



# EQUIP Europe

Why an increasingly diverse Europe needs **EQU**ality In **P**rocurement for ethnic minority entrepreneurs

LAUNCH PRESENTATION

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# Europe is increasingly diverse

# 18%

of the EU population are immigrants or their children.



# 10%

of the EU population are from a non-white ethnic minority.



# Minorities are often disadvantaged

Immigrants in the EU tend to be

**10%**

poorer than locals.



# Discriminated against

# Three in five

in the EU say that discrimination on the basis of ethnic origin or skin colour is widespread.

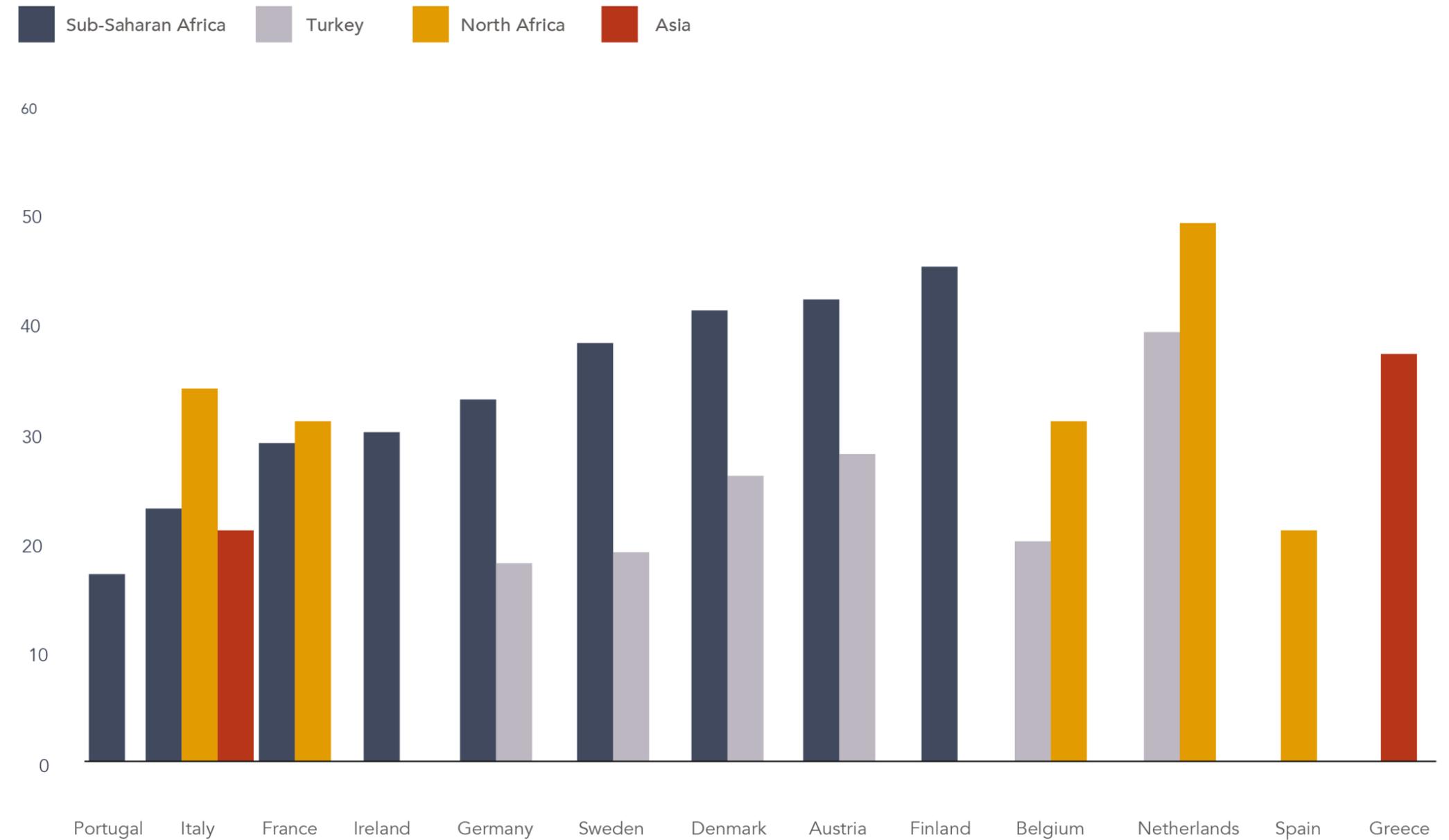


# People of African origin

are most likely to face discrimination.



Share of ethnic-minorities who report discrimination in the past 12 months because of their skin colour, ethnic origin or religion in 10 areas of life (% , 2016)



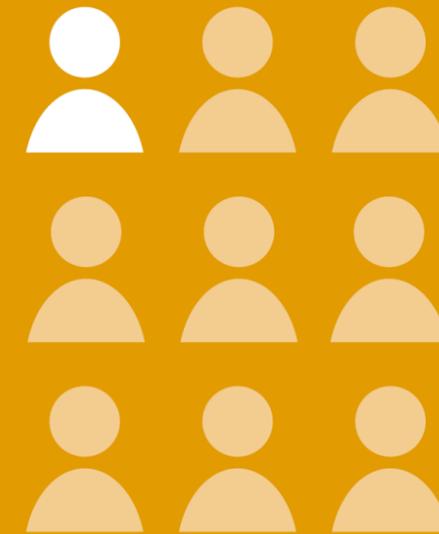
# Increasingly entrepreneurial



The EU has nearly

**one million**

immigrant employers.



**1 in 9**

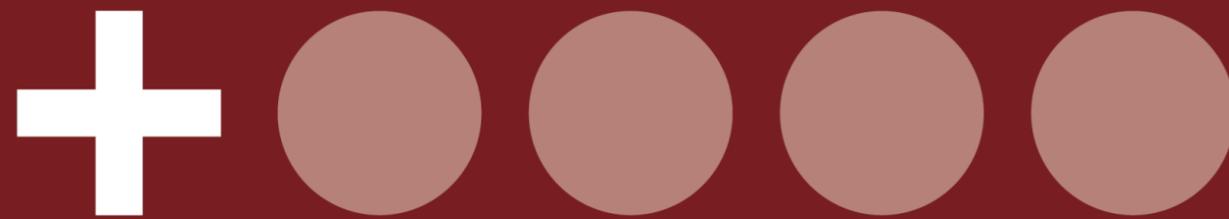
employers in the EU  
are immigrants.

# Increasingly entrepreneurial

The share of employers  
who are non-EU  
migrants nearly  
doubled between  
2010 and 2019.



# Increasingly entrepreneurial



# More than 20%

of early-stage entrepreneurs  
in Germany and France have a  
migration background

# 1 in 8

Dutch employers  
have a non-Western  
background



# 3 PARTICULAR STRENGTHS



1

**Drive to succeed**

2

**Determination to overcome difficulties**

3

**Diversity of skills, perspectives, experience, contacts**

# 3 PARTICULAR CHALLENGES



1

**Discrimination**

2

**Disconnection  
from mainstream  
business networks**

3

**Doubt**

# 3 big reasons why ethnic minorities need help

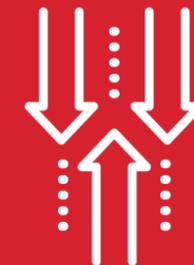
## 01 Equality

To promote greater equality of opportunity and outcomes



## 02 Encouraging Integration

To help immigrants and their children participate fully in society, and be accepted as valued members of it



## 03 Economic Growth

To boost productivity and living standards by making the most of people from minorities' dynamism and diversity



# The case for inclusive procurement



## **Bolster equal opportunities for potential suppliers**

And thus benefit from a wider, more cost-competitive, higher-quality and more resilient range of suppliers



## **Better reflect the diversity of businesses and society**

And by tapping into ethnic suppliers' diverse attributes, boost their innovation, product development and market share



## **Be seen as good corporate citizens**

And thus broaden their appeal to customers, employees, policymakers, investors and other stakeholders

# Challenges



**Europe is not the US**



**Europe is not the UK**



**Europe is not alike**

# Europe is not the US

# Positive action, not positive discrimination.





# Europe is not the UK

- ⊗ Lack of ethnicity data
- ⊗ Less willing to make ethnic distinctions
- ⊗ BUT Diversity Charters



### Scorecard on European countries' readiness for inclusive procurement

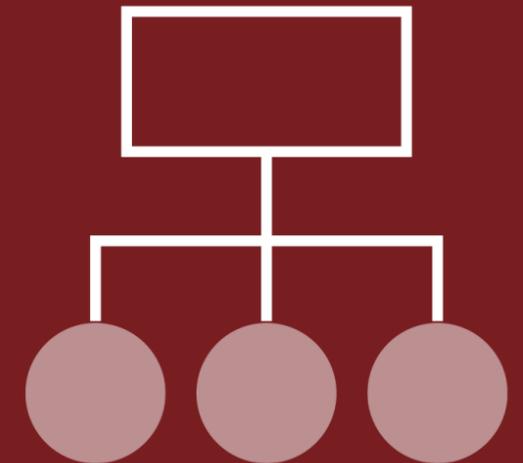
	NEED: Migration-background population		POTENTIAL: Suppliers		APPETITE: Buyers				CONSTRAINTS		SCORE
	Ethnic-minority share of population (%)	Migration background share (%)	Employers who are non-EU-27 migrants (%)	Early-stage entrepreneurs with a migration background (%)	Diversity Charter	Minority supplier diversity organisation	WEConnect active	EGLCC active	Ethnicity data	Equalities law	
Germany	9.4	23.8	10.5	22.3	Y	N	Y	Y	N	Positive action	38
Sweden	15.1	30.6	17.6	13.7	Y	attempted	N	Y	N	Positive action	38
Ireland	5	22.2	5.1	23.2	Y	N	Y	N	Y	Positive action	36
France	19.6	26.8	9.2	21.2	Y	Y	soon	N	N	Ethnic hard	34
Netherlands	13.9	20.3	8.7	10.9	Y	N	Y	N	N	Positive action	33
Austria	6.8	30.5	10	n/a	Y	N	N	Y	N	Positive action	33
Denmark	8	18.4	9.1	26.3	Y	N	N	Y	N	Positive action	31
Norway	10.1	23.1	12.8	10	N	N	N	Y	N	Positive action	30
Finland	5.6	10.6	4.2	2.6	Y	N	N	Y	Y	Positive action	30
Italy	5.9	11.7	6.5	5.5	Y	N	N	Y	N	Positive action	29
Belgium	13.3	25.4	8.2	10.3	Y	N	N	N	N	Positive action	28
Spain	10.5	13.6	9	6	Y	N	N	N	N	Positive action	26
Portugal	9.6	10.6	10.6	9.7	Y	N	N	N	N	Positive action	26
Switzerland	11.8	46.8	8.5	18.1	N	N	Y	N	N	Positive action hard	26
Greece	4.3	8.7	2.8	3.7	Y	N	N	N	N	Positive action	16

Source: OPEN

# EQUIP Europe



The EU-wide umbrella advocacy organisation could be called **EQUIP Europe: EQUality In Procurement Europe.**





# Takeaway

The case for equality in procurement in Europe is clear.

Minority businesses matter to Europe - and so does equality.

**That's why both public authorities and large corporates ought to do more to ensure smaller ethnic-minority businesses have equal access to supply contracts.**

**It is not only the right thing to do; it would also benefit them.**



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