



**UNITED
PEOPLE
GLOBAL**

MAKING THE WORLD A BETTER PLACE

Empowered People Index 2020

Identifying Positive Steps To Empower People

Terms of Use and Disclaimer

The analysis presented in the Empowered People Index 2020 (“Report”) is based on a methodology that integrates statistics from a range of sources, especially international organisations. The methodology is designed to enable all stakeholders to identify factors that contribute to the ability of people to determine their own future within society. The findings, interpretations, and conclusions expressed in this work do not necessarily reflect the views of United People Global. The Report presents information and data that were compiled and/or collected by United People Global (all information and data referred herein as “Data”). Data in this Report is subject to change without notice.

The terms “country” and “nation” where used in this Report do not always refer to a territorial entity that is a state as understood by international law and practice. United People Global makes all reasonable effort to ensure that the Data used is accurately reflected in this Report. At the same time: United People Global, its collaborators, officers, and employees: (i) provide the Data “as is, as available” and without warranty of any kind, either express or implied, including, without limitation, warranties of merchantability, fitness for a particular purpose and non-infringement; (ii) make no representations, express or implied, as to the accuracy of the Data contained in this Report or its suitability for any particular purpose; (iii) accept no liability for any use of the said Data or reliance placed on it, in particular, for any interpretation, decisions, or actions based on the Data in this Report. Other parties may have ownership interests in some of the Data contained in this Report. United People Global in no way represents or warrants that it owns or controls all rights in all Data, and United People Global will not be liable to users for any claims brought against users by third parties in connection with their use of any Data. United People Global, its collaborators, officers, and employees do not endorse or in any respect warrant any third-party products or services by virtue of any Data, material, or content referred to or included in this Report.

When this data or any of the findings is distributed or reproduced, it must appear accurately and be attributed using either “Empowered People Index 2020, United People Global” and/or “#EmpoweredPeopleIndex”. This source attribution requirement is attached to any use of data, whether obtained directly from United People Global or from a user.

Users shall not infringe upon the integrity of the Data and in particular shall refrain from any act of alteration of the Data that intentionally affects its nature or accuracy. If the Data is materially transformed by the user, this must be stated explicitly along with the required source citation. Users who make United People Global Data available to other users through any type of distribution agree to make reasonable efforts to communicate and to promote compliance by their end users with these terms. Users who intend to sell United People Global Data as part of a database or as a standalone product must first obtain the permission from United People Global.

United People Global
Chemin de Balexert 7-9
1219 Geneva
Switzerland
www.unitedpeople.global

Copyright © 2020 United People Global

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photocopying, or otherwise without the prior permission of United People Global.

Table of Content

1. Foreword
2. Introduction
3. Methodology In Brief
4. EPI 2020: Scores and Ranking
5. A Global View: Scan, Process, Act
6. Selected Insights from EPI
7. Features : Potential Guides for Action
 - Best Practices for SCAN
 - Access To Information - Sweden and Norway
 - Know your Rights - New Zealand
 - Best Practices for PROCESS
 - Unemployment - Japan
 - Primary Education - Finland
 - Best Practices for ACT
 - Gender InEquality - Rwanda
 - Gender InEquality - Switzerland
 - Gender InEquality - Denmark
 - Absence of Discrimination - Finland
 - Corruption - Denmark
8. Strengthening the EPI
9. Spotlights: Selected Current Developments
10. Resources
11. Acknowledgment
12. Appendix
13. The Variables in More Details

Foreword

The idea that a person should be free to determine their own future, is a very old idea indeed. It has existed for as long as we have recorded history, however it has not always been popular or even practical. As socioeconomic systems transformed over time, the popularity of this idea has risen and has waned. Today we live in a time when a growing number of people and organisations around the world openly state that they care about inequality. Inequality of wealth, inequality of access and inequality of opportunity. These are some of the challenges that suffocate freedom in the lives of too many. This era must not be taken for granted. And if we can each do our small part to ensure the success of this quest for equality, then we may be the generation that avoids the swing in the opposite direction that has historically plagued this quest.

Today, many people are taking action, with or without a plan, to call for an end to inequality. However for such changes to be sustainable, the changes have to bring people along. And this is best achieved by having focused targets, by bringing stakeholders together and by developing plans collaboratively. Without such work, any change is only temporary; until those who felt left behind by the change can plot their return. It is thus in the public interest to explore measures related to the empowerment of people, as such measures can help to focus the actions of those calling for change - both individuals and institutions - in a way that is transparent and in a way that can be inclusive. Societies that produce change together are more likely to produce sustainable change. And to move together in any direction, it is important to have measures of where we stand today relative to the desired destination.

Welcome to the **Empowered People Index (EPI)**. This edition marks a milestone in the dreams of too many generations; and a milestone in the dreams of reformers and activists for a world where ordinary people matter. We hope that the broad engagement and feedback that follows, enables the EPI to be both a reference and a guide for positive action.

Yemi Babington-Ashaye

President, United People Global

Introduction to EPI

The Empowered People Index (EPI) is a measure of ability of people in a society to determine their own future. In reality, this ability is a complex notion that is determined by a variety of factors. Consequently, the EPI is a composite index that considers factors that are grouped into 3 main parts:

1. Empowerment to Scan



Without access to information, it is impossible to determine your future. You are not truly making a choice if you are unaware of your options. In addition, is that access to information unbiased, unfiltered and exhaustive? Some examples of factors found in the component "SCAN" are:

- Access to the Internet, and the quality of that access.
- Access to Social Media
- Press Freedom

2. Empowerment to Process



This encompasses the ability to "process" the information observed. Without education, enough nourishment, shelter and energy, it is impossible to properly process information. Some examples of factors found in "PROCESS" are:

- Primary School Enrolment Rates
- Food/ Hunger Statistics
- Energy/Electricity Access/Use

3. Empowerment to Act



This concerns the ability to act on the information that has been processed. To purchase what you need to realise your goals, and to be considered for your chosen job without discrimination, for example. Some examples of factors found in "ACT" are:

- Ability to start a business
- Ability to start a non-governmental organisation (NGO)
- Freedom of association: the ability to associate freely with people to get something done

The result is a composite index, built specifically to focus our minds on how empowered people are to determine their own future.

Methodology In Brief

Concept: The EPI measures the ability of a person to determine their own future using a conceptual framework that covers the ability of the individual to 1) observe their environment, 2) to reflect on their observations and 3) to act on their reflections. We refer to this as Scan - Process - Act.

Technically, the EPI 2020 contains 42 indicators that are structured into the 3 categories: Scan, Process and Act. These 42 variables are sourced from existing indices and in some cases, these measures have been used for decades. They include measures for health, safety, education, technology, rights and more. And the sources range from large international institutions such as the United Nations, International Labour Organisation (ILO), Organisation for Economic Co-operation and Development (OECD), World Health Organisation and more.

The EPI combines these variables in a structured way to create an understanding about how empowered people are to determine their own future. Each variable is normalised to create an equivalent value between 0 and 1, where 0 represents no power and 1 represents full power. These variables are weighted to produce a final score whereby the sum of all weighted variables, for any given country, also lies between 0 and 1 - and this is the final EPI score. The full list of variables is provided in this report and in more detail online.

We acknowledge the limitations of year-to-year comparisons, as well as the limitations of combining variables that measure a diverse range of underlying phenomenon. And we look forward to working closely with those who provide feedback and strengthening the EPI. The ability to determine one's own future is a complex measure and it is important to continue to improve the methods by which it can be understood and improved. The Empowered People Index 2020 ranks 185 countries and territories. For a detailed look into the methodology, please visit the site and download the Note on Methodology: <https://epi.unitedpeople.global>.

Steps in creating the index



EPI 2020 Scores

Welcome to the **EPI 2020**. Each country or territory finishes with a score between 0 and 1; a higher score means that the citizens of that country have a greater power to determine their own future. It is important to note that this is the inaugural year of the EPI and it is our intention that the **EPI 2020** serves as a prototype that we can all work together to strengthen. We expect that future versions of the EPI will benefit from the feedback received from all sources.

The **EPI 2020** report is deliberately written in a format to make it accessible.

The report celebrates the countries that lead the world in creating an environment where ordinary people have power to determine their own future. And we hope that reformers, at all levels, continue to champion changes that lead to more empowerment of people within their own societies and across the world. Countries that have performed strongly have done so by doing well across 42 variables that measure the empowerment to observe, to process what we observe and then to take action as we choose.

The report also provides selected insights and reflections from the journey so far. Finally, the **EPI 2020** also provides “guides for action” via the features of specific cases of best practices. We hope that you find the **EPI 2020** to be illuminating and inspiring. And we hope that you and your organisation join us in converting positive conversations to positive actions that empower people.



EPI 2020: Scores and Ranks

EPI Rank	Country	EPI Score
1	Finland	0.687
2	Norway	0.680
3	Sweden	0.670
4	Switzerland	0.662
5	Denmark	0.657
6	Germany	0.653
7	Canada	0.651
8	New Zealand	0.650
9	Netherlands	0.642
10	Japan	0.636
11	France	0.630
12	Australia	0.628
13	Austria	0.622
14	United Kingdom	0.621
15	Belgium	0.605

EPI Rank	Country	EPI Score
16	Estonia	0.594
17	Poland	0.585
18	Spain	0.580
19	Portugal	0.578
20	United States of America	0.569
21	Italy	0.569
22	Hungary	0.564
23	Costa Rica	0.559
24	Singapore	0.557
25	Slovenia	0.546
26	Romania	0.545
27	Uruguay	0.543
28	Ireland	0.542
29	Argentina	0.541
30	Croatia	0.529

EPI Rank	Country	EPI Score
31	Ukraine	0.527
32	Georgia	0.524
33	Bulgaria	0.524
34	Chile	0.515
35	Israel	0.515
36	Kazakhstan	0.513
37	Panama	0.500
38	Peru	0.500
39	Luxembourg	0.499
40	Mexico	0.495
41	Serbia	0.495
42	Albania	0.491
43	Thailand	0.490
44	Turkey	0.489
45	Armenia	0.488

More about the EPI:
<https://epi.unitedpeople.global>

Source: Empowered People Index 2020, United People Global

EPI 2020: Scores and Ranks

EPI Rank	Country	EPI Score
46	Greece	0.486
47	Colombia	0.486
48	Brazil	0.485
49	Jordan	0.484
50	Mauritius	0.484
51	Iceland	0.479
52	Belarus	0.476
53	Lithuania	0.475
54	Tunisia	0.473
55	Czech Republic	0.471
56	Latvia	0.471
57	Indonesia	0.469
58	Dominican Republic	0.465
59	Mongolia	0.464
60	Malta	0.464

EPI Rank	Country	EPI Score
61	Azerbaijan	0.459
62	Philippines	0.457
63	Algeria	0.456
64	Slovakia	0.455
65	Sri Lanka	0.453
66	Bosnia and Herzegovina	0.451
67	India	0.448
68	China	0.441
69	United Arab Emirates	0.439
70	South Africa	0.439
71	Ecuador	0.437
72	Cyprus	0.437
73	Ghana	0.435
74	Morocco	0.433
75	El Salvador	0.429

EPI Rank	Country	EPI Score
76	Malaysia	0.428
77	Montenegro	0.426
78	Guatemala	0.426
79	Egypt	0.421
80	Jamaica	0.418
81	Republic of Moldova	0.418
82	Qatar	0.417
83	Trinidad and Tobago	0.417
84	Namibia	0.406
85	Nepal	0.404
86	Honduras	0.402
87	Rwanda	0.402
88	Nicaragua	0.401
89	Russian Federation	0.397
90	Bhutan	0.397

More about the EPI:
<https://epi.unitedpeople.global>

Source: Empowered People Index 2020, United People Global

EPI 2020: Scores and Ranks

EPI Rank	Country	EPI Score
91	Barbados	0.394
92	Kyrgyzstan	0.393
93	Maldives	0.389
94	Republic of Korea	0.383
95	Lebanon	0.382
96	Guyana	0.380
97	Senegal	0.378
98	Paraguay	0.376
99	Suriname	0.375
100	Cambodia	0.375
101	Tajikistan	0.375
102	Uzbekistan	0.373
103	Bangladesh	0.372
104	Kenya	0.371
105	Benin	0.363

EPI Rank	Country	EPI Score
106	Belize	0.363
107	Botswana	0.362
108	The Former Yugoslav Rep. of Macedonia	0.361
109	Oman	0.360
110	Uganda	0.360
111	Iraq	0.355
112	Togo	0.355
113	Myanmar	0.354
114	Burkina Faso	0.350
115	Malawi	0.346
116	Pakistan	0.345
117	Zimbabwe	0.340
118	Zambia	0.339
119	Madagascar	0.338
120	Saint Lucia	0.337

EPI Rank	Country	EPI Score
121	Seychelles	0.337
122	Samoa	0.334
123	Bahrain	0.334
124	Guinea	0.333
125	Iran (Islamic Republic of)	0.333
126	Ethiopia	0.332
127	Gabon	0.331
128	Kuwait	0.330
129	Cuba	0.329
130	Mauritania	0.328
131	Mali	0.325
132	Liberia	0.324
133	Afghanistan	0.323
134	Niger	0.317
135	Saudi Arabia	0.317

More about the EPI:
<https://epi.unitedpeople.global>

Source: Empowered People Index 2020, United People Global

EPI 2020: Scores and Ranks

EPI Rank	Country	EPI Score
136	Cameroon	0.309
137	Turkmenistan	0.307
138	Tonga	0.306
139	Sierra Leone	0.306
140	Mozambique	0.304
141	Bolivia (Plurinational State of)	0.302
142	Nigeria	0.298
143	Timor-Leste	0.297
144	Sao Tome and Principe	0.296
145	Angola	0.290
146	Vanuatu	0.287
147	Lesotho	0.284
148	Burundi	0.277
149	Venezuela (Bolivarian Republic of)	0.271
150	Papua New Guinea	0.268
151	Grenada	0.267
152	Djibouti	0.267

EPI Rank	Country	EPI Score
153	Vietnam	0.267
154	Fiji	0.261
155	Lao People's Democratic Republic	0.250
156	Antigua and Barbuda	0.247
157	Bahamas	0.245
158	Comoros	0.245
159	United Republic of Tanzania	0.242
160	Haiti	0.241
161	Hong Kong SAR, China	0.239
162	Solomon Islands	0.236
163	Brunei Darussalam	0.233
164	Yemen	0.230
165	Kiribati	0.227
166	Chad	0.225
167	Sudan	0.223
168	Democratic Republic of the Congo	0.221
169	Guinea-Bissau	0.220

EPI Rank	Country	EPI Score
170	Equatorial Guinea	0.218
171	Andorra	0.210
172	Libya	0.207
173	Gambia	0.206
174	Syrian Arab Republic	0.201
175	Cabo Verde	0.201
176	Dominica	0.192
177	Saint Vincent and the Grenadines	0.187
178	Central African Republic	0.187
179	Côte d'Ivoire	0.181
180	Liechtenstein	0.179
181	South Sudan	0.171
182	Congo, Republic	0.165
183	Eritrea	0.161
184	Marshall Islands	0.148
185	Democratic People's Republic of Korea	0.148

EPI 2020 Rankings - RANKINGS



More about the EPI:
<https://epi.unitedpeople.global>

Source: Empowered People Index 2020, United People Global

EPI 2020 Rankings - SCORES



More about the EPI:
<https://epi.unitedpeople.global>

Source: Empowered People Index 2020, United People Global

Selected Insights from the EPI

a. Values matter

Is the presence of “arranged marriages” in a society a positive or a negative contribution to the empowerment of individuals? It depends on our values. Producing the EPI is only possible in the context of a shared understanding of virtues and values that transcend nations and cultures. Without such a shared understanding, it is impossible to determine if a variable can be measured as either positive or negative in different societies. To this end, milestone achievements such as The Universal Declaration of Human Rights (UDHR) continue to shine brightly and to create possibilities.

Even the basic UDHR understanding that “inherent dignity and ...equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world” is something that enables the premise of the EPI. As the EPI contemplates the inclusion of additional factors and variables, in the future it is important to note that values matter and that some variables may be harder to decipher than others in determining if they represent a positive or negative contribution to empowerment. In these cases, values will have to guide decisions.



Selected Insights from the EPI

b. Questions We Cannot Answer (yet)

In our outreach as we worked to understand the factors that contribute to the empowerment of individuals to determine their own future, we have come across questions that may not have obvious answers.

One such question which arose in conversations in Europe arises when we learn that “the fact that a fellow citizen from their country can select the third gender, makes an individual feel like their own identity is diminished.”

For many other things that we encounter, we can offer proposals, such as increase education, improve primary health care, make it easier to start a business. However in this, and in similar cases, it is not clear how to respond to what is a real sentiment.



Selected Insights from the EPI

c. Empowerment Breeds Diversity

As more individuals, organisations and states speak up in favour of a better future for “ordinary people” and for the empowerment of people, it is important to note that we observe that empowerment breeds diversity since people have different aspirations.

And so as we all work towards a world with people empowered, we should prepare for a world that is proud of its rich diversity. This may mean considering how we encourage and embrace diversity.

And as the world is learning in the current context of the #blacklivesmatter movement, such learning and unlearning will require dedication and resources.



Selected Insights from the EPI

d. The Power of Listening

On a positive note, and something that we can all do, our research into the empowerment of individuals to determine their own future uncovers and highlights the remarkable power of listening.

Even if as a society we are going to disagree with what some of our fellow citizens express, it is important that we listen for people to feel empowered.

It does not mean that we have to agree to what we hear. It does not mean that we have to approve that they can do what they are saying, however by listening and making sure that people feel listened to, we empower people in our societies.



EMPOWERED PEOPLE INDEX (EPI)

Scan

- Press Freedom
- Access to Information
- Mobile Phone Subscriptions
- Internet Usage
- Knowing Your Rights

Process

- Mortality Wash
- Birth Registration
- Life Expectancy at Birth
- Access to Water
- Access to Sanitation
- Food Security Index
- Medical Doctors per population
- Access to Electricity
- Population in Slum
- Unemployment
- Mean Weekly Working Hours over 39
- Population covered by social protection
- Substance use disorders
- Mental health disorders
- Risk of natural disasters and conflict
- Primary Education

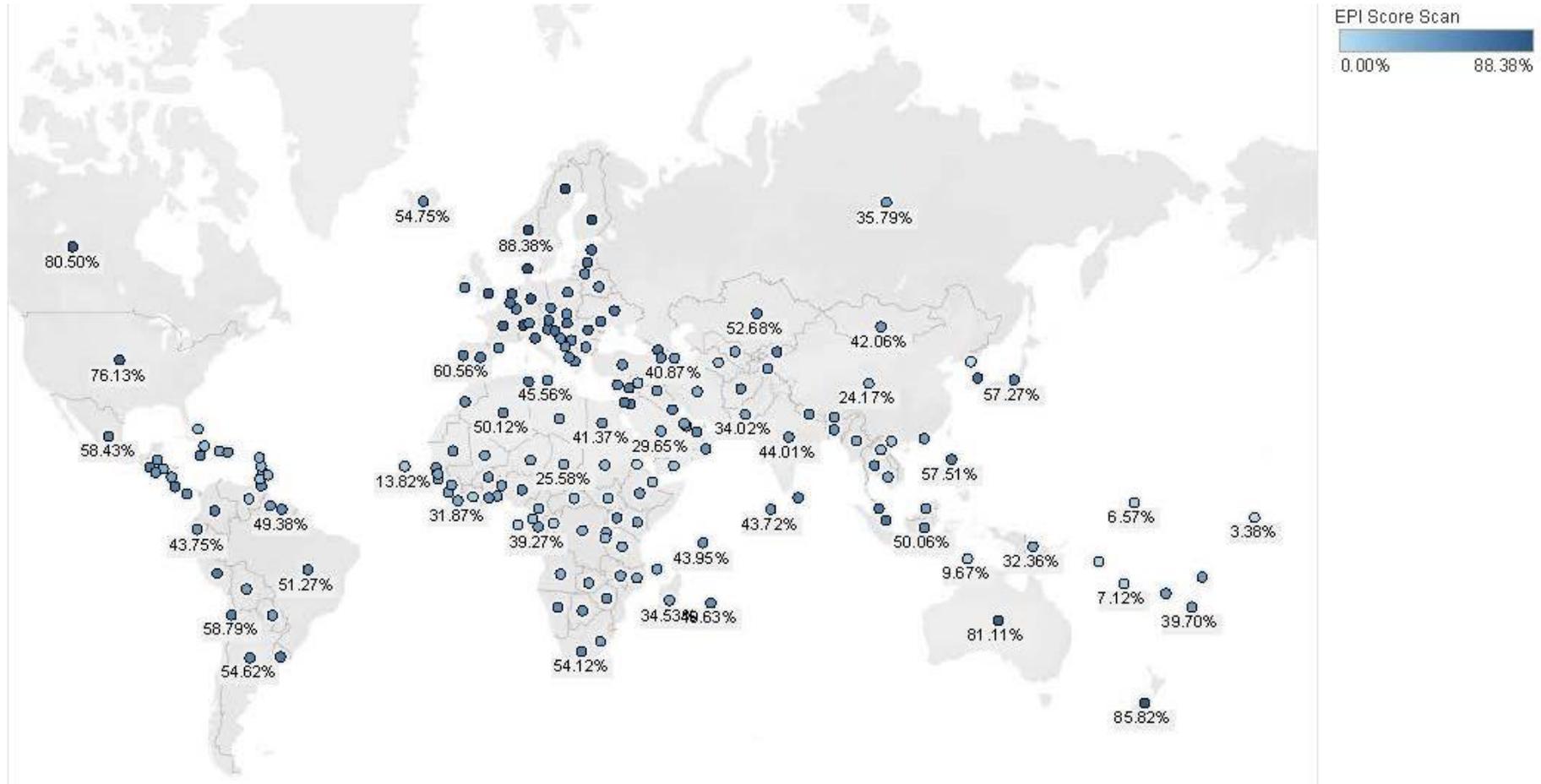
Act

- Child Marriage
- Gender Inequality
- Education Inequality
- Income Inequality
- Theft Rate
- Homicide
- Travel Freedom
- Corruption
- Transport Infrastructure
- Societal attitudes towards LGBTI
- Inflation Rate
- Ease of Entrepreneurship
- Ease of Bank Loan
- Protection From Discrimination
- Right to Take Time Off From Work
- Fair trial, right to counsel
- Absence Of Discrimination
- Personal Safety from Crime
- Purchasing Power Parity
- Proportion of Pension
- Contraception Prevalence

To learn more about the EPI and to contact us please visit:

<https://epi.unitedpeople.global>.

EPI 2020 Rankings - SCAN



Percentages reflect what proportion of the maximum possible score each society has attained in the EPI 2020.

More about the EPI:
<https://epi.unitedpeople.global>

Source: Empowered People Index 2020, United People Global

EPI 2020 Rankings - PROCESS



More about the EPI:
<https://epi.unitedpeople.global>

Source: Empowered People Index 2020, United People Global



**UNITED
PEOPLE
GLOBAL**

MAKING THE WORLD A BETTER PLACE

Features: Potential Guides for Action – Scan



Best Practices for Access To Information - Sweden and Norway

Sweden

The Swedish law on citizen access to official documents was first introduced in 1766 as part of a Freedom of the Press Act. This act made Sweden the first country in the world to grant constitutional protection for free speech. It is important to note that Swedish rights to access information have never been specified as rights for media professionals – they are for everyone. The effect of such a long-standing practice is that, beyond the letter of the law, Swedish society lives the notion of “access to information” in a relatively sophisticated way, compared to much of the rest of the world.

Norway

Norway, which has been part of the Open Government Partnership since its creation in 2010, is undoubtedly one of the most open governments in the world. Not only has Norway dedicated itself to improving openness and transparency, but it has achieved one of the highest degrees of information integrity. A basic principle in Norway is that people shall be free to impart and receive information, ideas and opinions. Moreover, Norway is also committed to openness in that the general public has the right to access State and municipal documents, to be present when courts and elected assemblies meet. Article 100 of the Constitution has guaranteed freedom of expression, media freedom and gives access to public documents since 2004. Some of these freedoms are currently inconceivable in too many parts of the world.



Best Practices for Knowing your Rights - New Zealand

New Zealanders have significant freedoms enshrined in law. The Human Rights Act 1993, and the New Zealand Bill of Rights Act 1990 includes, among other things, the right to freedom of expression, the right to religious belief, and the right to freedom of movement, and the right to be free from discrimination.

“Freedom of Thought, Expression and Association”

“Everyone has the right to freedom of thought, conscience, religion, and belief, including the right to adopt and to hold opinions without interference.

Everyone has the right to freedom of expression, including the freedom to seek, receive, and impart information and opinions of any kind in any form.

Everyone person the right to manifest that person’s religion or believe in worship, observance, practice, or teaching, either individually or in community with others, and either in public or in private.

Everyone has the right to freedom of peaceful assembly.

Everyone has the right to freedom of association.”

Extracts from the New Zealand Bill of Rights Act 1990

The combination of bold legal protection of rights and a high “access to information” score provides New Zealand with a best practice highlight for Knowing Your Rights.



**UNITED
PEOPLE
GLOBAL**

MAKING THE WORLD A BETTER PLACE

Features: Potential Guides for Action – Process



Best Practices for Unemployment - Japan

Japan's better unemployment performance is not caused by statistical differences alone but by peculiarities of the labour market itself. Many companies offer some of their workforce a long-term employment guarantee up to a mandatory retirement between age 55 and 60 years ("lifetime employment system").

This practice is relatively uncommon globally, and it is often credited with the low overall unemployment rates and also with a relatively high proportion of working age adults who are in employment, where Japan historically performs better than OECD statistical averages. This does not mean that the policy is perfect however it is highlighted here as a specific practice related to unemployment that is worth exploring further.

Best Practices for Process - Primary education - Finland

Finnish children aren't required to go to school until age 6, when pre-primary education begins.

Finnish National Agency for Education has a stated goal for basic education "to support Pupils

" growth toward humanity and ethically responsible membership of society and to provide them with the knowledge and skills needed in life."

This latitude includes what tests to give, how to evaluate student progress and needs, and even the ability to set daily and weekly timetables. Finland does not use national standardized tests; however, they do implement national evaluations of learning outcomes. And school meals are free to all children.



**UNITED
PEOPLE
GLOBAL**

MAKING THE WORLD A BETTER PLACE

Features: Potential Guides for Action - Act



Best Practices for Gender Inequality - Rwanda

- Strong political commitment in Rwanda has resulted in significant positive strides in the promotion of gender equality and women's empowerment. In fact, women's representation in decision-making positions makes Rwanda the world leader in terms of women in Parliament (62% after the 2018 Parliamentary elections).
- Economically, Rwandan women's labor force participation rate is one of the highest in the world (86%).
- With women earning 88 cents per dollar earned by men, the wage gap between women and men is lower in Rwanda than in many industrialized countries.



Best Practices for Gender Inequality - Switzerland

In working to ensure equal rights and conditions for women and men, the Swiss Agency for Development and Cooperation (SDC) sets an example for spreading the fight for gender equality beyond its borders. These concerns are reflected in all Swiss Agency for Development and Cooperation (SDC) projects and strategies which integrate men and boys into its work on gender issues. Priority areas are conflicts, fragile contexts, the economy, and politics.

The Federal Department of Foreign Affairs' (FDFA) strategy on equal opportunities and women's rights, adopted in 2017 made gender equality a major pillar of Swiss foreign policy. The Federal Council Dispatch on Switzerland's International Cooperation 2017-2020 explicitly states for the first time the aim of strengthening gender equality and the rights of women and girls.

1. Gender and women's rights in conflict situations and fragile contexts
2. Strengthening women's political participation
3. Access to resources, education, and income
4. Instruments for gender mainstreaming



Best Practices for Absence of Discrimination - Finland

In Finland, it is common that women also work even though they have children. The responsibility for taking care of children and the home belongs to both women and men. Women do not need permission to work or study from their spouse or parents. Women and men can decide whom they marry. A forced marriage is a crime in Finland.

1. Equality in working life

Women and men must be treated in the same way in working life. Discrimination on the basis of gender is prohibited. This means, for example, that a higher salary must not be paid to a man compared to a woman on the basis of gender, or a woman employee cannot be discharged because she is pregnant.

2. Rights of sexual and gender minorities

Finnish law states that a people must not be discriminated against based on sexual orientation. The law also prohibits discrimination based on gender identity or expression.

Finland has several organisations that support sexual and gender minorities. They aim to improve the status of these minorities in society. Several of these organisations also provide training, advice and various support services. Transgender persons, intergender persons and other gender diverse people can receive help from the Ombudsman for Equality if they are experiencing discrimination. In Finland, two men or two women can also get married to each other.



Best Practices for Absence of Discrimination - Finland

3. Children's Rights

In Finland, children have the right to special protection and care. Children are also entitled to present their opinions. Children have the right to have their opinion taken into account when decisions regarding them are being made. According to Finnish law, corporal punishment of children is prohibited and can lead to a penalty.

4. Rights of Disabled People

Finnish law states that a disabled person must not be discriminated against. A disabled person has the right to live a normal life, for example, to study, work and start a family. According to the Non-Discrimination Act, employers and organisers of education must improve the possibilities for disabled people to find employment and education. For example, a working environment can be changed in such a way that makes it more accessible for a disabled person.



Best Practice for Gender Inequality - Denmark

Gender equality is regarded as a prerequisite for economic growth, democracy and welfare, and also as the basis for the full enjoyment of all human rights and fundamental freedoms in political, economic, social, cultural and civil spheres of life.

Today, women and men in Denmark share the same formal rights, obligations and opportunities in society.

"The purpose of this Act is to promote gender equality, including equal integration, equal influence and equal opportunities in all functions in society on the basis of women's and men's equal status."

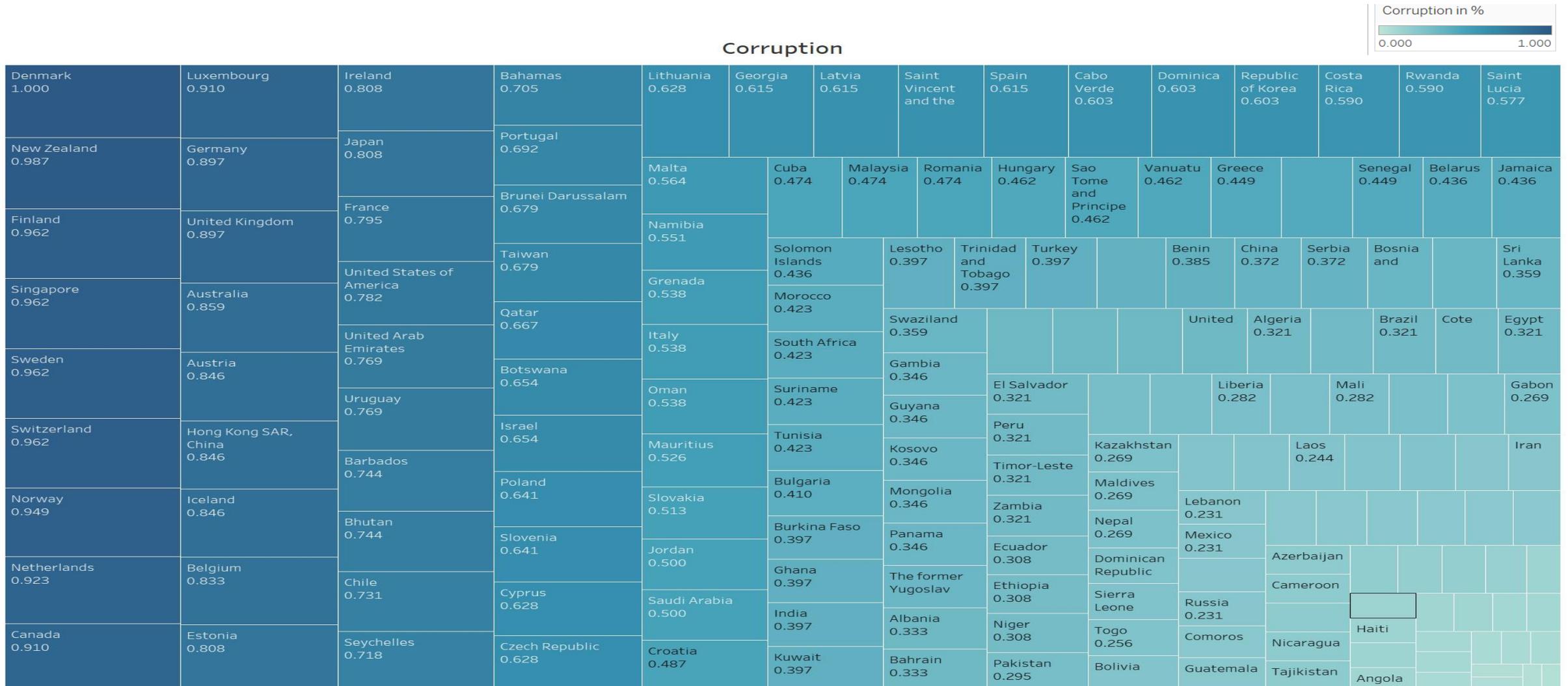
Consolidation Act on Gender Equality 2000

Every year since 2002, specific Gender Equality Actions Plans are published - to comply with the Law on Gender equality. The 2019 Gender Equality Actions Plan focuses on four areas, please see an extract below:

1. Rights and freedom', including the promotion of equality among ethnic minorities and the combating of online harassment, intimate partner violence, and human trafficking.
2. Better utilisation of talents and resources', including the promotion of equality in the labour market and in education field.
3. Global equality including the promotion of women's societal participation globally.
4. Equal opportunities for LGBTI persons', including the promotion of freedom and rights for LGBTI persons nationally and internationally.

Best Practices for Corruption - Denmark

Denmark is the least corrupt country in the world according to Transparency International's annual Corruption Perception Index. According to the President of Transparency International Denmark this is among other things because the Danish society is built on a high level of trust. Integrity in politics is key to fighting against corruption. The higher rank is mostly due to Denmark's high degree of press freedom, access to information about public expenditure, stronger standards of integrity for public officials, and independent judicial systems. Higher scores denote less corruption.



Strengthening the Empowered People Index - Together

A. Dissemination

However accurate and strong the EPI becomes, it can always get stronger with improved dissemination. We hope to work with individual champions, governments and partner institutes to spread awareness about the EPI. For Citations or References, please use: "Empowered People Index 2020, United People Global."

B. Facilitating Action

To the extent that the EPI leads to positive action - either through positive conversations or changes to laws or other forms of positive action - this is a primary focus. Such action makes individual societies stronger and such action reinforces the EPI.

C. Exploring More Factors

To determine the 42 factors in the current EPI, we examined over 100 factors. As we continue to strengthen the EPI, we look forward to learning about additional factors that may be relevant and to examining how they may be integrated.

D. More Data and More Accurate Data

Not all countries have data for all of the factors that are selected. And so we hope that the EPI also inspires countries to compile the relevant data that can ensure that they are included in the EPI and that can also strengthen their EPI scores.

Kindly contact us so that we may collaborate in one or more ways to strengthen the EPI.

To learn more about the EPI and to contact us please visit:

<https://epi.unitedpeople.global>.

Spotlights: Selected Current Developments

The current period in time, is characterised by widespread protests, principally over:

1. Inequality
2. Corruption
3. Global Warming
4. Police Brutality During Protests
5. Black Lives Matter: Racism and Discrimination

In each of these cases, people who participated in these protests express their concern at a lack of power to determine issues that affect their own futures.

Whether they were driven by a fear that environmental damage would compromise their future, or by anger at inequality or discrimination, or by anger at a lack of social and economic freedoms thus limiting their options - these protests remind us of the importance of highlighting and acting on issues that disempower citizens. The EPI serves as a reference highlighting where actions may be needed in each country or territory. We hope that such action is both positive and peaceful.





Spotlight: The Climate Marches worldwide against Global Warming

Many millions are reported to have taken part in protests that demand more action on global warming. This global warming is widely predicted to devastate ecosystems, livelihoods and food systems in the coming years and more citizens across the world are demanding action in their own societies. This growing chorus cuts across borders, professions and unites citizens, scientists and increasingly, policy makers.



Spotlight: Inequality protests in Chile and Paris

Triggered by a 3% rise in metro fares, and reportedly due to much deeper inequality, in 2019 Chile saw its worst unrest in 30 years. With low wages and high costs of living (electricity costs there had also recently risen, protesters interviewed talked of difficulty in making ends meet, let alone investing in their futures. There were also complaints of a lack of social security and struggling healthcare and educational systems, particularly for people on lower incomes. In Paris, the protests by the Gilets Jaunes have caught national and global attention, leading at some point to 285,000 heading to the streets in a single month.

These protests were sparked after a proposed rise in fuel prices which, like in Chile, would hit the working classes harder than others. What started out in Paris without a formal agenda has led to calls for change in a range of areas including housing, taxes, health, education, and public finances.



Spotlight: Corruption protests in Lebanon, Iraq and Ecuador

Protesters in Lebanon are calling for an end to corruption in their government, requesting all members to resign. This uprising was triggered by tax increases and poor public services despite the apparent wealth of the "ruling classes", who are reported to face a lighter tax burden than the poor. Similarly in Iraq, protesters complained of corruption, unemployment and poor public services, along with foreign interference particularly from Iran. Corruption and drastic increases in costs of living, coupled with large wage cuts and reduced vacation allowance provoked Ecuadorians to protest, too.



Spotlight: Police Brutality

In almost all of the protests discussed above, rights violations by authorities has been cited as a reason for the exacerbation of the situation and, in some cases, became the reason for new protests. Often there are groups who join initially peaceful protests and act illegally, requiring police to intervene. However, there have been many reports of peaceful protestors being subjected to violence from police.



Spotlight: Black Lives Matter

Most recently, the murder of George Floyd at the hands of the police has seen increased protests and actions in support of the Black Lives Matter movement. These protests have taken place within the USA and also across the world. And they have also been used to highlight racism, discrimination and other injustices in different contexts around the world. In addition and for the first time, policies and laws are being changed, organisations and businesses are changing product lines, the entertainment industry is renaming bands, recasting characters and much more.

These events put the issue of the **equality, freedom and empowerment into our collective focus around the globe**. And perhaps requiring more concern, are the societies where protests have not broken out: where people do not have the right to protest, are unable to inform themselves about the issues worth protesting, or even have given up on protest altogether.

Using the EPI as a tool, we can systematically identify factors that influence the ability of people to determine their future. We can proactively examine the intricacies of situations and try to identify peaceful solutions. We hope that individuals, governments, NGOs and companies can use the EPI to take action that creates societies where people are empowered at home and around the world.



Resources

Content

To obtain additional content for the EPI, including the full dataset, and a detailed Methodology guide, please visit: <https://epi.unitedpeople.global>.

Sources

We collected the data from different sources. Notable sources include:

https://data.unicef.org/resources/data_explorer

<http://apps.who.int/gho/data/view.main.INADEQUATEHYGIENEv>

<http://hdr.undp.org/en/composite/GII>

<http://hdr.undp.org/en/composite/IHDI>

<https://data.unicef.org/topic/child-protection/birth-registration/>

<http://apps.who.int/gho/data/view.main.SDG2016LEXv?lang=en>

https://www.numbeo.com/crime/rankings_by_country.jsp

<https://ourworldindata.org/water-use-sanitation>

<https://foodsecurityindex.eiu.com/Downloads>

http://apps.who.int/gho/data/node.main.HWFGRP_0020?lang=en

<https://www.henleypassportindex.com/global-ranking>

https://www.transparency.org/news/pressrelease/explanation_of_how_individual_country_scores_of_the_corruption_perceptions

<https://rsf.org/en/detailed-methodology>

<https://www.ilo.org/ilostat-files/Documents/TEM.pdf>

<https://www.doingbusiness.org/en/methodology/starting-a-business>

<https://drmkc.jrc.ec.europa.eu/inform-index>

<https://www.worldpolicycenter.org/methodology>

<https://worldjusticeproject.org/our-work/research-and-data/wjp-rule-law-index-2019/methodology>

<https://opennet.net/oni-faq>

<https://worldjusticeproject.org/our-work/research-and-data/wjp-rule-law-index-2019/2019-rule-law-index-questionnaires>



Acknowledgements

A special thank you to the EPI Team: Anu Olanrewaju, Freya Cunningham, Vidya Nalawade and Yemi Babington-Ashaye.

We specifically acknowledge and we thank the contributions by members of the full team at United People Global (UPG Team) as contributions across the organisation have led to the successful production of the EPI. Specifically we would like to acknowledge: Anita Nma, Githaiga Mwangi, Oluwatobiloba Oluwole, Raphaella Brice, Roland Ediage and Shauna Pratico.

We thank members of the EPI Advisory Board and the EPI Expert Council for joining us on this journey to build and to strengthen the EPI.

We thank Members of the UPG Community, especially Champions and Champion Supporters as well as our Partners for their engagement and support.

We thank members of the UPG Board of Trustees for the mandate and the support to produce solutions such as the EPI. We thank the Board for their encouragement along this journey as they learned about the EPI before anyone else in the world. And, in a specific case, we thank the Board for providing the name of this publication.

The Empowered People Index was created by Yemi Babington-Ashaye.

To learn more about the EPI and to contact us please visit:

<https://epi.unitedpeople.global>



**UNITED
PEOPLE
GLOBAL**

MAKING THE WORLD A BETTER PLACE

Appendix

EPI 2020 – Variables

Empowered To	Variable	Definition	Source
Scan	Press Freedom	The degree of freedom available to journalists.	Reporters Without Borders https://rsf.org/en/detailed-methodology
	Knowing your rights	Human rights are the basic rights and freedoms that belong to every person in the world	https://worldjusticeproject.org/our-work/research-and-data/wjp-rule-law-index-2019/methodology
	Access to information	Access to information is the ability for an individual to seek, receive and impart information effectively.	https://opennet.net/oni-faq
	Mobile phone subscription	The Subscriptions to a public mobile telephone service that provide access to the Public Switched Telephone Network (PSTN) using cellular technology.	https://www.itu.int/en/ITU-D/Statistics/Pages/stat/default.aspx
	Internet Usage	Internet users are those who use the Internet from any location.	https://www.itu.int/en/ITU-D/Statistics/Pages/stat/default.aspx
Process	Birth Registration	A child's birth is recorded in the civil register by the government authority	https://data.unicef.org/topic/child-protection/birth-registration/
	Life Expectancy at birth	Life expectancy is a statistical measure of the average time an organism is expected to live.	http://apps.who.int/gho/data/view.main.SDG2016LEXv?lang=en

EPI 2020 – Variables

Empowered To	Variable	Definition	Source
	Access to Water	Access to water is defined as having a source of safe water within one km of the dwelling.	https://ourworldindata.org/water-use-sanitation
	Access to Sanitation	The provision of facilities and services for the safe disposal of human urine and faeces.	https://ourworldindata.org/sanitation
	Food Security Index	Food Security, means that all people, at all times, have access to sufficient, safe, and nutritious food.	https://foodsecurityindex.eiu.com/Downloads
	Medical Doctors per Population	Health workers distributed across the globe	http://apps.who.int/gho/data/node.main.HWFGRP_0020?lang=en
	Access to Electricity	The percentage of people in a given area that have relatively access to electricity	https://data.worldbank.org/indicator/EG.ELC.ACCS.ZS?view=chart
	Population in Slum	It is a highly populated urban residential area consisting of closely packed, decrepit housing units.	https://databank.worldbank.org/reports.aspx?source=2&series=EN.POP.SLUM.UR.ZS&country=#
	Unemployment	The unemployment rate is a useful measure of the underutilization of the labour supply.	https://www.ilo.org/ilostat-files/Documents/TEM.pdf
	Number of Weekly Working hours	Number of hours of work per week identifies the most common weekly working schedule over a selected period of a person in employment	https://ilostat.ilo.org/data/

EPI 2020 – Variables

Empowered To	Variable	Definition	Source
	Population Covered by Social Protection	Social protection is designed to reduce poverty and vulnerability	https://www.ilo.org/ilostat/faces/oracle/webcenter/
	Risk of Natural Disasters and Conflict	The numbers of people and assets exposed to the hazard, and their vulnerability to damage	https://drmkc.jrc.ec.europa.eu/inform-index/Results-and-data/INFORM-2019-Results-and-data
	Prevalence of Substance Use Disorders	A person's use of alcohol or another substance (drug) leads to health issues.	http://ghdx.healthdata.org/gbd-results-tool
	Prevalence of Mental Health Disorders	It refers to a wide range of mental health conditions — disorders.	http://ghdx.healthdata.org/gbd-results-tool
	Primary Education	It is the basic right of every child and the role is to ensure the development of children.	https://data.unicef.org/topic/education/primary-education/
	Mortality WASH	Deaths attributable to unsafe water, sanitation and hygiene focusing on inadequate WASH services.	http://apps.who.int/gho/data/view.main.INADEQUATEHYGIENEv
Act	Child Marriage	Child Marriage is a marriage of a girl or boy before the age of 18	https://data.unicef.org/resources/data_explorer/unicef_f/?ag=UNICEF&df=GLOBAL_DATAFLOW&ver=1.0&dq=.PT_F_20-24_MRD_U15+PT_M_20-24_MRD_U18+PT_F_20-24_MRD_U18..&startPeriod=2016&endPeriod=2020
	Gender Inequality	Gender inequality acknowledges that men and women are not equal and that gender affects an individual's living experience.	http://hdr.undp.org/en/composite/GII

EPI 2020 – Variables

Empowered To	Variable	Definition	Source
	Education Inequality	Educational inequality is the unequal distribution of academic resources, school funding, teachers, books.	http://hdr.undp.org/en/composite/IHDI
	Income Inequality	It is an extreme disparity of income distributions with a high concentration of income.	http://hdr.undp.org/en/composite/IHDI
	Crime Rate	It is a count of crimes compiled to assess the effectiveness of a crime control policy, and the impact of the policy on the risk of crime victimization	https://www.numbeo.com/crime/rankings_by_country.jsp
	Homicide	Homicide is the act of one human killing another	http://apps.who.int/gho/data/view.main.VIOLENCEHOMICIDEv
	Travel Freedom	Freedom of movement, is the right of individuals to travel from place to place within the territory of a country, and to leave the country and return to it.	https://www.henleypassportindex.com/assets/2019/Q4/HENLEY_PASSPORT_INDEX_2019_Q4_INFOGRAPHIC_GLOBAL_RANKING_190928.pdf
	Corruption	Corruption is a form of dishonesty by a person or organization entrusted with a position of authority, to acquire illicit benefit or abuse power for one's private gain	https://www.transparency.org/news/pressrelease/explanation_of_how_individual_country_scores_of_the_corruption_perceptions
	Transport Infrastructure	Transport infrastructure is a critical ingredient in economic development at all levels of income.	http://www3.weforum.org/docs/GCR2018/04Backmatter/3.%20Appendix%20C.pdf

EPI 2020 – Variables

Empowered To	Variable	Definition	Source
	Ease of entrepreneurship	Ease of entrepreneurship means getting credit and protecting minority investors broadened their existing measures, while resolving insolvency.	https://www.doingbusiness.org/en/methodology/starting-a-business
	Ease of bank loan	A take-out loan is a type of long-term financing that replaces short-term interim financing.	http://reports.weforum.org/global-competitiveness-index-2017-2018/competitiveness-rankings/#series=EOSQ088
	Protection from discrimination at work	Discrimination occurs in the workplace when an employer takes adverse action against an employee or prospective employee because of a protected attribute.	https://www.worldpolicycenter.org/methodology
	Rights to take time off work	Time off for family or dependants can only be taken to deal with unforeseen or emergency situations.	https://www.worldpolicycenter.org/maps-data/data-download
	Fair trial, right to counsel	The right to counsel refers to the right of a criminal defendant to have a lawyer assist in his defence, even if he cannot afford to pay for an attorney.	https://worldjusticeproject.org/our-work/research-and-data/wjp-rule-law-index-2019/methodology
	Absence of discrimination	The absence of discrimination seeks “to guarantee that human rights are exercised without discrimination of any economic and social situation.	https://worldjusticeproject.org/our-work/research-and-data/wjp-rule-law-index-2019/2019-rule-law-index-questionnaires
	Contraception Prevalence	Contraceptive prevalence is the percentage of men and women using methods of contraception.	https://www.un.org/en/development/desa/population/publications/dataset/contraception/wcu2019.asp

EPI 2020 – Variables

Empowered To	Variable	Definition	Source
	Ease of entrepreneurship	Ease of entrepreneurship means getting credit and protecting minority investors broadened their existing measures, while resolving insolvency.	https://www.doingbusiness.org/en/methodology/starting-a-business
	Ease of bank loan	A take-out loan is a type of long-term financing that replaces short-term interim financing.	http://reports.weforum.org/global-competitiveness-index-2017-2018/competitiveness-rankings/#series=EOSQ088
	Protection from discrimination at work	Discrimination occurs in the workplace when an employer takes adverse action against an employee or prospective employee because of a protected attribute.	https://www.worldpolicycenter.org/methodology
	Contraception Prevalence	Contraceptive prevalence is the percentage of men and women using methods of contraception.	https://www.un.org/en/development/desa/population/publications/dataset/contraception/wcu2019.asp
	Feeling of safety from crime	Personal security is a core element for the well-being of individuals.	https://worldjusticeproject.org/our-work/research-and-data/wjp-rule-law-index-2019/2019-rule-law-index-questionnaires
	PPP	Purchasing power parity (PPP) is a measurement of prices in different countries that uses the prices of specific goods to compare the absolute purchasing power of the currencies.	https://data.worldbank.org/indicator/pa.nus.ppp
	Proportion of Pension	Pension is a fund into which a sum of money is added during an employee's employment years to support the person's retirement.	https://www.worldbank.org/en/topic/socialprotection/brief/pensions-data
	Inflation	Inflation is a sustained increase in general price levels of goods and services in an economy over a period.	https://data.worldbank.org/indicator/FP.CPI.TOTL.ZG

EPI 2020 – Variables

Empowered To	Variable	Definition	Source
	Rights to take time off work	Time off for family or dependants can only be taken to deal with unforeseen or emergency situations.	https://www.worldpolicycenter.org/maps-data/data-download
	Fair trial, right to counsel	The right to counsel refers to the right of a criminal defendant to have a lawyer assist in his defence, even if he cannot afford to pay for an attorney.	https://worldjusticeproject.org/our-work/research-and-data/wjp-rule-law-index-2019/methodology
	Absence of discrimination	The absence of discrimination seeks “to guarantee that human rights are exercised without discrimination of any economic and social situation.	https://worldjusticeproject.org/our-work/research-and-data/wjp-rule-law-index-2019/2019-rule-law-index-questionnaires
	Feeling of safety from crime	Personal security is a core element for the well-being of individuals.	https://worldjusticeproject.org/our-work/research-and-data/wjp-rule-law-index-2019/2019-rule-law-index-questionnaires
	PPP	Purchasing power parity (PPP) is a measurement of prices in different countries that uses the prices of specific goods to compare the absolute purchasing power of the currencies.	https://data.worldbank.org/indicator/pa.nus.ppp
	Proportion of Pension	Pension is a fund into which a sum of money is added during an employee's employment years to support the person's retirement.	https://www.worldbank.org/en/topic/socialprotection/brief/pensions-data
	Contraception Prevalence	Contraceptive prevalence is the percentage of men and women using methods of contraception.	https://www.un.org/en/development/desa/population/publications/dataset/contraception/wcu2019.asp
	Societal attitudes towards LGBTI	LGBTI individuals face health disparities linked to societal stigma, discrimination, and denial of their civil and human rights.	https://ilga.org/downloads/07_THE_ILGA_RIWI_2016_GLOBAL_ATTITUDES_SURVEY_ON_LGBTI_PEOPLE.pdf



The Empowered People Index (EPI) is a measure of ability of people in a society to determine their own future.

Learn more: <https://epi.unitedpeople.global>

United People Global (UPG) is a community that encourages and enables people to participate in making the world a better place.

Learn more: <https://unitedpeople.global/about-us/>