

New Knowledge on Pathways to Include Persons in Vulnerable Situations in the Labour Market



PATHS2INCLUDE



PATHS2INCLUDE is a 3-years research project funded by Horizon Europe that investigates the multi-dimensional aspects of discrimination, policies that could reduce inequalities and promote social inclusion in European labour markets and risk factors of vulnerability that may arise in the future of work. The research focuses on three key labour-market processes: recruitment; career paths; and early exit from working life, giving particular attention to labour-market participation at the intersection of gender, ethnicity, age, health, disability, sexual orientation and care responsibilities.



Objectives of the research

Deliver an overview of existing databases at European and national level to detect lack of relevant variables or modules that could enrich future studies on persons in vulnerable situations.

Identify discriminatory attitudes in recruitment related to the intersection of gender, ethnicity, and care responsibilities, and how the organisational context at the workplace influences these attitudes.

Develop a more nuanced understanding of factors behind the gender employment gap by investigating the impact of gender norms and flexible working conditions on women's attachment to the labour market and their career trajectories across Europe.

Identify profiles of individual and contextual characteristics that predict vulnerable situations and factors that promote successful labour market inclusion.

Explore and develop methodological tools to discover the effect of digitization and automation, related to changes in job tasks and occupational polarization, on individuals' risk factors that may predict the demographics of vulnerable workers in the future of work.

Deliver new knowledge on how employment policies, institutional factors, and economic downturns predict differences in the timing of work exit and work exit routes, and involuntary and voluntary work exit among older workers in relation to gender, health, skills, and care responsibilities.

The concept of vulnerability

PATHS2INCLUDE refers to "persons in vulnerable situations" to emphasise the fact that vulnerabilities are consequences of contextual circumstances. This excludes viewing particular social groups as permanently or inherently vulnerable. Rather, vulnerability is understood as a consequence of situations, related to social positions and thus as varying across contexts. People may become vulnerable over the life course, especially at crucial transitions, such as from youth to adulthood, in parenthood and older age, as well as across different societal spheres, including the labour market.

The consortium



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