

TOWARDS INCLUSIVE LABOUR MARKETS AND SOCIETIES

THE CASE OF WOMEN AND PERSONS WITH DISABILITIES IN HIGHLY TRANSITIONAL ECONOMIES

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About us



Financed by

European Union

Staff

129 (DEC 2022)



Established

1990

Council Regulation 1360



Operational from

1994

Established

Turin, Italy

Budget

€22.6m (2023)



Who we are: The ETF's unique role



The EU agency that collaborates **exclusively with non-EU countries** to enhance their **education, training, and employment systems**. With a global outlook, the ETF contributes to international **education and skills development**.

Where we work

The ETF works mainly in the countries neighbouring the EU, including the **Southern and Eastern Mediterranean**, the **Western Balkans**, **Turkey**, **Eastern Europe** and **Central Asia**. It also supports EU cooperation with the **African Union** in the area of skills.



Delivering in partnership

1

Well-placed to forge partnerships at geographical and thematic level/close cooperation with partner countries



2

Cooperation with EU institutions and other donors and international organisations

Centres of vocational excellence connecting organisations from all over the world
Skills development in a lifelong perspective



EU agencies under DG EMPL – Team Europe (Global Gateway), ILO, UNICEF, UNESCO etc



Green and digital transition

Youth employability and inclusive labour markets



Our partners



EU Institutions

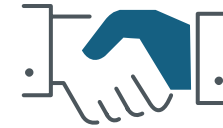
EU Member States

EU Delegations



**International organisations
(e.g. OECD, UN)**

**International
Development Banks**



**Ministries of Education,
Labour and Foreign Affairs**

Business organisations

**Education and training
providers**

Regional organisations

Social partners

Services



**Monitoring
and
assessment**



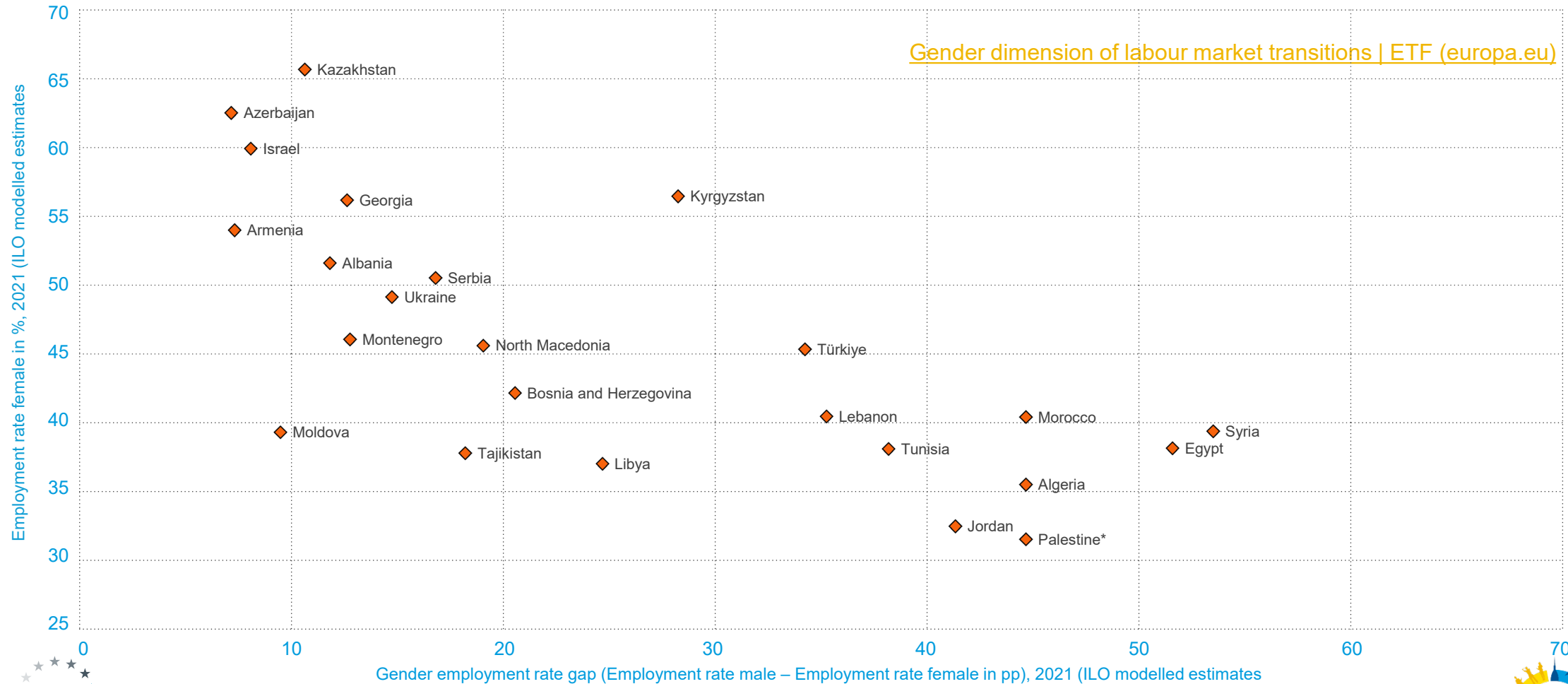
**Knowledge
hub**



**Policy advice
and input to
EU external
action**

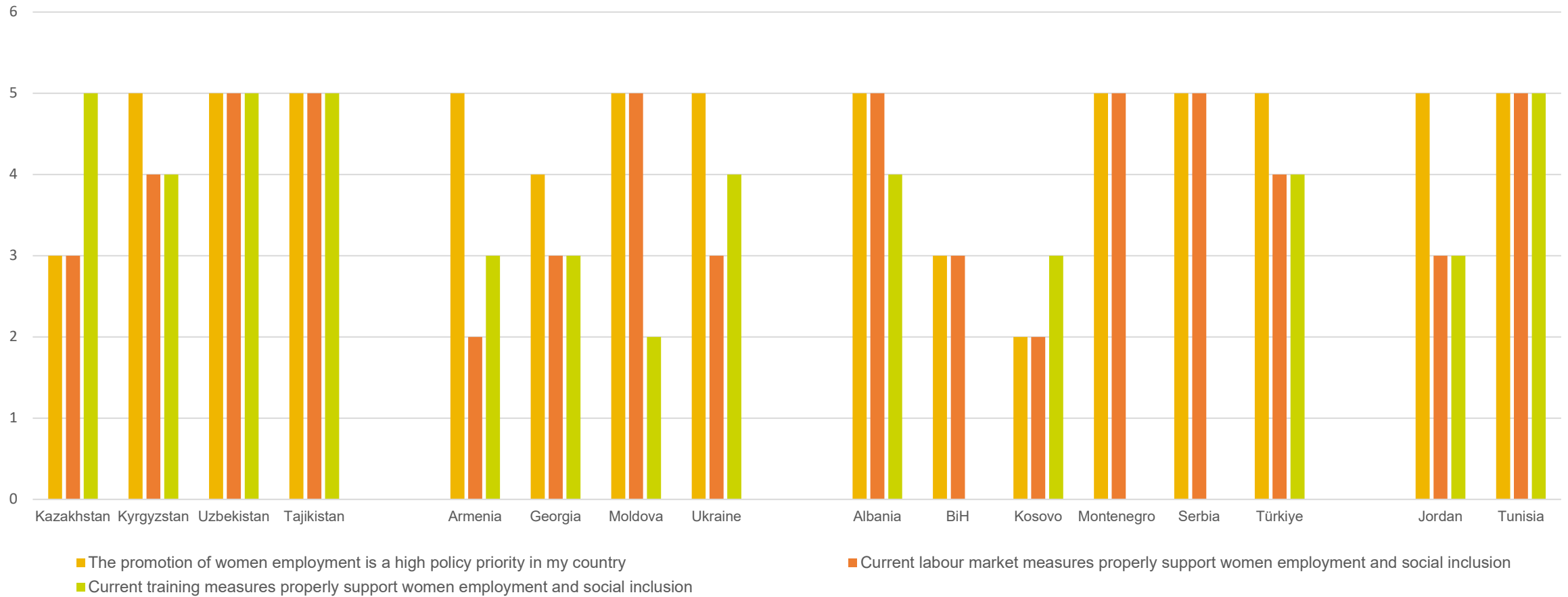
Employment Pathways for Women

Female employment rate and employment gender gaps in EU neighbouring countries



* This designation shall not be construed as recognition of a State of Palestine and is without prejudice to the individual positions of the Member States on this issue.

Self-assessment of policy priority and adequacy of policy measures to promote female employment and social inclusion



Note: rated statements: 1 fully disagree; 5 I fully agree.

Source: ETF survey among employment institutions (mainly public employment services) from EU neighbouring countries, 2022-2023

Job search and employment support measures

Type of labour market policy	For women only / or with a particular attention or focus on women	For both men and women	For women with young children or other caring responsibilities	Single parents	Women returning to the labour market after a child rearing break	Women in rural areas	Female university graduates
Job search services	BA (attn), RS (attn), TJ (attn)	AL, AM, GE, JO, KZ, XK, KG, MD, RS, TJ, TN, TR, UA	AL, UZ	AL, KG, RS, UZ	AL, KG, TJ	AL, JO, KG, MD, RS, TJ, UZ	AL, KG
Employment incentives	AL, BA (attn), XK, RS (attn), TN	AL, AM, GE, JO, KZ, XK, ME, MD, RS, TN, TR	AL, GE, XK, ME, TR, UZ	AL, RS, UZ	AL, AM	AL, RS, UZ	AL, TR
Supported employment and vocational rehabilitation	RS (attn), TJ (attn), UZ,	AL, GE, JO, KZ, XK, KG, MD, RS, TJ, TN, TR, UA, UZ,	AL, AM, UZ	AL, RS, TJ, UZ	AL, TJ, UZ,	AL, RS, UZ	AL
Direct job creation programmes	RS (attn), TJ (attn)	AL, AM, GE, JO, KZ, KG, ME, MD, RS, TJ, TN, TR	AL, UZ	AL, KG, RS, TJ, UZ	AL, KG, TJ	AL, KG, RS, UZ	KG
Start-up incentives	BA (attn), JO, RS (attn), TJ (attn)	AL, AM, GE, JO, KZ, KG, ME, MD, RS, TJ, TN, TR, UA	AL, UZ	AL, RS, TJ, UZ	AL	AL, KG, RS, TR, UZ	AL, UZ

Career guidance and training measures

Type of labour market policy	For women only / or with a particular attention or focus on women	For both men and women	For women with young children or other caring responsibilities	Single parents	Women returning to the labour market after a child rearing break	Women in rural areas	Female university graduates	Others
Job search services	RS (attn)	AL, AM, GE, JO, KZ, XK, KG, MD, RS, TN, TR, UA, UZ		KG, RS	AL	RS, TN, UZ	AL, KG	GE
Employment incentives	BA (attn), RS (attn), TN	AL, AM, GE, JO, KZ, XK, ME, MD, RS, TN, TR	AL, AM, UZ	AL, AM, KG, RS, TJ, UZ,	AL, AM, KG	AL, AM, KG, RS, TJ, TN, UZ	AL, KG	

Key challenges and issues for female employment

01

Low and unstable employment rates

02

Poor quality of jobs

03

Pay gender gaps and occupational segregation

04

Gender stereotypes and social norms

05

Significant barriers, particularly care responsibilities

06

Limited evidence

e.g. insufficient evaluations of ALMPs conducted with a gender lens and evaluation of programmes targeted at specific groups of women

Issues linked to policy and institutional framework

Limited budgets and capacity: Low ALMP budgets and PES capacity hinder significant impact.

Project sustainability: Many projects, especially donor-funded, lack long-term sustainability.

Coordination issues: Difficulties in coordinating actors and developing effective strategies.

Targeting men and employers: Few initiatives focus on changing men's perceptions and private sector employer practices.

Educational progress and gender segregation: Despite raising women's education levels, gender segregation persists.

Limitations of ALMPs: ALMPs cannot tackle all causes of gender inequality; stereotypes often form early in life, and legal frameworks may not support full inclusion.

Challenges in changing norms: Overcoming stereotypes and shifting social norms are major obstacles.

Need for comprehensive approaches: A cross-sectoral transformative approach is essential.

Key policy actions

Enhancing Information and Evaluation:

- Conduct studies on gender patterns in employment / labour market transitions.
- Incorporate gender dimensions in reporting, monitoring, and evaluating PES activities.
- Systematically assess all activities promoting women's economic empowerment.
- Evaluate the effectiveness of measures targeting women and apply a gender lens to non-targeted ALMP evaluations.

Balancing Gender Approaches:

- Implement gender mainstreaming in PES activities.
- Train PES staff in gender sensitivity and responsiveness.
- Introduce gender-sensitive approaches in career guidance.
- Design specific activities and measures to support women.

Key policy actions

Comprehensive Approaches & Partnerships:

- Design measures considering the multiple employment barriers women face.
- Form strategic partnerships and enhance inter-agency cooperation for women's economic empowerment.
- Link job and training placements to childcare access and quality.

Focus on Ukrainian Women:

- Address high risks of inactivity, underemployment, and job mismatch for displaced women.
- Explore opportunities in new professions requiring different skill sets.

Investing in Women's Economic Empowerment:

- Invest in targeted measures like job-search support, employment incentives, entrepreneurship, and training to close the digital gender divide.
- Promote training in non-traditional fields and assess the effectiveness of these initiatives.
- Sustain successful or promising activities, especially those co-financed by international donors.

Skills and employment opportunities for persons with disabilities

Situation in the EU neighbouring countries

Country	Disability Employment Gap (percentage points)
Albania	14.2
Armenia	21.2
Israel	30.1
Lebanon	26.6
Moldova	12
Montenegro	33.7
North Macedonia	33.7
Palestine*	22.5
Serbia	35.8
Türkiye	18.4
EU-27	21

Key labour market challenges:

- **Higher probability of being inactive** – on average, 7 in 10 persons with disability are inactive on the labour market,
- **Sever barriers to education** – persons with disabilities are twice as likely as those without to have a less than basic educational level,
- **A higher probability of working in the informal economy or being self-employed.**
- **Lower earnings** – persons with disability earn less than persons without disability,
- **Young persons with disabilities are more likely to be not in employment, education or training.**

<https://ilostat.ilo.org/new-ilo-database-highlights-labour-market-challenges-of-persons-with-disabilities/>

Source: [Statistics | Eurostat \(europa.eu\)](https://eurostat.ec.europa.eu/) for Albania (2021), Montenegro , North Macedonia (2020), Serbia (2022), Türkiye (2022) and EU-27 (2022) based on EU-SILC. ILOSTAT [Link](#) for the other countries, last year available and based on LFS

EU policy context and relevance to EU neighbouring countries

EU Strategy for the Rights of Persons with Disabilities 2021-2030 - EU Package to Improve Labour Market Outcomes of Persons with Disabilities

- Persistent employment and activity gaps for people with disabilities in neighbouring countries.
- Increasing population groups with disabilities and reduced work capacity.
- Long-term impact of Russia's war on Ukraine, with rising numbers of disabled children, youth, and adults.

Challenges in activation of persons with disabilities in the EU neighbouring countries:

- Outreach
- Lower skills
- Need for personalised and specialised support
- Prejudices and stereotypes
- Lack of data

Policy actions and measures to address the needs of persons with disabilities

DEMAND-SIDE

- Promotion of employment in private and public sectors
- Incentives and encouraging positive actions for labour market integration

SUPPLY-SIDE

- Improved access and progress to upper levels of education
- Skills development measures
- Raising employability levels

Limitations of policy actions:

- Insufficient reliable data on persons with disabilities (e.g., labour market status, skills, income).
- Lack of frequent, in-depth analyses of disability integration policies.
- Need for investment in employment environments: addressing stereotypes, enhancing legal frameworks, and supporting policy development with cross-country exchanges.

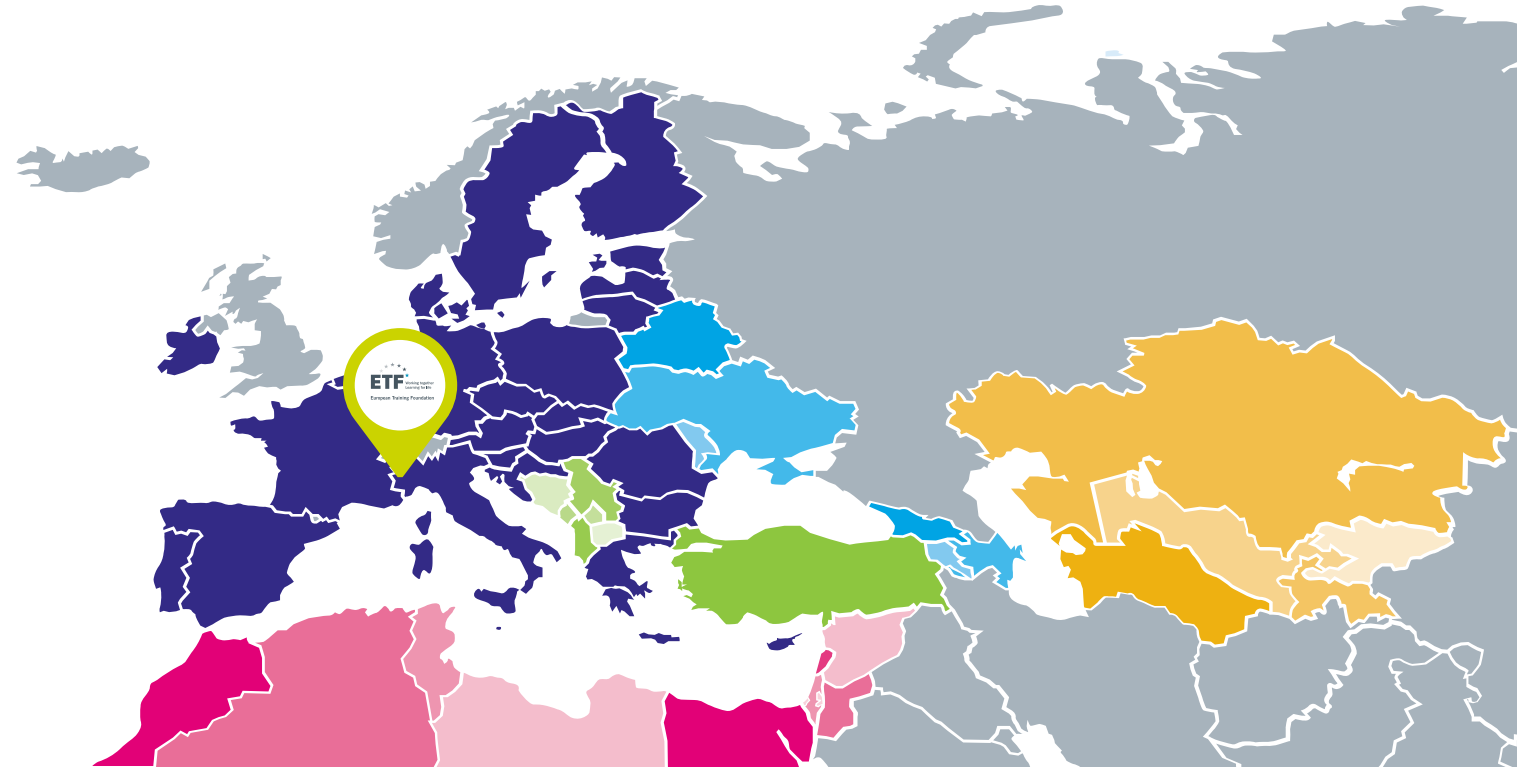
What do we want to achieve?

Main objective:

Supporting EU neighbouring countries to develop relevant and efficient public policies in employment and skills development.

Specific objectives:

- Providing knowledge
- Ensuring peer learning
- Building the centre of expertise (in the long-term)



ETF plans for 2024 and 2025

1. Mapping of employment policies for persons with disabilities in 10 EU neighbouring countries

- Survey on public policies and labour market measures
- Case studies
- Cross-country report and policy brief

2. Supporting the implementation of the Disability Employment Package

- Webinars and other online events
- Peer learning events including exchanges with EU Member States
- Support countries on the pathway to EU accession to complete policy reforms in line with EU standards for persons with disabilities

Unlock talent and skills matching by managing labour migration and new forms of work

Migration

- Unprecedented levels of displacement and forced migration.
- Labour migrants face informal, precarious employment, overqualification, and job mismatches.
- Complex push-pull factors require comprehensive and inclusive policy measures for both migrants and host communities.
- PES play a central role in managing labour migration and integrating displaced individuals.
- Policy efforts necessary to improve skills assessment and leverage migrants' expertise for a triple-win scenario benefiting migrants, and origin and destination countries.

[Migrant women call for skills: What education and training systems can do | ETF \(europa.eu\)](#)

['Use it or lose it!' How do migration, human capital and the labour market interact in the Western Balkans? | ETF \(europa.eu\)](#)

New Forms of Work

- Rapid changes in labour market dynamics and skills demand.
- Remote work, online platforms, flexible arrangements, and project-based contracts are becoming standard.
- Platform work is viewed positively in EU neighbouring countries, offering employment and reducing skills shortages through global matching.
- Key policy implications:
 - Ensure fair work conditions and transparent algorithmic management.
 - Secure equal treatment for traditional and non-standard workers.
 - Establish a clear framework for portability and recognition of skills from non-standard work.
 - PES should support transitions between employment types and adapt unemployment eligibility and ALMP design.

[The age of AI: platform work in EU neighbouring countries | ETF \(europa.eu\)](#)

How to contact us

Website

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THANK YOU

