

fidh



Equal rights and opportunities in EU
and the rest of the world

Gender Equality

- Gender Equality Strategy 2020-2025:
- Reducing the gender pay gap (average of 13%).
- Promoting political representation through minimum quotas.
- Achievements:
 - Increased representation of women in leadership roles.
 - European Directive on gender balance in boardrooms.
- Challenges: Underrepresentation in STEM and top political positions.



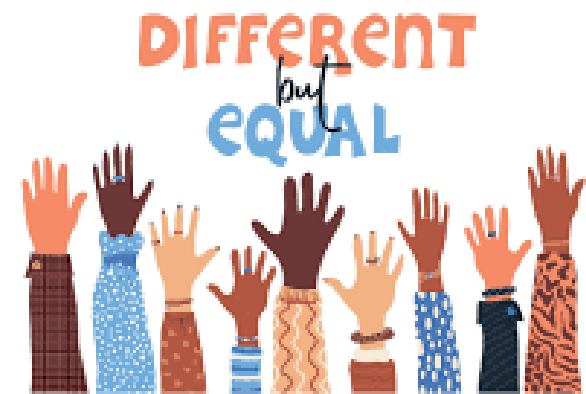
Social Protection Systems

- Ensuring equal opportunities for all individuals.
- Key measures:
- European Pillar of Social Rights: 20 principles for social protection.
- Legislation against discrimination (race, religion, disability, etc.).
- Focus on vulnerable groups:
 - Minorities: Campaigns against discrimination (e.g., Roma community).
 - People with disabilities: Strategy 2021-2030.
 - Migrants: Access to education and employment.
- Tangible impact: European social funds for inclusion in high-poverty regions.



Anti-Discrimination Laws

- The EU enforces anti-discrimination legislation, such as the Racial Equality Directive and the Employment Equality Directive, to protect individuals against discrimination based on race, religion, age, disability, and sexual orientation.



Anti-discrimination provisions in labour law

Rights for Persons with Disabilities

- The European Disability Strategy focuses on removing barriers to full societal participation, providing equal access to education, employment, and public services.



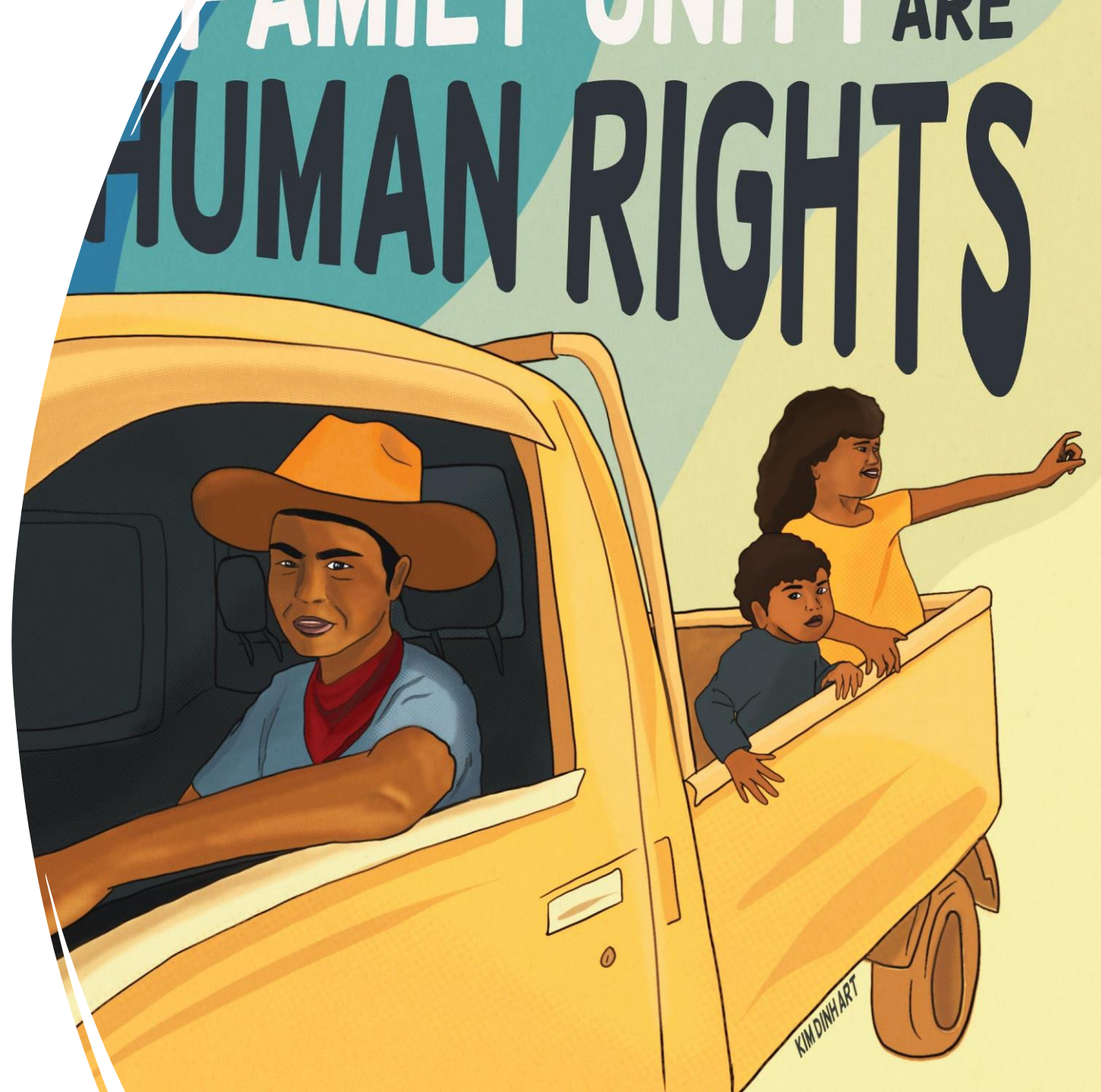
LGBTQ+ Rights

- The EU upholds the rights of LGBTQ+ individuals through policies like the LGBTIQ Equality Strategy, banning discrimination and promoting inclusivity across all member states.



Freedom of Movement

- EU citizens are entitled to live, work, and study freely across member states, enhancing equal opportunities and fostering cultural integration.



Equal Pay Directive

- Measures such as the Pay Transparency Directive ensure that men and women receive equal pay for equal work within EU member states.





Youth Opportunities

- Programs like Erasmus+ and the Youth Guarantee provide education, training, and employment opportunities for young Europeans.

Work-Life Balance

- EU directives promote parental leave, flexible work arrangements, and support for caregivers to ensure balanced opportunities for both genders in professional and family life.



Intersectionality Focus

- The EU addresses overlapping inequalities, recognizing that individuals can face discrimination on multiple grounds simultaneously.

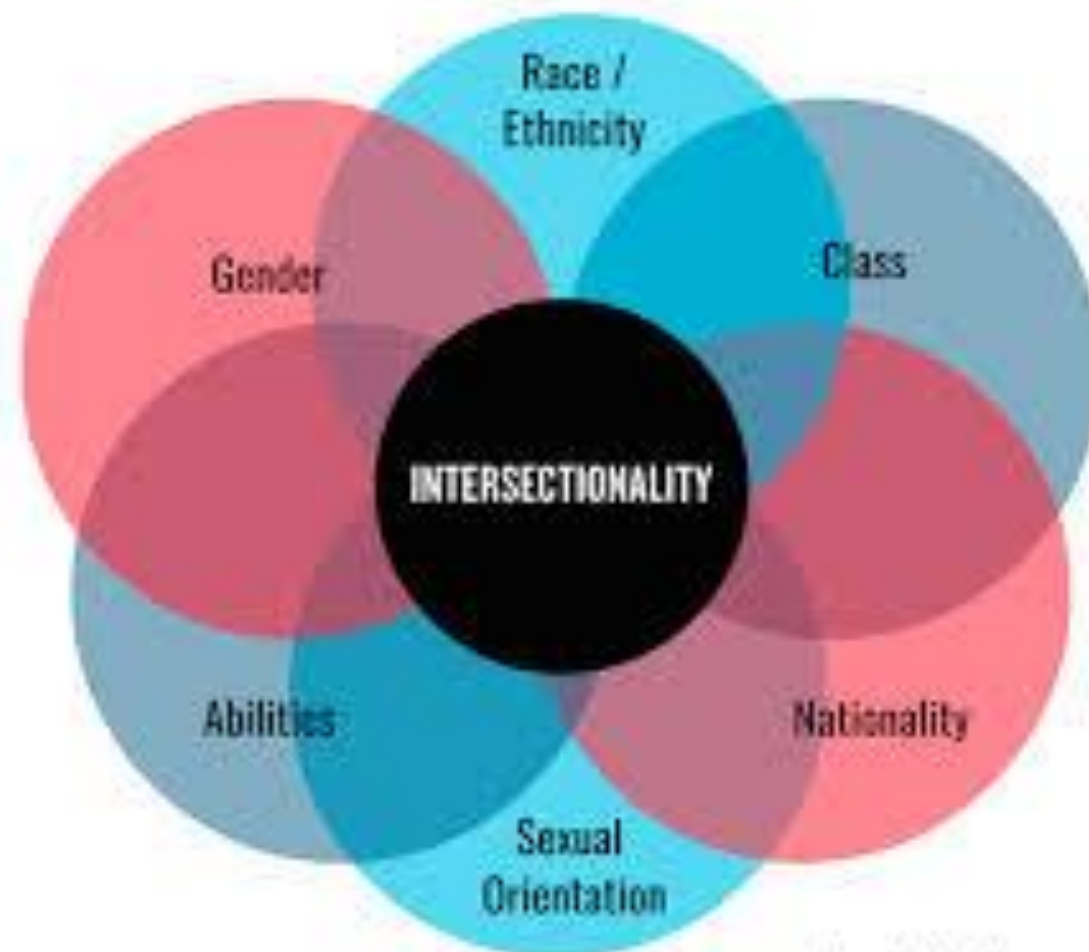


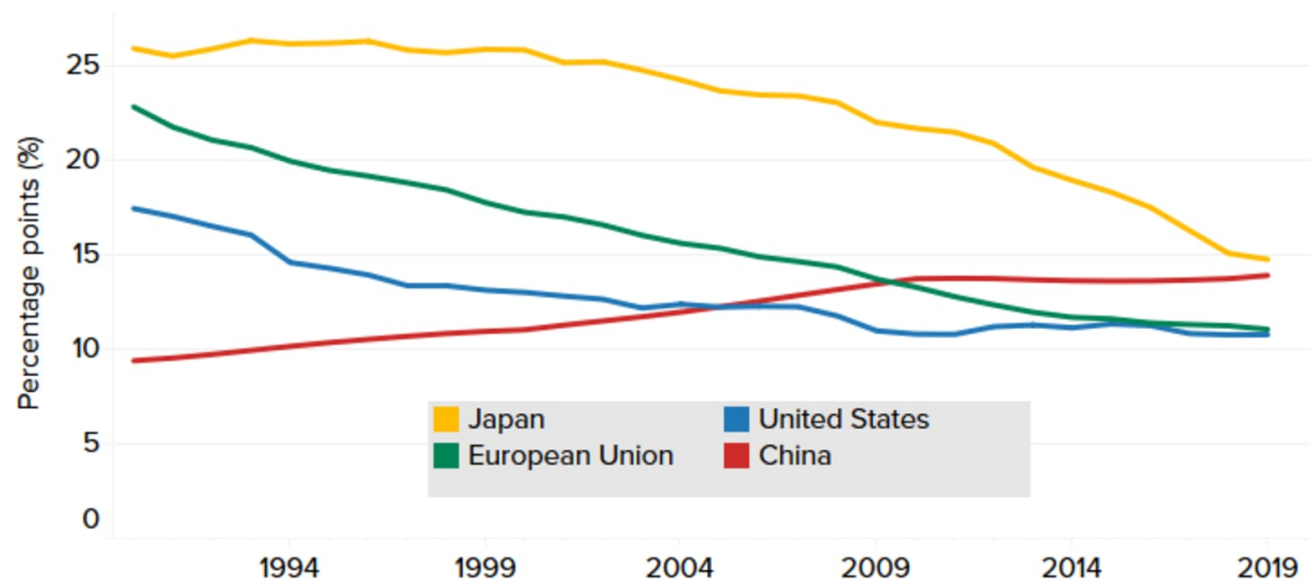
Image: First Book

Comparing the EU with the Rest of the World

- Gender equality: EU: Strong legal frameworks, gender quotas in leadership, and robust enforcement mechanisms. US/China: The US lacks federal gender quotas; China has limited enforcement of gender equality laws. Progress varies regionally.

Gender gap in labor force participation

Lines represent the difference in the proportions of male and female age 15-64 that are in employment or looking for work from 1990 to 2019



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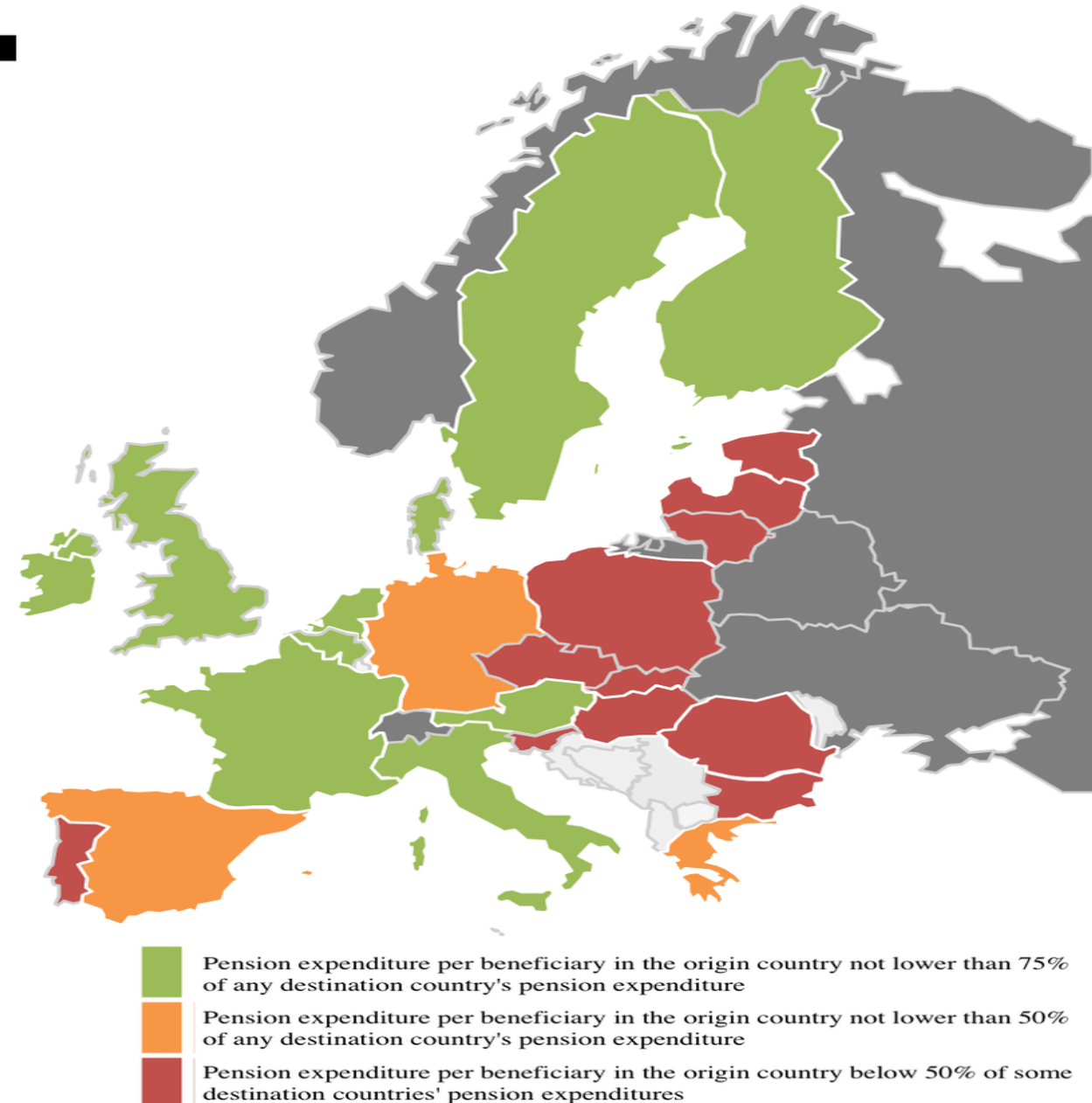
- LGBTQ+ Rights:EU: Recognized for progressive LGBTQ+ policies, including marriage equality and anti-discrimination laws.US: Similar strides in LGBTQ+ rights but varying state-level laws create inconsistencies.China/Russia: Significant restrictions on LGBTQ+ rights and limited legal protections.



Comparing the EU with the Rest of the World

- Freedom of Movement:
- EU: Schengen Area enables free movement among 27 member states.
- US: Internal movement is unrestricted, but global movement policies differ significantly.
- China: Strict internal and external migration policies.

Freedom of movement for pensioners
Non means-tested old age pension expenditure per beneficiary (in Euro)



Source: Eurostat (<http://ec.europa.eu/eurostat/web/social-protection/data/database>); own calculations

Comparing the EU with the Rest of the World

- Work-Life Balance:
- EU: Extensive paid parental leave and shorter workweeks in many member states.
- US: Limited federal leave policies; no guaranteed paid parental leave.
- China: Long work hours with limited work-life balance initiatives.

Countries With the Best Work-Life Balance

The 30 nations below scored highest out of 100 in our global study, based on a combination of important workplace factors such as statutory annual leave, paid maternity leave, and average hours worked per employee.

As of 2024					
	Index Score		Index Score		
01	 New Zealand	80.76	16	 Czech Republic	64.90
02	 Ireland	77.89	17	 Poland	62.77
03	 Belgium	73.45	18	 Austria	61.87
04	 Denmark	73.45	19	 Argentina	61.26
05	 Canada	72.75	20	 Greece	61.08
06	 Germany	71.84	21	 Romania	60.02
07	 Finland	71.55	22	 Hungary	59.96
08	 Australia	71.35	23	 Italy	59.83
09	 Norway	70.85	24	 Japan	57.61
10	 Spain	70.60	25	 Brazil	56.88
11	 Netherlands	69.10	26	 Singapore	56.84
12	 Portugal	67.62	27	 Switzerland	56.51
13	 France	66.62	28	 Taiwan	53.09
14	 Sweden	65.35	29	 Saudi Arabia	50.80
15	 United Kingdom	65.12	30	 Peru	50.46

Source: Remote

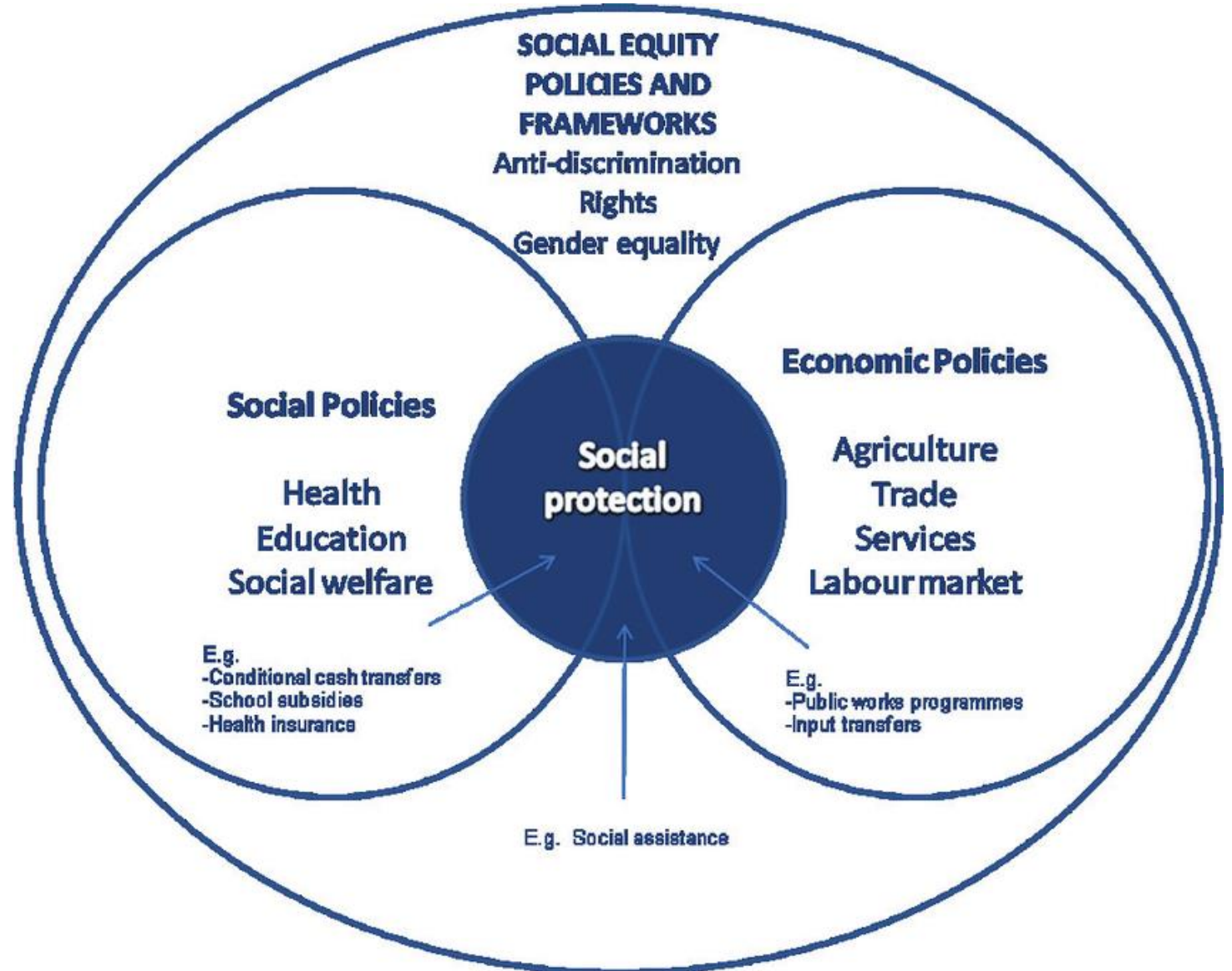
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Comparing the EU with the Rest of the World

- Social Protections:
- EU: Strong welfare systems ensure healthcare, unemployment benefits, and pensions.
- US: Weaker social safety nets; healthcare access depends on private insurance.
- China: Rapidly improving social protections, but rural-urban disparities remain significant.



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- Gender Equality: EU: Strong legal frameworks, gender quotas in leadership, and robust enforcement mechanisms. US/China: The US lacks federal gender quotas; China has limited enforcement of gender equality laws. Progress varies regionally.



CONCLUSION

- The European Union is a global leader in promoting equal rights and opportunities through robust legislation and policies addressing gender equality, anti-discrimination, LGBTQ+ rights, and social protections.



