LGBTQ+ Individuals in the Mexican Labor Market: Queerphobia, Sorting, and Observable Outcomes

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Understanding the relationship between LGBTQ+ identities and labor market outcomes is crucial for designing effective policies. We explore this understudied topic using rich data from the first national survey on sexual orientation and gender identity in Mexico. We find that employment rates among LGBTQ+ minorities are generally lower than those of cisgender heterosexual men. We link labor market outcomes to prejudice by documenting occupational sorting: minorities are over-represented in sectors with lower stigma. Additionally, while most LGBTQ+ identities are more likely to hold leadership positions than cisgender heterosexual men, they are also more likely to report workplace victimization and exclusion. We exercise caution in interpreting these gaps due to evidence of endogenous selection into occupations.

Keywords: LGBTQ+, sexual orientations, gender identities, queerphobia, prejudice, labor market, occupational sorting.
JEL codes: J15, J16, J71.

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1 Introduction

Understanding labor market outcomes for minorities and other socio-demographic groups is not an easy task. For instance, differential selection into the work force may over or under-estimate potential wage gaps (Heckman, 1979; Mulligan and Rubinstein, 2008). Moreover, occupational sorting, due to preferences and/or societal expectations of specific groups, may also play a role in reducing or exacerbating these gaps (Goldin, 2014; Folke and Rickne, 2022; Finnigan, 2020). In addition, there may be endogenous differential investments in human capital that further complicate interpreting comparisons in labor market outcomes by groups (Mincer and Polachek, 1974).

Exploring these issues for sexual orientation and gender identity (SOGI) minorities may impose even greater challenges. For instance, revealing their identity, even in surveys, can come with risks (Badgett, 2020; Ham et al., 2024; Gutierrez and Rubli, 2024). Furthermore, their decisions regarding migration, marriage, and having children are influenced by both the legal environment and societal expectations (Badgett et al., 2024), and all these factors may directly affect labor market outcomes (Roca and Puga, 2017; Calvo et al., 2024; Buckles, 2008).

In this paper, we analyze labor market outcomes for SOGI minorities in Mexico, and discuss them in the context of selection and sorting patterns, which may be influenced by varying levels of stigma across different jobs and age groups. We exploit data from the Mexican National Survey on Gender and Sexual Diversity (ENDISEG, *Encuesta Nacional sobre Diversidad Sexual y de Género*), the first nationally representative survey on SOGI diversity. Mexico is an important setting for studying SOGI diverse individuals, as recent years have seen advances in protections and rights of these populations, but many challenges and issues with inclusion and stigma remain. ENDISEG is a valuable step in bringing data to the understanding and discussion of SOGI minorities in labor markets and other aspects.

In the survey, we observe individuals self-identifying as cisgender gay men, cis bisexual and queer (i.e., other sexual orientations) men, cis lesbian women, cis bisexual and queer

women, trans men, trans women, and non-cisgender individuals.[1] We use the term LGBTQ+ to refer to these non-cisgender and/or non-heterosexual identities but present our analyses separately for these groups. Overall, 1,944 respondents (or 4.68% of the sample) identify as LGBTQ+. ENDISEG also has measures on labor market outcomes, attitudes towards SOGI diverse groups, and other important measures on well-being.

First, we document important age and education gradients in LGBTQ+ identities, with younger and more educated cohorts being more likely to report a SOGI diverse identity. We also find these gradients in the opposite direction for queerphobia.[2] In ancillary analyses, we also document that a high share of LGBTQ+ individuals are reluctant to reveal their identity to others and are more likely to self-report mental health issues and lower self-assessments of life satisfaction relative to their heterosexual cisgender counterparts.

Focusing on labor market outcomes, we document that labor force participation rates vary considerably across SOGI minorities: all groups (with the exception of cis gay men) exhibit a significantly lower probability of being currently employed than cis heterosexual men, but not significantly lower than cis heterosexual women. We generally do not find significant differences in whether individuals are paid employees or self-employed. In supplementary analyses, we also present evidence suggesting differential selection patterns into the workforce across groups, based on a small set of observable characteristics. Recognizing that these labor market outcomes result from various endogenous choices, we next focus on one potential important factor: queerphobia.

We explore differential sorting into job sectors by LGBTQ+ individuals. We find evidence that all SOGI diverse groups are over-represented in sectors with a lower average measure of queerphobia, with respect to the participation of cis heterosexual men. Distinguishing

[1] Cisgender or cis is a term used to describe individuals whose gender identity matches the sex they were assigned at birth (e.g., a person who was assigned female sex at birth and identifies as a woman). While there are many genders beyond male and female, we group them into a single non-cisgender category, and use the following terms indistinctly throughout our paper: non-binary, gender-queer, other gender identity. We recognize that gender identity is more diverse, but are unfortunately constrained by the data.

[2] Although there are many terms to refer to prejudice, stigma, hate, or phobia against people of diverse SOGI, we wanted to use a broad term that highlights both heterosexism and cisnormativity. While LGBTQ+ discrimination or phobia are adequate terms, we chose instead the often used term "queerphobia".

by age, differential sorting is stronger among older cohorts (ages 40 and older) for all SOGI diverse groups, except cis lesbian women. We take this result as suggestive evidence that LGBTQ+ persons choose to work in areas where prejudice against them is lower. However, we cannot assign any causal relationship between LGBTQ+ presence and queerphobia. One possible interpretation is that SOGI minorities choose to sort into sectors where they are less likely to face hate and discrimination. Another possibility is that a higher LGBTQ+ presence leads to less queerphobia, perhaps due to exposure. Alternatively, other extraneous factors may influence both. As before, we also show in additional analyses that sorting into low-queerphobia sectors also varies with respect to observable characteristics across SOGI groups.

Having documented differential labor force participation and sorting into sectors, we focus our attention on workplace authority and experiences. However, we caution that the interpretation of these numbers should take into account the potentially mediating role that these endogenous choices play in equilibrium. First, we explore the likelihood of holding a leadership, managerial or professional position, finding that all SOGI diverse groups, except non-binary individuals, are more likely to have these hierarchical roles at work than cis heterosexual men. However, the differences become smaller when controlling for education and marital status.[3]

For workplace experiences, we focus on the probability of negative incidents at work. Cis bisexual and queer women, trans women, and non-binary individuals are more likely to report having been victimized at work than cis heterosexual men. Moreover, cis bisexual and queer men and cis lesbian women are more likely to report having faced workplace exclusion than cis heterosexual men. Point estimates are very similar when including education and marital status controls.

Taken together, we conclude that the differences in the probability of holding high-rank positions at work should be taken with caution, as there seem to be several dimensions of

[3] Wimberly et al. (2015) discusses research on academic achievement among LGBTQ+ individuals. Badgett et al. (2024) provides a review on the impact of same-sex marriage legalization on diverse outcomes.

selection into labor force participation and job sectors. Moreover, even though not explicitly asked in the survey, it is natural to assume differential disclosure of minority SOGI identities at work. Likewise, the observed differences in experiences of victimization and exclusion can deliver a biased account of potential risks faced by LGBTQ+ minorities, as they can only be measured at the current labor market equilibrium.

As a final exercise, we use predicted income measures to examine log household income by LGBTQ+ identity. We find that trans women's household incomes are, on average, 20% lower than those of cisgender heterosexual men, with no statistically significant differences observed for other groups. Although the data do not allow us to observe individual income, and though we document differences in household composition by LGBTQ+ identity, this result highlights an important income gap for trans women in a context where such data are scarce, pointing to the need for further research.

Our paper is related to the growing literature aimed at understanding labor market outcomes of LGBTQ+ individuals (see Badgett et al. (2021) for a recent review). However, most studies have focused on high-income countries, such as Canada (Waite et al., 2020), the United States (Carpenter and Eppink, 2017), the United Kingdom (Aksoy et al., 2018; Bridges and Mann, 2019), and Australia (Preston et al., 2020).

The literature for middle- and low-income contexts, such as Latin America, is relatively scarcer. Due to data limitations, most of the evidence for labor market disparities among LGBTQ+ individuals has only compared same-sex vs. opposite-sex cohabiting couples (see, for instance, Brown et al. (2019)), with some recent exceptions. In closely related work, Tampellini (2024) exploits data from a nationally representative 2019 survey to examine labor market outcomes for LGB men and women in Brazil. This study finds a wage premium for lesbian women (relative to heterosexual women) and no significant wage differences between gay, bisexual, and heterosexual men, although gay and bisexual men are less likely to be employed. However, Graves and Trond (2024) documents a wage penalty for gay men in

Brazil based on data from the late 1990s, and shows that this gap narrowed following the introduction of non-discrimination laws, providing evidence on the potential impact of policy.

Ham et al. (2024) further documents that LGBT women in Colombia display higher labor force participation and informality status than their heterosexual counterparts, finding no differences when comparing LGBT and cis heterosexual men. Palacio Murillo (2024) also shows that LGBTQ+ workers in Colombia are far more likely to be in informal jobs or unemployed. Our study builds on these papers and contributes to the understanding of the potential labor market gaps in the Latin American context. In addition, ENDISEG allows us to distinguish between a richer group of SOGI identities.

In the context of Mexico, Muñoz et al. (2024) also notes differences in labor force participation for SOGI individuals using the same survey as us. We complement these findings and contribute to a more general understanding of this phenomenon by analyzing the relationship between labor market outcomes and queerphobia. Concretely, we document important patterns of occupational sorting among SOGI minorities, consistent with previous work (Gutierrez and Rubli, 2024), and provide suggestive evidence that these choices may be related to differences in queerphobia among cisgender heterosexual individuals across sectors.[4] Moreover, we analyze the probability that different SOGI minorities hold leadership positions at work (Aksoy et al., 2019; Frank, 2006). We argue that these facts are crucial for the interpretation of the differences in negative experiences at work faced by SOGI minorities and the wage and employment gaps that other studies, such as Tampellini (2024), have documented for similar contexts.

The rest of the paper is presented as follows. Section 2 relates some background on SOGI diversity and hate in Mexico. Section 3 introduces the data and the main empirical approach. Section 4 shows descriptive patterns of LGBTQ+ populations and queerphobia. Section 5 presents our results on labor market outcomes. Section 6 concludes.

[4]While Gutierrez and Rubli (2024) also documents a negative relationship between hate and labor force participation by sector, it relies on survey data that is not nationally representative and a much smaller sample size, which does not allow for a distinction of diverse LGBTQ+ identities.

2 Background on SOGI Diversity in Mexico

Due to its federal nature, the advancement of LGBTQ+ rights in Mexico has been—and still is—uneven across states. Progress has been relatively steady albeit rather slow, with the last state that legalized marriage equality doing so in 2022, and the Federal Congress outlawing SOGI change efforts (sometimes called "conversion therapies") in 2024.[5] The legal recognition of LGBTQ+ rights at the national level did not advance until June 2003, when the Federal Congress approved an anti-discrimination law, which included sexual orientation as a protected category.[6] However, the Mexican Constitution did not explicitly prohibit discrimination by sexual orientation until an amendment was introduced in 2011 (Carbonell and Salazar, 2011). In 2015, the Supreme Court ruled that a person cannot be denied access to their rights or to a public or private service based on their sexual orientation.

In 2009, Mexico City was the first jurisdiction in Latin America to legalize same-sex marriage. The following year, the Supreme Court ruled that same-sex marriages performed in Mexico City were not only constitutional, but had to be recognized by all states. By June 2015, when the Supreme Court ruled that state bans on marriage equality were unconstitutional, only three other states had passed their own marriage equality laws (Urquijo, 2020). Since then, more states have slowly begun to introduce marriage equality laws, although federal protections imply that states cannot deny anyone a marriage license based on sex or gender of the couple.

LGBTQ+ couples still face legal hurdles in some jurisdictions. For instance, despite a Supreme Court ruling in 2017 declaring that all states must allow adoption by same-sex couples, as of 2024, only 10 states have instituted laws guaranteeing this right. In all other states, adoption by same-sex couples still comes with a legal and administrative burden, as it may be necessary to file a court case demanding the recognition of this right.[7]

[5] https://www.elpais.com, last accessed June 28, 2024. In this paper, urls are truncated, but their hyperlinks are not.

[6] https://www.diputados.gob.mx, last accessed June 28, 2024.

[7] https://www.milenio.com, last accessed June 27, 2024.

Laws that guarantee gender identity rights have been slower to advance. Mexico City was also the first to pass increasingly progressive legislation in 2004, 2008 and 2014, allowing for transgender individuals to change their name and gender on their birth certificates. Despite the Supreme Court stating in 2019 that the process for trans persons to change their legal name and sex should follow the Interamerican Human Rights Court, and extending this recommendation to under-aged persons in 2021 (Martínez Verástegui et al., 2022), as of 2024, only about two thirds of states have modified their legislation accordingly. Since 2023, Mexican citizens can also choose to have a non-binary gender identity on their passport and voting card, which effectively serve as the main official forms of identification in the country.[8]

Despite legal progress, the LGBTQ+ population in Mexico faces discrimination and violence. According to the National Observatory for Hate Crimes Against LGBTQ+ Persons, a non-government organization, Mexico is the country in Latin America with the second highest recorded number of hate crimes (with close to half being committed against trans women). These bias-motivated crimes have been rising in recent years.[9] Moreover, according to the 2016 Global Attitudes Towards Transgender People Survey (Flores et al., 2016), while public opinion in Mexico was slightly more accepting of trans people's rights than in the U.S., it still ranked lower on several dimensions than other Latin American countries, like Argentina. In addition, as we document below, gender and sexual minorities report facing higher levels of discrimination than heterosexual cisgender individuals.

3 Data and Empirical Approach

Data. We use data from the ENDISEG survey conducted in 2021 and released in 2022 by the National Institute of Statistics and Geography (INEGI, *Instituto Nacional de Estadística y Geografía*) in Mexico. ENDISEG represents the first systematic effort by the government to conduct a nationally representative survey focused on quantifying the LGBTQ+ population

[8] https://www.gob.mx and https://centralelectoral.ine.mx, last accessed June 28, 2024.
[9] https://www.excelsior.com.mx, last accessed June 28, 2024

in Mexico and assessing the prevalence of discriminatory practices against them (INEGI, 2021). This survey provides invaluable data to bring to light the LGBTQ+ community. The insights gained from ENDISEG are crucial for informing policy and addressing the socio-economic disparities faced by LGBTQ+ individuals in Mexico.[10]

ENDISEG employs a stratified sampling methodology consistent with other nationally representative surveys conducted by INEGI. The sampling process involves the random selection of households within predefined sampling units, followed by the random selection of one household member to participate. These sampling units consist of groups of contiguous households, categorized into 683 strata, determined based on rural-urban classification and sociodemographic characteristics. This approach ensures national representativeness while guaranteeing the inclusion of respondents from diverse geographic regions and socioeconomic backgrounds.[11]

The design of ENDISEG accounted for the sensitivity of certain questions. Although the survey was conducted in person, it utilized an audio-computer assisted self-interview (ACASI) method (Falb et al., 2016). Specifically, after answering basic demographic questions directly to the surveyor, participants were given a tablet and a set of headphones. Each sensitive question was pre-recorded and heard only by the survey-taker, who then entered their answers directly on the tablet. This afforded respondents with anonymity and privacy (Coffman et al., 2017).[12]

The 2021 ENDISEG surveyed a total of 44,189 individuals. However, we restrict our attention to those ages 18 and higher (effectively eliminating 2,225 observations) and those below the 99th age percentile (dropping another 424 individuals). This leaves us with a sample of 41,540 survey participants. Everyone was asked basic sociodemographic questions

[10]For instance, ENDISEG informed the legislative debate in 2023 around SOGI change efforts (so-called "conversion therapies"), potentially playing a role in pushing forward the 2024 law that outlawed this practice in Mexico. See, for example, https://animalpolitico.com and https://www.elfinanciero.com.mx, last accessed June 28, 2024.

[11]The full description of the sampling methodology is available at https://inegi.org.mx.

[12]Satisfying these requirements may not be enough for truthful reporting, as responses may still suffer from social desirability bias (Das and Laumann, 2010; Gutierrez and Rubli, 2024).

(including marital status, education, employment, and state of residence), items on SOGI (including sex assigned at birth, gender identity, sexual orientation, attraction, and sexual practices), self-perceptions of mental health and life satisfaction, and labor market outcomes and conditions. Some questions on discrimination, attitudes, and behaviors were only asked if the respondent did not identify as a cis heterosexual person.

We use the full battery of questions to characterize basic sociodemographic characteristics of the LGBTQ+ population and differential labor market outcomes by SOGI. Furthermore, we identify LGBTQ+ individuals along dimensions of both sexual orientation and gender identity. We observe 1,944 individuals self-identifying as LGBTQ+, with 1,770 declaring a non-heterosexual orientation and 366 a non-cisgender identity, with some overlap in both. Due to sample size, we do not distinguish between various sexual orientations of trans men, trans women, and non-binary/gender-queer individuals. Likewise, in some exercises we group together bisexual and other sexual orientations (e.g., pansexual) of cisgender persons.

Empirical approach. Although not specifically a labor and employment survey, ENDISEG asked a set of questions related to labor market outcomes, which is our main focus. We observe labor force participation, and then, conditional on current employment, the type of worker (i.e., paid employee, self-employed, employer or unpaid worker), the type of job role (which may proxy for rank or hierarchy), the sector in which the respondent is employed, and some items related to negative experiences in the workplace. Given that everyone—regardless of SOGI—answered these questions, we are able to characterize differences between LGBTQ+ individuals and cisgender heterosexual persons.

We estimate regressions of the following form:

$$y_i = \sum_{j \in \mathcal{J}} \beta_j \mathbb{1}[\text{SOGI identity } j]_i + \gamma X_i + \varepsilon_i \tag{1}$$

where y_i is a labor market outcome for respondent i, $\mathbb{1}[\text{SOGI identity } j]_i$ is an indicator variable for whether the respondent self-identifies with SOGI identity j, $\mathcal{J}$ is the set of

SOGI identities that we consider, X_i is a vector of individual characteristics, and ε_i is the error term. The vector X_i includes age, age squared, and state fixed effects in all regressions; in some specifications, it also includes indicators for education and marital status categories.

For these exercises and due to sample size, we group bisexual and queer/other sexual orientations (e.g., pansexual) of cisgender males and females, and we ignore the sexual orientation of non-cis persons. Effectively, this leaves us with nine SOGI identities: cis heterosexual men, cis gay men, cis bisexual and queer men, cis heterosexual women, cis lesbian women, cis bisexual and queer women, trans men, trans women, and non-binary or persons who identify with another gender. Our excluded category in the estimation is cis heterosexual men, so that all β_j estimates are relative to the mean of that group.

In all regressions, we include controls for the respondent's age, age squared, and state fixed effects. In some specifications, we add indicators for education and for marital status categories. We include survey weights throughout and calculate standard errors robust to heteroskedasticity.

A key limitation of ENDISEG is the absence of data on actual earnings. While the survey allows us to observe labor force participation and job characteristics such as sector and job role, it does not provide information on respondents' individual income. It does, however, include questions about household assets and living conditions (such as access to piped water, electricity, internet, type of flooring, number of rooms, and ownership of appliances), which we use to predict household income based on INEGI's 2022 Household Income and Expenditures Survey (ENIGH, *Encuesta Nacional de Ingresos y Gastos de los Hogares*). We note that this exercise relies on predicted rather than observed income, and that the income estimates are at the household, not individual, level.

4 Descriptives of the LGBTQ+ Population and Queerphobia

We begin by showing demographics of the LGBTQ+ population in Mexico, highlighting similarities to patterns that have been documented in other contexts.

First, ENDISEG estimates that 4.38% of the adult population ages 18 to 85 self-identifies as having a non-cisgender identity and/or a non-heterosexual orientation. Moreover, 0.82% of the population is gender diverse, while 4% does not identify as heterosexual. These estimates are larger than those in most nationally representative surveys in other Latin American countries, such as Brazil (Tampellini, 2024), and in high income countries (Badgett et al., 2021), perhaps due to the anonymity and privacy allowed by the surveying method (Coffman et al., 2017; Ham et al., 2024).

Figure 1 describes shares of SOGI diversity by age and education. We consider five age groups and four education levels. The patterns are similar to those recently documented in other contexts (Ipsos, 2021; Jones, 2022). There is a steep age gradient in SOGI diverse identity, with a higher share of younger persons self-identifying as LGBTQ+. For instance, 10.4% of cis women ages 18 to 25 self-identify as lesbian, bisexual or queer, compared to just 2.49% of cis women ages 36 to 45. As in the U.S. (Monto and Neuweiler, 2023), the age gradient seems to be less steep for cis men: 7.73% ages 18 to 25 are gay, bisexual or queer, compared to 2.45% of cis men ages 36 to 45. Moreover, among cisgender individuals, there are higher fractions of women who identify as bisexual, while there is a higher share of men that identifies as gay. Lastly, there is an age gradient for non-cis persons too, and non-binary or other gender identities make up about half of the non-cis proportion (Julian et al., 2024).

Similar to other contexts (Badgett et al., 2021), LGBTQ+ persons are more likely to have higher levels of education, although we do not see any significant differences between high school and college. Appendix Figure S1 further shows the distribution of LGBTQ+ identities

over space by states, which is the only geographic identifier in the survey. We observe a lot of variation in concentrations of SOGI diverse populations across states. Although previous work has documented a higher prevalence of LGBTQ+ populations in urban settings (Badgett et al., 2020), we are unable to make such distinctions within ENDISEG.

We next turn to characterizing queerphobia in Mexico. Using three questions on whether respondents are in favor or against marriage equality, adoption by same-sex parents, and public displays of affection (PDA) by same-sex couples, we construct an indicator for not being in favor of at least one of these items. The overall prevalence of hate is striking: 64.3% of non-LGBTQ+ persons do not respond favorably to at least one of these three questions. Figure 2 shows the shares of this measure of queerphobia by age and education, distinguishing between cis heterosexual women, cis heterosexual men, and LGBTQ+ persons. As shown in other contexts (OECD, 2019), the prevalence of queerphobia among cis heterosexual women and men rises with age and declines with education, although the gradient is steeper for the former.

For transparency, Appendix Figures S2 and S3 present the distributions of responses for each individual item (marriage equality, adoption by same-sex parents, and PDA by same-sex couples) separately for cisgender heterosexual women and men. These plots indicate that responses are generally similar across these groups, with both appearing somewhat less likely to oppose marriage equality, relative to the other two items.[13] Overall, this suggests that our index measure captures consistent variation across questions and is not disproportionately driven by a single statement.

There is also queerphobia among LGBTQ+ persons, though much lower, with an average of 33.6% of respondents not being in favor of at least one of the three questions on hate. For LGBTQ+ persons, the age and education gradients are much steeper. Appendix Figure S5 presents the distribution of responses for each of the three queerphobia components

[13]Appendix Figure S4 further reports pairwise correlations between these three items. Responses to these statements are moderately to strongly correlated, with the highest correlations between the marriage equality and PDA items, and a slightly weaker correlation between same-sex adoption and PDA.

among LGBTQ+ individuals, again confirming that the index measure is not disproportionately driven by any single component. Appendix Figure S6 further shows the geographical distribution of queerphobia, with a higher concentration in the south of Mexico.

Unsurprisingly given the high shares of negative attitudes toward the LGBTQ+ population, we also document three additional results related to well-being in the appendix. First, a high share of LGBTQ+ individuals are reluctant to share their identity with others. Figure S7 shows that on average 14.4% of LGBTQ+ persons have not come out of the closet with anyone at all. Although point estimates differ by identity, none of the differences across SOGI groups are statistically significant. This plot also shows that 42.7% have not come out to their parent or parents.[14] In this case, we do observe some significant differences across SOGI identities, with gay men being a lot less likely to *not* have come out to their parents compared to cis bisexual and queer women and non-binary or gender-queer individuals. We also observe substantial age differences in coming out. Among LGBTQ+ individuals, 22% of those aged 40 and older have not come out to anyone, compared to 12% of those aged 18-39. These differences are not present across all SOGI groups, but can be striking in some cases. For example, among older gay men, 47% have not come out to their parents, compared to just 21% of younger gay men.

Second, as in other contexts (Liu and Reczek, 2021; White et al., 2021), the prevalence of self-reported mental health conditions is much higher among the LGBTQ+ population compared to cis heterosexual men and women, as shown in Figure S8. The survey asked respondents whether they had experienced a variety of mental health issues over the past 12 months, although these are not necessarily tied to an actual medical diagnosis. For instance, 40.7% of the LGBTQ+ population reports having had depression, compared to 28.2% of the rest of the population. More strikingly, LGBTQ+ persons are over three times as likely to have had a suicide attempt than non-LGBTQ+ persons.

[14]The survey does not allow us to distinguish between having come out to both or one parent (or even if respondents have one or two parents).

Appendix Figure S9 decomposes these differences by age groups, showing that the bulk of the disparities in self-reported mental health items between LGBTQ+ and non-LGBTQ+ individuals is driven by younger respondents under 40. However, a caveat is that older generations may be less likely to report or discuss mental health issues, either due to generational norms or differences in self-perception. While we cannot disentangle this, notably, the only items where differences by LGBTQ+ identity remain significant among the older cohort are those related to suicidal ideation and suicide attempts. These measures may be less prone to subjective interpretation, making them less sensitive to reporting biases. This may suggest that, even among older cohorts, the mental health of LGBTQ+ individuals may be worse than that of their non-LGBTQ+ counterparts.

Lastly, in line with recent research for the U.S. (Stacey et al., 2022), we document in Figure S10 that the LGBTQ+ population has a lower self-assessment of items related to life satisfaction. The survey presented respondents with a variety of statements (such as "I feel satisfied with my life") and asked them to indicate whether they agreed a lot, somewhat, a little, or not at all. We construct measures of low self-assessments of satisfaction by grouping the last two options (that is, a higher number of our measure denotes a *worse* self-assessment). While some differences are not statistically significant, the share of LGBTQ+ persons with a negative self-assessment is always much higher than that for their cis heterosexual counterparts. For example, 9.9% of LGBTQ+ respondents report a low assessment of feeling satisfied with their life, compared to 6.1% of the rest of the population. Figure S11 further shows that these differences are primarily driven by younger individuals, though significant disparities by LGBTQ+ identity are also present among the older cohort in some of these self-assessments.

5 Results

5.1 Labor Force Participation

We now turn to estimating the differences in labor market outcomes for the LGBTQ+ population in Mexico.[15] Figure 3 plots estimates from equation 1. We shift all coefficients by the mean outcome for cis heterosexual men (i.e., the excluded category). Each series (circles and diamonds) denotes a different specification. We control for age and age squared and include state fixed effects in both cases; the specification in the diamond series also controls for indicators of education and marital status categories. Capped spikes denote 95% confidence intervals calculated from standard errors robust to heteroskedasticity. The top panel shows two measures of employment: whether the respondent had a job during the week prior to the survey and whether the respondent was employed at any moment during the past year. Sample sizes for each SOGI group are shown in Appendix Table S1.

Across specifications and outcomes, we find that cis gay men are not less likely to be employed than their heterosexual counterparts. This is in contrast with Tampellini (2024), that finds that gay and bisexual men are less likely to be employed full time in Brazil in a 2019 survey. We do find, however, that cis men with other sexual orientations (i.e., bisexual, pansexual, queer, etc.) are significantly less likely to participate in the labor market. For current employment, the effect size ranges from 10 to 13 percentage points lower, relative to an 83.6% participation rate for cis heterosexual men.[16]

As expected, cis heterosexual women are much less likely to participate in the labor force relative to their male counterparts. However, we find that cis lesbian women are not significantly more or less likely to be employed relative to cis heterosexual women, although point estimates suggest a slightly higher participation rate. For cis bisexual and queer women, we still find lower employment than cis heterosexual men, but their probability of employment is significantly higher than that of cis heterosexual women in most specifications.

[15] Appendix Figure S12 shows raw shares for these labor market outcomes by LGBTQ+ identity.
[16] Appendix Table S2 shows point estimates for these exercises.

Trans men are significantly less likely to be connected to the job market compared to cis heterosexual men, with magnitudes of 28 percentage points less likely to be currently employed and 15 percentage points less likely to have been employed in the past year. However, we do not observe significantly lower employment for trans women, relative to cis heterosexual men, and point estimates are much smaller, ranging from 5 to 9 percentage points. For trans men, we cannot reject that their current labor force participation is the same as that of cis heterosexual women, while for trans women we consistently obtain significantly higher labor market attachment than cis heterosexual women. Lastly, we find that non-binary and gender-queer persons are significantly less likely to be employed than cis heterosexual men, but significantly more likely than cis heterosexual women.

Appendix Table S3 presents, for individuals within each SOGI group, differences in observable characteristics between those who participate in the labor force and those who do not. Comparing across SOGI groups, it is clear that selection patterns into the workforce vary considerably, even across LGBTQ+ identities. For instance, while cis heterosexual men who are currently employed are older than those who are not, the opposite is true for cis bisexual and queer men and women and for non-binary individuals. Moreover, the age difference between working and non-working cis gay men, cis lesbian women, trans men, and trans women is insignificantly different from zero. Cis gay and bisexual/queer men who participate in the labor market are less likely to not have come out to anyone, while the opposite holds for trans men and trans women (though their differences are not significant). Working cis bisexual and queer men are less likely to report mental health problems than those not participating in the labor force, while the opposite is true for cis heterosexual women. In addition, numerous other selection differences across SOGI groups can be directly observed in the table.

We argue that these complexities in selection are crucial for a careful interpretation of differences across SOGI groups in any other labor market outcomes. Estimating regressions controlling for observable characteristics may be misleading, as it is also unclear the extent

to which those factors also vary as a response to discrimination, stigma, and other variables than may directly affect labor market outcomes. Below, we explore one particular aspect of selection in the form of occupational sorting by queerphobia. However, many other dimensions may matter for these endogenous choices.[17]

The bottom panel of Figure 3 shows the probability of being a paid employee and the probability of being self-employed, the two largest types of work reported by individuals.[18] Compared to cis heterosexual men, we observe lower probabilities of being a paid employee only for trans women and non-binary persons. For cis bisexual and queer men and women, the probability of being a paid employee is only lower than that of cis heterosexual men when including education and marital status controls. These lower probabilities of being an employee among these select groups are compensated with a higher likelihood of reporting being self-employed. In general, though, confidence intervals do not allow us to reject small differences in reporting these types of employment across groups.

Appendix Table S5 further complements our findings by showing estimates for whether respondents receive income from other non-employment sources. We find that, relative to cis heterosexual men, cis bisexual and queer men are more likely to receive non-labor income (e.g., rental income), cis bisexual and queer men and women are more likely to receive a cash transfer from another household within Mexico, non-cis heterosexual women and non-binary persons are more likely to receive a cash transfer from abroad, trans men are less likely to receive a cash transfer from abroad, and most SOGI diverse individuals are less likely to be beneficiaries of a retirement fund or pension.

Overall, our findings indicate differences in labor force participation and in selection into work among LGBTQ+ individuals, although there are generally not many significant

[17] In an ancillary exercise (not shown), we also examined age differences by splitting the sample into younger and older cohorts. Overall, we do not find strong evidence of age-based differences that would allow us to definitively say whether younger generations of LGBTQ+ individuals are better or worse off than their older counterparts in terms of these labor market outcomes. Identifying such trends may require richer data or larger sample sizes for minority groups within narrower age bands.

[18] Appendix Table S4 shows the full point estimates and includes the other two reported categories in the survey: being an employer (i.e., having your own business) and being an unpaid worker.

distinctions in whether individuals are paid employees or self-employed. Understanding that these differences stem from many endogenous choices, we next turn our attention to exploring potential sorting into occupational sectors. Evidently, SOGI minorities may sort on many dimensions, but we focus on understanding this selection around queerphobia.

5.2 Occupational Sorting

To compare the degree of sorting into occupations for LGBTQ+ persons, we first compute for each SOGI group j an age-specific measure of the share of that group that is currently employed in occupational sector k. Then, to obtain a measure relative to choices made by cis heterosexual men, we subtract the corresponding shares for this group. Specifically, we calculate:

$$s_{ajk} = \frac{N_{ajk}}{N_{aj}} - \frac{N_{amk}}{N_{am}}$$

where N_{ajk} is the number of individuals in age group a of SOGI group j that are currently in job sector k, N_{aj} is the total number of persons in age group a with SOGI identity j, and m denotes identifying as a heterosexual cis man. We use survey weights throughout.

Our main interest is exploring whether any potential differential sorting correlates with the levels of prejudice against LGBTQ+ individuals held by non-LGBTQ+ persons in each sector. Therefore, for each job sector j, we also compute a measure of the degree of queerphobia among heterosexual cisgender individuals, calculated as the fraction of them who oppose marriage equality, adoption by same-sex couples, and/or PDA by LGBTQ+ persons.

Figure 4 presents the results of this exercise graphically. Each plot corresponds to a different SOGI identity. We distinguish nine job sectors using the occupation codes provided by INEGI and include an "unclassified" category for the remaining occupations.[19] Due to sample size, we also focus on just two age groups, roughly splitting the sample in half. The horizontal axis depicts the average level of queerphobia among heterosexual cis workers in

[19] Appendix Table S6 shows point estimates of equation 1 for the sector of the respondents' current job, showing patterns of differential presence of SOGI minorities by occupational sector.

each job sector. The vertical axis shows our measure of presence relative to cis heterosexual men in each job sector-age group pair. Zero denotes a presence that is equal to that of the comparison group.

Our results show that all SOGI diverse groups are over-represented in job sectors with lower average levels of queerphobia, relative to the presence of cis heterosexual men. Distinguishing by age, differential sorting is more pronounced among older cohorts (ages 40 and older) for all SOGI diverse groups, except cis lesbian women. This suggests that LGBTQ+ individuals may choose to work in areas with less prejudice against them. This relationship remains robust under a more stringent definition of queerphobia, as shown in Appendix Figure S14. However, we caution that we cannot establish a causal relationship between the relative presence of LGBTQ+ individuals and the level of queerphobia in these sectors.

To examine whether these sorting patterns differ among individuals who are paid employees (as opposed to other types of work), Appendix Figure S15 replicates the analysis using only paid employees. We continue to observe sorting of minority groups into job sectors based on average levels of queerphobia, although differences across age groups are smaller or disappear entirely, particularly for cis gay men, bisexual and queer women, and non-binary/genderqueer individuals. For lesbian women, we continue to observe greater sorting among the younger cohort, with a somewhat stronger pattern than in the full sample.

In order to further illustrate the potential differences in sorting patterns for different SOGI groups, Appendix Table S7 shows, within each SOGI group, differences in observable characteristics between respondents employed in a high-queerphobia sector and those in a sector with relatively lower levels of stigma. As before, apart from the obvious differences in age across SOGI groups, many other complex patterns are at play. For instance, cis gay men in sectors with high queerphobia are significantly more likely to be out to no one, but the opposite is true for cis bisexual and queer men (although the point estimate is not significantly different from zero). The difference in the probability of reporting any mental health problem among trans men in high-queerphobia sectors is four times larger than the differ-

ence for cis heterosexual women and twice as large as for cis gay men. Additionally, there are many other differences across SOGI groups in terms of selection that can be observed directly in the table.

As in the previous exercise for labor force participation, we highlight these differences in order to caution the interpretation of the findings below, as the evidence—at least on this small set of observable characteristics—suggests that there are differential patterns of selection into sectors as ranked by queerphobia.

5.3 Workplace Authority and Experiences

We now turn to analyzing the likelihood of holding a high-ranking post at work and the probability of having had negative workplace experiences in terms of victimization and exclusion.[20] We note, however, that these estimates must be interpreted with caution given differential sorting by SOGI minorities into the labor market, job sectors, and other endogenous choices. Figure 5 presents our estimates from equation 1, shifted by a constant to correspond to the sample means by group. Each plot displays two sets of coefficients: one based on currently employed individuals and the other restricted to paid employees only.[21] These specifications include the full set of controls, while results using alternative sets of controls are shown in Appendix Figures S16 and S17.

We use the job role categories directly from the INEGI codebook to identify top positions. The first classification includes only leadership and management roles, which are very explicitly top-ranking positions.[22] In our second classification, we also include professional roles (e.g., specialists, professors, doctors). For the stricter first classification, we generally do not find differences in the probability of holding a leadership or managerial position, although cis lesbian women seem more likely and trans men are significantly less likely to

[20] Previous work for the U.K. (Aksoy et al., 2019) has identified a lower probability of holding top-ranked positions for gay men, coining the term "gay glass ceiling".

[21] Appendix Tables S8 and S9 show point estimates using the full sample of employed persons for all classifications of job roles and for all items of negative workplace experiences, respectively.

[22] These roles include officials and high authorities in the public, private, and social sectors, directors and managers, and coordinators and area chiefs.

be in such roles, compared to cis heterosexual men. Adding professional roles, we generally find that all SOGI diverse groups, with the exception of non-binary individuals, are more likely (or equally likely) to have a job in these high-ranked positions than cis heterosexual men. These patterns hold when restricting to paid employees only.

For negative workplace experiences, we construct two measures: victimization, which aggregates reports of being the target of offensive comments or mocking, bullying or harassment, and threats or assault at work; and exclusion, which combines reports of being excluded from social activities at work and/or receiving an unequal treatment in terms of benefits or promotions. The sample size is somewhat smaller here since we require that respondents are currently employed and answered all of these workplace experiences questions.[23]

Results show that cisgender bisexual and queer women and non-binary individuals are more likely to report workplace victimization compared to cis heterosexual men (with statistically significant effects for cis bisexual/queer women in both the sample of all individuals currently employed and the paid employees subsample). Notably, this difference becomes stronger and statistically significant for non-binary individuals when restricting the analysis to paid employees. This pattern suggests a potential selection effect: non-binary individuals who are able to access paid employment may face heightened exposure to workplace hostility. In terms of exclusion, although all SOGI minority groups report higher rates than cis heterosexual men, the difference is statistically significant only for cis bisexual and queer men. This may suggest that while this group does not face as strong barriers to entering paid employment as trans women or non-binary individuals, they are nonetheless more likely to encounter challenges related to inclusion once employed.

Appendix Figure S18 explores differences in victimization and exclusion by LGBTQ+ identity across high- and low-queerphobia sectors, using the median to stratify sectors. While many differences are not statistically significant, we find that trans women are significantly more likely to face victimization and exclusion in high-queerphobia sectors. We also observe

[23]See Appendix Table S1 for a breakdown of observations by SOGI group in this subsample.

slight differences for cis bisexual and queer women (higher victimization) and for cis bisexual and queer men (higher exclusion) in these sectors. While these results are not definitive, they provide additional support for the documented sorting patterns.

5.4 Imputed Household Income

As a final exercise, we examine differences in predicted household income across SOGI groups. As with all previous results, we caution against overinterpretation due to the selection patterns documented above. In this case, however, additional caution is warranted because income is not directly observed in ENDISEG and must instead be imputed.

To conduct this analysis, we leverage the fact that ENDISEG includes a set of questions on household assets and living conditions that are also present, verbatim, in INEGI's 2022 ENIGH survey, which does collect direct measures of total household income. Using the subset of variables available in both surveys, we estimate a simple predictive model of household income in ENIGH and apply it to the ENDISEG data to generate predicted household income. The model includes the following variables: type of flooring in the dwelling; number of bedrooms per household member; indicators for access to piped water, type of sewerage system, and presence of a bathroom with a toilet; availability of electricity; ownership of key household assets including a refrigerator, washing machine, car, television, computer, and internet connection; number of household members; and indicators for the state of residence. We estimate this model using ordinary least squares (OLS) for simplicity, as alternative approaches yielded similar predictive performance.

To help validate this approach, Appendix Figure S13 compares the distribution of actual and predicted log household income in the 2022 ENIGH survey. The blue bars represent the distribution of directly measured income. The red bars show predicted income based on an OLS model using all household asset variables available in ENIGH, while the yellow bars show predicted income using only the subset of asset variables also available in ENDISEG (the specification used in our main analysis). As expected, the predicted distributions are

somewhat tighter, reflecting some informational loss. However, the model restricted to the subset of variables contained in ENDISEG closely approximates the distribution produced by the full model, suggesting that our predictions are reasonably robust despite the limitations.

We use the predicted income measure to examine differences in log household income by LGBTQ+ identity in Figure 6. It is important to note that we assign household income to individuals based on their own identity, but this does not imply that households themselves are not SOGI-diverse (e.g., a surveyed cisgender heterosexual man may live with a non-binary person, even though only his identity is observed). We find that cis bisexual and queer men live in households with household incomes that are 5–10% higher, on average, than those of cis heterosexual men, although this difference is only marginally significant and becomes statistically insignificant once we control for education and marital status. However, the most striking result is that trans women live in households with incomes that are, on average, 20% lower than those of cis heterosexual men. This difference remains statistically significant even after including all controls. For all other SOGI groups, we do not observe significant differences in household income relative to cis heterosexual men.

Because this analysis focuses on household income rather than individual earnings, we also examine the number of household members by SOGI group to assess the potential role of household composition (also shown in Figure 6). While there is some variation across groups, most differences are not statistically significant. For trans women, we find they live in households with an average of three members, compared to about 3.4 for cis heterosexual men, although this difference is only marginally significant. Thus, while the household income results should be interpreted with caution given the limitations of the imputation approach, they suggest that trans women live in households that may face greater economic disadvantage.

6 Conclusion

LGBTQ+ populations have been historically disadvantaged due to stigma and discrimination. However, measuring and interpreting labor market gaps by LGBTQ+ identity is not straightforward, given the issues of differential selection into the labor force, occupational sorting, variations in human capital investments and household formation, and endogenous decisions to reveal a non-heterosexual and/or non-cisgender identity at work. This paper presents a descriptive analysis of labor market outcomes for SOGI diverse individuals in Mexico, emphasizing the role of sorting by queerphobia.

We document that younger and more educated cohorts are more likely to identify as LGBTQ+, while the opposite trend is seen for queerphobia among cis heterosexual persons. Labor force participation rates vary among SOGI minorities, with all groups except cis gay men showing lower employment rates than cis heterosexual men, but not lower than cis heterosexual women. With respect to sorting, we document that LGBTQ+ individuals are over-represented in job sectors with lower queerphobia, especially among older cohorts. We emphasize that the patterns of occupational sorting we observe do not necessarily imply that there is a causal relationship. We also find that LGBTQ+ individuals, except non-binary ones, are more likely to hold leadership or professional roles than cis heterosexual men. In addition, cis bisexual and queer women, trans women, and non-binary individuals report higher rates of workplace victimization, while cis bisexual and queer men and cis lesbian women report more exclusion. Finally, we document significantly lower predicted household income for trans women.

In summary, we advise caution when interpreting the differences by LGBTQ+ identity in the likelihood of holding high-rank positions at work, the probability of having negative workplace experiences, and household income. These observable gaps (or lack thereof) may be influenced by various factors, including selection into the labor market and sorting by occupational sectors. Also, SOGI minorities may endogenously choose to disclose their identity in the workplace, further complicating the interpretation. Lastly, the observed

differences in experiences of victimization and exclusion may provide a biased view of the potential risks faced by LGBTQ+ persons, as they are only a reflection of the current labor market equilibrium.

We highlight some limitations related to data availability. ENDISEG does not include information on wages or whether employment is in the formal or informal sector, both of which are critical labor market outcomes. It also does not include urban identifiers that would be useful given that LGBTQ+ populations are typically more likely to live in cities. Bigger sample sizes would also be necessary for cutting the data into smaller groups (e.g., defining more precise labor markets or sectors). To explore channels through which sorting patterns arise, more detailed information, such as workplace characteristics, would be useful. Lastly, determining which policies and interventions have a causal impact on LGBTQ+ inclusion and equality (and of what magnitude) is fundamental for meaningful change, especially in contexts with high levels of prejudice.

Declaration of Generative AI and AI-Assisted Technologies in the Writing Process

During the preparation of this work the authors used ChatGPT in order to enhance clarity and readability. After using this tool, the authors reviewed and edited the content as needed and take full responsibility for the content of the published article.

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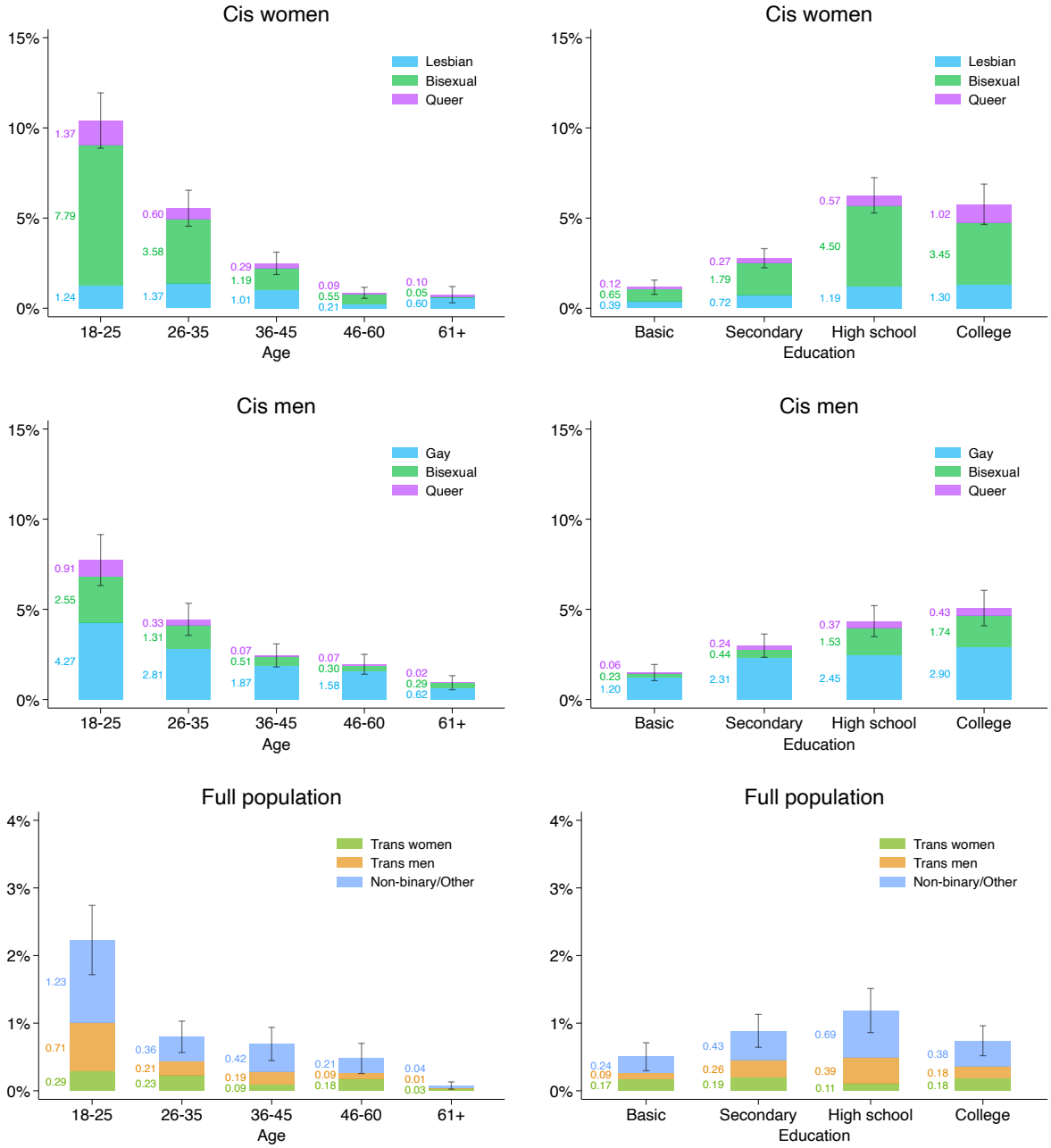
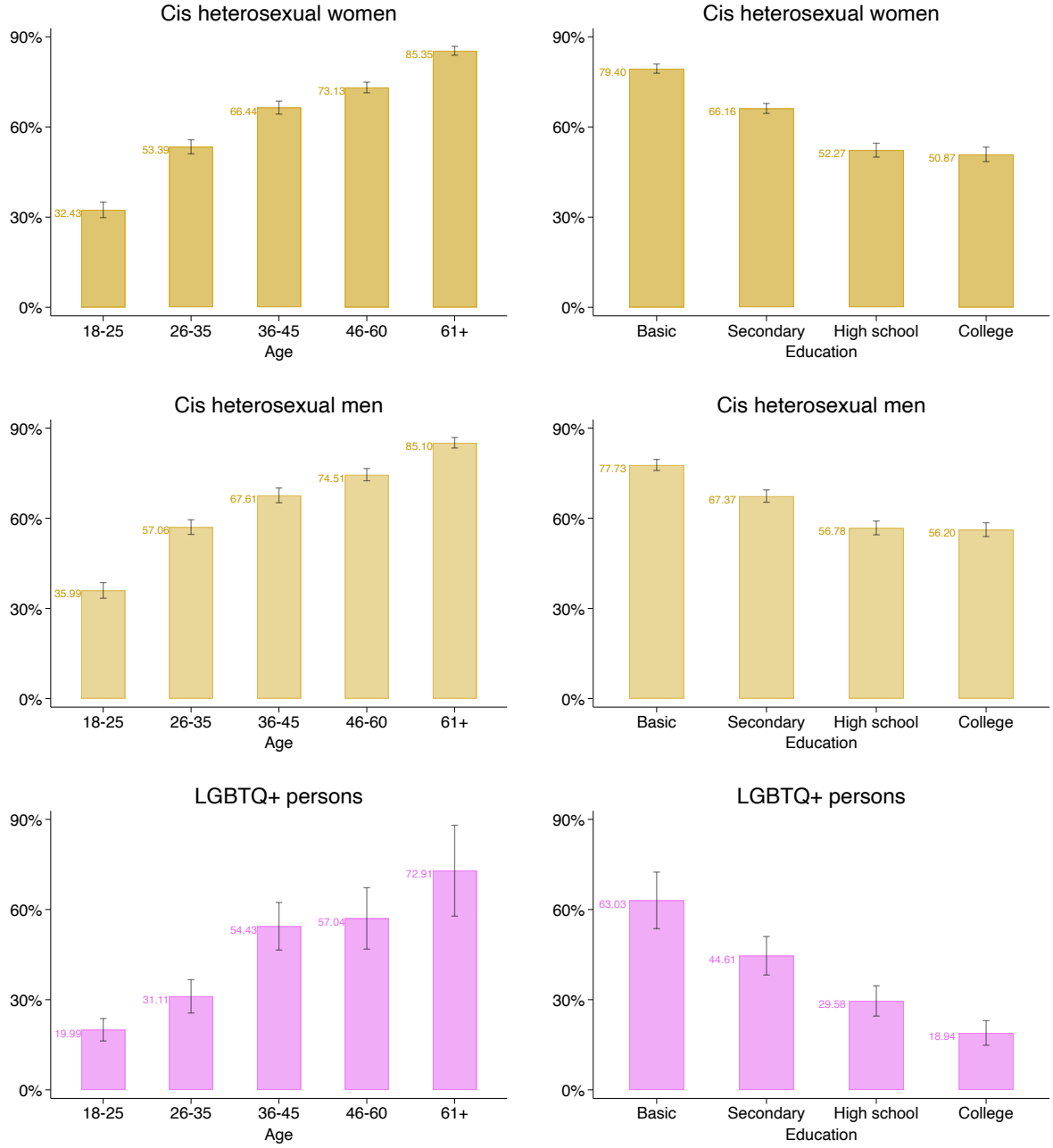
Figure 1:
LGBTQ+ Prevalence by Age and Education



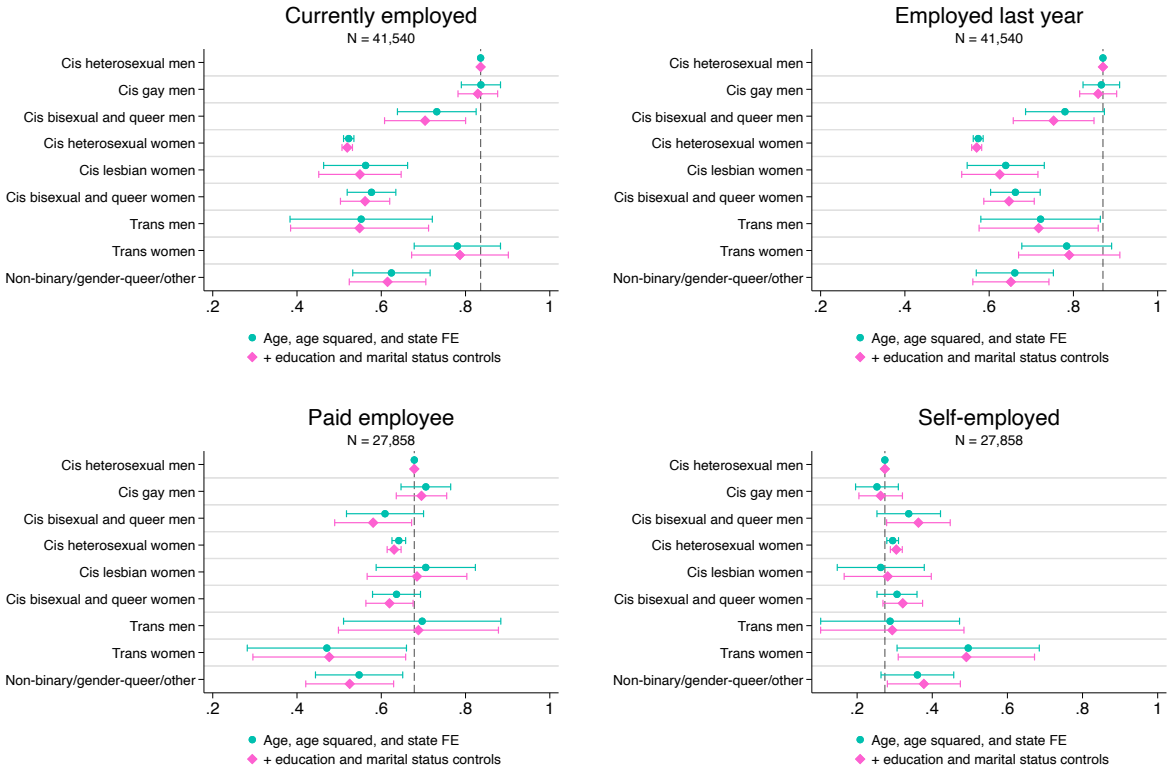
Notes: These plots show shares of LGBTQ+ individuals by age and education groups. We use all data from the 2021 ENDISEG. The top row restricts to cisgender women, the middle row is cis men, and the bottom row considers the full population. The top two rows identify lesbian/gay individuals, bisexual persons, and queer persons (i.e., other sexual orientations). The bottom row shows shares of non-cis persons (i.e., trans women, trans men, and non-binary/gender queer/other gender identities). The plots on the left decompose shares by age groups, the plots on the right by education. Numbers to the left of each bar show the percentages for each category. Capped spikes at the top of each bar represent 95% confidence intervals for the estimated share of LGBTQ+ individuals in each group. All shares are calculated using survey weights.

Figure 2:
Queerphobia by Age and Education



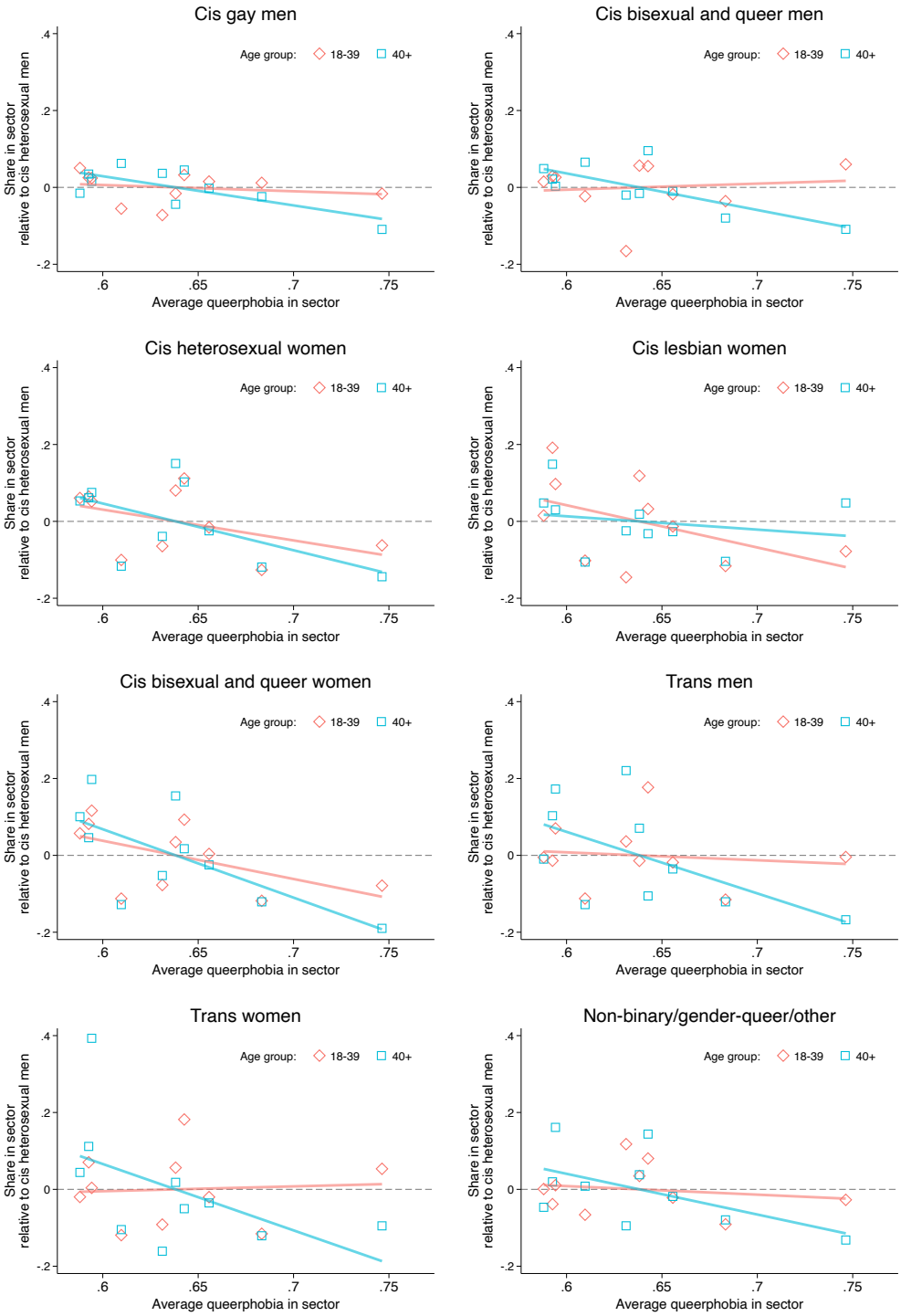
Notes: These plots show prevalence of queerphobia by age and education groups. We use all data from the 2021 ENDISEG. Queerphobia is defined as being against at least one of the following: marriage equality, adoption by same-sex parents, and/or public displays of affection by same-sex couples. The top row restricts to cisgender women, the middle row is cis men, and the bottom row considers the LGBTQ+ population. The plots on the left decompose queerphobia prevalence by age groups, the plots on the right by education. Numbers to the left of each bar show the percentages for each category. Capped spikes at the top of each bar represent 95% confidence intervals for the estimated prevalence of queerphobia in each group. All shares are calculated using survey weights.

Figure 3:
Labor Force Participation by LGBTQ+ Identity



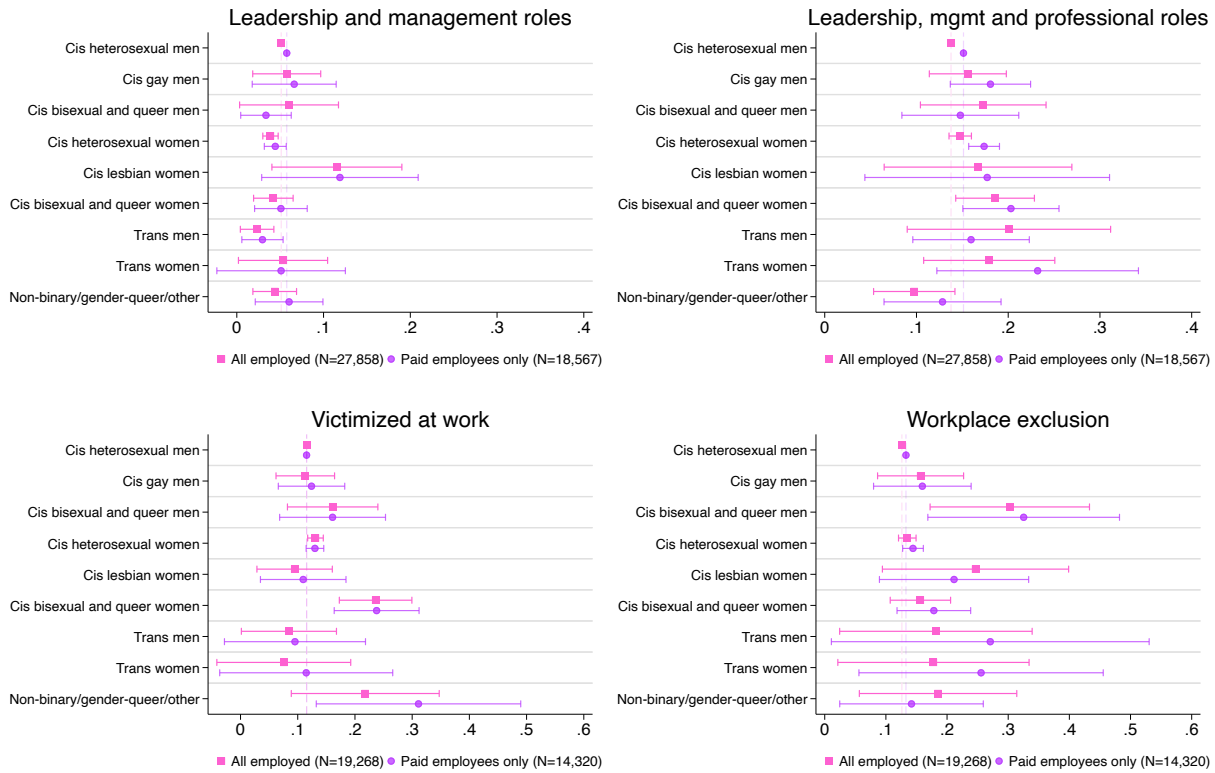
Notes: These plots show labor force participation by LGBTQ+ identity. We use all data from the 2021 ENDISEG for the top panel and condition on being currently employed in the bottom panel. We plot estimates from equation 1, with cis heterosexual men as the excluded category. All point estimates are shifted by the outcome mean for cis heterosexual men. Each series corresponds to a different regression specification. All regressions include controls for age, age squared, and state fixed effects (FE). Specifications in the diamond series adds indicators for education and marital status categories. Regression coefficients are calculated using survey weights. Capped spikes represent 95% confidence intervals calculated from standard errors robust to heteroskedasticity.

Figure 4:
LGBTQ+ Prevalence and Queerphobia by Sector and Age



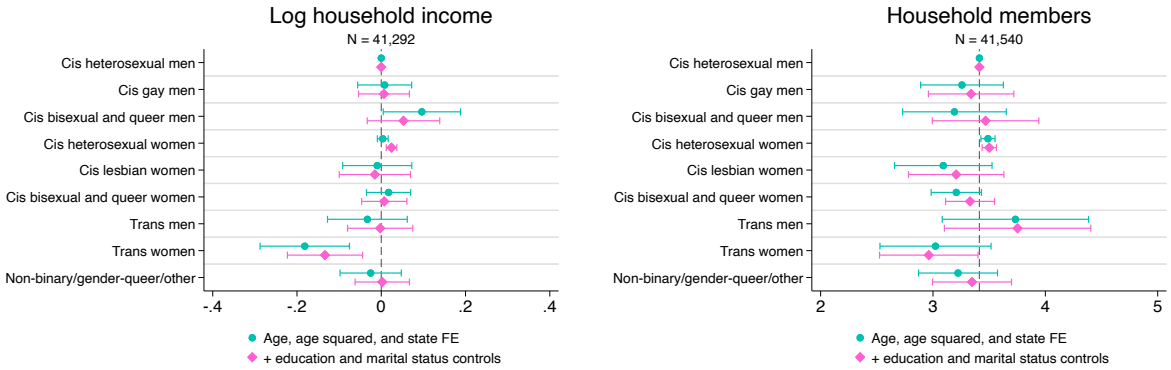
Notes: These plots show the share of eight SOGI groups relative to the share of heterosexual straight men by average job sector queerphobia. We use all data on currently employed individuals from the 2021 ENDISEG. The horizontal axis considers the average queerphobia among non-LGBTQ+ individuals by sector. The vertical axis calculates the share of SOGI group j in a job sector-age group pair (for age groups 18-39 and 40 and older) and subtracts the share of cis heterosexual men in that sector-age group. All averages calculated using survey weights. Colored lines denote linear fits.

Figure 5:
Job Roles and Work Conditions by LGBTQ+ Identity



Notes: These plots show job roles and work conditions by LGBTQ+ identity. Squares denote estimates from a specification that uses data on all currently employed individuals from the 2021 ENDISEG. Circles further restrict to paid employees only. The bottom panel further conditions on having answered questions about work conditions. We plot estimates from equation 1, with cis heterosexual men as the excluded category. All point estimates are shifted by the outcome mean for cis heterosexual men. All regressions include controls for age, age squared, state fixed effects, and indicators for education and marital status categories. Regression coefficients are calculated using survey weights. Capped spikes represent 95% confidence intervals calculated from standard errors robust to heteroskedasticity.

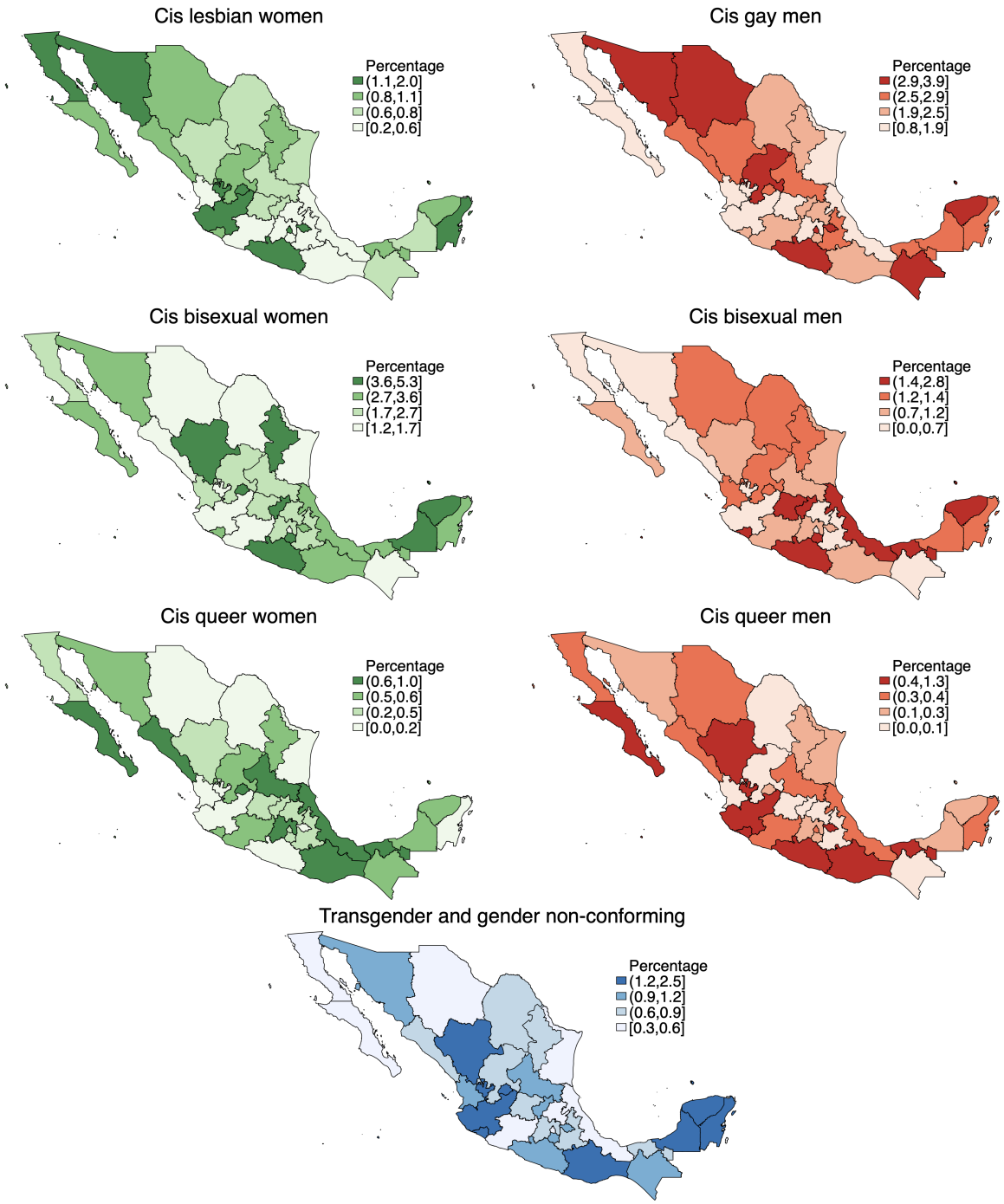
Figure 6:
Household Income and Household Members by LGBTQ+ Identity



Notes: These plots show predicted household income and the number of household members by LGBTQ+ identity, using data from the 2021 ENDISEG. Predicted household income is constructed by estimating an OLS model using household asset variables from the 2022 ENIGH survey and applying it to the corresponding variables in ENDISEG (see main text for details and appendix Figure S13). We then take the logarithm of the predicted income measure. We plot estimates from equation 1, with cis heterosexual men as the excluded category. All point estimates are shifted by the outcome mean for cis heterosexual men. Each series corresponds to a different regression specification. All regressions include controls for age, age squared, and state fixed effects (FE). Specifications in the diamond series adds indicators for education and marital status categories. Regression coefficients are calculated using survey weights. Capped spikes represent 95% confidence intervals calculated from standard errors robust to heteroskedasticity.

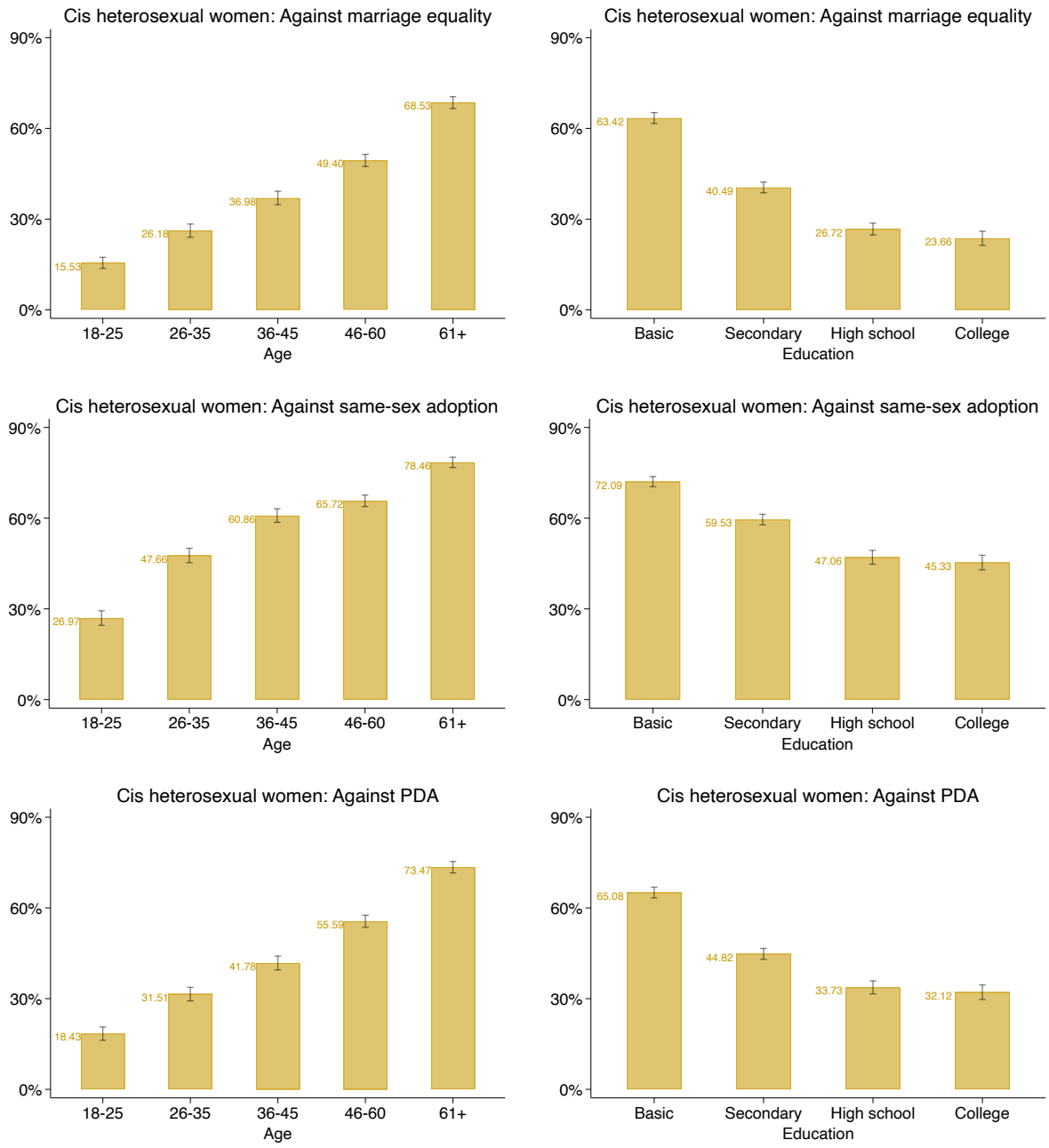
Supplementary Materials

Figure S1:
LGBTQ+ Prevalence by State



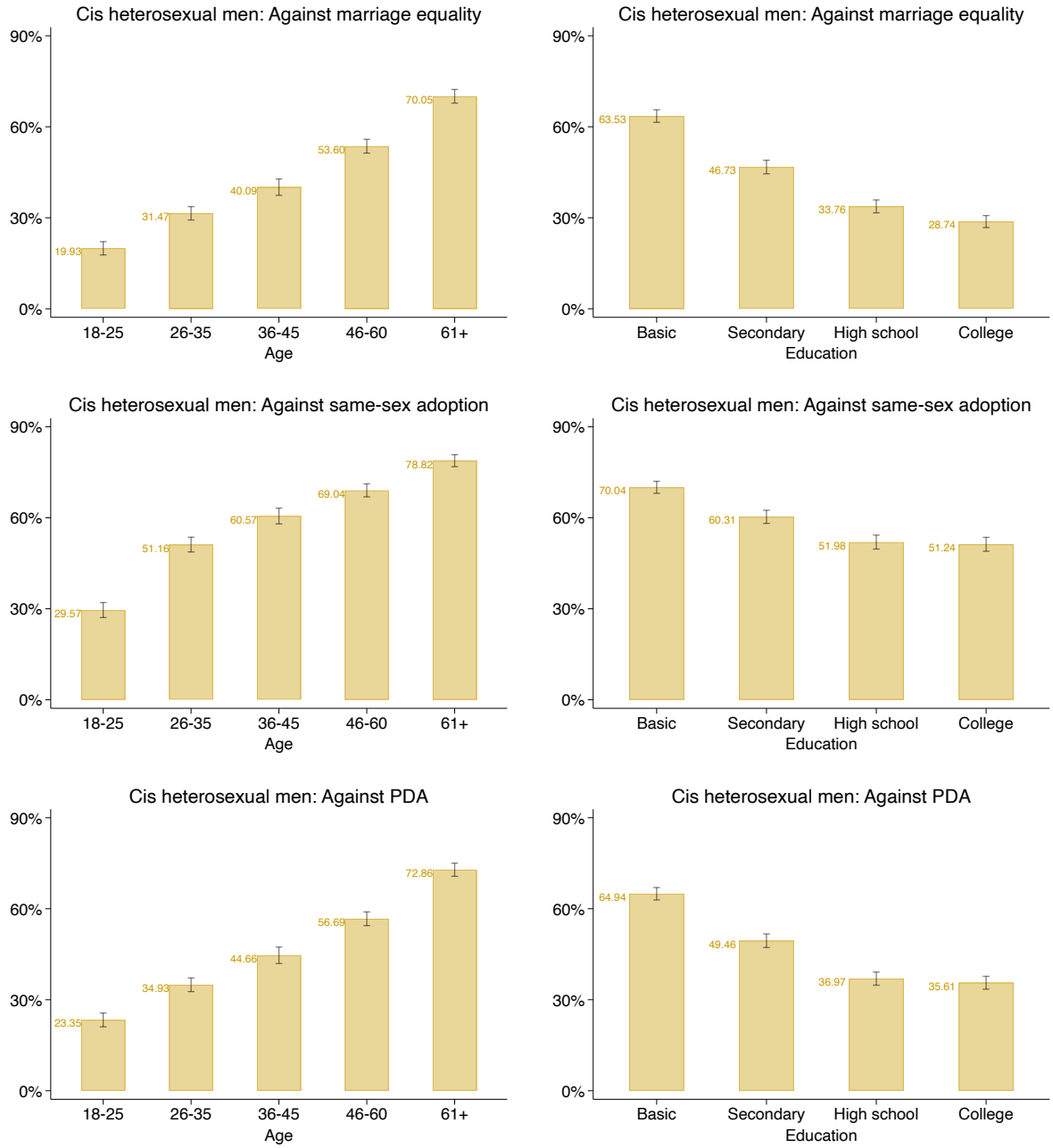
Notes: These maps depict shares of LGBTQ+ individuals by state. We use all data from the 2021 ENDISEG. We show lesbian women, bisexual women, and queer women (i.e, other sexual orientations) as a share of all cisgender women. Likewise, we show gay men, bisexual men, and queer men (i.e, other sexual orientations) as a share of all cis men. Lastly, we show non-cis persons (i.e., trans women, trans men, and non-binary/gender queer/other gender identities) as a share of the full population. Each map distinguishes between quartiles of state-specific shares. All shares are calculated using survey weights.

Figure S2:
Queerphobia among Cis Heterosexual Women by Age and Education



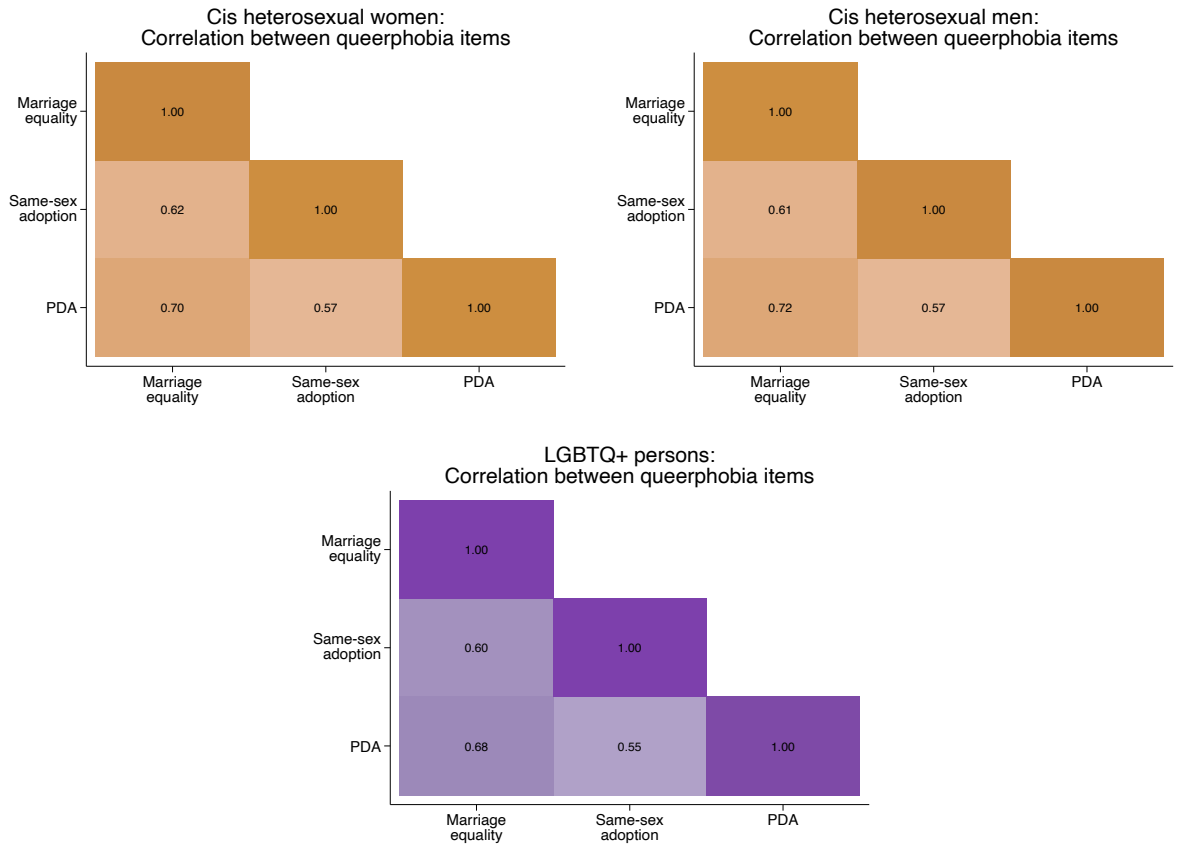
Notes: These plots show prevalence of queerphobia by age and education groups for cis heterosexual women. We use all data from the 2021 ENDISEG. The top row defines queerphobia as being against marriage equality, the middle row against adoption by same-sex parents, and the bottom row against public displays of affection (PDA) by same-sex couples. The plots on the left decompose queerphobia prevalence by age groups, the plots on the right by education. Numbers to the left of each bar show the percentages for each category. Capped spikes at the top of each bar represent 95% confidence intervals for the estimated prevalence of queerphobia in each group. All shares are calculated using survey weights.

Figure S3:
Queerphobia among Cis Heterosexual Men by Age and Education



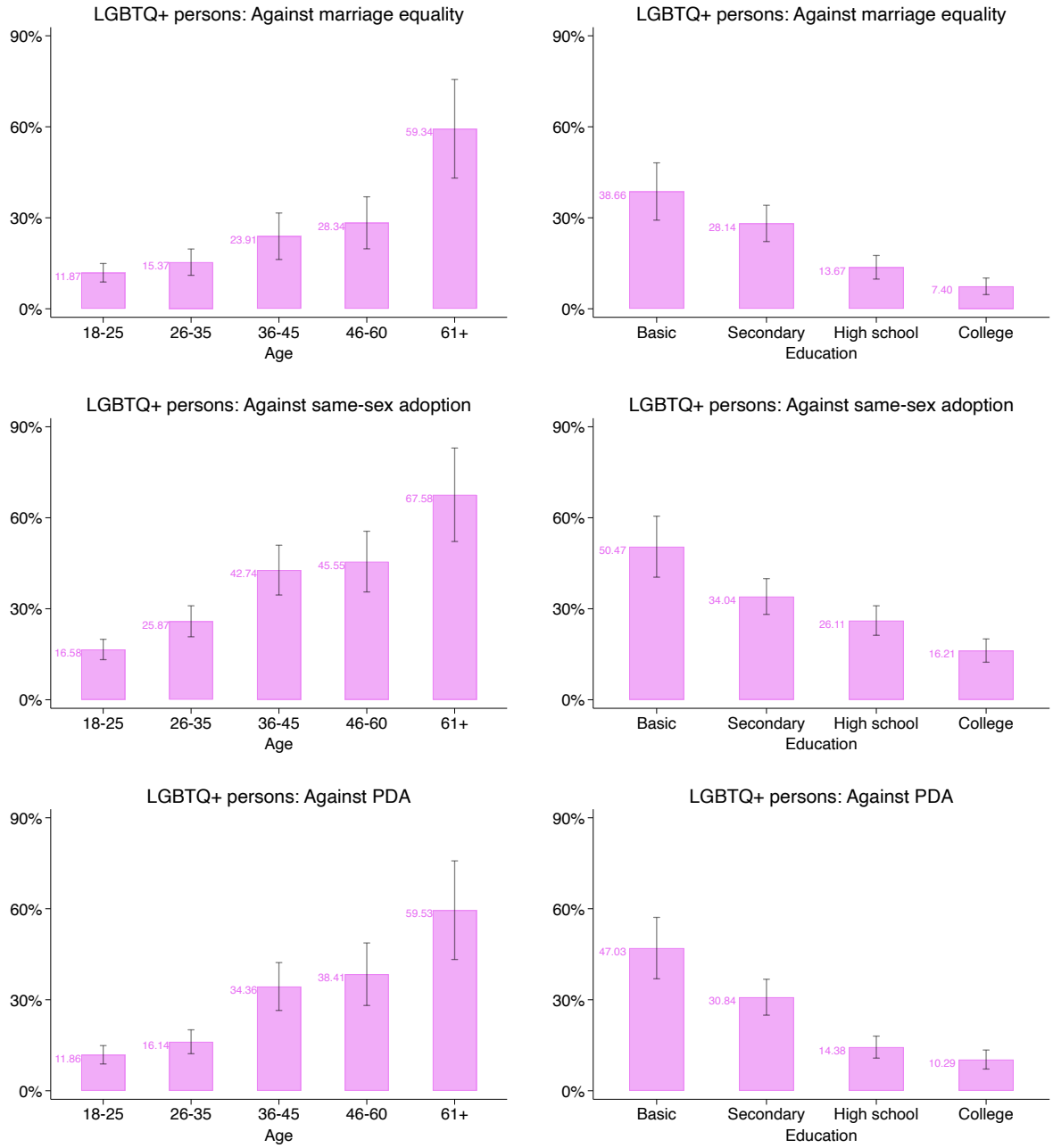
Notes: These plots show prevalence of queerphobia by age and education groups for cis heterosexual men. We use all data from the 2021 ENDISEG. The top row defines queerphobia as being against marriage equality, the middle row against adoption by same-sex parents, and the bottom row against public displays of affection (PDA) by same-sex couples. The plots on the left decompose queerphobia prevalence by age groups, the plots on the right by education. Numbers to the left of each bar show the percentages for each category. Capped spikes at the top of each bar represent 95% confidence intervals for the estimated prevalence of queerphobia in each group. All shares are calculated using survey weights.

Figure S4:
Pairwise Correlations Among Queerphobia Items



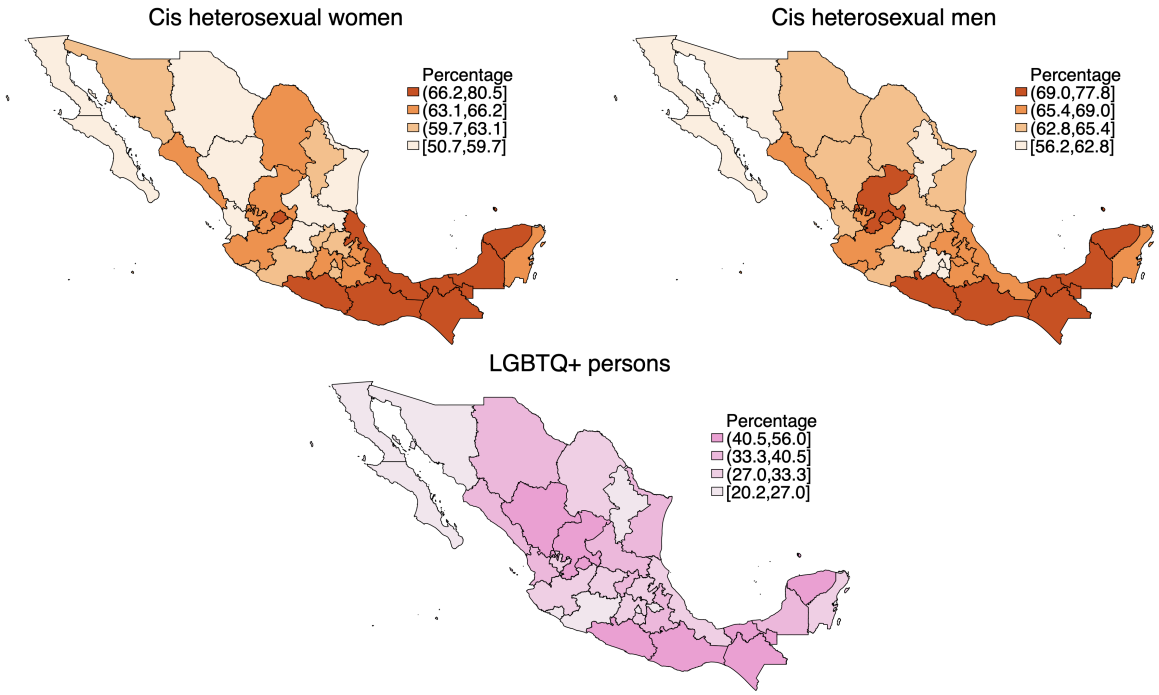
Notes: These plots show pairwise correlations between each queerphobia item, stratifying by cis heterosexual women, men, and LGBTQ+ persons. We use all data from the 2021 ENDISEG.

Figure S5:
Queerphobia among LGBTQ+ Persons by Age and Education



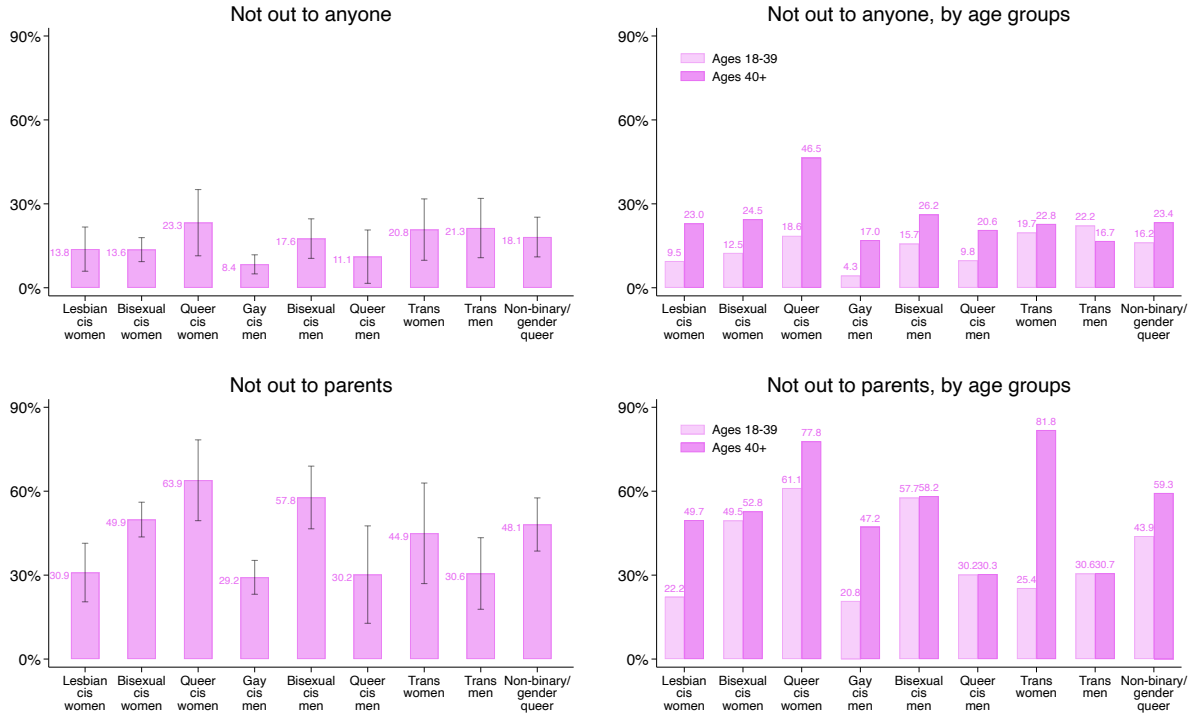
Notes: These plots show prevalence of queerphobia by age and education groups for LGBTQ+ persons. We use all data from the 2021 ENDISEG. The top row defines queerphobia as being against marriage equality, the middle row against adoption by same-sex parents, and the bottom row against public displays of affection (PDA) by same-sex couples. The plots on the left decompose queerphobia prevalence by age groups, the plots on the right by education. Numbers to the left of each bar show the percentages for each category. Capped spikes at the top of each bar represent 95% confidence intervals for the estimated prevalence of queerphobia in each group. All shares are calculated using survey weights.

Figure S6:
Queerphobia by State



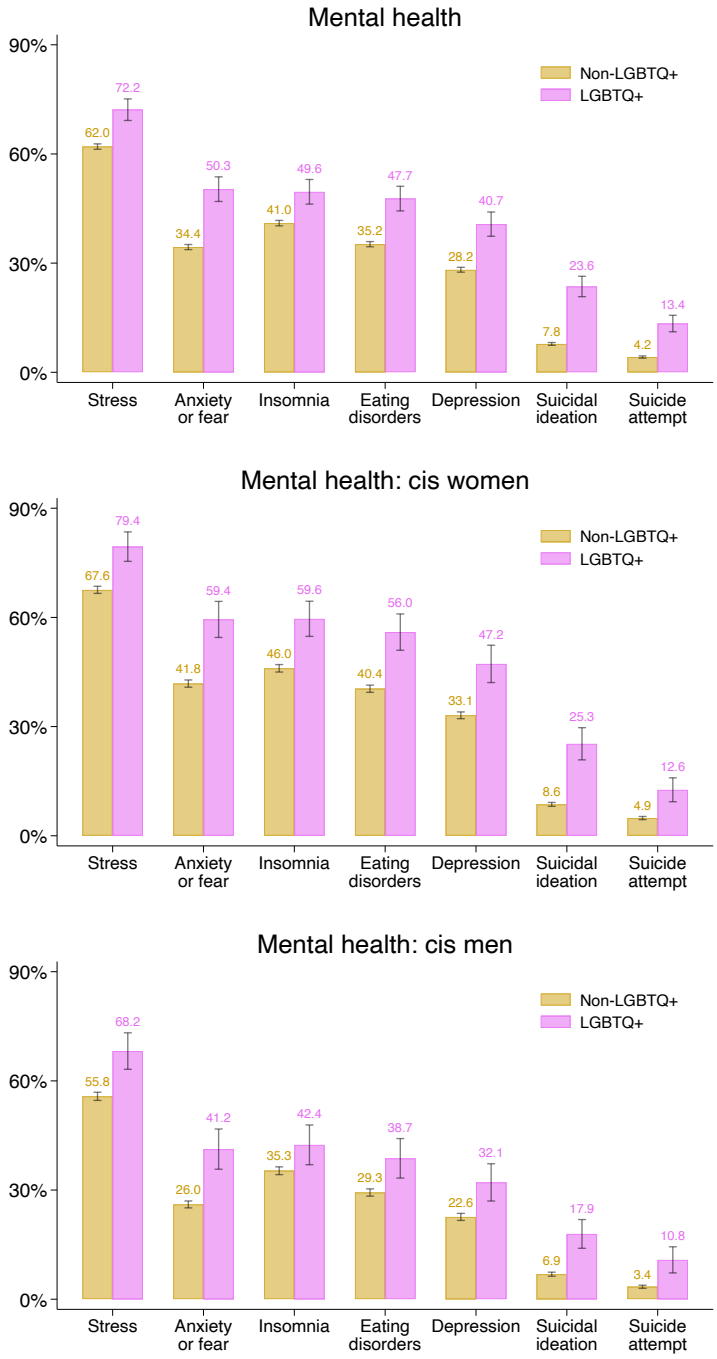
Notes: These maps depict prevalence of queerphobia by state. We use all data from the 2021 ENDISEG. Queerphobia is defined as being against at least one of the following: marriage equality, adoption by same-sex parents, and/or public displays of affection by same-sex couples. We show prevalence of queerphobia among cis heterosexual women, cis heterosexual men, and LGBTQ+ individuals. Each map distinguishes between quartiles of state-specific shares. All shares are calculated using survey weights.

Figure S7:
Being Out of the Closet for LGBTQ+ Persons



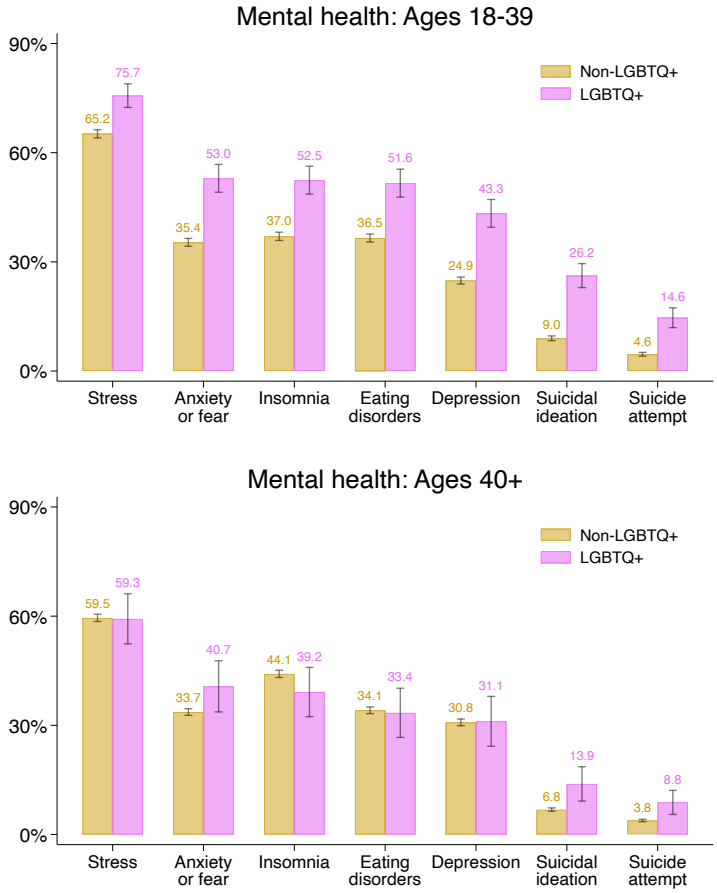
Notes: These plots show shares of the LGBTQ+ persons that are not out of the closet. We restrict to LGBTQ+ individuals identified in the 2021 ENDISEG. The top row shows the share that has not revealed their identity to anyone, the bottom row shows those that have not shared their identity with their parent or parents. Plots on the left show the full set of respondents; those on the right distinguish by age groups. Numbers to the left of each bar show the percentages for each category. Capped spikes at the top of each bar represent 95% confidence intervals for the estimated percentage in each group. All shares are calculated using survey weights.

Figure S8:
Self-Perceptions of Mental Health by LGBTQ+



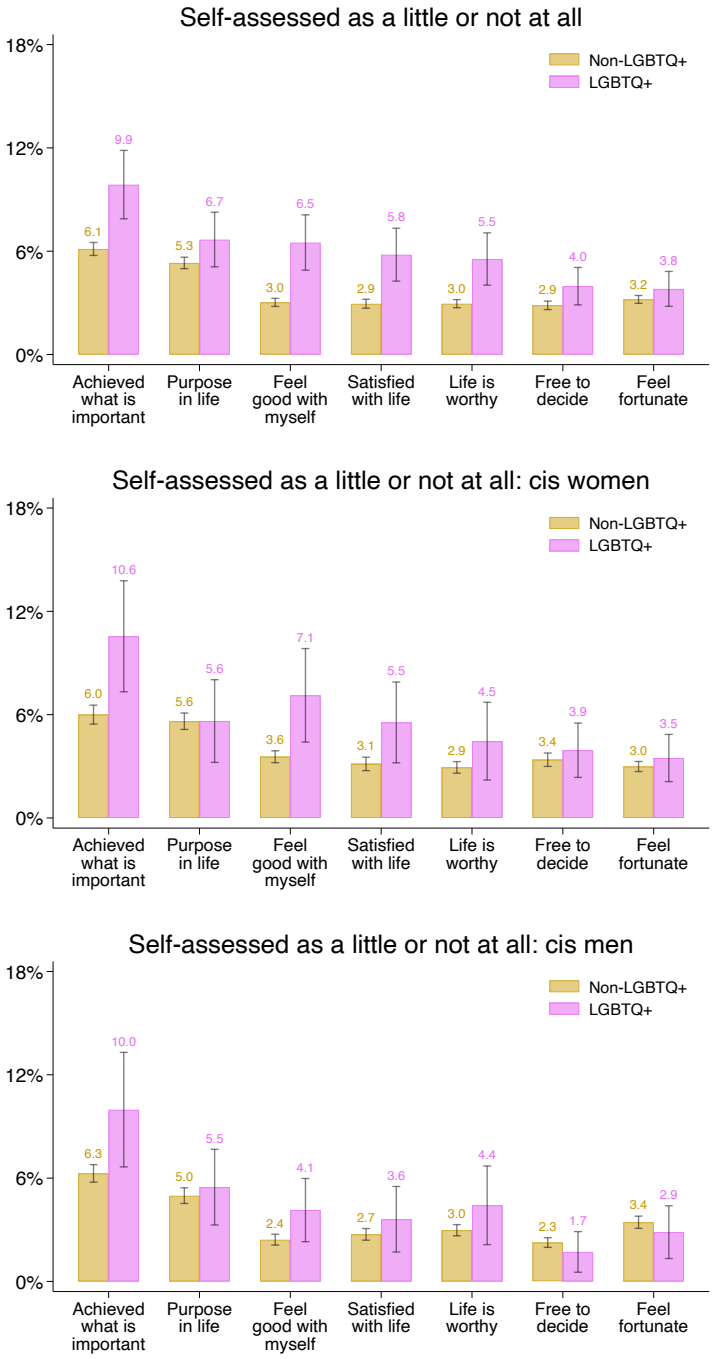
Notes: These plots show prevalence of (self-identified) mental health conditions. We use all data from the 2021 ENDISEG. The top row shows the full population, the middle row is cis women, and the bottom row considers cis men only. Bars denote the percentage of the sub-population (by LGBTQ+ identity) that reports experiencing each mental health condition during the past 12 months. Numbers on top of each bar show the percentages for each. Capped spikes represent 95% confidence intervals for the estimated prevalence in each group. All percentages are calculated using survey weights.

Figure S9:
Self-Perceptions of Mental Health by LGBTQ+ and Age Groups



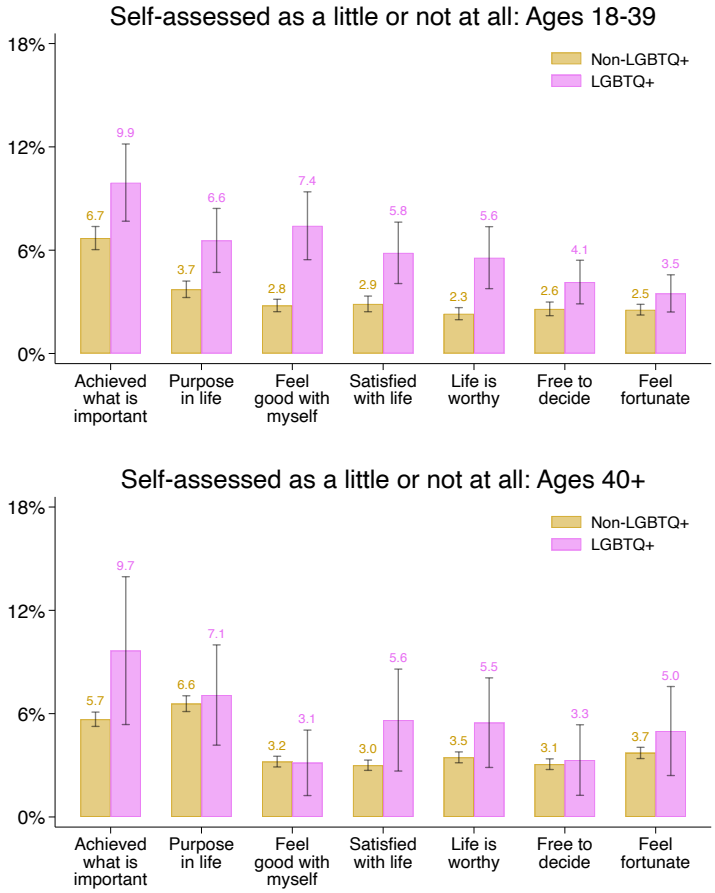
Notes: These plots show prevalence of (self-identified) mental health conditions. We use all data from the 2021 ENDISEG. The top plot shows younger persons (aged 18-39), while the bottom plot shows older cohorts (aged 40 and older). Bars denote the percentage of the sub-population (by LGBTQ+ identity) that reports experiencing each mental health condition during the past 12 months. Numbers on top of each bar show the percentages for each. Capped spikes represent 95% confidence intervals for the estimated prevalence in each group. All percentages are calculated using survey weights.

Figure S10:
Self-Assessments of Life Satisfaction by LGBTQ+



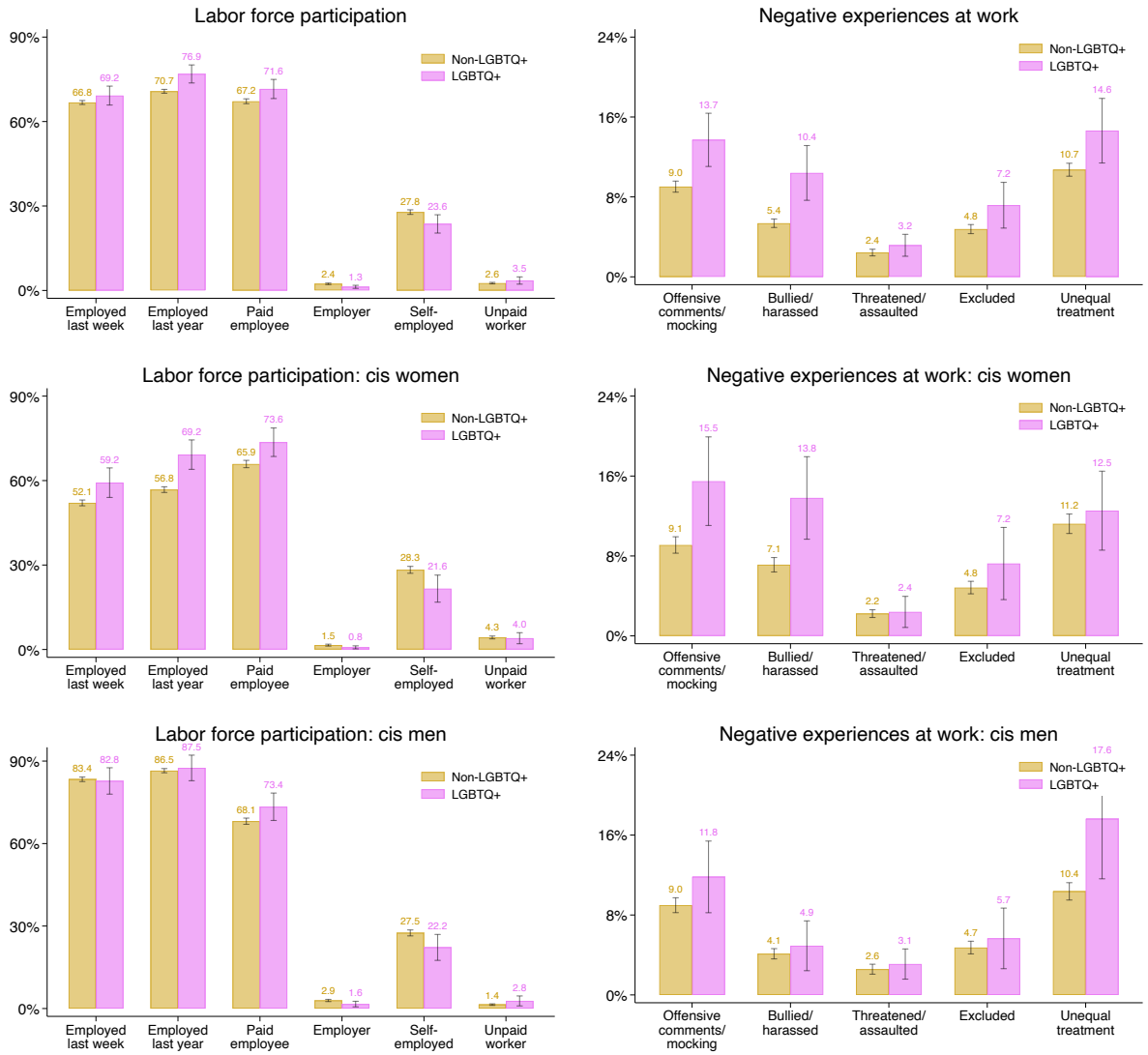
Notes: These plots show prevalence of low self-assessments of life satisfaction. For each item, we group responses of "a little" and "not at all" to create the low self-assessment category. We use all data from the 2021 ENDISEG. The top row shows the full population, the middle row is cis women, and the bottom row considers cis men only. Bars denote the percentage of the sub-population (by LGBTQ+ identity) that reports a low self-assessment. Numbers on top of each bar show the percentages for each. Capped spikes represent 95% confidence intervals for the estimated prevalence in each group. All percentages are calculated using survey weights.

Figure S11:
Self-Assessments of Life Satisfaction by LGBTQ+ and Age Groups



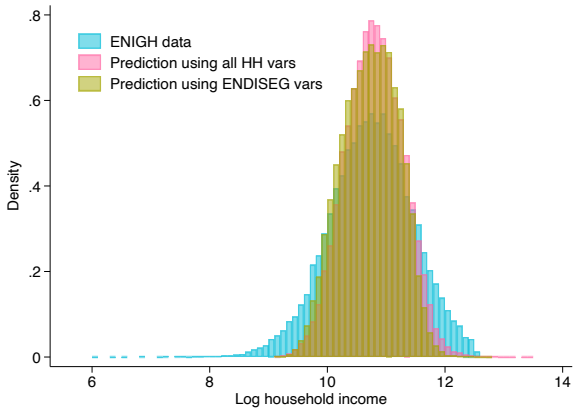
Notes: These plots show prevalence of low self-assessments of life satisfaction. For each item, we group responses of "a little" and "not at all" to create the low self-assessment category. We use all data from the 2021 ENDISEG. The top plot shows younger persons (aged 18-39), while the bottom plot shows older cohorts (aged 40 and older). Bars denote the percentage of the sub-population (by LGBTQ+ identity) that reports a low self-assessment. Numbers on top of each bar show the percentages for each. Capped spikes represent 95% confidence intervals for the estimated prevalence in each group. All percentages are calculated using survey weights.

Figure S12:
Labor Market Outcomes by LGBTQ+



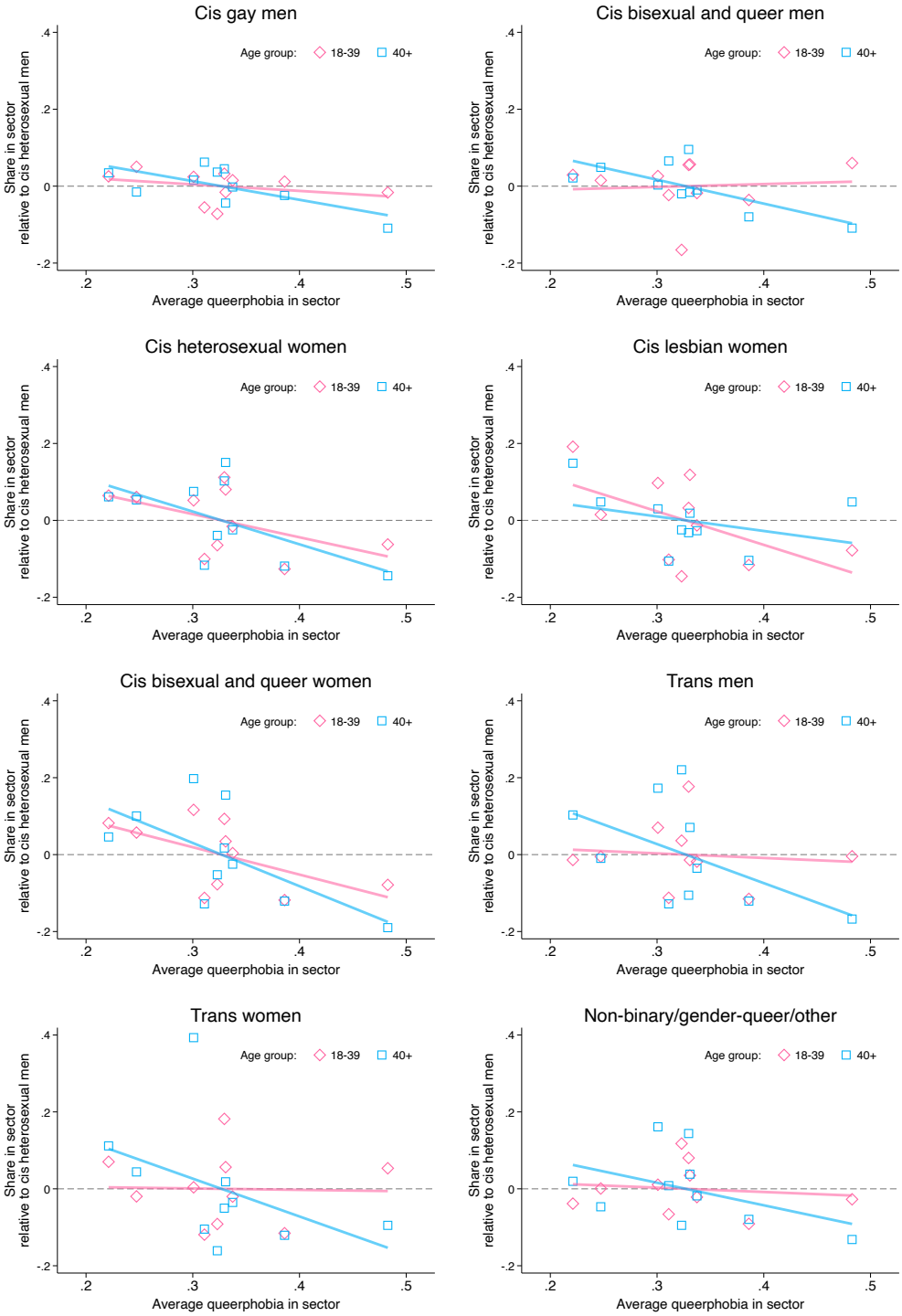
Notes: These plots show labor market outcomes. We use all data from the 2021 ENDISEG. The top row shows the full population, the middle row is cis women, and the bottom row considers cis men only. Plots on the left report on indicators for labor force participation, plots on the right report on having had negative experiences at work during the last 12 months. Bars denote the percentage of the sub-population (by LGBTQ+ identity) that reports each item. Numbers on top of each bar show the percentages for each. Capped spikes represent 95% confidence intervals for the estimated prevalence in each group. All percentages are calculated using survey weights.

Figure S13:
Predicted vs. Actual Household Income in ENIGH Survey



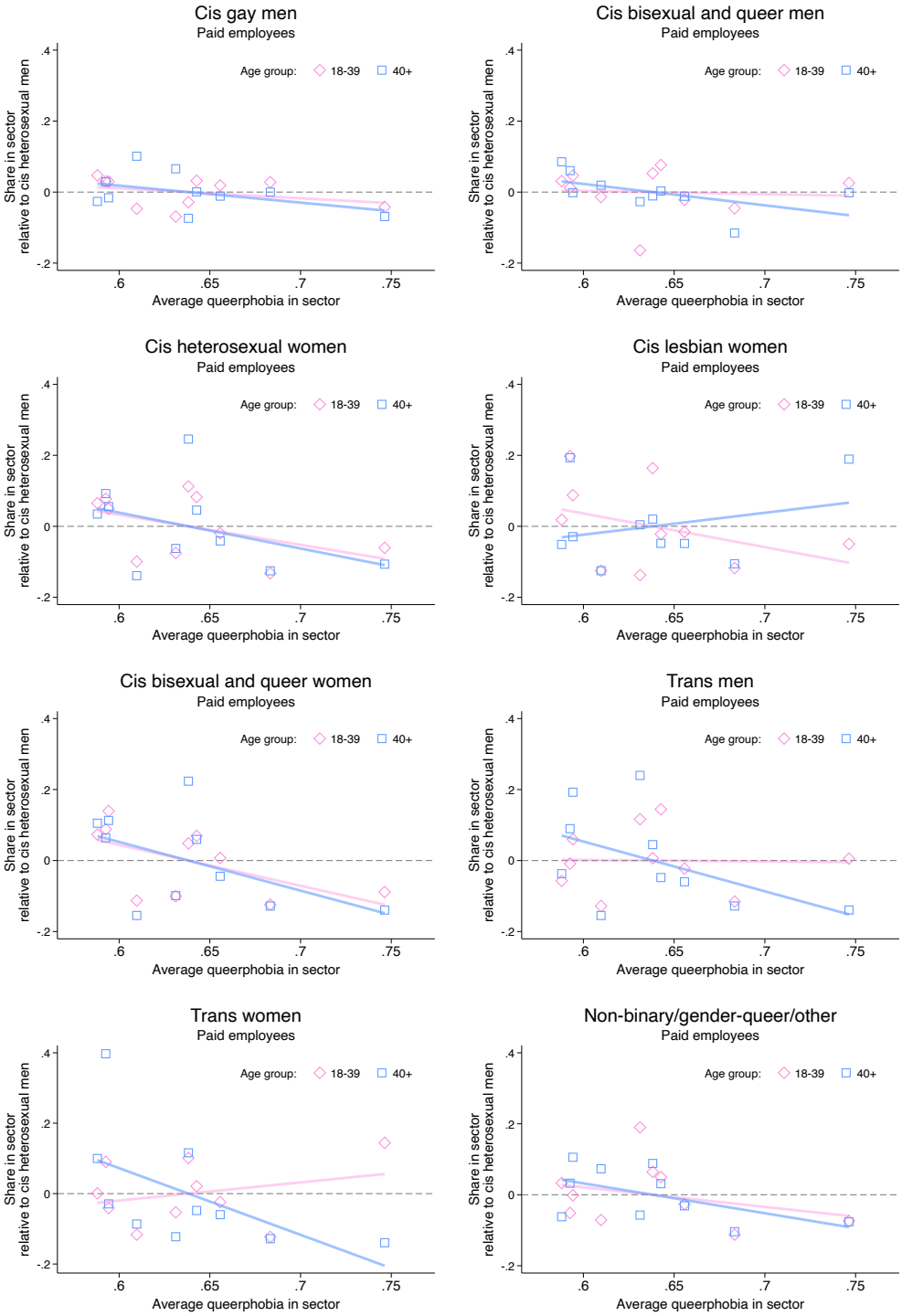
Notes: This plot shows the distribution of actual and predicted log household income in the 2022 ENIGH survey. The blue bars represent the distribution of observed income. The red bars show predicted income based on an OLS model using all household asset variables available in ENIGH. The yellow bars show predicted income using a similar model restricted to only those asset variables also included in the ENDISEG survey.

Figure S14:
LGBTQ+ Prevalence and Queerphobia by Sector and Age:
Robustness to Strict Definition of Queerphobia



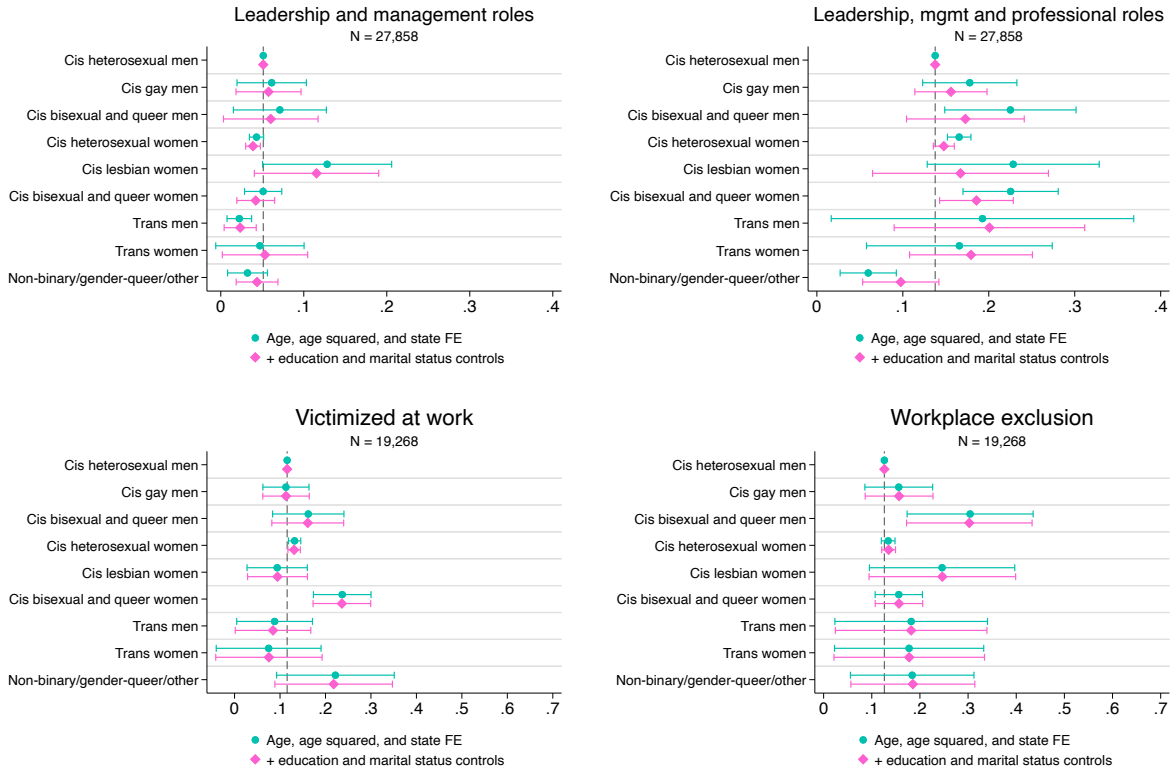
Notes: These plots show the share of eight SOGI groups relative to the share of cis heterosexual men by average job sector queerphobia. We use all data on currently employed individuals from the 2021 ENDISEG. We use a stricter definition of queerphobia, requiring opposition to all three items, instead of just one. The horizontal axis considers the average queerphobia among non-LGBTQ+ individuals by sector. The vertical axis calculates the share of SOGI group j in a job sector-age group pair (for age groups 18-39 and 40 and older) and subtracts the share of cis heterosexual men in that sector-age group. All averages calculated using survey weights. Colored lines denote linear fits.

Figure S15:
LGBTQ+ Prevalence and Queerphobia by Sector and Age: Paid Employees Only



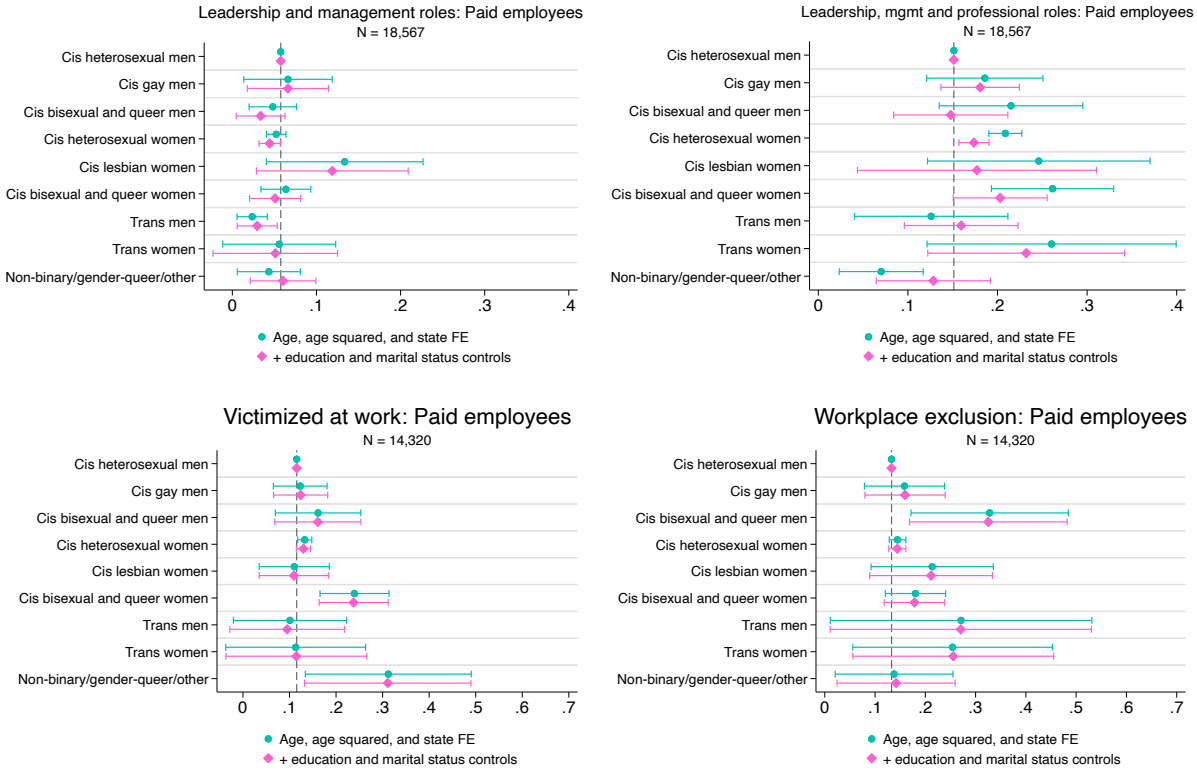
Notes: These plots show the share of eight SOGI groups relative to the share of cis heterosexual men by average job sector queerphobia, restricting the sample to paid employees from the 2021 ENDISEG. To measure average queerphobia, we use all data on currently employed individuals. The horizontal axis considers the average queerphobia among non-LGBTQ+ individuals by sector. The vertical axis calculates the share of SOGI group j in a job sector-age group pair (for age groups 18-39 and 40 and older) and subtracts the share of cis heterosexual men in that sector-age group. All averages calculated using survey weights. Colored lines denote linear fits.

Figure S16:
Job Roles and Work Conditions by LGBTQ+ Identity: Full Sample



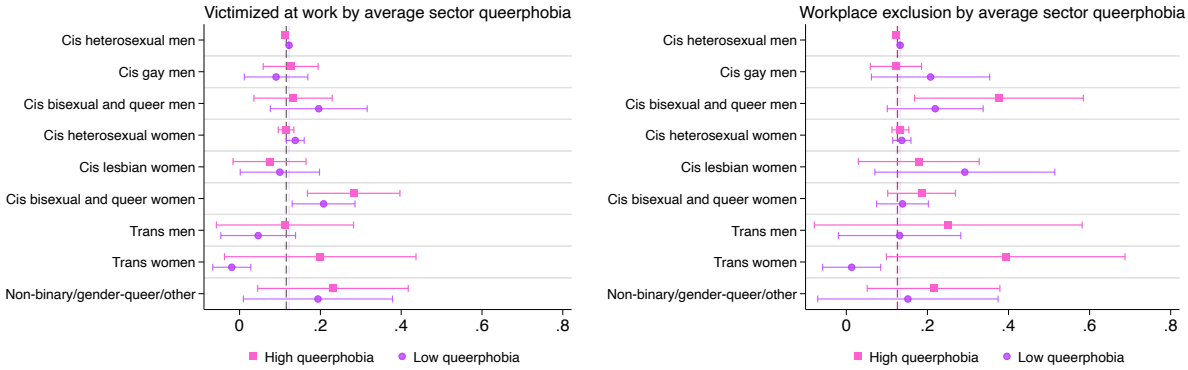
Notes: These plots show job roles and work conditions by LGBTQ+ identity. We use data on employed individuals from the 2021 ENDISEG for the top panel and also condition on answering work conditions questions in the bottom panel. We plot estimates from equation 1, with cis heterosexual men as the excluded category. All point estimates are shifted by the outcome mean for cis heterosexual men. Each series corresponds to a different regression specification. All regressions include controls for age, age squared, and state fixed effects (FE). Specifications in the diamond series adds indicators for education and marital status categories. Regression coefficients are calculated using survey weights. Capped spikes represent 95% confidence intervals calculated from standard errors robust to heteroskedasticity.

Figure S17:
Job Roles and Work Conditions by LGBTQ+ Identity: Paid Employees



Notes: These plots show job roles and work conditions by LGBTQ+ identity. We use data on employed individuals that report being paid employees. We plot estimates from equation 1, with cis heterosexual men as the excluded category. All point estimates are shifted by the outcome mean for cis heterosexual men. Each series corresponds to a different regression specification. All regressions include controls for age, age squared, and state fixed effects (FE). Specifications in the diamond series adds indicators for education and marital status categories. Regression coefficients are calculated using survey weights. Capped spikes represent 95% confidence intervals calculated from standard errors robust to heteroskedasticity.

Figure S18:
Work Conditions by LGBTQ+ Identity and Average Sector Queerphobia



Notes: These plots show work conditions by LGBTQ+ identity, stratifying by average sector queerphobia. We use data on employed individuals from the 2021 ENDISEG conditioning on answering work conditions questions. We stratify the sample by average sector queerphobia using the median across sectors. We plot estimates from equation 1, with cis heterosexual men as the excluded category. All point estimates are shifted by the outcome mean for cis heterosexual men. Each series corresponds to a different regression specification. All regressions include controls for age, age squared, and state fixed effects (FE). Specifications in the diamond series adds indicators for education and marital status categories. Regression coefficients are calculated using survey weights. Capped spikes represent 95% confidence intervals calculated from standard errors robust to heteroskedasticity.

Table S1:
Sample Sizes by SOGI Groups

	Full sample	Employed sample	Work conditions sample
Cis heterosexual men	17,920	14,978	10,432
Cis gay men	464	401	279
Cis bisexual and queer men	244	197	146
Cis heterosexual women	21,676	11,457	7,850
Cis lesbian women	201	133	89
Cis bisexual and queer women	669	429	335
Trans men	89	57	41
Trans women	79	65	30
Non-binary/gender-queer/other	198	141	66
Total LGBTQ+	1,944	1,423	986
Total non-LGBTQ+	39,596	26,435	18,282
Total	41,540	27,858	19,268

Notes: This table shows sample sizes by SOGI categories in the 2021 ENDISEG. Each column shows a different sample: full sample, those that are currently employed, and those that are currently employed and answered all questions on workplace conditions. Sample sizes do not include survey weights.

Table S2:
LGBTQ+ Population and Labor Force Participation

	Employed last week		Employed last year	
	(1)	(2)	(3)	(4)
Cis gay men	0.001	-0.007	-0.004	-0.011
	(0.024)	(0.024)	(0.022)	(0.022)
Cis bisexual and queer men	-0.104**	-0.132***	-0.090*	-0.117**
	(0.048)	(0.049)	(0.048)	(0.049)
Cis heterosexual women	-0.313***	-0.317***	-0.296***	-0.300***
	(0.006)	(0.006)	(0.006)	(0.006)
Cis lesbian women	-0.273***	-0.286***	-0.231***	-0.245***
	(0.051)	(0.050)	(0.047)	(0.046)
Cis bisexual and queer women	-0.259***	-0.274***	-0.208***	-0.223***
	(0.029)	(0.030)	(0.030)	(0.031)
Trans men	-0.284***	-0.287***	-0.148**	-0.153**
	(0.086)	(0.084)	(0.072)	(0.072)
Trans women	-0.055	-0.049	-0.086	-0.080
	(0.052)	(0.059)	(0.054)	(0.061)
Non-binary/gender-queer/other	-0.212***	-0.221***	-0.209***	-0.218***
	(0.047)	(0.046)	(0.047)	(0.046)
Observations	41,540	41,540	41,540	41,540
R-squared	0.216	0.229	0.225	0.239
Age and state controls	X	X	X	X
Education and marital status		X		X
Mean dependent variable	0.836	0.836	0.870	0.870

Notes: This table shows labor force participation by LGBTQ+ identity. We use all data from the 2021 ENDISEG. The omitted SOGI category is cis heterosexual men. All regressions include controls for age, age squared, and state fixed effects. Even-numbered columns add indicators for education and marital status categories. Regression coefficients are calculated using survey weights. Standard errors robust to heteroskedasticity are in parentheses. The means of the dependent variables for cis heterosexual men are shown. *** p<0.01, ** p<0.05, * p<0.1

Table S3:
Differences in Characteristics by Employment Status within SOGI Groups

	Age	HS or college	Single	Mexico City	Out to no one	Any mental health	# m.h. issues	Any low assmnt.	# low assmnts.
Cis heterosexual men	-9.89***	0.02	-0.09***	-0.03***	n.a.	-0.01	-0.28***	-0.05***	-0.14***
	(0.65)	(0.02)	(0.01)	(0.01)		(0.01)	(0.06)	(0.01)	(0.03)
Cis gay men	1.15	-0.08	-0.10	-0.07	-0.13*	0.14	-0.26	0.06	0.14
	(2.73)	(0.09)	(0.10)	(0.12)	(0.08)	(0.10)	(0.50)	(0.04)	(0.10)
Cis bisexual/queer men	7.33***	-0.15**	-0.19***	0.05	0.05	-0.17***	-0.78	0.06	0.10
	(1.65)	(0.06)	(0.06)	(0.03)	(0.07)	(0.05)	(0.51)	(0.09)	(0.16)
Cis heterosexual women	-7.19***	0.19***	0.11***	0.01	n.a.	0.06***	0.22***	-0.03***	-0.08***
	(0.33)	(0.01)	(0.01)	(0.01)		(0.01)	(0.04)	(0.01)	(0.02)
Cis lesbian women	2.36	0.13	0.07	-0.00	-0.04	-0.04	-0.03	-0.06	-0.10
	(3.85)	(0.11)	(0.11)	(0.10)	(0.08)	(0.08)	(0.43)	(0.05)	(0.07)
Cis bisexual/queer women	3.95***	-0.01	-0.06	-0.02	-0.08*	0.01	-0.04	-0.14***	-0.30*
	(1.07)	(0.05)	(0.06)	(0.03)	(0.05)	(0.04)	(0.24)	(0.05)	(0.17)
Trans men	2.70	0.20	-0.09	-0.09	0.08	0.29*	0.85	0.09	0.00
	(3.14)	(0.17)	(0.18)	(0.09)	(0.11)	(0.17)	(0.85)	(0.09)	(0.29)
Trans women	4.06	-0.02	-0.13	0.05	0.11	0.07	0.56	0.02	-0.08
	(6.03)	(0.19)	(0.18)	(0.04)	(0.13)	(0.15)	(0.58)	(0.12)	(0.29)
Non-binary/gender-queer	5.84***	-0.09	0.11	-0.03	-0.07	0.04	-0.32	-0.35***	-0.77**
	(2.23)	(0.10)	(0.09)	(0.05)	(0.08)	(0.09)	(0.55)	(0.10)	(0.32)

Notes: This table shows differences in the average observable characteristics between individuals currently employed and those not participating in the labor force, by SOGI group. We use all data from the 2021 ENDISEG. Observable characteristics include age, an indicator for high-school (HS) or college education, an indicator for living in Mexico City, an indicator for being out to no one (does not apply to non-LGBTQ+ persons), an indicator for reporting any of the mental health (m.h.) issues, the total number of mental health conditions reported, an indicator for reporting at least one low self-assessment (assmnt.), and the total number of low self-assessments. Coefficients denote the difference in the observable characteristic between not employed and employed individuals (positive numbers denote a higher average for those not employed). Differences calculated using survey weights. Standard errors robust to heteroskedasticity are in parentheses. *** p<0.01, ** p<0.05, * p<0.1

Table S4:
LGBTQ+ Population and Type of Work

	Paid employee		Employer		Self-employed		Unpaid worker	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Cis gay men	0.027	0.017	-0.005	-0.005	-0.021	-0.011	-0.001	-0.001
	(0.030)	(0.031)	(0.007)	(0.007)	(0.029)	(0.030)	(0.008)	(0.008)
Cis bisexual and queer men	-0.069	-0.098**	-0.016**	-0.016**	0.064	0.089**	0.022	0.024
	(0.047)	(0.047)	(0.007)	(0.007)	(0.043)	(0.043)	(0.023)	(0.023)
Cis heterosexual women	-0.037***	-0.048***	-0.014***	-0.014***	0.021***	0.030***	0.030***	0.032***
	(0.008)	(0.008)	(0.003)	(0.003)	(0.008)	(0.008)	(0.003)	(0.003)
Cis lesbian women	0.027	0.006	-0.011	-0.011	-0.011	0.008	-0.006	-0.003
	(0.060)	(0.060)	(0.009)	(0.009)	(0.059)	(0.059)	(0.005)	(0.005)
Cis bisexual and queer women	-0.042	-0.059**	-0.016***	-0.016***	0.032	0.048*	0.025**	0.028**
	(0.029)	(0.029)	(0.003)	(0.003)	(0.027)	(0.027)	(0.013)	(0.013)
Trans men	0.019	0.010	-0.022***	-0.021***	0.014	0.020	-0.011	-0.008
	(0.095)	(0.097)	(0.003)	(0.003)	(0.094)	(0.097)	(0.013)	(0.013)
Trans women	-0.207**	-0.202**	-0.006	-0.003	0.222**	0.217**	-0.008	-0.012
	(0.096)	(0.093)	(0.020)	(0.020)	(0.097)	(0.093)	(0.011)	(0.010)
Non-binary/other gender	-0.131**	-0.153***	-0.005	0.001	0.087*	0.104**	0.050	0.049
	(0.053)	(0.053)	(0.009)	(0.009)	(0.049)	(0.050)	(0.034)	(0.035)
Observations	27,858	27,858	27,858	27,858	27,858	27,858	27,858	27,858
R-squared	0.102	0.108	0.010	0.016	0.093	0.099	0.032	0.036
Age and state controls	X	X	X	X	X	X	X	X
Education and marital status		X		X		X		X
Mean dependent variable	0.678	0.678	0.035	0.035	0.274	0.274	0.013	0.013

Notes: This table shows type of work by LGBTQ+ identity. We use data on currently employed individuals from the 2021 ENDISEG. The omitted SOGI category is cis heterosexual men. All regressions include controls for age, age squared, and state fixed effects. Even-numbered columns add indicators for education and marital status categories. Regression coefficients are calculated using survey weights. Standard errors robust to heteroskedasticity are in parentheses. The means of the dependent variables for cis heterosexual men are shown. *** p<0.01, ** p<0.05, * p<0.1

Table S5:
LGBTQ+ Population and Other Sources of Income

	Received non-labor income		Beneficiary of govt. program(s)		Received transfer within Mexico	
	(1)	(2)	(3)	(4)	(5)	(6)
Cis gay men	-0.005	-0.005	-0.020*	-0.016	-0.001	-0.003
	(0.005)	(0.005)	(0.011)	(0.011)	(0.011)	(0.011)
Cis bisexual and queer men	0.055**	0.051**	0.018	0.030	0.058**	0.052**
	(0.024)	(0.024)	(0.024)	(0.024)	(0.024)	(0.024)
Cis heterosexual women	-0.009***	-0.009***	0.020***	0.018***	0.028***	0.023***
	(0.002)	(0.002)	(0.004)	(0.004)	(0.003)	(0.003)
Cis lesbian women	0.021	0.019	-0.004	-0.000	0.012	0.009
	(0.017)	(0.017)	(0.025)	(0.025)	(0.020)	(0.020)
Cis bisexual and queer women	-0.001	-0.003	0.026	0.030	0.037***	0.031**
	(0.004)	(0.004)	(0.025)	(0.025)	(0.013)	(0.013)
Trans men	-0.003	-0.001	0.008	0.010	0.054	0.052
	(0.008)	(0.009)	(0.030)	(0.030)	(0.055)	(0.054)
Trans women	0.021	0.025	0.004	-0.003	0.019	0.019
	(0.022)	(0.022)	(0.031)	(0.031)	(0.027)	(0.027)
Non-binary/other gender	-0.003	0.000	-0.017	-0.009	0.018	0.016
	(0.010)	(0.010)	(0.021)	(0.021)	(0.026)	(0.026)
Observations	41,540	41,540	41,540	41,540	41,540	41,540
R-squared	0.007	0.016	0.266	0.270	0.017	0.023
Age and state controls	X	X	X	X	X	X
Education and marital status		X		X		X
Mean dependent variable	0.028	0.028	0.109	0.109	0.054	0.054

	Received transfer from abroad		Beneficiary of retirement pension	
	(7)	(8)	(9)	(10)
Cis gay men	-0.004	-0.002	-0.017**	-0.020**
	(0.009)	(0.009)	(0.008)	(0.008)
Cis bisexual and queer men	-0.006	-0.002	-0.009	-0.021***
	(0.015)	(0.015)	(0.007)	(0.007)
Cis heterosexual women	0.009***	0.008***	-0.019***	-0.022***
	(0.003)	(0.003)	(0.003)	(0.003)
Cis lesbian women	0.061*	0.062*	0.007	-0.002
	(0.037)	(0.037)	(0.025)	(0.024)
Cis bisexual and queer women	0.026**	0.027**	-0.008*	-0.014***
	(0.013)	(0.013)	(0.005)	(0.005)
Trans men	-0.034***	-0.035***	-0.006	-0.008
	(0.005)	(0.006)	(0.009)	(0.010)
Trans women	0.046	0.046	0.013	0.022
	(0.035)	(0.034)	(0.025)	(0.024)
Non-binary/other gender	0.052*	0.054**	-0.015**	-0.016**
	(0.028)	(0.028)	(0.007)	(0.007)
Observations	41,540	41,540	41,540	41,540
R-squared	0.019	0.020	0.166	0.191
Age and state controls	X	X	X	X
Education and marital status		X		X
Mean dependent variable	0.047	0.047	0.084	0.084

Notes: This table shows prevalence of negative workplace experiences by LGBTQ+ identity. We use data on currently employed individuals from the 2021 ENDISEG. The omitted SOGI category is cis heterosexual men. All regressions include controls for age, age squared, and state fixed effects. Even-numbered columns add indicators for education and marital status categories. Regression coefficients are calculated using survey weights. Standard errors robust to heteroskedasticity are in parentheses. The means of the dependent variables for cis heterosexual men are shown. *** p<0.01, ** p<0.05, * p<0.1

Table S6:
LGBTQ+ Population and Job Sector Choice

	Primary activities		Manufacturing		Construction		Transp./Comm.		Government	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Cis gay men	-0.053***	-0.045***	-0.037	-0.033	0.002	0.005	-0.018	-0.018	0.010	0.009
	(0.016)	(0.016)	(0.029)	(0.029)	(0.025)	(0.025)	(0.027)	(0.027)	(0.014)	(0.014)
Cis bisexual and queer men	0.002	0.029	-0.136***	-0.123***	-0.043	-0.030	-0.002	-0.004	-0.016***	-0.019***
	(0.040)	(0.041)	(0.023)	(0.023)	(0.035)	(0.035)	(0.032)	(0.033)	(0.005)	(0.005)
Cis heterosexual women	-0.098***	-0.086***	-0.054***	-0.051***	-0.123***	-0.121***	-0.110***	-0.111***	-0.021***	-0.021***
	(0.005)	(0.005)	(0.007)	(0.008)	(0.004)	(0.004)	(0.005)	(0.005)	(0.003)	(0.003)
Cis lesbian women	-0.029	-0.007	-0.102***	-0.087***	-0.110***	-0.101***	-0.107***	-0.108***	-0.020***	-0.022***
	(0.041)	(0.041)	(0.026)	(0.026)	(0.009)	(0.010)	(0.018)	(0.018)	(0.007)	(0.007)
Cis bisexual and queer women	-0.112***	-0.094***	-0.074***	-0.064**	-0.118***	-0.110***	-0.115***	-0.116***	0.000	-0.001
	(0.013)	(0.013)	(0.026)	(0.026)	(0.008)	(0.008)	(0.008)	(0.008)	(0.013)	(0.013)
Trans men	-0.073*	-0.063*	0.085	0.084	-0.118***	-0.114***	-0.111***	-0.113***	-0.020***	-0.023***
	(0.038)	(0.036)	(0.105)	(0.102)	(0.013)	(0.013)	(0.013)	(0.013)	(0.005)	(0.006)
Trans women	-0.000	-0.027	-0.106***	-0.106***	-0.119***	-0.129***	-0.117***	-0.112***	-0.026***	-0.023***
	(0.052)	(0.058)	(0.035)	(0.035)	(0.008)	(0.012)	(0.015)	(0.014)	(0.004)	(0.004)
Non-binary/other gender	-0.072**	-0.071**	0.043	0.036	-0.089***	-0.086***	-0.042	-0.044	-0.018***	-0.021***
	(0.029)	(0.030)	(0.055)	(0.054)	(0.017)	(0.017)	(0.030)	(0.030)	(0.006)	(0.006)
Observations	27,858	27,858	27,858	27,858	27,858	27,858	27,858	27,858	27,858	27,858
R-squared	0.120	0.175	0.027	0.043	0.056	0.069	0.049	0.051	0.009	0.013
Age and state controls	X	X	X	X	X	X	X	X	X	X
Education and marital status		X		X		X		X		X
Mean dependent variable	0.178	0.178	0.199	0.199	0.128	0.128	0.118	0.118	0.032	0.032
	Educ./Health		Retail/Entertainment		Hotels/Restaurants		Banking/Finance		Unclassified	
	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
Cis gay men	0.028	0.016	0.037	0.039	0.022	0.023	0.028	0.025	-0.019	-0.021
	(0.018)	(0.017)	(0.026)	(0.026)	(0.017)	(0.017)	(0.023)	(0.023)	(0.015)	(0.016)
Cis bisexual and queer men	0.032	0.003	0.065*	0.063*	0.017	0.018	0.024	0.009	0.058	0.053
	(0.023)	(0.021)	(0.037)	(0.037)	(0.020)	(0.021)	(0.026)	(0.026)	(0.042)	(0.041)
Cis heterosexual women	0.061***	0.052***	0.110***	0.110***	0.065***	0.066***	0.056***	0.052***	0.114***	0.110***
	(0.005)	(0.005)	(0.007)	(0.007)	(0.005)	(0.005)	(0.005)	(0.005)	(0.007)	(0.007)
Cis lesbian women	0.174***	0.141***	0.012	0.015	0.076*	0.078**	0.023	0.009	0.083	0.082
	(0.052)	(0.051)	(0.035)	(0.034)	(0.039)	(0.039)	(0.036)	(0.038)	(0.056)	(0.055)
Cis bisexual and queer women	0.084***	0.063***	0.080***	0.081***	0.125***	0.126***	0.063***	0.052**	0.066***	0.063***
	(0.025)	(0.022)	(0.026)	(0.026)	(0.029)	(0.028)	(0.023)	(0.024)	(0.024)	(0.024)
Trans men	0.020	0.022	0.105	0.099	0.092	0.089	-0.002	-0.002	0.022	0.020
	(0.034)	(0.033)	(0.087)	(0.092)	(0.066)	(0.065)	(0.040)	(0.043)	(0.043)	(0.042)
Trans women	0.085*	0.094**	0.094	0.104	0.137	0.138	0.003	0.014	0.049	0.047
	(0.048)	(0.038)	(0.075)	(0.071)	(0.135)	(0.135)	(0.028)	(0.026)	(0.050)	(0.050)
Non-binary/other gender	-0.018	-0.004	0.110**	0.102**	0.054	0.053	-0.013	0.001	0.045	0.035
	(0.018)	(0.017)	(0.044)	(0.045)	(0.037)	(0.037)	(0.020)	(0.021)	(0.036)	(0.036)
Observations	27,858	27,858	27,858	27,858	27,858	27,858	27,858	27,858	27,858	27,858
R-squared	0.021	0.154	0.035	0.044	0.024	0.026	0.018	0.060	0.036	0.038
Age and state controls	X	X	X	X	X	X	X	X	X	X
Education and marital status		X		X		X		X		X
Mean dependent variable	0.051	0.051	0.096	0.096	0.052	0.052	0.057	0.057	0.088	0.088

Notes: This table shows the choice of job sector by LGBTQ+ identity. We use data on currently employed individuals from the 2021 ENDISEG. The omitted SOGI category is cis heterosexual men. All regressions include controls for age, age squared, and state fixed effects. Even-numbered columns add indicators for education and marital status categories. Regression coefficients are calculated using survey weights. Standard errors robust to heteroskedasticity are in parentheses. The means of the dependent variables for cis heterosexual men are shown. *** p<0.01, ** p<0.05, * p<0.1

Table S7:
Differences in Characteristics by Sector Queerphobia within SOGI Groups

	Age	HS or college	Single	Mexico City	Out to no one	Any mental health	# m.h. issues	Any low assmnt.	# low assmnts.
Cis heterosexual men	7.02***	-0.26***	-0.02	-0.04***	n.a.	-0.06***	-0.12***	0.08***	0.23***
	(0.39)	(0.01)	(0.01)	(0.01)		(0.01)	(0.04)	(0.01)	(0.02)
Cis gay men	-1.10	-0.18***	-0.20***	-0.07	0.10**	-0.17**	-0.63**	0.06	0.17
	(1.92)	(0.07)	(0.07)	(0.06)	(0.04)	(0.07)	(0.29)	(0.05)	(0.16)
Cis bisexual/queer men	-6.82***	-0.02	0.15**	0.02	-0.09	0.01	-0.06	-0.07	-0.19
	(1.65)	(0.07)	(0.07)	(0.05)	(0.06)	(0.07)	(0.39)	(0.09)	(0.15)
Cis heterosexual women	6.88***	-0.23***	-0.11***	-0.02***	n.a.	-0.07***	-0.26***	0.05***	0.14***
	(0.32)	(0.01)	(0.01)	(0.01)		(0.01)	(0.04)	(0.01)	(0.02)
Cis lesbian women	2.85	-0.17*	-0.09	-0.02	0.18**	-0.01	-0.44	0.05	0.08
	(3.57)	(0.10)	(0.11)	(0.10)	(0.08)	(0.08)	(0.42)	(0.04)	(0.07)
Cis bisexual/queer women	-4.11***	0.01	0.06	0.02	0.07	-0.02	-0.02	0.18***	0.36**
	(1.04)	(0.05)	(0.06)	(0.03)	(0.04)	(0.04)	(0.24)	(0.05)	(0.16)
Trans men	-3.79	-0.28*	0.09	0.08	-0.06	-0.34**	-1.03	-0.08	0.06
	(3.15)	(0.15)	(0.17)	(0.08)	(0.11)	(0.15)	(0.81)	(0.10)	(0.28)
Trans women	-5.51	-0.21	0.13	-0.06	-0.00	-0.07	-0.90**	0.19	0.68*
	(4.79)	(0.16)	(0.15)	(0.04)	(0.12)	(0.13)	(0.42)	(0.13)	(0.39)
Non-binary/gender-queer	-5.76***	0.06	-0.11	0.01	0.12	-0.07	-0.01	0.42***	1.20***
	(2.14)	(0.09)	(0.08)	(0.05)	(0.08)	(0.08)	(0.52)	(0.08)	(0.30)

Notes: This table shows differences in the average observable characteristics between individuals employed in a sector with high average queerphobia and low average queerphobia, by SOGI group. We use data on currently employed individuals from the 2021 ENDISEG. We stratify sectors into high and low queerphobia using the mean of the average queerphobia (among non-LGBTQ+ persons) in each sector. High queerphobia sectors are primary activities and construction. Observable characteristics include age, an indicator for high-school (HS) or college education, an indicator for living in Mexico City, an indicator for being out to no one (does not apply to non-LGBTQ+ persons), an indicator for reporting any of the mental health (m.h.) issues, the total number of mental health conditions reported, an indicator for reporting at least one low self-assessment (assmnt.), and the total number of low self-assessments. Coefficients denote the difference in the observable characteristic between individuals in low and high queerphobia sectors (positive numbers denote a higher average for those in low queerphobia sectors). Differences calculated using survey weights. Standard errors robust to heteroskedasticity are in parentheses. *** p<0.01, ** p<0.05, * p<0.1

Table S8:
LGBTQ+ Population and Job Role

	Manual and operational		Personal services and security		Retail and sales		Administrative and information-handling	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Cis gay men	-0.103***	-0.081***	0.033	0.033*	0.031	0.034	0.009	0.008
	(0.032)	(0.031)	(0.020)	(0.020)	(0.026)	(0.027)	(0.019)	(0.019)
Cis bisexual and queer men	-0.139***	-0.059	-0.025	-0.026	0.042	0.041	0.082**	0.068*
	(0.053)	(0.047)	(0.015)	(0.016)	(0.035)	(0.036)	(0.039)	(0.039)
Cis heterosexual women	-0.186***	-0.168***	0.031***	0.033***	0.117***	0.118***	0.054***	0.054***
	(0.009)	(0.009)	(0.005)	(0.005)	(0.007)	(0.008)	(0.005)	(0.005)
Cis lesbian women	-0.235***	-0.163***	0.054	0.056	0.053	0.059	0.062	0.054
	(0.048)	(0.047)	(0.039)	(0.039)	(0.045)	(0.044)	(0.055)	(0.055)
Cis bisexual and queer women	-0.282***	-0.231***	0.094***	0.096***	0.092***	0.094***	0.070***	0.064***
	(0.031)	(0.031)	(0.029)	(0.029)	(0.028)	(0.028)	(0.022)	(0.022)
Trans men	-0.198*	-0.183*	0.096	0.091	0.057	0.051	-0.022	-0.027
	(0.103)	(0.098)	(0.067)	(0.066)	(0.073)	(0.072)	(0.016)	(0.018)
Trans women	-0.208***	-0.262***	0.191	0.196	0.041	0.053	-0.012	0.000
	(0.076)	(0.094)	(0.130)	(0.131)	(0.060)	(0.058)	(0.019)	(0.019)
Non-binary/other gender	-0.001	-0.021	0.053	0.043	0.039	0.034	0.007	0.005
	(0.055)	(0.057)	(0.038)	(0.038)	(0.034)	(0.035)	(0.021)	(0.021)
Observations	27,858	27,858	27,858	27,858	27,858	27,858	27,858	27,858
R-squared	0.075	0.264	0.010	0.020	0.037	0.048	0.024	0.044
Age and state controls	X	X	X	X	X	X	X	X
Education and marital status		X		X		X		X
Mean dependent variable	0.557	0.557	0.073	0.073	0.100	0.100	0.035	0.035

	Technical and support		Professional and specialist		Leadership and management	
	(9)	(10)	(11)	(12)	(13)	(14)
Cis gay men	-0.010	-0.012	0.030	0.012	0.010	0.006
	(0.027)	(0.027)	(0.022)	(0.020)	(0.021)	(0.020)
Cis bisexual and queer men	-0.042**	-0.056***	0.067**	0.026	0.020	0.009
	(0.017)	(0.017)	(0.031)	(0.025)	(0.029)	(0.029)
Cis heterosexual women	-0.042***	-0.045***	0.036***	0.022***	-0.008*	-0.012***
	(0.005)	(0.005)	(0.006)	(0.005)	(0.004)	(0.005)
Cis lesbian women	-0.025	-0.034	0.014	-0.035	0.077*	0.064*
	(0.033)	(0.033)	(0.036)	(0.042)	(0.040)	(0.038)
Cis bisexual and queer women	-0.059***	-0.067***	0.088***	0.057***	-0.000	-0.009
	(0.012)	(0.012)	(0.027)	(0.021)	(0.011)	(0.012)
Trans men	0.014	0.009	0.084	0.091	-0.029***	-0.028***
	(0.065)	(0.064)	(0.087)	(0.060)	(0.008)	(0.010)
Trans women	-0.036	-0.025	0.032	0.040	-0.004	0.002
	(0.027)	(0.025)	(0.047)	(0.033)	(0.027)	(0.026)
Non-binary/other gender	-0.016	-0.018	-0.059***	-0.033**	-0.019	-0.008
	(0.029)	(0.029)	(0.011)	(0.016)	(0.012)	(0.013)
Observations	27,858	27,858	27,858	27,858	27,858	27,858
R-squared	0.015	0.029	0.017	0.272	0.014	0.062
Age and state controls	X	X	X	X	X	X
Education and marital status		X		X		X
Mean dependent variable	0.093	0.093	0.086	0.086	0.051	0.051

Notes: This table shows the type of job role by LGBTQ+ identity. We use data on currently employed individuals from the 2021 ENDISEG. The omitted SOGI category is cis heterosexual men. All regressions include controls for age, age squared, and state fixed effects. Even-numbered columns add indicators for education and marital status categories. Regression coefficients are calculated using survey weights. Standard errors robust to heteroskedasticity are in parentheses. The means of the dependent variables for cis heterosexual men are shown. *** p<0.01, ** p<0.05, * p<0.1

Table S9:
LGBTQ+ Population and Negative Experiences at Work

	Offensive comments or mocking		Bullied or harassed		Threatened or assaulted	
	(1)	(2)	(3)	(4)	(5)	(6)
Cis gay men	0.005	0.006	-0.001	-0.002	-0.002	-0.001
	(0.023)	(0.023)	(0.016)	(0.017)	(0.009)	(0.009)
Cis bisexual and queer men	0.050	0.051	0.026	0.025	0.023	0.024
	(0.037)	(0.037)	(0.028)	(0.028)	(0.017)	(0.017)
Cis heterosexual women	0.001	0.000	0.028***	0.027***	-0.001	-0.001
	(0.006)	(0.006)	(0.005)	(0.005)	(0.003)	(0.003)
Cis lesbian women	-0.038	-0.036	0.041	0.040	-0.004	-0.003
	(0.026)	(0.026)	(0.031)	(0.031)	(0.014)	(0.014)
Cis bisexual and queer women	0.086***	0.086***	0.105***	0.104***	0.010	0.011
	(0.029)	(0.029)	(0.026)	(0.026)	(0.011)	(0.011)
Trans men	-0.021	-0.024	-0.012	-0.014	0.034	0.033
	(0.038)	(0.038)	(0.020)	(0.020)	(0.032)	(0.032)
Trans women	-0.063*	-0.062*	0.038	0.038	0.027	0.026
	(0.037)	(0.038)	(0.059)	(0.059)	(0.046)	(0.047)
Non-binary/gender-queer/other	0.082	0.081	0.114**	0.110**	0.030	0.030
	(0.061)	(0.061)	(0.055)	(0.055)	(0.038)	(0.038)
Observations	19,268	19,268	19,268	19,268	19,268	19,268
R-squared	0.009	0.010	0.013	0.014	0.004	0.006
Age and state controls	X	X	X	X	X	X
Education and marital status		X		X		X
Mean dependent variable	0.091	0.091	0.043	0.043	0.025	0.025

	Excluded from social activities		Received unequal treatment	
	(7)	(8)	(9)	(10)
Cis gay men	-0.008	-0.008	0.030	0.030
	(0.011)	(0.011)	(0.035)	(0.035)
Cis bisexual and queer men	0.046	0.048	0.144**	0.139**
	(0.042)	(0.042)	(0.063)	(0.063)
Cis heterosexual women	0.004	0.005	0.009	0.009
	(0.005)	(0.005)	(0.006)	(0.006)
Cis lesbian women	0.095	0.097	0.024	0.024
	(0.073)	(0.073)	(0.046)	(0.047)
Cis bisexual and queer women	0.012	0.014	0.028	0.027
	(0.013)	(0.013)	(0.024)	(0.024)
Trans men	-0.022**	-0.022**	0.063	0.061
	(0.011)	(0.010)	(0.080)	(0.079)
Trans women	0.041	0.041	0.026	0.027
	(0.059)	(0.059)	(0.065)	(0.066)
Non-binary/gender-queer/other	0.117*	0.118*	-0.049	-0.049
	(0.062)	(0.062)	(0.033)	(0.033)
Observations	19,268	19,268	19,268	19,268
R-squared	0.007	0.008	0.012	0.013
Age and state controls	X	X	X	X
Education and marital status		X		X
Mean dependent variable	0.043	0.043	0.103	0.103

Notes: This table shows prevalence of negative workplace experiences by LGBTQ+ identity. We use data on currently employed individuals from the 2021 ENDISEG. The omitted SOGI category is cis heterosexual men. All regressions include controls for age, age squared, and state fixed effects. Even-numbered columns add indicators for education and marital status categories. Regression coefficients are calculated using survey weights. Standard errors robust to heteroskedasticity are in parentheses. The means of the dependent variables for cis heterosexual men are shown. *** p<0.01, ** p<0.05, * p<0.1