

Employment Diversity in Europe: Intersectionality & Data Gaps



PATHS2INCLUDE

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Summary of at-risk groups that can be identified in European and international databases

Database	At-risk groups												
	Persons with disabilities	Low SES	Low educational level	Gender identity	Sexual orientation	Mothers, lone parents	Carers	Physical appearance	Older persons (+60)	Young people (below 30)	Migration background	Race or ethnicity	Religious Affiliation
European/International	EU-SILC (EUROSTAT)												
	EU-LFS (EUROSTAT)												
	AES (EUROSTAT)												
	EHIS (EUROSTAT)												
	HBS (EUROSTAT)												
	EWCS (EUROFOUND)												
	ESS												
	LIS												
	EU LGBTI												
	GGS												
	Life in transition												
	SHARE												
	WVS												
	ECS (enterprises) (EUROFOUND)												
	WBES (enterprises)												
	CVTS (enterprises) (EUROSTAT)												
	SES (enterprises) (EUROSTAT)												

The at risk-group can be identified

The at-risk group can be partially identified

The at-risk group cannot be identified

Persistent gaps in data availability

European and national surveys still lack consistent information on disability, caregiving responsibilities, migration background, race/ethnicity, or gender identity.

These blind spots prevent researchers and policymakers from identifying who is most at risk in the labour market.

Limited harmonisation

Although many datasets include some relevant indicators, their definitions, measurement, and coverage vary across countries.

This lack of harmonisation makes cross-national analysis difficult and restricts the ability to evaluate policy effectiveness.

Small samples hide intersectional disadvantage

Underrepresented groups (e.g., migrant women, persons with disabilities and caregivers) are often **too small** in survey samples to analyse reliably.

Without larger and more inclusive samples, their specific vulnerabilities remain invisible, hindering targeted policy action.

Vulnerability is intersectional

Disadvantages combine and reinforce each other across gender, disability, caregiving, age, and migration.

Women with health limitations and care duties face greater exclusion. These effects are not additive: caregiving amplifies health barriers in gendered ways.

Vulnerability is context-dependent

Labour market outcomes vary across welfare and institutional settings.

Countries with higher health expenditure show stronger labour market attachment among people with health limitations. Where support is weaker, only those with higher education remain attached after health issues or ageing.

Context matters for designing effective policies.

Policy recommendations

Pillar 1. Better evidence

- Strengthen inclusive and intersectional data collection
- Ensure statistical visibility of at-risk groups
- Expand and strengthen longitudinal data structures

Pillar 2. Tailoring policy to diversity

- Adopt intersectional policy frameworks
- Promote context-sensitive policy design

Pillar 3. Tracking process

- Improve regional comparability and contextual linkages
- Foster inclusive evaluation and monitoring

PATHS2INCLUDE is a 3-year 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 and care responsibilities.



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