Many of the participants asked questions about the existence of other data and other research. If you have any questions about the inclusion of data in the study itself, you may find the methodology section as well as the tables and notes in the study very helpful. We hope to continue to engage in further research in this area to expand the level of knowledge about sexual and gender minorities. We welcome the opportunity to collaborate with others engaging in research as well.

Please see the complete Q&A below, including questions not answered during the webinar. Names of those who asked questions were withheld in the interest of privacy.

**CL** = Claire Lucas, Senior Advisor for Public-Private Partnerships in the Office of Innovation and Development Alliances (IDEA), USAID

**SO** = Stephen O’Connell, Chief Economist, USAID

**LB** = Lee Badgett, Williams Distinguished Scholar and Director of the Center for Public Policy and Administration, University of Massachusetts Amherst

**KW** = Kees Waaldijk, Professor of Comparative Sexual Orientation Law, Leiden Law School, The Netherlands, and former McDonald/Wright Chair of Law, The Williams Institute

### 1. Was this focused at all on trans rights?

**KW**: Well my legal index is not focused on trans rights since it’s very difficult to get legal data for so many countries going back decades on when exactly trans rights were being recognized. The Trans Rights Index has snapshots based on a survey among activists and experts of how the situation was in some countries. So as usual, we have less data on trans rights even than we have on sexual orientation.

### 2. I want to know what is being done to incorporate the years of research that the public health sector has developed in relationship to these issues and how they can be integrated into the current research.

**LB**: There are lots of things that we could learn from public health data, but I think a lot of the public health data has focused on the HIV epidemic, so the targets of research have been men who have sex with men (MSM) and, to a certain extent, transgender women. Sometimes that research separates out those groups, and sometimes it doesn’t. So for those groups we in a lot of countries do have some data that we could do more with in terms of assessing what the economic costs are of exclusion of LGBT
people. I used that data a lot for a study I did for The World Bank, but again a downside is that it leaves a lot of people out. But it does show very conclusively that there are lots of MSMs. When you look at prevalence rates across countries, they are generally fairly comparable. The research shows that there are health disparities related to HIV but the research also looks at other kinds of mental health and physical health conditions. It shows health disparities among MSM, transgender women and the general population. I think we could learn a lot from how that research infrastructure got developed because people weren’t really doing research on MSMs until the HIV epidemic came along.

SO: The HIV arena is also one where there has been a lot of economy-wide modeling of impact. So that literature might be one that could be used in our applications here.

**3. I am a recent college graduate looking to involve myself in policy change related to economic development for LGBTQ and female minorities. What outlets do you suggest pursuing?**

LB: In most countries there are LGBT rights movements working for human rights that might be places to plug in because another way to think of what we’re talking about here is the recognition and respect for human rights of LGBT people is the door opening in terms of inclusion. For more professional opportunities that might be a better question for Stephen or Claire.

CL: I think the U.S. government is a great place to work, and certainly if you want to get involved in the policy level I think there are multi-lateral development organizations such as The World Bank, the Inter-American Development Bank or the African Development Bank and think tanks as well. I’ve been here (at USAID) just a couple of years, and I’ve found it to be an incredible experience.

**4. Geared towards Lee – what measures have we used to measure other related issues about gender, health, etc.?**

LB: In the gender development arena there are lots of different measures that people have used, looking into wage gaps for women, differences in educational attainment or presence of domestic violence. So those are other kinds of measures of inclusion or exclusion that have been used to look for correlations of economic development. In terms of some other studies for The World Bank I mentioned, the health data was a big piece of it. I was doing this as a case study in India so I did find some differences in prevalence of different kinds of health conditions like depression, suicidal ideation as well as HIV and looked for differences in employment outcomes I could find evidence of discrimination but not good ways to compare employment outcomes for LGBT people and non LGBT people. There’s a little bit of
evidence on educational differences. So for example India collected data on what they call third-gender people in their last census. I think there’s some concerns about the quality of that data and where everyone was captured, but they did find half a million people who identified with a third-gender category rather than male or female and among those individuals compared to the general population there were much lower rates of education. So I think there certainly are hints from existing data that the issue of exclusion is a big one for many LGBT people in many countries.

SO: There’s also a strand within the gender literature that looks at the differential experience of women and men when there are economic shocks to the community. You need good survey data where people are identified, and that’s way harder in the LGBT space, but it does suggest that as soon as we start getting some survey data there’s going to be lots of dimensions that the data might reveal about how exclusion matters and how it might get particularly acute when there’s a drought or some kind of macro-economic shock.

5. Do you have an example of a case study or on-going program in job training for LGBTI groups?

KW: The Williams Institute published a Nepal study in India that Lee worked on.

CL: As part of USAID’s LGBT Global Development Partnership, we are working with the National Gay and Lesbian Chamber of Commerce globally in these partnership countries to foster LGBT entrepreneurship. USAID is a big supporter of entrepreneurship and so we’re doing a lot of work with providing technical assistance, Google tool kits, and then also some supply chain work – getting LGBT companies hooked in with international and local supply chains. That’s the way that USAID has found really works with economic empowerment globally.

6. Does the GILHRO have any predictive modeling in it? At what point in time do some of the countries discussed get to 6 points or 8 points?

KW: Well the trend is predictive but for specific countries you can’t, then again that’s looking at GILRHO as a result of other developments. To predict economic developments in the light of GILRHO is almost impossible for a country. But countries that move up beyond the 8,000 to 10,000 GDP they tend to go beyond 4 or 5 points of the legal index, but not all of them. It’s a bit more predictive if you compare it with public opinion. So when half the population is OK with having gays as neighbors, then countries start to have all kinds of legal rights.
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7. To what extent do you think that other factors such as religion can have an impact on the exclusion of LGBT people, which could also have an impact on economic development?

LB: I would say it certainly likely that is has an impact on the level of the GILRHO for example because we know that religiosity affects attitudes toward LGBT people but how that plays out in different countries is complicated potentially. We could think about that at a global level but looking at it at individual countries would be important. As Kees alluded to, if we turn the GILRHO into an outcome measure then we can actually explore some of those kinds of questions and we are talking about a potential project that would do that.

SO: There’s also some related work that USAID has been sponsoring at UNC that’s looked at these same questions but focused down in Latin America and the Caribbean, and there it’s really quite interesting. They do argue that the religious dimensions are important and that they’re a little bit complicated, so that even the distinction between majority Catholic populations and populations with a large share of evangelicals is predictive for LGBT rights measures. So I certainly agree with Lee that there’s quite strong evidence that attitudes towards religion and cultural norms are really important in this domain, and it’s really worth trying to control for those if possible when trying to disentangle the independent effect of rights on economic development.


LB: Singapore is a high-income country, so it’s not included here.

KW: Singapore is one of the richest countries in the world that still criminalises sex between consenting adult men in private (it has zero points in GILRHO). According to the World Values Survey (WVS), Singapore is also, of all countries that still criminalise homosexual sex, the country with the most gay-friendly public opinion. In China, the below-average GILRHO score seems in line with the below average GDP pc, and the below average WVS results for gay-friendliness.

9. How much differentiated data on economic development exist? (i.e. Is there any data on income derived from LGBTI-targeted tourism?)

LB: I don’t know of existing data like that.

10. Is there a similar study analyzing developed economies (i.e, US, EU, AU, Japan, etc.)?
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LB: We're working on a study with a much broader set of countries, including those.

KW: The moving graph I showed in the presentation gives the rough correlation between GDP pc and GILRHO for many countries, including developed economies. Japan is an outlier, where the economy is far ahead of legal recognition of homosexual orientation.

11. I wonder if there has been global research on impact of LGBT emigration on economic development of source countries and maybe health system specifically. (This month, an interesting, though small-scale study on this topic was published in Armenia.)

LB: That's the only study I know of on that topic.

12. Kees, how would you include a third variable of democratization, or civil society space? Encarnacion and Reynold's arguments suggest that democratization, like GDP, is also positive, without identifying causation, however, there are some surprising paradoxes of closed/closing civil society spaces for democracy where a window for inclusion of LGBT persons exists though broader democracy, human rights, governance, space may not necessarily exist.

KW: I am not familiar with the studies you mention, but of course it would be great to investigate how GILRHO relates to such other indicators. And indeed such an effort would probably show many specific outliers, which could prompt us in finding explanations not only for the general trend, but also for the specific exceptions to the trend. (A problem is that many indicators are only available for a few recent years, while GILRHO covers more than five decades already.)

13. You touched on this before, but have you looked specifically at whether there is a bump in GDP following the addition of an HIV right? Or on the flip side, how much does HIV criminalization cost in GDP?

LB: Interesting questions. We did not look at HIV-related rights.

KW: If there is a reliable documentation of how HIV-related rights developed over the years in many different countries, I would be interested to hear about it.

14. I am interested in policy change but I am mostly interested with building our people at the grassroots, especially sexual minority women. How do you think we could work towards eliminating the consequences of social exclusion while advocating for policy change?
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KW: One thing that obviously needs to be done in future is to find out how the various gender inclusion indicators relate to GILRHO etc.

15. What opportunities exist for LGBT groups to work with the researchers to conduct similar studies in other countries? Our organizations from the Caribbean are keen to have similar studies done in the region.

LB: I'd be happy to talk with you about your ideas and to explore collaborations.

KW: And I am always happy to hear from people on the ground about recent or upcoming changes in the law that would change the GILRHO score for a country. As I explained now GILRHO is covering eight categories, but I am already thinking about adding more categories (and already collecting some data about them), such as hate-crime legislation, about constitutional protection, and about limits on free expression about homosexuality.

16. Do any current USAID programs mobilize companies to leverage their influence as business leaders to create change for LGBT people?

CL: USAID invites companies to partner with us to create and implement solutions to global LGBT inequality. We ask them to commit resources (cash and in-kind) to do this.

17. #1 Do the researchers or speakers have recommendations on how best to disseminate this information or instrumentalize the findings for advocates in civil society. #2 Are there ideal ways or promising practices that you can point to that Private Philanthropy is utilizing this data?

KW: I would say that in general civil society itself knows better how to disseminate and instrumentalize findings from academics, than the academics themselves. It would be difficult for me to recommend certain ways of dissemination or instrumentalization, without knowing much more about the specific country where this is to be done.

18. How do you distinguish cause vs. effect in this data? (or anything beyond correlation)

LB: As we discussed, it's hard to separate this out in any social science research. Based on the detailed data we found on the exclusion of LGBT people, and the known connection of discrimination, etc. with inefficient use of human resources, we think it's very likely that at least some of the correlation reflects the impact of inclusion on development.
19. Thanks for the really interesting work. It will be a very useful companion to the work linking social exclusion, poverty and non-discrimination/equality in the EU, as well as their work on Business Case for Diversity. FRA study being updated in 2015 might capture impact of recent austerity and economic downturn.

KW: Thank you. Later this year I hope to release GILRHO data for more countries than the 39 covered in the report I did with Lee Badgett et al. But trust me, it is a lot of work to find confirmation for all the information about legal developments in this field. As for European countries, as you know, ILGA Europe has developed another index for the last few years.

20. Thank you to USAID and Williams Policy. Look forward to Saint Lucia being able to produce something similar in the future.

KW: Thank you for telling us about the new Labour Code in Saint Lucia. I had not heard before that anti-LGBT discrimination is being outlawed in that Code. Thanks to you I now know of art. 131(1)(a) of this Labour Code of 2006: “An employer shall not dismiss an employee or institute disciplinary action based on ... sex, ... sexual orientation ... or marital status”. Indeed interesting to Saint Lucia joins a small group of countries that introduces anti-discrimination protection on grounds of sexual orientation, before lifting the criminalisation of homosexual sex (other countries that did so are Botswana and Mozambique). If you know more about the impact this prohibition is having in Saint Lucia, I would be delighted to hear from you.