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“Equal opportunity for men and women could be achieved through taking into account their different “realities”. Women and men differ in terms of their roles in the private sphere, greater vulnerability to physical insecurity yet longer life spans, and their fertility (among other factors). Removing impediments to contributing to the economy and benefiting from more effective use of women with their higher stock of human capital could help the Region’s societies meet their medium- to long-term economic needs” concludes the Report and leaves with **Policy Recommendations** that revolve around the following:

- ✦ *Measures could be taken to facilitate women’s entry into the labor force in order to meet the challenges of the demographic changes, especially the aging of the population. E.g.*
 - increasing the retirement age of women to achieve parity with men;
 - reevaluating maternity related benefits for effectiveness in increasing fertility, e.g., maternity leave, child allowances, lump sum payments for having children;
 - providing child care since its absence may explain women’s tertiary field choice and occupation choice
- ✦ *Educational reforms could be adopted in order to reduce the gender imbalances in secondary and tertiary levels.*
- ✦ *Pockets of health disparities could be addressed on a country by country basis.*

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Opportunities for
Men and Women:
Emerging Europe and
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