

## 2019 COUNTRY-SPECIFIC RECOMMENDATIONS

Country	CSR	References to women/gender in report	Comment
Austria	2. Shift taxes away from labour to sources more supportive for inclusive and sustainable growth. Support full-time employment among women, including by improving childcare services, and boost labour market outcomes for the low skilled, in cooperation with the social partners. Raise the levels of basic skills for disadvantaged groups, including people with a migrant background.	(12) The labour market is improving; however, the untapped potential of human capital is hampering productivity and long-term growth with changes particularly required for women, low-skilled workers, older workers and people with a migrant background. Despite an overall high employment rate for women (Austria 71.7% vs. EU 67.4% in 2018), the number in full-time employment remains rather low. Female part-time employment is well above the EU average (Austria 47.6% vs. EU 30.8% in 2018) and is mainly related to insufficient childcare facilities and a high share of women performing unpaid care tasks. The current design of childcare services provision and family-related leave do not sufficiently contribute to equal opportunities for men and women on the labour market. Further investment in affordable full-time childcare services and all-day schools would help more women work full-time, better use the labour market potential of women, and improve productivity and long-term inclusive growth. Female part-time employment also explains an important share of the unadjusted gender pay gap, which remains visibly above the EU average (Austria 19.9% vs. EU 16.0% in 2017). Other important drivers of this gap are the over-representation of women in low-paid sectors, segregation related to the choice of education, under-representation of women in management and supervisory positions, and career breaks. Overall, the substantial gender gap	

		in pension income (Austria 40.5% vs EU 35.2%, in 2017), is largely the result of these gender-specific income inequalities generated during working life. Moreover, marginally employed people, a majority of whom are women, are not covered by unemployment benefit.	
<b>Belgium</b>	No specific gender-related CSR	(13) ... People with a migrant background, in particular women, continue to experience higher unemployment, lower activity rates, higher in-work poverty and over-qualification. (16) In 2016, Belgium ranked 26th in the EU for tertiary graduates in STEM education with a low rate of new entrants to related tertiary education fields, in particular for women.	
<b>Bulgaria</b>	No specific gender-related CSR	No mention of women or gender	
<b>Croatia</b>	No specific gender-related CSR	No mention of women or gender	(2) [...] introduce harmonised wage-setting frameworks across the public administration and public services. ➤ No gender pay gap reduction.
<b>Cyprus</b>	2. Increase [...] affordable childhood education and care	No mention of women or gender	
<b>Czech Republic</b>	2. Foster the employment of women with young children, including by improving access to affordable childcare, and of disadvantaged groups. Increase the quality and inclusiveness of the education and training systems, including by fostering technical and digital skills and promoting the teaching profession.	(9) [...] The employment gap and the gender pay gap remain high despite recent measures that have made parental leave more flexible and increased the number of childcare facilities. The employment rate among women remains well below that of men. Low availability of affordable childcare, long parental leave entitlements, low use of flexible working arrangements and the lack of long-term care facilities still have a major impact on labour market participation.	
<b>Denmark</b>	No specific gender-related CSR	No mention of women or gender	



<p><b>Estonia</b></p>	<p>2. [...] Take measures to reduce the gender pay gap, including by improving wage transparency.</p>	<p>(12) The gender pay gap at 25.6% in 2017 remains among the highest in the Union and is slightly wider than the previous year. Moreover, the impact of parenthood on women's employment is well above the Union average (25.2 and 9.0% respectively). Long parental leaves often lead to slower career progression for women. Women tend to work in lower-paid economic sectors and occupations even though their education level is higher than men's. Recent measures added flexibility to the parental leave and benefit system with a view to facilitating parents' return to the labour market. The use of childcare has been improving. However, factors such as economic activity, occupation, age, job experience or working time explain only part of the gender pay gap, leaving an unexplained gap of 20% against the EU average of 11.5%. Pay transparency could help to better understand the reasons behind this high gender wage gap. Continued investment in childcare and active labour market measures would help women's employment.</p>	
<p><b>Finland</b></p>	<p>No specific gender-related CSR</p>	<p>(11) Investments in active inclusion, especially of groups furthest from the labour market, are necessary to increase the participation rate now that activity and employment rates are close to pre-crisis levels. Comprehensive reforms aiming at fostering labour market participation could bring about better opportunities in the labour market for some groups. This concerns people with a migrant background, women at childbearing age, low-skilled men, people partially able to work and persons with disabilities. Some services for the unemployed and inactive are dispersed among separate authorities and providers. Helping these groups to join and remain in the labour market requires tailor-made and integrated activation and rehabilitation services and policies. Long caretaking responsibilities for women contribute to the gender employment gap and the gender pay gap. The government initiated a process to reform family leave, but did not carry it through.</p>	



<b>France</b>	No specific gender-related CSR	No mention of women or gender	1. [...] Reform the pension system to progressively unify the rules of the different pension regimes, with the view to enhance their fairness and sustainability ➤ No measure to address gender pension gap.
<b>Germany</b>	2. Reduce disincentives to work more hours, including the high tax wedge, in particular for low-wage and second earners.	(16) [...] Still, the labour market potential of certain groups, like women and people with a migrant background, is underused. At 46.7%, Germany's percentage of female part-time work is very high. Taxes on labour in Germany remain relatively high, including for lower wage earners. The particular rules governing joint income taxation for married couples ( <i>Ehegattensplitting</i> ) mute the incentives for second earners to work notably longer hours. People with a migrant background have a considerably lower employment rate than people with a native background, with a particularly high gap for women.	
<b>Greece</b>	No specific gender-related CSR	(12) The share of long-term unemployed, who represented 70% of the unemployed in Greece in 2018, is very high, while high youth unemployment and low labour market participation of women are also a matter of concern. Interventions should focus on improving employment prospects, promoting labour market participation, and fostering conditions for job creation.	
<b>Hungary</b>	No specific gender-related CSR	(9) The overall employment rate has improved significantly amid strong economic expansion but has not benefited all groups equally. The gaps in employment and wages between skills groups and men and women remain wide in comparison with the EU average. The gender employment gap is wide partly due to the limited supply of good quality childcare. Labour market outcomes	



		for various vulnerable groups, including Roma and people with disabilities, are weak.	
Ireland	1. [...] Increase access to affordable and quality childcare.	(13) [...] Investing in access to quality and affordable childcare and rolling out the National Childcare Scheme will help increase women's rather low employment rate.	2. Address the expected increase in age-related expenditure by making the healthcare system more cost-effective and by fully implementing pension reform plans ➤ NO MEASURE TO ADDRESS GENDER PENSION GAP
Italy	1. Support women's participation in the labour market through a comprehensive strategy, including through access to quality childcare and long-term care.	(13) [...] Long-term and youth unemployment remain high, weighing on potential growth and social cohesion. Inactivity is prevalent among women, the low-skilled and young people. (15) Undeclared work is widespread in Italy, especially in the southern regions. [...] This affects in particular vulnerable groups, such as migrants, women and minors. (17) The gender employment gap in Italy remains one of the highest in the EU and the employment rate of women, albeit slightly increasing, is substantially lower than the EU average (53.1% against 67.4% in 2018). Investment in care services and women's participation in the job market remains insufficient, as well as measures to promote equal opportunities and adequate work-life balance policies. However, a comprehensive strategy to promote women's participation in the labour market is still missing. While the compulsory paternity leave was marginally extended from 4 to 5 days, the parental leave system remains inadequate. This, together with underdeveloped childcare and long-term care services, tends to prevent women with children or other family members in need of care from working. In 2017, only 28.6% of children under three years of age were in formal early	2. Implement fully past pension reforms to reduce the share of old-age pensions in public spending and create space for other social and growth-enhancing spending ➤ NO MEASURE TO ADDRESS GENDER PENSION GAP



		childhood education, well below the EU average. Investment in childcare, health and long-term care should take into account the wide geographical disparities in the availability of services. Furthermore, a high tax wedge for second earners reduces the financial incentive for women to take up work. Higher labour-force participation of women, as much as higher participation rates in general, could foster economic growth by lifting labour supply, alleviate poverty and mitigate the social and financial risks rising from population aging.	
<b>Latvia</b>	No specific gender-related CSR	No mention of women or gender	
<b>Lithuania</b>	No specific gender-related CSR	No mention of women or gender	
<b>Luxembourg</b>	No specific gender-related CSR	No mention of women or gender	2. Improve the long-term sustainability of the pension system, including by further limiting early retirement. ➤ NO MEASURE TO ADDRESS GENDER PENSION GAP
<b>Malta</b>	No specific gender-related CSR	(7) [...] Ongoing efforts have helped to increase the supply of labour and prolong working lives, with a positive impact on employment rates for women and older workers. (13)The employment rate in Malta, now above EU average, is still increasing. A special emphasis in this regard could benefit people with disabilities. The gender employment gap remains the largest in the EU and women's participation in the labour market declines strongly from their mid-thirties, largely due to caring responsibilities. More labour market support for unemployed informal carers could address this gap. The increasing reliance on foreign labour to address the labour and skills shortages creates	1. Ensure the fiscal sustainability of the healthcare and the pension systems, including by restricting early retirement and adjusting the statutory retirement age in view of expected gains in life expectancy



		social and sustainability challenges. Policy initiatives in the areas of labour market, skills and social inclusion could benefit from better monitoring and evaluation.	➤ NO MEASURE TO ADDRESS GENDER PENSION GAP
<b>Netherlands</b>	No specific gender-related CSR	(14) Despite a labour market that is performing well overall, fostering equal opportunities regarding employment and active inclusion remains an important challenge, in particular for people with a migrant background, for those operating at the margins of the labour market and for those who are economically inactive. In addition, there is still untapped labour potential, in particular among the high number of part-time working women.	
<b>Poland</b>	3. Take steps to increase labour market participation, including by improving access to childcare and long-term care, and remove remaining obstacles to more permanent types of employment	(10) Until 2017, the average age of retirement was increasing, reflecting past reforms such as the withdrawal of early retirement options and a gradual increase of the statutory retirement age. In 2018, the average retirement age decreased both for men and for women, reflecting lowering of the statutory retirement age in late 2017. A continued increase in the effective retirement age is crucial for labour market participation and thus economic growth, given the decline in the working age population. It is also crucial to ensure the adequacy of future pensions, prevent poverty at old age and hence also to improve the fiscal sustainability of the pension system. The lowering of the statutory retirement age to 60 for women and to 65 for men in autumn 2017 will have a significant negative impact on future pension benefit levels and introduces a significant gap between men and women in this regard. Existing preferential pension schemes imply fiscal costs and reduce the mobility of workers between sectors. (11) [...] The Polish social benefit system provides insufficient incentives to take up work. The child benefit has reduced poverty and inequality, but it has had a negative effect on the participation of parents, mostly women, in the labour market due to its size and design. The enrolment rate for children under the age of three in formal childcare remains among the lowest in the EU. In addition,	2. Ensure the adequacy of future pension benefits and the sustainability of the pension system by taking measures to increase the effective retirement age and by reforming the preferential pension schemes. ➤ NO MEASURE TO ADDRESS GENDER PENSION GAP



		long-term care is mostly provided by family members without almost any institutional support, which prevents carers from working.	
<b>Portugal</b>	No specific gender-related CSR	No mention of women or gender	
<b>Romania</b>	No specific gender-related CSR	<p>(11)The new pension law, adopted by Parliament in December 2018, is likely to pose risks to the sustainability of public finances. [...] The effective <b>average retirement</b> age is close to the EU average, but is not equal between women and men. Coupled with shorter contributory periods for women, this results in a <b>considerable pension gender gap</b>.</p> <p>(13) [...] Participation in <b>quality early education</b> and care remains below the EU average, including due to lack of facilities. This has implications for <b>labour market participation of women</b> as well as the early acquisition of skills.</p> <p>(14) <b>Women's activity rate, particularly for the young and middle-aged, is low.</b> This is mainly due to personal and family responsibilities and the low participation of children aged 0-3 in formal childcare.</p>	<p>3. Safeguard financial stability and the robustness of the banking sector. Ensure the sustainability of the public pension system and the long-term viability of the second pillar pension funds.</p> <p>➤ <b>NO MEASURE TO ADDRESS GENDER PENSION GAP</b></p>
<b>Slovakia</b>	2. Improve the quality and inclusiveness of education at all levels and foster skills. Enhance access to <b>affordable and quality childcare and long-term care</b>	(13) The low employment rate for women reflects the fact that long parental leave is rarely taken up by men and is further accentuated by limited access to and low availability of <b>affordable childcare and long-term care facilities</b> .	<p>1. Safeguard the long-term sustainability of public finances, notably that of the healthcare and pension systems.</p> <p>➤ <b>NO MEASURE TO ADDRESS GENDER PENSION GAP</b></p>
<b>Slovenia</b>	1. Adopt and implement reforms in healthcare and <b>long-term care</b> that ensure quality, accessibility and long-term fiscal sustainability. Ensure the long-term sustainability and adequacy of	No mention of women or gender	1. Adopt and implement reforms in healthcare and <b>long-term care</b> that ensure quality, accessibility and long-term fiscal



	the pension system, including by adjusting the statutory retirement age and restricting early retirement.		sustainability. Ensure the long-term sustainability and adequacy of the pension system, including by adjusting the statutory retirement age and restricting early retirement. ➤ NO MEASURE TO ADDRESS GENDER PENSION GAP
<b>Spain</b>	No specific gender-related CSR	(10) Gender gaps in employment and length of working careers remain wide. These represent untapped potential not least given the rapidly ageing population.	1. Preserve the sustainability of the pension system ➤ NO MEASURE TO ADDRESS GENDER PENSION GAP
<b>Sweden</b>	No specific gender-related CSR	(8) The situation of non-EU migrants and their descendants and the effects of recently adopted programmes deserve closer monitoring, as the school integration of foreign-born pupils, and the sustainable inclusion of the low-skilled and non-EU migrants (in particular women) into the labour market remain a challenge.	
<b>United Kingdom</b>	No specific gender-related CSR	No mention of women or gender	



## SUMMARY

<b>3 CSRs specifically make reference to women (labour participation of women)</b>	Austria, Czech Republic and Italy.
<b>Only 1 CSRs addresses the gender pay gap</b>	Estonia (same as 2018)
<b>1 CSRs refer to 'second earners'</b>	Germany
<b>7 CRS refer to childcare and/or associate women with childcare</b>	Austria, Chypre, Czech Republic, Ireland, Italy, Poland, Slovakia.
<b>11 CSRs refer to pension reform but <u>do not</u> refer to closing the gender pension gap</b>	Croatia, France, Ireland, Italy, Luxembourg, Malta, Poland, Romania, Slovakia, Slovenia, Spain.
<b>11 countries make no reference to women/gender equality, even indirectly, in the country reports or CSRs</b>	Bulgaria, Croatia, Cyprus, Denmark, France, Latvia, Lithuania, Luxembourg, Portugal, Slovenia and United Kingdom.

For the vast majority of countries, while the CSRs do not specifically address gender equality issues, the recommendations are relevant to and should be followed up and monitored from a gender perspective.

