

# Scoping Review: Preliminary findings

## Addressing inequalities in the World of Work

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## 1 The data sample

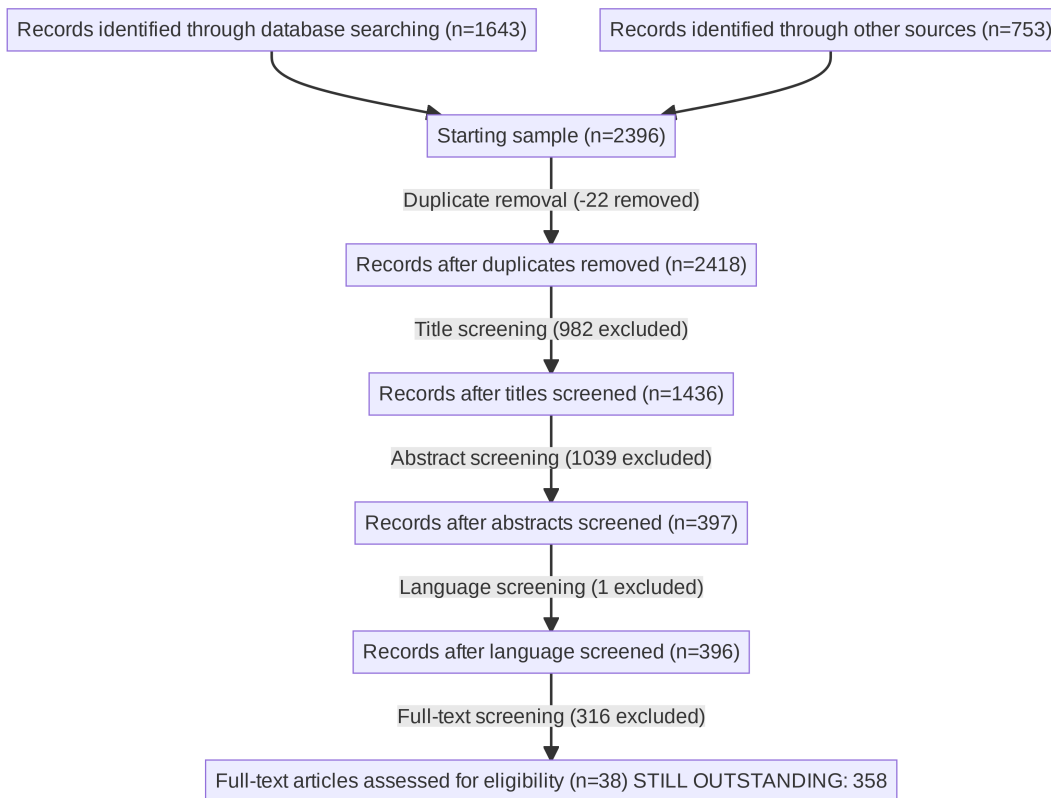


Figure 1: Sample sorting process through identification and screening

- strongest focus on income inequality (vertical), with many horizontal inequality studies including aspect of income inequality

- horizontal inequalities: strongest focus on income - gender inequalities (horizontal)
- interventions:
  - strongest research base on labour rights protection interventions
  - second on infrastructural interventions
  - third on agency-strengthening ones: training, financial access, education programmes
- formalization & social protection research rarely goes into inequality outcomes beyond ‘income’ effects; most excluded for that reason

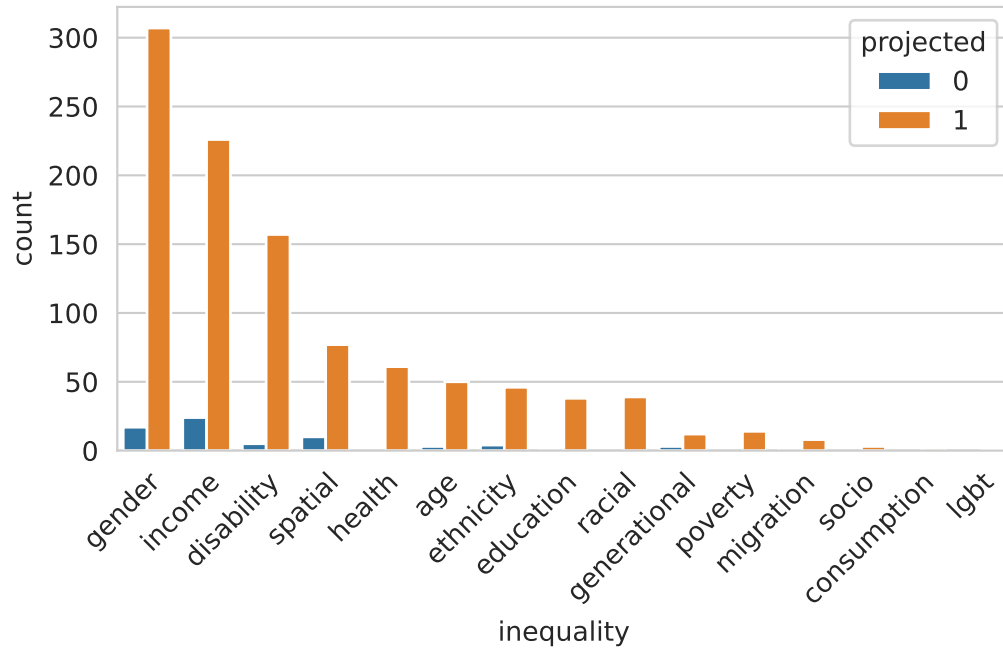


Figure 2: Overall inequality types in sample

## 2 Preliminary findings

- interventions most strongly target gender-income divide
  - most studies here recommend further scale-integration between agency/structural approaches
  - most studies also only focus on analysing a single scale however
- interventions often have intersectional impacts even if not targeted at them
  - most visible for institutional/structural interventions and spatial inequalities
  - studies analysing intersectional inequalities near unanimously recommend intersectional targeting
- individual agency-based interventions (training, subsidies, maternity benefits, transfers, micro-credit, etc):
  - seem most effective for targeting WoW outcomes of disability inequalities
  - seem marginally effective for targeting WoW outcomes of gender inequalities
  - require additional mediating scales for other inequalities

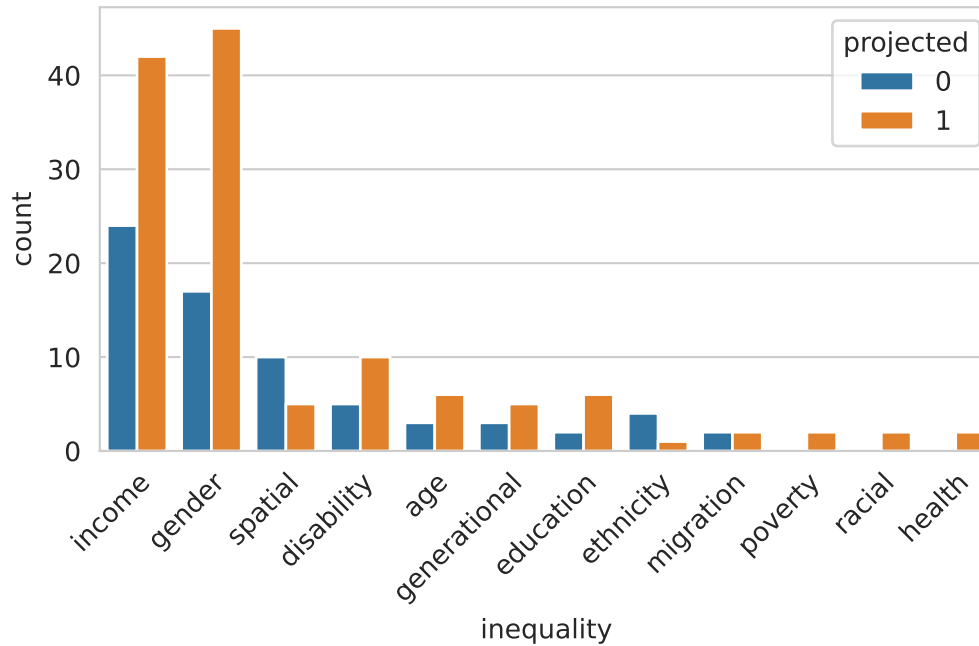


Figure 3: Finished and projected inequality types

- more structural interventions (education, infrastructural, ubi, trade liberalization, collective action):
  - seem most effective for spatial, income, education-generational inequalities
  - often show longer-term impacts, requiring longer periods of analyses
  - can work without additional agency-based interventions, few studies analyse both at same time

### 3 Preliminary limitations

- stronger institutional-structural research focus in developed countries, with more structural-agency based in developing countries
- employment creation as a category is often subsumed in other structural/institutional analyses
- little evidence-based research on effect of interventions targeting education on world of work outcomes
- spatial inequality most evenly geographically spread evidence base
- empirical base on interventions targeting disability inequalities strongly restricted on developed countries, especially United States

