



Gender equality and gender mainstreaming in the COVID-19 recovery

European Institute for Gender Equality (EIGE)
High Level Group on Gender Mainstreaming | 2-3 February 2023



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Scope and methodology

Thematic scope

Area H of the BPfA: ‘Institutional mechanisms for the advancement of women’

Strategic objectives:

1 Create or strengthen national machineries and other governmental bodies

2 Integrate gender perspectives in legislation, public policies, programmes and projects

3 Generate and disseminate gender-disaggregated data and information for planning and evaluation

The assessment is carried out in view of the EU commitment to:

‘The implementation of this strategy will be based on the **dual approach** of targeted measures to achieve gender equality, combined with strengthened gender mainstreaming. The Commission will **enhance gender mainstreaming by systematically including a gender perspective in all stages of policy design** in all EU policy areas, internal and external’ (Gender Equality Strategy 2020-2025).

Gender mainstreaming understood as ‘the integration of a gender perspective into the **preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes**, with a view to promoting equality between women and men, and combating discrimination’ (www.eige.europa.eu) .



Legal case

- Provides a **gender assessment of the RRF regulation**
- Identifies **opportunities and challenges** for gender equality and gender mainstreaming
- Desk research and literature review



Policy case

- Analyses **how the RRF gender equality provisions have been addressed in NRRPs**
- Desk research and national stakeholder interviews: NRRP coordinating body, governmental gender equality body, CSOs

Economic case

- Assesses **the effect of selected COVID-19 related national policy measures on gender gaps in income and earnings in the EU-27**
- EU Microsimulation model EUROMOD

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Impact of COVID-19-related tax benefit policies

Economic case

Scenario 1 (S1): No COVID-19 shock scenario

Scenario 2 (S2): COVID-19 labour market shock and automatic stabilisers without COVID-19 policies

Scenario 3 (S3): COVID-19 shock with COVID-19 policies

Labour market effect = $S2 - S1$

Policy effect = $S3 - S2$

Total effect = $S3 - S1$



Economic case

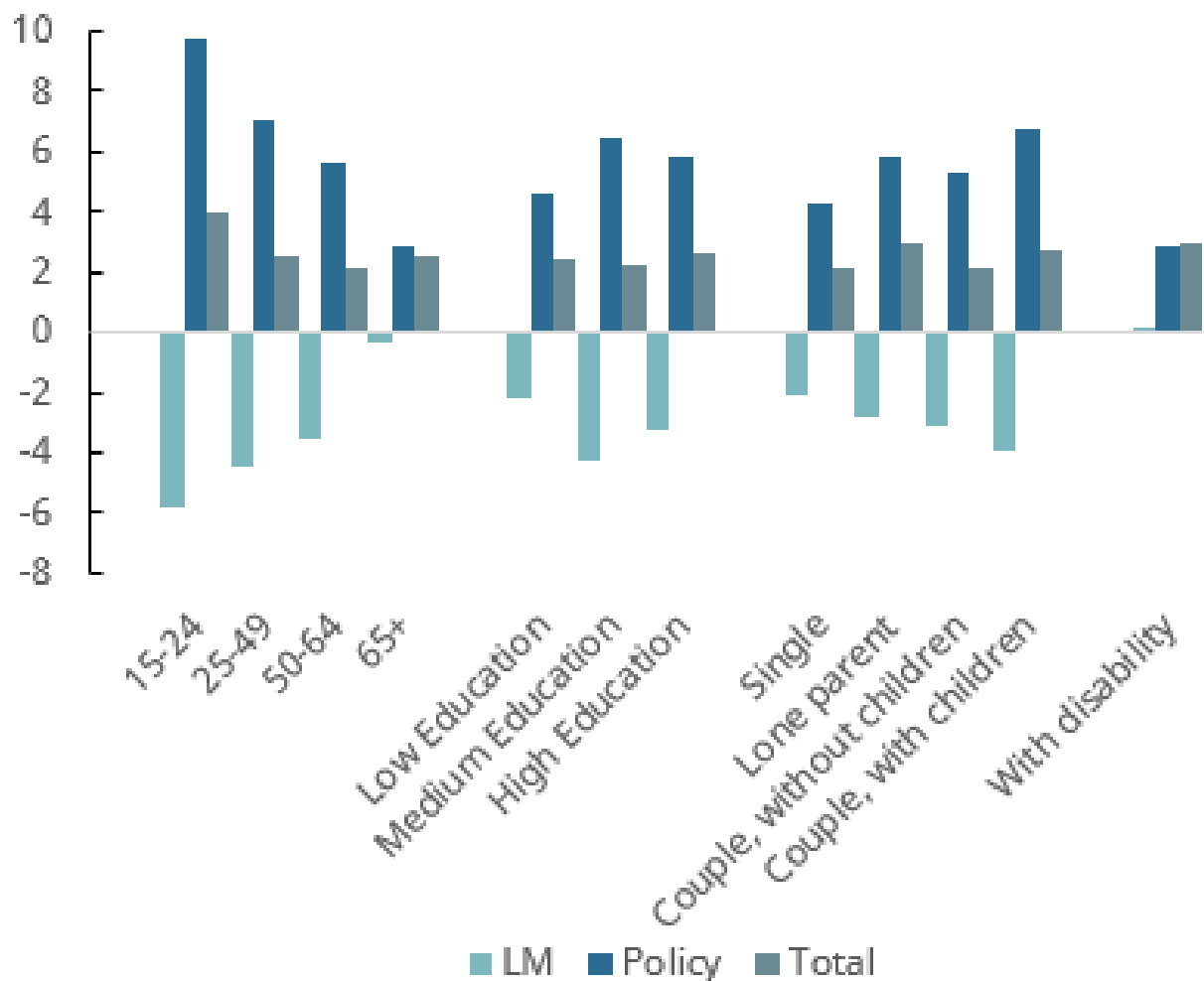
Discretionary policies to counteract the impacts of the pandemic on disposable incomes had a positive effect for both women and men in almost all Member States:

- Reducing poverty
- Reducing the gender income gap in some Member States

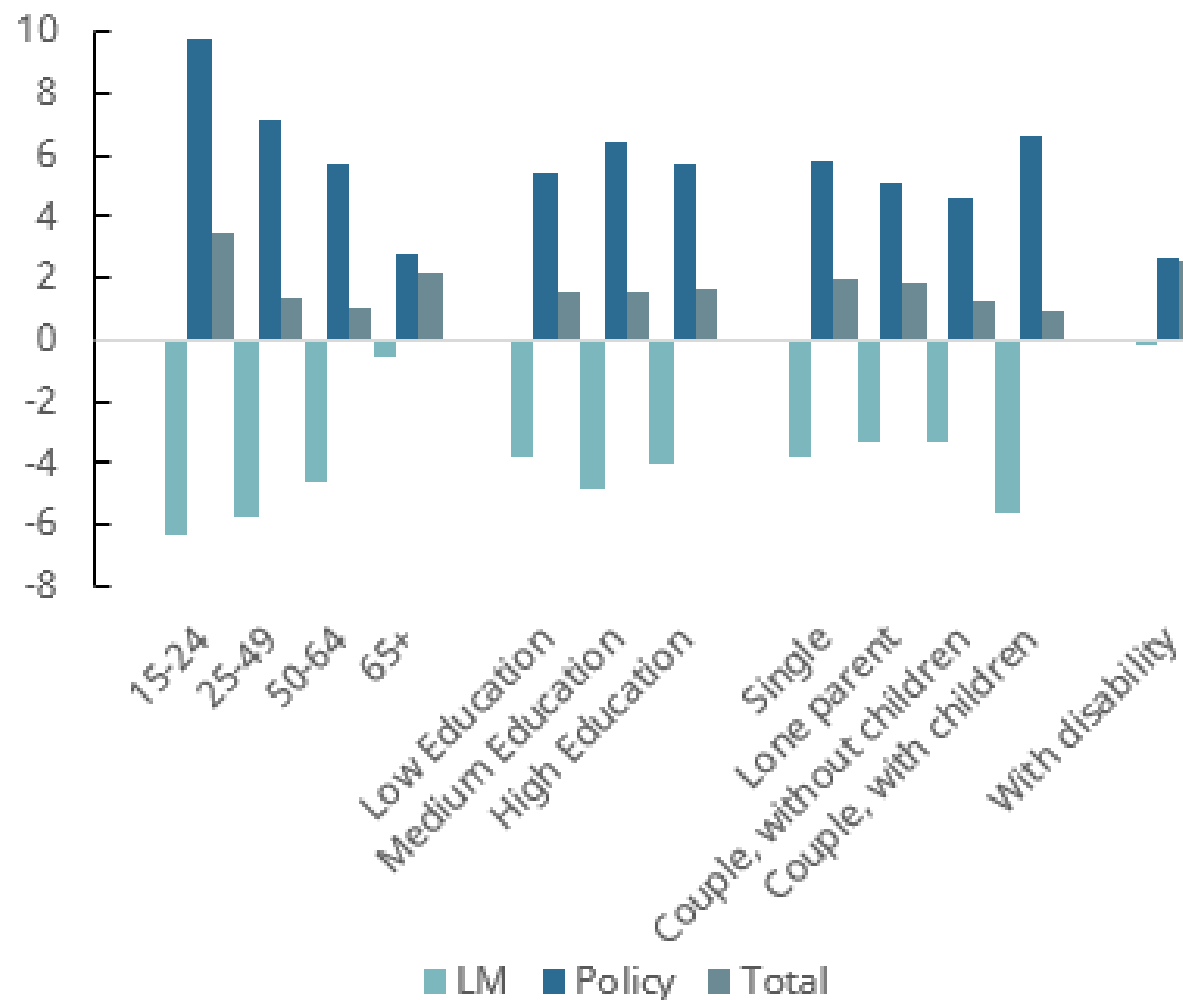


Changes in mean individual disposable income due to COVID-19 labour market shock (LM) and the discretionary policy response (Policy), EU

Women



Men



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RRF approach to gender equality

Legal case: challenges

1. Gender equality **provisions of the RRF fall short from the EU's legal and policy commitments to gender equality** by the EU and MSs.
2. The requirement for the **standalone explanation** on how RRPs contribute to 'gender equality and equal opportunities for all and the mainstreaming of those objectives' **is not a sufficient pre-condition** to conduct gender mainstreaming or include gender-targeted measures.
3. Gender equality and gender mainstreaming **are not among the assessment criteria of the plans.**



RRF approach to gender equality, climate change and digital transition

	GENDER EQUALITY	CLIMATE ACTION AND ENVIRONMENTAL SUSTAINABILITY	DIGITAL TRANSITION
Objectives	European Pillar of Social Rights, SDG 5, national gender equality strategies	Carbon Neutrality by 2050, implementation of the European Green Deal	Digital transition, facilitation of EU Digital Agenda
Earmarked funding	None	Minimum 37 % to measures contributing to climate objectives	Minimum 20 % for digital transition
Tracking measures	Methodology for reporting on social expenditure, flagging gender equality expenditure	Climate tracking methodology	Digital tagging methodology
Assessment criteria for RRP	Standalone explanation as part of the general elements the RRP	Specific assessment criteria for compliance with DNSH principle for all measures	Specific assessment criteria for compliance with digital transition objectives for all measures
Monitoring and evaluation	4 common indicators disaggregated by gender and 2 related to care	Specific common indicators	Specific common indicators

Legal case: opportunities

1. The linkages between the **RRF and the European Semester**
2. The **Technical Support Instrument**
3. The links between **RRPs and national gender equality strategy**
4. The potential links with **other gender- specific monitoring indicators** (e.g. Social scoreboard, SDGs monitoring framework)
5. Gender perspective to be extended to all **evaluation reports** (not just the Review report)



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Gender equality in the NRRPs

Policy case

Although MSs put forward a few gender-targeted measures in the RRP, a cross-cutting approach to gender equality is largely absent.

- Rather than adopting a gender perspective from the onset, most MSs retrospectively identified a few measures with some potential to contribute to gender equality and listed them in their standalone explanation.
- Many measures were not designed in a gender sensitive manner.
- Ministries of finance often shaped the selection of measures on the basis of pre-existing economic priorities.



In the majority of MSs, the adoption of the gender perspective was impeded by:

- weak gender mainstreaming and budgeting frameworks at national level;
- limited involvement of governmental gender equality units;
- insufficient public consultation of women's civil society organisations.

Among their gender-targeted measures, MSs prioritised reforms and investments related to:

- women's participation in the labour market;
- gender equality in education and training (STEM, green and digital skills);
- gender equal pay and pensions;
- care infrastructures and formal childcare, but not always explicitly linked to gender equality;
- only few MSs included measures to prevent and support victims of GBV.

The very limited use of gender budgeting tools will prevent the systematic assessment and monitoring of budget allocated to gender equality in the RRP.

- The flagging method established by the Commission will allow only limited (qualitative) reporting of social measures with a focus on gender equality.
- The RRF does not provide an earmarked funding for gender equality.
- The budgets of RRP are insufficiently disaggregated to assess what budget allocations have been made to gender-relevant interventions, particularly within non-targeted measures.

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Policy recommendations



Prioritize **gender equality in the recovery** and comply with RRF's objective of mitigating the adverse impacts of crisis on women



Ensure the **implementation, monitoring and evaluation** of the RRF and the NRRPs **adopts a gender perspective**



Integrate **gender budgeting** into the RRF, the RRFs budgets and throughout the EU budget and funds



Enhance **coordination, support and consultation** with governmental and non-governmental gender equality bodies

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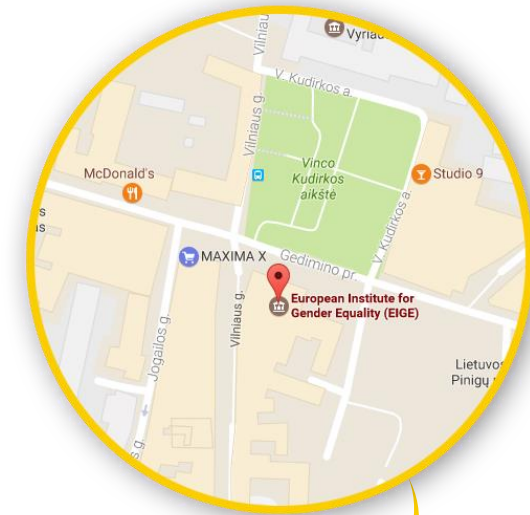
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