

# LGBT+ labour and the role in development: a recent literature review

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**Abstract.** This paper presents a literature review of the relationship between the LGBT+ community and economic development. The LGBT+ community is often excluded from economic processes due to prejudice and discrimination, which leads to negative impacts on both the community and society as a whole. The study highlights the importance of examining power relations and their impact on marginalized communities, as well as the need to center marginalized voices and perspectives in any efforts towards social justice. The literature review covers various works that discuss the origins of the field of research and its most important concepts, including queer perspectives on international relations and economics. The study emphasizes the significance of examining dominant narratives and structures, and includes empirical evidence of the prejudice distorting the labour market. The study also explores the role of LGBTQ+ entrepreneurship in economic development, as well as the challenges and barriers that LGBTQ+ entrepreneurs may face, such as difficulty accessing capital and networks. More recent studies have investigated the relationship between LGBT+ inclusion and economic development, using macro-level analysis to investigate the impact of inclusion on a country's economic development. Overall, the study argues for more statistical analysis and ways the area can be enriched, emphasizing the need to examine the struggles faced by the LGBT+ community and investigate how the field is addressing the issue of economic exclusion and its downsides in development. The paper provides an overview of the field, including its most important concepts, and concludes with some general directions for further studies.

**Keywords.** Labour, LGBT, Development, Literature Review.

## 1. Introduction

The economic scholars have neglected the role of the LGBT community in the development process. There were few studies about the relationship between the participation of this group in the economic sphere and the impacts of their exclusion in the gains of each society. Luckily since the 2000's decade more works have been published bringing interesting and important conclusions about this field.

Economic development is a significant goal for the majority of the countries because it improves the general welfare and brings many benefits to those who achieve it. However this process has considerable inequalities across the world and excludes some groups of people that could facilitate the achievement of playing an important role as work force and enjoy its benefits.

In this sense LGBT+ people are being excluded from reality because of prejudice against their gender identity or sexual orientation. Lesbians, gays,

bisexuals, transgender or transexual, and other groups such as queer, intersexual, asexual included in the "plus" sign suffer from different kinds of rejection and violence that difficult their lives in the labour market.

This paper aims to review the common ideas about the struggles faced by the community and mostly investigate how the field is addressing the issue of economic exclusion and its downsides in development. For that reason a literature review was chosen as a fitted methodology so would be possible to undertand from diffent points of view allongside a deeper analysis of diffent outcomes and a web of constructed knowledge.

All of this began with the wish to comprehend how queer people, here used as a synonym of LGBT+, participate in economic processes and how important they are even though they are being neglected. Also it is truly significant to see what policies succeeded in promoting more equality helping the improvement of economic activities.

Finally, I provide some overall directions to further studies arguing in favor of more statistical analysis and ways the area can be enriched.

## 2. Methodology

### 2.1 Literature Review

For this study I have done a vast literature review focusing on understanding the origins of the field of research, its most important concepts and evolution towards the new demands to understand LGBT inclusion.

As a student of International Economic Relations I was presented with Weber [1] work about Queer International Relations the most significant book about queer perspectives looking to the global order with special attention to the international political economy arguing that the global economy is not simply a neutral and apolitical force, but rather, it is deeply intertwined with political and social hierarchies that are based on identity categories such as sexuality. Her book also highlights that global capitalism has had complex and often contradictory impacts on queer communities, because it has also exacerbated existing inequalities while creating opportunities.

Used as reference in Weber [1] work, Duggan [2] examines how interests of the wealthy are privileged over the working-class and marginalized communities were manifested in areas such as education, healthcare, and housing, and how it has contributed to the widening income gap and the concentration of power in the hands of the few.

Both books highlight the importance of examining power relations and their impact on marginalized communities. Duggan examines the ways in which neoliberal policies have contributed to the erosion of social equality, while Weber explores how dominant discourses and practices in international relations marginalize queer individuals and communities.

Additionally, both books call for a critical examination of dominant narratives and structures. Duggan critiques the dominant narrative of the American Dream and calls for a rejection of neoliberal policies, while Weber critiques the dominant heteronormative and patriarchal structures in international relations and calls for a deconstruction of these structures.

Finally, both books emphasize the importance of centering marginalized voices and perspectives in any efforts towards social justice. Duggan highlights the importance of intersectionality in understanding and addressing inequalities, while Weber argues for the inclusion of queer perspectives in the study and practice of international relations.

In reason of the importance of seeing a queer perspective on economics that could help to broaden the understanding of economic phenomena Jacobsen [7] challenges the traditional assumptions and

frameworks of economics that have often overlooked or marginalized LGBTQ+ people and their experience. It deals with the gender wage gap and discrimination in the workplace, and can offer innovative solutions to economic problems.

Section 6 focuses specifically on the workplace experiences of LGBTQ+ people. The authors explore the ways in which discrimination and harassment can impact job opportunities, job satisfaction, and productivity. They also examine the potential benefits of workplace diversity and inclusion, as well as the challenges and limitations of current anti-discrimination laws. It's one of the earlier studies showing empirical evidence of the prejudice distorting the labour market.

This section examines the role of LGBTQ+ entrepreneurship in economic development, both at the individual and community levels. The authors argue that LGBTQ+ entrepreneurship can offer unique perspectives and innovative solutions to economic challenges, and provide economic opportunities for individuals and communities that may face discrimination in traditional workplaces. The section also explores the challenges and barriers that LGBTQ+ entrepreneurs may face, such as difficulty accessing capital and networks.

More recent studies have been made by Badgett [2] [3] since 2014 using broader data to show the relationship between LGBTQ+ inclusion and economic development. It uses a macro-level analysis to investigate the impact of that inclusion on a country's economic development.

The article starts with a brief introduction to the community and their economic contributions. The authors note that persons and businesses contribute significantly to the economy, but they also face significant discrimination and barriers to economic participation in many parts of the world.

The study uses several measures of LGBTQ+ inclusion, including legal protections, social attitudes, and the presence of organizations. The authors then analyze the relationship between these measures and various indicators of economic development, such as GDP per capita, economic growth, and income inequality.

The results of the analysis suggest that lesser exclusion is associated with higher levels of economic development. Specifically, countries with stronger legal protections for queer people tend to have higher levels of economic development. Additionally, countries with more positive social attitudes towards individuals and a higher presence of LGBTQ+ organizations also tend to have higher levels of economic development.

The authors note that the relationship is complex and may be influenced by a variety of factors. For example, countries with higher levels of economic development may be more likely to adopt policies that protect queer rights. Additionally, the higher

participation may contribute to economic development by fostering innovation and attracting talented individuals to a country.

Overall, there are valuable insights into the relationship suggest that promoting LGBT inclusion may not only have social and ethical benefits but also economic benefits. The article also highlights the need for further research on this topic, particularly at the micro-level, to better understand the mechanisms underlying this relationship.

In Vu [5] there is a new look the relationship between LGBT inclusion and national innovative capacity. The author argues that LGBT inclusion is an important determinant of a country's innovative capacity, as it provides opportunities for diverse perspectives, experiences, and talents to be integrated into the innovation process. The author uses a literature review to support this argument and provides statistical evidence to demonstrate the positive correlation between LGBT inclusion and innovation.

One of the strengths of this article is its comprehensive literature review. The author examines previous research on LGBT inclusion and innovation and synthesizes it into a coherent argument for the importance of LGBT inclusion in innovation. The author cites a variety of sources, including academic articles, government reports, and news articles, which lends credibility to their argument.

The statistical evidence presented in the article is also compelling. The author uses data from the Global Innovation Index and the Rainbow Europe Index to demonstrate the positive correlation between LGBT inclusion and innovation. The author acknowledges that correlation does not necessarily equal causation, but argues that there is a theoretical basis for why LGBT inclusion would lead to increased innovation.

One potential weakness of the article is that it does not address the potential limitations of the data used in the analysis. For example, the Global Innovation Index and the Rainbow Europe Index are both imperfect measures of innovation and LGBT inclusion, respectively. The author acknowledges this limitation in passing, but does not delve into it in detail.

### 3. Discussion

Overall, Vu [5] provides a compelling argument for the importance of LGBT inclusion in innovation. The article's strengths lie in its comprehensive literature review and its use of statistical evidence to support its argument. While there are potential limitations to the data used in the analysis, the article provides a strong theoretical basis for why LGBT inclusion is likely to lead to increased innovation.

The article argues that LGBT inclusion is an important determinant of a country's innovative capacity, as it provides opportunities for diverse

perspectives, experiences, and talents to be integrated into the innovation process. The article uses statistical evidence from the Global Innovation Index and the Rainbow Europe Index to demonstrate the positive correlation between LGBT inclusion and innovation.

In contrast, examines the relationship between LGBT inclusion and economic development. The article argues that LGBT inclusion is positively correlated with economic development, and provides statistical evidence from the World Bank and the Social Progress Index to support this argument.

While both articles acknowledge the potential limitations of the data used in their analyses, they differ in the types of data used. "Linking LGBT Inclusion and National Innovative Capacity" uses measures of innovation and LGBT inclusion, while Badgett [2] uses measures of economic development and social progress.

### 4. Conclusions

In conclusion, the literature reviewed in this study emphasizes the importance of understanding the impact of power relations and dominant narratives on marginalized communities, particularly the LGBT+ community. The works of Weber and Duggan call for the deconstruction of dominant structures and the inclusion of queer perspectives in international relations and economics. The study by Jacobsen sheds light on the discrimination and harassment that LGBT+ individuals face in the workplace and the potential benefits of workplace diversity and inclusion. The study by Badgett et al. suggests that there is a positive correlation between LGBT+ inclusion and economic development, and the study by Vu [5] argues that queer inclusion is an important determinant of a country's innovative capacity. These studies underscore the need for greater attention to be paid to the experiences and perspectives of LGBTQ+ individuals in various fields, and highlight the benefits that can be gained from promoting greater inclusion and diversity.

In summary, the literature reviewed in this study contributes to a growing body of research that seeks to better understand the complex relationship between LGBTQ+ inclusion and various aspects of society, including economics, politics, and innovation. The studies highlight the impact of power relations, dominant narratives, and social attitudes on the experiences of marginalized communities, and call for greater attention to be paid to the voices and perspectives of these communities. They also suggest that promoting greater inclusion and diversity can have tangible benefits for economic development, innovation, and social justice.

Overall, this literature review underscores the importance of a multidisciplinary approach to studying LGBTQ+ inclusion, and the need for further research and advocacy to promote greater awareness and understanding of these issues. The

insights gained from this research can help inform policy decisions, social movements, and individual actions towards building a more inclusive and equitable world for all.

## 5. Agnowledgments

I want to tank my mother for the biggest suport and for always teaching me how to dedicate myself in everything I do. Without her I wouldn't be able to pursue my dreams.

## 6. References

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