

POVERTY AND ACCESSING LABOR MARKETS

- WHAT RECENT RESEARCH SHOW US

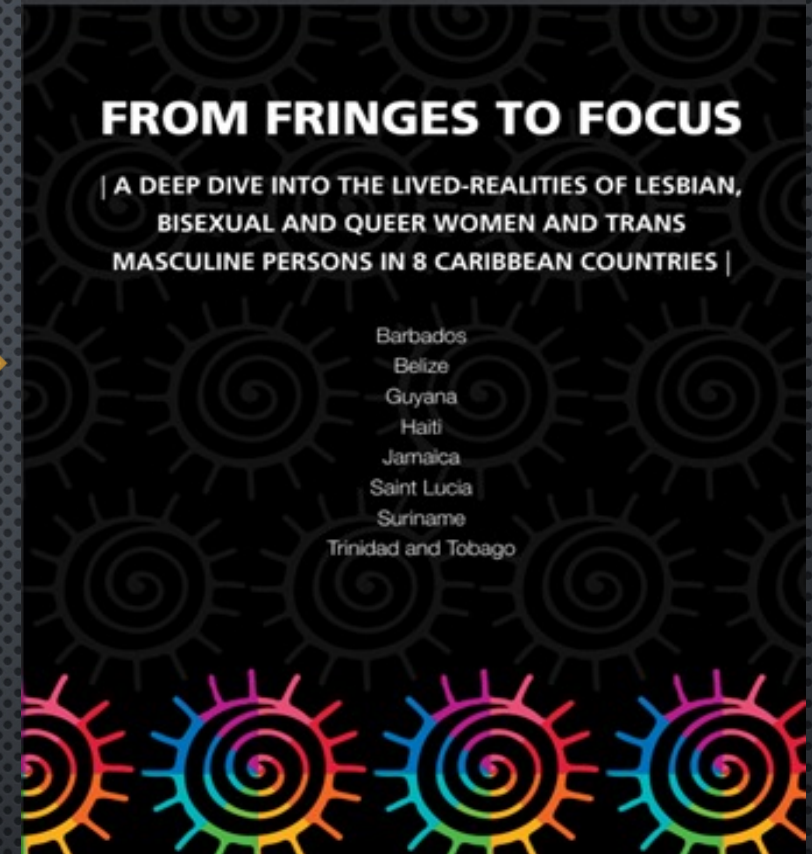
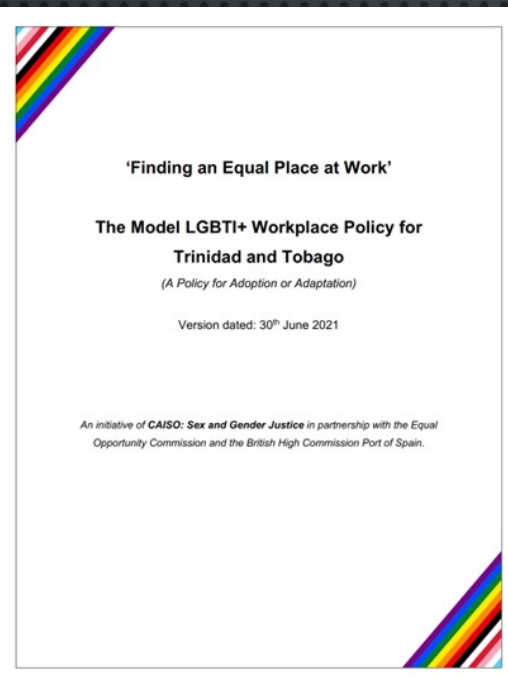


INTRODUCTION

- LIESL THERON
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I WILL HIGHLIGHT AND DRAW FROM THE FOLLOWING 3 RESEARCH PROJECTS →

AND WE WILL REVIEW THESE TWO TOOLKITS THAT NUDGE US IN THE DIRECTION OF A WAY FORWARD:





FROM FRINGES TO FOCUS – A DEEP DIVE INTO THE LIVED-REALITIES OF LESBIAN, BISEXUAL AND QUEER WOMEN AND TRANS MASCULINE PERSONS IN 8 CARIBBEAN COUNTRIES.

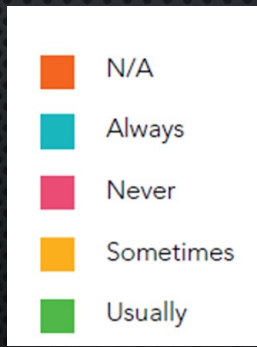


- 8 CARIBBEAN COUNTRIES
- 1050 RESPONDENTS
- COMMUNITY BASED – PARTICIPATORY RESEARCH
- CO-DESIGNED AND WRITTEN BY THE COMMUNITY
- CAPACITY BUILDING IN RESEARCH SKILLS AND METHODOLOGIES
- INCLUSIVE TRANSLATION AND LANGUAGE
- QUANTITATIVE AND QUALITATIVE (HUMAN STORIES)

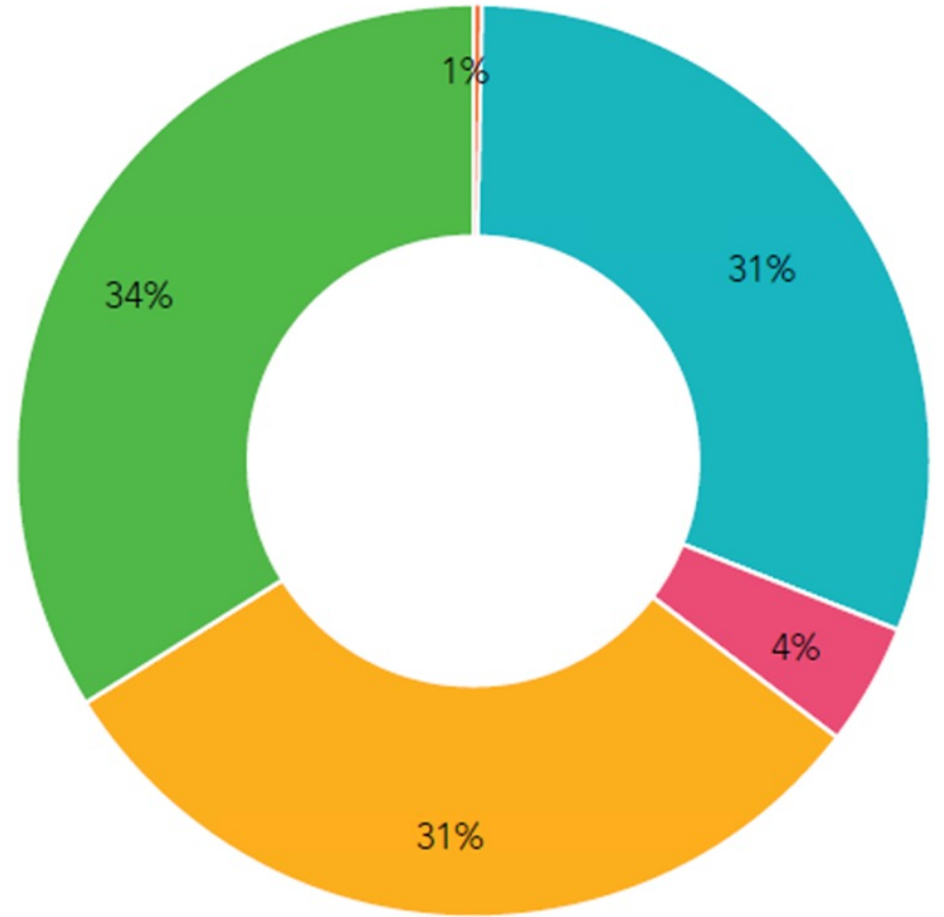
"FROM THE FRINGES TO FOCUS"

(1050 RESPONDENTS,
8 COUNTRIES)

SOCIO-ECONOMIC CONDITIONS



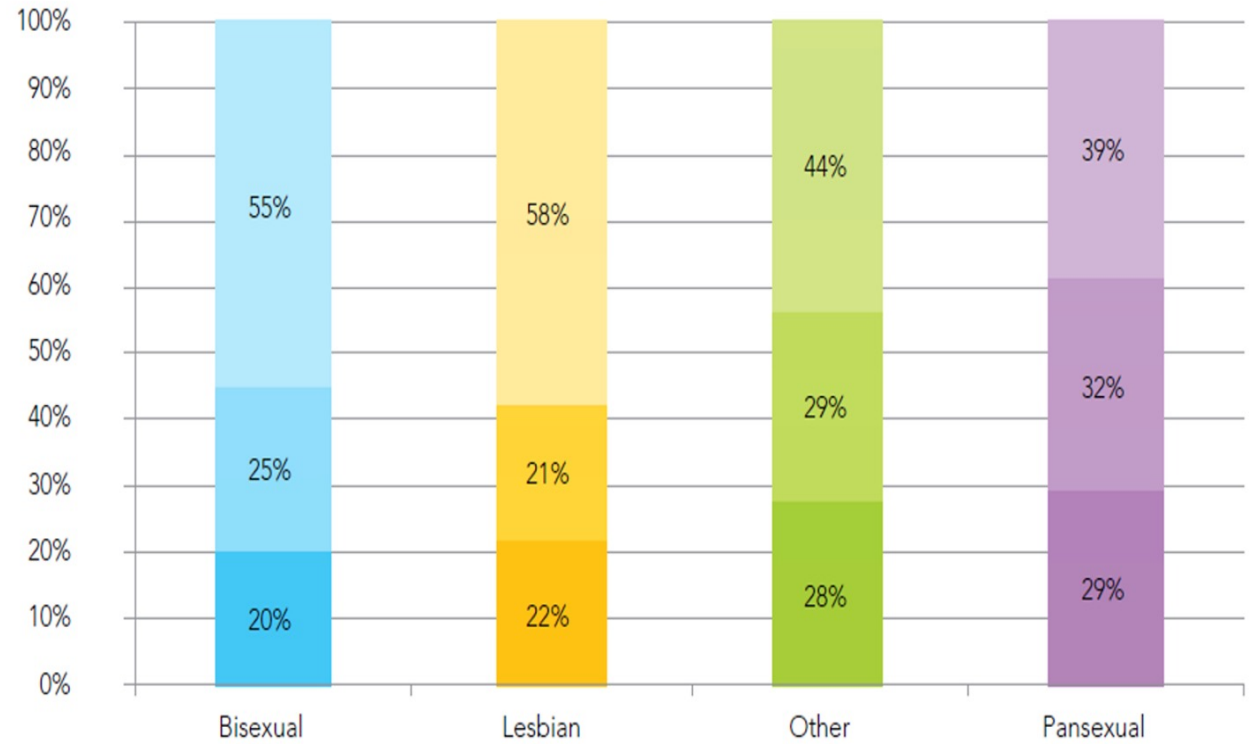
Enough money to cover basic needs



“FROM THE FRINGES TO FOCUS”
(1050 RESPONDENTS,
8 COUNTRIES)

EMPLOYMENT

Figure 5: Paid Employment



- Yes, I have full-time employment
- Yes I have part-time employment
- No I do not have any work for which I am paid

“ EVEN THOUGH, 53% OF THE TARGET POPULATION IS FULLY EMPLOYED, **47% STILL STRUGGLE TO MEET THEIR FINANCIAL OBLIGATIONS AND NEED TO UTILIZE DIFFERENT STRATEGIES TO MAKE MONTH’S END; THIS INCLUDES HUSTLING, SEX WORK AND CRIMINAL ACTIVITY.** THIS IS MORE EVIDENT IN SOME COUNTRIES THAN IN OTHERS. ”



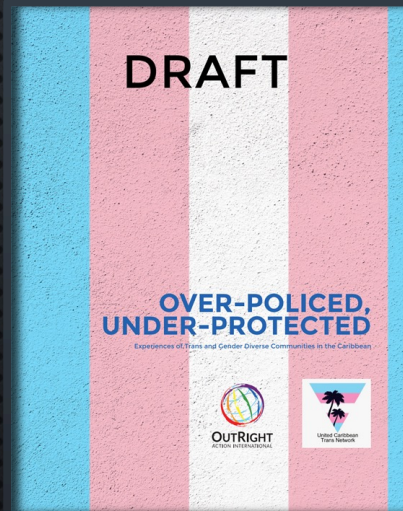
ALTERNATIVE SOURCES OF INCOME – URGE US TO RELOOK OUR DEFINITION OF EMPLOYMENT, AS OFTENTIMES THE INFORMAL SECTOR IS OVERLOOKED, IN WHAT IS IN MAINSTREAM ACCEPTED AS “EMPLOYED”

	N	Yes	Lesbian	Bisexual	Pansexual	Other	Total
Perform Sexual Favors for money	67	8%	46%	39%	12%	3%	100%
Hustle, bargain, sell recycled goods or second-hand clothing	109	13%	45%	27%	13%	15%	100%
Turn regularly to unlawful/criminal activities	43	5%	39%	42%	7%	12%	100%
Have more than one job to make ends meet	118	13%	47%	32%	8%	13%	100%



Country	Number of surveys completed	Number of individual, one-on-one interviews
Trinidad and Tobago	29	1
Jamaica	28	0
The Bahamas	20	1
Guyana	17	1
Haiti	11	1
Barbados	5	1
Suriname	3	1
Dominican Republic	2	0
Saint Lucia	2	0
Aruba	1	0
Belize	1	0
Total	119	6

DISCRIMINATION AT EVERY TURN: THE EXPERIENCE OF TRANS AND GENDER DIVERSE PEOPLE IN ELEVEN CARIBBEAN COUNTRIES



- 11 CARIBBEAN COUNTRIES
- 119 SURVEYS RESPONSES
- 6 KEY INFORMANT INTERVIEWS

Workplace Discrimination and the Impact of Economic Precarity

- 24% of survey respondents defined themselves as employed full time
- **42% indicated that they were currently unemployed.**
- Because the research was carried out during the COVID-19 pandemic, these unemployment rates may not reflect those of pre-pandemic times.
- However, the rate of 42% is close to four times higher than the average unemployment rate in the larger Latin America and Caribbean region even at the height of the pandemic (for the same period)

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UNEMPLOYMENT COMPARISON – BY DEMOGRAPHIC, 2 RESEARCH STUDIES

- UNEMPLOYMENT COMPARISON BETWEEN CARIBBEAN CITIZENS IN GENERAL, LBQT AND EXCLUSIVELY TRANS.

Trans and gender diverse
[OutRight & UCTRANS]

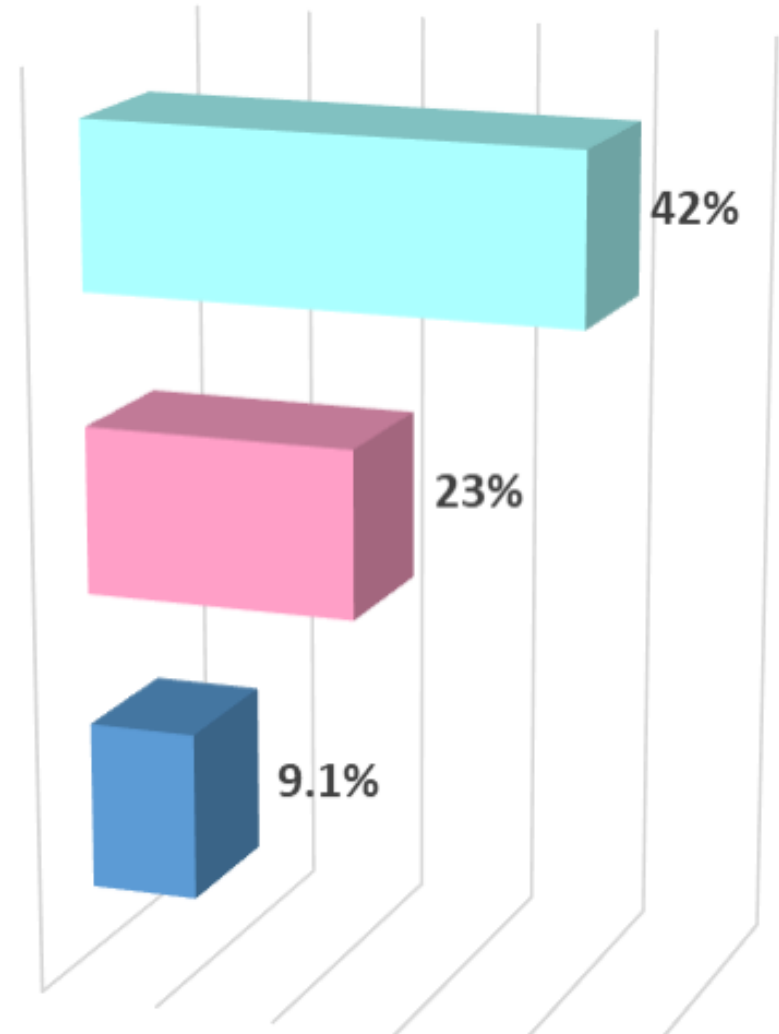
42%

LBQ & Trans masc.
[From Fringes to Focus]

23%

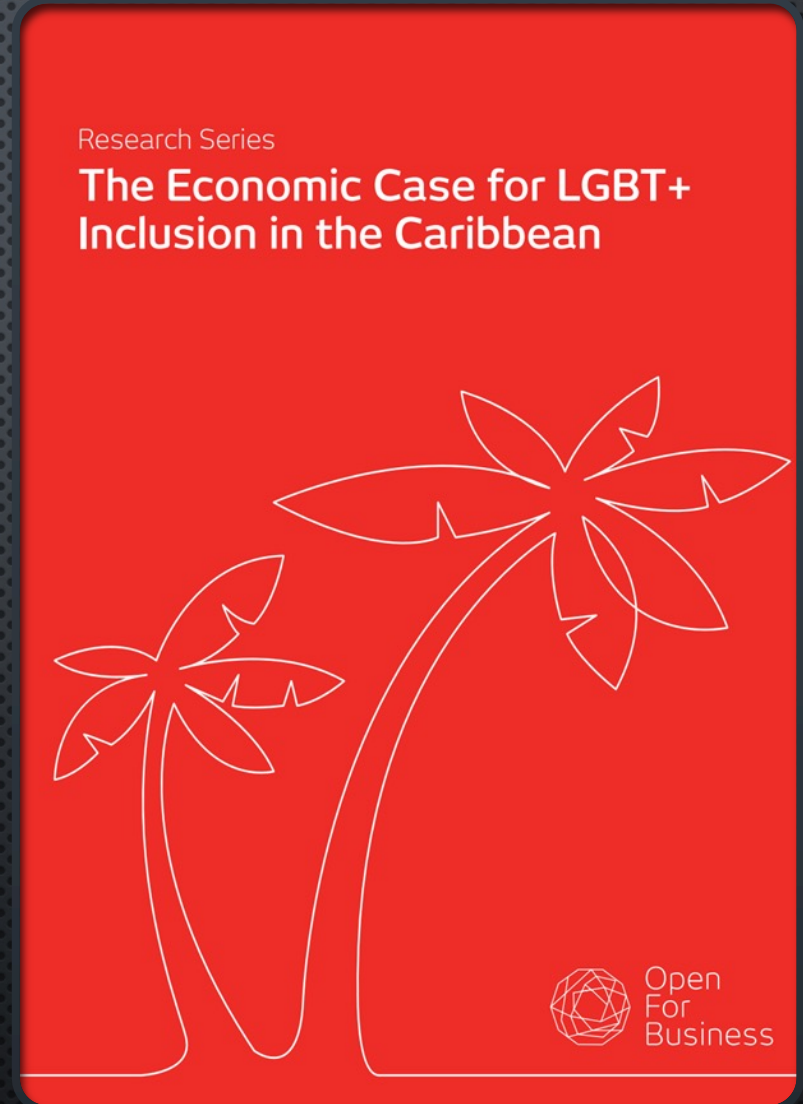
Gen. population
[United Nations (ILO)]

9.1%



THE ECONOMIC CASE FOR LGBT+ INCLUSION IN THE CARIBBEAN

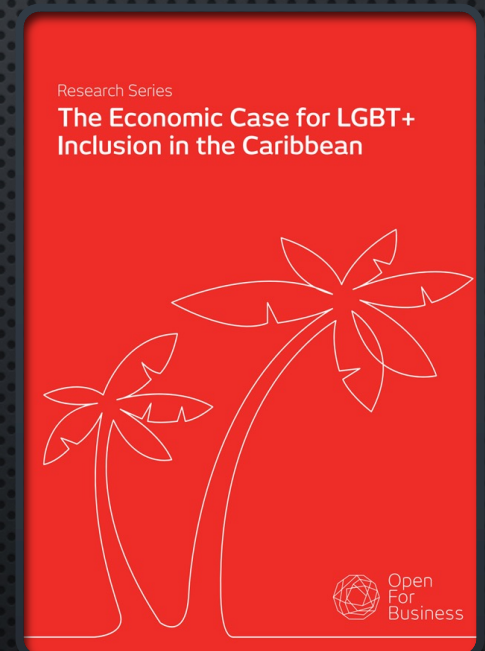
- SURVEY 1: 12 CARIBBEAN COUNTRIES, 2167 PARTICIPANTS
- SURVEY 2: 1435 PROSPECTIVE TOURISTS TO THE CARIBBEAN, MOSTLY FROM UK, US, CANADA, MIXED SEXUAL ORIENTATION AND GENDER IDENTITIES
- INTERVIEWS: 21 SEMI-STRUCTURED, IN-DEPT CONVERSATIONS



THE ECONOMIC CASE FOR LGBT+ INCLUSION IN THE CARIBBEAN

ONE OF THE KEY FINDINGS:

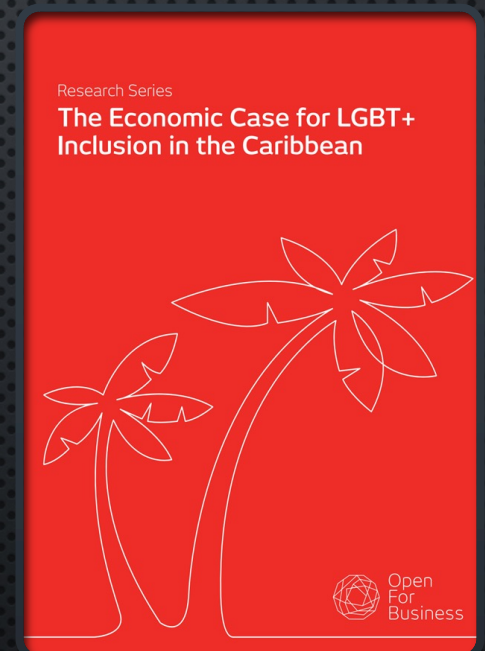
LGBT+ EXCLUSION IN THE ENGLISH-SPEAKING CARIBBEAN COSTS BETWEEN USD 1.5 BILLION AND USD 4.2 BILLION PER YEAR – BETWEEN 2.1 AND UP TO 5.7% OF ITS COLLECTIVE GDP.



THE ECONOMIC CASE FOR LGBT+ INCLUSION IN THE CARIBBEAN

UNDER: “WORKPLACE PERSPECTIVE” P53 →

- GENDER NORMS IN THE WORKPLACE ACTS AS A BARRIER TO THE HIRING AND RETAINING OF LGBT+ PEOPLE
- MORE THAN HALF OF THE BUSINESS LEADERS NOTED THE MOST IMPORTANT MECHANISM OF EXCLUSION FOR LGBT+ PEOPLE IN THE WORKPLACE: ONE’S PRESENTATION OF SELF – PARTICULARLY, THEIR PRESENTATION AND EXPRESSION OF NON-NORMATIVE SOGI. IN OTHER WORDS, EMPLOYMENT OPTIONS REMAIN AVAILABLE FOR LGBT+ APPLICANTS WHO CAN COMPLETELY PRETEND TO BE HETEROSEXUAL AND CISGENDER – I.E., FOR THOSE WHO REMAIN “CLOSETED.”





RECOMMENDATIONS



PROJECTS AND PROGRAMS ORGANIZED MUST **GIVE ATTENTION TO THE ECONOMIC CHALLENGES EXPERIENCED BY WOMEN & TRANS MASCULINE PEOPLE** [...] LGBTQI+ ORGANIZATIONS SHOULD **ADVOCATE FOR MORE ATTENTION TO BE GIVEN TO ECONOMIC EMPOWERMENT THROUGH INCOME GENERATING PROJECTS, BUILDING EMPLOYABILITY AND ENCOURAGING ENTREPRENEURSHIP ON LOCAL AND NATIONAL LEVELS**



[...] IT IS IMPORTANT TO **IMPLEMENT SAFE SCHOOL POLICIES** TO PROTECT LGBTQI+ STUDENTS AND TO **PROVIDE OPPORTUNITIES FOR THESE PERSONS TO ACCESS FURTHER EDUCATION** IF THIS IS SOMETHING THAT THEY BELIEVE IS IMPORTANT FOR THEM.



IT IS ESSENTIAL TO ACKNOWLEDGE THE PSYCHOLOGICAL STRAIN ON TRANS AND GENDER NON-CONFIRMING PERSONS WHO STRUGGLE NOT ONLY WITH THEIR PERSONAL ISSUES DUE TO THEIR GENDER IDENTITY AND EXPRESSION. {THIS LINKS WITH THE HIGH UNEMPLOYMENT RATE UNDER THIS SUB-COMMUNITY}. EVEN THOUGH LBQ WOMEN EXPERIENCE THESE CHALLENGES, THE EXPERIENCES OF TRANS AND GNC PERSONS IS EVEN MORE EXTREME. SPECIAL EMPHASIS MUST BE PLACED ON THE IMPORTANCE OF MAKING INCLUSIVE PSYCHOLOGICAL SUPPORT.



EVEN THOUGH SEVERAL OF THE RESPONDENTS HAVE BEEN VICTIMS OF DISCRIMINATION AND HATE SPEECH, **VERY FEW HAVE SOUGHT SUPPORT FROM LAW ENFORCEMENT OR HUMAN RIGHTS ORGANIZATIONS (24%).** THERE WERE **23% WHO INDICATED THAT THEY HAVE BEEN HARASSED AT WORK WHILE 18% EXPERIENCED SEXUAL HARASSMENT AT SCHOOL.**

Recommendation 2: Ensure Legal Gender Identity Recognition

- **Develop efficient, transparent, low-cost, and accessible procedures that allow for the formal recognition of self-defined gender identity without the need for prior medical procedures such as sterilization, gender affirmation surgery, or hormonal therapy.** Taking such steps would be in line with developments in human rights law confirming state obligations to recognize, regulate, and establish appropriate procedures to facilitate the change of name, the rectification of the image, and the rectification of the sex or gender in the public records and identity documents so that they correspond to self-defined gender identity.

DISCRIMINATION AT EVERY TURN:

THE EXPERIENCE OF TRANS AND GENDER DIVERSE PEOPLE IN ELEVEN CARIBBEAN COUNTRIES





Report on Trans and Gender-Diverse Persons and Their Economic, Social, Cultural, and Environmental Rights



THE IACHR HAVE BEEN DEVELOPED INTERNATIONAL STANDARDS ON THE RECOGNITION OF GENDER IDENTITY.

THE COMMISSION HAS TAKEN NOTE OF THE REFERENCES IN THE **YOGYAKARTA PRINCIPLES*** TO THE EFFECT THAT STATES MUST ENSURE THAT OFFICIAL IDENTITY DOCUMENTS ONLY INCLUDE PERSONAL INFORMATION THAT IS RELEVANT, REASONABLE AND NECESSARY AS REQUIRED BY THE LAW FOR A LEGITIMATE PURPOSE. THEREFORE, THEY RECOMMEND ELIMINATING THE REGISTRATION OF A PERSON'S SEX AND GENDER FROM IDENTIFICATION DOCUMENTS LIKE BIRTH CERTIFICATES, IDENTIFICATION CARDS, PASSPORTS, AND DRIVER'S LICENSES AS PART OF THEIR JURIDICAL PERSONALITY, PREFERRING REMOVAL OF THE GENDER MARKER FROM IDENTIFICATION DOCUMENTS

THE YOGYAKARTA PRINCIPLES

PRINCIPLES ON THE APPLICATION OF
INTERNATIONAL HUMAN RIGHTS LAW
IN RELATION TO SEXUAL ORIENTATION
AND GENDER IDENTITY

THE YOGYAKARTA PRINCIPLES*

PRINCIPLE 12 – ADDRESSES THE RIGHT TO WORK.

EVERYONE HAS THE RIGHT TO DECENT AND PRODUCTIVE WORK, TO JUST AND FAVORABLE CONDITIONS OF WORK AND TO PROTECTION AGAINST UNEMPLOYMENT, WITHOUT DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION OR GENDER IDENTITY.

STATES SHALL:

- A) TAKE ALL NECESSARY LEGISLATIVE, ADMINISTRATIVE AND OTHER MEASURES TO ELIMINATE AND PROHIBIT DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION AND GENDER IDENTITY IN PUBLIC AND PRIVATE EMPLOYMENT, INCLUDING.....

- B) ELIMINATE ANY DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION OR GENDER IDENTITY TO ENSURE EQUAL EMPLOYMENT AND ADVANCEMENT OPPORTUNITIES IN ALL AREAS OF PUBLIC SERVICE, INCLUDING.....

Linking Sustainable Development Goals to Trans Work

October 13, 2021 / News, Publications, United Nations



SDGs and trans communities

Linking the SDGS to trans and gender diverse work

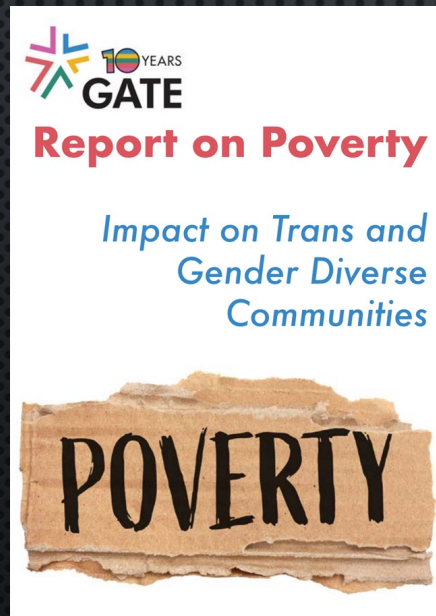
The majority of trans and gender diverse activists and organizations devote an extensive amount of time and efforts in their daily schedules and work tasks to the thematic areas captured in the Sustainable Development Goals (SDGs). However, they are not framing their work as such. There are multiple connection points and linkages to be made that can directly and indirectly connect organizational work to better ensure that no one is left behind.

TOOLKITS
THAT NUDGE
US IN THE
DIRECTION
OF A WAY
FORWARD:

LINKING THE SUSTAINABLE DEVELOPMENT GOALS TO TRANS AND GENDER DIVERSE ADVOCACY

REPORT ON POVERTY (IN RELATION TO TRANS AND GENDER DIVERSE COMMUNITIES)

A BROAD INTRODUCTION TO THE SDGs, WHILE FOCUSING PARTICULARLY ON SDG 1 (NO POVERTY) AND SDG 3 (GOOD HEALTH AND WELL-BEING) AND ITS LINKAGES TO TRANS AND GENDER DIVERSE POPULATIONS AND ADVOCACY.



TARGET

- 1.4. BY 2030, ENSURE THAT ALL MEN AND WOMEN, IN **PARTICULAR THE POOR AND THE VULNERABLE, HAVE EQUAL RIGHTS TO ECONOMIC RESOURCES, AS WELL AS ACCESS TO BASIC SERVICES**, OWNERSHIP AND CONTROL OVER LAND AND OTHER FORMS OF PROPERTY, INHERITANCE, NATURAL RESOURCES, APPROPRIATE NEW TECHNOLOGY AND FINANCIAL SERVICES, INCLUDING MICROFINANCE

INDICATOR

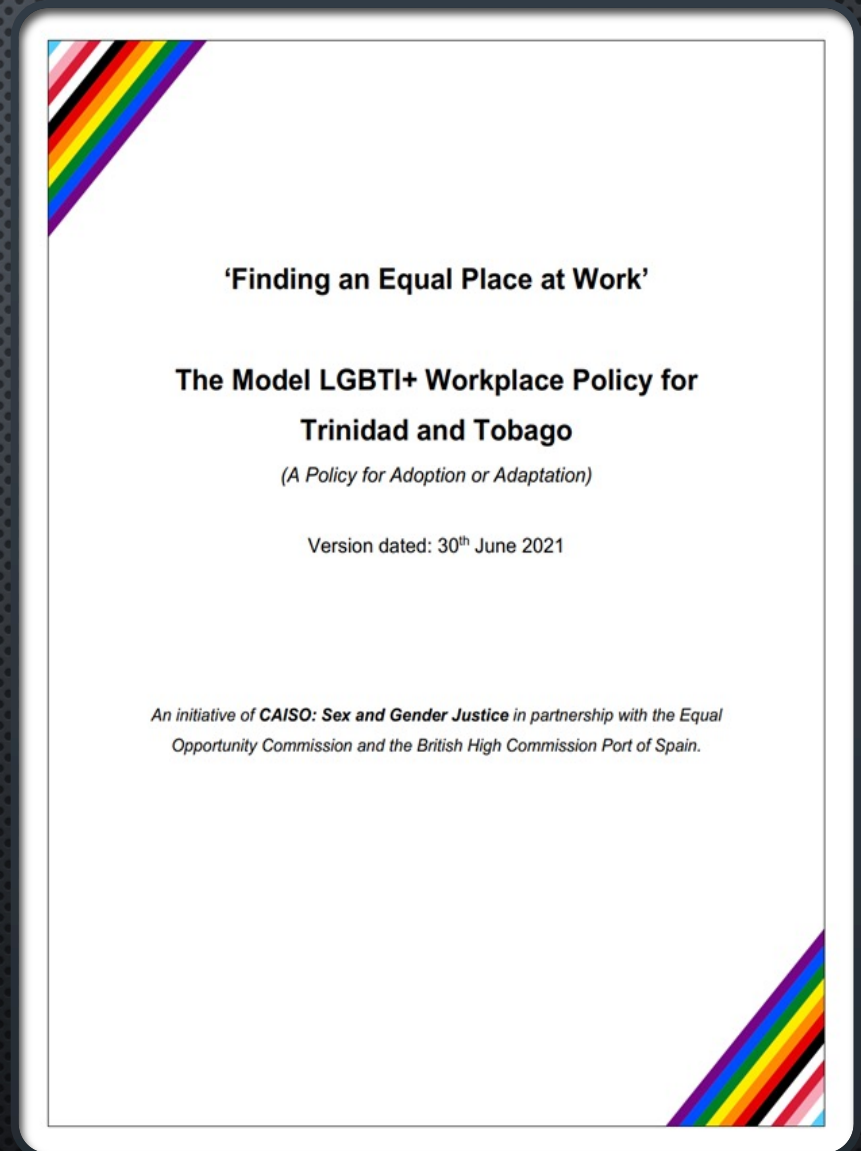
- 1.4.2. PROPORTION OF TOTAL ADULT POPULATION WITH SECURE TENURE RIGHTS TO LAND, **WITH LEGALLY RECOGNIZED DOCUMENTATION** AND WHO PERCEIVE THEIR RIGHTS TO LAND AS SECURE, BY SEX AND BY TYPE OF TENURE

THE RELEVANCE OF
**IDENTITY
DOCUMENTS, TIES IN
WITH SDG1 - NO
POVERTY, THROUGH
ITS TARGET 1.4 AND
INDICATOR 1.4.2 AS
DEMONSTRATED
HERE.**

FINDING AN EQUAL PLACE AT WORK – THE MODEL LGBTI+ WORKPLACE POLICY FOR TRINIDAD AND TOBAGO

- **TOOLKIT THAT OFFERS WORKPLACES, SMALL AND LARGE, PUBLIC AND PRIVATE, AND THE STAKEHOLDERS (EMPLOYERS, WORKERS, WORKERS' ASSOCIATIONS, LABOUR ADJUDICATORS A PRACTICAL SET OF GUIDELINES**

- **THIS POLICY APPLY TO ALL TEMPORARY AND PERMANENT WORKERS, JOB APPLICANTS, CONTRACTORS, INTERNS, APPRENTICES, ON-THE- JOB TRAINEES AND CONSULTANTS IN THE EMPLOYER'S EMPLOY.**



RESOURCES

- FROM FRINGES TO FOCUS - [HTTPS://INTERNATIONAL.COC.NL/FROM-FRINGES-TO-FOCUS/](https://international.coc.nl/from-fringes-to-focus/)
- DISCRIMINATION AT EVERY TURN (FORMERLY KNOWN AS OVER-POLICED, UNDER-PROTECTED - [HTTPS://OUTRIGHTINTERNATIONAL.ORG/CONTENT/OVER-POLICED-UNDER-PROTECTED](https://outrightinternational.org/content/over-policed-under-protected)
- THE ECONOMIC CASE FOR LGBT+ INCLUSION IN THE CARIBBEAN - [HTTPS://STATIC1.SQUARESPACE.COM/STATIC/5BBA53A8AB1A62771504D1DD/T/60DB84D5290FBC1C10A48D12/1624999133012/THE+ECONOMIC+CASE+FOR+LGBT%2B+INCLUSION+IN+THE+CARIBBEAN.PDF](https://static1.squarespace.com/static/5bba53a8ab1a62771504d1dd/t/60db84d5290fbc1c10a48d12/1624999133012/The+Economic+Case+for+LGBT%2B+Inclusion+in+the+Caribbean.pdf)
- LINKING SUSTAINABLE DEVELOPMENT GOALS TO TRANS WORK - [HTTPS://GATE.NGO/SDGS-TRANS-WORK/](https://gate.ngo/sdgs-trans-work/)
- THE MODEL LGBTI+ WORKPLACE POLICY FOR TRINIDAD AND TOBAGO - [HTTPS://CAISOTT.ORG/MODEL-WORKPLACE-POLICY](https://caisott.org/model-workplace-policy)
- REPORT ON TRANS AND GENDER DIVERSE PERSONS AND THEIR ECONOMIC, SOCIAL, CULTURAL, AND ENVIRONMENTAL RIGHTS - [HTTP://WWW.OAS.ORG/EN/IACHR/REPORTS/PDFS/TRANDESCA-EN.PDF](http://www.oas.org/en/iachr/reports/pdfs/transDESCA-en.pdf)
- THE YOGYAKARTA PRINCIPLES - [HTTP://YOGYAKARTAPRINCIPLES.ORG/](http://yogyakartaprinciples.org/)