

How the European Social Pillar can help make work fairer for everyone

'PATHS 2 INCLUDE' is a project that studies:

- Why some people are left out of jobs;
- How to make work fairer for everyone.



The project was made
thanks to money from the European Union.

Our study also looked at how the European Social Pillar
can help make work fairer for everyone.

What is the European Social Pillar?

Europe has rules to make work fair and good for everyone.

The European Social Pillar is an important text
that explains what the European Union wants to do
to make sure everyone gets the same opportunities.

Among others, it says that everyone
should have the same chances to:

- Learn new things all through life;
- Work and get a fair salary;
- Combine work with having a family;
- Making these things happen
will make it possible for more people to find a job.



What our study showed

Among other things, our study showed that:

- People with more education often find jobs more easily.
- Jobs are changing because of technology.
Learning how to use technology can help people keep their jobs.
- Women find it harder to get a job and have enough money.
Things are even harder for mothers and especially single mothers who raise their children alone without a partner.
- We do not have enough information about certain groups of people.
For example, people with disabilities.
This makes it harder to help them get a job.
- People with more money have more chances to get jobs.
- Workplaces do not choose certain people for the job.
For example, workplaces may not choose a woman with children for the job because they think she will not do the job well.
Or workplaces may not choose an older person for the job because they think the person will not work well.
Judging people with these criteria is unfair.

What can be done better

Among other things, it is important to:

- Give training to people to learn new skills and be able to get a job.
For example, give training to older people to learn how to use technology like computers.
- Allow flexible working hours and working from home.
This makes it easier for parents and people who look after family members to work too.
- Collect better information about different groups of people who are left out of work.
For example, people with disabilities.
Collecting information helps understand what support they need to work.
- Make strong rules to stop workplaces from rejecting people with unfair criteria.
For example, rejecting people because they are older or because they have families.
- Support older people to stay at work longer and feel well.
- Make sure people get fair salaries when they work so that they can have a good life.
- Allow time off for people who need to look after a loved one without losing their pay.