



Inequality in Europe

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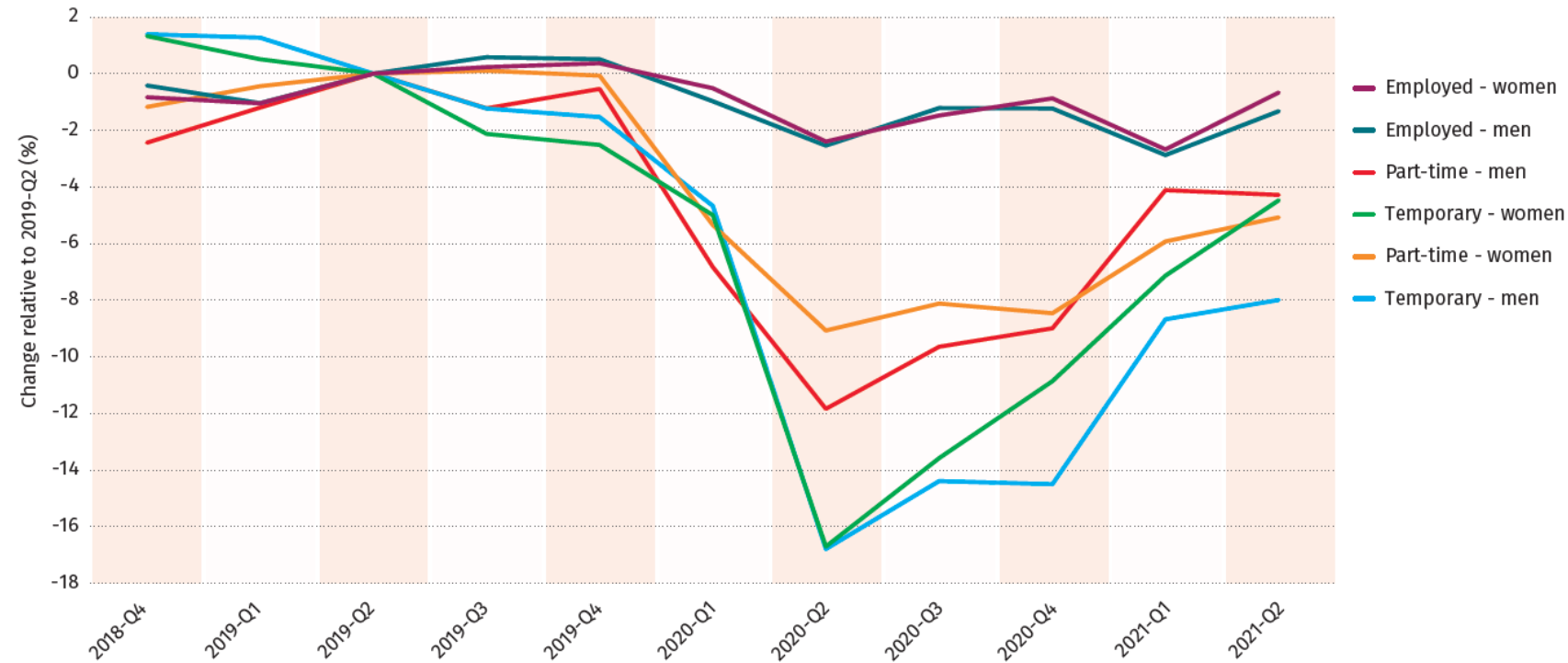
A solid red triangle pointing to the right.

Key Messages

- Inequalities worsened by the pandemic
- Inequality a multidimensional and structural problem
- Answers should be structural and not transient
- Policy alternatives / alternative models are available

▶ The complexity and depth of the labour market shock

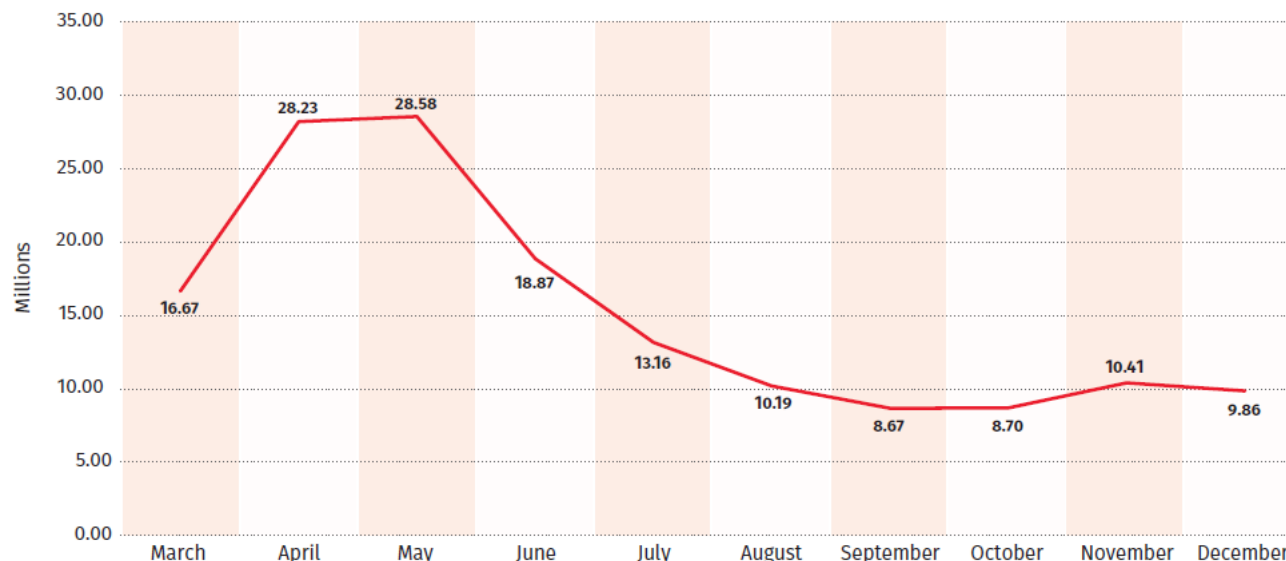
- Pre-pandemic structural divisions – precarious employment
- Long-term exclusion
- Legacy of deregulatory measures



► Policy alternatives – redistribution through job retention schemes

- Automatic economic stabiliser sustaining internal demand
- Take-up and spending with great variation
- Adaptations and improvements: more open and flexible
- Only temporary?

Take-up of Job retention schemes across EU in 2020



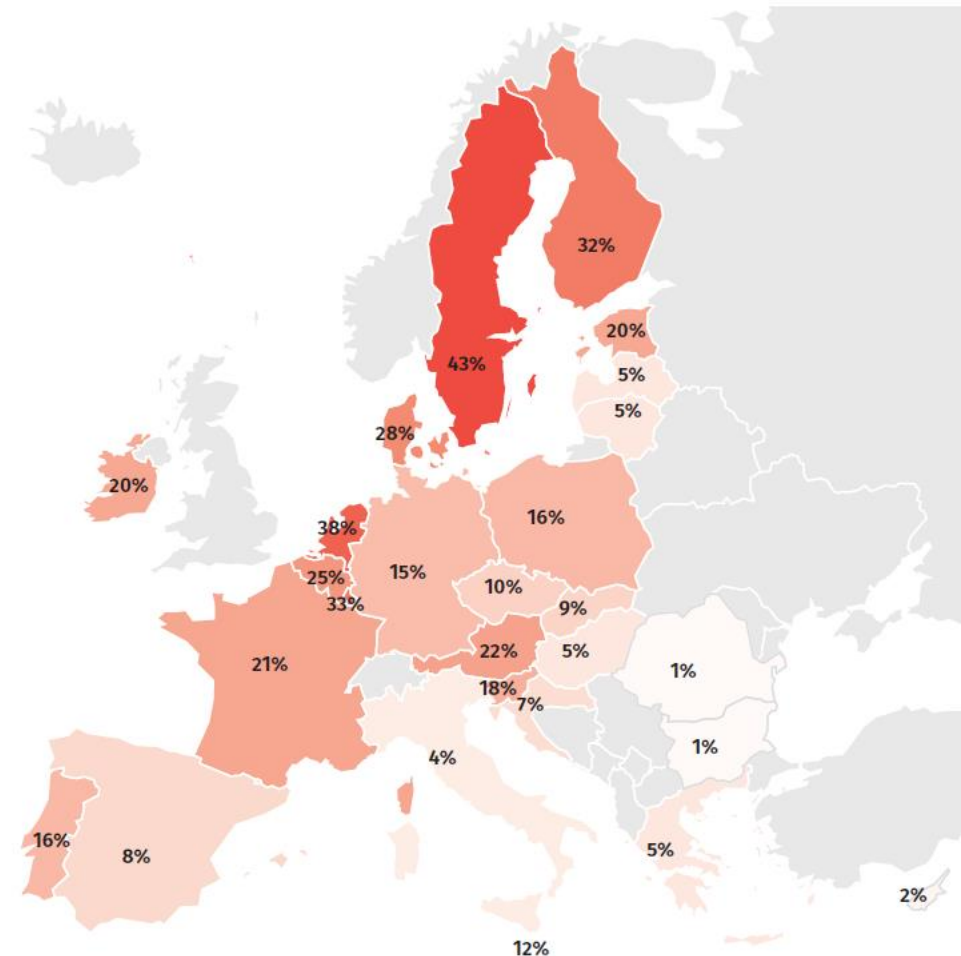


Digitalisation and automation



- 'Teleworkability'
- 'Gig economy'
- Algorithmic management
- Agile work and peak unpredictability
- Psychosocial risks and WLB
- Vulnerable workers

Share of workers doing any telework in 2019 (%)



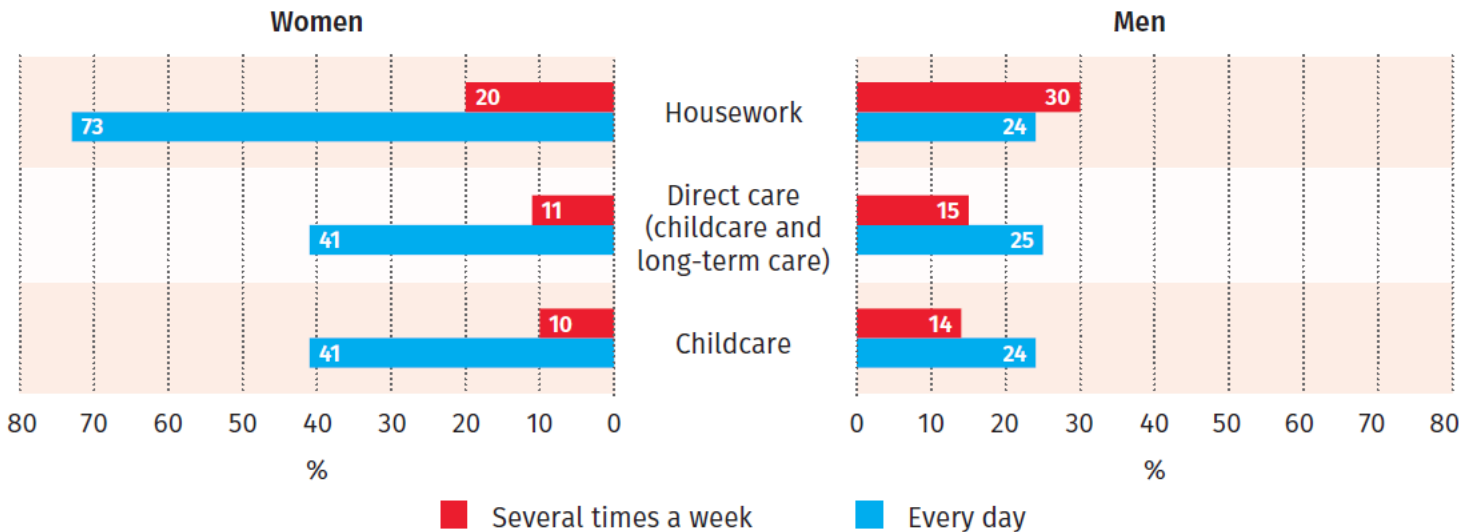


Gender equality

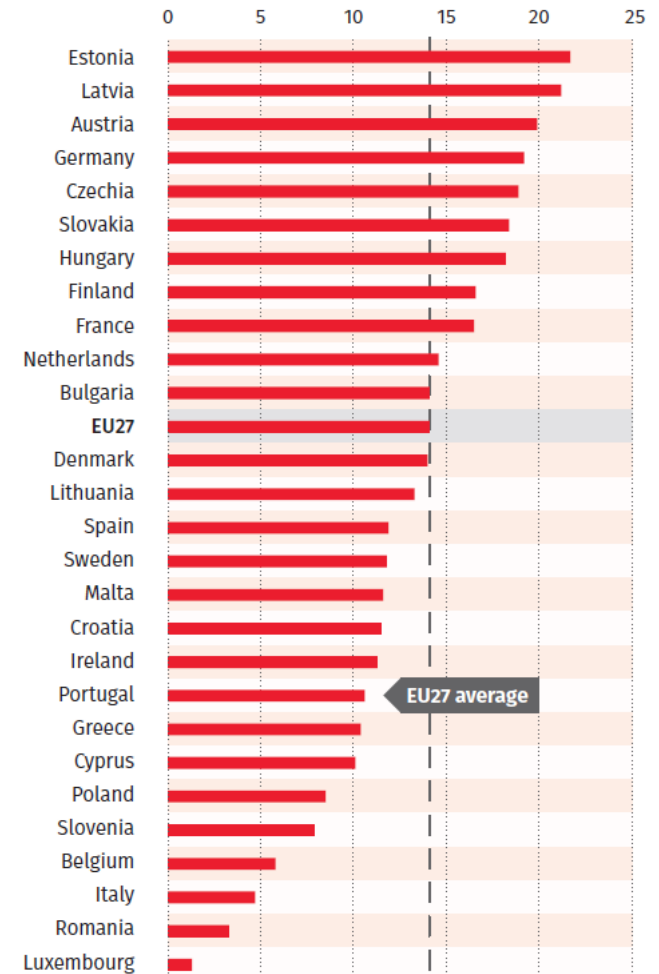


- Inequality in paid and unpaid (care) work - two sides of the same coin
- Crisis put gender segmentation in sharp focus

Time spent on childcare



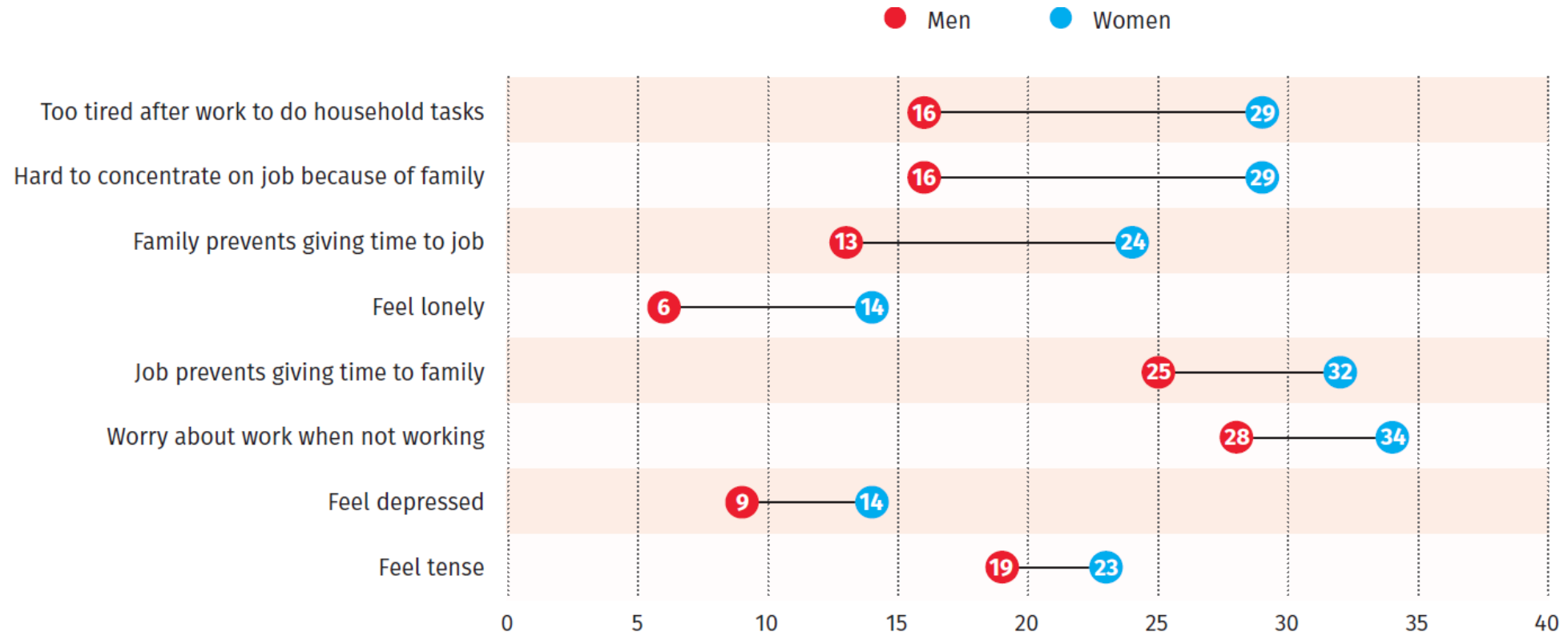
Unadjusted gender pay gap (%)



Work-life conflict creates psychosocial risks



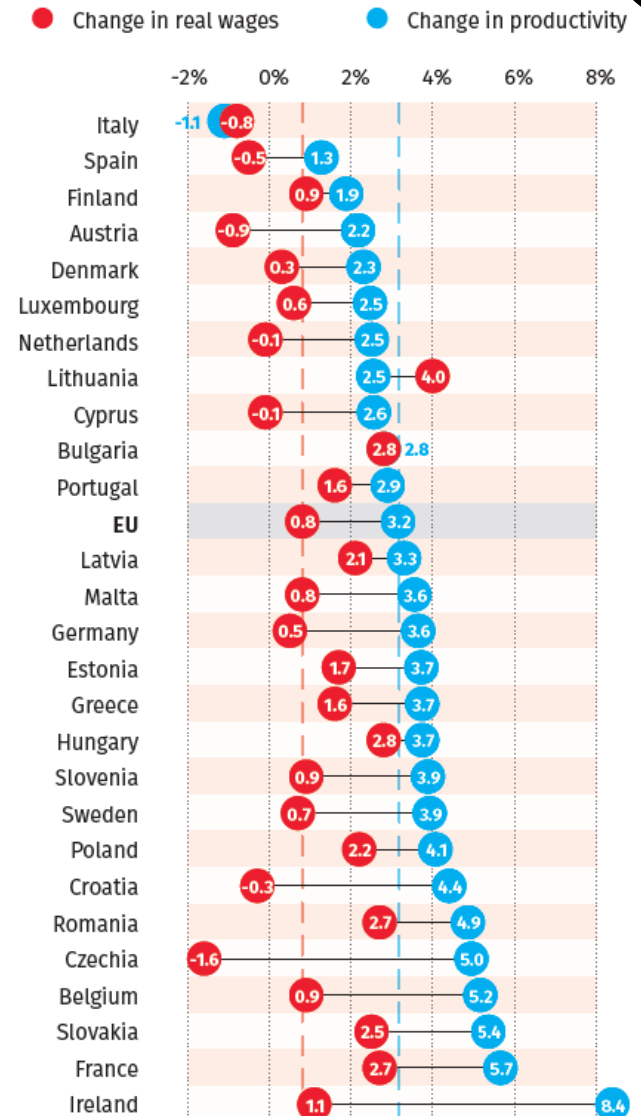
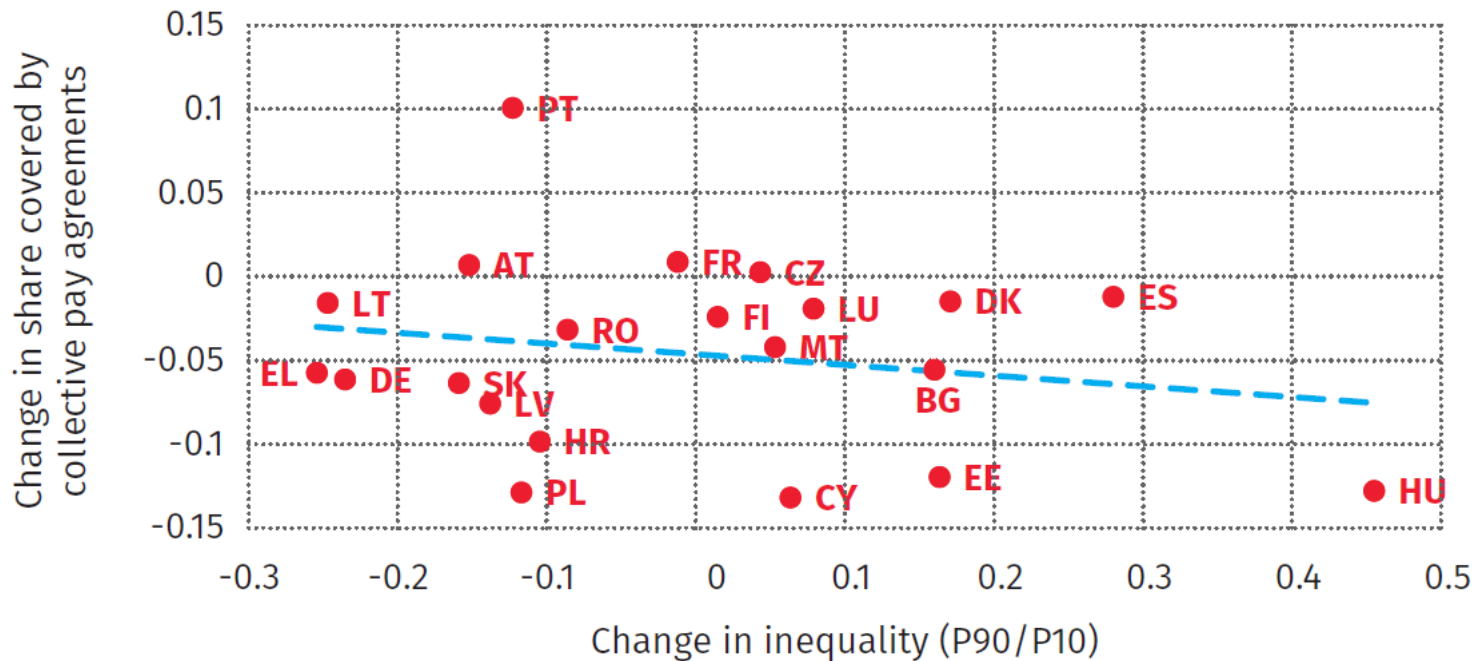
- During the pandemic, women averaged 62 hours per week caring for children compared to only 36 hours for men
- The double burden contributed to the worsening of women's mental health



Proportion of women and men with children under 12 experiencing work-life conflicts and mental health issues during the pandemic in the EU (%)

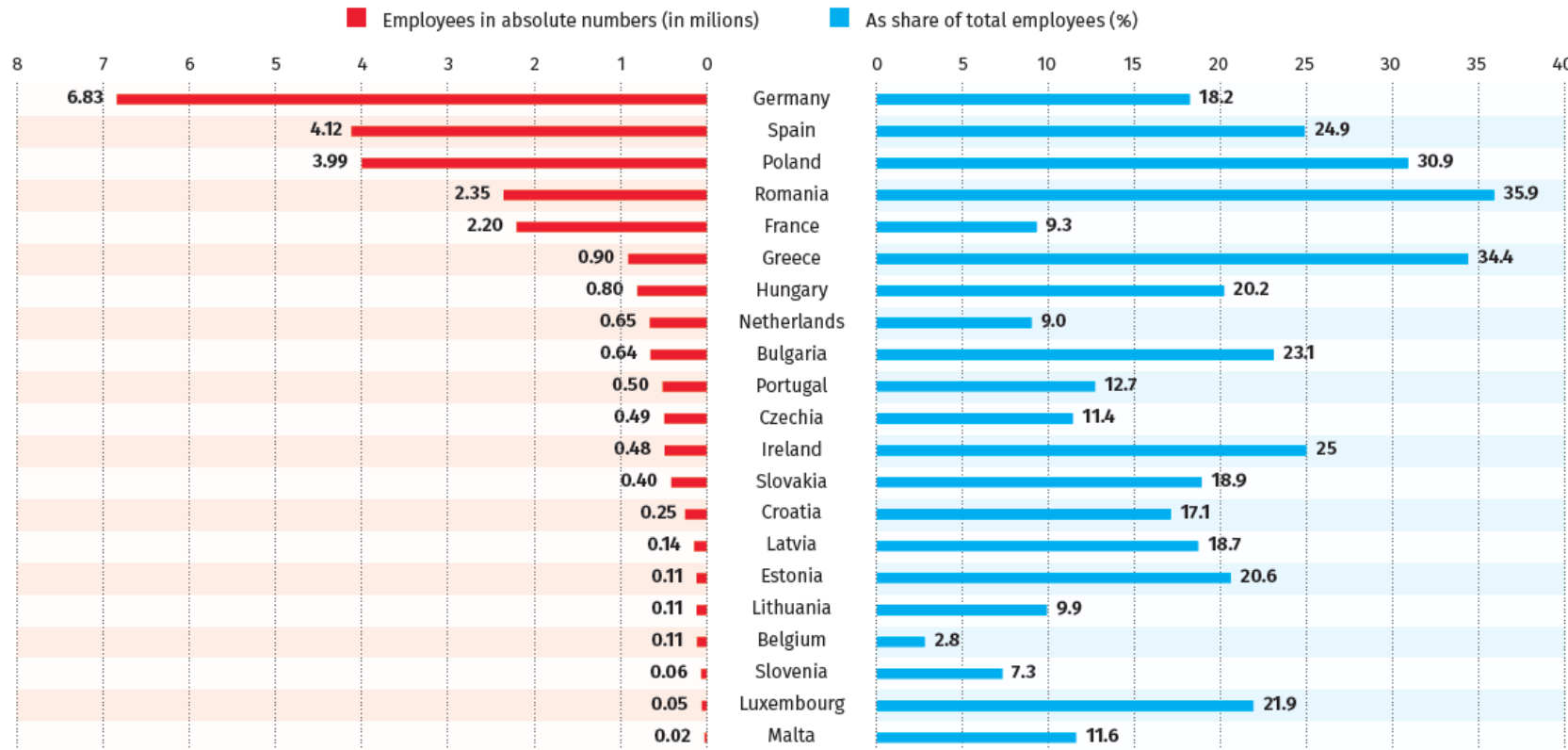
Wages lag behind productivity, income inequalities widen

Higher bargaining coverage is generally associated with a more equal distribution of wages



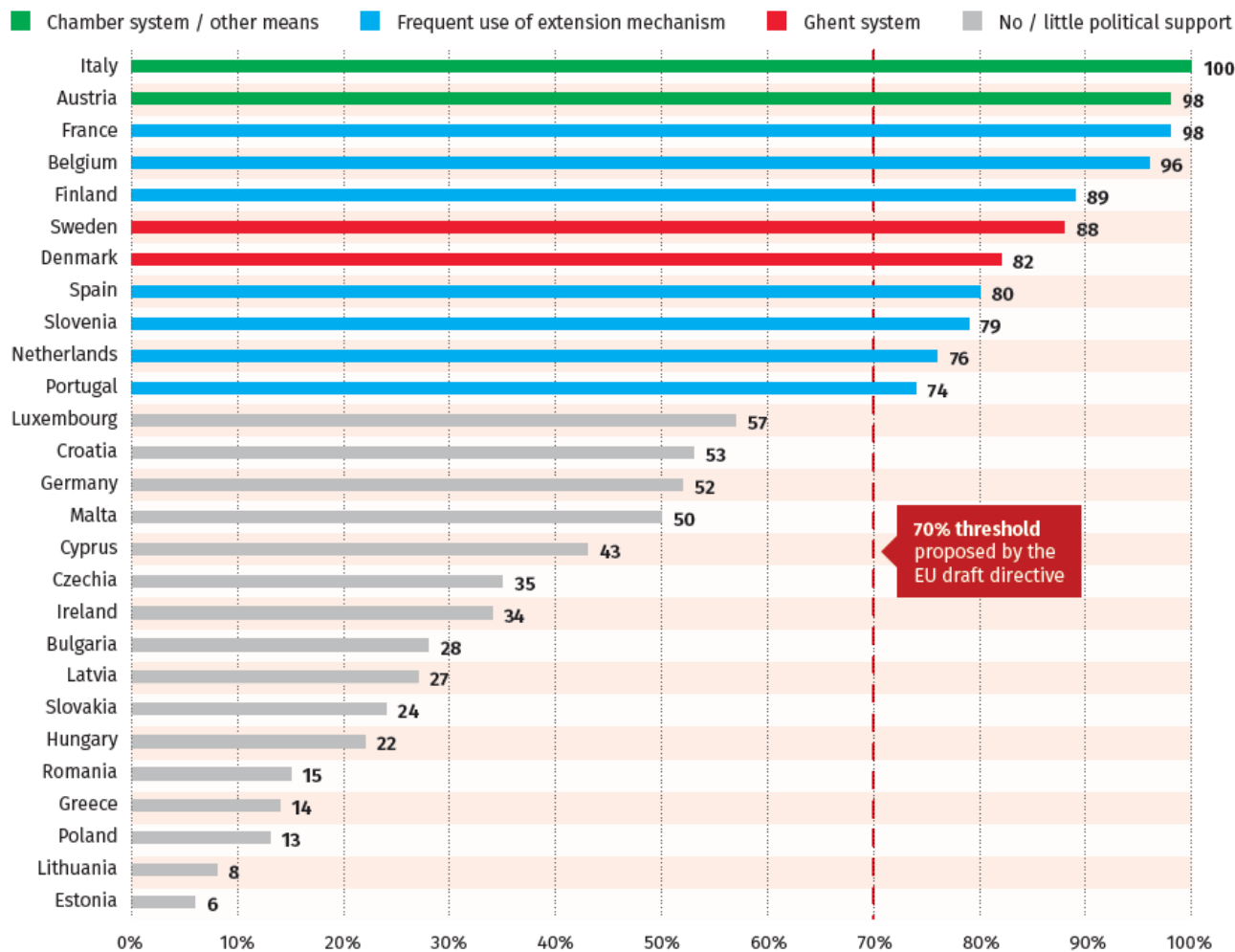
More than 25 million employees will benefit from adequate minimum wages

Figure 3.10 Number of employees who would benefit from an increase in the statutory minimum wage to 60% of the median and 50% of the average wage (highest value in each case; in millions and %)



- Directive on adequate MW important tool to fight wage inequality...
- ... and gender pay gap since women are overrepresented among MW earners

▶ Minimum wage directive will strengthen collective bargaining



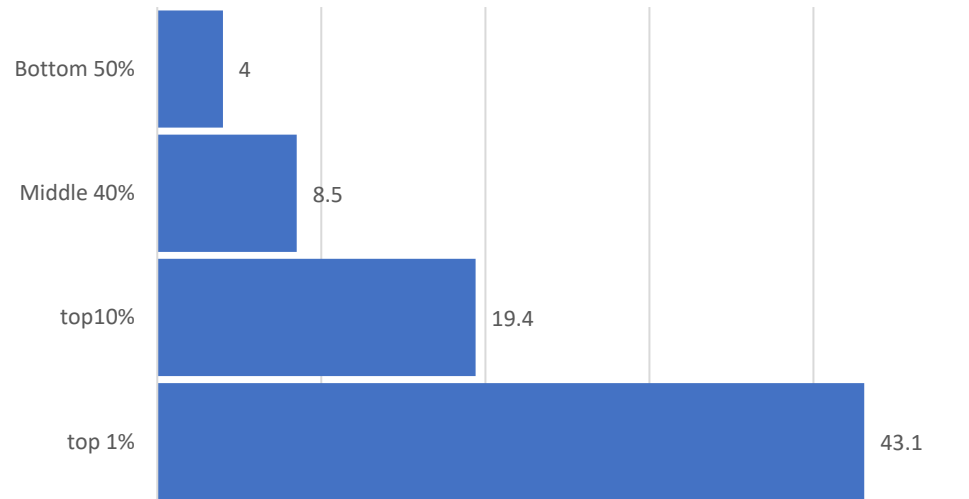
- Only with political support from the state can the 70% threshold be realised
- Action plans in the directive essential to get governments take appropriate measures



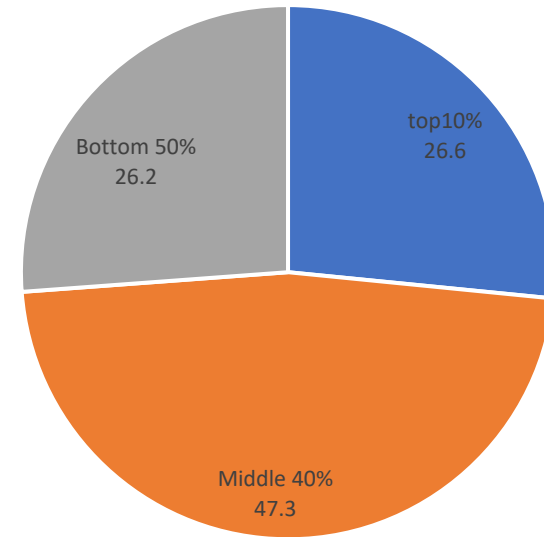
Inequality and Climate - multidimensional inequalities: in responsibility, vulnerability; in the effects of mitigation policies



Carbon footprint by EU individuals (tCO2eq/capita)



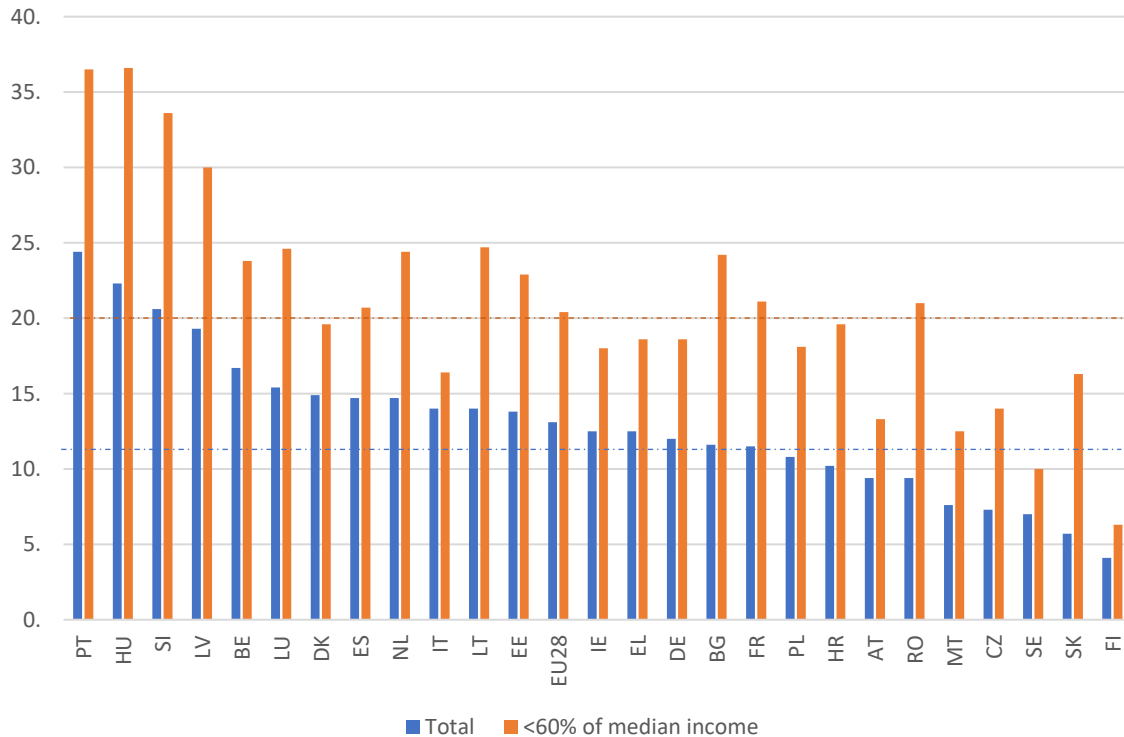
Carbon footprint by EU individuals (tCO2eq/capita) as share in EU carbon footprint



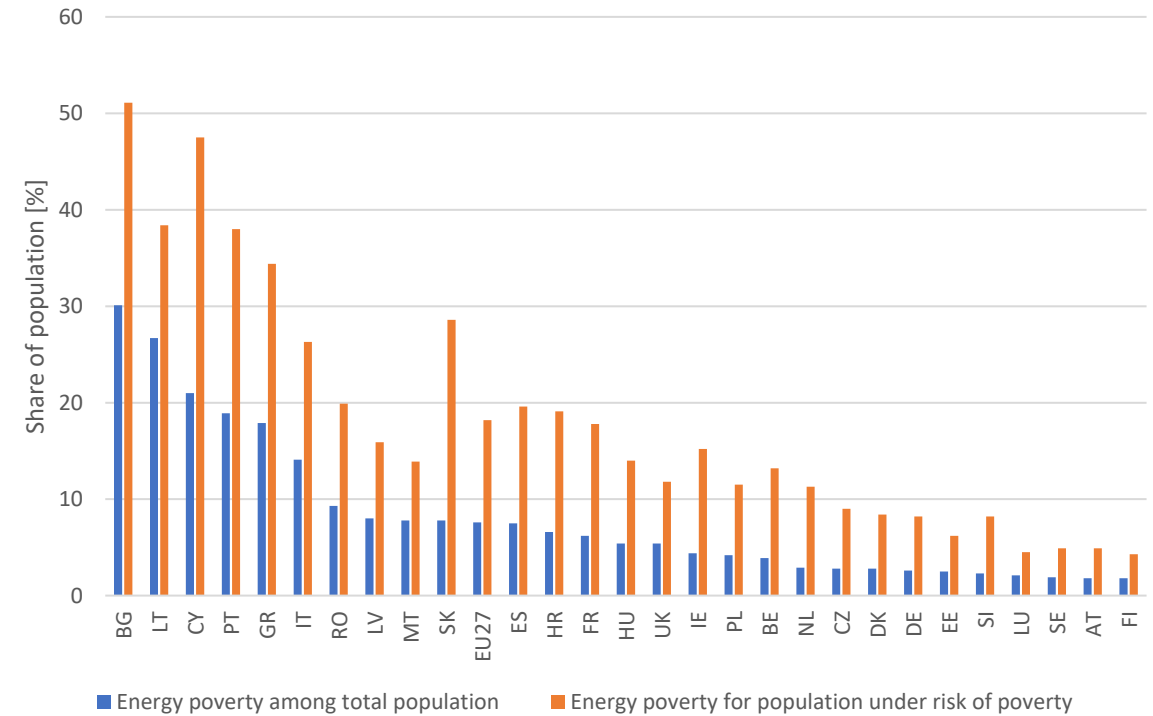
▶ Inequality in exposure to environmental harm + energy poverty



Population living in a dwelling with a leaking roof, damp walls, floors (%)



Energy poverty in the EU (2019)



▶ Unequal protection against work-related psychosocial risks

Legal provisions in the EU countries:

- Mention of psychological or mental health – only in 17 MS
- Addressing psychosocial risks factors – only in 12 MS
- Addressing work-related stress – only in 12 MS
- Addressing workplace bullying – only in 15 MS

