



Gender Equality and Antidiscrimination for Roma

MODULE 4

Contrast to the economic exploitation of labour

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GENDER INEQUALITIES IN THE LABOUR MARKET

Gender inequalities in the labour market refer to the systemic differences and disadvantages women face in the workforce compared to men. These inequalities manifest in various ways, including:

- **Employment rate lowest**
- **Average number of hours worked and Higher prevalence of part-time among women**
- **Gender pay gap:** the persistent difference in earnings between men and women in the labour market.
- **Occupational segregation and "female" jobs:** where women are overrepresented in certain lower-paying and traditionally female-dominated occupations, such as teaching, nursing, and administrative support. Occupational segregation contributes to the gender wage gap by undervaluing jobs predominantly held by women.
- **"Glass Ceiling":** Invisible barriers prevent women from reaching the highest levels of leadership and decision-making in many organizations.
- **"Second Shift":** Women tend to shoulder more unpaid domestic and care work than men, limiting their time and energy for career advancement.
- **Motherhood Penalty:** Women often experience hiring discrimination, lack of flexibility, and wage stagnation after having children.

1. WORKING TIME IN EUROPE: GENDER GAP

On average, in the EU, men spent nearly six hours more per week than women on paid work: men reported working a little over 42 hours per week, while women worked close to 37 hours. This is largely explained by the fact that women are more likely to work part time. In the EU, around one-third of employed women (28%) are working part time; the share of men is 8%. This trend is consistent across most member states.

These differences in working part time are one of the main explanations – but not the only one – for the persistent gender pay gap.

Do women work less?

The European Working Conditions Telephone Survey (EWCTS), conducted in 2021, asked about hours spent on unpaid work – like housework, cooking, or caring for children or relatives. **Women spent on average 13 hours more than men on unpaid work each week.**

Add the hours spent on paid work, and it is women who end up with a longer working week. Their combined 70 hours compare with men's 63 hours.

This is a total of eight full-time weeks more work on average for women than men every year. Eight. Whole. Weeks.

Gender gap in weekly paid, unpaid, and total working hours, EU Member States (weekly hours)



Notes: The vertical axis shows how many hours fewer women spent on paid work than men; the horizontal axis shows how many hours more women spent on unpaid work than men. The bigger the size of a bubble, the larger the gender gap in total working (paid and unpaid) hours. - Source: EWCTS 2021

More women feel exhausted, with 28% of them reporting they feel too tired after work to do housework, compared with 21% of men. This is doubtlessly connected to the bigger burden of housework that women face: 74% of women did daily housework and cooking in 2021, compared with 42% of men.

2.OCCUPATIONAL SEGREGATION AND "FEMALE" JOBS

Adapting jobs and careers to family needs often leads to the **decision to work part time**, especially if availability or affordability of care services for children or ill, disabled, or elderly adults is an issue. This consideration can influence career choices from the start, with women looking for those sectors and occupations where part time work is more easily accessible, cementing a gender-segregated labour market. The high share of women in the public sector, where the option to work part time is more frequently offered, attests to this.

3. FEMALE LABOR FORCE PARTICIPATION

Employment rate: Although rising, women's employment rates in the EU still lag behind men's. In 2022, only 69.3% of women were employed compared to 80% of men, signifying a **gender employment gap of 10.7%** (European Commission)

- The female employment rate varies considerably across EU member states:
 - **Highest: Sweden** boasts the highest female employment rate in the EU, hovering around **83.3%** in 2021.
 - **Lowest: Greece** reported the lowest female employment rate in the EU at **54.6%** in 2021.

Additional considerations:

This gap is partly attributed to unequal distribution of care responsibilities, often placing a heavier burden on women for household and childcare, impacting their ability to work full-time.

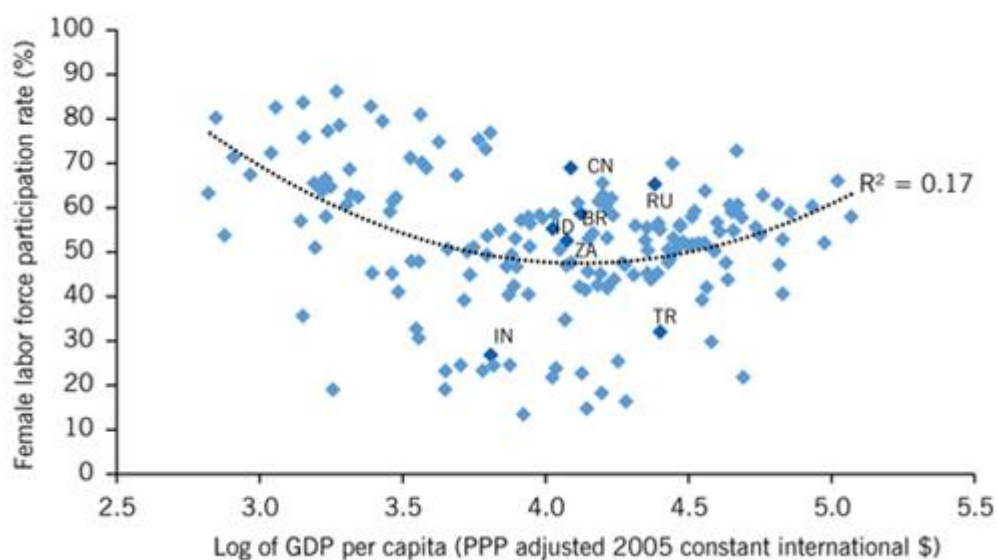
Limited availability of full-time jobs in certain sectors might also push women towards part-time options.

Overall, while the female employment rate is on an upward trend in Europe, significant efforts remain necessary to close the gender employment gap and ensure equal opportunities for women in the workforce.

U-Shaped Curve:

Research reveals a U-shaped pattern in women's labor force participation. In pre-industrial economies women played a vital role in agricultural production. As economies transitioned towards manufacturing, women's participation often decreased. In more recent times nelle economie più avanzate the female labor force participation saw an upturn again.

Ushaped curve women's labor force participation



Source: ILO

4. GENDER PAY GAP

Women continue to be significantly overrepresented in low-paying jobs, but female employment has been growing faster than male employment in the highest-paying jobs, which are those accounting for the top 20% of employment by average wage.

The gender pay gap means that women, on average, earn 14.1% less per hour than men. The pay gap has reduced in around two-thirds of Member States.

The gender employment gap in the EU continues to narrow. Around 46% of EU workers are women compared to 40% a generation ago.

Gender Pay Gap in the EU



Source: *Understanding the gender pay gap: What role do sector and occupation play?*

The gender pay gap is highest in well-paid jobs. This is a common pattern across Member States and occurs despite younger women increasingly outperforming younger men in educational attainment.

Variable forms of pay, such as shares in the company or payments based on company performance, are becoming more common. These pay components are increasing more rapidly among men than women which may widen the gender pay gap (at 13% in 2020)

5. JOB QUALITY

Gender inequalities in labour markets, employment and at work stretch well beyond labour market segmentation and gender pay gaps, and lie also within the working conditions and job quality that women and men experience in their jobs across countries, sectors and occupations.

Women are underrepresented as managers in almost all economic sectors. Management is most gender-balanced in the public sector, although men dominate here too.

Factors Behind the Gender Gap

The Gender Gap is a major manifestation of labour market inequalities.

Claudia Goldin (Nobel Prize in 2023) emphasized that the gender gap isn't explained by simple discrimination alone. There are several complex factors:

- **Flexibility vs. Long Hours:** Many high-paying professions demand long, inflexible work hours. Women are more likely to shoulder family responsibilities, making it difficult to manage careers designed this way.
- **Career Interruptions:** Women are more likely to take career breaks or work part-time for significant periods due to family care duties, harming their earning potential and career advancement in the long-term.
- **The "Greedy" Nature of Work:** numerous professions have become increasingly "greedy", in terms of time commitment, hindering work-life balance and disproportionately affecting women.

6. POTENTIAL SOLUTIONS TO REDUCE GENDER INEQUALITY

Flexibility and gender equality: workplace policies that promote flexibility and work-life balance, such as flexible scheduling, telecommuting, and parental leave. A greater flexibility in the workplace can help reduce gender inequalities by enabling women to better balance their work and family responsibilities and by encouraging greater participation and retention of women in the labour force.

Policy Solutions: Public policies aimed at improving work-life balance **and Motherhood**. Significant economic penalties that women face because of motherhood, including reduced wages, fewer opportunities for career advancement, and increased likelihood of part-time or temporary employment. Need for policies and cultural changes to address the motherhood penalty, such as affordable childcare, parental leave policies, and efforts to combat stereotypes and discrimination against mothers in the workplace.

Education and gender disparities: role of education in shaping gender inequalities, including gender gaps in educational attainment and disparities in fields of study. Importance of addressing educational barriers and promoting equal access to high-quality education for all individuals, regardless of gender.

MARGINALISED AND FRAGILE GROUPS: ECONOMIC EXPLOITATION OF LABOUR

Exploitation of labour refers to situations where workers are taken advantage of or treated unfairly by employers or those in positions of power within the workplace.

This exploitation can take various forms, including paying wages below a fair or living wage, subjecting workers to unsafe working conditions, denying workers basic rights such as breaks or overtime pay, and using coercion or manipulation to force workers into unfavorable conditions.

It's crucial to understand that **no single group** is solely affected by economic exploitation of labour, and it's a complex issue impacting various individuals and communities. However, certain **factors** can significantly increase an individual's vulnerability, making specific groups **more at risk** compared to others.

1. GROUPS AT RISK IN THE EUROPEAN CONTEXT:

Migrant workers: Both EU and non-EU, with undocumented and low-skilled individuals facing vulnerability.

Low-skilled workers: Often exploited in cleaning, security, and hospitality sectors.

Specific sectors: Agriculture, domestic work, and informal sectors.

Marginalized communities.

Trafficked individuals and

2. ROMA COMMUNITIES IN EUROPE:

Systemic discrimination: Limiting access to education, housing, and formal employment.

Segregation and marginalization: Pushing them towards informal and exploitative work.

Lack of documentation: Hindering access to formal work and increasing vulnerability.

Gender dynamics: Additional vulnerabilities for Roma women.

THE EXPLOITATION OF WOMEN'S LABOR

The exploitation of women's labour specifically refers to situations where women are disproportionately subjected to unfair or unjust treatment in the workplace based on their gender.

This can take various forms, including:

1. **Wage discrimination:** Women may be paid less than men for performing the same or similar work, a phenomenon known as the gender pay gap all **other conditions being equal**.
2. **Occupational segregation:** Women may be concentrated in lower-paying and less prestigious jobs and industries compared to men, limiting their earning potential and career advancement opportunities.
3. **Unpaid care work:** Women often shoulder a disproportionate burden of unpaid care work, such as childcare and eldercare responsibilities, which can limit their ability to participate in the formal labour market and advance in their careers.
4. **Sexual harassment and discrimination:** Women may face sexual harassment, discrimination, and hostile work environments based on their gender, which can undermine their well-being and career prospects.
5. **Lack of access to decent work:** Women, especially those in marginalized communities, may face barriers to accessing decent work, including limited educational and training opportunities, discriminatory hiring practices, and inadequate legal protections.

Addressing the exploitation of women's labour requires systemic changes, including implementing and enforcing laws and policies that promote gender equality in the workplace, combating stereotypes and biases, providing support for work-life balance, promoting women's economic empowerment, and fostering a culture of respect and inclusivity in the workplace.

1. THE EXPLOITATION OF YOUNG GIRLS' LABOR

The exploitation of young girls' labour involves the unfair or unjust treatment of girls in the workforce, often due to their age, gender, and vulnerabilities.

This exploitation at a global level can occur in various forms:

1. **Child labour:** Minor Young girls may be forced or coerced into work at a young age, depriving them of their right to education, play, and a childhood. They may be engaged in hazardous or exploitative work environments, such as agriculture, domestic service, or sweatshops (Sweatshops often have poor working conditions, unfair wages, unreasonable hours, child labour, and a lack of benefits for workers.).
2. **Sexual exploitation:** Some young girls are subjected to sexual exploitation and trafficking, forced into prostitution, pornography, or other forms of commercial sexual exploitation. They may be lured or abducted with promises of employment, education, or a better life, only to be exploited and abused.
3. **Forced labour:** Young girls may be trafficked or coerced into forced labour situations, such as domestic servitude, factory work, or agricultural labour. They may work long hours in unsafe conditions, without adequate pay or protections.

2. IN THE CONTEXT OF EUROPE:

Exploitative working conditions: Even in legal employment settings, young girls may face exploitation through low wages, long hours, unsafe working conditions, and lack of access to education, training, or social protections.

Discrimination: Young girls may face discrimination and barriers to accessing certain types of work or advancing in their careers due to their age, gender, or other intersecting factors such as race, ethnicity, or socio-economic status.

Another form of exploitation of the labour of the most vulnerable individuals is the so-called Forced begging considered a form of "exploitation of begging" and is categorized as a crime under the European Directive 2011/36/EU.

Exploitation of begging includes:

- Coercion of individuals to beg.
- Profiting from the begging of others.

3. ADDRESSING THE EXPLOITATION

Addressing the exploitation of young girls' labour requires a multifaceted approach involving legal frameworks, enforcement mechanisms, social services, and community interventions.

Efforts should focus on preventing child labour and trafficking, providing access to education and vocational training opportunities, raising awareness about the rights of children and women, strengthening child protection systems, and promoting gender equality and empowerment.

Collaboration among governments, civil society organizations, businesses, and communities is essential to effectively combatting the exploitation of young girls' labour.

Combatting the exploitation of young girls' labour In Europe requires a comprehensive approach that addresses the root causes of the problem and provides support and protection for vulnerable individuals. Here are some strategies to combat exploitation:

- Provide access to education: Access to quality education is essential for preventing child labour and empowering young girls. Governments and organizations should work to ensure that all children, regardless of gender or socio-economic background, have access to free, compulsory education.
- Strengthen child protection systems: Governments should strengthen child protection systems to identify and support children at risk of exploitation. This includes establishing hotlines, shelters, and support services for victims of trafficking and abuse.
- Raise awareness: Public awareness campaigns can help educate communities about the dangers of child labour, trafficking, and exploitation. These campaigns should target parents, children, educators, and community leaders and promote alternative solutions, such as education and vocational training.
- Support economic empowerment: Economic empowerment programs can provide young girls with alternative opportunities to exploitative labour. This may include vocational training, job placement services, and microfinance initiatives aimed at supporting entrepreneurship and income generation.

- Address root causes: Addressing the root causes of exploitation, such as poverty, inequality, and discrimination, is essential for preventing child labour and trafficking. Governments and organizations should implement policies and programs that address these underlying issues and promote social and economic development for all members of society.

By implementing these strategies and working together across sectors and borders, we can make significant progress in combatting the exploitation of young girls' labour and ensuring that all children can grow and thrive in safe and supportive environments.

UNDECLARED WORK

It is the most widespread form of labour exploitation in Europe.

At EU level, undeclared work is defined as "any paid activities that are lawful as regards their nature, but not declared to public authorities, taking into account differences in the regulatory systems of the Member States" (European Commission, 2007).

Undeclared work may come in different forms:

- The most common type is work carried out in a formal undertaking, **partially or fully undeclared**. Partially undeclared work is sometimes also called "**under-declared work**", "**envelope wages**" or "**cash-in-hand**";
- Another type is **undeclared "own account" or self-employed work**, where self-employed persons provide services either to a formal enterprise or to other clients, such as households.
- Undeclared work occurs in all kinds of economic sectors, both within countries and across borders. It is often carried out in sectors like construction, renovation or repair works, gardening, cleaning, provision of childcare or HORECA (Hotel / Restaurant / Catering – food services).

Undeclared work is a persisting challenge negatively affecting workers, businesses, and governments across Europe.

A new Special Eurobarometer survey¹ carried out in 2019 shows that in the EU:

- One in ten Europeans say they have purchased in the past year goods or services that might include undeclared work. Europeans are most likely to have purchased undeclared goods or services for home repairs or renovations.
- One third of Europeans know someone who works undeclared.
- Half of Europeans perceive the risk of being detected by authorities as low.

1. DEFINITION OF UNDECLARED WORK

Member States have adopted a variety of different definitions focusing upon non-compliance with either labour, tax and/or social security legislation or regulations. If there are additional forms of non-compliance, it is not undeclared work.

If the goods and services provided are unlawful (e.g., trafficking of drugs, firearms, persons, or money laundering forbidden by law), it is part of the wider criminal economy i.e., the shadow economy (often defined as including both the undeclared economy and the criminal economy), and if there is no monetary payment, it is part of the unpaid sphere.

As such, illegal economic activities are excluded from the definition of undeclared work. However, sometimes what is lawful in one country is illegal in others. For instance, in some countries, prostitution is legal (e.g., Germany, Greece and Hungary) but not in others, and in some countries (e.g., the Netherlands) some drugs are legal but not in others.

Here, therefore, the definition of undeclared work excludes these transactions that are legal in some countries but not others. As such, undeclared work excludes all activities that are unlawful as regards their

¹ <https://ec.europa.eu/commfrontoffice/publicopinion/index.cfm/survey/getsurveydetail/instruments/special/surveyky/2250>

nature, but also some lawful activities in some Member States, but not others, for which data is not collected in survey databases (i.e., EU- LFS and SBS).

In consequence, undeclared work is composed of the following four broad types:

- Unregistered employment: an employment relationship which is not registered with the authorities when it should be registered. Such employees often do not have written contracts or terms of employment and their remuneration is most probably undeclared in nature.

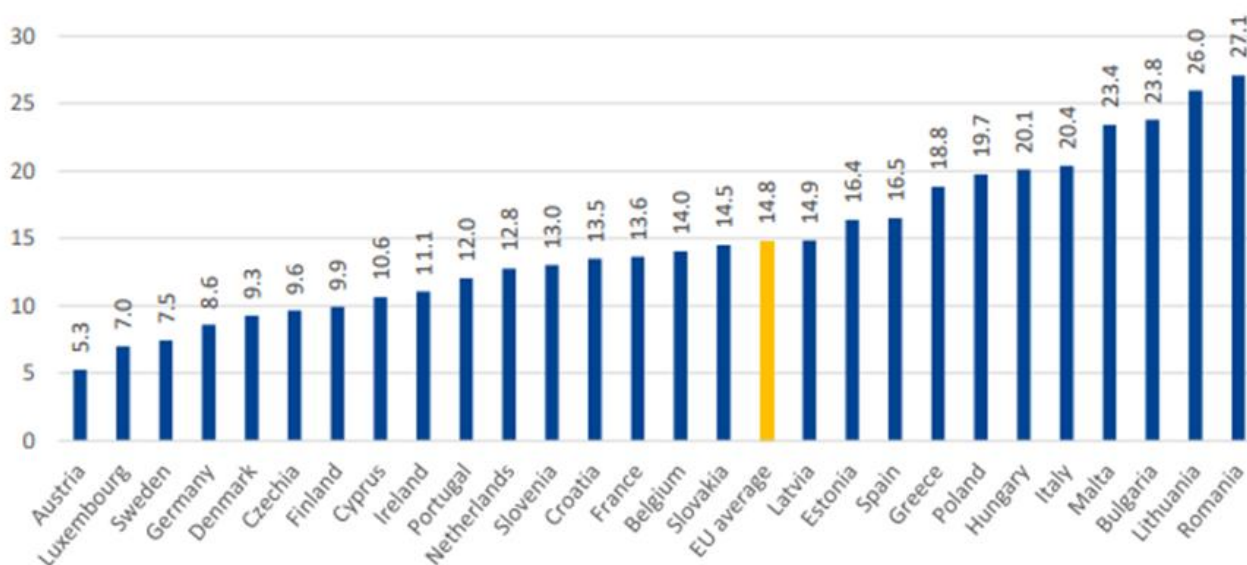
- Under-declared employment: when formal employers pursue the illegal practice of reducing their tax and social security payments, and therefore labour costs, by under-declaring the remuneration of employees. This occurs when employers pay their formal employees two salaries: an official declared salary and an additional undeclared (“envelope”) wage which is hidden from the authorities for tax and social security purposes. Alternatively, an employer can under-declare the number of hours an employee works, such as to evade paying the minimum wage.

Envelope wages: often used in the context of under-declared employment, an envelope wage is a cash-in-hand wage paid by a formal employer to a formal employee in addition to their official declared salary, to reduce their tax and social security payments and therefore labour costs. It arises from an agreement between the employer and employee, and additional conditions may be attached to its payment, which are not in the formal written contract or terms of employment.

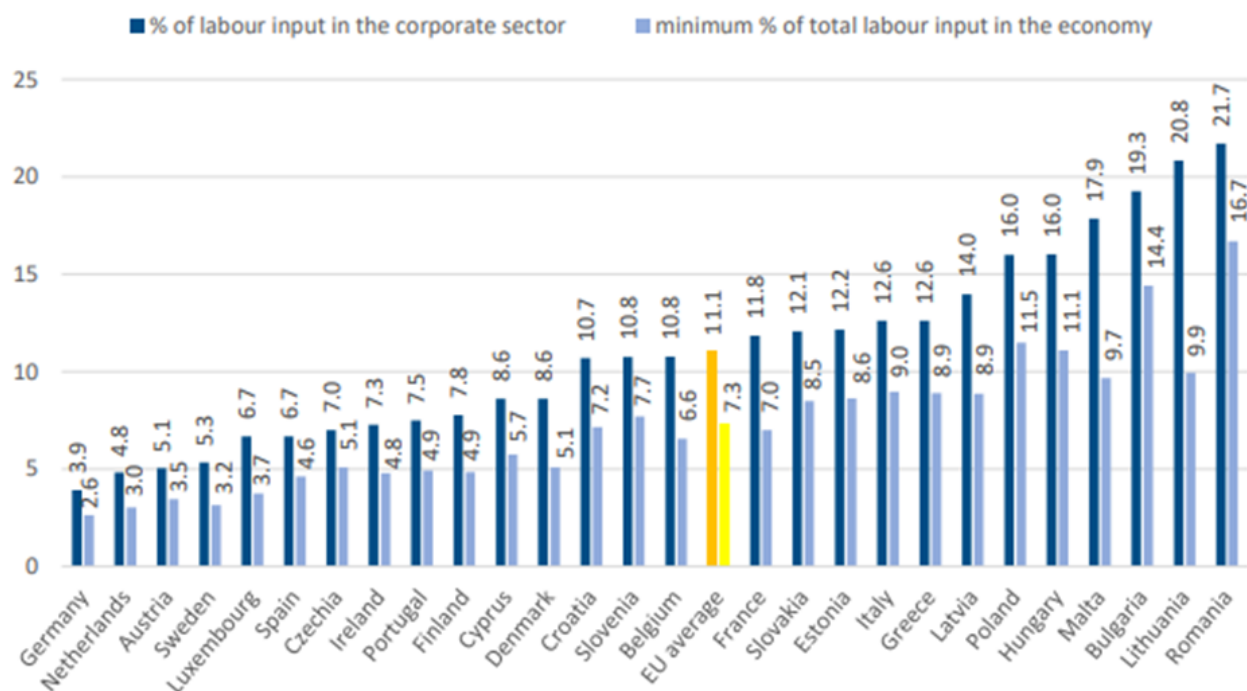
- Undeclared self-employment: paid activity conducted by the self-employed where income is not declared for the purpose of evading either tax and/or social insurance contributions owed. The self-employed may not declare either some or all their income.

- Unregistered family work: labour input by individuals who are not directly paid but do contribute to the for-profit family business

Undeclared Work in the private sector as % of GVA - 2019



Undeclared Work in Terms of the Labour Input - 2019



Undeclared Work in the private sector - 2019

Country	% of total labour input in the private sector				
	Total	Self-employed	Dependent employees	Family workers	% of GVA in the private sector
Romania	21.7	62.5	18.8	60.1	27.1
Lithuania	20.8	35.9	19.1	33.7	26.0
Bulgaria	19.3	12.2	20.2	4.5	23.8
Malta	17.9	45.6	10.4	63.0	23.4
Hungary	16.0	25.0	14.8	35.0	20.1
Poland	16.0	4.6	18.1	5.7	19.7
Latvia	14.0	55.8	10.2	59.9	14.9
Greece	12.6	13.3	12.2	14.9	18.8
Italy	12.6	4.1	16.1	2.4	20.4
Estonia	12.2	43.5	7.8	40.7	16.4
Slovakia	12.1	15.9	11.3	3.3	14.5
France	11.8	48.9	6.3	55.9	13.6
Belgium	10.8	3.6	12.3	14.0	14.0
Slovenia	10.8	9.2	11.0	9.2	13.0
Croatia	10.7	21.4	9.5	34.6	13.5
Denmark	8.6	54.7	3.4	52.0	9.3
Cyprus	8.6	65.2	1.3	62.2	10.6
Finland	7.8	43.7	2.8	39.5	9.9
Portugal	7.5	21.1	4.8	20.2	12.0
Ireland	7.3	31.7	2.4	30.2	11.1
Czechia	7.0	6.8	7.1	2.6	9.6
Spain	6.7	14.5	4.5	14.0	16.5
Luxembourg	6.7	48.0	3.7	68.9	7.0
Sweden	5.3	15.8	3.9	2.1	7.5
Austria	5.1	10.7	4.4	10.9	5.3

2. THE DAMAGES INFLICTED ON WORKERS BY UNDECLARED WORK

Undeclared work can be a form of exploitation in several ways for the consequences it has on workers:

Lack of worker protections: When work is undeclared, it often falls outside the legal framework of labour laws and regulations. This means workers are:

- **Denied basic protections:** They lack minimum wage guarantees, overtime pay, paid leave, and unemployment benefits.
- **Vulnerable to exploitation:** They may be subjected to longer working hours, unsafe working conditions, and unfair treatment with limited means to seek redress.
- **Denied access to social security:** They may be excluded from social security systems, impacting their access to healthcare, pensions, and other benefits.

Power imbalance: Undeclared work often involves a significant power imbalance between the worker and the employer. This is because:

- **Workers lack bargaining power:** The lack of legal recognition and fear of losing their job can make them hesitant to speak up against unfair treatment or demand better working conditions.
- **Employers can exploit the situation:** Knowing the worker is vulnerable, they may pay lower wages, impose unfair working hours, and disregard safety regulations.

Trapping individuals in cycles of poverty: Due to the lack of social security benefits and limited earning potential, individuals engaged in undeclared work often struggle to escape poverty. This can lead to:

- **Limited opportunities:** The lack of formal work experience and skills development hampers their ability to transition to formal employment and improve their situation.
- **Intergenerational poverty:** Children of parents in undeclared work are more likely to be trapped in similar situations due to limited access to education and opportunities.

It's important to note that not all undeclared work represents exploitation. In some cases, individuals may engage in informal work out of necessity, such as selling goods on the street or providing small services to supplement their income. However, the potential for exploitation in undeclared work settings remains significant, and measures to address it are crucial.

3. ADDRESS THE EXPLOITATION ASSOCIATED WITH UNDECLARED WORK

Here are some ways to address the exploitation associated with undeclared work:

- **Strengthening labour law enforcement:** Increased efforts to identify and penalize employers who violate labour laws can deter exploitation and create a fairer environment.
- **Promoting formalization of work:** Initiatives that simplify the process of registering businesses and complying with regulations can encourage both employers and workers to participate in the formal economy.
- **Supporting vulnerable workers:** Providing access to social safety nets and legal aid can empower individuals and hold employers accountable for respecting workers' rights.

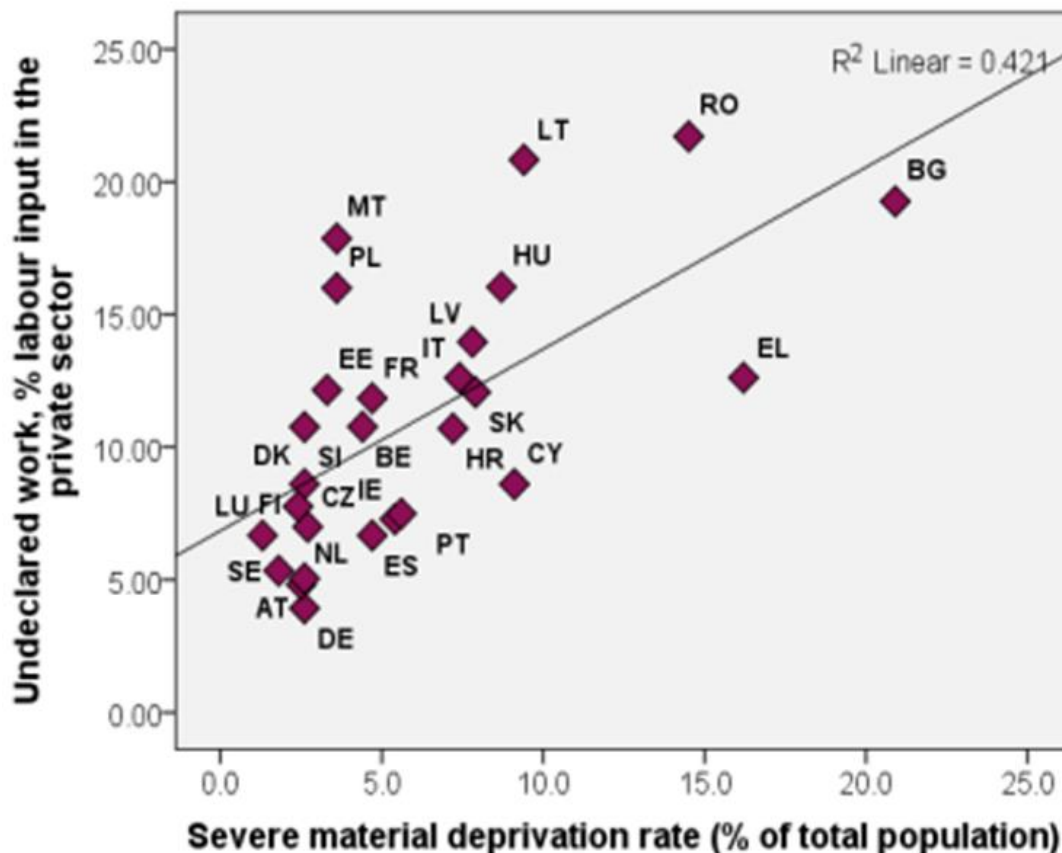
By addressing the root causes of undeclared work and implementing effective measures, we can work towards creating a more equitable and just labour market for all.

4. STRUCTURAL DETERMINANTS OF UNDECLARED WORK IN THE EU IN RECENT YEARS.

The structural economic and social conditions found to significantly determine the extent of undeclared work were grouped as follows:

- The lack of modernisation of government organisations (measured by government effectiveness) and persistence of public sector corruption (measured by the Corruption Perception Index and control of corruption), or what is termed formal institutional misallocations and inefficiencies.
- Lower levels of “development” (measured by GDP (current prices, euro per capita), Human Development Index and Social Progress Index).
- lower levels of state intervention in work and welfare provision (measured by the burden of government regulation, workers’ rights, business flexibility index, expense of government, research & development expenditure, tax revenue, social contributions, impact of social transfers on poverty reduction, labour market policy (LMP) expenditure)
- higher levels of poverty and inequality (measured by people at risk of poverty/social exclusion, severe material deprivation rate, inequality of income distribution in terms of the income quintile share ratio, Gini coefficient and labour productivity), or what is termed formal institutional voids and weaknesses.

Relationship Between Undeclared Work and severe material deprivation rate (% of total population) 2019



In sum, the structural economic and social conditions associated with lower levels of undeclared work have been here highlighted. Undeclared work is lower in Member States with:

- i. Higher government effectiveness and lower perceived levels of corruption.
- ii. Higher levels of development (whether measured in terms of GDP per capita, the Human Development Index or Social Progress Index) and greater levels of state intervention in work and welfare (to enhance workers` rights and labour productivity, investments in research and development and implementing measures for reducing poverty and inequalities).
- iii. Higher quality more powerful formal institutions (higher reliability of policy services, higher judicial independence, stronger rule of law, stronger voice and accountability, positive perception towards the regulatory quality and higher trust in the state institutions).
- iv. Lower levels of instability and uncertainty in formal institutions (better transparency in policymaking and reduced perception of political instability).
- v. Greater symmetry between the norms, values and beliefs of citizens, workers, employers and businesses and the formal rules (sometimes termed “vertical trust” and measured by the level of tax compliance, and the acceptability of undeclared work) and a higher trust in peers to adhere to the formal rules (sometimes termed “horizontal trust” and measured by personally knowing people engaged in undeclared work and their estimates of the share of undeclared work).

5. THE MOST VULNERABLE SUBJECTS TO UNDECLARED WORK: WOMEN, YOUTH, AND IMMIGRANTS

Where official data records low labour force participation and a shortage of job positions, there is necessarily a significant and measurable indication of the presence of a high proportion of the population excluded from socially and economically "healthy" participation in production circuits.

Analyzing the correlation of Istat/Eurostat indicators of regional irregularity with other socio-economic variables allows for an assessment of how the phenomenon of irregular work is directly and inversely related to a wide range of indicators of exclusion/inclusion from the labour market. Data show how the socio-economic variable that proves to be most directly correlated with the irregularity rate is, as expected, the unemployment rate in its various components, especially the female component and that linked to both male and female youth.

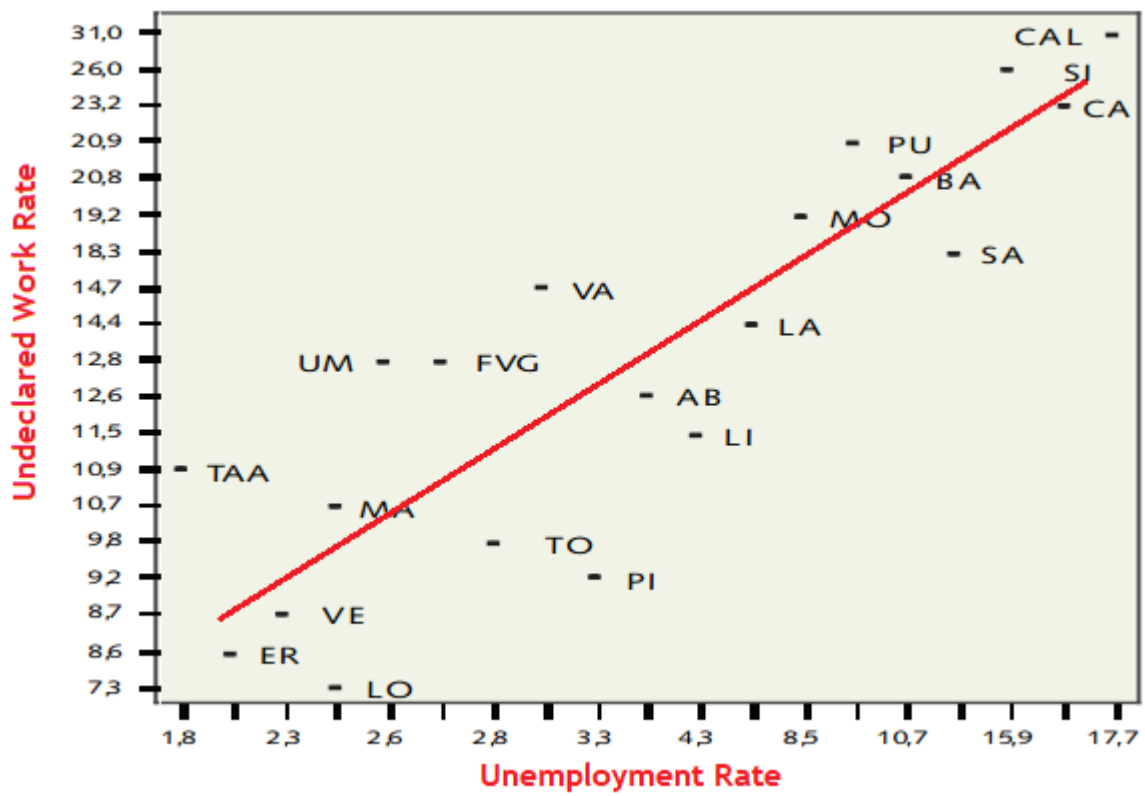
The scatter plot (see graph) also highlights the strong association between the two variables under consideration. In general, as the unemployment rate increases, the irregularity rate relative to the total economy also increases. The regions where the unemployment rate is highest are the same ones where the irregularity rate is significantly higher.

Correlation coefficients between the undeclared work rate, total economy with the main unemployment female indicators

Indicator	Correlation
Unemployment rate: (Women)	0,95 %
Unemployment rate 30-64 yo (Women)	0,95 %
Unemployment rate 25-29 yo (Women)	0,93 %
Unemployment rate 15-24 yo (Women)	0,91 %

Source: Digivis

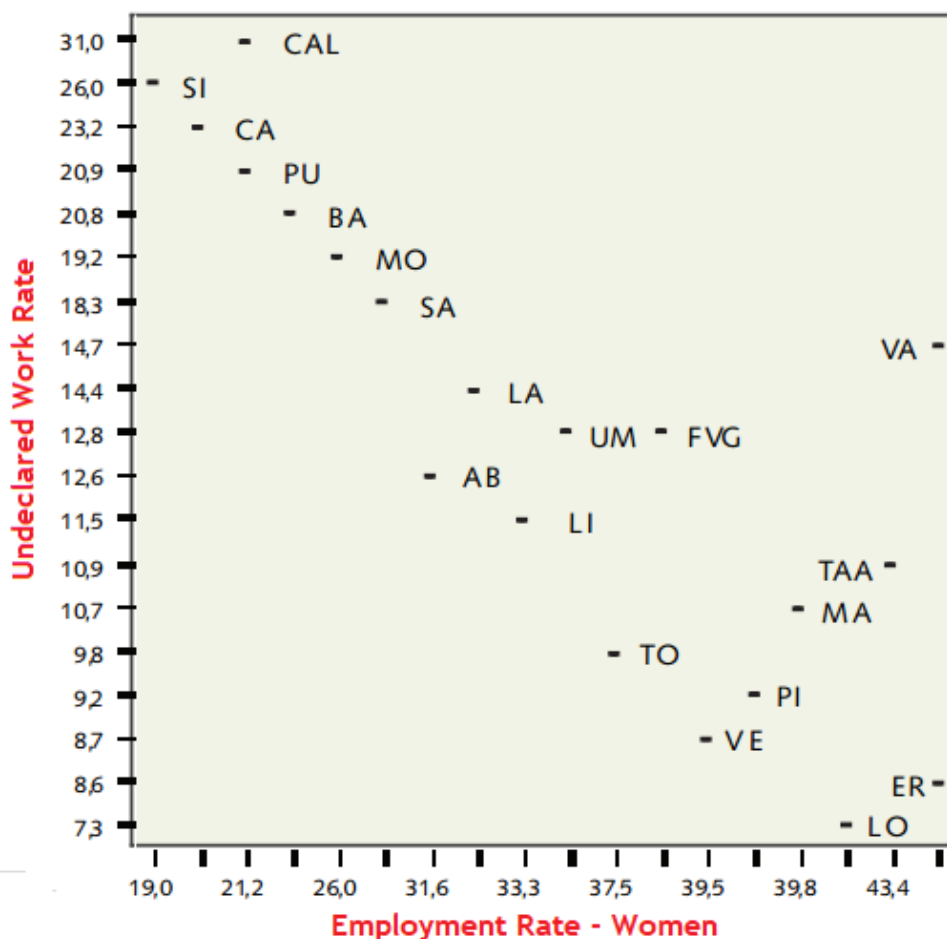
Undeclared Work compared to the Unemployment rate



As for the inverse correlation, the variable most negatively correlated is the female employment rate: indeed, there is an inverse relationship between the trend of irregular work and that of female employment. The official indicators of employment/unemployment represent the dimension of social inclusion, understood as participation (or mere willingness to participate in the case of unemployment) in work conditions legally and contractually considered regular.

Indicators of female unemployment/employment show a high correlation with irregular work. Reconciling family responsibilities with participation in the labour market is a problem that primarily affects the female component of the workforce. Family and parental care work, which falls mainly on women, reduces the time available for paid work. For many women, there is a difficulty in accessing or remaining in circuits of work legally and contractually considered regular or admissible.

Undeclared Work compared to the Employment rate Women



6. PREVENTING AND CONTRASTING UNDECLARED WORK IN EUROPE

Preventing undeclared work involves measures aimed at reducing its occurrence, while contrasting it focuses on detecting and addressing existing cases. Here's an overview of both approaches in Europe:

Prevention Strategies:

Strengthening Institutions: Building trust in public institutions and the legal system can deter individuals from engaging in undeclared work.

Simplifying Regulations: Streamlining administrative procedures and regulations can make it easier for individuals and businesses to comply with labour laws.

Incentive Schemes: Implementing vouchers, tax breaks, or social security benefits for formal employment can encourage workers to enter the declared economy.

Awareness Campaigns: Educating the public about the risks and consequences of undeclared work can discourage its practice.

Promoting Social Dialogue: Engaging employers' and workers' organizations in developing and implementing strategies can create a sense of shared responsibility.

Contrasting Measures:

Inspections and Audits: Labour inspectorates and tax authorities conduct inspections of workplaces and financial records to identify undeclared work.

Administrative Sanctions: Fines and penalties are imposed on individuals and businesses caught engaging in undeclared work.

Information Sharing: Cross-border cooperation between European countries helps identify and tackle complex cases of undeclared work involving multiple jurisdictions.

Public Awareness Campaigns: Highlighting successful enforcement actions can deter potential offenders and encourage reporting of undeclared work.

7. WHAT CAN WE DO? AWARENESS RAISING

Focusing awareness-raising efforts on youngsters holds particular importance in combating undeclared work in Europe for several reasons:

7.1. Shaping future generations:

- Young people are entering the workforce for the first time, making them **vulnerable to exploitation** in undeclared work arrangements.
- Educating them early equips them with the knowledge and skills to **recognize and avoid** such situations, promoting a **culture of fair work** for future generations.

7.2. Fostering responsible choices:

- As future consumers and employers, young people will play a significant role in shaping the market landscape.
- By raising awareness of the **ethical implications** of undeclared work, they become more likely to **support businesses** that comply with labour regulations and **avoid engaging** in practices that exploit workers.

7.3. Harnessing the power of influence:

- Young people are often **connected and tech-savvy**, making them effective **agents of change**.
- Empowering them with knowledge and resources enables them to **spread awareness** among their peers, families, and communities, amplifying the impact of awareness campaigns.

7.4 Examples of effective approaches:

- **Integrating awareness into educational programs:** Curriculum integration can equip young people with the knowledge and critical thinking skills to identify and avoid undeclared work situations.
- **Interactive workshops and campaigns:** Engaging activities can raise awareness in a fun and informative manner, making learning about fair work practices more appealing to young people.
- **Utilizing social media and online platforms:** Reaching young people where they spend their time on platforms like Instagram, TikTok, and educational platforms can create wider reach and engagement.

Additionally:

- Tailoring messages to resonate with young people's **concerns and aspirations** is crucial for effective communication.
- **Highlighting positive alternatives** like **formal internships, vocational training, and youth entrepreneurship programs** can empower youngsters to pursue safe and rewarding work opportunities.

By strategically raising awareness among youngsters, Europe can equip future generations with the knowledge and values needed to create a fairer and more transparent labour market.

BEST PRACTICES IN AWARENESS RAISING

8.1 #EU4FairWork

The European Union has taken a multi-pronged approach to fight undeclared work, and awareness campaigns are a key part of this strategy.

One prominent example is the **#EU4FairWork** campaign launched by the European Commission in 2020. This campaign aimed to raise awareness among workers, companies, and policymakers about the negative consequences of undeclared work, such as:

- Lack of social protection for workers, including healthcare, unemployment benefits, and pensions
- Unfair competition for businesses that comply with labour laws
- Loss of tax revenue for governments

The campaign used a variety of communication channels, including social media, traditional media, and events, to reach its target audience. It also included a **Week of Action** in September 2020, which involved inspections in sectors at high risk of undeclared work, information sessions, and visits to schools.

8.2 #ATKRAPIES!: A Latvian Initiative Against Deception

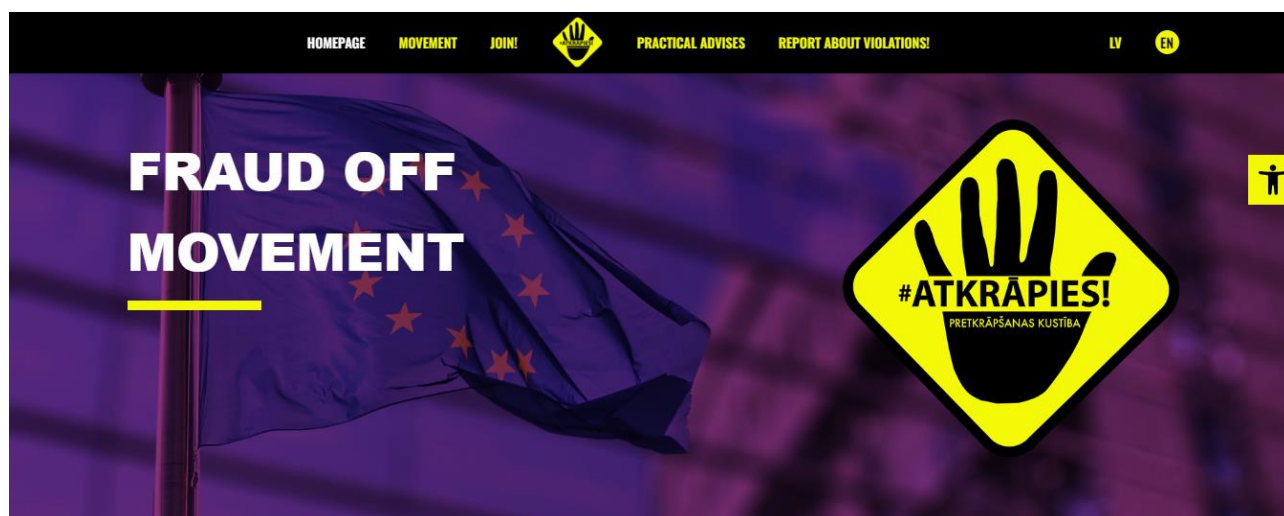
The **#ATKRAPIES!** campaign, meaning "Don't Get Fooled!" in Latvian, is a prominent initiative launched in 2017 by the Latvian Corruption Prevention and Combating Bureau (KNAB) in collaboration with various organizations. It specifically targets young people aged 16-24, aiming to:

- **Raise awareness:** Educate young people about the **shadow economy**, which refers to undeclared economic activities that operate outside the formal legal system.
- **Highlight consequences:** Emphasize the negative impacts of the shadow economy, including:
 - Lack of social security benefits (e.g., healthcare, pensions) for individuals engaging in undeclared work.
 - Unfair competition for businesses that comply with regulations.
 - Loss of tax revenue for the government, hindering public services and infrastructure development.
- **Empower action:** Encourage young people to:
 - Recognize and avoid undeclared work opportunities.
 - Report suspected cases of undeclared work to relevant authorities.
 - Make informed choices about their employment and advocate for fair work practices.

Communication Strategies:

- **Social media engagement:** The campaign leverages popular platforms like Instagram, Facebook, and YouTube to reach young people directly. Engaging content utilizes:
 - **Influencers:** Collaborations with local celebrities and young leaders to promote campaign messages and reach wider audiences.
 - **Interactive elements:** Polls, quizzes, and challenges to spark discussion and raise awareness.
 - **Short, informative videos:** Explaining complex topics like the shadow economy in a simplified and relatable way.
- **Educational materials:** Development and distribution of educational materials in schools, universities, and youth centers. These materials explain the campaign's objectives, offer information about the shadow economy and its consequences, and provide guidance on identifying and reporting undeclared work.

While the campaign primarily uses Latvian language content, searching for "#ATKRĀPIES!" might lead you to discover some translated materials or general information about the initiative in English.



The "#Undeclared Work: It's not a game!" campaign, launched in France, utilized a creative approach to raise awareness about the negative consequences of undeclared work, particularly among young people. Here are some key details:

Target Audience: Primarily young people (teens and young adults) entering the workforce or facing precarious work situations.

Communication Strategy: The campaign's unique element was its **game show format**. This involved:

- **Interactive website:** The website offered a series of online quizzes and games simulating real-life situations related to undeclared work. Users could choose different options and experience the potential consequences (e.g., lack of social security, legal troubles) associated with each choice.
- **Social media engagement:** The campaign used popular platforms like Instagram and Facebook to share snippets from the online games, raise questions, and spark discussions about undeclared work.
- **Humorous yet informative approach:** The game format, visuals, and messaging conveyed the campaign's message in a light-hearted and engaging way, making it more relatable to young audiences.

Campaign Goals:

- **Raise awareness:** Inform young people about the nature of undeclared work and its potential drawbacks.
- **Promote informed choices:** Encourage young people to make informed decisions regarding their employment and choose legal, regulated work opportunities.
- **Emphasize the importance of fair work:** Highlight the value of fair work practices that ensure worker rights and social protection.

This campaign's creativity and focus on young people demonstrate an alternative approach to raising awareness about undeclared work. While specific details about the campaign's originators or duration are not readily available, its innovative format offers valuable insights into engaging younger audiences on serious topics like fair work practices and responsible work choices.

8.3 EURES

Jobs for young people: Awareness-raising campaign helps young people access quality employment.

EURES has launched an information and communication campaign on Jobs for young people. The campaign is running from October 2022 to February 2023, to raise awareness about EURES services among young graduates and university students, as well as employers recruiting young jobseekers.

Specifically, the campaign aims to increase EURES' visibility among young people, inform them about the opportunities and EURES support services available if they want to move/work in another EU country, and highlight the skills and jobs in demand, as well as labour market trends, that can help them to make informed career choices.

Throughout the campaign, EURES is posting on social media using **#EURES4Youth**.