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EU**

RECOVERY AND RESILIENCE FACILITY

**Gender equality in Member States' national
recovery and resilience plans**

Gender Mainstreaming Network of the European Parliament

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30 November 2023

State of play on implementation: EUR 175 bn disbursed

BE CY DE DK EL ES FR IT LU LT LV PT SI CZ HR AT IE SK MT RO FI EE PL HU SE BG NL

27 plans approved by the Commission + adopted by Council																												
21 pre-financing disbursed (EUR 56.6 bn grants and loans)																	*											
25 Operational Arrangements signed																												
40 payment requests submitted to the Commission					3x	3x	2x	4x				3x	2x		3x			3x		2x							2x	
28 payments disbursed (EUR 118.37 bn)					2x	3x		3x				2x			2x			2x		2x								
27 Member States submitted modified plans			2x					2x									2x				2x							
23 REPowerEU chapters submitted by Member States																												
EUR 127 bn additional loans requested with REPowerEU	EUR 264 mn				EUR 5 bn	EUR 84 bn				EUR 1.7 bn		EUR 3.2 bn	EUR 587 mn	EUR 818 mn	EUR 4.4 bn									EUR 23 bn	EUR 3.9 bn			

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* No pre-financing requested.

● Prerequisite to request pre-financing: CID was adopted by 31 December 2021.

The RRF & Gender Equality

Legal requirement

- Explain contribution to gender equality and equal opportunities for all
- Explain the stakeholder consultation process (+ REPowerEU: how input has been integrated)

Reporting

- Scoreboard
- Annual reports
- Review report
→ Chapter on gender equality



Country Specific Recommendations to be addressed by the plans

- Labour market participation
- Taxation
- Equal pay

Contribution to European Pillar of Social Rights and RRF six pillars including

- Next generation
- Social cohesion

Implementation

- Promoting gender equality
- Inclusive process
- RRF Expert Group meeting dedicated to equality considerations in the revised RRP

RRP measures supporting gender equality are mainstreamed across the six pillars

Pillar 1 | Contribution to the green transition

Trainings in **green skills among women**; improving energy efficiency of **childcare facilities** (e.g. BE, CZ, FI, SI, ES)

Pillar 2 | Contribution to the digital transformation

Reforms to increase equal representation in **STEM and ICT**; girls' and women's **digital skills** (e.g. CY, EE, FI, IT, LV, PT, ES, SE)

Pillar 3 | Contribution to smart, sustainable and inclusive growth

Improving access to finance & skills development for **women entrepreneurs** (e.g. CY, FR, IT, PT, SI, ES)

Pillar 4 | Contribution to social and territorial cohesion

Reducing the **pension gender gap**, improving women's **participation in the labour market** (e.g. AT, CY, HR, IT, SI, ES)

Pillar 5 | Contribution to health and economic, social and institutional resilience

Supporting socially **disadvantaged pregnant women** and improving **working conditions** for nursing (e.g. AT, SE)

Pillar 6 | Contribution to policies for the next generation, children and the youth, such as education and skills

Increasing **access to early childhood education and care** (e.g. AT, BE, CY, CZ, DE, EL, IT, PL, SK, ES)

Progress on RRP measures with a focus on gender equality

25 (sub-)measures with a focus on gender equality include fulfilled milestones and targets, for instance:



Italy has created a fund to support women's entrepreneurship



Croatia adopted a new labour law for more flexibility in working time and the place of work and close the gender employment and pay gap



Portugal provided new digital equipment in schools to promote the equal development of digital skills for girls and boys and support equal participation in STEM



Spain introduced new obligations for employers to ensure equal pay for men and women and pay transparency

The Recovery and Resilience Facility & Equality

- **A significant number of RRP measures support gender equality**

Despite not being neither a formal target nor an assessment criterion

- **Spill-over effect: Beyond « equality » measures**

All RRP reforms and investments may have a lasting positive impact on gender equality

e.g. reforms & investments to improve access to the labour market; reforms and investments in the area of pension, taxation, long-term, education and training etc.



IT RRP: Measures promoting gender equality – examples

Labour market inclusion

- Support to women's enterprises: fund supporting women creating or expanding businesses. Target: 2.400 supported enterprises by mid-2026.

Education

- Early childhood education and care services: enhancing places (0-6 y/o). Target: 150 000 new places by 2026.

Gender equality mainstreaming e.g.

- Gender-sensitive public procurement.
- Gender-sensitive public employment: strengthened gender balance commitment in the general reform of public administration.

Gender budgeting

- Strengthening the spending review framework: improving the practice of green and gender budgeting by end 2023.

ES RRP: Measures promoting gender equality – examples

Gender equality as one of the four cross-cutting axes

- Detailed analysis of potential gender impact of included measures

Gender equality in the administrative process

- Specific guidelines to include the gender perspective in funded projects for private and public entities

Exemplary specific measures

- Support for female entrepreneurship
- Protection against gender-related violence
- Girls' and women's digital skills

Gender equality mainstreaming in e.g.

- Employment
- Education and training
- (Social) Housing
- Mobility

Commission activities to promote mainstreaming and inclusion of (gender) equality considerations

- Continuous dialogue with Member States for an inclusive approach in design and implementation of measures
- Continuous monitoring of (gender) equality aspects in the implementation phase
- Outreach to stakeholders through presentations and participation in panel discussions
- March 2023: RRF Expert Group dedicated to mainstreaming (gender) equality considerations
 - Bringing together national RRF experts, (gender) equality experts from line ministries, exchanging best practices, and presenting tools for mainstreaming

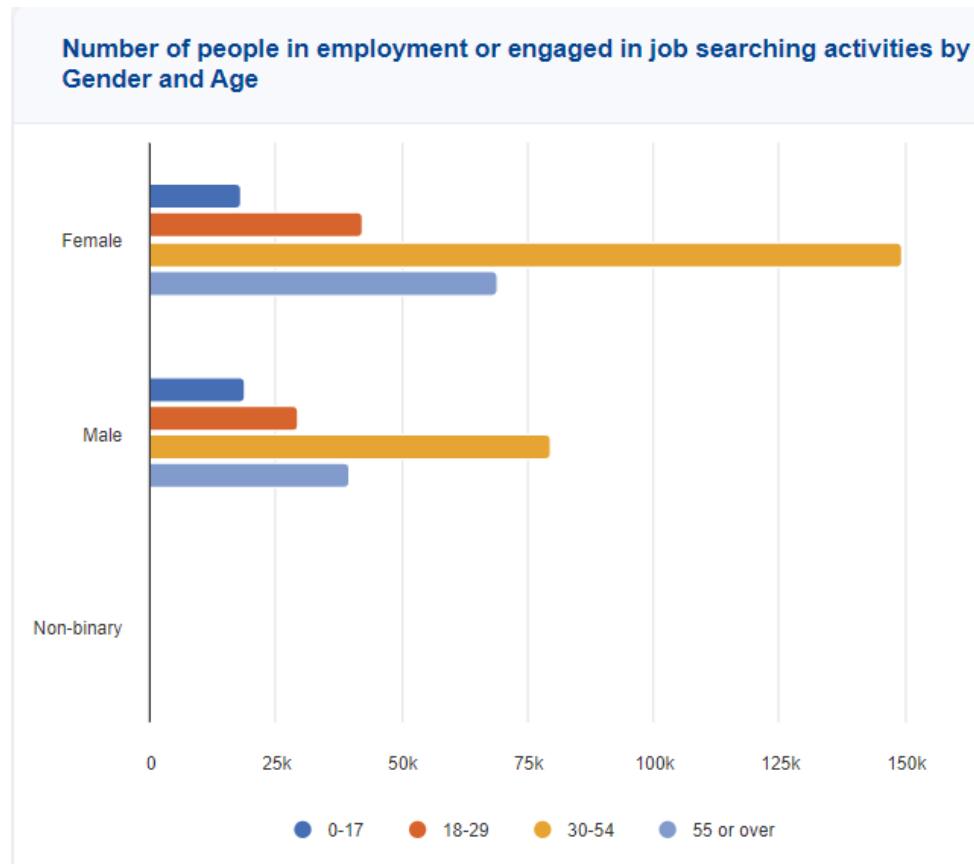
RRF tools to monitor support to gender equality

Reporting tools developed by the Commission to monitor how RRP's contribute to gender equality:

Delegated Regulation (EU) 2021/2106 establishing 14 common indicators for Member State reporting. Four of these common indicators require disaggregation of data by gender;

Delegated Regulation (EU) 2021/2105, providing a methodology to track RRP's measures with a focus on gender equality

- In total, **134 (sub-)measures** in 27 RRP's
- Further info at [Recovery and Resilience Scoreboard](#) where you can also find a dedicated thematic analysis on (gender) equality



Thank you!

More information:

- [Recovery and Resilience Facility | European Commission \(europa.eu\)](#)
- [Recovery and Resilience Scoreboard](#) including [Thematic Analysis on Equality](#)
- [Annual Report 2023 on the RRF](#)
- [Review Report on the RRF](#)



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