



# United in diversity. A daily work in the EU

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*Gaetano D'Adamo – Deputy Head of Unit, DG BUDGET*

*European Commission*

# Our conversation today

- Who does what to fight discrimination and promote inclusion in the EU?
- The European Commission's recent initiatives for inclusion
- Learning to practice inclusion and equality in daily life & work
- A few words about my experience

# Equality and fight against discrimination in the EU



# Our common values

## Article 2 of the Treaty on the European Union

*The Union is founded on the values of respect for human dignity, freedom, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities. These values are common to the Member States in a society in which pluralism, non-discrimination, tolerance, justice, solidarity and equality between women and men prevail.*



Principle that all Member States need to comply with in their laws, and any country that wants to join the EU must respect

# Separation of roles in the EU

To understand what the EU does in the fight against discrimination and promotion of inclusion, we must consider the separation of competences between the EU and the Member States

## Exclusive competences

- International trade
- Maritime policy
- Competition rules
- Monetary policy (euro)
- International agreements

## Shared competences

- Internal market
- Environment
- Consumer protection
- Energy
- R&D, Space policy
- Humanitarian aid
- Development cooperation
- Social policy (workers' conditions & rights)

## National competences

In all other areas, the EU has a competence of support / coordination

# ...And if a country goes against EU principles?

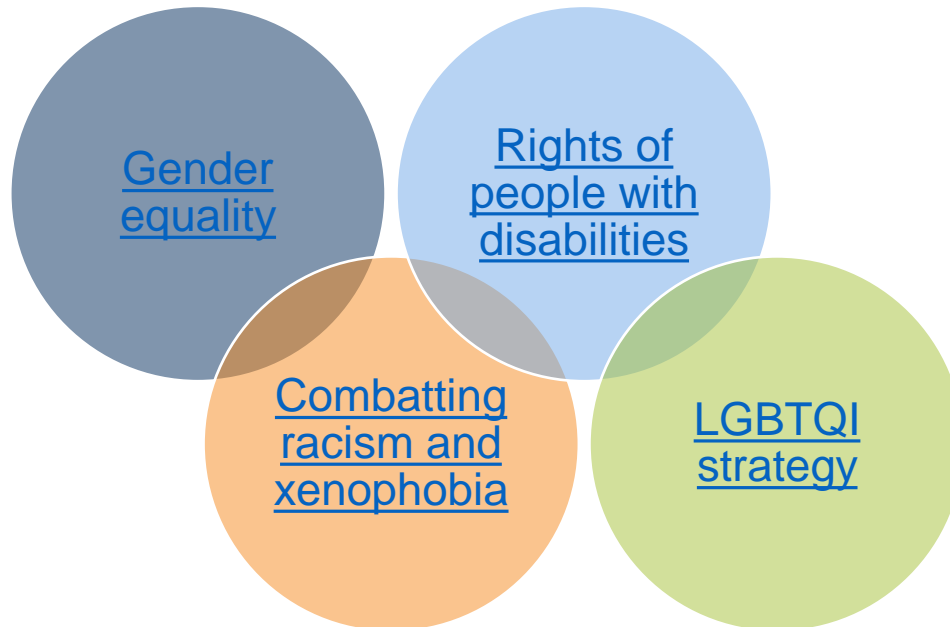
- Risk of « suspension » of the Member State
  - What are the implications?
    - Suspension of voting in the Council
      - The process is very complex and difficult (unanimity needed)
    - Suspension of funds

# The European Commission's work against discrimination



# A « Union of equality »

- The current European Commission has launched work on different areas to promote a « Union of Equality », within the limits of competences that the EU has in this field

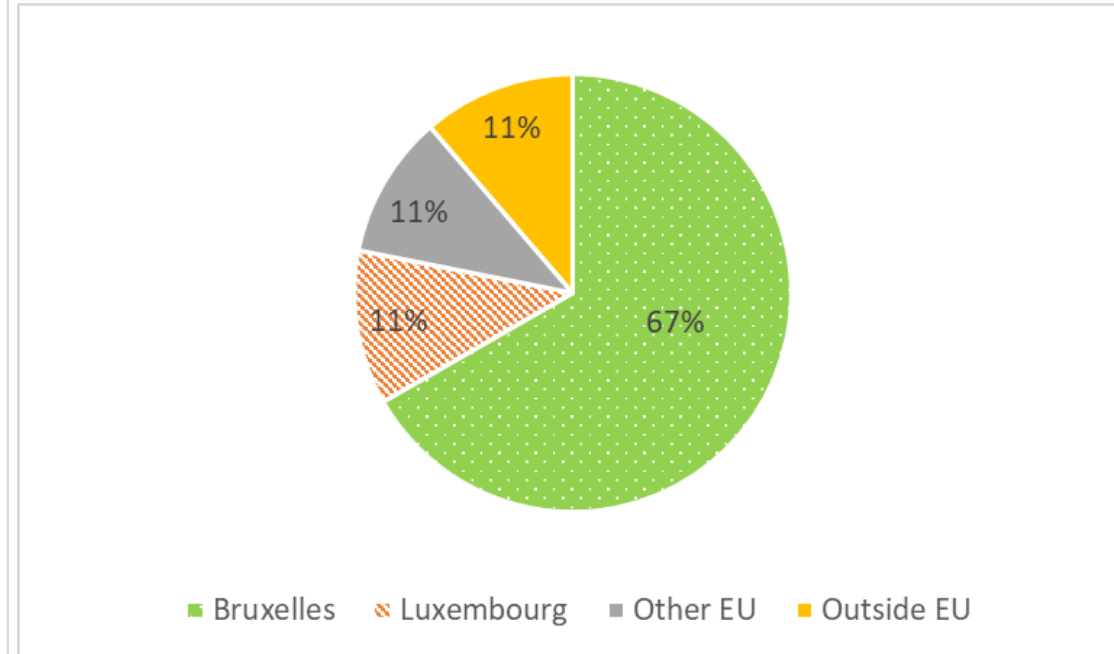
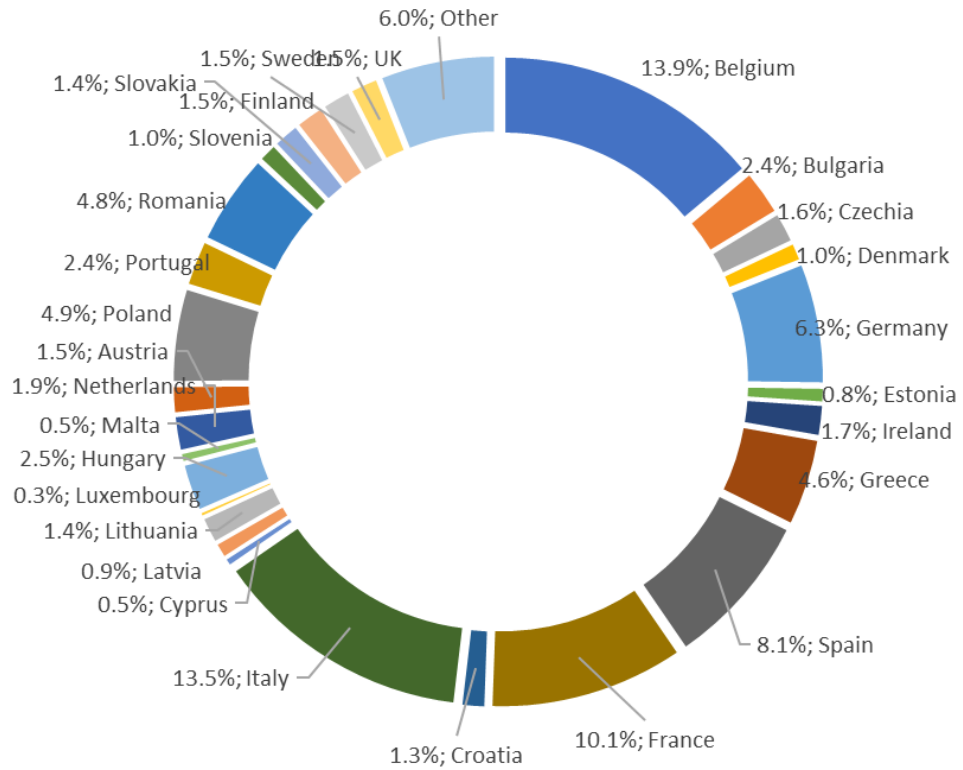




Learning to practice  
inclusion and  
equality in daily life  
& work



# Living and working in a diverse environment



# Living and working in an diverse environment

- **Opportunities**

- Enriching cultural exchange
- Learning and practicing multiple languages on a daily basis
- Different approaches to solve problems
- Overcoming clichés and improving open-mindedness

- **Challenges**

- Cultural clashes may happen when having limited experience
- Differences in communication
- Learn to respect different personal background

# Don't miss on the opportunities to move in the EU

- [DiscoverEU pass](#)
  - Deadline 18 October 2023 for this year's round – for people born in 2005, a free travel pass to travel by train across all Europe between 1 March 2024 and 31 May 2025
- Erasmus+
  - Once you are in University: the programme that allows you to spend part of your University studies in another European country, from 3 to 12 months. Over 11 million people took part since 1987, and last year they were about 900,000
- Free mobility for travel and work

# A few words about my experience



# Thank you!

# Background slides



# A « Union of equality »

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## • Gender equality

### • Fighting against gender violence



**33% of women** in the EU have experienced physical and/or sexual violence.



**22% of women** in the EU have experienced violence by an intimate partner.



**55% of women** in the EU have been sexually harassed.

- Istanbul convention
- Funding for campaigns (CERV)
- Implementation of EU directives

### • Challenging gender stereotypes



**44%** of Europeans think that the most important role of a woman is to take care of her home and family.



**43%** think the most important role of a man is to earn money.

### • Equality in the labour market



**15.7%** gender pay gap in the EU.



**30.1%** gender pension gap in the EU.

- « Work-life balance » directive (only half of MS already implement it!): paternity leave, paternal leave, transparency in pay
- Funding for women-led start-ups
- Proposed directive on « Gender Balance in corporate boards »



# A « Union of equality »

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## • Rights of people with disabilities

### 1. Accessibility and enjoying EU rights



Millions of persons with disabilities experience barriers to use transport, to access buildings or to receive information



64.3% of persons with disabilities aged 16+ have an internet connection at home compared to 87.9% of persons without disabilities

- Revised passenger rights rules to strengthen rights of people with disabilities
- Accessibility obligations for Member States (procurement)
- « European Disability Card »

### 2. Decent quality of life and living independently



28.4% of persons with disabilities are at risk of poverty and social exclusion compared to 18.4% of persons without disabilities



50.8% of persons with disabilities are in employment compared to 75% without disabilities

- Recommendation to Member States on accessible and disability-inclusive housing, with financing

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## 3. Equal access and non-discrimination



**52%** of persons with disabilities feel discriminated against



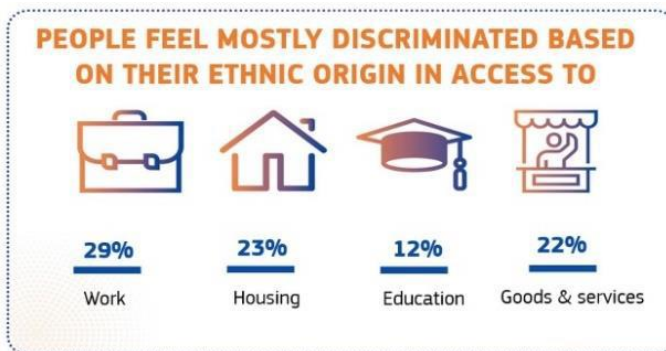
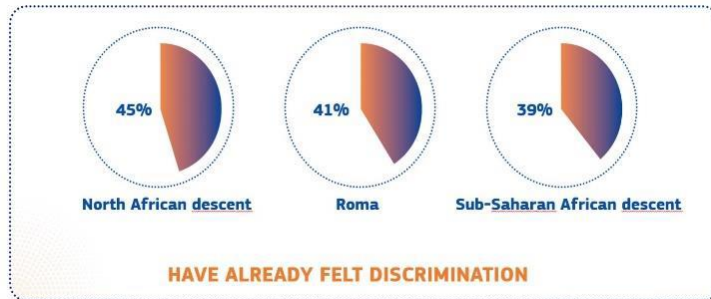
**20.3%** young people with disabilities leave school early compared to **9.8%** of those without disabilities

- « Employment Equality Directive » promotes the equal treatment of people with disabilities also outside the place of employment
- Support Member States to develop their teacher education systems to have more teachers in Special Needs Education

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- **Combatting racism and xenophobia**



- « Racial equality directive » imposes to all Member States to have an authority dedicated to the fight against discrimination
- Combating racism and xenophobia by means of criminal law => concerns on application
- Online hate speech: responsibility of online platforms (*digital services act, 2022*)
- Training for media responsables & civil society on fighting stereotypes
- Training to prevent discriminatory attitudes, including racial and ethnic profiling, in law enforcement

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- **LGBTQI+ strategy**



In 2019, **76%** of EU citizens believed that lesbian, gay, and bisexual people should have equal rights to heterosexual people, compared to 71% in 2015.



However **43%** of LGBT people felt discriminated against in 2019, as compared with 37% in 2012.

- Extending the current list of ‘EU crimes’ to cover hate speech (2021)
- Funding for initiatives that combat hate crime, hate speech, violence and harmful practices against LGBTIQ people
- Mutual recognition of parenthood between Member States
- Measures to support the mutual recognition of same-gender partnership between Member States
- Support for LGBTIQ equality in action under the development aid funds