



INTERSECTIONS OF MIGRATION AND LGBTIQ+

A socio-economic analysis of the LGBTIQ+ brain drain in the
Caribbean.

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Preliminary Facts:

LGBT+ discrimination and exclusion in the English-speaking Caribbean costs between

USD 1.5 billion and up to USD 4.2 billion per year – or 2.1 to 5.7% of the region's GDP

Various survey data show that violence against LGBT+ people in the Caribbean costs 0.51–1.6% of the region's GDP – or between USD 383 million and up to USD 1.2 billion.

Tourism in the Caribbean is diminished by LGBT+ discrimination – an annual loss between 0.57 to 0.93% of its regional GDP, or between USD 423 million and up to USD 689 million.



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**COMMON CHALLENGES IN THE
CARIBBEAN FOR LGBTIQ+ PEOPLE**

Family and education:

For many LGBT+ people, violence and exclusion begins in the family and impacts their well-being, mental health, socioeconomic status, and opportunities in life.

→ This decreases the capacity of this population to accumulate human capital.



Health Disparities:

Legal, institutional, and attitudinal barriers create health disparities among LGBTIQ+ people, which have larger economic costs due to their diminished human capital and also lower productivity.

→ By looking at just two dimensions of health (depression and anxiety-HIV), we estimate the cost of LGBT+ discrimination and exclusion to be between USD 699 million and USD 2.1 billion, or 0.9–2.8% of its regional GDP.



Labor market discrimination:

Legal, institutional, and attitudinal barriers also create challenges for LGBTIQ+ people seeking to attain and sustain formal sector work.

→ In the region, the impact of labor market discrimination against LGBTIQ+ people has clear economic and business impacts – up to 0.37% loss on its collective GDP, or more than USD 272 million



Violence:

Combating homophobic and transphobic-motivated violence is a pressing human rights concern. Of the many impacts this violence has on LGBTIQ+ people, one of them is a diminished socioeconomic status, which carries larger and societal tolls.

→ Various survey data show that violence against LGBTIQ+ people in the Caribbean costs between 0.51% and 1.6% of the region's GDP – or between USD 383 million and USD 1.2 billion.



Tourism:

Tourism: The existence of anti-LGBTIQ+ laws and stigma heavily reduces the likelihood of international tourists visit the region- both LGBTIQ+ and heterosexual and cisgender people alike.

→ Survey data shows that this could cost the Caribbean up to USD 689 million, or 0.93% of its regional GDP due to losses associated with direct and indirect tourism.



Gender Identity Laws

There are several countries in the region that do not have a gender identity law, which limits access to health, education, work, especially for transgender people.

The lack of gender identity laws could also increase violence for trans incarcerated folks.



Equal Marriage

In the region, countries such as Belize, Bolivia, Cuba, Dominican Republic, El Salvador, Guatemala, Guyana, Haiti, Honduras, Nicaragua, Paraguay, Peru and Venezuela do not have legal provisions for same-sex marriages.

Among the consequences of this is that many couples in the LGBTIQ+ communities are unable to access their joint estate when one of their partners dies and cannot have health insurance or access their partner's pension.



An important consequence: Brain Drain

Anti-LGBT+ laws and stigma have real economic costs in terms of the lost human capital and productivity of talented people who have migrated to more inclusive countries, in addition to diminishing their likelihood of returning. This diminishes competitiveness in the region, with clear costs to businesses and the economy.

Steps forward?



- Attracting Talent Companies that are more diverse and inclusive are better able to compete for the most talented employees.
- Retaining Talent Companies that are more diverse and inclusive have higher rates of retention of talented employees
- Innovation Companies that are more diverse and inclusive have higher levels of innovation and creativity
- Employee Motivation Individuals working in open, diverse, inclusive environments have higher levels of motivation.
- Individual Productivity In such environments, individuals have higher quality outputs.
- LGBT+ Consumers Companies that are LGBT+ inclusive are better placed to benefit from the large, growing, global spending power of LGBT+ consumers.
- Brand Strength Companies that are more diverse and inclusive have greater brand appeal and loyalty with consumers who want socially responsible brands



THANKS!

QUESTIONS?



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References

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