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Are labour market opportunities equal for everyone?

Understanding structural inequalities through labour market indicators



Learning objectives



Understand how labour market inequalities are measured



Identify employment gaps between different population groups



Use inequality indicators to support inclusive training and policy decisions

Why structural inequalities matter

- Unequal access to employment



- Persistent gaps between groups



- Barriers beyond individual characteristics



Employment gap by gender

Gender employment gap



Employment rate (men) – Employment rate (women)



- Measures participation inequality
- Reflects structural barriers
- Influences income and career opportunities

Employment gap by migrant background



Migrant employment gap

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Employment rate (native-born) – Employment rate (foreign-born)

- Measures integration into the labour market
- Reflects barriers such as language or recognition of qualifications
- Varies across countries and sectors

Disability employment gap



Disability employment gap

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Employment rate (persons without disabilities) – Employment rate (persons with disabilities)

- Measures participation inequality
- Reflects accessibility and inclusion barriers
- Strongly linked to workplace adaptation and policy support

Participation and inactivity gaps

Participation gap

Participation gap

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Labour force participation rate (Group A) – Labour force participation rate (Group B)

- Measures access to the labour market
- Includes both employed and unemployed
- Highlights structural barriers to entry

Inactivity gap

Inactivity gap

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Inactivity rate (Group A) – Inactivity rate (Group B)

- Measures exclusion from the labour force
- Linked to care responsibilities, discouragement or health factors
- Signals hidden vulnerability

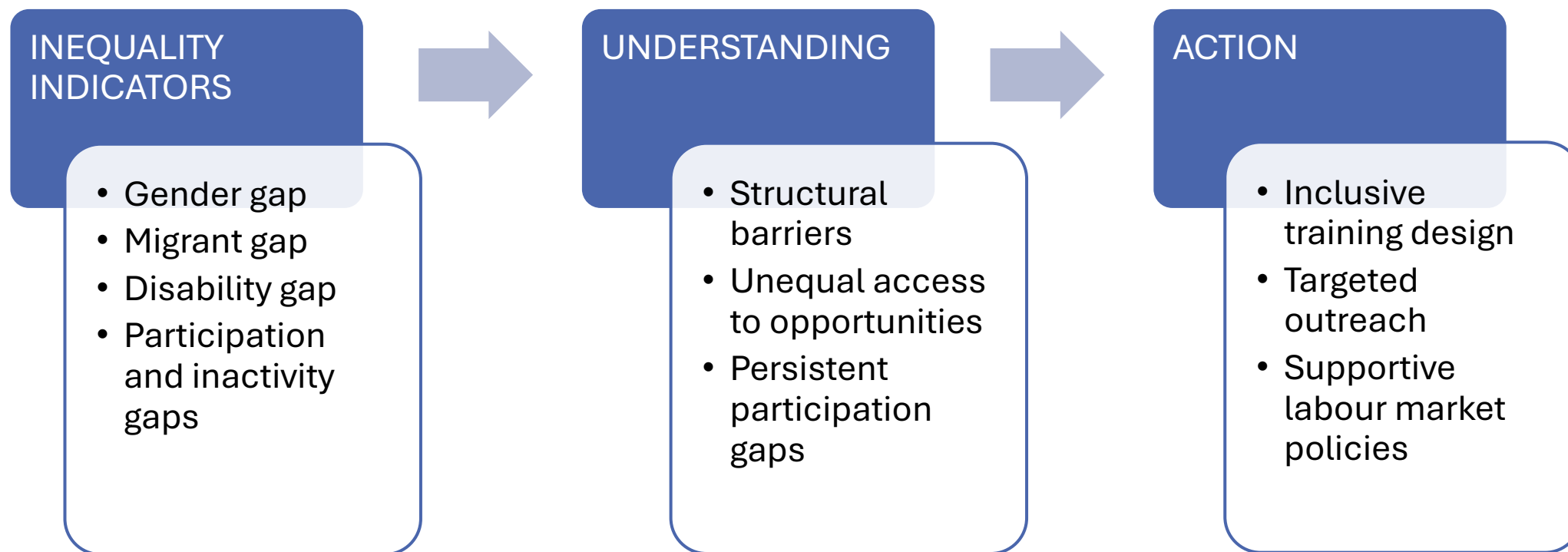
Same country, different outcomes – Italy (real data)



Indicator (15–64)	Italy overall	Gender difference
Employment rate	62–63%	Lower for women
Gender employment gap	—	≈ 19 percentage points
Inactivity rate	≈ 33%	Higher for women

National averages can hide significant structural inequalities

From inequality indicators to action



Key message



Labour market opportunities are not equal for everyone

Gap indicators help design more inclusive decisions



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Thank you

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Erasmus+ Project Cooperation partnerships in vocational education and training

Project number: 2024-1-ES01-KA220-VET-000251090

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

