

The Economic Case for Non-Discrimination

Preliminary Results from a Study of the
Network of Socio-Economic Experts in
the field on non-discrimination

State of Play

- The research found consistently identifies benefits, and benefits that exceed costs, at household, organisational and societal levels from non-discrimination action.
- There are research gaps – uneven spread and content of work done & emphasis on qualitative over quantitative and on benefits over costs
- The political, stakeholder and public debate on the economic case is limited.

Exemplar Reports

- Overarching Studies
 - ✓ Almost everyone does better in more equal societies. (Wilkinson & Pickett, 2010)
 - ✓ The labour force in Germany could decrease from 45 million people in 2010 to 27 million people in 2050. (German Federal Employment Agency, 2011).

Exemplar Reports

- Ground Based Studies
 - ✓ Immigration had a positive impact on the Portuguese state finances estimated at 492 million euros in 2003. (Correa d'Almeida and Duarte Silva, 2003).
 - ✓ Investment in professional rehabilitation for young people with disabilities by German agencies brings a return after ten years of employment. (Neumann, Lenske, Werner and Hekman, 2011)

Exemplar Reports

- Sector Based Studies
 - ✓ Investment in equality and diversity systems led to quantified gains in productivity, innovation and employee retention in Irish workplaces. (Flood et al, 2008).
 - ✓ Eliminating educational disadvantage for Dutch citizens of immigrant origin would generate benefits that exceed the higher education costs. (Bock-Schappelwein and Falk, 2009).

Impacts Identified

- Household
 - ✓ Situation – income, employment, education & health status and lower risk of poverty.
 - ✓ Experience – integration, job/life/service satisfaction, trust levels, reduced stress, psychological health and work-life balance.

Impacts Identified

- Organisation
 - ✓ Competitiveness – increased productivity and innovation, access to new markets/ sources of capital/pools of labour, and company reputation.
 - ✓ Efficiency – cost savings, more systematic approaches, better response to labour market, and improved service provision.
 - ✓ Culture – improved employee relations, enhanced staff cooperation, and absence of legal disputes.

Impacts Identified

- Society
 - ✓ Public expenditure – reduced health and social problems, payment of social benefits, and demand for special supports and interventions; and increased tax payments/social contributions.
 - ✓ Societal well-being – reduced health risk, unemployment and poverty; and increased trust and social mobility.
 - ✓ Economic performance – GDP growth, improved labour market participation, enhanced skill levels, poverty reduction; and increased educational attainment.

Looking Forward

- Develop agreed indicators to examine and track the economic case.
- Address research gaps at Member State and EU level.
- Enhance dissemination of the economic case.
- Examine the economic case in the particular context of economic recession.