

Summary of Commission Recommendations on 2013 National Reform Programme: CSRs mentioning or related to women

Austria	Harmonisation of pensionable age for men and women . Take new measures to increase the labour market participation of women, namely by further improving child care and long term care services and address the high gender pay and pension gaps.
Belgium	No mention of women
Bulgaria	Introduce the same statutory retirement age for men and women and implement active labour market policies that enable older workers to stay longer in the labour market.
Cyprus	no recs for Cyprus
Czech Republic	Increase significantly the availability of inclusive childcare facilities with a focus on children up to three years old, and the participation of Roma children, notably by adopting and implementing the law on private childcare facilities and strengthening the capacities of public childcare facilities.
Denmark	No mention of women
Estonia	Improve the delivery of social services, including childcare, while increasing the efficiency and cost-effectiveness of family policy. Strengthen activation measures to facilitate the return to the labour market of the long-term unemployed and people receiving disability benefits and incapacity for work benefits.
Finland	No mention of women
France	No mention of women
Germany	Take measures to improve incentives to work and the employability of workers, in particular for second earners and low-skilled, also with a view to improving their income. To this end, remove disincentives for second earners and increase the availability of fulltime childcare facilities and all-day schools
Greece	No additional recs
Hungary	Continue to expand child-care facilities to encourage women's participation . Ensure that the objective of the National Social Inclusion Strategy is mainstreamed in all policy fields in order to reduce poverty, particularly among children and Roma.
Ireland	No recs
Italy	Take further action to foster labour market participation, especially of women and young people, for example through a Youth Guarantee. Strengthen vocational education and training, ensure more efficient public employment services and improve career and counselling services for tertiary students. Reduce financial disincentives for second earners to work and improve the provision of care and out-of-school services... Ensure effectiveness of social transfers, notably through better targeting of benefits, especially for low income households with children.
Latvia	Tackle high rates of poverty by reforming social assistance for better coverage, by improving benefit adequacy and strengthening activation measures for benefit recipients. Reinforce the delivery mechanisms to effectively reduce child poverty.
Lithuania	No mention of women
Luxembourg	No mention of women
Malta	Continue supporting the improving labour market participation of women by promoting flexible working arrangements, in particular by enhancing the provision and affordability of child-care and out-of-school centres.
Netherlands	Take further measures to enhance participation in the labour market, particularly of people at the margin of the labour market. Continue to reduce tax disincentives on labour, including by a faster phasing-out of transferable tax credits for second income earners
Poland	Continue efforts to increase female labour market participation, in particular by

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	investing in affordable quality childcare and pre-school education, by ensuring stable funding and qualified staff.
Portugal	No recs
Romania	Equalise the pensionable age for men and women and underpin the pension reform by promoting the employability of older workers.
Slovakia	Enhance the provision of childcare facilities, in particular for children below three years of age. Reduce the tax wedge for low-paid workers and adapt the benefit system.
Slovenia	No mention of women
Spain	reinforcing active labour market policies to improve employability of people further away from the labour market and by improving the targeting and increasing efficiency and effectiveness of support measures including quality family support services
Sweden	No mention of women
UK	Enhance efforts to support low-income households and reduce child poverty by ensuring that the Universal Credit and other welfare reforms deliver a fair tax-benefit system with clearer work incentives and support services. Accelerate the implementation of planned measures to reduce the costs of childcare and improve its quality and availability.

Countries to mention or refer to women as:

- 'female' (Poland)
- 'second earner' (Italy, Germany, Netherlands)
- 'Women' (Austria, Bulgaria, Hungary, Romania, Malta)

Only 9 countries refer to women. Some of the other recommendations (Spain, Slovakia, UK, Latvia, Estonia, Czech republic) imply through calls for enhanced childcare that they will get more female labour market participation.