2012), Ministry of Labour, Social Security & Welfare, Athens 2012

<sup>92</sup> Matsaganis, M. and Leventi, C. (2011), "The Distributional impact of the Crisis in Greece" *EUROMOD Working Paper No. EM3/11*

<sup>93</sup> Mitrakos, Th & Zografakis, St., 2012 "The risk of low income for households with unemployed persons during the current crisis" Bank of Greece *Social Policy and Social Cohesion in Greece under conditions of economic crisis.*, (in Greek) pp 173-216

<sup>94</sup> European Commission, (2012), 'Monitoring the social impact of the crisis: public perceptions in the European Union (wave 6)', Flash Eurobarometer 338, DG for Communication, Brussels.

job hiring potential of the private sector which hitherto lagged seriously behind regarding gender balance in application procedures. No compensating action for this has been taken.

**Policy Measure 2: Make the system of collective bargaining function more effectively**

**Relevant to:** i) Address vertical and horizontal labour market segregation of women and reduce gender pay gap (Gender equality objective 3) ii) Increase women's labour market participation (Gender equality objective 1)

**Description of the policy measure:** (i) a modification of the 'after effects' of contract expiration; (ii) a freeze in 'maturity' (referring to automatic increases in wages dependent on time); (iii) removal of 'tenure' in all existing legacy contract in all companies; and (iv) elimination of unilateral recourse to arbitration (MoU, 2012: 683).

**Relevance to gender equality:** The 'marginality effect' faced by women might be lessened, as well as gender inequalities associated with dualism in the Greek labour market. However, it is precisely in those areas where implementation is lagging. In the meantime, women continue to be the first to lose their job, while their re-employment chances are hampered by seniority rules favouring men and prevailing social attitudes (stereotypes).

**Policy Measure 3: Adjustment of wage floors**

**Relevant to:** i) Increase women's labour market participation (Gender equality objective 1)

ii) Address vertical and horizontal labour market segregation of women and reduce gender pay gap (Gender equality objective 3)

**Description of the policy measure:** (i) a reduction in the current levels of the minimum wage by 22 per cent, (ii) a reduction in the minimum wage for youth (under the age of 25) by a further 10% and (iii) review of the minimum wage framework (MoU, 2012: 684).

**Relevance to gender equality:**

Although there is no explicit gender awareness, the measure will in the medium term exert a positive impact on women's labour market participation (facilitating the entry, easing the transition from inactivity, shift from informal to formal labour). In more general terms, it is still not clear whether this measure will result in increasing the risk of poverty and social exclusion in the medium term. The outcome of the measure will principally depend on whether the expected increase in employment (especially of persons who are now in unemployment) will be realised and will lead to an augmented household income in order to compensate for the decrease in income of those who are in employment.

**Policy Measure 4: Adjustment of non-wage labour costs**

**Relevant to:** i) Increase women's labour market participation (Gender equality objective 1)

**Description of the policy measure:** (i) reducing the employer share of social security contributions by 5 pp.; and (ii) the Government will prepare, jointly with social partners, an actuarial study of occupational pension schemes in companies with excessive social security costs (MoU, 2012: 684).

**Relevance to gender equality:** It is expected that this measure will help freeze dismissals in the private sector as costs are reduced and lead to new employment opportunities. Unemployed young persons (especially women) are expected to benefit if employers hire more or reduce layoffs of existing employees (as women are more vulnerable to job loss and at the same time higher qualified).

**Policy Measure 5: Liberalisation of regulated professions**

**Relevant to:** i) Increase women's labour market participation (Gender equality objective 1)

**Description of the policy measure:** The Government screens legislation for 20 professions so as to be in line with the new law opening up restricted professions (MoU, 2012: 685).

**Relevance to gender equality:** It is difficult to make any direct assessment on the gender impact of the planned reform. However, as the rationale underlying this policy measure is to promote investment and growth and to create employment opportunities, it can potentially lead, in the medium term, to improvements in labour market participation of well-educated women as new entrants to the previously regulated professions.

**Policy Measure 6: Pension reform**

**Relevant to:** i) Reduce at risk of poverty rates among women (Gender equality objective 4)

**Description of the policy measure:** A structural pension reform was passed in July 2010 involving (a) increases in retirement ages, with a link to life expectancy from 2020 onwards (b) a move towards using overall career earnings rather than the average of the last five years to calculate pensions (c) two-part public pensions (composed of a common fixed part and one varying with contribution periods) which could involve substantial cuts in entitlements for a given contribution period (d) fund consolidation leading to smaller differences across occupations and (e) 'grandfathering provisions' sheltering those close to retirement from more dramatic changes. The latter, paradoxically given the intention to favour working longer, led to *falls* in the minimum legal retirement age faced by some women over 50 in the medium term as this has led to widespread exit from the labour market by women in 2010-11. **Since 2010** (a) 11 separate ad-hoc pension cuts affected pensions of existing pensioners; (b) The Government intends to adopt a framework law to reform auxiliary pension funds and enact changes in those pension funds which receive high subsidies from the budget; (c) The pension treatment of 'Heavy and Unhygienic Occupations' was reformed (MoU, 2012: 670).

**Relevance to gender equality:**

The immediate effect of pension reforms was to accelerate retirement, particularly among women aged 50+. This increased fiscal strains and created a new group of future low income pensioners, widening in this way the pension gap. Cuts of pensions in payment increased pension insecurity, especially among pensioners with no recourse to property or to informal support. Thus, while the 2010 pension reform was supposed to promote sustainability of the system to 2060, those already retired today are heavily put at risk of poverty and social exclusion as a consequence of the repeated cuts in the payment of pensions - while there are due more cuts to be expected in November 2012 (affecting even people over 80 who have been pensioners for over 15 years).

In the longer term, the projections released in the Ageing Report<sup>95</sup> make clear that the improvement in sustainability is attained through (a) a reduction in pension coverage - i.e. in the ratio of pensioners to population and (b) a reduction in the benefit ratio, i.e. in the extent that pensions replace earnings. In both cases, women will be mostly affected.

Auxiliary pensions, due to be reformed in 2012, supplement primary pensions and are more unequally distributed. The changes to auxiliary funds are likely to lead to reductions in pension income for higher income pensioners, (especially from the public sector and banks, areas with a higher proportion of women employees).

<sup>95</sup> EPC (2012), The 2012 Ageing Report: Economic and budgetary projections for the 27 EU Member States (2010-2060), European Economy 2|2012

**Policy Measure 7: Rationalising of health spending**

**Relevant to:** i) Reduce at risk of poverty rates among women (Gender equality objective 4)

**Description of the policy measure:** (i) Promotion of the use of generics, reduction in profit margins of pharmacists, and extend the coverage of patient contributions to costs (co-payments). (ii) Cash limits on hospitals, implying a hard budget constraint on hospital management covering all expenditure. Consolidation of health insurance funds (MoU, 2012: 670).

**Relevance to gender equality:** The changes to the health system aim to curtail and rationalize pharmaceutical use, to consolidate public health insurance (previously highly fragmented by occupational group), and to rationalize hospital care. These measures will undoubtedly have an impact on health service workers' workload and income (heavily weighted towards women – especially among nursing and auxiliary staff) and might affect ease of access to health care in some cases (e.g. consolidation of the supply side such as hospital closures). The majority of measures, though, such as use of generic drugs, should increase efficiency without major adverse gender impacts.

**Policy Measure 8: Better targeting of social spending**

**Relevant to:** i) Reduce at-risk-of-poverty rates among women (Gender equality objective 4)

**Description of the policy measure:** A planned change in the benefit policy (regarding entitlement issues). Some benefits will become means-tested (e.g. the large family benefit); while for some other the prerequisites for eligibility have become stricter (e.g. the old age solidarity benefit –EKAS).

**Relevance to gender equality:** These cuts affect mostly those in the higher-income brackets. In this framework, it might allow for better targeting of the social benefits towards the lowest parts of the income distribution. In turn this might affect women positively, as women are overrepresented among the poor in Greece, especially among the elderly.

**Policy Measure 9: Reduction in unemployment benefit to EUR 360**

**Relevant to:** i) Reduce at-risk-of-poverty rates among women (Gender equality objective 4)

**Description of the policy measure:** Since 12 March 2012 there is a reduction in unemployment benefit to EUR 360. Previously, unemployment benefits provided income replacement at a flat rate of EUR 470.

**Relevance to gender equality:** This measure will reduce incomes of unemployment benefit recipients, affecting in turn the risk of poverty and social exclusion of unemployed women. Hence, it may jeopardise any progress in reducing poverty rates among women if they cannot profit from measures 3 and 5.

So far, changes in labour protection had little success in promoting employment or even in altering long-established characteristics such as youth and female unemployment.<sup>96</sup>

Despite the legislative activism since 2010: (a) the cost to employers of redundancies is still far greater for white collar rather than blue collar labour,

<sup>96</sup> For a recent overview of developments see:

Nicolitsas, D. (2012) Participation in the Greek labour market: recent developments. *Centre of Planning and Economic Research (KEPE) Greek Economic Outlook 17* (2012), 41-49

leading to actual redundancies for the latter; **(b)** employees of the private sector have to bear the brunt of unemployment and job insecurity; **(c)** liberalization and opening of the product markets and abolition of restrictive entry practices proceeded far more slowly than planned; and **(d)** rather than contending with privileged groups, it was easier to proceed with across the board cuts which is more likely to adversely hit women.

As stated above, in policy making in the post-MoU period gender was not taken into account and resulted in decisions with '*unintended consequences*' for women and men. For example, if the 'male breadwinner model' is seen as the norm, expenditure prioritising 'heads of household' will be seen as more important than social services supporting women's entry in the labour market.

Gender-indifference on the part of the MoU may be understandable due to the nature of the process in relation to the crisis. However, it puts at risk two longer-terms objectives:

**Firstly**, non-implementation of measures that would improve the situation of women and the pattern of "unintended consequences" unfavourable for women cannot be called intentional but is likely to operate in a direction which is dictated by gender stereotypes. In this context, and notwithstanding good initial intentions, the end result may be to crystallise gender inequalities.

**Secondly**, Greece had from the start a longer way to go to meet the EU 2020 targets. Attaining those is not possible without major progress in achieving gender balance objectives such as labour participation. Complacency on gender in the MoU thus risks setting at risk objectives of long-term significance.

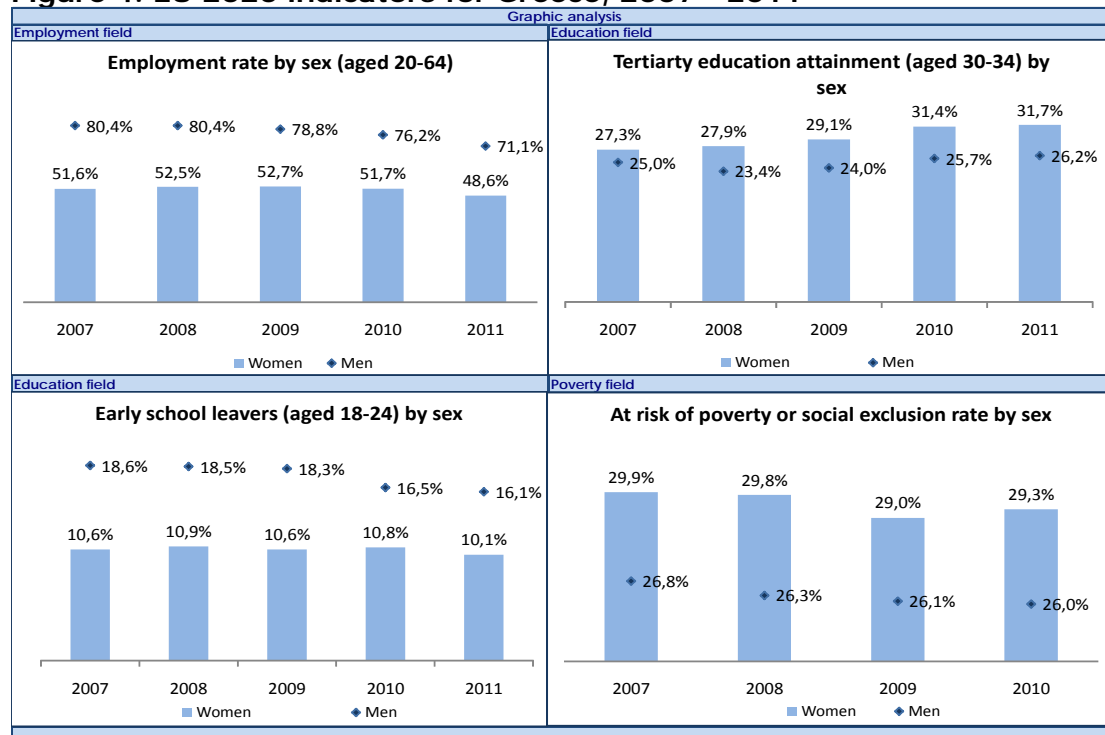
Thus, a cogent plea can be made that the MoU has at least to follow the lead of key European documents such as EU 2020 and in addition considering gender equality.

**Table 7. Overview of EU 2020 Indicators for Greece, 2007-2011**

Indicator	2007			2008			2009			2010			2011		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Employment field</b>															
Employment rates by sex (aged 20-64)	80.4%	51.6%	66.0%	80.4%	52.5%	66.5%	78.8%	52.7%	65.8%	76.2%	51.7%	64.0%	71.1%	48.6%	59.9%
Employment rates by sex (aged 30-39)	93.1%	63.8%	78.5%	93.0%	64.5%	79.0%	91.2%	64.8%	78.1%	87.3%	63.4%	75.7%	82.3%	59.9%	71.3%
Employment rates by sex (people with 0-2 ISCED level) (aged 20-64)	79.9%	39.1%	60.2%	79.9%	39.3%	60.4%	77.9%	39.9%	59.8%	74.2%	39.6%	57.9%	67.9%	37.5%	53.6%
Employment rates by sex (people from extra EU-27 countries) (aged 20-64)	92.9%	51.6%	74.0%	93.8%	51.2%	74.7%	88.1%	53.2%	72.4%	82.6%	52.8%	69.1%	75.7%	47.9%	62.8%
Employment rate by sex (aged 20-49) without children	82.2%	64.0%	74.1%	82.5%	65.7%	75.1%	80.5%	65.4%	73.9%	76.8%	62.4%	70.4%	71.0%	57.2%	64.9%
Employment rate by sex (aged 20-49) with children	94.8%	58.8%	75.3%	95.0%	59.2%	75.4%	93.1%	59.7%	74.8%	90.9%	59.3%	73.6%	85.8%	56.4%	69.7%
Gender pay gap: proportion of the earnings of female workers over male workers earnings (aged 15-64)			21.5%			22.0%			n.d.			n.d.			n.d.
Part-time rates by sex (aged 20-64)	2.3%	9.8%	5.2%	2.3%	9.6%	5.2%	2.7%	10.0%	5.6%	3.3%	10.1%	6.0%	4.1%	10.0%	6.5%
Horizontal segregation: proportion of employed in education, health and social work activities over total employed by sex (aged 15-64)	7.5%	20.7%	12.6%	7.1%	20.2%	12.3%	7.1%	20.6%	12.5%	7.3%	21.5%	13.0%	8.0%	21.6%	13.5%
Vertical segregation: proportion of employed in managers occupations by sex (aged 15-64)	11.8%	7.2%	10.0%	12.3%	7.5%	10.4%	11.9%	7.6%	10.2%	11.8%	7.4%	10.0%	5.3%	2.3%	4.1%
<b>Research and development field</b>															
Total R&D personnel by sex (absolute numbers)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Share of women and men over the total R&D personnel	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Head count researchers, by sex (absolute numbers)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Share of women and men over total researchers (%)	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Percentage of HRST 'core' over total population, by sex (aged 15-75)	10.0%	9.3%	9.7%	10.1%	9.8%	10.0%	9.8%	10.0%	9.9%	9.9%	10.3%	10.1%	10.0%	10.2%	10.1%
<b>Internet field</b>															
Percentage of individuals using the Internet, at least, once a week, by sex	33%	23%	28%	38%	28%	33%	43%	33%	38%	46%	36%	41%	51%	44%	47%
<b>Education field</b>															
Early leavers: proportion of youngsters (aged 18-24) having attained at most lower secondary education and not being involved in further education or training by sex	18.6%	10.6%	14.6%	18.5%	10.9%	14.8%	18.3%	10.6%	14.5%	16.5%	10.8%	13.7%	16.1%	10.1%	13.1%
Tertiary education attainment: proportion of people (aged 30-34) having attained to tertiary education level by sex	25.0%	27.3%	26.2%	23.4%	27.9%	25.6%	24.0%	29.1%	26.5%	25.7%	31.4%	28.4%	26.2%	31.7%	28.9%
Employment by education level: proportion of people (aged 20-64) with low education level (ISCED 0-2), by sex	39.2%	27.9%	34.8%	38.2%	26.7%	33.7%	38.2%	26.8%	33.6%	36.7%	25.9%	32.3%	34.4%	24.7%	30.4%
Inactivity rates: proportion of inactive people (aged 20-64) over total population (ISCED level 0-2) by sex	15.9%	55.3%	34.9%	15.9%	55.2%	34.7%	15.9%	53.8%	34.0%	16.6%	52.9%	33.7%	18.0%	53.1%	34.5%
Proportion of people (aged 25-64) participating in lifelong learning by sex	2.2%	2.1%	2.1%	2.8%	3.1%	2.9%	3.2%	3.3%	3.3%	3.1%	2.9%	3.0%	2.6%	2.3%	2.4%
Proportion of people participating in training LMP over people wanting to work by sex	2.0%	3.1%	2.8%	2.4%	3.3%	3.0%	0.2%	0.3%	0.3%	0.2%	0.3%	0.2%	n.d.	n.d.	n.d.
Proportion of people (aged 15-34) not in employment, education or training (NEET) by sex	9.2%	25.6%	17.3%	9.2%	24.6%	16.8%	10.2%	25.2%	17.6%	13.8%	27.6%	20.5%	19.5%	31.1%	25.2%
<b>Poverty field</b>															
People at risk of poverty or social exclusion by sex, AROPE (proportion)	26.8%	29.9%	28.3%	26.3%	29.8%	28.1%	26.1%	29.0%	27.6%	26.0%	29.3%	27.7%	n.d.	n.d.	n.d.
People at risk of poverty or social exclusion by sex, AROPE (thousands)	1.423	1.641	3.064	1.404	1.642	3.046	1.402	1.605	3.007	1.401	1.630	3.031	n.d.	n.d.	n.d.
People at risk of poverty by sex (proportion)	19.6%	20.9%	20.3%	19.6%	20.7%	20.1%	19.1%	20.2%	19.7%	19.3%	20.9%	20.1%	n.d.	n.d.	n.d.
People at risk of poverty by sex (thousands)	1.041	1.150	2.191	1.048	1.140	2.187	1.028	1.121	2.149	1.044	1.161	2.205	n.d.	n.d.	n.d.
People (aged 0-59) living in households with very low work intensity by sex (proportion)	6.4%	9.6%	8.0%	6.0%	8.8%	7.4%	5.2%	7.8%	6.5%	6.4%	8.5%	7.5%	n.d.	n.d.	n.d.
People (aged 0-59) living in households with very low work intensity by sex (thousands)	268	394	662	249	362	611	218	321	539	270	349	619	n.d.	n.d.	n.d.
Severely material deprived people by sex (proportion)	10.6%	12.3%	11.5%	10.1%	12.2%	11.2%	10.2%	11.7%	11.0%	10.9%	12.2%	11.6%	n.d.	n.d.	n.d.
Severely material deprived people by sex (thousands)	564	674	1.238	539	674	1.213	550	647	1.198	589	680	1.269	n.d.	n.d.	n.d.
People at risk of poverty before social transfers by sex	39.6%	44.2%	41.9%	39.1%	43.9%	41.5%	39.6%	44.3%	42.0%	40.8%	44.9%	42.8%	n.d.	n.d.	n.d.
People at risk of poverty or social exclusion (AROPE) with 65 or more (proportion)	26.9%	33.6%	30.6%	24.6%	30.9%	28.1%	24.9%	28.4%	26.8%	22.9%	29.8%	26.7%	n.d.	n.d.	n.d.
People from extra-EU27 countries at risk of poverty or social exclusion (AROPE) by sex	52.9%	50.8%	51.9%	46.1%	46.7%	46.4%	45.9%	45.1%	45.5%	53.0%	51.5%	52.2%	n.d.	n.d.	n.d.



**Figure 4. EU 2020 indicators for Greece, 2007 - 2011**



Source: Eurostat (2012).

## 4.4 Italy<sup>97</sup>

### 4.4.1 Overview: Recent Economic Outlook

The persistent economic crisis is mirrored in a continuous decline of the economic activity during 2012 with a slight improvement only last September - when it diminished to a lower pace compared to the two previous quarters of the year. The demand is low both for consumption and investments. This reflects the tensions on the financial markets as well as the weak confidence of households and firms related to the diminishing disposable income for public budget measures to improve national accounts.

A severe spending review has been implemented to reduce the debt in all public administrations. Several cuts to public services in the sectors of health, care, and education have been envisaged and a higher control over welfare benefit grants will be implemented. The intervention has also an impact on salary levels for the public sector over the coming years. Moreover these cuts sum up to the already adopted budget cuts in public expenditure within the consolidation plan for the period 2011-2014 and even before. All these measures are expected to impact more on women, who on the one hand are overrepresented as informal carers for children and the elderly (and hence use public services more intensively to reconcile care obligations and work) and have higher staff proportions as public employees on the other.

As a further consequence, cuts in public services and in welfare provisions are likely to increase the amount of unpaid work and care responsibilities with a greater impact for women than for men. This will worsen the already existing **disparity in care workload between women and men**. Finally, given the more fragmented professional careers of women due to family responsibilities and their lower earnings, their risk to receive a low pension when retired. The recent reform on pensions as well as the previous reforms that have been implemented in the last 20 years accentuated these effects. No specific gender attention appears in the acts to have been put forward so far.

In addition to the pension reform, a labour market reform has been implemented. Both these reforms were aimed at improving national accounts and at strengthening the financial markets' confidence in both the financial sustainability of the sovereign debt and the capacity of the Italian industry to recover.

Expectations on the economic situation seem increasingly positive among entrepreneurs (as business surveys conducted by the Bank of Italy show), but the return to growth is still far from becoming a reality. As the national market is so weak at present, the Italian economic activities rely more on exports - especially extra- EU exports. The performance of the country in this regard has been relatively good as the current balance of trade shows. However, optimism should be limited as this is related also to the fall in imports caused by the contraction in domestic demand.

As a consequence of the general economic situation, the employment picture is mixed and rather tending to the negative and the same holds for its outlook. The

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<sup>97</sup> by Silvia Sansonetti

employment remained practically stable in the second quarter, and the increase in the labour force is concentrated among younger age groups, women and in the Southern regions. However, while the activity rates for these categories are growing, unemployment rates follow the same direction amplifying the negative effects of the economic crisis on families, who have to rely more and more only on one breadwinner (as the unemployment grows) and suffer from the reduction in gross earnings.

Gross earnings, in fact, shrank in real terms for two reasons: the growing of indirect taxes and the high inflation rate (above 3 per cent in the third quarter) due to the rise of energy prices. The outlook for inflation however points to a decrease.

#### 4.4.2 Gender Challenges and existing gender gaps

The main gender challenge in Italy is the low level and the discontinuity of women's participation in the labour market and the still disproportionately uneven burden of family care on women. In this context, two phenomena and their respective indicators pointing at the disadvantage of women in the labour market, perform better in Italy than in other EU countries: namely segregation in employment and the gender pay gap. Segregation is smaller either when measured in occupations or in sectors. It is slightly below the EU averages. The same holds for the gender pay gap that is at the lowest levels of the European ranking. However, these apparently positive signs actually hide the fact that the level of working women is rather low, in particular for those with low potential salaries.

The low level of participation of women in the labour market is a crucial issue in terms of access to emancipation opportunities for women as well as regarding opportunities to escape from poverty and social exclusion at present and for the future. The difficulty of women in accessing the labour market is strongly affected by the lack of care facilities that may relieve women from the burden of care work for small children and the elderly at home.

Gender mainstreaming is limited and institutional mechanisms to ensure gender equality are still poor or poorly implemented.

In 2006, existing laws on equal opportunities converged into one all-inclusive legislative decree, the "Code for parity between men and women" (D.Lgs n.198/2006) which touches upon the most relevant themes. The Code regulates several aspects of day-to-day life and its measures span across: **i)** the promotion of gender equality; **ii)** the relationship between partners and the fight against domestic violence; **iii)** gender equality in the labour market; **iv)** maternity and paternity leave; **v)** the promotion of female entrepreneurship and **(vi)** women's participation in political life. In particular, the promotion of gender equality is supported by the explicit prohibition of discrimination in access to the labour market, in salary, in pension rights, in working careers (including military careers) and dismissal for getting married.

The Italian legal framework for gender equality touches upon the most relevant themes such as employment. Reconciliation plays a very important role and has been recently enhanced. However it is still more favourable for holders of standard employment contracts. Short paternity leaves and parental leaves available for both parents but no sufficient incentives for primary family earners,

generally men, are provided. There is also a very interesting law on flexible working time arrangements which may allow also the implementation of positive actions in the workplace in the public and private sectors.

However, it is important to note that there is a lack of binding conditions and economic incentives for the implementation of these laws. This does not allow for all the benefits to be realised from its enforcement.

#### 4.4.3 Gender trends regarding EU2020 headline targets throughout the crisis

General employment levels in Italy were about 63% in 2008 and declined from 2009 onwards with a relative stabilization and increase in 2011 to 61.2%. In this period, men's employment rate declined constantly from 75.8% in 2007 to 72.6% in 2011. The decline took place already between 2008 and 2009 when general employment was still on the rise. Women's employment rose between 2007 and 2008 from 49.9% to 50.6% and dropped to 49.5% in 2010, stopping the decline in 2011 when it recovered at 49.9%.

The rate of early school leavers diminished from 19.7% in 2007 to 18.2% in 2011. For men the figures dropped constantly from 22.9% in 2007 to 21.0% in 2011. For women the trend became significant in 2010 and 2011 only, indicating a long term drop from 16.4% in 2007 to 15.2% in 2011. However, in Italy as in all EU Countries, women's drop-out levels are systematically lower than men's.

Between 2007 and 2011 tertiary educational attainment levels for 30-34 year olds showed a continuous increase (with exception in 2009) from 18.6% to 20.3%. For men, the increase was rather moderate from 15.0% in 2007 to 15.9% in 2011. The increase for women was stronger from 22.3% in 2007 to 24.7% in 2011.

The Italian target aims at lifting about 2.2 million people out of poverty by 2020. This target appears ambitious in comparison with the target set by the EU 2020 strategy for the Union as a whole.

The risk of poverty and social inclusion constantly diminished between 2007 and 2010 from 26.1% to 24.5%. For men, the figures decreased from 26.1% in 2007 to 24.5% in 2010. For women, it decreased from 28.2% in 2007 to 26.3% in 2010. For 2011 there was no data available.

Eurostat data on the risk of poverty are not available yet for 2011. However, the most recent data on poverty made available by ISTAT, the Italian Institute of Statistics (2011, published in 2012) show that the absolute<sup>98</sup> risk of poverty for Italian families (which is calculated by Istat on the basis of consumption, whereas Eurostat calculates the risk on the basis of income), has increased between 2010 and 2011 (it was 4.6 in 2010 and reached 5.2 in 2011).

Thus, the crisis has had a relevant impact on the poverty risk of Italian families while different methodological approaches draw different pictures of the trends.

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<sup>98</sup> Istat calculates the value of expenses for consumption under which a family is defined poor in absolute terms that is essential for achieving an acceptable living standard. Available at: <http://www.istat.it/it/files/2012/07/Poverta2011.pdf?title=La+povert%C3%A0+in+Italia+-+17%2Fflug%2F2012+-+Testo+integrale.pdf>

#### 4.4.4 Identification and evaluation of policy measures of the NRP relevant for gender equality

The NRP acknowledges persisting women's labour market exclusion due to structural disincentives, mainly the following:

- The economic context characterised by youth unemployment (involving many young women);
- Direct and indirect costs connected to maternity/paternity leave;
- The actual fiscal system, not setting incentives for women to work (as second family job);
- Non-flexible organisation insufficiently addressing care needs of family members causing reconciliation problems;
- Lack of childcare and support services for disabled and elderly, causing a heavy burden on women, being those most involved in care activities;
- A persistently poor involvement of men in housework and in care activities.

In recent years part time work has been recognised to have strongly contributed to the rise of women's labour market participation. Nevertheless, in Italy, the share of part-time workers is much lower than the EU average.

The NRP does not include any specific reference to gender equality amongst its policy goals and references to women are limited to the issues: a) female employment, b) female pension age, c) reconciliation between family and working life, d) improvement of female entrepreneurship (limited to the section of regional provisions). At the same time, the NRP specifies the national targets linked to the EU 2020 Strategy's headline goals, but none of the targets is broken down by gender.

The gender equality relevant guidelines (7-10) and the corresponding Gender equality objectives (1-5) are addressed by the NRP as follows:

*Guideline 7: Increasing labour market participation of women and men, reducing structural unemployment and promoting job quality*

The Italian target aims at bringing by 2020 the employment rate for women and men aged 20-64 to 67-69% (75% at EU level). No medium term target has been set in consideration of the crisis and, most of all, even if attention to the level of gender gaps exists, the NRP does not provide a specific target for women.

Gender gaps and inequalities are described especially referring to the Southern part of Italy, where the situation is worse concerning the lack of child and elderly care services and the unemployment situation.

Women's involvement in the labour market is tackled with new direct and indirect measures which take into consideration the main difficulties women encounter entering in the labour market, i.e. maternity, care:

- Norms to eradicate the practice of requesting women to sign, at the beginning of a job, also a letter of dismissal ("dimissioni in bianco") that may be used by employers at any time and for any reason and to avoid dismissals within the first 3 years of life of the child;
- Introduction of compulsory paternity leave to promote a redistribution of the care work between women and men;
- Reinforcement of measures to support the access of women to leading positions in work and introduction of a gender quota within public institutions;

- Fiscal benefits for employers reducing women's labour costs (in course of implementation, started in 2009);
- Female labour insertion contracts.
- The creation of a fund for active labour market policies targeting young people and women is envisaged. It allocates EUR 200m for 2012; EUR 600m for the years 2013 – 2014 and EUR 240m for 2015. The fund does not separate among target groups and thus does not seem to be sufficient to boost female employment and achieve the total national target in 2020.

*Gender equality objective 1: Increase women's labour market participation*

Relevant policy measures under this objective are mainly indirect and the following:

The NRP describes the gap between Italy and the other EU countries referring to female labour market participation and includes some policy measures which take into account the gender dimension:

- The fiscal deduction of EUR 10,600 (maximum ceiling) for each women (or young person under 35) employed during 2012. In Southern regions this deduction is increased to EUR 15,220.
- To facilitate labour market integration of women, the labour insertion programme has been reinforced and can be used now for women who have lost their occupation for more than 6 months and live in regions where women's employment rates are largely lower than men's.
- Incentives for the use of Teleworking during maternity leave and mobility periods in case these schemes have been introduced.

The provisions described in addition to the structural labour market reform, reducing the large variety of atypical contracts (different typologies of fixed-term contracts, contractual arrangements for collaborators and other para-subordinate workers), may represent a support to the expansion of regular female employment but it is not clear, yet, what the real impact in terms of gender equality could be. All these measures seem to be too small and not encompassing to really boost female employment.

*Gender equality objective 2: Promote reconciliation for men and women and/or reduce impact of parenthood on women's labour market participation*

The relevant policy measures for the second gender equality objective are the following:

- 1) National Programme on Social Services;
- 2) Agreement on reconciliation between working- and family life.

An analysis of the situation is provided in the NRP. The lack of childcare facilities (for children < 3 years) and the lack of family friendly working time arrangements in specific areas of the country are explicitly acknowledged and recognized as clear obstacles to the full inclusion of women into the labour market. That said, measures to support reconciliation are introduced in labour law to improve reconciliation for family carers and to support parenthood. To enhance the participation of women, the introduction of vouchers for baby-sitting is proposed. Given the very limited budget, however, the solutions proposed are too weak to produce substantial improvements and again do not seem to be structurally integrated.

To promote equal distribution of care between women and men, a compulsory period of paternity leave has been introduced. This measure could have been of particular relevance considering its possible positive effect in changing the Italian "culture", introducing the perspective that both men and women have to contribute to the care of the family. However, the number of compulsory days (3 days per year for the first 9 years of the child) does not seem to be enough to create a gender equality culture and to change mentalities.

Reconciliation is also promoted through an agreement on reconciliation between working and family times signed between the national state and the regions in 2009. The Agreement is explicitly targeted at promoting reconciliation and expanding the provision of childcare services. However, given the very limited budget (EUR 40m) the solutions proposed are too weak to produce substantial improvements. The reprogramming of Structural Funds (in particular ESF) has allowed to sign a new agreement between the government, regions and provinces to spend EUR 25m to promote childcare and home caring for the elderly.

The lack of adequate maternity rights within atypical contracts is not addressed.

*Gender equality objective 3: Address vertical and horizontal labour market segregation of women and/or reduce gender pay gap*

The NRP does not address inequalities between women and men regarding the segregation on the labour market or the gender pay gap.

*Guideline 8: Developing a skilled workforce responding to labour market needs and promoting lifelong learning*

The NRP underlines the poor involvement of women in training and LLL activities, but it does not propose any specific measure for developing a skilled workforce from a gender equality perspective.

*Guideline 9: Improving the quality and performance of education and training systems at all levels and increasing participation in tertiary or equivalent education*

The Italian target is to reduce the number of early school leavers, lowering the drop-out rate to 15-16% whilst increasing the share of the population aged 30-34 having completed tertiary or equivalent education to at least 26-27% in 2020.

The NRP describes the Italian situation where early school leaving and drop-out are mainly issues for men: 6 out of 10 persons aged 18 to 24 leaving education early are men. The same applies to tertiary education, where a relevant gap can be stated highlighting that more women than men complete university with a degree.

Italy is stated as having a high quality education system and excellence in research, but from the EU2020 perspective the NRP states that Italy still invests too few resources in research and too many researchers emigrate. However, no analysis from a gender perspective has been carried out.

The role of Structural Funds is deemed essential for reducing early school leaving. During 2011, EUR 161m have been invested through the National Operational Programme 'Competences' for development, support to basic competences and their maintenance. No specific resources have been invested for more gender equality. Additional resources have been devoted through reprogramming the Structural Fund (Action Plan Cohesion).

*Gender equality objective 5: Reduce inequalities in educational attainment for men and women and/or combat gender stereotypes in education and training*

There is no policy measure specifically meant to tackle gender inequalities in education. The NRP describes the gender gap in educational attainment levels in this context. The NRP does not mention at all the low relevance of women in the R&D sector and neither targets nor provisions are described to enhance it.

*Guideline 10: Promoting social inclusion and combating poverty*

The Italian target aims at lifting about 2.2 million people out of poverty by 2020. This target appears ambitious in comparison with the target set by the EU 2020 strategy for the Union as a whole. No specific target has been set with regard to gender and no analysis with a gender perspective has been carried out.

The agenda of reforms described in the NRP follows the recommendations of Euro Pact Plus, referring, among others to commitments to decrease unemployment (to foster employment through labour market reforms ('flexicurity'), life-long learning and Tax reforms to raise labour participation) in order to lift people out of poverty.

An experimental measure refers to new rules for the provision of a Social Card for deprived families with either dependent old people or small children, which is to be implemented in 12 large municipalities – totalling approximately 15% of the population of the country – and for 12 months.

*Gender equality objective 4: Reduce at risk of poverty rates among women*

There are no policy measures aimed at promoting social inclusion and combating poverty in the Italian NRP specifically targeted at women, even though it is stated that main actions are concentrated in favour of those much in need (women belong to this group). The government is working on a medium term plan to support the most vulnerable, such as dependent elderly (women represent the widest part of this target), and to define better targeted measures and interventions to support them, focusing on the specific needs of each target group.

The Italian NRP addresses this objective but at the same time states that due to current financial budgetary constraints, no structural reforms of the main welfare provisions can be realised for the next few years. ESF is considered one of the main instruments to support an inclusive society and to support care and reconciliation (3.6 billion euro). With these resources the Government intends to fund childcare, reconciliation policies and care for the elderly in particular through the use of vouchers to be delivered in marginal areas

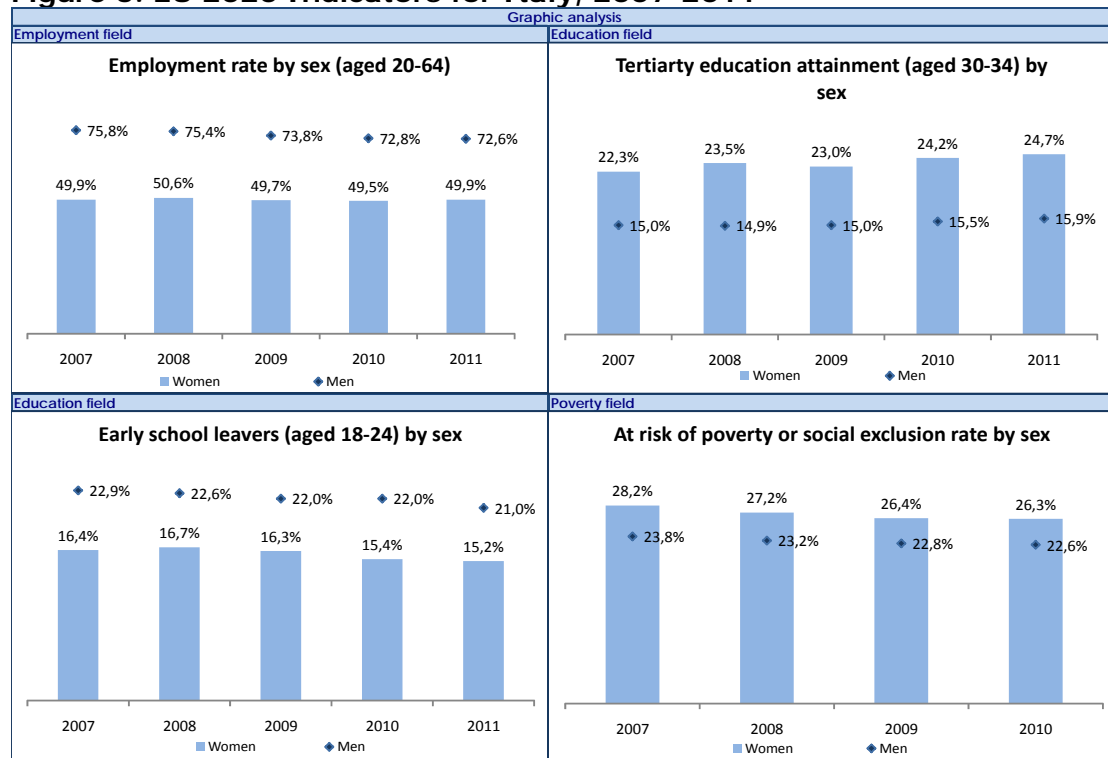
**Table 8. Overview of EU 2020 Indicators for Italy, 2007-2011**



Policy Department C: Citizens' Rights and Constitutional Affairs

Indicator	2007			2008			2009			2010			2011		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Employment field</b>															
Employment rates by sex (aged 20-64)	75.8%	49.9%	62.8%	75.4%	50.6%	63.0%	73.8%	49.7%	61.7%	72.8%	49.5%	61.1%	72.6%	49.9%	61.2%
Employment rates by sex (aged 30-39)	89.1%	62.6%	76.0%	88.2%	63.2%	75.8%	86.2%	61.8%	74.0%	85.0%	60.8%	72.9%	84.5%	61.1%	72.8%
Employment rates by sex (people with 0-2 ISCED level) (aged 20-64)	71.1%	33.7%	52.7%	70.3%	33.7%	52.4%	68.5%	32.9%	51.0%	67.0%	32.5%	50.1%	66.9%	32.9%	50.3%
Employment rates by sex (people from extra EU-27 countries) (aged 20-64)	89.1%	51.7%	71.0%	87.1%	53.2%	70.6%	82.2%	51.5%	67.1%	81.0%	49.5%	65.1%	80.9%	49.2%	64.8%
Employment rate by sex (aged 20-49) without children	81.5%	67.8%	75.5%	81.2%	68.1%	75.5%	78.2%	66.3%	73.0%	76.6%	65.2%	71.6%	76.3%	65.3%	71.5%
Employment rate by sex (aged 20-49) with children	90.0%	55.6%	71.5%	89.4%	56.0%	71.4%	87.5%	54.8%	69.8%	86.2%	54.6%	69.2%	85.8%	54.2%	68.7%
Gender pay gap: proportion of the earnings of female workers over male workers earnings (aged 15-64)			5.1%			4.9%			5.5%			5.5%			
Part-time rates by sex (aged 20-64)	4.5%	26.8%	13.4%	4.7%	27.7%	14.0%	4.6%	27.8%	14.0%	5.0%	28.9%	14.7%	5.4%	29.2%	15.2%
Horizontal segregation: proportion of employed in education, health and social work activities over total employed by sex (aged 15-64)	6.5%	24.8%	13.8%	6.5%	25.1%	13.9%	6.5%	25.3%	14.1%	6.5%	25.0%	14.0%	6.5%	25.1%	14.1%
Vertical segregation: proportion of employed in managers occupations by sex (aged 15-64)	8.7%	6.8%	7.9%	8.7%	6.6%	7.8%	8.6%	6.5%	7.7%	8.4%	6.0%	7.5%	4.8%	2.4%	3.8%
<b>Research and development field</b>															
Total R&D personnel by sex (absolute numbers)	212.240	122.263	334.503	n.d.	n.d.	n.d.	227.577	126.936	354.513	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Share of women and men over the total R&D personnel	63.4%	36.6%	100.0%	n.d.	n.d.	n.d.	64.2%	35.8%	100.0%	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Head count researchers, by sex (absolute numbers)	94.796	47.082	141.878	n.d.	n.d.	n.d.	98.789	50.525	149.314	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Share of women and men over total researchers (%)	66.8%	33.2%	100.0%	n.d.	n.d.	n.d.	66.2%	33.8%	100.0%	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Percentage of HRST 'core' over total population, by sex (aged 15-75)	6.3%	6.5%	6.4%	6.6%	6.9%	6.7%	6.4%	6.9%	6.7%	6.5%	6.8%	6.6%	6.7%	6.7%	6.7%
<b>Internet field</b>															
Percentage of individuals using the Internet, at least, once a week, by sex	39%	28%	34%	43%	32%	37%	47%	37%	42%	54%	42%	48%	56%	46%	51%
<b>Education field</b>															
Early leavers: proportion of youngsters (aged 18-24) having attained at most lower secondary education and not being involved in further education or training by sex	22.9%	16.4%	19.7%	22.6%	16.7%	19.7%	22.0%	16.3%	19.2%	22.0%	15.4%	18.8%	21.0%	15.2%	18.2%
Tertiary education attainment: proportion of people (aged 30-34) having attained to tertiary education level by sex	15.0%	22.3%	18.6%	14.9%	23.5%	19.2%	15.0%	23.0%	19.0%	15.5%	24.2%	19.8%	15.9%	24.7%	20.3%
Employment by education level: proportion of people (aged 20-64) with low education level (ISCED 0-2), by sex	43.7%	30.2%	38.3%	42.7%	29.1%	37.2%	41.5%	28.3%	36.2%	40.6%	27.5%	35.3%	40.1%	26.9%	34.7%
Inactivity rates: proportion of inactive people (aged 20-64) over total population (ISCED level 0-2) by sex	24.7%	62.6%	43.3%	24.9%	62.1%	43.1%	25.7%	62.8%	43.9%	26.4%	63.1%	44.4%	26.3%	62.5%	43.9%
Proportion of people (aged 25-64) participating in lifelong learning by sex	5.9%	6.6%	6.2%	6.1%	6.6%	6.3%	5.6%	6.4%	6.0%	5.9%	6.5%	6.2%	5.3%	6.0%	5.7%
Proportion of people participating in training LMP over people wanting to work by sex	n.d.	n.d.	18.9%	n.d.	n.d.	14.7%	n.d.	n.d.	16.6%	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Proportion of people (aged 15-34) not in employment, education or training (NEET) by	13.7%	26.4%	20.0%	14.3%	26.4%	20.3%	16.5%	27.4%	21.9%	18.2%	28.8%	23.4%	18.8%	29.1%	23.9%
<b>Poverty field</b>															
People at risk of poverty or social exclusion by sex, AROPE (proportion)	23.8%	28.2%	26.1%	23.2%	27.2%	25.3%	22.8%	26.4%	24.7%	22.6%	26.3%	24.5%	n.d.	n.d.	n.d.
People at risk of poverty or social exclusion by sex, AROPE (thousands)	6.863	8.570	15.433	6.747	8.352	15.099	6.672	8.163	14.835	6.619	8.122	14.742	n.d.	n.d.	n.d.
People at risk of poverty by sex (proportion)	18.4%	21.3%	19.9%	17.1%	20.1%	18.7%	17.0%	19.8%	18.4%	16.8%	19.5%	18.2%	n.d.	n.d.	n.d.
People at risk of poverty by sex (thousands)	5.299	6.466	11.765	4.974	6.175	11.149	4.968	6.109	11.077	4.918	6.020	10.938	n.d.	n.d.	n.d.
People (aged 0-59) living in households with very low work intensity by sex (proportion)	8.5%	11.6%	10.0%	8.3%	11.3%	9.8%	7.4%	10.3%	8.8%	8.8%	11.6%	10.2%	n.d.	n.d.	n.d.
People (aged 0-59) living in households with very low work intensity by sex (thousands)	1.896	2.546	4.442	1.863	2.481	4.344	1.654	2.268	3.922	1.959	2.555	4.514	n.d.	n.d.	n.d.
Severely material deprived people by sex (proportion)	6.4%	7.2%	6.8%	7.2%	7.8%	7.5%	6.7%	7.3%	7.0%	6.7%	7.1%	6.9%	n.d.	n.d.	n.d.
Severely material deprived people by sex (thousands)	1.836	2.203	4.039	2.103	2.391	4.494	1.965	2.246	4.211	1.960	2.196	4.157	n.d.	n.d.	n.d.
People at risk of poverty before social transfers by sex	40.3%	46.2%	43.3%	39.7%	46.0%	42.9%	39.4%	45.8%	42.7%	40.0%	46.7%	43.5%	n.d.	n.d.	n.d.
People at risk of poverty or social exclusion (AROPE) with 65 or more (proportion)	20.6%	28.7%	25.3%	20.1%	27.5%	24.4%	18.5%	25.9%	22.8%	15.5%	23.7%	20.3%	n.d.	n.d.	n.d.
People from extra-EU27 countries at risk of poverty or social exclusion (AROPE) by sex	33.8%	41.8%	37.8%	33.5%	39.8%	36.7%	37.0%	39.7%	38.4%	35.0%	34.7%	34.9%	n.d.	n.d.	n.d.

**Figure 5. EU 2020 Indicators for Italy, 2007-2011**



Source: Eurostat (2012).

## 4.5 Poland<sup>99</sup>

### 4.5.1 Overview: Recent Economic Outlook

Poland's macroeconomic outlook, expressed by GDP growth and inflation rates (Table 9) has been relatively resilient throughout the global economic crisis. Although economic growth has slowed down considerably, the situation compares favourably in the EU-27. Specifically, 2008 GDP growth in Poland - driven by investment, private consumption and export - was robust at 5.1%, while the EU-27 average was only 0.3% (Eurostat 2012). 2009 saw a substantial deceleration in Poland and the EU. However, the Polish economy, fuelled mainly by domestic consumption, continued to grow by 1.7%, while in the EU-27 it contracted by 4.3%. In fact, Poland was the only Member State with positive growth (based on Eurostat 2012). After 2010, GDP growth in Poland experienced stronger recovery than the EU overall. It accelerated to 3.8%, followed by 4.3% in 2011 (MG 2012) compared with EU-27 growth of 2.1% and 1.5%, respectively (Eurostat 2012).

**Table 9: Major Macroeconomic Indicators (%) for Poland 2004-2012**

Category	2004	2006	2008	2009	2010	2011	2012-Q2
Real GDP growth	5.3	6.2	5.1	1.7	3.8	4.3	3.2
GDP per capita in PPS	51	52	56	61	63	65	:
GDP expenditure on R&D	0.56	0.56	0.57	0.68	0.74	:	:
Inflation (mid-year)	3.5	1.0	4.2	3.5	2.6	4.3	4.0
Real gross income	0.7	4.0	5.9	2.0	1.4	1.2	0.3
Real gross benefits <sup>2</sup>	0.6	6.2	4.1	4.3	3.6	0.4	0.9
Public Finance Deficit <sup>3</sup>	:	-3.6	-3.7	-7.4	-7.9	-5.0	:
Public Debt <sup>3</sup>	:	47.7	47.1	50.9	54.8	56.4	:
Employment Rate (20-64)	57.0	60.1	65.0	64.9	64.6	64.8	65.1
Unemployment Rate (20-64)	19.0	13.8	7.0	8.1	9.5	9.5	9.8

Sources: based on MG 2012; GUS 2012a; Eurostat 2012

2= Non-agricultural retirement pension and incapacity benefits; 3= % of GDP

The relatively stronger performance of the Polish economy was associated with an increase of GDP per capita in Purchasing Power Standards (see Table 9) but at 65% in relation to EU-27 average in 2011, this aggregate measure points to a substantial gap still remaining in actual economic convergence within Europe.

While the Polish economy showed a weaker performance already in the second half of 2008, particularly the first half of 2009 the decline was sufficiently large to slow or reverse positive trends in public finance and labour market indicators. The situation in public finances has deteriorated both in terms of budget deficit and debt and the European Commission has initiated the excessive deficit procedure against Poland. Fiscal consolidation policies together with slower growth may have implications for Poland's contribution towards the attainment of EU2020 targets of:

- 75 % of the population aged 20-64 in employment;
- 3% of GDP investment in R&D;

<sup>99</sup> by Ania Plomien

- share of early school leavers under 10%; at least 40% of 30-34 years old with completed tertiary education;
- poverty reduction by lifting at least 20 million people (EU-wide) out of the risk of poverty or exclusion

These, in turn, may influence the extent to which gender equality objectives can be achieved, namely: increasing women's labour market participation, promoting reconciliation of work and family life for men and women and reducing the impact of parenthood on women's employment; addressing vertical and horizontal labour market segregation and reducing the gender pay gap; reducing inequalities in educational attainment and combating gender stereotypes in education in training; and reducing the at risk of poverty or exclusion rates, particularly among women.

#### 4.5.2 Gender Challenges and existing gender gaps

The main gender equality challenge in the Polish labour market is attainment of equal economic independence where several dimensions of women's social and economic life all combine in multiple disadvantages. Based on 2011 data (Eurostat 2012), the main areas are employment, labour market exit, unemployment, income, and the risk of poverty or social exclusion. Specifically:

- For the core working age category of 20-64, women's employment rates of 57.6% are 14.6% lower than among men of 72.2%.
- Among older workers (i.e. 55-64 years of age), the employment rate difference is even wider as women's rate is 27.3% versus men's of 47.8%, translating into a 20.5 % gap.
- In part, the difference in employment rates among older workers is based on unequal statutory retirement age for men (65) and women (60) (undergoing reforms to equalise) and thus varied effective retirement ages of 61.7 for men and 58.5 for women (in 2009).
- One of the underlying reasons for gender differences in employment is differential impact of parenthood, where among people aged 20-49 the employment rate of women with children is lower (69.2%) than that of women without children (74.4%); the opposite pattern is observed among men where the employment rate of those with children is higher (87.6%) than those without children (76.2%).
- Among the core working age (20-64) unemployment rates highlight disadvantages among women, whose rates of 10.3% are 1.4% higher than men's at 8.9%.
- The unemployment rate gap is even higher among the youngest cohorts (15-24 years of age) where women's rate is 28.9% against 23.6% of men, resulting in a 5.3% gap.
- The gender pay gap in 2010 as reported by Eurostat (LFS) based on hourly gross pay was 5.3% (against 9.8% in 2009), whereas national data (GUS 2012b, based on structure of wages and salaries survey) indicate that women's average hourly gross pay was 9.0% lower and that the monthly gross pay gap is wider as women earn 17.7% less than men.
- Gender differences illustrating women's disadvantage are also evident in their higher at-risk-of-poverty or social exclusion indicator with 27.7% for

women (5,388,000) and 26.6% for men (4,808,000) when the whole population is taken into account, and a wider discrepancy among the 65+ category where the proportions are 28.1% among women and 19.0% among men.

Educational attainment is the only field in which men experience disadvantages in relation to women with respect to educational attainment at lower and higher levels:

- The early school leaving rate (aged 18-24) is 7.4% for men and 3.8% for women.
- Tertiary education attainment as a proportion of people aged 30-34 is 30.3% for men and 43.5% for women.

The main measures to lower inequality require, among others, better availability of affordable and good quality childcare services; encouraging the participation of men in care work, including fathers' take-up of paternity/parental leave; implementation of reforms to the social security system, particularly pensions; efforts towards narrowing the gender pay gap, including addressing educational and labour market segregation in horizontal and vertical domains.

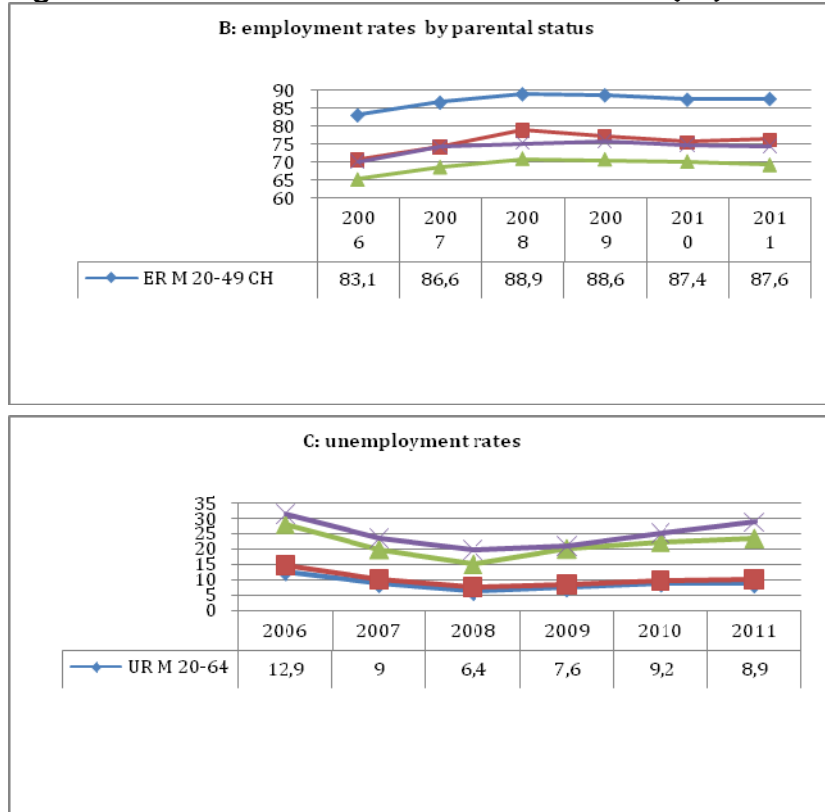
#### 4.5.3 Gender trends regarding EU2020 headline targets throughout the crisis

Because the economic crisis in Poland was not as severe as in other European economies, examining developments with respect to EU2020 headline targets on employment, education, and social cohesion do not provide significant cause for concern. But, in so far as they are dependent on national and EU-wide economic growth, and as domestic and EU-funded public spending is set to diminish, monitoring the situation closely is warranted.

As illustrated in Figure 5, up to 2008 **employment** rates were moderately growing among the population 20-64 for men and women, but as the increase was slightly steeper for men, this led to the widening of the gender gap in employment (from 14.2% in 2006 to 15.7% in 2007). Afterwards men's employment rates were on a decline while women's rates continued to grow (albeit marginally) – this led to a temporary narrowing of the gender gap, which was mainly driven by falling male employment. By 2011 the gap of 14.6% does not represent a drastic departure from trends observed over the last few years. The overall employment rate growth has been sustained by developments among older workers (55-64 years of age), where initial rises among men were followed recently by growth among women. Employment growth in this category did not suffer a reversal of the trend throughout the crisis.

With respect to unemployment rates, 2008 represents a clear reversal of a trend of falling unemployment since 2002. The broad timing and direction of change is similar for men and women in the overall population (20-64) and among young persons (15-24 of age). But, women's unemployment rates are higher in each year in the analysed period, with gap widening especially among the young in the recent years – to 5.3%.

**Figure 6: Selected labour market indicators (%) in Poland, 2007-2011**



Source: Eurostat 2012

Note: ER: employment rate; UR: unemployment rate; CH: with children; no-CH: without children

In the field of **education**, Poland's performance is relatively good, already exceeding the early school leaving indicator (despite slight worsening in the recent years) and the 2020 target for reducing the proportion of early school leavers is 4.5% (from 5.6% in 2011). Participation in tertiary education for the 30-34 age group has been on the rise, and the target is to achieve 45% (from 36.9% in 2011). At present both seem attainable, but attention should be paid to male early school leavers in particular.

With respect to **poverty and social cohesion**, the overall situation has been improving – for example the total indicator for people at risk of poverty or social exclusion has diminished from 34.4% in 2007 to 27.2% in 2011 – a trend that has slowed but not reversed throughout the period of the global crisis. The NRP national target of lowering by 1.5 million the number of people at risk of poverty and social exclusion remains realistic, albeit modest given 10.2 million people in this category in 2011.

#### 4.5.4 Identification and evaluation of policy measures of the NRP relevant for gender equality

The Polish NRP 2012/2013 addresses the objectives and priorities outlined in the EU 2020 with respect to employment, education, and poverty or cohesion. It outlines general policies, with limited explicit attention to gender/gender issues. Specifically, the document contains:

*G7: Increasing labour market participation of women and men, reducing structural unemployment and promoting job quality:* The Polish NRP sets annual employment rate goals for people aged 20-64; at 65.4% in 2012 (0.6% increase on 2011); at 67.1% in 2015; and 71% in 2020 – representing 6.4% rise over 10 year period, but below EU 2020 target. There is no specific target for women, although several tasks may contribute to raising female employment, like retirement system reforms and improvements in the provision of childcare services. Limiting early retirement and raising retirement age will increase labour supply, while slower rate of growth in investment demand and in external demand will be associated with muted demand for labour so unemployment is expected to increase from 9.7% in 2011 to 9.9% in 2012 even with slight growth in employment. Subsequently, unemployment is expected to fall to 8.9% by 2015. There is no discussion on job quality in Poland.

*Gender Equality Objective 1: Increase women's labour market participation*

Relevant policy initiatives covered in the document are i) pension reforms to increase and equalise statutory retirement age for women and men, ii) labour market activation of persons 50+, iii) activation of young persons under 30 years of age, iv) improvements to Active Labour Market Programmes v) reconciliation of work and family for men and women.

These initiatives reflect labour market challenges in Poland and are credible; but they are stated in general manner where, if 'men' and 'women' are mentioned, there is no differentiation between their respective positions - except for retirement reforms to extend statutory retirement age to 67 from currently 65 for men and 60 for women. These, in combination with GE-O (II), may have potentially moderate positive impact in the medium to long-term if labour market participation is expected to rise for all groups. But, there are large gender gaps among younger and older workers to the detriment of women, so an explicit attention to gender, gender specific programmes and gender mainstreaming are required to effectively respond to the challenge.

*Gender Equality Objective 2: Promote reconciliation for men and women and/or reduce impact of parenthood on women's labour market participation*

Reconciliation of work and family life for men and women includes: i) programme 'Maluch' to develop institutional childcare for children 3 years and under (for 2011 the budget set PLN 40m / EUR 10m, but allocated only half the amount; in 2012 the allocation is also PLN 40m); over 2012-13 it is projected to create 10,000 nursery places and 1,000 jobs; ii) support for initiatives improving access to various forms of care enabling parents' return to employment (2012: PLN 200m / EUR 50m from OPHC funded by ESF); iii) ensuring universal pre-school education; iv) compulsory education of children from age 6 as of 2010 (lowered from age 7); v) informational, educational, promotional campaigns on reconciliation, including fathers' workplace rights; vi) financial assistance for NGO

projects on equalising labour market opportunities of women and men; vii) Social Insurance Institution (ZUS) is set to make social security contributions for about 10,000 nannies.

Reconciliation has been on the governments agenda for a number of years now; greater attention to childcare services and development of various forms of non-family care form the core of the strategy; an explicit reference to fathers is a welcome new development, and thus takes a more gender (rather than 'women') perspective. Support for the development of market for private solutions through the employment of nannies is also recent; its implications for gender equality are mixed. On the positive side, they may facilitate new employment of mothers with small children, create new care-sector jobs, or formalise hitherto grey employment. On the negative side, they do not redress gender inequality because care labour is not shifted towards men and because it may create or reinforce class differences among women. Attention to care for the elderly and other dependents remains unaddressed.

*Gender Equality Objective 3: Address vertical and horizontal labour market segregation of women and/or reduce gender pay gap*

There is no specific policy or programme in the NRP on labour market segregation or the gender pay gap, although educational, vocational, and training reforms at all levels are discussed and may partly contribute towards the goal. This GE-O remains thus unaddressed, but the potential to do so is substantial due to comprehensive reforms in education and training underway, and emerging public debate in Poland on women in entrepreneurship, boardrooms, and girls in STEM subjects.

*G8: Developing a skilled workforce responding to labour market needs and promoting lifelong learning:* The Polish NRP mentions projects aimed at improving qualifications of employees within LLL strategy and changes to general and vocational education and training to link it better with labour market needs. These measures are reflected in the Euro Plus Pact in activities for 2011 and 2012. Skills and training policies aimed at improving access to on-the-job training and focusing on addressing segregation with a view towards lowering segregation in the labour market would be of benefit to the pursuit of gender equality.

*G9: Improving the quality and performance of education and training systems at all levels and increasing participation in tertiary or equivalent education:* This is well supported throughout the document. The national 2020 target for reducing the proportion of early school leavers is 4.5% (from 5.4% in 2010) and participation in tertiary education for 30-34 age group is 45% (from 35.3% in 2010) - both targets more ambitious than EU 2020. The measures are also reflected in the Euro Plus Pact as realised in 2011 and planned for 2012. There is no specific attention to gender inequalities, although action aimed at male early school leavers or men completing tertiary education, and specific action to lower segregation (or gender stereotypical choice of subjects) would be useful.

*Gender Equality Objective 5: Reduce inequalities in educational attainment for men and women and/or combat gender stereotypes in education and training*

As assessed before the PL NRP does not explicitly consider gender with respect to educational attainment or stereotypes in education and training. An adoption of an explicit gender perspective here would benefit men with respect to early school leaver rates which are double those of women (in 2010: 7.2% versus



3.5%); and tertiary education attainment which are significantly lower (in 2010: 29.8% versus 40.8% among 30-34 group) (based on Eurostat). Both men and women stand to gain from eradication of gender stereotypes in education and training. As such, this GE-O is unaddressed.

*G10: Promoting social inclusion and combating poverty:*

Development and modernisation of social infrastructure covers a wide range of issues: health, culture, educational opportunities and the social function of schools. There is a target of lowering by 1.5 million the number of people at risk of poverty and/or material deprivation and/or living in jobless / low job intensity households. The base level for this is unclear in the document, and the various programmes do not list numbers of beneficiaries nor expected outcomes. But based on Eurostat indicator of 'at risk of poverty or social exclusion' (see Figure 6) there were 10.2 million persons in this situation, which represents just over a quarter of the Polish population, and as such is a positive but not very ambitious goal. Gender issues are not stated here explicitly.

*Gender Equality Objective 4: Reduce at risk of poverty rates among women*

The PL government specified a goal of lowering by 1.5 million the number of people at risk of poverty or social exclusion, but without a specific reference to gender. It did not specify base levels (based on Eurostat in 2010 they were 10 409 000 (5.54 million women + 4.86 million men) nor gender specific targets (in NRP or 'Active Forms of Counteracting Social Exclusion' programme). As such, the goal constitutes less than 15% reduction, and as such is not an ambitious goal. Although it is not possible to ascertain its expected effectiveness or credibility, together with the pursuit of GE-O (I) and (II), it might have some impact on reducing at risk of poverty rates among women as the general rates improve. Attention to gender is warranted given that women face higher risk than men.

**Overall assessment:** The PL NRP 2012 is coherent with EU2020, but a gender perspective is very limited, although would potentially benefit (a) women and men in reconciliation matters, (b) women in economic independence, and (c) women and men in education.

- The detail on reconciliation of work and family for men and women includes: description of a programme 'Maluch' to develop institutional childcare for children 3 years and under (for 2011 the budget set PLN 40m / EUR 10m, but allocated only half the amount; in 2012 the allocation is also PLN 40m); over 2012-13 it is projected to create 10,000 nursery places and 1,000 jobs;
- Mention of a support for initiatives improving access to various forms of care enabling parents' return to employment (2012: PLN 200m/ EUR 50m drawn from the Operational Programme Human Capital funded by ESF);
- Declaration of ensuring universal pre-school education;
- Recall of lowering compulsory education to age 6 as of 2010 (from age 7);
- Announcement of informational, promotional campaigns on reconciliation, including fathers' workplace rights;
- Pledge of financial assistance for NGO projects on equalising labour market opportunities of women and men;
- Statement that Social Insurance Institution (ZUS) is set to make social security contributions for about 10,000 nannies.

Reconciliation has been high on the government's agenda for a number of years: greater attention to childcare services and development of various forms of non-family care form the core of the strategy. The explicit reference to fathers is a welcome new development, and thus takes on a somewhat more gender (rather than 'women') perspective. However, despite these modest developments, reconciliation of work and family life still is biased towards encouraging women's / mothers' employment.

While important with respect to the 'economic independence' objective, this must be accompanied by stronger involvement of fathers in care and of the wider society. Care facilities and school opening hours also require attention. Support for the development of market for private solutions through the employment of nannies is also recent; its implications for gender equality are mixed. On the positive side, they may facilitate new employment of mothers with small children, create new care-sector jobs, or formalise hitherto grey employment. On the negative side, they do not redress gender inequality because care labour is not shifted towards men and because it may create or reinforce class differences among women. Attention to care for the elderly and other adults in need of care remains neglected.

Improving women's economic independence, in addition to reconciliation issues, includes also:

- Pension reforms to increase and equalise statutory retirement age;
- Labour market activation of persons 50+;
- Activation of young persons under 30 years of age;
- Improvements to Active Labour Market Programmes.

These initiatives reflect labour market challenges in Poland and are credible; but they are stated in general manner where, if 'men' and 'women' are mentioned, there is no differentiation between their respective positions - except for retirement reforms to extend statutory retirement age to 67 from currently 65 for men and 60 for women. In the longer term perspective, this seems to be a crucial reform for improving women's economic independence in pre- and post-retirement periods. However, for this measure to attain economic equality goal, several criteria must be met, including: the right conditions for older workers to stay in employment longer (e.g. availability of jobs, the right kinds of jobs, appropriate re-training) and expanded and improved care facilities affecting youngest and oldest generations (to relieve persons around retirement age from care obligations). Without ensuring employment-friendly environment, this may be punitive and shift social security / pension costs onto some individuals. The remaining activating measures may have potentially moderate positive impact in the medium to long term if labour market participation is expected to rise for all groups. But, there are large gender gaps among younger and older workers to the detriment of women, so an explicit attention to gender, gender-specific programmes and gender mainstreaming are required to effectively respond to the current challenges.

In terms of education, as well as skill development and training, there is no specific policy or programme in the NRP on labour market segregation (in part addressing the gender pay gap), although educational, vocational, and training reforms at all levels are discussed and may partly contribute towards the goal. This objective in terms of gender equality remains thus unaddressed, but the potential to do so is substantial due to comprehensive reforms in education and

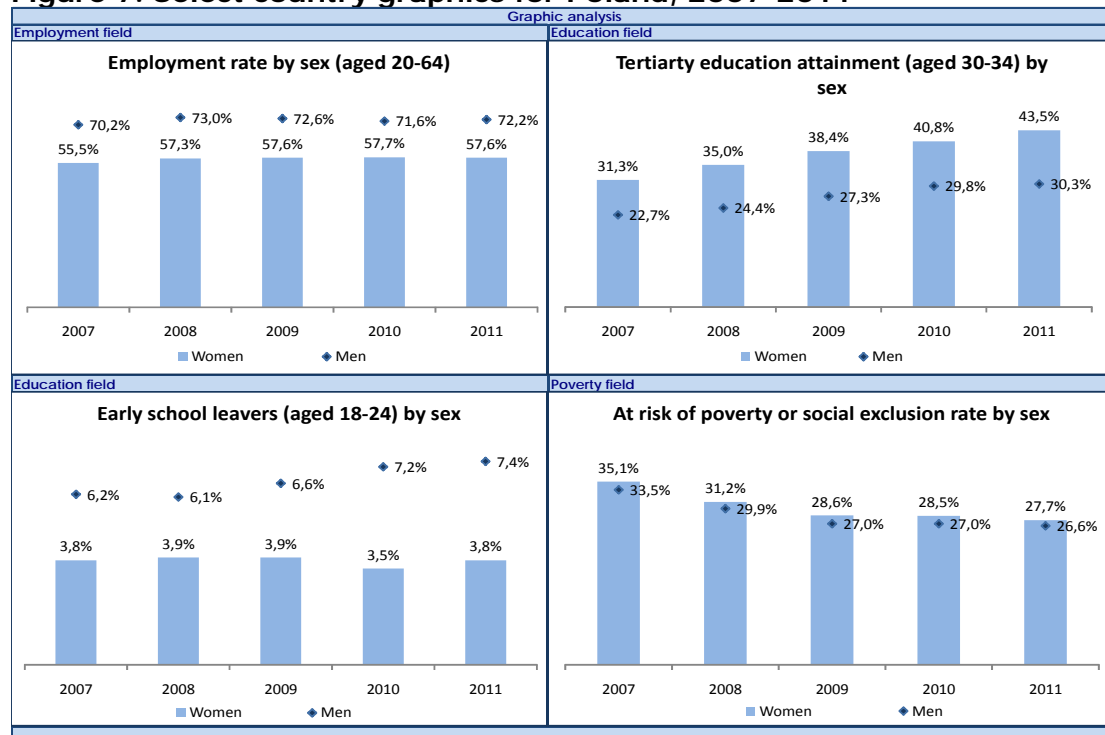
training underway in Poland and the emerging public debate on women in entrepreneurship, boardrooms, and girls in STEM subjects. The NRP does not explicitly consider gender with respect to educational attainment or stereotypes in education and training. An adoption of an explicit gender perspective here would benefit men with respect to early school leaving rates that double those of women; and tertiary education attainment that are significantly lower. Both men and women stand to gain from eradication of gender stereotypes in education and training. Some such policies are pursued, but they are not presented in the NRP.

Overall, the analysis of gender equality objectives suggests that the entire package of policy measures adopted in the PL NRP 2012/2013 to a certain extent addresses the gender challenges identified at the beginning of this report. There has been considerable policy effort with respect to narrowly defined aspects relevant to gender equality – that is, focusing on women and their ‘activation’; conversely, the wider objectives – gender relations and the role of men and society overall are underplayed. Indeed, in the NRP document itself a gender perspective is very limited: concepts of ‘gender’/‘gender equality’ are not used, gender mainstreaming is not evident, there are several undifferentiated references to ‘women’ and ‘men’, one to ‘fathers’, and statistics / targets are generally not disaggregated. More broadly and with respect to future developments, fiscal consolidation plans, including public pay freeze and lower public investment expenditures, may further marginalise both the narrow approach to women and the wider vision for a good (gender) equal society.

**Table 10. Overview of EU 2020 Indicators for Poland, 2007-2011**

Indicator	2007			2008			2009			2010			2011		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Employment field</b>															
Employment rates by sex (aged 20-64)	70.2%	55.5%	62.7%	73.0%	57.3%	65.0%	72.6%	57.6%	64.9%	71.6%	57.7%	64.6%	72.2%	57.6%	64.8%
Employment rates by sex (aged 30-39)	87.5%	73.2%	80.4%	89.6%	74.6%	82.1%	89.1%	74.5%	81.8%	87.8%	73.9%	80.9%	87.9%	73.0%	80.5%
Employment rates by sex (people with 0-2 ISCED level) (aged 20-64)	50.6%	30.9%	40.3%	53.8%	31.7%	42.3%	52.6%	30.2%	41.0%	48.3%	30.1%	39.2%	47.8%	29.7%	38.7%
Employment rates by sex (people from extra EU-27 countries) (aged 20-64)	68.9%	60.6%	64.3%	70.2%	62.4%	66.0%	70.5%	60.4%	64.3%	78.1%	51.8%	63.2%	69.8%	51.5%	59.7%
Employment rate by sex (aged 20-49) without children	74.2%	74.3%	74.2%	78.9%	75.3%	77.3%	77.2%	75.9%	76.6%	75.5%	74.8%	75.2%	76.2%	74.4%	75.5%
Employment rate by sex (aged 20-49) with children	86.6%	68.6%	77.1%	88.9%	70.9%	79.4%	88.6%	70.6%	79.2%	87.4%	70.1%	78.3%	87.6%	69.2%	77.9%
Gender pay gap: proportion of the earnings of female workers over male workers earnings (aged 15-64)			7.5%			9.8%			9.8%			5.3%			
Part-time rates by sex (aged 20-64)	5.2%	11.4%	8.0%	4.7%	10.7%	7.4%	4.6%	10.6%	7.3%	4.5%	10.6%	7.3%	4.3%	10.2%	7.0%
Horizontal segregation: proportion of employed in education, health and social work activities over total employed by sex (aged 15-64)	4.9%	23.2%	13.1%	4.7%	23.0%	13.0%	4.8%	23.6%	13.3%	5.0%	24.2%	13.7%	4.9%	23.6%	13.3%
Vertical segregation: proportion of employed in managers occupations by sex (aged 15-64)	7.4%	5.2%	6.4%	7.3%	5.1%	6.3%	7.7%	5.2%	6.5%	7.7%	5.3%	6.6%	6.8%	5.2%	6.1%
<b>Research and development field</b>															
Total R&D personnel by sex (absolute numbers)	69.800	51.823	121.623	68.792	50.890	119.682	70.422	50.501	120.923	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Share of women and men over the total R&D personnel	57.4%	42.6%	100.0%	57.5%	42.5%	100.0%	58.2%	41.8%	100.0%	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Head count researchers, by sex (absolute numbers)	58.487	38.802	97.289	58.965	38.509	97.474	59.371	38.794	98.165	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Share of women and men over total researchers (%)	60.1%	39.9%	100.0%	60.5%	39.5%	100.0%	60.5%	39.5%	100.0%	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Percentage of HRST 'core' over total population, by sex (aged 15-75)	6.9%	9.7%	8.3%	7.2%	10.4%	8.8%	7.8%	11.5%	9.7%	8.3%	12.2%	10.3%	8.5%	12.6%	10.6%
<b>Internet field</b>															
Percentage of individuals using the Internet, at least, once a week, by sex	41.0%	37.0%	39.0%	46.0%	43.0%	44.0%	54.0%	50.0%	52.0%	57.0%	53.0%	55.0%	60.0%	56.0%	58.0%
<b>Education field</b>															
Early leavers: proportion of youngsters (aged 18-24) having attained at most lower secondary education and not being involved in further education or training by sex	6.2%	3.8%	5.0%	6.1%	3.9%	5.0%	6.6%	3.9%	5.3%	7.2%	3.5%	5.4%	7.4%	3.8%	5.6%
Tertiary education attainment: proportion of people (aged 30-34) having attained to tertiary education level by sex	22.7%	31.3%	27.0%	24.4%	35.0%	29.7%	27.3%	38.4%	32.8%	29.8%	40.8%	35.3%	30.3%	43.5%	36.9%
Employment by education level: proportion of people (aged 20-64) with low education level (ISCED 0-2), by sex	9.1%	7.4%	8.4%	8.9%	7.0%	8.0%	8.3%	6.2%	7.4%	7.6%	5.7%	6.7%	7.3%	5.5%	6.5%
Inactivity rates: proportion of inactive people (aged 20-64) over total population (ISCED level 0-2) by sex	39.3%	62.6%	51.4%	38.6%	63.6%	51.6%	38.6%	63.8%	51.6%	41.1%	63.1%	52.1%	41.2%	63.1%	52.2%
Proportion of people (aged 25-64) participating in lifelong learning by sex	4.7%	5.5%	5.1%	4.2%	5.2%	4.7%	4.3%	5.1%	4.7%	4.8%	5.9%	5.3%	4.0%	5.0%	4.5%
Proportion of people participating in training LMP over people wanting to work by sex	1.7%	3.6%	2.7%	2.2%	4.5%	3.5%	0.6%	0.5%	0.6%	0.6%	0.4%	0.5%	n.d.	n.d.	n.d.
Proportion of people (aged 15-34) not in employment, education or training (NEET) by sex	11.4%	20.1%	15.7%	9.3%	19.2%	14.2%	10.5%	19.7%	15.1%	12.1%	20.2%	16.1%	12.1%	21.3%	16.6%
<b>Poverty field</b>															
People at risk of poverty or social exclusion by sex, AROPE (proportion)	33.5%	35.1%	34.4%	29.9%	31.2%	30.5%	27.0%	28.6%	27.8%	27.0%	28.5%	27.8%	26.6%	27.7%	27.2%
People at risk of poverty or social exclusion by sex, AROPE (thousands)	6.104	6.854	12.958	5.419	6.073	11.491	4.884	5.571	10.454	4.866	5.543	10.409	4.808	5.388	10.196
People at risk of poverty by sex (proportion)	17.6%	17.1%	17.3%	17.0%	16.7%	16.9%	16.9%	17.4%	17.1%	17.4%	17.7%	17.6%	17.8%	17.6%	17.7%
People at risk of poverty by sex (thousands)	3.200	3.340	6.540	3.090	3.263	6.353	3.058	3.377	6.435	3.146	3.441	6.588	3.212	3.411	6.623
People (aged 0-59) living in households with very low work intensity by sex (proportion)	9.4%	10.6%	10.0%	7.3%	8.6%	7.9%	6.4%	7.4%	6.9%	6.7%	8.0%	7.3%	6.4%	7.4%	6.9%
People (aged 0-59) living in households with very low work intensity by sex (thousands)	1.464	1.640	3.104	1.127	1.318	2.444	977	1.124	2.102	1.012	1.199	2.211	967	1.105	2.073
Severely material deprived people by sex (proportion)	21.9%	22.7%	22.3%	17.6%	17.9%	17.7%	14.6%	15.3%	15.0%	14.1%	14.4%	14.2%	12.9%	13.2%	13.0%
Severely material deprived people by sex (thousands)	3.990	4.425	8.415	3.185	3.495	6.680	2.642	2.983	5.625	2.542	2.789	5.331	2.320	2.564	4.885
People at risk of poverty before social transfers by sex	44.9%	49.2%	47.1%	41.8%	46.2%	44.1%	40.2%	44.8%	42.6%	41.3%	45.2%	43.3%	41.4%	45.2%	43.4%
People at risk of poverty or social exclusion (AROPE) with 65 or more (proportion)	21.8%	30.6%	27.3%	21.8%	29.9%	26.9%	20.6%	28.9%	25.8%	18.4%	28.0%	24.4%	19.0%	28.1%	24.7%
People from extra-EU27 countries at risk of poverty or social exclusion (AROPE) by sex	22.9%	31.0%	27.9%	20.2%	35.7%	30.0%	21.5%	38.5%	31.8%	23.2%	42.1%	34.9%	30.7%	41.1%	36.4%

**Figure 7. Select country graphics for Poland, 2007-2011**



Source: Eurostat (2012)

## 4.6 Sweden<sup>100</sup>

### 4.6.1 Overview: Recent Economic Outlook

Sweden's NRP for 2012 is an update of the 2011 NRP. It is based on the government's proposed initiatives and reform ambitions laid down in the 2012 Budget Bill and in the 2012 Spring Fiscal Policy Bill. Since then the 2013 Budget Bill has been presented.

The Swedish economy expanded during a large part of 2011 and its growth reached 3.9%. However, at the end of 2011, the growth slowed down significantly and a clear economic slowdown (GDP growth of 0.4%) is expected in 2012. According to the 2013 Budget Bill, the slowdown is forecasted to continue, although less dramatically (1.6%). Others, for example the National Institute for Economic Research (NIER), believe the government is too optimistic and expects economic growth to be lower.

From 2009 to 2011, employment rose while unemployment fell for both women and men, but the rise in employment dampened towards the end of 2011; the employment rate in NRP 2012 is forecasted to decrease somewhat. The government expects unemployment to rise slightly this year and then start declining, while other forecasters believe this prognosis is too optimistic.

In the 2012 Budget Bill, the government expected a balanced budget in 2012 and a small surplus in 2013. Like other forecasters, the government has revised this forecast downwards in the 2013 Budget Bill. In 2013 the government will follow an expansionary fiscal policy since the budget is currently showing a deficit. In the next years, fiscal policy is expected to be tightened somewhat so that the surplus target will be met.

Resources allocated to gender equality policy are not influenced by the economic crisis and will be the same in 2013 as in 2012. They are expected to stay at this level also in 2014 (SEK 239m).

The government argues that the reforms in 2006-2012, combined with the proposals in the Budget Bill for 2013, will help reduce the income gap between women and men taking into account the expected impact on the labour supply in a longer term perspective. The main reason for this is the earned income tax credit, which is expected to increase the labour supply of women more than that of men. However, the concrete impact is still unclear and some researchers find that so far it is not possible to conclude who will benefit most from the earned income tax credit.<sup>101</sup> The proposals in the Budget Bill for 2013 mainly favour women in terms of lower taxes and higher housing supplement for pensioners, as the share of female pensioners is higher than the share of males. Raising the basic level in the parental insurance system is another reform that in the short run mainly benefits women, as women claim more days of benefit at this level, although this might entail in the longer run that women's absence from the labour market is prolonged with adverse effects on women's wages and careers.

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<sup>100</sup> by Anita Nyberg

<sup>101</sup> Edmark, K., Che-Youan Liang, Mørk, E. and H. Selin (2012) *Jobbskatteavdraget*. Rapport 2012:2. Uppsala: IFAU

#### 4.6.2 Gender Challenges and existing gender gaps

The Swedish labour market is gender-segregated. Women and men work in different occupations, in different sectors (horizontal segregation) and in different positions (vertical segregation). However, segregation is slowly declining. The gender employment gap ranges between a low 1.9% among those aged 20-49 without children to 22% among migrants coming from non EU-27 countries aged 20-64. Women work part time to a much higher extent (37.4%) than men (10.9%).

On the other hand, women (20-64 years) spend more time doing unpaid domestic and care work than men (women 3 hours and 44 minutes per day and men 2 hours and 57 minutes, on average).<sup>102</sup> In 2011, mothers used 76.3% of all days allocated to parental leave, while fathers 23.7%.<sup>103</sup>

When women's and men's 2011 wages are compared, women's wages are on average 85.9% those of men, i.e. the wage gap is 14.1 per cent. When differences in occupations, sectors, education, age and working time are taken into consideration, the gap is 5.9%.

#### 4.6.3 Gender trends throughout the crisis

The aim in Sweden is to increase by 2020 the employment rate to well over 80% for women and men aged 20-64. The increase should primarily be achieved by activating vulnerable groups, such as the young and the foreign-born. The difference in the employment rate between women and men should be reduced by increasing women's employment rate. The employment rate among men (20-64 years) was 82.8% and among women 77.2% in 2011, which for both sexes is a bit higher than in 2009 and 2010.

The aim is to lower the percentage of 18 to 24 year olds who have not completed upper secondary school and who are not studying, by 10% by 2020. The percentage of Swedes aged 18 to 24 who have attained lower secondary education and who are not enrolled in further education or training amounted to 7.8% among men and 5.3% among women in 2011, which already presents a decrease from earlier years. However, reasons for this positive development can be at least partly attributed to a change in statistical definitions.<sup>104</sup>

The percentage of 30 to 34 year olds who have at least a two year post-secondary education has increased, and in 2011 it amounted to 47.5% (54.6% for women and 40.6% for men). The objective for 2020 is to increase the percentage of 30 to 34 year-olds who have at least two-year post-secondary education to 40-45%.

The target for promoting social inclusion is to reduce the percentage of women and men aged 20-64 who are not in the labour force (except full-time students), the long-term unemployed or those on long-term sick leave to well under 14% by

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<sup>102</sup> Statistics Sweden (2012) Nu før tiden, Tabell 5.1.

<sup>103</sup> Försäkringskassan (2012) Mer jämställt men fortfarande stora skillnader i uttag av föräldrapenningen, Pressmeddelande 18 juni

<sup>104</sup> Prop. 2012/13:1 Uo. 16. P. 51-52

2020. A follow-up of the national target shows that the percentage of people in the 20-64 age group who are not working and/or looking for work, or who are long-term unemployed or on long-term sick leave, were estimated to be around 14% in 2011.<sup>105</sup> Looking at gender differences in benefit claims, it can be observed that women receive more health-related allowances than men, while men to somewhat larger extent receive allowances related to unemployment.

#### 4.6.4 Identification and evaluation of policy measures of the NRP relevant for gender equality

*Guideline 7: Increasing labour market participation of women and men, reducing structural unemployment and promoting job quality*

In order to tackle deteriorating developments in the labour market, the government has proposed a set of measures that include: stronger support and activation for those at risk of long-term unemployment; better follow-up and case handling of job search activities of jobseekers; increasing quality of services and incentives in the measures for specific target groups and the job guarantee for young people; raising the compensation for employers who hire people with reduced productivity or support needs; shortening the qualifying time for a "new start" job for people who have turned 55. However, gender equality is not explicitly addressed in any of the measures.

According to the government, the "Introduction Act" reform – aiming at labour market integration of migrants - has a clear focus on gender equality. Being an individual social benefit that is not affected by other household members' incomes creates stronger incentives for both spouses in a family to participate in activities which will prepare them for work. The reform is geared towards helping newly arrived refugees and their families to become established more quickly in the labour market. The Public Employment Service has the overall responsibility to coordinate various measures to speed up newly arrived immigrants' introduction to working and community life and draw up an introduction plan within two months.

However, according to the Swedish Agency for Public Management (Statskontoret) the reform has not been successful.<sup>106</sup> With a view to gender equality women have, in general, been given fewer opportunities to participate in job preparatory activities than men. From December 2010 to 31 March 2012, the Public Employment Service had received 20,064 newly arrived immigrants, 49% women and 51% men. Only 4.2% had a job and a majority of them had some kind of a subsidised job.

Gender had been taken into account when designing this policy. However, the results of the "Introduction Act" have not been successful and have less positive results for women than for men.

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<sup>105</sup> Prop. 2012/13:1 Bilaga 4 p.17ff.

<sup>106</sup> Statskontoret (2012) Etableringen av nyanlända. En uppföljning av myndigheternas genomförande av etableringsreformen. Stockholm.



In 2011, the government gave the Swedish Work Environment Authority an assignment to develop and implement special measures to prevent women from being excluded from the working life due to problems related to the work environment. The assignment aims to increase the knowledge about women's work environments and improve methods to draw attention and improve health and safety in the workplace. This initiative will continue until 2014.

*Gender equality objective 1: Increase women's labour market participation*

The relevant policy measures as far as the first gender equality objective is concerned are i) the Introduction Act and ii) Sickness insurance

The Introduction Act was already discussed. As the sickness insurance has a major impact on poverty prevention, it will be discussed under Guideline 10.

*Gender equality objective 2: Promote reconciliation for men and women and/or reduce impact of parenthood on women's labour market participation*

Lower value-added tax in restaurants and catering services was introduced on 1 January 2012. This is expected to increase employment and lower unemployment especially among young people, since the employed in restaurants are often young. This measure is not gender mainstreamed in the NRP, but in other places it is maintained that this measure is also expected to increase employment more among women since women make up a higher share than men of the employed in this sector.

The lowering of the VAT may lead to increased employment in two ways. One is that visits to restaurants increase and cooking at home decreases, which would lead to more time to be used in the labour market. The second is that the employment increases in the restaurants, thereby lowering unemployment. If this measure works it could increase gender equality both in domestic work (by reducing its burden on women in terms of time) and in the labour market (by furthering women's employment). However, we do not know to which extent people substitute cooking at home with visits to restaurants and if time really is saved by eating out. Additionally lowered VAT in restaurant and catering services will probably lead to crowding out and lower employment in other sectors.

*Gender equality objective 3: Address vertical and horizontal labour market segregation of women and/or reduce gender pay gap*

The Government will spend SEK 100 million (around Euro 10 million) per year on women's entrepreneurship, ambassadors, business and innovation development, initiatives at universities and colleges, the strength of boards of directors, advice on micro financing, innovation funding, mentorship and ownership changes. The share of female entrepreneurs is rising, but slowly. Since women are in minority among entrepreneurs, an increase would further gender equality

*Guideline 8: Developing a skilled workforce responding to labour market needs and promoting lifelong learning.*

In recent years, the Government has carried out a comprehensive reform of the Swedish school system. Steps have been taken to raise the competences and qualifications of teachers and the status of the teaching profession in general. Results in the compulsory school shall be improved by clearer knowledge requirements and earlier follow-up, so that students enter upper secondary school better prepared. The measures to prepare upper secondary school students for the labour market and the promotion of entrepreneurship as well as

further studies are being carried on. Stricter supervision and accountability measures regarding school quality have been introduced. Reforms concerning higher education are geared towards raising the quality of higher education.

Young people who have not completed upper secondary studies run a significant risk of long-term unemployment. A number of educational initiatives have been put in place for this group, with the aim of encouraging them to complete their studies. Additional resources have been allocated to higher vocational education - for which the Swedish National Agency for Higher Vocational Education (Yrkeshøgskolan) is responsible since 2009. The purpose is to see what education is corresponding to the need of qualified labour and how to contribute to, develop and maintain qualified labour in certain occupational areas. In 2011, about 44,000 people participated in some 1,100 higher vocational education programmes. A higher share of women (70%) than men (62%) completed their studies. However, the share varied consistently among different educational areas. Almost 9 out of 10 individuals stated that they have found more or less immediately a job after finishing education. There is no difference between women and men.

To mitigate negative effects of a possible recession and to take into account the situation of young people, the Government decided in 2009 to introduce a targeted initiative in upper secondary school on adult vocational training (called Yrkesvux). The purpose is to give unemployed persons the opportunity for vocational education and training or give those at risk of being laid off the training possibility to enter a new professional field. The measure was also introduced to prevent or mitigate a shortage of skilled labour in the future. In 2012, this will comprise about 5,000 full-year equivalent places. 65% of the students participating in Yrkesvux are women. One important reason for this is probably that many courses are geared towards preparing for work in sectors with a traditional predominance of female workforce, e.g. the care sector (33 % of the students).

In the NRP 2012, it is stated that men have lower educational achievement levels than women. However, none of the educational measures consider this uneven allocation. Consequently, women predominate in education of adults: these measures will probably cement women's advantage even further as far as education in general is concerned.

*Guideline 9: Improving the quality and performance of education and training systems at all levels and increasing participation in tertiary or equivalent education.*

Since 1 January 2010, the government allocated temporary funding to adult education centres to offer courses to young people below 25 years of age without school-leaving certificate from compulsory or upper secondary school. This initiative has been extended until the end of 2013. In addition, the higher study grant has been temporarily made available to unemployed young people aged 20 to 24 who lack a school leaving certificate from compulsory or upper secondary school for studies in the municipal adult education system during 2012. This measure is not gender-specific. Even though more men than women leave compulsory or upper secondary school without certificate and hence they should benefit most, but these measures are probably not enough to encourage men to increase their participation in education to a greater extent than women.

*Gender equality objective 4: Reduce at risk of poverty rates among women*

*Both measures discussed under Guideline 8 and 9 address the Gender Equality Objective 4.*

*Guideline 10: Promoting social inclusion and combating poverty*

The Government's policy is aimed at achieving full employment and reduced exclusion by reinforcing the "work-first" principle and getting more people into work and fewer people excluded from the labour market.

*Gender equality objective 4: Reduce at risk of poverty rates among women*

One contributing measure is the extensive reform of sickness insurance which took place in 2010. In relation to this, a new labour market programme was introduced for people who had reached the maximum number of compensation days from sickness insurance and thus losing this benefit. The aim is to establish continuous support in anticipation of a transition to work, education or other employment related initiative offered through the Public Employment Service.

The reform has resulted in a decreasing number of persons who are granted sick-leave compensation. In February 2012 71,836 persons, who from the end of 2009 until the third quarter 2011 had reached the maximum number of days, 58% received some kind of compensation from the sickness insurance – the share was about the same for women and men, 25% were registered with the Employment Office and 17% were not registered at the Social Insurance Agency or the Employment office.

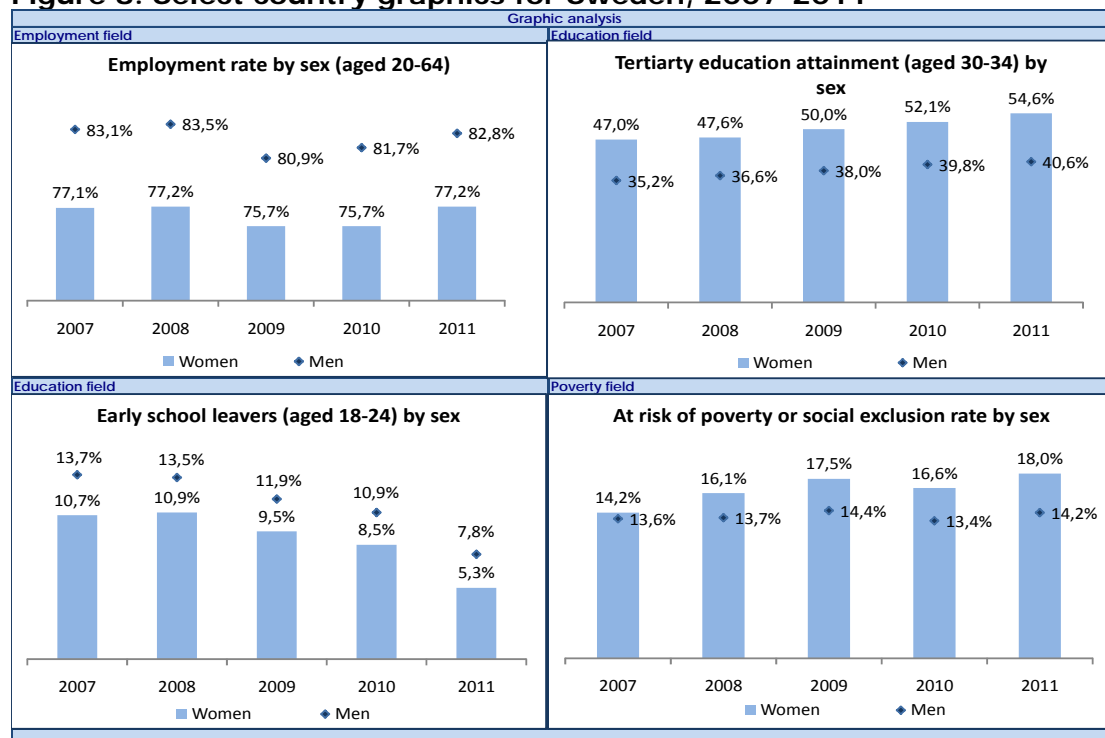
In the 2012 NRP, the sick-leave benefits are not disaggregated by gender but in other publications it is often pointed out that the majority of those who receive sickness compensation are women. The impact on gender equality could be positive if women are able to re-enter employment. However, it may be that they simply disappear from the registers of the Social Insurance Agency or at the Employment Office.

To improve the financial situation for families with children in poor economic conditions, a special allowance for children living in families that receive a housing allowance was increased on 1 January 2012. Additionally, the entitlement threshold to claim a housing allowance has been lowered. Households with young people also receive a higher compensation. The measure does not differentiate between genders. These measures are probably more beneficial for women than men, since there are more single mothers than single fathers, and single parent households often have economic problems. The Government deems that there is a need for a number of measures to improve the situation of the Roma and to reduce the welfare gap compared with the majority of the population. The main objective is to have achieved equal opportunities for the Roma generation turning 20 in 2032. The target group is above all those Roma being socially and economically excluded and subject to discrimination. The measure is gender-sensitive and women (and children) are a special priority.

**Table 11. Overview of EU 2020 Indicators for Sweden, 2007-2011**

Indicator	2007			2008			2009			2010			2011		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Employment field</b>															
Employment rates by sex (aged 20-64)	83.1%	77.1%	80.1%	83.5%	77.2%	80.4%	80.9%	75.7%	78.3%	81.7%	75.7%	78.7%	82.8%	77.2%	80.0%
Employment rates by sex (aged 30-39)	91.3%	83.6%	87.5%	91.3%	84.7%	88.1%	88.6%	82.4%	85.6%	90.0%	82.2%	86.1%	91.0%	82.6%	86.9%
Employment rates by sex (people with 0-2 ISCED level) (aged 20-64)	73.2%	60.8%	67.1%	72.9%	59.2%	66.2%	69.3%	57.0%	63.3%	70.4%	55.2%	63.0%	71.6%	56.6%	64.4%
Employment rates by sex (people from extra EU-27 countries) (aged 20-64)	63.2%	45.1%	54.0%	63.1%	44.6%	53.7%	58.3%	41.9%	49.9%	58.7%	37.4%	47.6%	58.1%	36.1%	46.8%
Employment rate by sex (aged 20-49) without children	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	77.1%	74.5%	76.0%	78.6%	74.4%	76.8%	78.2%	76.3%	77.4%
Employment rate by sex (aged 20-49) with children	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	92.3%	81.3%	86.2%	91.7%	79.8%	85.1%	93.9%	81.8%	87.1%
Gender pay gap: proportion of the earnings of female workers over male workers earnings (aged 15-64)			17.9%			17.1%			16.0%			15.8%			
Part-time rates by sex (aged 20-64)	9.7%	38.4%	23.2%	10.8%	39.4%	24.3%	11.4%	39.0%	24.6%	11.1%	38.3%	24.0%	10.9%	37.4%	23.5%
Horizontal segregation: proportion of employed in education, health and social work activities over total employed by sex (aged 15-64)	10.4%	45.0%	26.9%	10.0%	44.2%	26.3%	10.4%	43.7%	26.4%	10.7%	43.7%	26.4%	10.9%	43.7%	26.5%
Vertical segregation: proportion of employed in managers occupations by sex (aged 15-64)	6.7%	3.4%	5.1%	6.6%	3.4%	5.1%	6.8%	3.6%	5.3%	7.3%	3.7%	5.6%	6.8%	4.0%	5.5%
<b>Research and development field</b>															
Total R&D personnel by sex (absolute numbers)	73.443	41.372	114.815	n.d.	n.d.	n.d.	73.382	41.259	114.641	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Share of women and men over the total R&D personnel	64.0%	36.0%	100.0%	n.d.	n.d.	n.d.	64.0%	36.0%	100.0%	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Head count researchers, by sex (absolute numbers)	46.113	24.942	71.055	n.d.	n.d.	n.d.	46.708	25.984	72.692	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Share of women and men over total researchers (%)	64.9%	35.1%	100.0%	n.d.	n.d.	n.d.	64.3%	35.7%	100.0%	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Percentage of HRST 'core' over total population, by sex (aged 15-75)	13.1%	18.9%	15.9%	13.5%	19.2%	16.3%	13.8%	19.3%	16.5%	14.0%	19.9%	16.9%	13.9%	20.4%	17.1%
<b>Internet field</b>															
Percentage of individuals using the Internet, at least, once a week, by sex	79%	72%	75%	86%	81%	83%	88%	85%	86%	89%	88%	88%	92%	89%	91%
<b>Education field</b>															
Early leavers: proportion of youngsters (aged 18-24) having attained at most lower secondary education and not being involved in further education or training by sex	13.7%	10.7%	12.2%	13.5%	10.9%	12.2%	11.9%	9.5%	10.7%	10.9%	8.5%	9.7%	7.8%	5.3%	6.6%
Tertiary education attainment: proportion of people (aged 30-34) having attained to tertiary education level by sex	35.2%	47.0%	41.0%	36.6%	47.6%	42.0%	38.0%	50.0%	43.9%	39.8%	52.1%	45.8%	40.6%	54.6%	47.5%
Employment by education level: proportion of people (aged 20-64) with low education level (ISCED 0-2), by sex	17.5%	15.6%	16.6%	16.9%	14.8%	15.9%	16.0%	13.9%	15.0%	15.5%	13.0%	14.3%	15.1%	12.4%	13.8%
Inactivity rates: proportion of inactive people (aged 20-64) over total population (ISCED level 0-2) by sex	20.7%	33.5%	27.0%	20.5%	34.9%	27.6%	20.4%	35.3%	27.7%	18.8%	36.0%	27.2%	18.2%	34.8%	26.3%
Proportion of people (aged 25-64) participating in lifelong learning by sex	13.1%	24.3%	18.6%	16.1%	28.4%	22.2%	16.1%	28.5%	22.2%	18.0%	31.1%	24.5%	18.4%	31.9%	25.0%
Proportion of people participating in training LMP over people wanting to work by sex	3.1%	2.2%	2.6%	2.3%	1.5%	1.9%	1.8%	1.1%	1.4%	2.6%	2.0%	2.3%	n.d.	n.d.	n.d.
Proportion of people (aged 15-34) not in employment, education or training (NEET) by sex	6.7%	9.0%	7.8%	6.7%	9.1%	7.9%	9.1%	10.3%	9.7%	7.4%	9.0%	8.2%	7.0%	8.6%	7.7%
<b>Poverty field</b>															
People at risk of poverty or social exclusion by sex, AROPE (proportion)	13.6%	14.2%	13.9%	13.7%	16.1%	14.9%	14.4%	17.5%	15.9%	13.4%	16.6%	15.0%	14.2%	18.0%	16.1%
People at risk of poverty or social exclusion by sex, AROPE (thousands)	607	657	1.264	619	748	1.367	653	806	1.459	625	792	1.418	669	869	1.538
People at risk of poverty by sex (proportion)	10.5%	10.6%	10.5%	11.3%	13.0%	12.2%	12.0%	14.5%	13.3%	11.4%	14.3%	12.9%	12.2%	15.7%	14.0%
People at risk of poverty by sex (thousands)	469	490	959	515	607	1.121	548	668	1.215	531	681	1.212	576	757	1.333
People (aged 0-59) living in households with very low work intensity by sex (proportion)	5.4%	6.3%	5.9%	5.0%	5.8%	5.4%	5.9%	6.6%	6.2%	5.7%	6.1%	5.9%	6.6%	6.9%	6.8%
People (aged 0-59) living in households with very low work intensity by sex (thousands)	191	218	409	178	203	381	206	225	430	204	213	418	239	243	482
Severely material deprived people by sex (proportion)	2.2%	2.1%	2.2%	1.3%	1.6%	1.4%	1.5%	1.6%	1.6%	1.2%	1.4%	1.3%	1.1%	1.2%	1.2%
Severely material deprived people by sex (thousands)	98	99	197	59	73	132	70	74	144	57	68	125	54	58	112
People at risk of poverty before social transfers by sex	38.9%	43.9%	41.5%	39.6%	44.7%	42.2%	37.6%	43.3%	40.5%	38.6%	44.5%	41.6%	39.1%	45.5%	42.4%
People at risk of poverty or social exclusion (AROPE) with 65 or more (proportion)	6.4%	13.5%	10.4%	9.0%	20.4%	15.5%	10.4%	24.0%	18.0%	8.2%	22.1%	15.9%	9.9%	25.3%	18.6%
People from extra-EU27 countries at risk of poverty or social exclusion (AROPE) by sex	36.2%	33.2%	34.6%	38.8%	35.2%	36.9%	34.0%	35.5%	34.8%	29.7%	35.0%	32.4%	32.9%	39.0%	36.0%

**Figure 8. Select country graphics for Sweden, 2007-2011**



Source: Eurostat (2012)

## 5. CONCLUSIONS

The purpose of the present study was to support the EP in monitoring the EU2020 Strategy from a gender equality perspective. In this context, the study aimed to evaluate the MS' progress towards the EU's gender equality objectives. It offered constructive guidance which can be used by the MS in setting up their 2013 National Reform Programmes (NRPs) in the context of the EU2020 Strategy and in the framework of the European Semester.

This Report covers a period of fast change, uncertainty and policy activism. Reforms of various aspects of societal foundations (i.e., labour market and pensions reforms, reforms in the educational system, the benefit systems, social protection) set the order of the day. Some countries are grappling with the need for urgent and comprehensive structural reforms, while others are facing moderate pressure to adjust specific policies. In all cases, labour market and pensions reforms are at the centre of the reforming efforts. Clearly, such reforms impact on women and men differently, but this is rarely explicitly recognised or linked to concrete gender-related targets. The experience with the previous phase of fiscal stimuli suggests that issues related to male jobs enjoy greater visibility, meaning that assumptions related to traditional gender roles may play a stronger role in political decisions than evidence-based policy making.

In some policy areas, the same developments are differently evaluated in the Member States.

### *Part-time employment*

Concern is expressed about the volume of part-time employment, although the issue is interpreted differently in different countries. Part-time employment is associated with a risk of lower income and unsatisfactory career prospects for mostly women in some countries (Austria), while in others (Italy and Greece) it is seen as an important entry point for women into the labour market.

### *Segmentation of the labour market*

A similar ambiguity also applies to labour market segmentation. Labour market segmentation along gender lines appears here as a double-edged sword: it protects women and facilitates their entry to specific jobs and sectors but it also entails that women may get trapped in low-wage, low-prospect jobs.

### *Pension reforms*

Regarding the reforms of the pension systems raising the retirement age for women, most experts agree on their long term beneficial implications for women, while some experts also stress short-term negative issues.

Furthermore, it can be observed that Member States are working on the implementation of similar measures mainly to handle the budgetary cuts required by the evolving crisis. In this respect, a number of countries are re-examining social protection with a view to tighten the eligibility criteria and/or to reduce the coverage or benefits. Unequal effects for specific categories of persons such as first-job seekers (young people) and women who attempt to return to employment after an interval of official non-activity are seldom considered.

Regardless of the specificities of each individual country's case, the current phase is marked by an increasing concern that macroeconomic imbalances will lead to a

kind of fiscal retrenchment affecting women more deeply than men. This has been pinpointed by the country experts in almost all the cases examined. The sectors under consideration for retrenchment (that is: care, education, health and also public administration) are gender-sensitive in two ways:

- *firstly*, they employ very large numbers of women; and
- *secondly*, their services are a prerequisite for women's economic independence.

The rest of this section sets out the main conclusions from the previous chapters and puts forward recommendations on gender equality issues. These can be systemically considered in the European Semester reporting process. To do so, this section is organised into two subsections:

- *firstly*, the conclusions are based on how **gender equality issues** have been addressed in the EU 2020 strategy and the related documents; as well as from **the assessment** made from a gender perspective regarding the gender awareness **of the NRPs 2012** of all Member States with the respective country-specific recommendations for 2012;
- *and secondly*, they take into account the country-specific recommendations and concrete outputs that can be drawn from the deeper evaluation made for the five countries analysed in more depth (Austria, Greece, Italy, Poland and Sweden).

## 5.1 Main conclusions on the gender awareness in the EU 2020 strategy, the European Semester and the National Reform Programmes

The **first conclusion** is that the gender dimension has a rather low profile in all the documents developing the EU 2020 strategy and the European Semester. The European headline targets within the EU 2020 Strategy are neither disaggregated by sex nor do they contain specific gender targets. Furthermore, the monitoring mechanisms do not consider gender issues systematically, nor do they rely on any indicators system that reflects specific gender imbalances. Lastly, the gender budgeting applied to the 2014-2020 MFF indicates rather low gender awareness in all areas, most notably in the areas of Economic Independence and as well as in the fields of Health, Well-being and Environment.

Overall, this low gender awareness cannot coexist with the fundamental principle of smart, sustainable and inclusive growth; what is more, it might further result in a 'missed opportunity' to tackle gender inequalities and stereotypes to achieve more equal societal outcomes.

The **second conclusion** based on the overall gender-sensitive assessment of the NRPs in the 27 MS is that the profile of gender mainstreaming in the NRPs is rather low. Targets in most of the countries are not disaggregated by gender, nor do they rely on systems based on gender-sensitive indicators.

The **third conclusion** is about heterogeneity and pluralism within Europe, both in terms of gender outcomes as well as in terms of policy efforts. The evaluation of the extent to which **gender equality issues** have been addressed in the NRPs leads to the identification of three broad groups of countries: *first*, a minority of the NRPs are reported to have some semblance of gender mainstreaming or to have systematically addressed the issue of gender equality (EE and LU); *second*,

some NRPs are reported to have indicated specific actions targeted at women (AT, BG, CY, CZ, DE, ES, FR, IE, IT, MT, NL, PL and SE); and *third*, a significant number of NRPs are reported to have no gender mainstreaming at all (BE, DK, GR, FI, HU, LT, LV, PT, RO, SI, SK and UK).

## 5.2 Main conclusions and country-specific recommendations from the evaluation made for the five selected countries (Austria, Greece, Italy, Poland and Sweden)

### 5.2.1. Progress and prospects in meeting the 2020 headline indicators: a mixed picture

Based on the progress made and on the prospects (as determined by the macroeconomic environment) in meeting the 2020 headline indicators, the five countries can be grouped into three groups.

**The first group consists of Austria and Poland.** For these Member States, a moderate effort is needed to achieve the national targets; the lack of severe macroeconomic imbalances provides a good opportunity for meeting these targets.

**The picture is very different in the second group of countries (Greece and Italy).** Here, employment trends are strongly negative due to the economic downturn; prevailing gender gaps are relatively high and the macroeconomic imbalances make prospects look more or less inauspicious in meeting the national targets (especially for Greece).

**Finally, Sweden stands as a prominent example** of meeting already most of the national targets with respect to the EU 2020 strategy, displaying prospects to continue progress within a rather stable macroeconomic environment.

**These findings indicate that where additional effort is needed most, the macroeconomic and structural environment is less enabling.** More concretely:

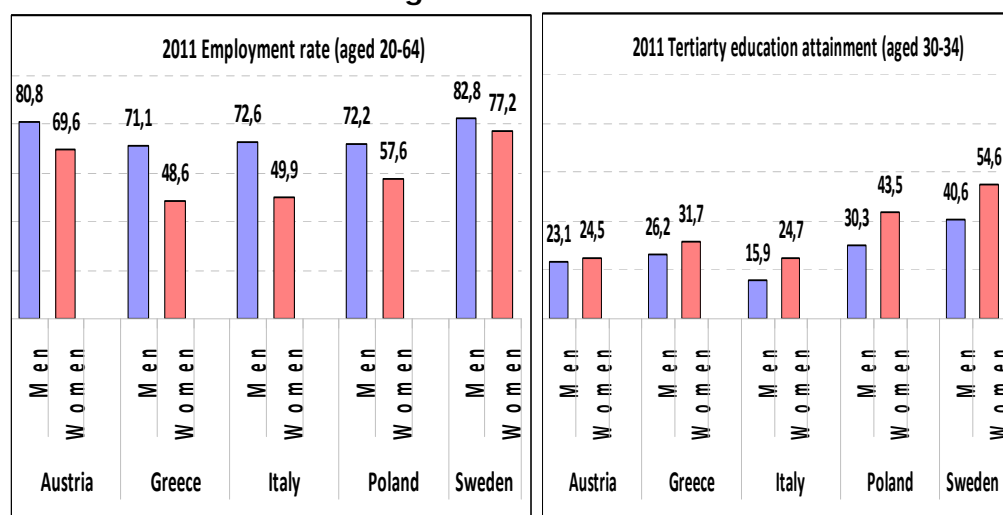
- The Austrian target is to achieve an employment rate of 78% for women and men aged 20-64 by 2020, which requires a rather moderate increase of 2-3pp in the next years. Yet, the national target for reducing the drop-out rate (9.5%) has already been reached for both genders (8.8% and 7.8% respectively), the tertiary educational attainment target (38%) still needs additional efforts to be achieved (in 2011 it was 23% for men and 24.5% for women).
- Greece is still far from the national targets regarding employment, tertiary educational attainment and early school leaving (which should be under 10% by 2020). As it is stated in the Hellenic National Social Report (2012, page 9), *"these targets are going to be reviewed and, according to the evaluation of the social impact of the crisis and the fiscal consolidation, may be revised in 2014"*.
- Italy still lags behind compared to the national 2020 employment target (set at 67%) presenting a total employment rate of 61% in 2011 (for men and

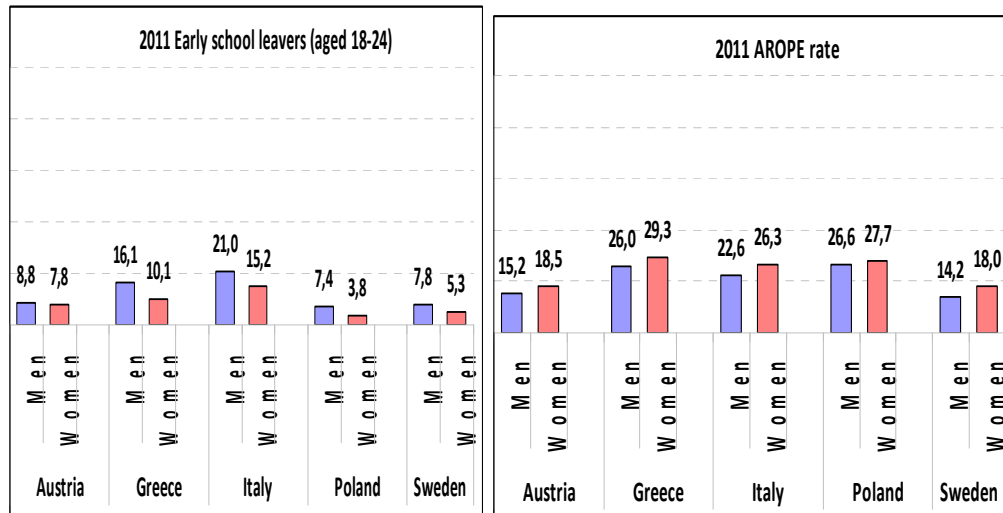


women). The corresponding figure for women is even lower (50%). As regards the rate of early school leavers, a decrease can be observed from 19.7% in 2007 to 18.2% in 2011, although it is still higher than the 2020 target (15%). At the same time, tertiary educational attainment levels for 30-34 year olds showed a continuous increase (with exception in 2009) from 18.6% in 2007 to 20.3% in 2011; but again it still lags significantly behind compared to the Italian target (set to be at least equal to 26-27% in 2020).

- The Polish national employment rate target is set at 71% for 2020 – projecting a 6pp rise over a 10 year period. The current situation does not signal significant divergence from these goals. In the field of education, Poland’s performance is relatively good and the country has already achieved the 2020 target for reducing the proportion of early school leavers to 4.5% (which was 5.6% in 2011). The participation in tertiary education for those aged 30-34 years has been on the rise, and the target is to achieve 45% in 2020 (from 36.9% in 2011). At present, both seem attainable but attention should be paid to male early school leavers in particular. With respect to poverty and social cohesion, the overall situation has been improving – a trend that has slowed, but not reversed throughout the period of the global crisis. The NRP national target of lowering by 1.5 million the number of people at risk of poverty and of social exclusion remains realistic.
- The aim in Sweden is to increase the employment rate to well over 80% for women and men aged 20-64 by 2020. The employment rate among men (20-64 years) was 82.8% and among women 77.2% in 2011; conjointly, the target has been already achieved. The early school leavers target is set to be less than 10% by 2020; this target was achieved already in 2011 for both men (7.8%) and women (5.3%), displaying a decrease from earlier years. Sweden has also already achieved the national 2020 target regarding tertiary educational attainment (40%), since the percentage of 30 to 34 year olds who have at least a two-year post-secondary education has increased: in 2011, it amounted to 47.5% (54.6% for women and 40.6% for men).

**Table 12. EU 2020 core targets overview.**





Source: Eurostat (2012) (statistical annex).

### 5.2.2. Gender awareness in most National Reforms Programmes leaves a lot to be desired

With few exceptions, the NRPs do not include specific targets for women. Gender targets are missing both in the effort to increase labour market participation and in promoting social inclusion (and combating poverty). The NRPs tend to mention women (with reference to employment, retirement age, entrepreneurship, reconciliation between work and family life) but no specific gender-related targets are set. Even when the NRP includes gender-specific recommendations (Austria) these are generally addressed by means of restating the objectives without necessarily naming concrete steps to be taken in the desired direction (the exception being Sweden, where policy experimentation with specific vulnerable groups is still unfolding). However, many reforms being either proposed and/or under implementation (in the area of retirement system, provision of childcare services, labour market reforms, to mention but a few of the most quoted) may indirectly contribute to raising female employment.

Finally, as regards the level of specific policies examined from the angle of gender equality (NRPs and other national policy initiatives) the picture is familiar: gender issues have an overall low visibility and (mostly) low priority. The experts share the view that longer term negative consequences in gender equality may prove, in the end, more harmful than anticipated. Even in countries that introduced some gender prioritizing in their national policies, there appears to be scope for improvement by integrating various policy instruments better within the NRPs. To this end, gender-disaggregated statistics that are timely and user-friendly would be of great assistance at all stages of gender-sensitive policy formation.

## 6. COUNTRY SPECIFIC RECOMMENDATIONS FOR FIVE MS

This section builds on the in-depth evaluation of five countries on the basis of their NRPs 2012 (for Greece this is done on the basis of the economic and financial adjustment programme – *Memorandum of Understanding*). The aim of this section is to present specific recommendations for the five Member States on how to improve their performance regarding gender equality in a way that allows for the integration of the respective measures in the upcoming National Reform Programmes, taking also into account concerns about the likely impact of fiscal consolidation on women.

### 6.1 AUSTRIA

The European Commission recommended that Austria takes action within the period 2011-2012<sup>107</sup> to accelerate the correction of the excessive deficit (planned mainly on the expenditure side) and bring the high public debt ratio on a downward path; tackle outstanding challenges in areas such as labour markets, competition in services, innovation and education policy; as well as limit access to early retirement schemes. At a first glance, all aspects raised in the recommendations are addressed in the NRP (primarily those related to the reinforcement of the financial stability as the 'Stability Package 2012-2016' was voted in the Parliament by the end of March 2012). After reflection, though, it is apparent that some of the recommendations are mentioned superficially (by asserting that Austria will tackle the abovementioned problems, but not saying how). For instance, the analysis and targets concerning women are treated mainly in the chapter on employment and partially in the chapter on the reduction of poverty and social exclusion, while the situation of women and the improvement of their living and working conditions in the respective area (e.g. in research and development or in education) is not discussed at all.

More specifically, the assessment made from a gender perspective by a national expert on how the gender-specific CSRs were addressed in the Austrian NRP and how the measures match the Integrated Guidelines points out that:

- 1) Overall, Austria has translated EU 2020 gender-neutral targets into specific national targets without having set any specific sub-targets for women.
- 2) As regards coherence of the NRP with the Guideline 7 "*Increasing labour market participation of women and men*", the Austrian NRP does not contain a specific target for women's employment rate and the Euro Plus Pact measures focus on youth employment in general without addressing young women explicitly.
- 3) Concerning the *Guideline 8 "Developing a skilled workforce"* it appears that it does not play a prominent role in the Austrian NRP, since there is mentioned only

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<sup>107</sup> SEC (2011a) 728 final, 7.6.2011. "Assessment of the 2011 National Reform Programme and stability programme for AUSTRIA", Commission Staff Working Paper, European Commission

a part of the measures which were developed in the Lifelong Learning Strategy without going further into details of implementation.

4) With respect to *Guideline 9 "Improving the quality and performance of education and training systems"* the planned measures do not include a gender mainstreaming strategy (e.g. targeting the horizontal gender segregation in the education and training system); hence no gendered effects can be tracked.

5) Finally, as regards *Guideline 10 "Promoting social inclusion and combating poverty"*, although the feminisation of poverty is more or less acknowledged, the strategy for the improvement of the situation for women is described at a rather general level.

In this context, the proposed recommendations for Austria to improve gender equality in relation to the National Reform Programmes can be summarised as follows:

1) Include specific sub-targets for women in the NRP to reinforce gender awareness.

Considering that women are more at risk of poverty and exhibit lower employment rates compared to men, gendered sub-targets at the national level might provide clearer aims in the fields of social inclusion and employment.

2) Take measures to reduce Austria's high gender pay gap and the segregation of the labour market.

Efforts have to be focused on dealing with the problem of women's concentration in low-paid labour market segments and the high concentration of part-time working women in those sectors. High gender segmentation in the labour market represents a main gender challenge in Austria; nevertheless, it is not well-addressed in the proposed labour market policy measures. Concentrating on these problems might also yield improvements in other areas such as reducing women's poverty rate.

3) Concentrate more efforts on gender aspects in education.

Regarding the progress towards the EU2020 targets, more efforts are certainly needed in meeting the tertiary education attainment target. To this end, a rather greater focus on gender-targeted education policies as part of the NRPs is strongly recommended.

4) Implement gender budgeting.

The budget cuts induced by fiscal consolidation measures might entail concrete risks of downgrading the status of equality policies and of reducing the budget allocated to them. Moreover, it seems unlikely that sufficient funding will be available to implement substantial gender equality measures within the next few years due to the on-going crisis. In this framework, the importance of adopting an actual implementation of mainstreaming the national budget towards gender equality is put forward which means a transparent and consistent description of gender effects of the planned revenues and expenditures. The latter is certainly crucial to ensure that women will not be disproportionately affected by retrenchment policies, especially in areas relevant for social protection and social inclusion.

5) Combine the "*National Action Plan for Gender Equality in the Labour Market*" with the NRP.

As a foundation for the development of concrete policy measures for the improvement of gender equality, the national action plan should be used for the preparation of the Austrian NRP. It is not reasonable that the strategic goals and priority fields of the NAP cannot be found in the NRP as its application does contribute to reaching the national targets set in relation to EU 2020 .

## 6.2 GREECE

Greece committed to implement the economic and financial adjustment programme<sup>108</sup> (*Memorandum of Understanding*) with the aim of correcting fiscal imbalances. The programme foresees comprehensive action on three fronts: (i) a frontloaded *fiscal consolidation strategy*, supported by structural fiscal measures and better fiscal control; (ii) *Structural reforms in the labour and product markets* to address competitiveness and growth; and (iii) Efforts to safeguard banking system stability.

The measures adopted or announced in Greece to counteract the effects of the economic crisis were selected without a gender perspective in mind. They were chosen with a view to ensure fiscal consolidation in the first place, while ameliorating the impact of the crisis on specific groups was a secondary consideration. The MoU is gender-blind and so seems national policy-making (policy design, implementation and monitoring). More specifically, a gender assessment of the MoU points out that:

Visibility of gender is minimal; in fact, the dramatic increase in unemployment coupled with wage (and pension) cuts across the board could reinforce traditional stereotypes concerning 'appropriate' gender roles and the division between 'normal' (men) and 'supplementary' workers (women). In view of the fact that the available evidence points in the direction of women increasing their labour force participation during the crisis (albeit in the ranks of the unemployed, first-job seekers and returning workers after an interval of absence), the first recommendation is to:

**1)** Alleviate by all means the obstacles rendering the labour market dysfunctional.

The announced structural reforms have created major upheavals, while their implementation has consistently lagged behind. In principle, numerous features of the planned reforms may have positive implications for women and gender equality in the long term (especially those addressing labour market fragmentation, the 'insiders-outsiders' divide, common retirement age for women and men and so forth). These, however, will not occur spontaneously.

Hence, the second recommendation would be to:

**2)** Proceed quickly with gender-sensitive analysis of the proposed reforms and ensure that the costs accruing to the most vulnerable (among whom, women and outsiders) will be minimized.

Delaying reforms in a tight macroeconomic environment brings about some 'unintended consequences', i.e. the adoption of 'functional equivalent measures' of fiscal consolidation. Expenditure of relative low visibility, such as social services

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<sup>108</sup> SEC (2011b) 717 final, 7.6.2011. "Assessment of the 2011 National Reform Programme and stability programme for GREECE", Commission Staff Working Paper, European Commission

supplied by local authorities, can also be a target. The lack of gendered data and the relatively low level of gender sensitivity imply that gender-sensitive expenditure may well be at greater risk. Such 'functionally equivalent' measures tend to put at risk social services and the care infrastructure, which are important to women as providers and recipients.

In this light, the third recommendation is to:

**3) Complement fiscal retrenchment with adequate and broad access to the social infrastructure.**

The latter is a prerequisite to allow women to enter paid employment and, at the same time, ensures that jobs are not only maintained, but also new jobs are created.

Non-implementation of painful reforms may at first sight give the impression of alleviating some short-term costs for both women and men; in reality, it stores higher long-term cost for women: the crystallisation of wide gender inequalities within the labour market (often beyond the usual public-private sector division) and of the status quo that is associated with the existing gender inequalities.

The final and fourth recommendation is

**4) Make the most out of other (national) policy instruments to promote gender equality, e.g. via the mobilization of EU funds.**

An example of a lag in adapting priorities and programmes to the crisis is the following: The General Secretariat for Gender Equality mobilized the highest ever budget for addressing violence against women, in preference to actions more directly linked to the crisis.

## 6.3 ITALY

The European Commission recommended that Italy<sup>109</sup> pursue a durable fiscal consolidation, addressing also a set of wide-ranging structural challenges including competitiveness, labour and product market regulation, the business environment and access to finance, the quality of education and research and the promotion of innovation. The wide reform agenda in the fields of employment, social protection and administrative simplification presented in the NRP shows a clear improvement compared to the past. Nevertheless, the envisaged measures are frequently non-specific and lacking a structural framework effectively supporting them.

More specifically, the assessment made from a gender perspective points out that:

**1) Gender mainstreaming is limited and the gender infrastructure is still poor and poorly implemented. Moreover, the Italian NRP specifies the national targets linked to the EU 2020 Strategy's headline goals, but none of the targets is broken down by gender.**

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<sup>109</sup> SEC (2011c) 720 final, 7.6.2011. "Assessment of the 2011 National Reform Programme and stability programme for ITALY", Commission Staff Working Paper, European Commission

**2)** As far as employment is concerned, the promotion of women's employment and gender equality are explicitly taken into account; however the strategies put forward seem not to suffice to boost female employment. Additionally, the NRP does not address levels of segregation in the labour market or the gender pay gap.

**3)** Concerning the *Guideline 8 "Developing a skilled workforce"* the Italian NRP underlines poor involvement of women in training and lifelong learning activities, without however proposing any specific measure for developing a skilled workforce from a gender equality perspective.

**4)** As regards poverty and social exclusion, no specific target has been set with regard to gender and no gender analysis is taken into consideration, although women experience a higher risk of poverty and social exclusion compared to men (up to 4pp).

In this context, the proposed recommendations for Italy to reinforce gender awareness in the design of the forthcoming National Reform Programme can be summarised as follows:

**1)** Set specific sub-targets for women (especially in the fields of social inclusion and employment) to monitor progress towards EU2020 and to tackle existing gender gaps.

While the Italian NRP sets a rather ambitious target to lift about 2.2 million people out of poverty by 2020, there is no specific target by gender and no gender analysis. The argument for introducing gender in poverty can be justified because of the existing gender differences in the risk of poverty and social exclusion, but also in the need to monitor and assess gender impacts of both recession and austerity.

**2)** Focus on positive actions with regard to second earners.

The measures reported to improve the performance of the Italian labour market tackle many structural problems and try to overcome the lack of a national pathway towards flexicurity. Although the Italian legal framework for gender equality touches upon themes such as flexible working time arrangements, there is a lack of binding conditions and economic incentives for the implementation of these laws. In turn, this does not allow for all the benefits to be realised from its enforcement.

**3)** Specific attention has to be devoted to the difficulties faced by younger people to enter employment and the difficult transition to secure jobs taking gender differences into account.

Attention to the gender dimension seems not to be a priority in this case, yet.

**4)** Monitor the 'indirect effects' of the retrenchment policies (particularly those related to cuts in public services and welfare provisions) and evaluate their gender impact on the national targets.

For instance, reductions in public services are likely to increase the amount of unpaid work and care responsibilities with a greater impact for women than for men. This will worsen the already existing disparity in care workload between women and men, affecting in turn the prospects for Italy to achieve the national targets set.

## 6.4 POLAND

Along with the recommendation to reduce the general government deficit to below 3 % of GDP in 2012, the European Commission recommended that Poland:<sup>110</sup> **i)** *raises statutory retirement age*; **ii)** *Implements a/the lifelong learning strategy*; **iii)** *Increases female labour market participation and ensures stable funding for pre-school child-care arrangements to increase enrolment rates of children less than three years*. All these recommendations are relevant to the main gender challenges in Poland and the Polish NRP explicitly addressed them in framing the policy measures in the document. Overall, the Polish NRP 2012 is coherent with EU2020 but as the national expert reports in her assessment of the Polish NRP from a gender perspective:

**1)** Overall, the gender perspective is limited in the Polish NRP, although its strengthening would be potentially beneficial for **(i)** women and men regarding the reconciliation of work and family life, **(ii)** the economic independence of women; and **(iii)** assist to tackle the different needs of women and men in education for an overall higher education level.

**2)** EU 2020 targets have been translated into specific national targets in Poland, but without breaking down these targets by gender. This entails the risk to meet the national targets (as set for the whole population), without significant improvements in existing gender gaps. For instance, men's employment rate is already above the national target for 2020 (71%), women's still lags significantly behind (57% in 2011).

**3)** As regards the coherence with Guidelines 8 to 10, the Polish NRP reports measures and policy initiatives but without any specific reference to gender.

In this context, the proposed recommendations for Poland to improve gender equality in the NRPs can be summarised as follows:

**1)** Set specific sub-targets for women and men to monitor progress towards the EU2020 and assess the effectiveness of the implemented policy measures in reducing the existing gender gaps.

The initiatives reflecting labour market challenges in Poland are credible but they are stated in a general manner: concepts of 'gender'/'gender equality' are not used, gender mainstreaming is not evident, there are several undifferentiated references to 'women' and 'men', one to 'fathers', and statistics / targets are generally not disaggregated.

**2)** Put more emphasis on the broader level of equality beyond the instrumental treatment of gender equality to incorporate the notions of 'equity'

There has been considerable policy effort with respect to narrowly defined aspects relevant to gender equality – that is focusing on women and their 'activation', while the wider objectives – gender relations and the role of men and society overall are underplayed.

**3)** Closely monitor the effects of economic developments on gender equality.

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<sup>110</sup> SEC (2011d) 729 final, 7.6.2011. "Assessment of the 2011 National Reform Programme and stability programme for Poland", Commission Staff Working Paper, European Commission



Fiscal consolidation, including public pay freeze and lower public investment expenditures jeopardise both the narrow approach and the wider vision for a good (gender) equal society. Because the economic crisis in Poland was not as severe as in other European economies, examining developments with respect to EU2020 headline targets on employment, education, and social cohesion do not provide significant cause for concern, yet they might change if growth expectations fail to become reality and if the budgetary situation deteriorates further.

## **6.5 SWEDEN**

In Sweden, resources allocated to gender equality policy are not influenced by the economic crisis and are the same in 2013 as in 2012 and expected to stay at this level in 2014 (SEK 239m). Moreover, there are noticeable outcomes in terms of meeting the EU2020 headline targets, especially in the field of employment and education. The European Commission recommended Sweden to keep fiscal policy on a path that ensures meeting the medium-term objective, as well as to monitor and improve the labour market participation of young people and other vulnerable groups which are mentioned in the NRP. The most relevant group here is the foreign-born: they have a lower employment rate and higher unemployment rate than the Swedish-born. In 2010 the "Introduction Act" was presented in order to speed up the establishment of newly arrived immigrants. In relation to this an allowance is paid out: such allowance is now an individual income and is not related to family income. This is expected to further contribute to gender equality and especially women's chances of entering the labour market. This is a positive development, but it is not enough to reach overall gender equality. In this context, the following recommendations based on the assessment of the Swedish NRP made by the national expert can be proposed:

**1)** Include a gender analysis in the reform agenda regarding social inclusion and education.

The NRP-inspired reform agenda in the employment, social inclusion and education spheres is partly developed as far as foreign-born women are concerned, but gender is not taken into consideration in the social inclusion and education areas.

**2)** Develop and implement measures to increase the involvement of men in caring.

The measures put forward to increase employment are almost all concerned with the supply side of labour, while very little is said about the demand side. Nothing is mentioned about how to get men to be more involved in care and domestic work or how to encourage especially young men to participate in education.

## 7. GENERAL RECOMMENDATIONS TO IMPROVE GENDER EQUALITY IN THE EU IN RELATION TO EU2020/NATIONAL REFORM PROGRAMMES

Implementing the European 2020 Strategy through the new economic governance method opens the way to improve gender equality in the EU; it provides a *necessary condition* for gender equality. To realize this potential, gender equality must be explicitly targeted; i.e. the *sufficient condition* is to engage specifically with gender balance. In other words, EU 2020 could provide a useful framework or tool for gender balance; for results to appear this tool has to be used and the framework should not be ignored. The examination of NRPs indicates that the latter conditions are far from being realised - at least to date. *Though the potential is there, it is not being used.*

This section presents **five** recommendations for actions to unlock this potential.

**RECOMMENDATION 1. The necessary condition:** Implementing the European Semester coordination plan as a means to achieve the EU 2020 Strategy headline targets.

**RECOMMENDATION 2. The sufficient condition:** Address and prioritise gender equality in the new economic governance method *explicitly* to achieve Smart, Sustainable and Inclusive Growth for Europe with more equal societal outcomes. Should gender equality be bypassed, the opportunity for change as described in EU 2020 will be missed.

**RECOMMENDATION 3. Ensuring that the sufficient condition is met:** "Seen the targets, guidelines and the indicators directing EU and Member States, it is evident that little account has been taken of gender mainstreaming by the EU 2020 Strategy or by the new economic governance method"<sup>111</sup>. Europe is still far from fulfilling the 'sufficient condition' for delivering outcomes in gender equality within the EU 2020 headline targets.

So how can Europe get closer to unlocking the gender equality potential?

- **Disaggregate by gender EU 2020 headline targets (and the corresponding national targets).** The adoption of gender-specific targets will help ensure a gender-equality perspective with regard not only to employment, education and social inclusion but also to the strategy as a whole. Stated otherwise, it is misleading to set targets referring to the whole population as if gender inequalities would not exist in those areas. **This means, in addition to the overall awareness, it has to be defined what the future situation of men and women in Europe in 2020 (each taken separately) shall be in the context of each headline target.**
- **Track and monitor gender inequalities in the areas of employment, research, innovation, education, energy and social inclusion.** It is important to propose and establish gender-specific indicators to document inequalities between women and men. These indicators have to capture the different aspects of gender inequalities in each area (i.e. employment; poverty or education) and to summarise the gender gaps in easily

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<sup>111</sup> the European Semester' González and Sansonetti, (2012: 24).

interpretable indicators. In some areas, as in employment, there is progress in proposing a set of complementary indicators that capture different aspects of gender gaps, while in others (e.g. in poverty and social inclusion) more effort is needed to define indicators of relevant differences by gender.

- ***Match fiscal consolidation with gender awareness.*** Just as the crisis itself has had uneven impacts upon women and men, the trajectories out of the economic downturn will have different gender impacts. The focus on fiscal consolidation appears, in practice, to have undermined the gender perspective. This is not *necessarily* so. There is nothing in fiscal consolidation that is, in essence, opposed to gender equality. There are opportunities in the new economic governance (i.e. The European Semester) to match fiscal priority with gender awareness, especially given the interdependence of the Stability and Convergence Programmes with the National Reform Programmes. In any case, the importance of adopting gender mainstreaming in the national budgets must be highlighted; this means a transparent description of the gender effects of the planned revenues and expenditures. The latter is certainly crucial in order to ensure that women will not be disproportionately affected by retrenchment policies, especially in social protection and social inclusion.
- ***Include gender-specific recommendations in the framework of the Country Specific Recommendations provided by the European Commission, especially regarding labour markets and poverty reduction.*** Having set appropriate indicators to capture and monitor gender inequalities, recommendations to Member States to take actions related directly to these gaps could be added. This mechanism might bypass vested interests or low awareness that hinder Member States in implementing reforms having an impact on men and women.

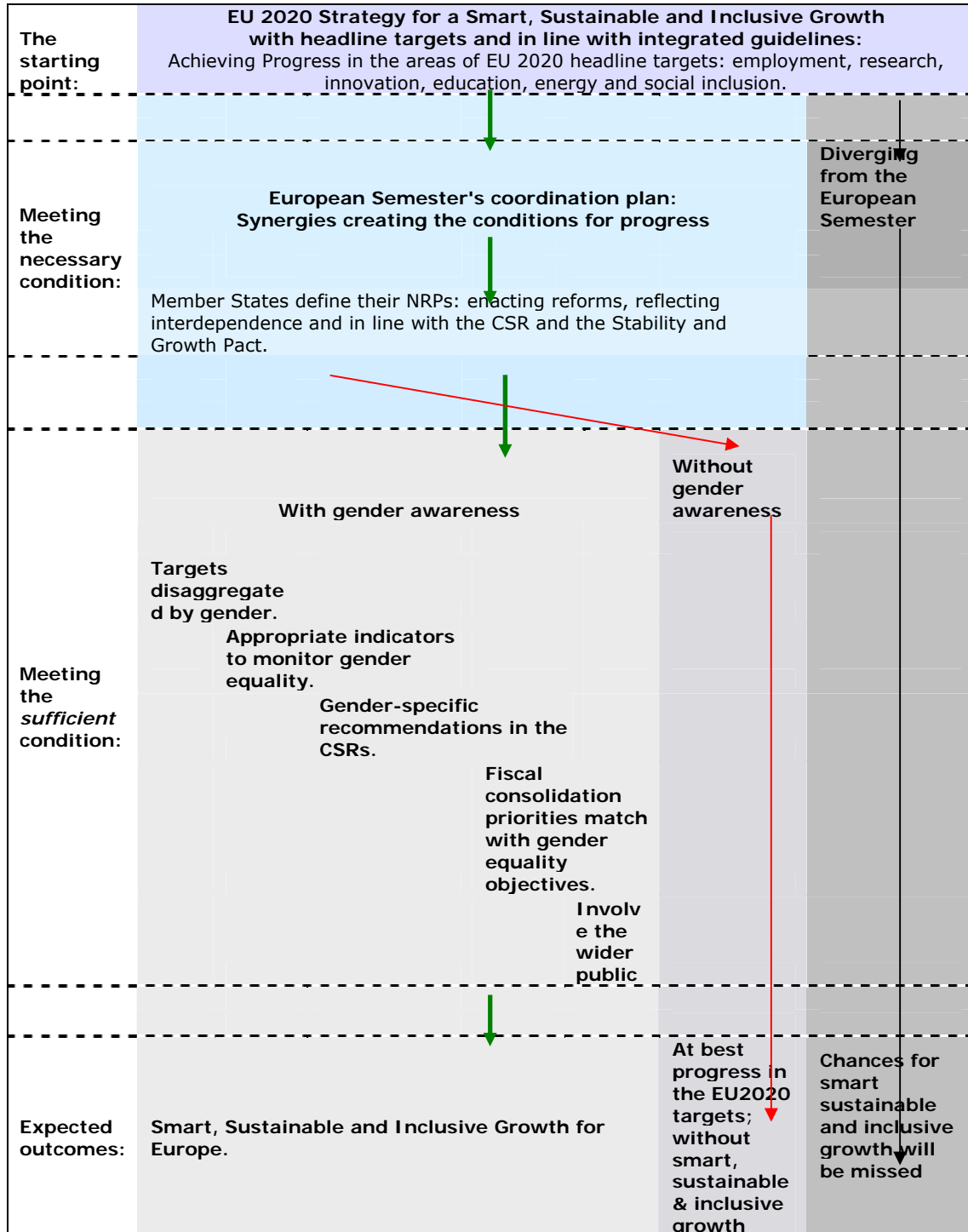
***Establish an on-going evaluation of the 2014-2020 Multi-Annual Financial Framework (MFF) regarding its gender awareness in each Member State, especially as regards the role of the European Social Fund.***

Overall, what is important to bear in mind is that these recommendations have to come into play with the established synchronization of assessment of the fiscal and structural policies of EU Member States, as well as macroeconomic and fiscal surveillance. In particular, as the "Annual Growth Survey" (AGS) and the Joint Employment Report review challenges for the EU and the euro area as a whole, the recommendations mentioned above are relevant to both:

- **the review of fiscal and macroeconomic developments** in the EU encompassing the analysis of thematic developments related to the EU2020 headline targets, progress on the flagship initiatives as well as overall progress towards the fiscal targets and horizontal issues related to imbalances and competitiveness;
- **the forward-looking part that describes the main challenges for fiscal and macroeconomic policies**, the policies with which to address these challenges, priorities in structural reforms to advance in the thematic part of the strategy and the Joint Employment Report addressing employment policies.

Finally they highlight the rather important role of the European Parliament's legislative work and scrutiny but also, equally important, in terms of stimulating the participation of stakeholders at national and regional level.

**The European Semester's coordination as a necessary, but not sufficient condition for improving gender equality in the EU**



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## 9. Annex I: Statistical data

### Employment

#### CORE INDICATORS

Code Eurostat lfsa_ergan	Employment rate (20-64) by sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	77,8	62,1	69,9	77,9	62,8	70,3	75,8	62,3	69,0	75,1	62,1	68,6	75,0	62,3	68,6
	<b>Greece</b>	80,4	51,6	66,0	80,4	52,5	66,5	78,8	52,7	65,8	76,2	51,7	64,0	71,1	48,6	59,9
	<b>Italy</b>	75,8	49,9	62,8	75,4	50,6	63,0	73,8	49,7	61,7	72,8	49,5	61,1	72,6	49,9	61,2
	<b>Austria</b>	81,6	67,2	74,4	81,7	68,6	75,1	80,1	69,4	74,7	80,2	69,6	74,9	80,8	69,6	75,2
	<b>Poland</b>	70,2	55,5	62,7	73,0	57,3	65,0	72,6	57,6	64,9	71,6	57,7	64,6	72,2	57,6	64,8
	<b>Sweden</b>	83,1	77,1	80,1	83,5	77,2	80,4	80,9	75,7	78,3	81,7	75,7	78,7	82,8	77,2	80,0

Code Eurostat lfsa_egan	Employment rate by age group and sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	89,2%	71,8%	80,6%	89,1%	72,5%	80,9%	86,6%	71,6%	79,2%	85,8%	71,1%	78,5%	85,6%	71,2%	78,5%
	<b>Greece</b>	93,1%	63,8%	78,5%	93,0%	64,5%	79,0%	91,2%	64,8%	78,1%	87,3%	63,4%	75,7%	82,3%	59,9%	71,3%
	<b>Italy</b>	89,1%	62,6%	76,0%	88,2%	63,2%	75,8%	86,2%	61,8%	74,0%	85,0%	60,8%	72,9%	84,5%	61,1%	72,8%
	<b>Austria</b>	93,4%	77,4%	85,4%	92,8%	79,2%	86,0%	91,2%	80,1%	85,6%	90,3%	79,6%	84,9%	91,6%	80,1%	85,9%
	<b>Poland</b>	87,5%	73,2%	80,4%	89,6%	74,6%	82,1%	89,1%	74,5%	81,8%	87,8%	73,9%	80,9%	87,9%	73,0%	80,5%
	<b>Sweden</b>	91,3%	83,6%	87,5%	91,3%	84,7%	88,1%	88,6%	82,4%	85,6%	90,0%	82,2%	86,1%	91,0%	82,6%	86,9%



Code Eurostat lfsa_ergaed	Employment rate by level of education and sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	69,8	45,3	57,1	69,2	44,8	56,5	65,8	43,7	54,4	64,2	43,2	53,4	63,3	43,0	53,0
	<b>Greece</b>	79,9	39,1	60,2	79,9	39,3	60,4	77,9	39,9	59,8	74,2	39,6	57,9	67,9	37,5	53,6
	<b>Italy</b>	71,1	33,7	52,7	70,3	33,7	52,4	68,5	32,9	51,0	67,0	32,5	50,1	66,9	32,9	50,3
	<b>Austria</b>	68,6	52,5	58,3	67,1	51,7	57,3	64,2	50,9	55,6	64,3	51,4	56,1	65,5	51,0	56,4
	<b>Poland</b>	50,6	30,9	40,3	53,8	31,7	42,3	52,6	30,2	41,0	48,3	30,1	39,2	47,8	29,7	38,7
	<b>Sweden</b>	73,2	60,8	67,1	72,9	59,2	66,2	69,3	57,0	63,3	70,4	55,2	63,0	71,6	56,6	64,4

Code Eurostat lfsa_ergan	Employment rate by nationality and sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	74,7	49,3	62,0	74,5	51,1	62,8	68,6	49,5	59,0	68,8	48,5	58,5	68,6	47,8	58,0
	<b>Greece</b>	92,9	51,6	74,0	93,8	51,2	74,7	88,1	53,2	72,4	82,6	52,8	69,1	75,7	47,9	62,8
	<b>Italy</b>	89,1	51,7	71,0	87,1	53,2	70,6	82,2	51,5	67,1	81,0	49,5	65,1	80,9	49,2	64,8
	<b>Austria</b>	72,7	49,9	61,5	74,1	48,4	61,3	70,3	51,5	60,9	71,2	52,7	62,0	73,5	51,8	62,8
	<b>Poland</b>	68,9	60,6	64,3	70,2	62,4	66,0	70,5	60,4	64,3	78,1	51,8	63,2	69,8	51,5	59,7
	<b>Sweden</b>	63,2	45,1	54,0	63,1	44,6	53,7	58,3	41,9	49,9	58,7	37,4	47,6	58,1	36,1	46,8

Code Eurostat lfst_hhacwnc	Employment gap adults (20-49 years) without children	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	82,5%	77,9%	80,5%	82,6%	78,4%	80,7%	78,9%	76,9%	78,1%	78,3%	76,5%	77,5%	78,1%	76,0%	77,2%
	<b>Greece</b>	82,2%	64,0%	74,1%	82,5%	65,7%	75,1%	80,5%	65,4%	73,9%	76,8%	62,4%	70,4%	71,0%	57,2%	64,9%
	<b>Italy</b>	81,5%	67,8%	75,5%	81,2%	68,1%	75,5%	78,2%	66,3%	73,0%	76,6%	65,2%	71,6%	76,3%	65,3%	71,5%
	<b>Austria</b>	88,5%	83,5%	86,3%	87,9%	84,1%	86,2%	85,8%	84,0%	85,0%	85,4%	84,6%	85,1%	86,1%	84,4%	85,3%
	<b>Poland</b>	74,2%	74,3%	74,2%	78,9%	75,3%	77,3%	77,2%	75,9%	76,6%	75,5%	74,8%	75,2%	76,2%	74,4%	75,5%
	<b>Sweden</b>	:	:	:	:	:	:	77,1%	74,5%	76,0%	78,6%	74,4%	76,8%	78,2%	76,3%	77,4%

Code Eurostat lfst_hhacwnc	Employment gap adults (20-49 years) with children	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	90,0%	67,1%	77,6%	89,9%	67,9%	77,9%	87,7%	67,4%	76,7%	87,1%	67,4%	76,3%	87,0%	67,3%	76,3%
	<b>Greece</b>	94,8%	58,8%	75,3%	95,0%	59,2%	75,4%	93,1%	59,7%	74,8%	90,9%	59,3%	73,6%	85,8%	56,4%	69,7%
	<b>Italy</b>	90,0%	55,6%	71,5%	89,4%	56,0%	71,4%	87,5%	54,8%	69,8%	86,2%	54,6%	69,2%	85,8%	54,2%	68,7%
	<b>Austria</b>	93,3%	73,7%	82,6%	93,3%	75,2%	83,4%	92,1%	76,7%	83,7%	92,1%	76,6%	83,6%	93,7%	77,2%	84,7%
	<b>Poland</b>	86,6%	68,6%	77,1%	88,9%	70,9%	79,4%	88,6%	70,6%	79,2%	87,4%	70,1%	78,3%	87,6%	69,2%	77,9%
	<b>Sweden</b>	:	:	:	:	:	:	92,3%	81,3%	86,2%	91,7%	79,8%	85,1%	93,9%	81,8%	87,1%

Code Eurostat earn_gr_gpg earn_gr_gpgr2	Gender pay gap	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>			17,6			17,4			16,9			16,4			
	<b>Greece</b>			21,5			22,0			:			:			
	<b>Italy</b>			5,1			4,9			5,5			5,5			
	<b>Austria</b>			25,5			25,5			25,4			25,5			
	<b>Poland</b>			7,5			9,8			9,8			5,3			
	<b>Sweden</b>			17,9			17,1			16,0			15,8			

Code Eurostat lfsa_eppga	Part-time work by sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	6,2	30,2	16,9	6,3	30,0	16,9	6,7	30,4	17,5	7,2	30,8	17,9	7,4	31,0	18,2
	<b>Greece</b>	2,3	9,8	5,2	2,3	9,6	5,2	2,7	10,0	5,6	3,3	10,1	6,0	4,1	10,0	6,5
	<b>Italy</b>	4,5	26,8	13,4	4,7	27,7	14,0	4,6	27,8	14,0	5,0	28,9	14,7	5,4	29,2	15,2
	<b>Austria</b>	6,0	41,8	22,2	6,7	42,2	23,0	7,3	43,6	24,3	7,7	44,2	24,8	7,7	44,5	24,8
	<b>Poland</b>	5,2	11,4	8,0	4,7	10,7	7,4	4,6	10,6	7,3	4,5	10,6	7,3	4,3	10,2	7,0
	<b>Sweden</b>	9,7	38,4	23,2	10,8	39,4	24,3	11,4	39,0	24,6	11,1	38,3	24,0	10,9	37,4	23,5

Code Eurostat Ifsa_egana Ifsa_egana2	Horizontal segregation	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	7,3%	27,8%	16,5%	7,4%	27,9%	16,6%	7,8%	28,8%	17,3%	7,9%	29,4%	17,7%	8,0%	29,6%	17,8%
	<b>Greece</b>	7,5%	20,7%	12,6%	7,1%	20,2%	12,3%	7,1%	20,6%	12,5%	7,3%	21,5%	13,0%	8,0%	21,6%	13,5%
	<b>Italy</b>	6,5%	24,8%	13,8%	6,5%	25,1%	13,9%	6,5%	25,3%	14,1%	6,5%	25,0%	14,0%	6,5%	25,1%	14,1%
	<b>Austria</b>	6,4%	23,1%	14,0%	6,9%	23,9%	14,7%	7,3%	25,8%	15,9%	7,6%	25,9%	16,1%	7,3%	25,3%	15,7%
	<b>Poland</b>	4,9%	23,2%	13,1%	4,7%	23,0%	13,0%	4,8%	23,6%	13,3%	5,0%	24,2%	13,7%	4,9%	23,6%	13,3%
	<b>Sweden</b>	10,4%	45,0%	26,9%	10,0%	44,2%	26,3%	10,4%	43,7%	26,4%	10,7%	43,7%	26,4%	10,9%	43,7%	26,5%

Code Eurostat Ifsa_egais	Vertical segregation	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	9,9%	6,1%	8,2%	10,0%	6,1%	8,2%	10,1%	6,2%	8,3%	10,0%	6,2%	8,3%	7,4%	4,4%	6,0%
	<b>Greece</b>	11,8%	7,2%	10,0%	12,3%	7,5%	10,4%	11,9%	7,6%	10,2%	11,8%	7,4%	10,0%	5,3%	2,3%	4,1%
	<b>Italy</b>	8,7%	6,8%	7,9%	8,7%	6,6%	7,8%	8,6%	6,5%	7,7%	8,4%	6,0%	7,5%	4,8%	2,4%	3,8%
	<b>Austria</b>	9,5%	4,1%	7,1%	9,0%	4,2%	6,8%	9,0%	3,8%	6,6%	8,7%	4,0%	6,6%	6,9%	3,0%	5,1%
	<b>Poland</b>	7,4%	5,2%	6,4%	7,3%	5,1%	6,3%	7,7%	5,2%	6,5%	7,7%	5,3%	6,6%	6,8%	5,2%	6,1%
	<b>Sweden</b>	6,7%	3,4%	5,1%	6,6%	3,4%	5,1%	6,8%	3,6%	5,3%	7,3%	3,7%	5,6%	6,8%	4,0%	5,5%

COMPLEMENTARY INDICATORS

Code Eurostat Ifsa_ipga	Inactivity rates	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	17,1	32,8	25,0	16,9	32,3	24,6	17,1	31,9	24,5	17,2	31,6	24,4	17,3	31,2	24,3
	<b>Greece</b>	15,2	41,0	28,1	15,4	40,8	28,1	15,5	39,4	27,4	15,5	38,4	26,9	16,5	38,3	27,4
	<b>Italy</b>	20,5	46,0	33,3	20,4	44,9	32,7	21,1	45,4	33,3	21,5	45,4	33,5	21,6	45,0	33,4
	<b>Austria</b>	15,3	29,6	22,5	15,5	28,8	22,2	16,0	27,5	21,8	16,1	27,6	21,9	16,0	27,5	21,8
	<b>Poland</b>	22,9	38,1	30,6	22,0	37,8	30,1	21,4	37,0	29,4	21,1	36,0	28,7	20,8	35,8	28,4
	<b>Sweden</b>	12,6	18,6	15,6	12,2	18,5	15,3	12,4	18,8	15,5	11,6	18,5	15,0	11,3	17,5	14,4

Code Eurostat Ifsa_igar	Inactivity: main reason for not seeking employment by sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	0,7	15,4	10,3	1,3	17,9	12,2	1,3	17,9	12,2	1,4	17,8	12,0	1,5	17,7	11,9
	<b>Greece</b>	:	7,6	5,6	:	8,1	5,9	:	9,6	6,9	:	9,0	6,4	:	9,0	6,3
	<b>Italy</b>	0,5	19,7	13,8	0,6	19,2	13,5	0,5	19,3	13,4	0,6	18,2	12,6	0,6	18,2	12,6
	<b>Austria</b>	:	20,4	13,7	:	20,4	13,6	:	18,6	12,1	:	18,1	11,8	:	16,9	10,9
	<b>Poland</b>	0,8	15,4	10,1	0,9	16,3	10,7	0,9	17,2	11,4	1,0	17,8	11,7	1,2	18,8	12,4
	<b>Sweden</b>	:	8,2	5,2	:	8,5	5,3	:	8,4	5,3	:	9,0	5,9	:	9,9	6,3

Code Eurostat Ifsa_urgan	Unemployment rate (20-64) by sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	6,2	7,5	6,8	6,2	7,2	6,7	8,6	8,6	8,6	9,3	9,2	9,3	9,2	9,4	9,3
	<b>Greece</b>	5,1	12,6	8,2	5,0	11,3	7,6	6,8	13,0	9,4	9,9	16,1	12,5	14,9	21,2	17,6
	<b>Italy</b>	4,6	7,6	5,8	5,2	8,2	6,5	6,5	9,0	7,5	7,3	9,4	8,1	7,3	9,3	8,1
	<b>Austria</b>	3,6	4,6	4,1	3,3	3,7	3,5	4,7	4,2	4,5	4,4	3,9	4,2	3,8	4,0	3,9
	<b>Poland</b>	9,0	10,2	9,6	6,4	7,8	7,0	7,6	8,6	8,1	9,2	9,9	9,5	8,9	10,3	9,5
	<b>Sweden</b>	5,0	5,3	5,1	4,9	5,2	5,1	7,7	6,8	7,3	7,6	7,1	7,4	6,7	6,4	6,6

Code Eurostat Ifst_hhacwnc	Part-time work by sex and age of the youngest child	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	4,1%	39,8%	18,8%	4,3%	39,1%	18,9%	4,7%	40,0%	19,6%	5,2%	38,8%	19,5%	5,4%	39,5%	20,0%
	<b>Greece</b>	1,1%	11,6%	4,8%	1,1%	11,7%	5,0%	1,5%	11,7%	5,2%	2,2%	11,2%	5,6%	3,5%	10,6%	6,2%
	<b>Italy</b>	2,7%	37,3%	15,6%	3,2%	37,2%	16,0%	3,2%	36,9%	16,0%	3,4%	37,1%	16,1%	3,5%	37,1%	16,3%
	<b>Austria</b>	4,4%	59,8%	28,1%	5,3%	59,8%	29,0%	6,0%	62,5%	31,0%	5,5%	62,8%	30,8%	6,0%	64,3%	32,1%
	<b>Poland</b>	3,7%	14,1%	8,1%	3,3%	13,0%	7,4%	3,0%	12,1%	6,7%	2,8%	12,0%	6,7%	2,5%	11,4%	6,2%
	<b>Sweden</b>	:	:	:	:	:	:	6,8%	42,5%	24,0%	8,5%	42,5%	24,7%	7,8%	40,7%	23,7%

Code Eurostat lfsa_etpga	Temporary work by sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	12,5	14,2	13,3	12,0	14,0	13,0	11,5	13,5	12,5	12,2	13,7	12,9	12,5	13,7	13,1
	<b>Greece</b>	9,0	13,0	10,7	9,6	13,5	11,2	10,4	13,9	11,9	10,8	14,2	12,3	10,5	12,8	11,5
	<b>Italy</b>	10,7	15,6	12,8	11,0	15,3	12,9	10,3	14,3	12,1	10,9	14,2	12,4	11,9	14,5	13,0
	<b>Austria</b>	4,5	6,0	5,2	4,7	6,0	5,3	4,9	6,0	5,4	5,4	6,2	5,8	5,3	6,6	5,9
	<b>Poland</b>	27,8	27,4	27,6	25,6	27,1	26,3	25,6	26,0	25,8	26,8	26,6	26,7	27,0	25,8	26,5
	<b>Sweden</b>	12,7	17,3	15,0	11,3	16,0	13,6	10,8	15,1	12,9	11,7	15,1	13,4	12,4	15,8	14,1

Code Eurostat lfsa_esgaed	Self-employed workers by sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	18,7%	9,9%	14,8%	18,4%	9,8%	14,5%	18,6%	9,8%	14,6%	18,9%	10,0%	14,8%	18,6%	9,9%	14,7%
	<b>Greece</b>	34,5%	20,2%	28,9%	34,3%	20,9%	29,0%	35,0%	20,9%	29,4%	35,2%	21,8%	29,8%	35,8%	22,6%	30,5%
	<b>Italy</b>	27,9%	17,1%	23,6%	27,4%	16,5%	23,0%	27,2%	15,9%	22,6%	27,6%	15,8%	22,8%	27,4%	15,6%	22,6%
	<b>Austria</b>	14,5%	9,5%	12,3%	13,9%	8,9%	11,6%	13,9%	8,6%	11,4%	14,2%	8,9%	11,8%	14,3%	9,0%	11,8%
	<b>Poland</b>	22,5%	14,5%	18,9%	22,0%	14,2%	18,5%	22,1%	14,1%	18,5%	22,4%	14,1%	18,6%	22,3%	14,1%	18,6%
	<b>Sweden</b>	14,0%	5,3%	9,9%	13,4%	5,5%	9,7%	13,6%	5,7%	9,8%	13,8%	5,9%	10,1%	13,4%	5,6%	9,7%

Code Eurostat lfsa_egaa	Labour mobility by sex (% workers from other UE country)	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	2,5%	2,5%	2,5%	2,7%	2,6%	2,7%	2,7%	2,7%	2,7%	2,8%	2,9%	2,8%	2,9%	3,1%	3,0%
	<b>Greece</b>	1,0%	1,7%	1,3%	1,2%	1,9%	1,4%	1,3%	2,3%	1,7%	1,3%	2,4%	1,7%	1,3%	2,4%	1,8%
	<b>Italy</b>	1,2%	1,9%	1,5%	1,7%	2,6%	2,1%	2,2%	3,3%	2,6%	2,7%	3,7%	3,1%	2,7%	4,1%	3,3%
	<b>Austria</b>	3,9%	4,3%	4,1%	4,0%	4,8%	4,4%	4,2%	4,8%	4,5%	4,4%	5,1%	4,7%	4,7%	5,6%	5,1%
	<b>Poland</b>	0,1%	:	0,1%	0,1%	:	0,1%	0,1%	:	0,0%	:	:	0,0%	0,1%	:	0,1%
	<b>Sweden</b>	2,2%	2,5%	2,3%	2,5%	2,6%	2,6%	2,8%	2,7%	2,8%	2,8%	2,7%	2,8%	2,7%	2,5%	2,6%

## R&D

### CORE INDICATORS

Code Eurostat t2020_20	GDP invested in R&D	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>			1,85			1,92			2,01			2,00			
	<b>Greece</b>			0,60			:			:			:			
	<b>Italy</b>			1,17			1,21			1,26			1,26			
	<b>Austria</b>			2,51			2,67			2,72			2,76			
	<b>Poland</b>			0,57			0,60			0,68			0,74			
	<b>Sweden</b>			3,40			3,70			3,61			3,42			

Code Eurostat rd_p_persocc	Total R&D personnel by sex (absolute numbers)	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	2.238.197	1.206.626	3.444.823	2.330.660	1.256.559	3.587.219	2.352.561	1.290.554	3.643.115		:	:			
	<b>Greece</b>		:	:		:	:		:	:		:	:			
	<b>Italy</b>	212.240	122.263	334.503		:	:	227.577	126.936	354.513		:	:			
	<b>Austria</b>	62.887	26.571	89.458		:	:	66.523	29.979	96.502		:	:			
	<b>Poland</b>	69.800	51.823	121.623	68.792	50.890	119.682	70.422	50.501	120.923		:	:			
	<b>Sweden</b>	73.443	41.372	114.815		:	:	73.382	41.259	114.641		:	:			

Code Eurostat rd_p_persocc	Share of women and men over the total R&D personnel	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	65,0%	35,0%		65,0%	35,0%		64,6%	35,4%							
	<b>Greece</b>															
	<b>Italy</b>	63,4%	36,6%					64,2%	35,8%							
	<b>Austria</b>	70,3%	29,7%					68,9%	31,1%							
	<b>Poland</b>	57,4%	42,6%		57,5%	42,5%		58,2%	41,8%							
	<b>Sweden</b>	64,0%	36,0%					64,0%	36,0%							

Code Eurostat rd_p_persocc	Head count researchers, broken down by sex (absolute numbers)	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	1.469.073	689.931	2.159.004	1.530.139	726.143	2.256.282	1.556.584	761.934	2.318.518						
	<b>Greece</b>	:	:	141.878	:	:	:	:	:	:						
	<b>Italy</b>	94.796	47.082	53.590		:	:	98.789	50.525	149.314						
	<b>Austria</b>	39.418	14.172	97.289		:	:	42.464	16.877	59.341						
	<b>Poland</b>	58.487	38.802	71.055	58.965	38.509	97.474	59.371	38.794	98.165						
	<b>Sweden</b>	46.113	24.942			:	:	46.708	25.984	72.692						

Code Eurostat rd_p_persocc	Share of women and men over total researchers (%)	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EU 27</b>		68,0%	32,0%		67,8%	32,2%		67,1%	32,9%							
<b>Greece</b>																
<b>Italy</b>		66,8%	33,2%					66,2%	33,8%							
<b>Austria</b>		73,6%	26,4%					71,6%	28,4%							
<b>Poland</b>		60,1%	39,9%		60,5%	39,5%		60,5%	39,5%							
<b>Sweden</b>		64,9%	35,1%					64,3%	35,7%							

Code Eurostat hrst_st_ncat	Percentage of HRST 'core' over total population, broken down by sex, age 15-75	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EU 27</b>		9,7	10,2	10,0	10,0	10,6	10,3	10,2	11,0	10,6	10,3	11,2	10,8	11,5	12,0	11,7
<b>Greece</b>		10,0	9,3	9,7	10,1	9,8	10,0	9,8	10,0	9,9	9,9	10,3	10,1	10,0	10,2	10,1
<b>Italy</b>		6,3	6,5	6,4	6,6	6,9	6,7	6,4	6,9	6,7	6,5	6,8	6,6	6,7	6,7	6,7
<b>Austria</b>		8,0	6,8	7,4	8,1	7,0	7,6	8,5	7,8	8,1	8,7	7,7	8,2	8,7	8,0	8,4
<b>Poland</b>		6,9	9,7	8,3	7,2	10,4	8,8	7,8	11,5	9,7	8,3	12,2	10,3	8,5	12,6	10,6
<b>Sweden</b>		13,1	18,9	15,9	13,5	19,2	16,3	13,8	19,3	16,5	14,0	19,9	16,9	13,9	20,4	17,1



COMPLEMENTARY INDICATORS

Code Eurostat	Percentage of human resources in science and technology over total population, broken down by sex, age 15-74	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
hrst_st_ncat																
<b>EU 27</b>		26,8	26,3	26,6	27,4	27,3	27,3	27,8	27,9	27,8	27,9	28,7	28,3	29,6	29,6	29,6
<b>Greece</b>		21,6	19,3	20,4	21,9	20,2	21,0	21,8	20,6	21,2	22,4	21,5	22,0	23,5	22,7	23,1
<b>Italy</b>		21,6	20,5	21,1	21,5	20,7	21,1	20,8	20,3	20,6	20,5	20,3	20,4	21,1	20,4	20,7
<b>Austria</b>		29,2	22,7	25,9	30,0	22,9	26,4	30,9	24,2	27,5	30,8	24,8	27,8	32,2	25,2	28,7
<b>Poland</b>		17,5	23,2	20,4	18,1	24,4	21,4	18,9	26,1	22,6	20,3	27,5	24,0	21,0	28,3	24,7
<b>Sweden</b>		34,2	36,8	35,5	34,3	37,3	35,8	34,2	38,0	36,1	35,1	39,3	37,2	36,3	41,6	38,9

Code Eurostat	Percentage of human resources in science and technology over active population, broken down by sex, age 15-75	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
hrst_st_ncat																
<b>EU 27</b>		34,0	40,8	37,0	34,3	41,3	37,5	34,8	41,9	38,0	34,9	42,6	38,4	37,2	43,6	40,1
<b>Greece</b>		26,8	34,5	29,9	27,1	35,5	30,5	26,9	35,5	30,5	27,5	36,1	31,1	28,8	37,4	32,4
<b>Italy</b>		30,0	40,0	34,0	29,7	39,7	33,8	28,7	38,7	32,8	28,3	38,2	32,3	29,3	38,1	32,9
<b>Austria</b>		35,7	34,2	35,0	36,6	33,7	35,3	37,6	35,2	36,5	37,7	35,6	36,8	39,7	36,5	38,2
<b>Poland</b>		23,9	39,2	30,8	24,6	40,7	31,9	25,5	42,8	33,3	26,9	44,0	34,7	27,6	44,6	35,3
<b>Sweden</b>		41,8	46,8	44,2	42,1	47,5	44,6	42,2	48,4	45,1	42,8	50,1	46,2	43,8	52,1	47,7

Code Eurostat hrst_st_ncat	Percentage of scientists and engineers over total population, broken down by sex, age 15-74	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EU 27</b>		4,2	1,9	3,0	4,2	1,9	3,1	4,3	2,0	3,1	4,3	2,0	3,1	5,0	3,2	4,1
<b>Greece</b>		3,5	1,6	2,5	3,5	1,7	2,6	3,3	1,6	2,4	3,4	1,7	2,6	3,6	2,0	2,8
<b>Italy</b>		2,4	1,0	1,7	2,6	1,2	1,9	2,6	1,2	1,9	2,5	1,1	1,8	2,9	1,3	2,1
<b>Austria</b>		3,3	1,1	2,2	3,3	1,1	2,2	3,5	1,2	2,3	3,5	1,3	2,4	4,5	2,2	3,3
<b>Poland</b>		2,8	2,9	2,8	2,8	3,0	2,9	3,0	3,2	3,1	3,2	3,3	3,2	3,6	3,4	3,5
<b>Sweden</b>		5,7	3,6	4,6	6,0	3,7	4,8	6,0	3,7	4,8	6,0	3,8	4,9	6,8	6,8	6,8

Code Eurostat rd_p_persqual	Effective use of researchers	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EU 27</b>		69,7%	62,0%	67,2%	69,7%	61,7%	67,2%	69,4%	61,4%	66,8%						
<b>Greece</b>																
<b>Italy</b>		65,0%	66,7%	65,5%				67,8%	68,9%	68,2%						
<b>Austria</b>		63,8%	46,0%	59,1%				63,3%	46,0%	58,4%						
<b>Poland</b>		63,6%	62,3%	63,1%	64,9%	61,1%	63,4%	63,7%	60,1%	62,2%						
<b>Sweden</b>		69,7%	54,0%	64,2%				70,6%	53,9%	64,6%						

Code Eurostat rd_p_perslf	R&D personnel employed over total employed people	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EU 27</b>		1,84%	1,24	1,57	1,90%	1,27	1,62	1,97%	1,31	1,68						
<b>Greece</b>			:	:		:			:	:						
<b>Italy</b>		1,51%	1,33	1,44				1,65%	1,37	1,54						
<b>Austria</b>		2,85%	1,46	2,22				3,04%	1,58	2,37						
<b>Poland</b>		0,83%	0,76	0,8	0,79%	0,72	0,76	0,81%	0,71	0,76						
<b>Sweden</b>		3,07%	1,92	2,53				3,11%	1,93	2,55						

## Internet

### CORE INDICATORS

Code Eurostat isoc_ci_ifp_fu	Individuals regularly using the Internet	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	55	47	51	59	53	56	64	57	61	68	62	65	70	65	68
	<b>Greece</b>	33	23	28	38	28	33	43	33	38	46	36	41	51	44	47
	<b>Italy</b>	39	28	34	43	32	37	47	37	42	54	42	48	56	46	51
	<b>Austria</b>	67	55	61	73	59	66	72	61	67	75	65	70	81	71	76
	<b>Poland</b>	41	37	39	46	43	44	54	50	52	57	53	55	60	56	58
	<b>Sweden</b>	79	72	75	86	81	83	88	85	86	89	88	88	92	89	91

Code Eurostat isoc_ci_id_p isoc_ci_id_pn2	Persons employed using computers with access to World Wide Web over total employment	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>			38			39			41			43			44
	<b>Greece</b>			27			34			33			34			33
	<b>Italy</b>			29			31			32			33			36
	<b>Austria</b>			41			43			42			42			:
	<b>Poland</b>			26			28			32			33			35
	<b>Sweden</b>			52			59			60			63			65

Code Eurostat	Percentage of persons employed using computers with access to World Wide Web over employees using a computer	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
isoc_ci_id_p isoc_ci_id_pn2				76			78			79			81			83
	<b>EU 27</b>			76			78			79			81			83
	<b>Greece</b>			73			85			83			84			77
	<b>Italy</b>			74			75			78			78			81
	<b>Austria</b>			77			79			81			83			:
	<b>Poland</b>			75			79			83			83			83
	<b>Sweden</b>			82			86			88			89			:

## Energy and Environment

### K1. Proportion of women and men in climate change decision-making bodies at the national level in the EU Member States

#### A. Percentage of women in high-level positions dealing with climate change in national ministries competent for environment, transport and energy, by levels, EU 27<sup>112</sup>

Countries	Level of position	Unit	2011
European Union (27 countries)	level 1	% of women	18,2
		total number of positions	159
	level 2	% of women	27
		total number of positions	152
	level 3	% of women	27,6

<sup>112</sup> "To address climate change decision-making in the Member States, data on the sex of high-level decision-makers were collected from institutions with responsibility for:

- Environment (and climate change where specified);
- Transport;
- Energy.

Ministerial positions within three sectors across the 27 Member States (81 institutions) were classified into **three hierarchical levels of decision-making**.

1. Level 1 covers the highest levels/positions in the Ministry (political level). These will usually be the minister, the vice or deputy minister and the high-level state secretary;
2. Level 2 covers the top level of managerial or administrative decision-making in the ministry, usually the civil servant who is the head of the ministry (e.g. sub-secretary, secretary-general, director-general) with responsibility for the sector concerned.
3. Level 3 covers the heads of sectorial departments or divisions".

Cf. "Review of the Implementation in the EU of area K of the Beijing Platform for Action: Women and the Environment Gender Equality and Climate Change" (<http://www.eige.europa.eu/sites/default/files/Gender-Equality-and-Climate-Change-Report.pdf>), p. 44.

		total number of positions	479
	total	% of women	25,6
		total number of positions	790
Greece	level 1	% of women	0
		total number of positions	5
	level 2	% of women	57,1
		total number of positions	7
	level 3	% of women	50
		total number of positions	4
	total	% of women	37,5
		total number of positions	16
Italy	level 1	% of women	10
		total number of positions	10
	level 2	% of women	0
		total number of positions	2
	level 3	% of women	7,7
		total number of positions	13
	total	% of women	8
		total number of positions	25
Austria	level 1	% of women	33,3
		total number of positions	3
	level 2	% of women	12,5
		total number of positions	8
	level 3	% of women	23,1
		total number of positions	52
	total	% of women	22,2

		total number of positions	63
Poland	level 1	% of women	14,3
		total number of positions	14
	level 2	% of women	66,7
		total number of positions	3
	level 3	% of women	55,6
		total number of positions	18
	total	% of women	40
		total number of positions	35
Sweden	level 1	% of women	40
		total number of positions	5
	level 2	% of women	60
		total number of positions	5
	level 3	% of women	50
		total number of positions	8
	total	% of women	50
		total number of positions	18

## K1. Proportion of women and men in climate change decision-making bodies at the national level in the EU Member States

### B. Percentage of women in high-level positions dealing with climate change in national ministries competent for environment, transport and energy, by sector, EU 27

Countries	Sector	2011
European Union (27 countries)	environment	33,9
	transport	20,2
	energy	17,3
	total	25,6
Greece	environment	44,4
	transport	25
	energy	16,7
	total	37,5
Italy	environment	12,5
	transport	0
	energy	20
	total	8
Austria	environment	25,6
	transport	25
	energy	0
	total	22,2
Poland	environment	61,5
	transport	35,7
	energy	12,5



	total	40
Sweden	environment	62,5
	transport	50
	energy	40
	total	50

## K2. Proportion of women and men in climate change decision-making in the European Parliament and the Commission

### A. Percentage of women in relevant high-level positions in the European Commission by level

Countries	Level of position	Unit	2011
European Commission	level 1	total number of positions	4
		number of women	1
		% of women	25
	level 2	total number of positions	5
		number of women	0
		% of women	0
	level 3	total number of positions	17
		number of women	6
		% of women	35,3
	total	total number of positions	26
		number of women	7
		% of women	26,9

## K2. Proportion of women and men in climate change decision-making in the European Parliament and the Commission

### B. Percentage of women in relevant high-level positions in the European Commission

Countries	Dgs of european commission	Unit	2011
European Commission	dgs of european commission	total number of positions	26
		number of women	7
		% of women	26,9
	dg environment	total number of positions	8
		number of women	2
		% of women	25
	dg mobility & transport	total number of positions	8
		number of women	1
		% of women	12,5
	dg energy	total number of positions	5
		number of women	2
		% of women	40
	dg climate action	total number of positions	5
		number of women	2
		% of women	40

## K2. Proportion of women and men in climate change decision-making in the European Parliament and the Commission

### C. Percentage of women in relevant high-level positions in the European Parliament

Countries	Committees of european parliament	Unit	2011
European Parliament	committees of european parliament	total number of positions	163
		number of women	64
		% of women	39,3
	environment, public health and food safety committee	total number of positions	64
		number of women	33
		% of women	51,6
	transport and tourism committee	total number of positions	44
		number of women	11
		% of women	25
	industry, research and energy committee	total number of positions	55
		number of women	20
		% of women	36,4

### K3. Proportion of women and men in climate change decision-making bodies at the international level

Countries	Decision-making body	Unit	2009	2010	2011	2012
European Union (27 countries)	conference of the parties (cop) over 5 years	% of women	36	36,7	37,6	37,9
		total number of positions	4658	6729	6910	7111
	supporting bodies (sb) over 5 years	% of women	42,1	43,5	44,3	:
		total number of positions	2211	2351	2425	:
	heads of delegations of supporting bodies (sb) over 5 years	% of women	33,3	35,8	37	:
		total number of positions	129	134	135	:
EU delegation	conference of the parties (cop) over 5 years	% of women	38,9	37,7	39	38,7
		total number of positions	561	795	807	825
	supporting bodies (sb) over 5 years	% of women	36,9	37,4	38,5	:
		total number of positions	263	278	270	:
	heads of delegations of supporting bodies (sb) over 5 years	% of women	0	0	20	:
		total number of positions	5	5	5	:
Greece	conference of the parties (cop) over 5 years	% of women	39,3	42,5	42,1	42,4
		total number of positions	61	134	133	139
	supporting bodies (sb) over 5 years	% of women	39,1	44,4	41,7	:
		total number of positions	23	18	12	:
	heads of delegations of supporting bodies (sb) over 5 years	% of women	25	25	25	:
		total number of positions	4	4	4	:

		positions				
Italy	conference of the parties (cop) over 5 years	% of women	33,6	38,1	41,8	44
		total number of positions	271	270	268	268
	supporting bodies (sb) over 5 years	% of women	51,5	58,7	62,7	:
		total number of positions	66	75	75	:
	heads of delegations of supporting bodies (sb) over 5 years	% of women	80	80	80	:
		total number of positions	5	5	5	:
Austria	conference of the parties (cop) over 5 years	% of women	28,3	29,1	27,7	26
		total number of positions	145	172	166	177
	supporting bodies (sb) over 5 years	% of women	48,5	43,7	32,8	:
		total number of positions	68	71	58	:
	heads of delegations of supporting bodies (sb) over 5 years	% of women	0	0	0	:
		total number of positions	5	5	5	:
Poland	conference of the parties (cop) over 5 years	% of women	36,3	36,9	37,6	38,3
		total number of positions	485	561	591	605
	supporting bodies (sb) over 5 years	% of women	58,8	51,4	48,2	:
		total number of positions	80	107	137	:
	heads of delegations of supporting bodies (sb) over 5 years	% of women	80	60	40	:
		total number of positions	5	5	5	:
Sweden	conference of the parties (cop) over 5 years	% of women	51,3	49,1	49,5	49,7
		total number of positions	228	403	420	435
	supporting bodies (sb) over 5 years	% of women	52,1	52,5	52,7	:
		total number of positions	167	177	188	:

		positions				
	heads of delegations of supporting bodies (sb) over 5 years	% of women	0	0	0	:
		total number of positions	5	5	5	:

#### K4. Proportion of women and men among tertiary graduates of all graduates (ISCED levels 5 and 6) in natural sciences and technologies at the EU and Member State level

Countries	Level	2007	2008	2009	2010
European Union (27 countries)	natural sciences	55	55,2	54	55,2
	technologies	27	27,5	27,6	27,5
Greece	natural sciences	53,8	54	:	54,3
	technologies	:	35,3	:	32
Italy	natural sciences	62,1	61,9	61,9	61,7
	technologies	31,7	33,2	32,4	33,4
Austria	natural sciences	54,6	53,4	52,1	52,8
	technologies	19,1	20,2	19,9	19,2
Poland	natural sciences	69,2	70,7	69	69,9
	technologies	34,6	35,2	34,7	34,3
Sweden	natural sciences	58,4	57	59,9	60,1
	technologies	29,5	30,7	29,2	29,9

## Education

### CORE INDICATORS

Code Eurostat	Early leavers from education and training by sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
edat_lfse_14																
	<b>EU 27</b>	17,1	13,0	15,1	16,9	12,8	14,9	16,3	12,5	14,4	16,0	12,1	14,1	15,3	11,6	13,5
	<b>Greece</b>	18,6	10,6	14,6	18,5	10,9	14,8	18,3	10,6	14,5	16,5	10,8	13,7	16,1	10,1	13,1
	<b>Italy</b>	22,9	16,4	19,7	22,6	16,7	19,7	22,0	16,3	19,2	22,0	15,4	18,8	21,0	15,2	18,2
	<b>Austria</b>	11,4	10,1	10,7	10,4	9,8	10,1	8,5	8,9	8,7	8,4	8,2	8,3	8,8	7,8	8,3
	<b>Poland</b>	6,2	3,8	5,0	6,1	3,9	5,0	6,6	3,9	5,3	7,2	3,5	5,4	7,4	3,8	5,6
	<b>Sweden</b>	13,7	10,7	12,2	13,5	10,9	12,2	11,9	9,5	10,7	10,9	8,5	9,7	7,8	5,3	6,6

Code Eurostat	Tertiary educational attainment (30-34) by sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
edat_lfse_07																
	<b>EU 27</b>	27,2	32,8	30,0	27,9	34,2	31,0	28,9	35,6	32,2	30,0	37,2	33,5	30,8	38,5	34,6
	<b>Greece</b>	25,0	27,3	26,2	23,4	27,9	25,6	24,0	29,1	26,5	25,7	31,4	28,4	26,2	31,7	28,9
	<b>Italy</b>	15,0	22,3	18,6	14,9	23,5	19,2	15,0	23,0	19,0	15,5	24,2	19,8	15,9	24,7	20,3
	<b>Austria</b>	21,8	20,5	21,1	21,9	22,4	22,2	23,0	24,0	23,5	22,5	24,5	23,5	23,1	24,5	23,8
	<b>Poland</b>	22,7	31,3	27,0	24,4	35,0	29,7	27,3	38,4	32,8	29,8	40,8	35,3	30,3	43,5	36,9
	<b>Sweden</b>	35,2	47,0	41,0	36,6	47,6	42,0	38,0	50,0	43,9	39,8	52,1	45,8	40,6	54,6	47,5

Analysis of five National Reform Programmes 2012  
regarding the pursuit of the Union's gender equality objectives

Code Eurostat lfsa_egaed	Employment by education level	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	24,6%	21,4%	23,2%	23,9%	20,5%	22,4%	23,0%	19,6%	21,5%	22,2%	18,9%	20,7%	21,5%	18,2%	20,0%
	<b>Greece</b>	39,2%	27,9%	34,8%	38,2%	26,7%	33,7%	38,2%	26,8%	33,6%	36,7%	25,9%	32,3%	34,4%	24,7%	30,4%
	<b>Italy</b>	43,7%	30,2%	38,3%	42,7%	29,1%	37,2%	41,5%	28,3%	36,2%	40,6%	27,5%	35,3%	40,1%	26,9%	34,7%
	<b>Austria</b>	11,8%	19,5%	15,3%	11,1%	17,8%	14,2%	10,2%	16,6%	13,2%	10,2%	16,0%	12,9%	10,5%	15,7%	12,9%
	<b>Poland</b>	9,1%	7,4%	8,4%	8,9%	7,0%	8,0%	8,3%	6,2%	7,4%	7,6%	5,7%	6,7%	7,3%	5,5%	6,5%
	<b>Sweden</b>	17,5%	15,6%	16,6%	16,9%	14,8%	15,9%	16,0%	13,9%	15,0%	15,5%	13,0%	14,3%	15,1%	12,4%	13,8%

Code Eurostat lfsa_igaed	Inactivity rate by education level	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	23,2%	48,8%	36,5%	23,0%	49,4%	36,7%	23,5%	49,1%	36,7%	24,1%	49,0%	36,9%	24,6%	48,8%	36,9%
	<b>Greece</b>	15,9%	55,3%	34,9%	15,9%	55,2%	34,7%	15,9%	53,8%	34,0%	16,6%	52,9%	33,7%	18,0%	53,1%	34,5%
	<b>Italy</b>	24,7%	62,6%	43,3%	24,9%	62,1%	43,1%	25,7%	62,8%	43,9%	26,4%	63,1%	44,4%	26,3%	62,5%	43,9%
	<b>Austria</b>	24,9%	43,1%	36,6%	27,3%	44,5%	38,3%	27,5%	44,8%	38,6%	28,1%	45,1%	38,8%	27,5%	45,1%	38,5%
	<b>Poland</b>	39,3%	62,6%	51,4%	38,6%	63,6%	51,6%	38,6%	63,8%	51,6%	41,1%	63,1%	52,1%	41,2%	63,1%	52,2%
	<b>Sweden</b>	20,7%	33,5%	27,0%	20,5%	34,9%	27,6%	20,4%	35,3%	27,7%	18,8%	36,0%	27,2%	18,2%	34,8%	26,3%

Code Eurostat lrng_lfse_01	People participating in lifelong learning	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	8,4	10,2	9,3	8,5	10,2	9,4	8,4	10,2	9,3	8,3	10,0	9,1	8,2	9,6	8,9
	<b>Greece</b>	2,2	2,1	2,1	2,8	3,1	2,9	3,2	3,3	3,3	3,1	2,9	3,0	2,6	2,3	2,4
	<b>Italy</b>	5,9	6,6	6,2	6,1	6,6	6,3	5,6	6,4	6,0	5,9	6,5	6,2	5,3	6,0	5,7
	<b>Austria</b>	11,6	14,0	12,8	12,2	14,2	13,2	12,8	14,7	13,8	12,7	14,7	13,7	12,2	14,5	13,4
	<b>Poland</b>	4,7	5,5	5,1	4,2	5,2	4,7	4,3	5,1	4,7	4,8	5,9	5,3	4,0	5,0	4,5
	<b>Sweden</b>	13,1	24,3	18,6	16,1	28,4	22,2	16,1	28,5	22,2	18,0	31,1	24,5	18,4	31,9	25,0



Code Eurostat Imp_ind_actsup	LMP participants in training	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	10,4	7,0	10,0	10,8	7,6	9,8	9,2	6,9	9,4	:	:	:			
	<b>Greece</b>	2,0	3,1	2,8	2,4	3,3	3,0	0,2	0,3	0,3	0,2	0,3	0,2			
	<b>Italy</b>	:	:	18,9	:	:	14,7	:	:	16,6	:	:	:			
	<b>Austria</b>	20,0	15,7	17,6	20,8	16,6	18,5	19,9	17,5	18,6	20,5	18,0	19,2			
	<b>Poland</b>	1,7	3,6	2,7	2,2	4,5	3,5	0,6	0,5	0,6	0,6	0,4	0,5			
	<b>Sweden</b>	3,1	2,2	2,6	2,3	1,5	1,9	1,8	1,1	1,4	2,6	2,0	2,3			

Code Eurostat edat_lfse_18	People not in employment, education or training (NEET)	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	10,0	18,9	14,4	10,0	18,6	14,2	12,5	19,5	15,9	13,1	19,9	16,4	13,3	20,0	16,6
	<b>Greece</b>	9,2	25,6	17,3	9,2	24,6	16,8	10,2	25,2	17,6	13,8	27,6	20,5	19,5	31,1	25,2
	<b>Italy</b>	13,7	26,4	20,0	14,3	26,4	20,3	16,5	27,4	21,9	18,2	28,8	23,4	18,8	29,1	23,9
	<b>Austria</b>	6,3	13,9	10,1	6,2	13,0	9,6	7,2	12,5	9,9	7,6	12,0	9,8	6,6	11,7	9,2
	<b>Poland</b>	11,4	20,1	15,7	9,3	19,2	14,2	10,5	19,7	15,1	12,1	20,2	16,1	12,1	21,3	16,6
	<b>Sweden</b>	6,7	9,0	7,8	6,7	9,1	7,9	9,1	10,3	9,7	7,4	9,0	8,2	7,0	8,6	7,7

COMPLEMENTARY INDICATORS

Code Eurostat educ_enr15	Proportion of women and men tertiary students on science, mathematics and computing fields of education	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	14,7%	7,2%	10,5%	14,3%	6,9%	10,3%	14,1%	6,8%	10,0%	14,1%	6,8%	10,1%			
	<b>Greece</b>	17,3%	10,1%	13,6%	17,1%	10,2%	13,6%				16,6%	10,1%	13,4%			
	<b>Italy</b>	9,2%	6,9%	7,9%	8,8%	6,7%	7,6%	8,8%	6,8%	7,7%	8,7%	6,9%	7,7%			
	<b>Austria</b>	17,0%	7,7%	12,0%	16,2%	7,6%	11,6%	15,4%	7,5%	11,2%	15,1%	7,4%	11,0%			

Analysis of five National Reform Programmes 2012  
regarding the pursuit of the Union's gender equality objectives

<b>Poland</b>	14,1%	6,0%	9,5%	13,5%	5,6%	8,9%	12,7%	5,4%	8,4%	12,2%	5,2%	8,1%			
<b>Sweden</b>	13,3%	6,8%	9,4%	12,7%	6,4%	8,9%	12,6%	6,4%	8,9%	12,4%	6,1%	8,6%			

Code Eurostat

educ\_enr15

Proportion of women and men tertiary students on engineering, manufacturing and construction fields of education	2007			2008			2009			2010			2011		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EU 27</b>	23,6%	6,3%	14,0%	23,7%	6,3%	14,1%	23,8%	6,3%	14,1%	24,3%	6,5%	14,4%			
<b>Greece</b>	25,3%	8,7%	17,0%	25,0%	9,0%	17,0%				26,4%	9,3%	17,9%			
<b>Italy</b>	25,9%	7,8%	15,6%	25,4%	7,9%	15,3%	25,5%	8,0%	15,4%	25,8%	8,2%	15,7%			
<b>Austria</b>	21,2%	5,4%	12,7%	22,5%	6,3%	13,9%	24,1%	6,4%	14,7%	24,0%	6,4%	14,7%			
<b>Poland</b>	21,5%	5,9%	12,6%	21,2%	5,9%	12,4%	22,2%	6,3%	13,0%	22,7%	6,6%	13,2%			
<b>Sweden</b>	28,9%	7,6%	16,1%	28,4%	7,5%	15,8%	28,8%	7,9%	16,2%	29,1%	8,2%	16,7%			

Code Eurostat

educ\_enr15

Proportion of women and men tertiary students on health and welfare fields of education	2007			2008			2009			2010			2011		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EU 27</b>	7,4%	16,7%	12,6%	7,7%	17,4%	13,0%	8,1%	18,4%	13,8%	8,0%	18,2%	13,6%			
<b>Greece</b>	6,5%	12,6%	9,6%	6,2%	12,2%	9,2%				5,1%	10,5%	7,8%			
<b>Italy</b>	10,4%	14,8%	12,9%	10,6%	14,9%	13,1%	10,7%	15,0%	13,2%	9,3%	13,3%	11,6%			
<b>Austria</b>	5,7%	9,8%	7,9%	7,3%	11,6%	9,6%	6,7%	10,7%	8,9%	6,0%	9,6%	7,9%			
<b>Poland</b>	3,8%	7,8%	6,1%	4,1%	8,4%	6,6%	4,6%	9,0%	7,2%	5,0%	9,6%	7,7%			
<b>Sweden</b>	8,6%	23,7%	17,7%	9,1%	24,2%	18,2%	8,9%	23,9%	17,9%	8,6%	23,1%	17,2%			

Code Eurostat	Proportion of women and men tertiary students on teacher, training and education science fields of education	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
educ_enr15																
	<b>EU 27</b>	4,7%	11,6%	8,5%	4,4%	11,3%	8,2%	4,2%	11,2%	8,1%	4,2%	11,1%	8,0%			
	<b>Greece</b>	4,4%	7,0%	5,7%	3,9%	6,8%	5,3%				4,2%	7,3%	5,7%			
	<b>Italy</b>	2,5%	10,9%	7,3%	2,1%	10,1%	6,7%	1,9%	10,0%	6,5%	0,9%	7,5%	4,7%			
	<b>Austria</b>	6,7%	17,2%	12,4%	5,6%	15,1%	10,7%	5,7%	15,8%	11,1%	6,2%	16,9%	11,9%			
	<b>Poland</b>	8,6%	17,3%	13,6%	8,3%	17,6%	13,6%	7,4%	16,8%	12,9%	7,5%	17,8%	13,6%			
	<b>Sweden</b>	9,0%	19,0%	15,0%	8,7%	18,5%	14,6%	7,7%	17,2%	13,4%	7,4%	17,2%	13,2%			

Code Eurostat	Proportion of women and men tertiary students on humanities and arts science fields of education	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
educ_enr15																
	<b>EU 27</b>	9,9%	15,6%	13,1%	9,6%	15,1%	12,6%	9,6%	14,5%	12,3%	9,5%	14,4%	12,2%			
	<b>Greece</b>	8,3%	18,5%	13,5%	8,4%	19,6%	14,0%				7,3%	17,6%	12,4%			
	<b>Italy</b>	10,0%	19,2%	15,3%	8,3%	17,2%	13,4%	9,8%	18,8%	15,0%	9,4%	18,3%	14,5%			
	<b>Austria</b>	11,1%	19,2%	15,4%	10,6%	17,7%	14,4%	10,0%	16,9%	13,7%	9,8%	16,6%	13,4%			
	<b>Poland</b>	7,0%	12,5%	10,2%	7,0%	12,4%	10,1%	6,7%	11,5%	9,5%	6,7%	10,8%	9,2%			
	<b>Sweden</b>	11,7%	13,0%	12,5%	12,8%	13,3%	13,1%	13,3%	14,0%	13,7%	13,1%	13,9%	13,6%			

Code Eurostat	Proportion of women and men tertiary students on social science, business and law	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
educ_enr15																
	<b>EU 27</b>	31,6%	35,7%	33,9%	32,2%	36,2%	34,4%	32,4%	36,2%	34,5%	31,8%	35,8%	34,0%			
	<b>Greece</b>	28,6%	35,0%	31,8%	29,0%	33,9%	31,4%				29,7%	34,7%	32,2%			
	<b>Italy</b>	35,4%	35,7%	35,6%	34,8%	35,3%	35,1%	34,6%	35,0%	34,8%	33,5%	34,1%	33,8%			
	<b>Austria</b>	35,1%	37,6%	36,5%	34,2%	38,0%	36,2%	34,4%	38,7%	36,7%	35,0%	39,1%	37,1%			
	<b>Poland</b>	35,8%	43,6%	40,3%	36,5%	43,1%	40,3%	36,7%	43,7%	40,8%	35,5%	42,6%	39,7%			
	<b>Sweden</b>	25,5%	26,8%	26,3%	25,2%	26,7%	26,1%	25,3%	27,1%	26,4%	25,9%	28,1%	27,2%			

Code Eurostat	Proportion of women and men tertiary graduates on science, mathematics and computing fields of education	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
educ_grad5																
	<b>EU 27</b>	13,8%	6,5%	9,5%	13,7%	6,6%	9,5%	13,4%	6,2%	9,1%	13,2%	6,2%	9,0%			
	<b>Greece</b>	11,4%	7,9%	9,3%	14,1%	8,6%	10,9%				16,1%	9,5%	12,1%			
	<b>Italy</b>	6,8%	5,4%	6,0%	6,9%	5,6%	6,1%	8,0%	6,4%	7,1%	8,6%	6,5%	7,4%			
	<b>Austria</b>	17,2%	7,5%	12,1%	15,0%	6,8%	10,8%	15,1%	6,7%	10,7%	13,3%	6,5%	9,8%			
	<b>Poland</b>	12,6%	5,6%	8,1%	11,8%	5,4%	7,6%	11,0%	4,6%	6,8%	10,9%	4,7%	6,8%			
	<b>Sweden</b>	11,7%	5,0%	7,4%	11,4%	4,7%	7,2%	11,7%	5,2%	7,6%	11,8%	5,4%	7,7%			

Code Eurostat educ_grad5	Proportion of women and men tertiary graduates on engineering, manufacturing and construction fields of education	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EU 27</b>		22,7%	5,4%	12,5%	22,3%	5,4%	12,2%	23,2%	5,7%	12,8%	22,7%	5,3%	12,2%			
<b>Greece</b>		18,3%	8,1%	12,2%	21,4%	8,9%	14,0%				25,4%	8,7%	15,4%			
<b>Italy</b>		23,2%	6,8%	13,3%	21,8%	6,9%	13,0%	24,9%	8,2%	15,2%	25,1%	8,4%	15,2%			
<b>Austria</b>		33,9%	7,0%	19,8%	29,8%	6,6%	17,8%	31,2%	6,5%	18,2%	32,6%	6,8%	19,3%			
<b>Poland</b>		16,6%	4,4%	8,7%	16,2%	4,4%	8,4%	16,8%	4,5%	8,8%	17,4%	4,5%	8,9%			
<b>Sweden</b>		33,6%	7,8%	17,2%	33,0%	8,0%	17,2%	34,3%	7,7%	17,5%	36,9%	8,9%	19,2%			

Code Eurostat educ_grad5	Proportion of women and men tertiary graduates on health and welfare fields of education	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EU 27</b>		8,8%	18,5%	14,5%	8,7%	18,1%	14,3%	9,0%	19,8%	15,4%	8,7%	19,3%	15,1%			
<b>Greece</b>		13,7%	17,3%	15,9%	8,2%	13,9%	11,6%				8,6%	15,2%	12,6%			
<b>Italy</b>		12,1%	16,3%	14,6%	12,0%	15,7%	14,2%	11,7%	18,2%	15,5%	12,5%	18,3%	16,0%			
<b>Austria</b>		5,7%	13,2%	9,7%	7,3%	14,9%	11,2%	6,7%	13,2%	10,1%	7,0%	14,5%	10,9%			
<b>Poland</b>		6,8%	9,0%	8,2%	6,8%	9,5%	8,5%	7,0%	10,1%	9,0%	6,5%	10,1%	8,9%			
<b>Sweden</b>		12,1%	33,5%	25,7%	12,0%	32,9%	25,3%	12,8%	34,9%	26,8%	12,0%	34,1%	25,9%			

Code Eurostat educ_grad5	Proportion of women and men tertiary graduates on teacher, training and education science fields of education	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EU 27</b>		5,4%	13,5%	10,1%	5,2%	13,2%	9,9%	4,9%	12,5%	9,4%	5,7%	14,3%	10,9%			
<b>Greece</b>		4,3%	9,6%	7,5%	4,8%	10,4%	8,1%				5,6%	10,9%	8,8%			
<b>Italy</b>		5,1%	16,3%	11,8%	4,6%	14,7%	10,6%	1,2%	9,6%	6,1%	1,2%	9,2%	5,9%			
<b>Austria</b>		6,3%	21,4%	14,2%	4,8%	16,1%	10,6%	5,1%	20,7%	13,3%	5,0%	18,8%	12,1%			
<b>Poland</b>		10,9%	19,3%	16,4%	11,0%	21,1%	17,7%	10,1%	19,2%	16,1%	9,4%	19,9%	16,3%			
<b>Sweden</b>		9,4%	22,3%	17,6%	11,3%	22,7%	18,6%	9,3%	20,0%	16,1%	8,6%	19,5%	15,5%			

Code Eurostat educ_grad5	Proportion of women and men tertiary graduates on humanities and arts science fields of education	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EU 27</b>		9,2%	14,1%	12,0%	9,3%	13,9%	12,0%	8,9%	13,4%	11,6%	9,3%	13,3%	11,7%			
<b>Greece</b>		11,9%	18,2%	15,6%	6,4%	17,4%	12,9%				7,9%	16,7%	13,2%			
<b>Italy</b>		9,7%	18,4%	14,9%	9,9%	17,6%	14,5%	11,1%	20,9%	16,8%	11,7%	20,8%	17,1%			
<b>Austria</b>		6,4%	11,2%	8,9%	6,5%	11,5%	9,1%	6,6%	11,4%	9,1%	6,0%	11,2%	8,7%			
<b>Poland</b>		5,6%	10,1%	8,6%	5,7%	9,7%	8,3%	5,6%	9,5%	8,2%	5,6%	9,3%	8,0%			
<b>Sweden</b>		6,5%	5,8%	6,1%	6,4%	5,8%	6,0%	7,2%	6,0%	6,5%	6,9%	6,3%	6,5%			

Code Eurostat	Proportion of women and men tertiary graduates on social science, business and law	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
educ_grad5																
	<b>EU 27</b>	32,3%	36,3%	34,7%	33,1%	37,1%	35,5%	33,2%	37,0%	35,4%	32,8%	36,0%	34,7%			
	<b>Greece</b>	21,8%	28,0%	25,5%	26,2%	32,6%	30,0%				26,6%	32,7%	30,3%			
	<b>Italy</b>	34,0%	30,5%	31,9%	33,0%	29,7%	31,1%	37,0%	32,6%	34,4%	34,4%	32,7%	33,4%			
	<b>Austria</b>	26,0%	34,5%	30,5%	30,7%	38,4%	34,7%	30,1%	36,6%	33,6%	31,1%	36,9%	34,1%			
	<b>Poland</b>	38,4%	45,5%	43,0%	39,3%	43,9%	42,3%	39,9%	45,6%	43,6%	39,2%	44,4%	42,6%			
	<b>Sweden</b>	26,5%	24,6%	25,3%	25,2%	24,2%	24,6%	25,0%	24,7%	24,8%	25,5%	25,0%	25,2%			

## Poverty

### CORE INDICATORS

Code Eurostat	People at risk of poverty or social exclusion by sex, AROPE (proportion)	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
ilc_peps01																
	<b>EU 27</b>	22,9	25,9	24,4	22,0	24,9	23,5	21,8	24,4	23,1	22,3	24,5	23,4			
	<b>Greece</b>	26,8	29,9	28,3	26,3	29,8	28,1	26,1	29,0	27,6	26,0	29,3	27,7			
	<b>Italy</b>	23,8	28,2	26,1	23,2	27,2	25,3	22,8	26,4	24,7	22,6	26,3	24,5			
	<b>Austria</b>	14,5	18,9	16,7	16,8	20,3	18,6	15,0	18,9	17,0	14,7	18,4	16,6			
	<b>Poland</b>	33,5	35,1	34,4	29,9	31,2	30,5	27,0	28,6	27,8	27,0	28,5	27,8			
	<b>Sweden</b>	13,6	14,2	13,9	13,7	16,1	14,9	14,4	17,5	15,9	13,4	16,6	15,0			

Analysis of five National Reform Programmes 2012  
regarding the pursuit of the Union's gender equality objectives

Code Eurostat	People at risk of poverty or social exclusion by sex, AROPE (thousands)	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
ilc_peps01																
	<b>EU 27</b>	54.669	64.632	119.301	52.773	62.413	115.186	52.493	61.274	113.767	53.859	61.857	115.716			
	<b>Greece</b>	1.423	1.641	3.064	1.404	1.642	3.046	1.402	1.605	3.007	1.401	1.630	3.031			
	<b>Italy</b>	6.863	8.570	15.433	6.747	8.352	15.099	6.672	8.163	14.835	6.619	8.122	14.742			
	<b>Austria</b>	579	796	1.376	677	855	1.532	607	800	1.406	595	778	1.373			
	<b>Poland</b>	6.104	6.854	12.958	5.419	6.073	11.491	4.884	5.571	10.454	4.866	5.543	10.409			
	<b>Sweden</b>	607	657	1.264	619	748	1.367	653	806	1.459	625	792	1.418			

Code Eurostat	People at risk of poverty by sex (proportion)	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
ilc_li02																
	<b>EU 27</b>	15,7	17,3	16,5	15,5	17,4	16,4	15,4	17,1	16,3	15,6	17,0	16,4			
	<b>Greece</b>	19,6	20,9	20,3	19,6	20,7	20,1	19,1	20,2	19,7	19,3	20,9	20,1			
	<b>Italy</b>	18,4	21,3	19,9	17,1	20,1	18,7	17,0	19,8	18,4	16,8	19,5	18,2			
	<b>Austria</b>	10,6	13,3	12,0	11,2	13,5	12,4	10,7	13,2	12,0	10,7	13,5	12,1			
	<b>Poland</b>	17,6	17,1	17,3	17,0	16,7	16,9	16,9	17,4	17,1	17,4	17,7	17,6			
	<b>Sweden</b>	10,5	10,6	10,5	11,3	13,0	12,2	12,0	14,5	13,3	11,4	14,3	12,9			

Code Eurostat	People at risk of poverty by sex (thousands)	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
ilc_li02																
	<b>EU 27</b>	37.400	43.218	80.618	37.082	43.578	80.660	37.058	43.116	80.174	37.727	43.024	80.751			
	<b>Greece</b>	1.041	1.150	2.191	1.048	1.140	2.187	1.028	1.121	2.149	1.044	1.161	2.205			
	<b>Italy</b>	5.299	6.466	11.765	4.974	6.175	11.149	4.968	6.109	11.077	4.918	6.020	10.938			
	<b>Austria</b>	425	561	986	451	568	1.018	433	559	993	432	571	1.004			
	<b>Poland</b>	3.200	3.340	6.540	3.090	3.263	6.353	3.058	3.377	6.435	3.146	3.441	6.588			
	<b>Sweden</b>	469	490	959	515	607	1.121	548	668	1.215	531	681	1.212			



Code Eurostat	People (0-59) living in households with very low work intensity by sex (proportion)	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
ilc_lvhl11																
	<b>EU 27</b>	8,7	10,6	9,6	8,2	9,8	9,0	8,3	9,8	9,0	9,3	10,7	10,0			
	<b>Greece</b>	6,4	9,6	8,0	6,0	8,8	7,4	5,2	7,8	6,5	6,4	8,5	7,5			
	<b>Italy</b>	8,5	11,6	10,0	8,3	11,3	9,8	7,4	10,3	8,8	8,8	11,6	10,2			
	<b>Austria</b>	6,6	9,7	8,1	6,6	9,0	7,8	5,6	8,7	7,2	6,7	8,8	7,7			
	<b>Poland</b>	9,4	10,6	10,0	7,3	8,6	7,9	6,4	7,4	6,9	6,7	8,0	7,3			
	<b>Sweden</b>	5,4	6,3	5,9	5,0	5,8	5,4	5,9	6,6	6,2	5,7	6,1	5,9			
Code Eurostat	People (0-59) living in households with very low work intensity by sex (thousands)	2007			2008			2009			2010			2011		
ilc_lvhl11		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	16.657	20.030	36.687	15.612	18.655	34.267	15.764	18.458	34.222	17.697	20.164	37.861			
	<b>Greece</b>	268	394	662	249	362	611	218	321	539	270	349	619			
	<b>Italy</b>	1.896	2.546	4.442	1.863	2.481	4.344	1.654	2.268	3.922	1.959	2.555	4.514			
	<b>Austria</b>	213	310	523	213	290	503	182	280	461	217	280	497			
	<b>Poland</b>	1.464	1.640	3.104	1.127	1.318	2.444	977	1.124	2.102	1.012	1.199	2.211			
	<b>Sweden</b>	191	218	409	178	203	381	206	225	430	204	213	418			
Code Eurostat	Severely material deprived people by sex (proportion)	2007			2008			2009			2010			2011		
ilc_mddd11		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	8,7	9,5	9,1	8,0	8,6	8,3	7,8	8,3	8,1	7,9	8,3	8,1			
	<b>Greece</b>	10,6	12,3	11,5	10,1	12,2	11,2	10,2	11,7	11,0	10,9	12,2	11,6			
	<b>Italy</b>	6,4	7,2	6,8	7,2	7,8	7,5	6,7	7,3	7,0	6,7	7,1	6,9			
	<b>Austria</b>	3,1	3,5	3,3	6,0	6,7	6,4	4,4	5,1	4,8	3,9	4,6	4,3			
	<b>Poland</b>	21,9	22,7	22,3	17,6	17,9	17,7	14,6	15,3	15,0	14,1	14,4	14,2			
	<b>Sweden</b>	2,2	2,1	2,2	1,3	1,6	1,4	1,5	1,6	1,6	1,2	1,4	1,3			

Code Eurostat ilc_mddd11	Severely material deprived people by sex (thousands)	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	20.660	23.714	44.374	19.090	21.604	40.693	18.820	20.944	39.763	19.111	20.978	40.089			
	<b>Greece</b>	564	674	1.238	539	674	1.213	550	647	1.198	589	680	1.269			
	<b>Italy</b>	1.836	2.203	4.039	2.103	2.391	4.494	1.965	2.246	4.211	1.960	2.196	4.157			
	<b>Austria</b>	123	146	269	241	283	524	178	216	395	160	196	356			
	<b>Poland</b>	3.990	4.425	8.415	3.185	3.495	6.680	2.642	2.983	5.625	2.542	2.789	5.331			
	<b>Sweden</b>	98	99	197	59	73	132	70	74	144	57	68	125			

Code Eurostat ilc_li09	People at risk of poverty before social transfers by sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	40,0	45,1	42,7	39,4	44,4	42,0	39,7	44,7	42,3	41,0	45,8	43,4			
	<b>Greece</b>	39,6	44,2	41,9	39,1	43,9	41,5	39,6	44,3	42,0	40,8	44,9	42,8			
	<b>Italy</b>	40,3	46,2	43,3	39,7	46,0	42,9	39,4	45,8	42,7	40,0	46,7	43,5			
	<b>Austria</b>	40,1	46,6	43,4	39,3	45,3	42,4	39,7	45,9	42,9	39,6	45,8	42,8			
	<b>Poland</b>	44,9	49,2	47,1	41,8	46,2	44,1	40,2	44,8	42,6	41,3	45,2	43,3			
	<b>Sweden</b>	38,9	43,9	41,5	39,6	44,7	42,2	37,6	43,3	40,5	38,6	44,5	41,6			

Code Eurostat ilc_peps01	People at risk of poverty or social exclusion (AROPE) with 65 or more (proportion)	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	20,7	27,4	24,5	19,4	26,1	23,2	18,3	24,4	21,8	16,2	22,7	19,9			
	<b>Greece</b>	26,9	33,6	30,6	24,6	30,9	28,1	24,9	28,4	26,8	22,9	29,8	26,7			
	<b>Italy</b>	20,6	28,7	25,3	20,1	27,5	24,4	18,5	25,9	22,8	15,5	23,7	20,3			
	<b>Austria</b>	10,0	18,7	15,1	13,7	19,9	17,3	11,6	19,9	16,4	11,0	19,4	15,8			
	<b>Poland</b>	21,8	30,6	27,3	21,8	29,9	26,9	20,6	28,9	25,8	18,4	28,0	24,4			

<b>Sweden</b>	6,4	13,5	10,4	9,0	20,4	15,5	10,4	24,0	18,0	8,2	22,1	15,9			
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Code Eurostat ilc_peps06	People at risk of poverty or social exclusion (AROPE) by country of birth and sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EU 27</b>		33,8	36,4	35,1	34,0	38,5	36,3	33,4	36,6	35,1	34,3	36,0	35,2			
<b>Greece</b>		52,9	50,8	51,9	46,1	46,7	46,4	45,9	45,1	45,5	53,0	51,5	52,2			
<b>Italy</b>		33,8	41,8	37,8	33,5	39,8	36,7	37,0	39,7	38,4	35,0	34,7	34,9			
<b>Austria</b>		26,0	31,3	28,6	40,0	39,9	40,0	31,6	35,3	33,5	32,6	39,3	36,1			
<b>Poland</b>		22,9	31,0	27,9	20,2	35,7	30,0	21,5	38,5	31,8	23,2	42,1	34,9			
<b>Sweden</b>		36,2	33,2	34,6	38,8	35,2	36,9	34,0	35,5	34,8	29,7	35,0	32,4			

COMPLEMENTARY INDICATORS

Code Eurostat ilc_iw01	In-work poverty by sex	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EU 27</b>		9,1	7,7	8,5	9,0	7,9	8,5	9,0	7,7	8,4	8,9	7,8	8,4			
<b>Greece</b>		15,6	12,3	14,3	15,8	12,1	14,3	16,1	10,6	13,8	16,4	10,2	13,8			
<b>Italy</b>		11,6	6,9	9,8	10,5	6,4	8,9	11,8	7,9	10,3	10,8	7,3	9,4			
<b>Austria</b>		6,3	5,8	6,1	6,4	6,3	6,4	5,9	5,9	5,9	5,0	4,8	4,9			
<b>Poland</b>		12,6	10,5	11,7	12,4	10,4	11,5	12,1	9,8	11,1	12,2	10,6	11,5			
<b>Sweden</b>		7,1	5,8	6,5	7,2	6,3	6,8	7,2	6,6	6,9	6,3	6,7	6,5			

Code Eurostat ilc_li21	Persistent at-risk-of-poverty rate	2007			2008			2009			2010			2011		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
	<b>EU 27</b>	:	:	:	8,2	9,2	8,7	8,2	9,4	8,8	9,1	10,3	9,7			
	<b>Greece</b>	12,4	13,8	13,1	11,3	14,7	13,0	15,6	16,6	16,1	16,3	18,7	17,6			
	<b>Italy</b>	13,4	15,7	14,6	11,5	13,7	12,7	11,8	14,1	13,0	9,9	13,3	11,6			
	<b>Austria</b>	3,5	7,3	5,5	4,9	6,3	5,6	4,4	7,9	6,2	5,8	7,1	6,5			
	<b>Poland</b>	:	:	:	10,7	10,2	10,4	10,4	10,1	10,2	10,2	10,7	10,5			
	<b>Sweden</b>	1,9	2,2	2,1	2,5	2,7	2,6	3,1	4,3	3,7	4,4	5,2	4,9			



DIRECTORATE-GENERAL FOR INTERNAL POLICIES

## POLICY DEPARTMENT CITIZENS' RIGHTS AND CONSTITUTIONAL AFFAIRS C

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