



ECONOMIC INCLUSION OF LGBTI GROUPS IN THAILAND

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CONTEXT

In almost every country, stigma against a non-normative sexual orientation and gender identity (SOGI) fuels the social exclusion of lesbians, gays, bisexuals, transgender and intersex (LGBTI) people. In turn, stigma and exclusion limits their access to markets, services and spaces. Due to this exclusion, these individuals are especially vulnerable to violence, further discrimination, and diminished opportunities in life. Such disadvantages not only

prevent them from capitalizing on opportunities to lead a better life, they also rob them of dignity.

In Thailand, a growing body of research indicates that LGBTI people and sexual/gender minorities experience lower employment, education, health, housing and lower socio-economic outcomes than the general population. They experience an immense pressure from society at large to conform to hetero-normative norms. Yet, much

of the existing data on SOGI issues in Thailand is qualitative in nature and based on interviews, focus group discussions and consultations.

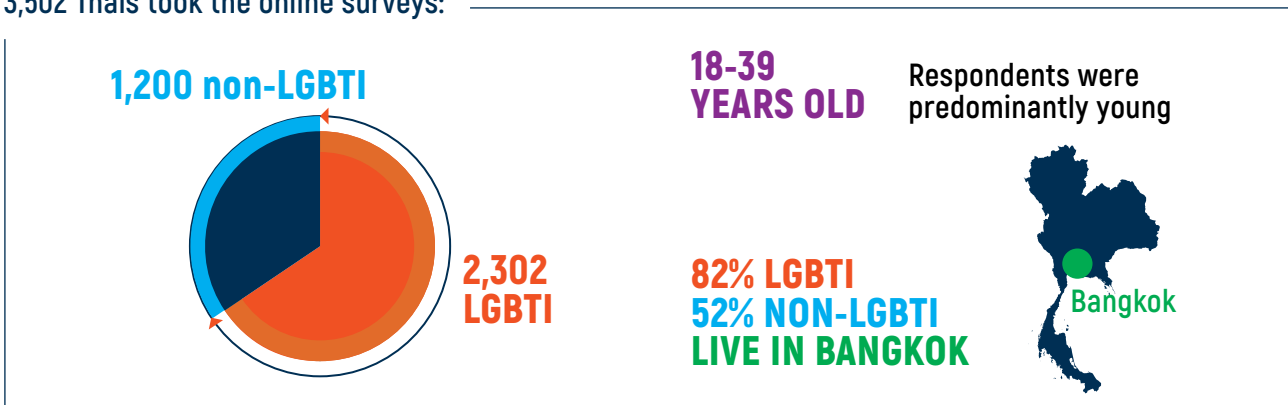
In an effort to close this gap, the World Bank Group, in partnership with the Faculty of Learning Sciences and Education, Thammasat University and Love Frankie, conducted research to generate new data on the economic discrimination and exclusion of LGBTI individuals in Thailand.

QUICK FACTS

Objectives of the research were:

- Identify challenges and opportunities for LGBTI people
- Uncover the experiences of LGBTI people
- Compare perceptions, attitudes and behavior among non-LGBTI people

3,502 Thais took the online surveys:



The survey asked LGBTI/non-LGBTI respondents about their experiences in the following areas:



EDUCATION
Applying for or studying at education and vocational training institutions



EMPLOYMENT
Applying for jobs, accessing jobs, leadership roles



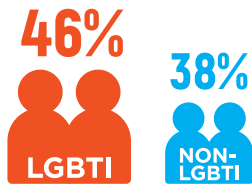
HOUSING
Renting or buying individually or with a partner



FINANCE
Accessing banking products and services



HEALTH INSURANCE
Accessing health services and treatments



LGBTI experience more discrimination than non-LGBTI respondents (46% LGBTI, 38% non-LGBTI)

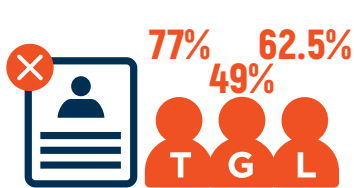


Discrimination is worse for the transgender community

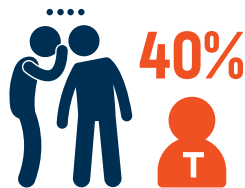


Lesbians say they face the most discrimination when buying property and in the labor market

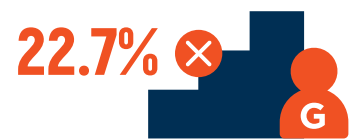
For all regions, discrimination in the labor market is experienced extensively by LGBTI:



77% transgender, 49% gay and 62.5% lesbian respondents said their job applications were refused because they were LGBTI



40% of transgender respondents experienced harassment or were ridiculed at work



22.7% of gay respondents weren't promoted because they were LGBTI



24% of lesbian and gay respondents were told not to show or mention being LGBTI at work



23.7% of transgender respondents were told to use the toilet according to their birth sex



3 out of 4 transgender respondents reported discrimination at work or when applying for a job



60% of transgender respondents face workplace discrimination, compared to lesbian and gay respondents (29% and 19% respectively)



19% of gay men experience significant discrimination in the labor market



Lesbian respondents experience significantly higher levels of discrimination than gay respondents



Both non-LGBTI and LGBTI people surveyed have low level of awareness about anti-discrimination laws



Family and friends are the first point of contact that LGBTI people confide to when experiencing discrimination, and are very unlikely to report through formal complaint mechanisms or law enforcement agencies

THE WORLD BANK AND SOGI

The World Bank approaches sexual orientation and gender identity (SOGI) inclusion through our commitments on gender equality and social inclusion. Building on its work on HIV/AIDS over the last decade, the World Bank has taken a more comprehensive approach to SOGI inclusion throughout the organization's management and operations.

In January 2015, the Bank established a SOGI Task Force to place a stronger emphasis on the SOGI agenda as well as to spearhead a coherent effort for SOGI inclusion. The multi-sectorial task force has members from different parts of the World Bank, which opens opportunities for influencing existing and forthcoming operational and analytical work.

PARTNERSHIPS AND CONTRIBUTIONS

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