



Chapter 10

Roles of the LGBT in the economy

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ECONOMIC INCLUSION OF LGBTI GROUPS IN THAILAND



<https://documents1.worldbank.org/curated/en/269041521819512465/pdf/124554-WP-PUBLIC-LGBTI-Report2018-full-report-English-23March.pdf>

Motivation

-  Thailand is more advanced than many middle-income countries in terms of the role and participation of the LGBTI community.
-  Analyzed quantitative data and results from sample and qualitative data from interviews.
-  Emphasized LGBTI roles in the economy and finance.
 -  Considered opportunities and participation—discrimination and exclusion—focusing on both the labor market and employment.
 -  Barriers and challenges faced by LGBTI people in accessing education, health, and public service opportunities

Results



Discrimination is evident in accessing job opportunities, government services, education, training, and public health services, and in buying or renting real estate.

Inability to access a career in the police department, sectors involved in law enforcement, and in military and religious institutions.



Opportunities to work in the agricultural sector, retail, business, beauty, and health.

Difficulty accessing government services.

- Experience mocking, and discrimination in receiving education and training, life insurance, health insurance, and financial products.

Results



- 🏡 The most severe discrimination occurs in the labor market - job application rejection and workplace harassment.
- 🏡 77% were rejected at process of job application because of their gender identity.
- 🏡 40% were harassed.
- 🏡 More than 50% said that their application was rejected due to having identity - Homosexual.



Results



60 % of transgender people, 30% of lesbians and 20% of gay men are discriminated against at work.

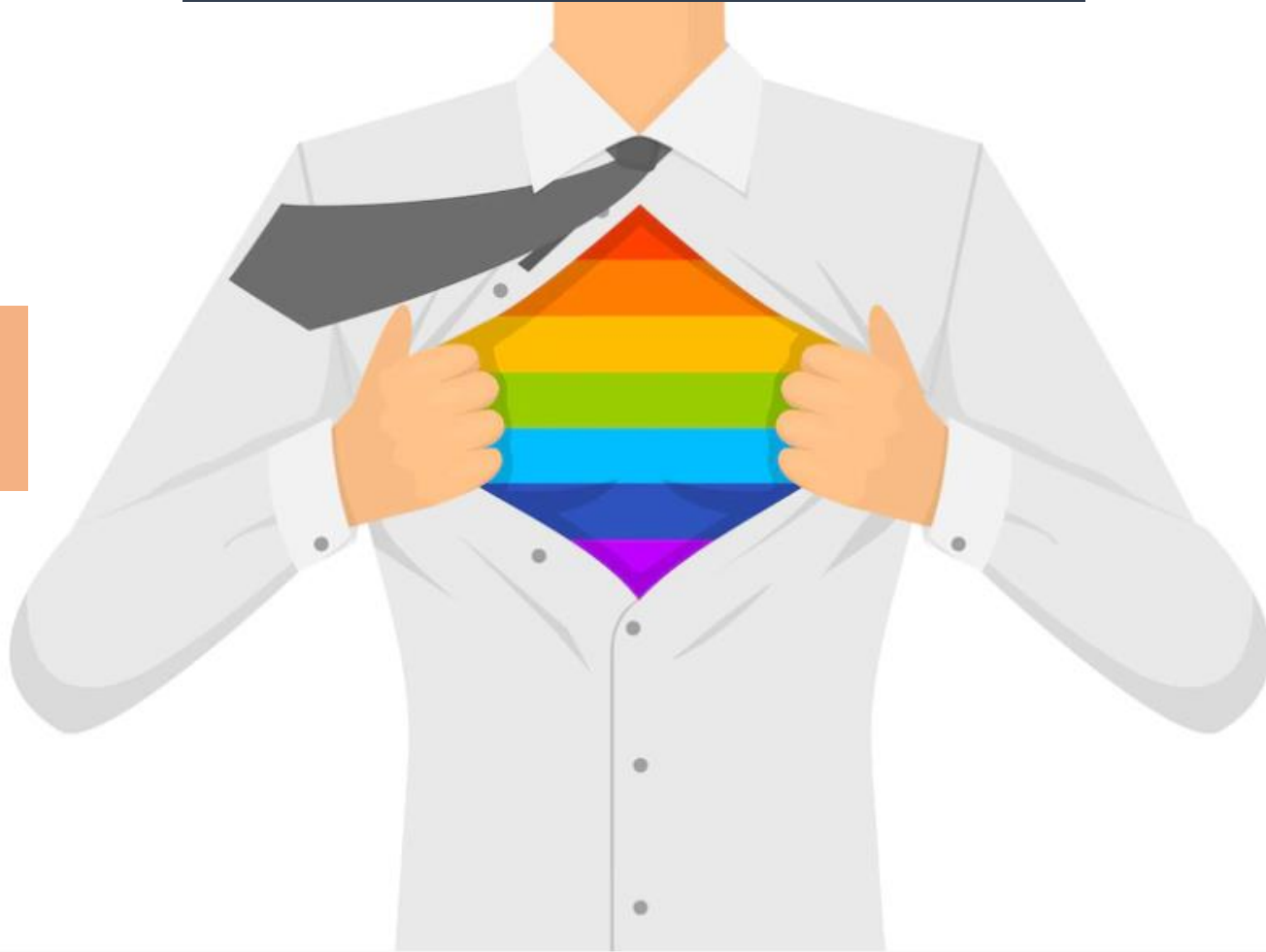
- Approximately one in five gay men were overlooked at the time of being considered for promotion or not receiving work-related benefits because of their LGBTQ status.



Contrary to the Gender Equality Act of 2015

- Stipulates that discrimination against persons, whose appearance does not match their gender is illegal.

Shocking results.



Acceptable!

- 37.4% of non-LGBT respondents said it is acceptable if employers discriminate against LGBTI people.
- 48% said it makes sense that LGBT people experience some form of discrimination when they use government services.

Tolerance but not inclusion

DECEMBER 2, 2019

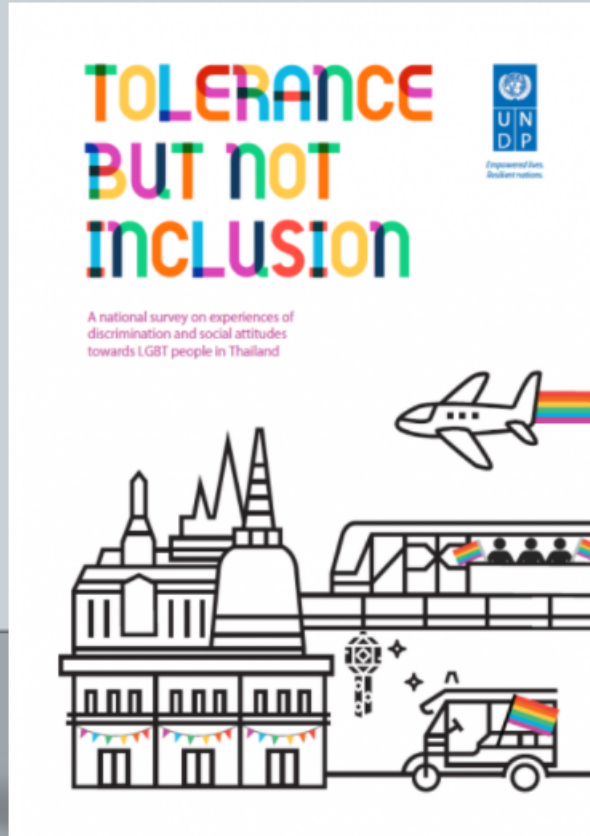
This study is the most comprehensive ever conducted in Thailand examining the experiences of and social attitudes towards lesbian, gay, bisexual and transgender (LGBT) people. It involved a survey with 2,210 participants from across the country, including 1,349 LGBT people and 861 non-LGBT people, and focus group discussions in Bangkok, Chiang Mai, Phitsanulok and Pattani. The study found that there are overall favourable attitudes towards LGBT people in Thailand and significant support for inclusive laws and policies, but also persistent experiences of stigma and discrimination, violence and exclusion.

DOCUMENT TYPE [Research/Discussion papers](#)

REGIONS AND COUNTRIES [Asia & the Pacific](#), [Thailand](#)

SDG ADVISORS [Goal 05: Gender equality](#)

TOPICS [Gender equality](#), [Governance and peacebuilding](#), [LGBTI](#)



Tolerance but not inclusion



Source -<https://www.undp.org/sites/g/files/zskgke326/files/publications/UNDP-TH-2019-LGBT-Tolerance-but-not-Inclusion-Fact-Sheet-TH.pdf>



The 2019 UNDP research surveyed the experience of being discriminated. Attitudes of Thai people towards LGBT people (Lesbian Gay Bisexual and Transgender)

- 2,210 Thai people aged 18-57 from across the country
 - 1,349 LGBT+ people
 - Thai people who did not specify as LGBTQ person 861 people.
 - 12 group discussions of 93 LGBT participants.

Tolerance but not inclusion

- Positive attitude regarding legislation and policies that support and protect this group
 - For example, supports access to services and equal rights in registering the right to adopt a child and in gender identification other than male/female in government-issued documents.

However, acceptance of LGBTI people remains elusive, especially among family, friends, and in rural areas.

Thai people tend to accept LGBTI people outside their families, rather than those in their own families.

Tolerance but not inclusion



In addition, LGBT people are also discriminated and faced violence.

- 53% of LGBT people reported verbal abuse.
- 16% had been sexually harassed
- 42% said they had to pretend they were heterosexual in order to be accepted by someone at school, at work or at home.



Discrimination negatively affects LGBTI people.

- 49% of the respondents are LGBT said that he had thought of suicide
- 17% had attempted suicide
- Nearly half of LGBT respondents prioritize access to mental health services.
 - However, there have been reports of barriers to service and discrimination in health facilities.

Tolerance but not inclusion

The group that was most discriminated against was Transgender women and bisexual men



61% of transgender women have been teased or nicknamed.

- 22% had been sexually violent
- 11% had been beaten or assaulted
- 8% had been intimidated by the police

14% of bisexual men have lost friends just because of their sexual orientation, 9% are homeless.

Discrimination in the workplace (the current job) or in the old workplace

- 10% of the respondents are LGBT.
- 32% of the transgender respondents said that Have been discriminated against in your old workplace

Access to health services

- 16% of LGBT+ respondents have experienced some form of discrimination. or more than one

Economic analysis of the LGBTI role in economy



- Principles of economic analysis are used to study the role of the LGBTI community in the economy.
- Market mechanisms and government policies on bias
- Problems arising from discrimination with economic consequences (or homophobia and hatred for those in the LGBTI community).
- Economic inequality and discrimination against LGBTI people, government policies on this community of people, impact on jobs, and income

LGBT



Why do we need to ensure the inclusion of those in the **LGBT** community?

Economic impact




- 🏡 Badgett (2014a) describes the economic impact of GDP on issues including the acceptance of LGBTI people, which can have a positive effect on the economy.

The Economic Case for Supporting LGBT Rights

By M.V. Lee Badgett (2014)

Source - <https://www.theatlantic.com/business/archive/2014/11/the-economic-case-for-supporting-lgbt-rights/383131/>

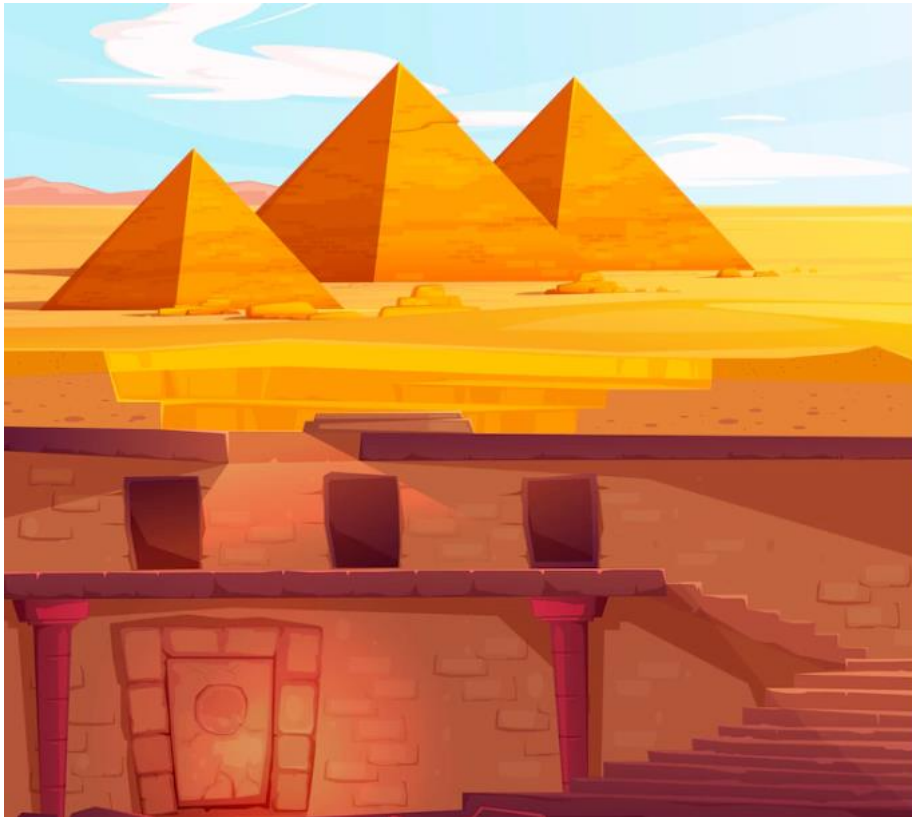
The economic impact of GDP

-  The main economic reasons are the same as the driving role of women in this new era.
-  The unequal treatment of LGBTI people can negatively impact the economy.
-  Economic productivity will decrease. Remedying this situation begins at the individual, business, and country levels.

Furthermore, a country's GDP growth rate will increase if it enacts policies that promote LGBTI communities.

- From an economic perspective, the country will experience a loss when a group is denied or not entitled to participate equally in society.

The example of Egypt

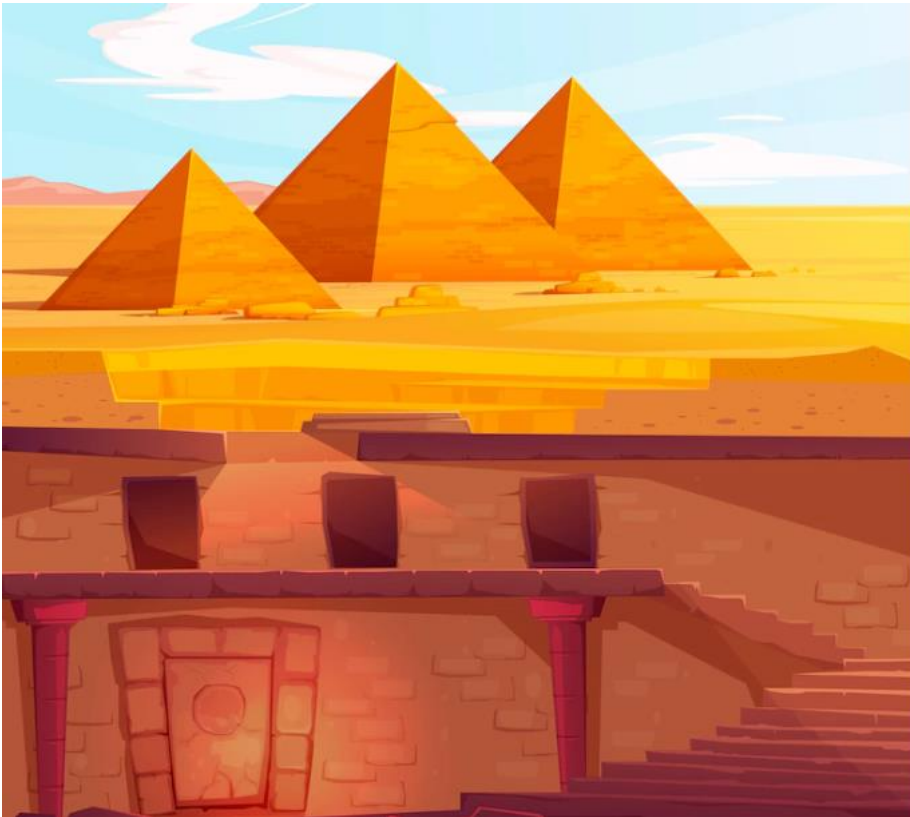


The example of Egypt

Eight men were sentenced to three years in prison after appearing in a video that seemed to portray a gay marriage.

How can this incident be linked to economic losses?

The example of Egypt



Answer

There is a significant link between discrimination and direct economic loss.

Eight men were imprisoned, meaning they will not be able to participate in the economy for three years.

- Economically, this creates an opportunity cost of participating in labor market.
- Essentially, these eight men will not be able to use their abilities, skills, and knowledge at work, and when released, will face dwindling human capital.
- Prospective employers tend to discriminate against people presumed to be gay. Their options may be limited to working in less productive positions.


The economic impact of GDP



Indirect effects such as injuries from physical violence or the negative mental health effects of discrimination will result in poorer health for LGBTI workers, resulting in reduced work efficiency.

- Workers who have been discriminated against experience a negative impact in terms of business, a lack of work, low productivity, and insufficient training.
- The high turnover results in labor costs and lower profits.

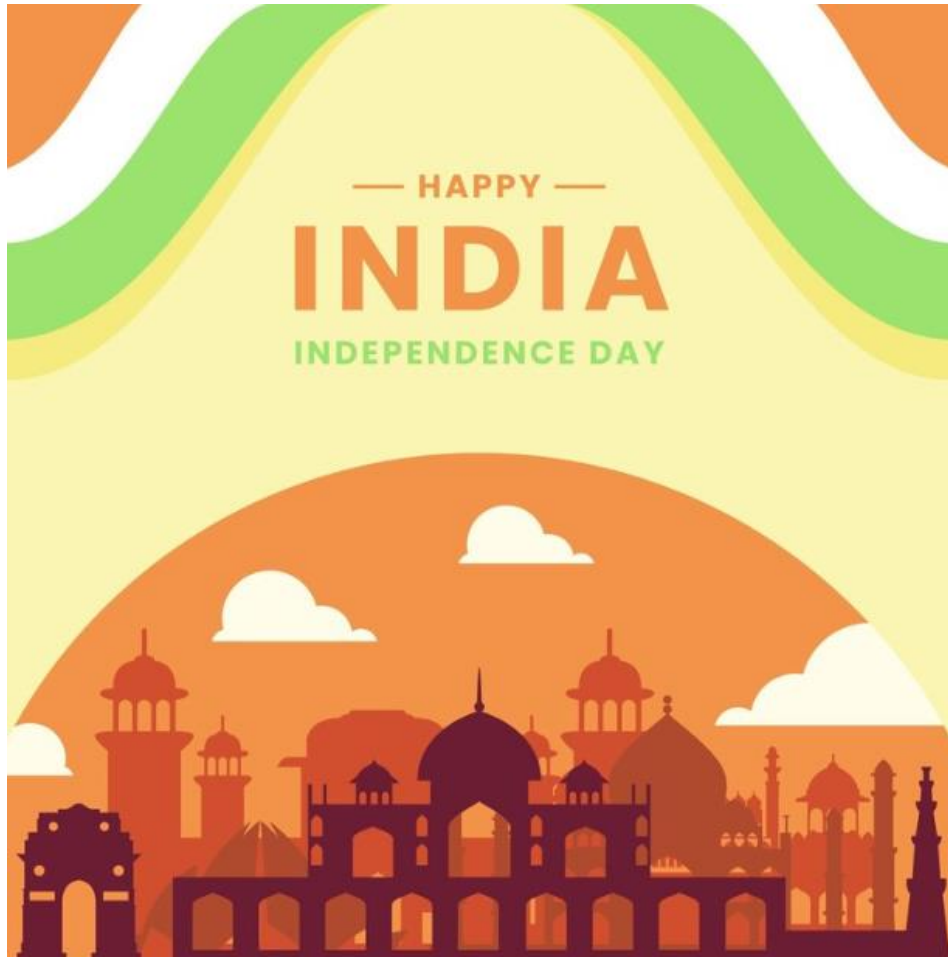
The economic impact of GDP

 Although the proportion of LGBTI people in relation to the total population is small in any country, the economic costs of unequal treatment can quickly increase.

 The example of India

- What are the costs of discrimination against and exclusion of LGBTI people in India? As also confirmed in studies on gender inequality and other forms of discrimination, this has been found to damage the nation's economy.

Case study - India



How Homophobia Is Costing India 1.7% Of Its GDP.

By Harini Ashar.

<https://homegrown.co.in/article/803715/how-homophobia-is-costing-india-1-7-of-its-gdp>



The economic losses stemming from the homophobia, discrimination, and inequality experienced by LGBTI people in India are predictable.

It is estimated that India's economy ranges from 0.1–1.7% of the country's GDP.

Positive effects for the economy of 39 countries

The Relationship Between LGBT Inclusion and Economic Development: Emerging Economies

November 2014

This study analyzes the impact of the treatment of LGBT people on economic development in 39 emerging economies and other selected countries and presents findings that demonstrate a link between LGBT rights and economic output.

<https://williamsinstitute.law.ucla.edu/publications/lgbt-inclusion-economic-dev/>



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Positive effects for the economy of 39 countries

The Relationship Between LGBT Inclusion and Economic Development: Emerging Economies






 A study in 39 countries compared the measure of rights each gave to LGBTI groups with a focus on discrimination. Laws regarding non-discrimination and family rights affect the per capita GDP and other measures of economic outcomes.

 Countries that treat LGBTI people equally have better economic outcomes.

 Positive correlation between rights and level of development: Countries with equality for LGBTI people tend to have a higher per capita GDP over 22 years of education.

 There is also a positive correlation between LGBTI rights and GDP growth such as capital and international trade.

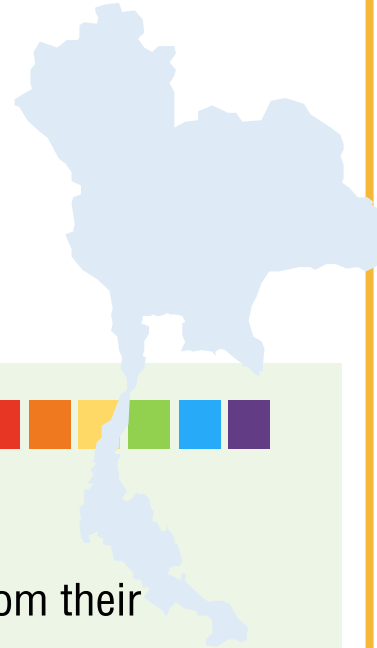
Positive effects for the economy of 39 countries

-  Each additional entitlement is associated with a \$320 increase in GDP per capita, or approximately 3% of the economy's average productivity.
-  A favorable environment for LGBTI people is a factor in attracting transnational investment or increasing the number of tourists.
-  A conservative ideology that excludes LGBTI people and policymakers who are unaware of their human rights will prevent the economy from achieving its full potential.
-  Non-discrimination laws may not immediately lead to an increase in economic productivity, but reducing discrimination leads to greater productivity.
-  Wealthy and less economically disadvantaged countries emphasize fundamental rights.

Draft of the Life Partners Act





The Life Partnership Bill.... This is the first time Thailand has a law to support relationships between people of the same sex. The Life Partnership Bill allows two persons “naturally of the same sex” to register as a married couple.



The Draft Act states:

- a group of people with gender identity or expressions that differ from their natural sex, which can be considered a person who is sexually diverse, have lived together like a typical family. However, no law supports their rights and duties as a partner like a spouse. This is considered unfair discrimination and contrary to the principles recognized in the constitution and universal human rights principles in accordance with the international obligations to which Thailand is a party. Therefore, it is necessary to enact the Act to ensure the rights of such persons.

Draft of the Marriage **Vs** Equal Marriage Act

-  The Cabinet passed the Life Partnership Bill, but there was a resolution not to accept the draft of the Marriage Equality Act.
-  The weakness of the Life Partnership Bill is that it does not cover access to welfare and some benefits for spouses, such as spouse tax deductions.

Life partner lacks opportunities to access welfare or benefits the state has set for the spouse, such as the spouse's tax deduction.

<https://www.thansettakij.com/insights/519417>

พ.ร.บ.คู่ชีวิต - สมรสเท่าเทียม

#LGBTQ

สิทธิ และหน้าที่	พ.ร.บ.คู่ชีวิต	สมรสเท่าเทียม
สถานะตามกฎหมาย	คู่ชีวิต	คู่สมรส
การหมั้น และรับหมั้น	✗	✓
การจัดการทรัพย์สินร่วมกัน	✓	✓
การรับบุตรบุญธรรม	✓	✓
การอุ้มบุญ	✗	✓
การให้-รับมรดก	✓	✓
การอุปการะเลี้ยงดูกันและกัน	✓	✓
การเรียกร้องค่าอุปการะ	✓	✓
การใช้นามสกุลร่วมกัน	✗	✓
การฟ้องหย่า	✓	✓
การเซ็นอนุญาตรักษาพยาบาลอีกฝ่าย	✗	✓
การจัดการศพอีกฝ่าย	✗	✓
สิทธิในกองทุนประกันสังคม กองทุนบำเหน็จบำนาญข้าราชการ	✗	✓
การขอสัญชาติไทย กรณีอีกฝ่ายเป็นชาวต่างชาติ	✗	✓



<https://www.bltbangkok.com/news/25622/>

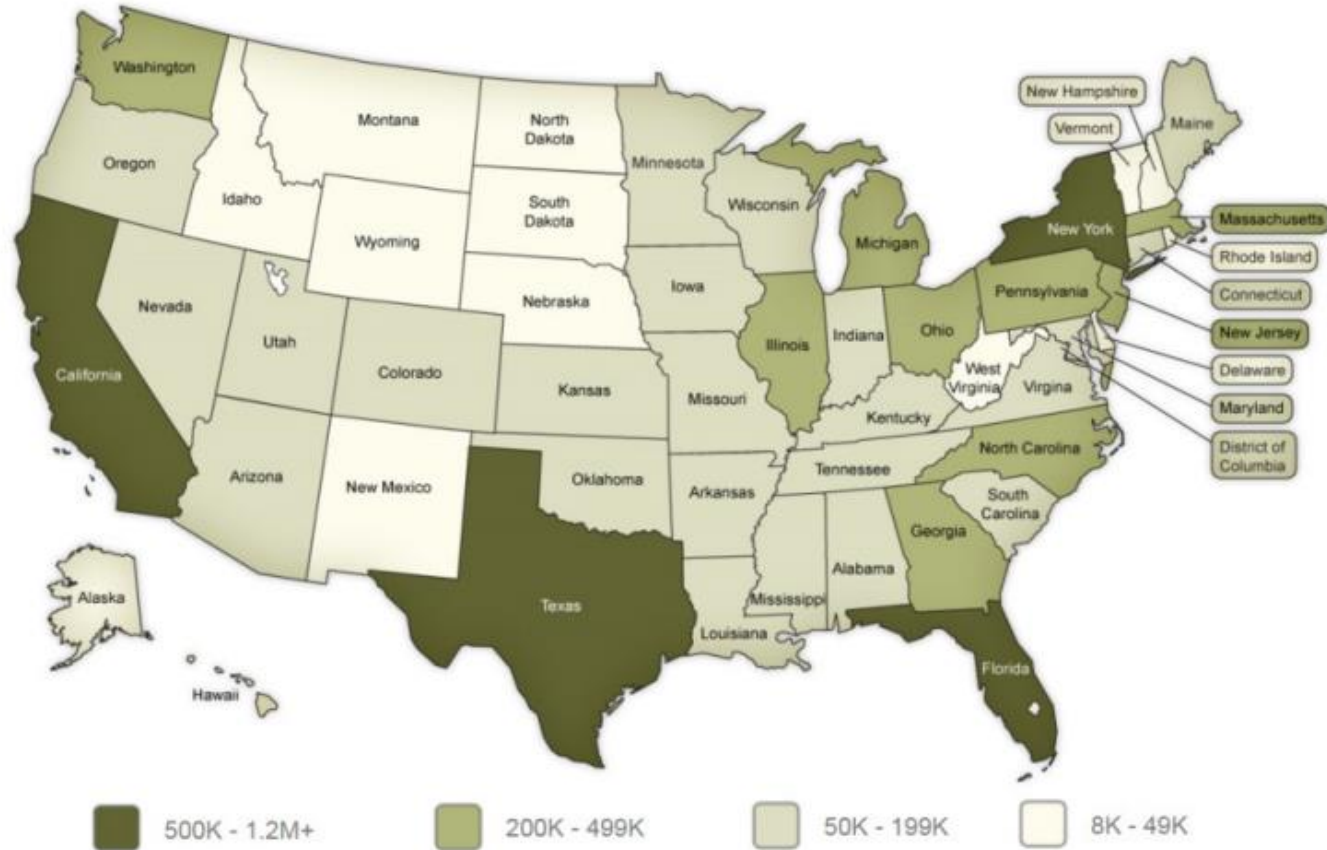
Economic growth from the legalization of same-sex marriage in the southeastern United States

https://ditp.go.th/contents_attach/139356/139356.pdf



การเติบโตทางเศรษฐกิจจากการรับรองการแต่งงานเพศเดียวกัน

ในเขตตะวันออกเฉียงใต้ของสหรัฐฯ



Source: The Williams Institute & Gallup

“แผนภาพแสดงความหนาแน่นของประชากร LGBT ตามรัฐต่าง ๆ ในสหรัฐฯ”

Same-sex marriage laws in the United States (marriage equality)-



Source - Office of International Trade Promotion (2022)



The US Supreme Court decided on June 26, 2015 to recognize same-sex marriage in the United States.

Economists are interested in studying the spending behavior and lifestyle of this group, because of its important role in the US economy and society.



The William Institute (University of California - Los Angeles or UCLA) researches studied the economic data of the LGBTI population in the United States to forecast economic outcomes over the next three years.



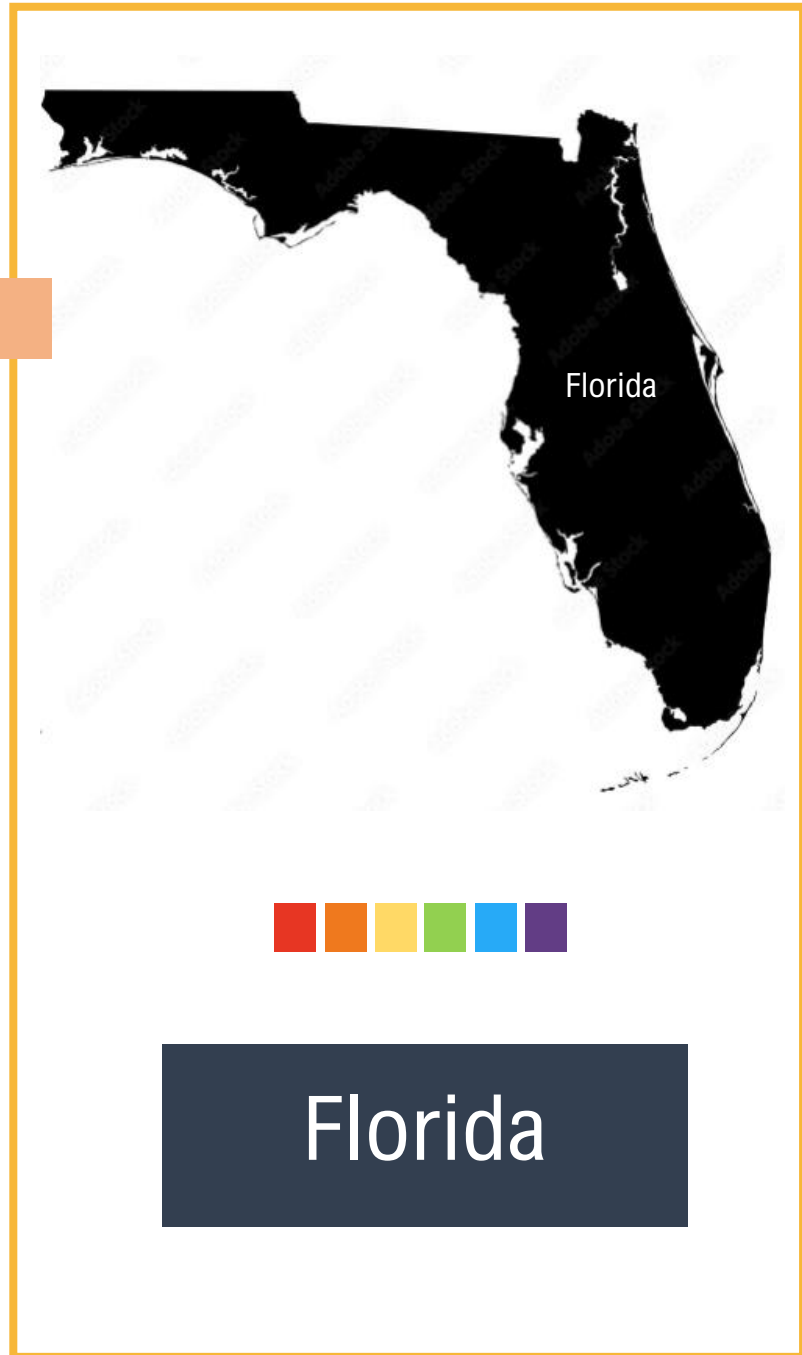
After the US Supreme Court passed the Same-Sex Marriage Recognition Law

- Examined the number of same-sex couples deciding to marry, wedding and related expenses, state taxation income, and local employment in each state.

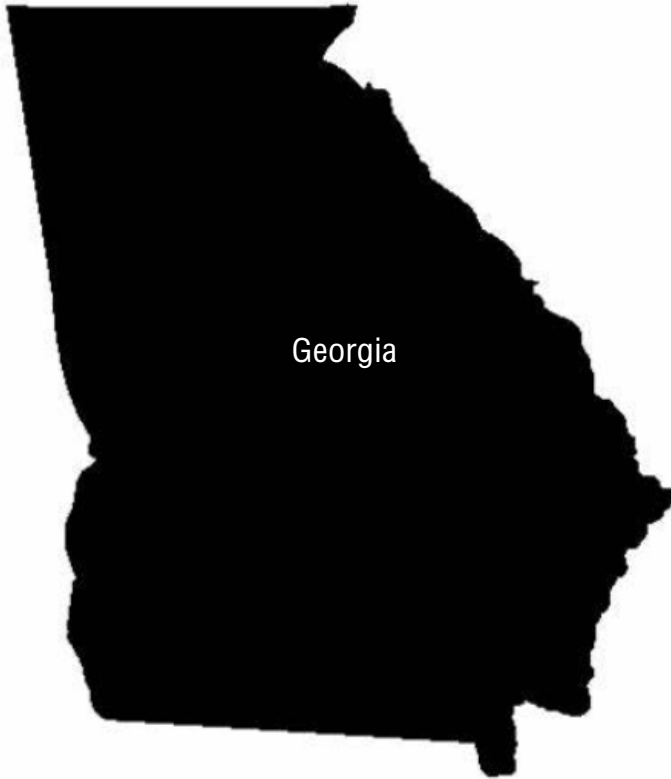
🏡 Florida has a total LGBT population of approximately 540,000 people, accounting for 3.5% of the total adult population.

🏡 Recognizing same-sex marriage will benefit the Florida economy in the first three years:

- Generate a total increase in the cash flow in the economy from wedding spending and marriage-related expenses, totaling 182.2 million US dollars
- Increase income from taxation to the state totaling \$12.1 million
- Generates employment in the state for both part-time and full-time positions of approximately 875 - 2,626 positions.



Georgia






Georgia has a total LGBT population of approximately 260,000 people, or 3.5% of the total adult population.



The latest census data reveals that 21,318 same-sex couples live in Georgia.

It is estimated that 10,659 couples will decide to marry within three years after the US Supreme Court passed the bill.

Economic impact

-  Recognition of same-sex marriage in the United States has benefitted the economy by stimulating wedding spending and post-wedding travel, generating more money in the economy.
-  It has generated tax revenue for the state, which has been spent on the development of local facilities and government projects to stimulate the economy, benefitting the US economy in the long term.
-  Marriage-related industries also benefit, including businesses related to wedding receptions, those selling gifts and souvenirs, tourism, real estate, and companies renting construction equipment.



The Wage Gap Among LGBTQ+ Workers in the United States

<https://www.hrc.org/resources/the-wage-gap-among-lgbtq-workers-in-the-united-states>

Wage gap LGBTQ+

- Analysis of nearly 7,000 full-time LGBTQ+ workers
- The median income is about \$900 a week, or about 90% of the \$1,001 average weekly wage the average worker earns in the United States, according to the latest Bureau of Labor Statistics report.
- LGBTQ+ workers are paid about 90 cents for each dollar the average worker earns.
- LGBTQ+ people of color, transgender women, men and non-male and female groups. have less income compared to general labor
- LGBTQ+ Native Americans and LGBTQ+ Blacks are the lowest earners among LGBTQ+ workers by race.



Wage gap in each labor group

worker L
GBTQ



Native American LGBTQ+ workers earn 70 cents for every \$1 that the general worker earns.

worker L
GBTQ



LGBTQ+ workers of color are paid about 80 cents for each dollar the average worker earns

Latino
worker
LGBTQ



Latino LGBTQ+ workers are paid about 90 cents per dollar earned by the general worker.

worker
LGBTQ



White LGBTQ+ workers earn about 97 cents for every dollar the average worker earns.

worker
LGBTQ



LGBTQ+ workers in Asia/Pacific They earn about \$1.00 for every \$1 that the average worker earns.

Wage gap in each labor group

Working women

LGBTQ



LGBTQ+ working women who earn similar incomes to all women, but earn less than LGBTQ+ men and working-age men

LGBTQ



LGBTQ+ earn significantly less than working men and women. For example, LGBTQ+ women earn about 87 cents per dollar earned by the general worker.

Women LGBTQ



LGBTQ+ women of color and transgender face the widest wage gap in the United States.

- LGBTQ+ black women earn 85 cents for every Dollars that ordinary workers earn
- Transgender men earn about 70 cents per dollar the average worker earns.
- Transgender women earn about 60 cents per dollar that ordinary workers earn.

“The Economic Impact of COVID-19 on the LGBTQ Community,”



- 🏡 Transgender people, especially people of color, are most likely to face negative economic impacts.
- 🏡 These economic disparities were evident during the pandemic. Before the outbreak of COVID-19, nearly 1 in 10 LGBTQ+ people lost their jobs.
- 🏡 In the first quarter of 2021, HRC and PSB research found that unemployment among LGBTQ+ people increased to 22% of LGBTQ+ workers and 24% of LGBTQ+ workers of color.

Exercise

- 1) From the UNDP (2019) study on Tolerance but not inclusion, what is your viewpoint on this issue? Discuss your view by including the forecasting impact on the economic sector and what policies government should implement to solve any challenges.
- 2) Discuss the negative impact on the economy in the case of a country with a society characterized by homophobia. This lack of inclusion negatively affects the economy. Thus, what are the main economic reasons why a country should include this group in society?
- 3) Give examples of policies of countries with strong support for the LGBTI community or research showing the positive results of these policies on economic and social outcomes. Please also provide any other research studies investigating this issue and discuss them.

Exercise

- 4) In Thailand, there has been much criticism regarding the rights granted by the Life Partners Act, which differs from those in the marriage of a man and woman. Discuss the Life Partners Act's and Marriage Equality Act's strengths and weaknesses.
- 5) HRC Foundation (2022a) presented the results of a study on the wage gap for LGBTQ+ workers in the United States, finding a gap of about 10% between the wages of LGBTQ+ and general workers. Explain the factors causing the wage gap in the country, and discuss the policies the government has implemented to reduce this gap. Please provide any other research studies investigating this issue and discuss them.
- 6) HRC Foundation (2022b) presented the results of the Economic Impact of COVID-19 on the LGBTQ Community. Pick one country and discuss the impact of COVID-19 on these LGBTQ people and provide an example of policies the government has implemented to mitigate the impact on this group.