



Workplace
Pride

Breakout 7

EPBN
Business Impact of LGBTIQ+ EU
Legislation

14:15 - 15:15 | Administratiezaal

EPBN: Business Impact of LGBTIQ+ EU Legislation

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European Pride Business Network EPBN

European Pride Business Network (EPBN) is a consortium of European organizations working to promote diversity and inclusion of LGBTIQ+ professionals in the workplace.

Its current 28 members, from 24 different European countries, work together to promote workplace inclusion and the best practices across Europe. **Its goal is to ensure that diversity is celebrated in every workplace across Europe.**

For more information, visit: www.epbn.eu



EPBN Business Impact of LGBTIQ+ EU Legislation

Please take few minutes to complete the **EU Survey on Justice, Rights and Values** 😊



REFERENCE OF THE PROJECT - 101235286

Type of activity - Awareness rising

Title of event - EPBN Business Impact of
LGBTIQ+ EU Legislation



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Breakout EPBN

Presentation by Kees Waaldijk at
“From EU Law to Business
Impact”

14:15 – 15:15 | Administratie Zaal



Kees Waaldijk
(Leiden Law School)

**Legal recognition of same-sex orientation
& GDP:**

mutually reinforcing each other in European
countries through businesses and individuals



One day in December 1990

**Very first meeting of an ILGA delegation with
a Commissioner of the EEC (now the EU)**

(Mme Vasso Papandréou, the Greek, socialist Commissioner, responsible
for Employment, Industrial Relations and Social Affairs)

**By the end of that meeting,
there was EU (EEC) policy on LG(B) issues.**

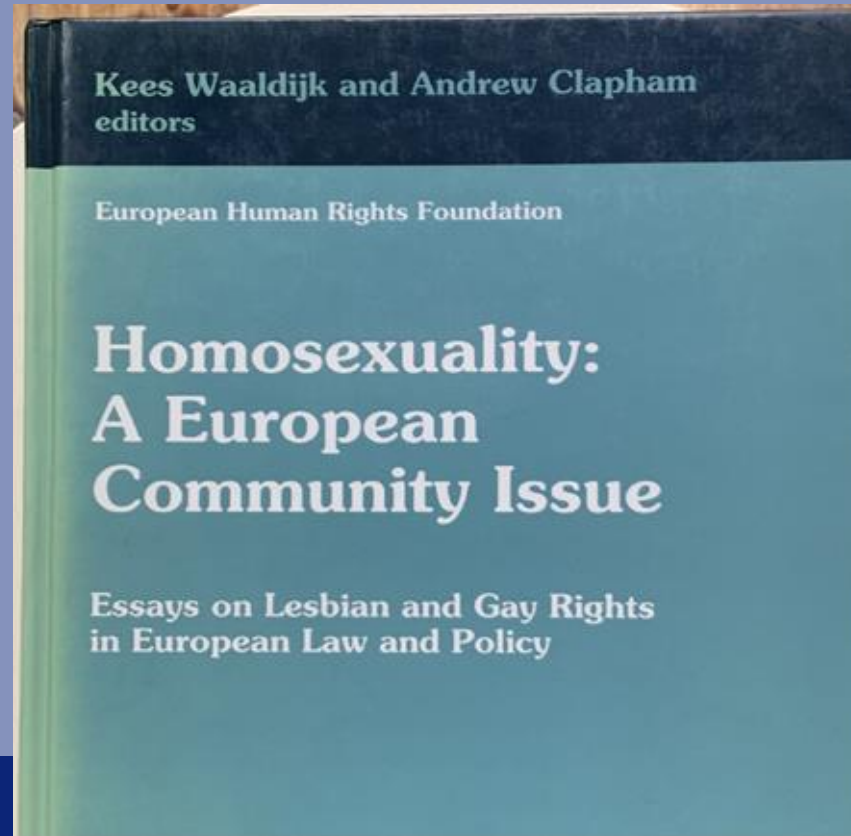
The harvest of that December day:

1. An EU civil servant gets LGB issues added to her responsibilities



The harvest of that December day:

2. Funding for an academic research project on lesbian/gay issues in EU laws, policies and countries



The harvest of that December day:

3. A commitment to mention “sexual orientation” in (soft) EU law on harassment

24. 2. 92

Official Journal of the European Communities

No L 49/3

ANNEX

PROTECTING THE DIGNITY OF WOMEN AND MEN AT WORK

A code of practice on measures to combat sexual harassment

1. INTRODUCTION

This code of practice is issued in accordance with the resolution of the Council of Ministers on the protection of the dignity of women and men at work (1), and to accompany the Commission's recommendation on this issue.

Its purpose is to give practical guidance to employers, trade unions, and employees on the protection of the

Some specific groups are particularly vulnerable to sexual harassment. Research in several Member States, which documents the link between the risk of sexual harassment and the recipient's perceived vulnerability, suggests that divorced and separated women, young women and new entrants to the labour market and those with irregular or precarious employment contracts, women in non-traditional jobs, women with disabilities, lesbians and women from racial minorities are disproportionately at risk. Gay men and young men are also vulnerable to harassment. It is undeniable that harassment on grounds of sexual orientation undermines the dignity at work of those affected and it is impossible to regard such harassment as appropriate workplace behaviour.



The harvest of that December day:

4. Plus as a result of all this (and as a result of many other EU LGB(T) rules that would follow over the next decades): extra economic growth in the EU

Really?

Yes, as we all know — and as I will try to show



Global Index on Legal Recognition of Homosexual Orientation (GILRHO)

- All independent countries
- All years from 1960 to 2025
- 8-point scale
- Max 2 points for decriminalization
- Max 2 points for anti-discrimination
- Max 4 points for partnership recognition

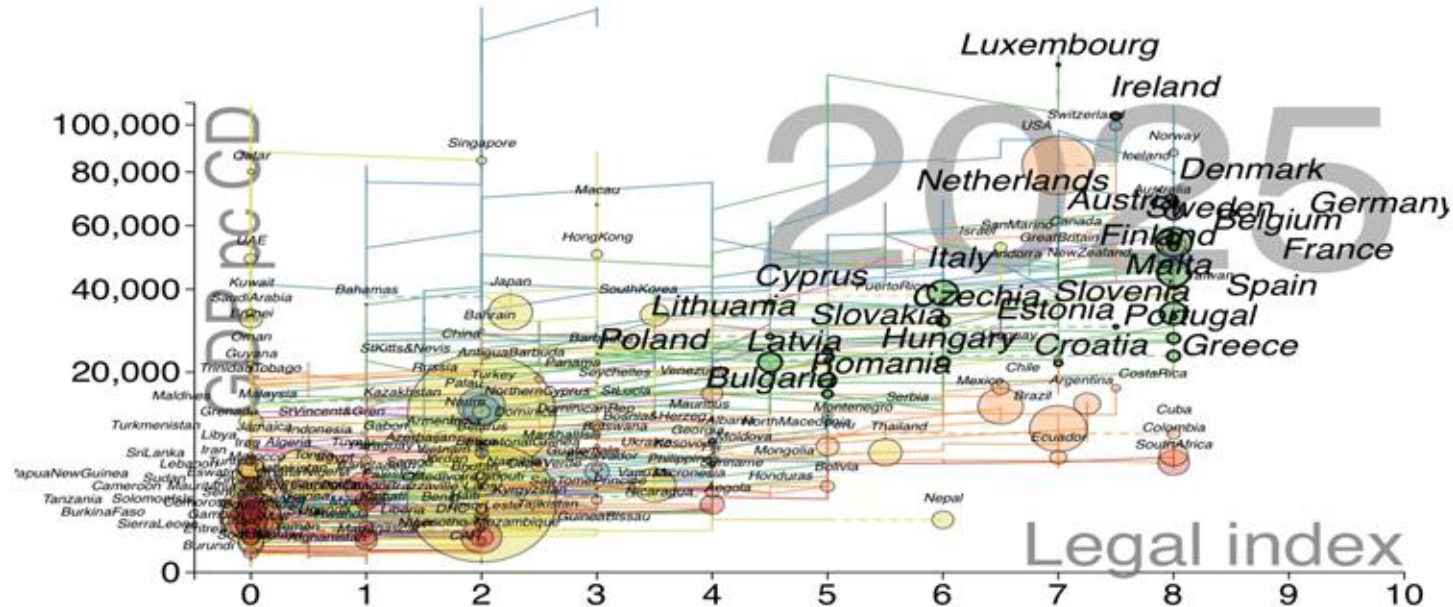
GILRHO here shown against GDP per capita (WorldBank data)

- Of course a similar longitudinal index on legal recognition of transgender & intersex issues (and funding for it) is highly desirable: GILTRAIL?



Legal inclusion makes the economy grow

Getting started Global Index on Legal Recognition of Homosexual Orientation Options Help About Log out



Causality ? Causalities !





Contents lists available at ScienceDirect

World Development

journal homepage: www.elsevier.com/locate/worlddev

The relationship between LGBT inclusion and economic development: Macro-level evidence

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ABSTRACT

This study analyzes the relationship between social inclusion of lesbian, gay, bisexual, and transgender (LGBT) people and economic development. It uses legal and economic data for 132 countries from 1966 to 2011. Previous studies and reports provide substantial evidence that LGBT people are limited in their human rights in ways that also create economic harms, such as lost labor time, lost productivity, underinvestment in human capital, and the inefficient allocation of human resources. This analysis uses a fixed effects regression approach and a newly-created dataset – Global Index on Legal Recognition of Homosexual Orientation (GILRHO) – to assess how these detriments are related to the macroeconomy. Our study finds that an additional point on the 8-point GILRHO scale of legal rights for LGB persons is associated with an increase in real GDP per capita of approximately \$2000. A series of robustness checks confirm that this index continues to have a positive and statistically significant association with real GDP per capita after controlling for gender equality. In combination with the qualitative evidence from previous studies and reports, our quantitative results suggest that LGBT inclusion and economic development are mutually reinforcing. Also, a back-of-the-envelope estimate suggests that about 6% to 22% of the finding could reflect the costs to GDP of health and labor market stigmatization of LGB people. Results from this study can help to better understand how the fuller enjoyment of human rights by LGBT people can contribute to a country's economic development.

Legal inclusion & economic development

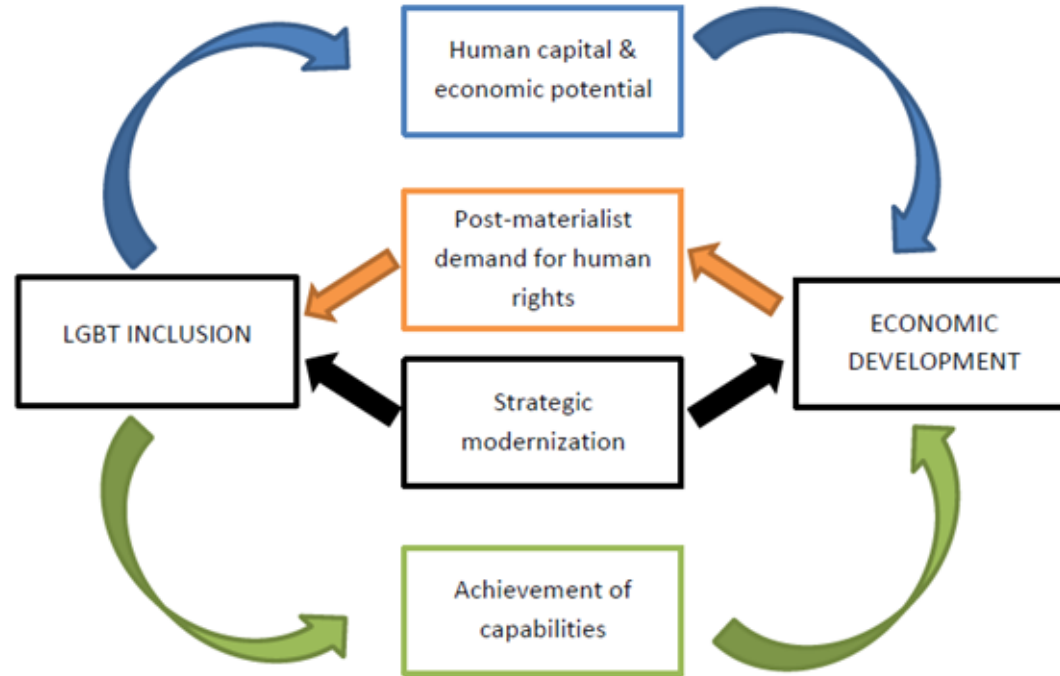
Lee Badgett



<https://www.youtube.com/watch?v=JzCIXFjgv98> (from 6.05)



Figure 3: Causal Pathways linking LGBT Inclusion and Economic Development



Chains of impact

- From inclusive EU law to national law — and to businesses too
- From inclusive national law to businesses — and to other countries — and to LGBT+ youth
- From law, through businesses, to employees, to clients, to consumers
- From LGBT+ employees and LGBT friendly employers to economic growth
- From activists, voters and businesses to EU law
- Etc. Etc. Etc.





In short

We are in the middle of a chain reaction

So let the law talk of love, love, love



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Thank you

Presentation by Kees Waaldijk at
“From EU Law to Business
Impact” EPBN breakout
7 August 2026
14:15 – 15:15

Kees Waaldijk is professor emeritus of Comparative Sexual Orientation Law at Leiden Law School in the Netherlands (sponsored chair, 2011-2025, see www.universiteitleiden.nl/en/staffmembers/kees-waaldijk).

Since publishing his first article on same-sex marriage in 1987, he has continued to contribute to the opening up of family law to same-sex partners in the Netherlands and beyond. Kees is co-editor (with Andrew Clapham) of the first EU-funded book in its field: *Homosexuality: a European Community Issue* (Nijhoff, 1993); co-author (with Matteo Bonini-Baraldi) of the book *Sexual Orientation Discrimination in the European Union* (Asser Press, 2006); author of articles such as 'The Right to Relate' (24 *Duke Journal of Comparative & International Law* 2013); founder of Leiden University's ongoing *Summer School on Sexual Orientation & Gender Identity in International Law*; and creator of the *Global Index on Legal Recognition of Homosexual Orientation* (GILRHO) which was presented and applied in the article that he co-authored with Lee Badgett & Yana van der Meulen Rodgers: 'The relationship between LGBT inclusion and economic development: macro-level evidence'

(120 *World Development* 2019, <https://doi.org/10.1016/j.worlddev.2019.03.011>).

The legal data (1791-2025) that he uses for GILRHO have now been published in his *Compact chronological overview of the legal recognition of homosexual orientation in the countries of the world* (2025, SSRN, <http://dx.doi.org/10.2139/ssrn.5938194>).

