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Who are the vulnerable groups in the labour market?

Understanding vulnerability through labour market indicators



West University
of Timișoara



Learning objectives



Identify what vulnerability means in the labour market



Recognise why general indicators are not sufficient, and specific indicators are needed

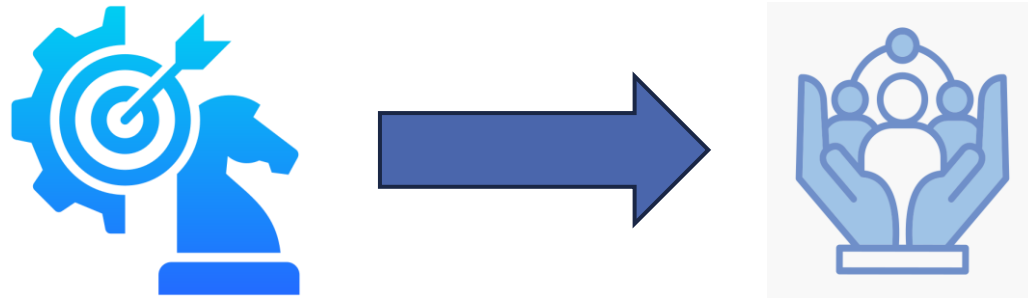


Understand how indicators support VET and guidance decisions

Why is it important?

Better decisions start with the right indicators

- Avoid one-size-fits-all training solutions
- Identify who is really excluded from the labour market
- Design targeted and inclusive VET actions

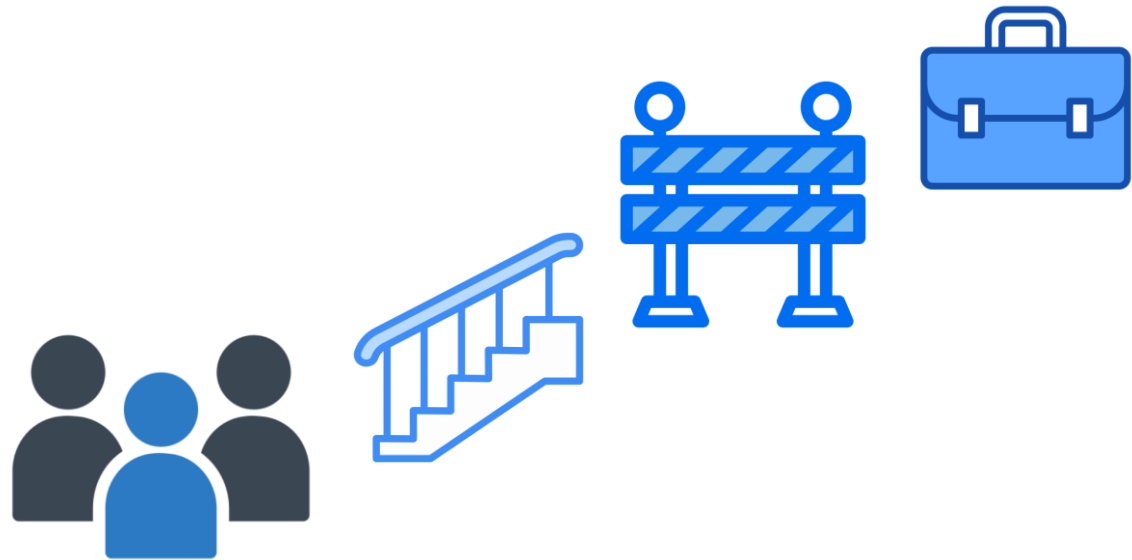


What do we mean by vulnerability?

- Higher risk of exclusion from employment
- Difficult or unstable school-to-work transitions
- Limited access to quality jobs

Typical vulnerable groups:

- Young people
- Women
- Migrants
- People with disabilities

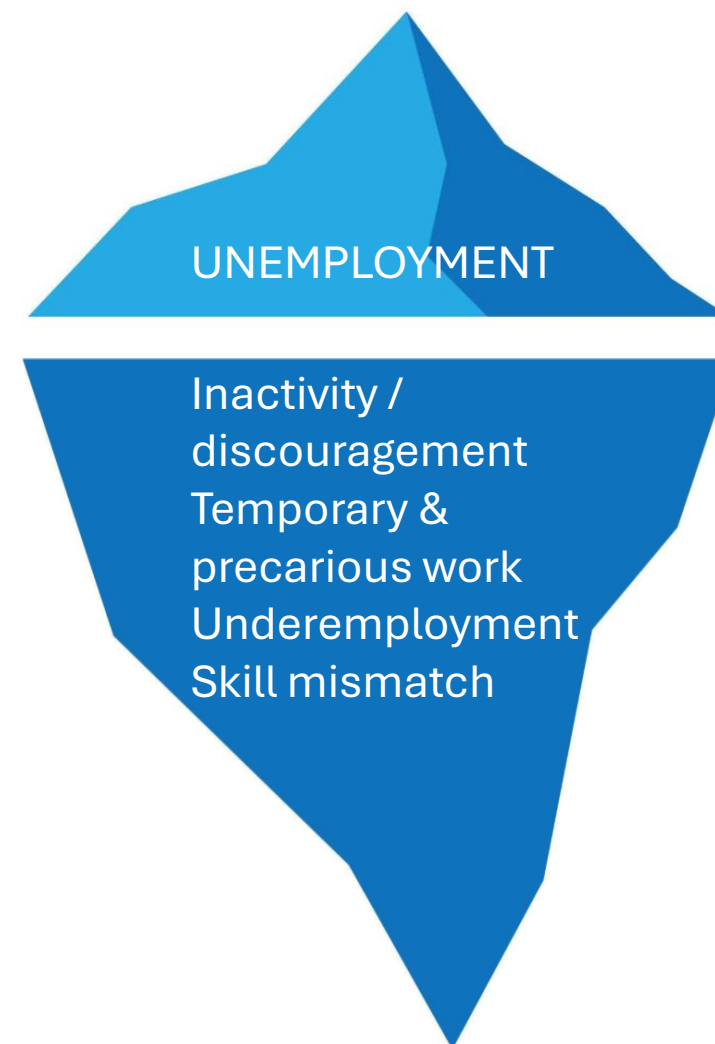


Vulnerability is not only unemployment

- Inactivity and discouragement
- Precarious or temporary jobs
- Skills not matching labour demand

Employment status does not always reflect job quality:

- Inactive → Discouraged → Temporary work → Underemployment



Why general indicators are not enough

General indicator	What it hides
Employment rate	Gender, youth, migrant gaps
Unemployment rate	Inactivity and discouraged workers

- Average employment rates hide inequalities
- Different groups face different barriers
- Targeted data is needed for action

Indicators focused on vulnerable groups



Youth

- NEET rate
- Early school leaving
- Youth unemployment



Stability

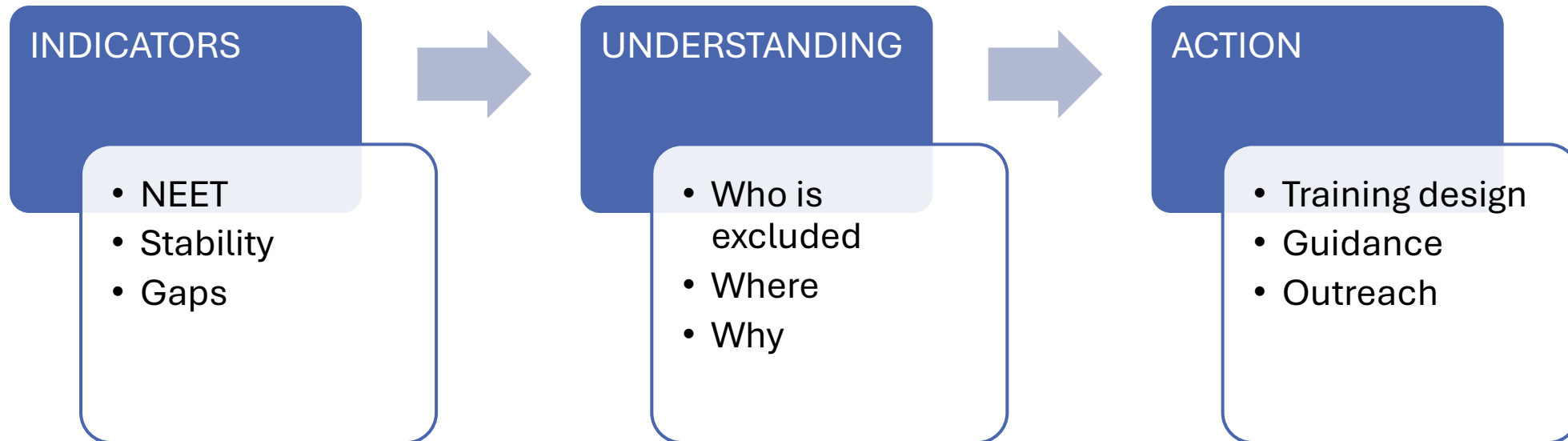
- Long-term unemployment
- Precarious employment
- Underemployment



Inclusion gaps

- Gender
- Disability
- Origin

From indicators to action



Simple numerical example

Region	Employment rate	NEET rate
Region A	75%	10%
Region B	75%	18%

High participation

High inactivity

Same employment rate different outcomes for youth or women

Key message



Labour market indicators are not just statistics

They help decide who needs support and why



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Thank you

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