

## Equal Opportunities and Business Performance: Evidence from British Workplaces

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Policies and practices intended to promote equal opportunities may be associated with benefits for particular individuals and for society at large. Here we investigate whether such policies and practices implemented in the workplace affect workplace performance. Our analysis is based on establishment level data from the British Workplace Employment Relations Survey 2004. Business performance measures considered include subjective and objective measures of establishment productivity and profitability. We distinguish explicitly between equal opportunities policies on the one hand and equal opportunities practices on the other. In addressing issues of causality we consider the use of instrumental variables and matching techniques.