



Chapter 2

The role of Thai women in the current economic system

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Today's plan

01 | Women in the labor market

- Role of women in participating in the labor market in Thailand

02 | Women at Work

- Gender diversity and the glass ceiling in the workplace in Thailand

03 | Limitations of women in the labor market

- Factors that determine the limitations of women in the labor market

04 | Policy to encourage women to participate in the labor market

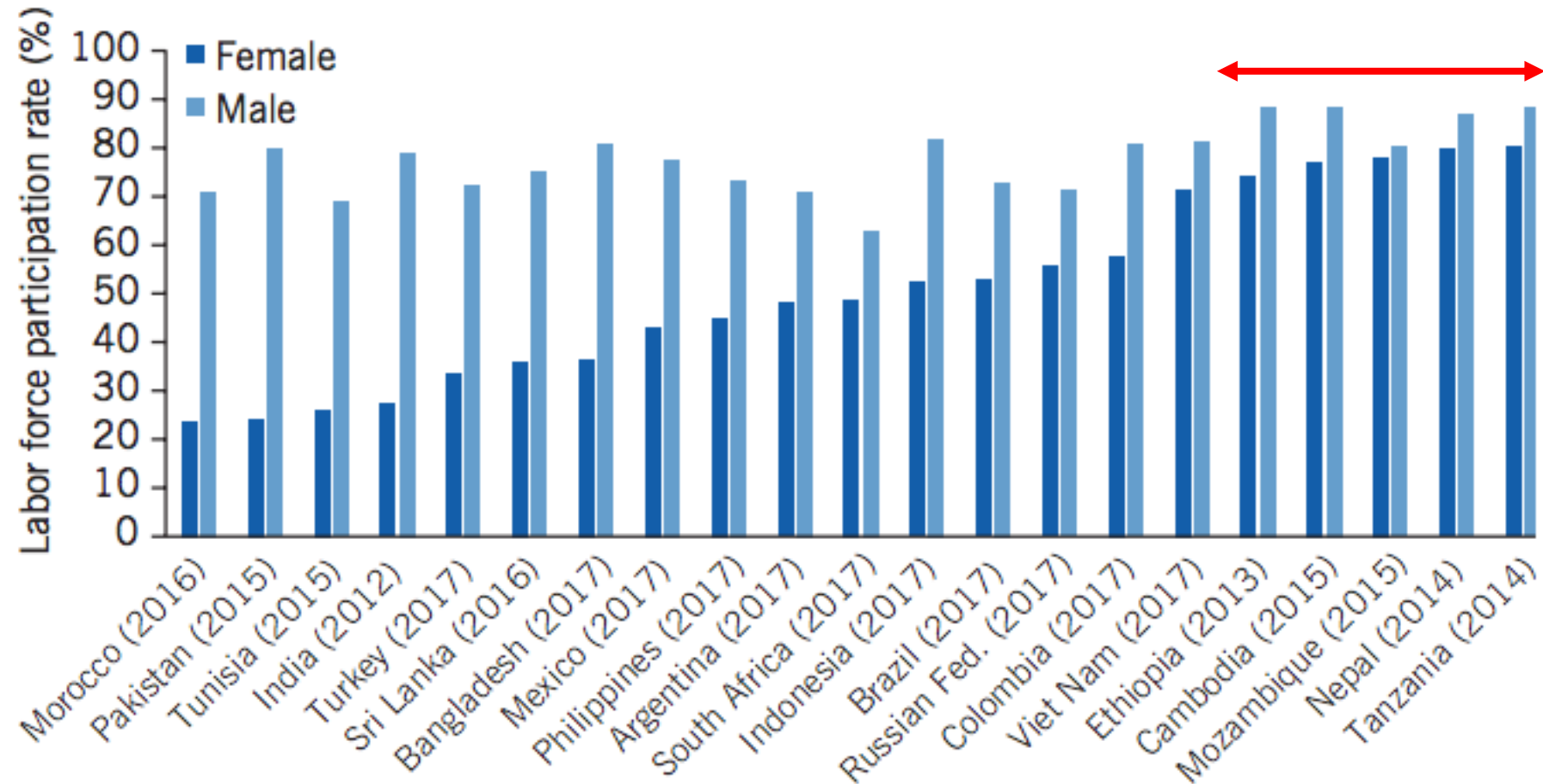
- Policy implementation in Thailand



(1)

Women in the labor market

Figure 2. Gender disparities in labor force participation rates in selected developing countries, various years (2012–2017)

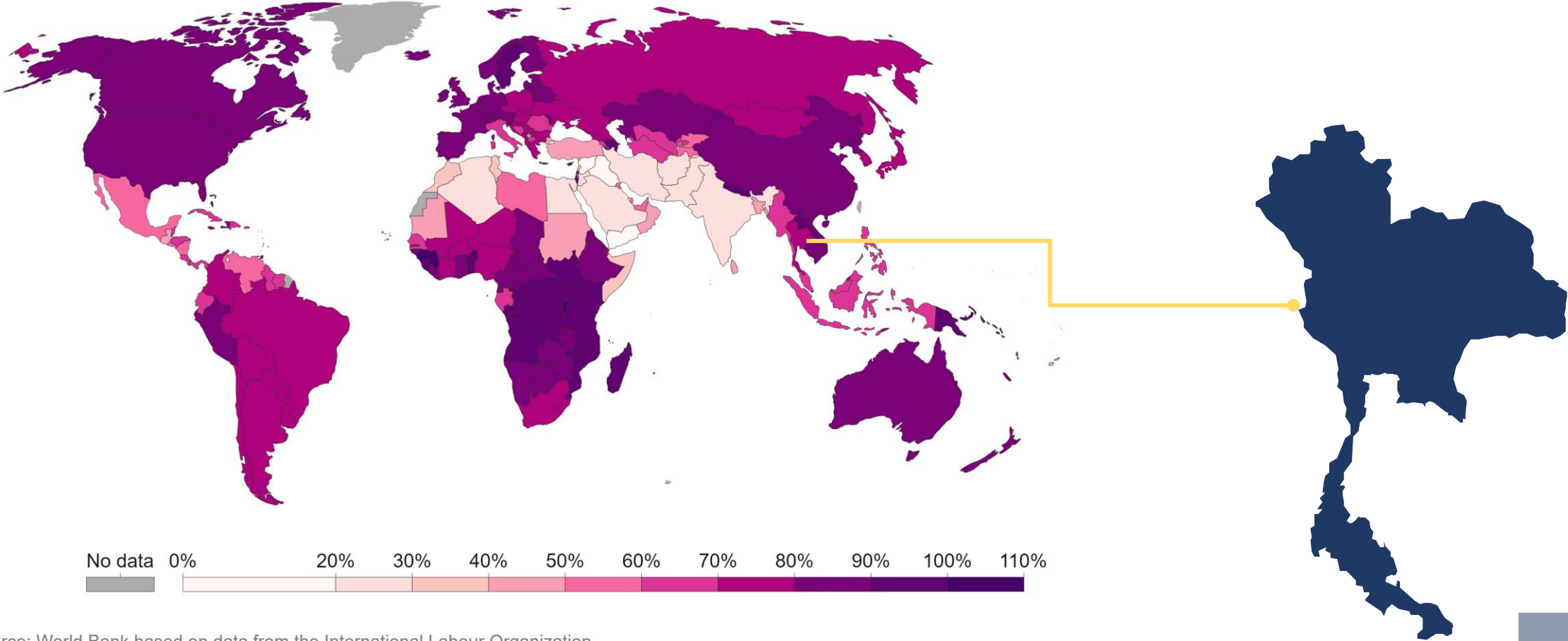


Source: National estimates from ILO Statistical Database, ILOSTAT. Online at: <http://www.ilo.org/ilostat>

Ratio of female to male labor force participation rates (%), 2019



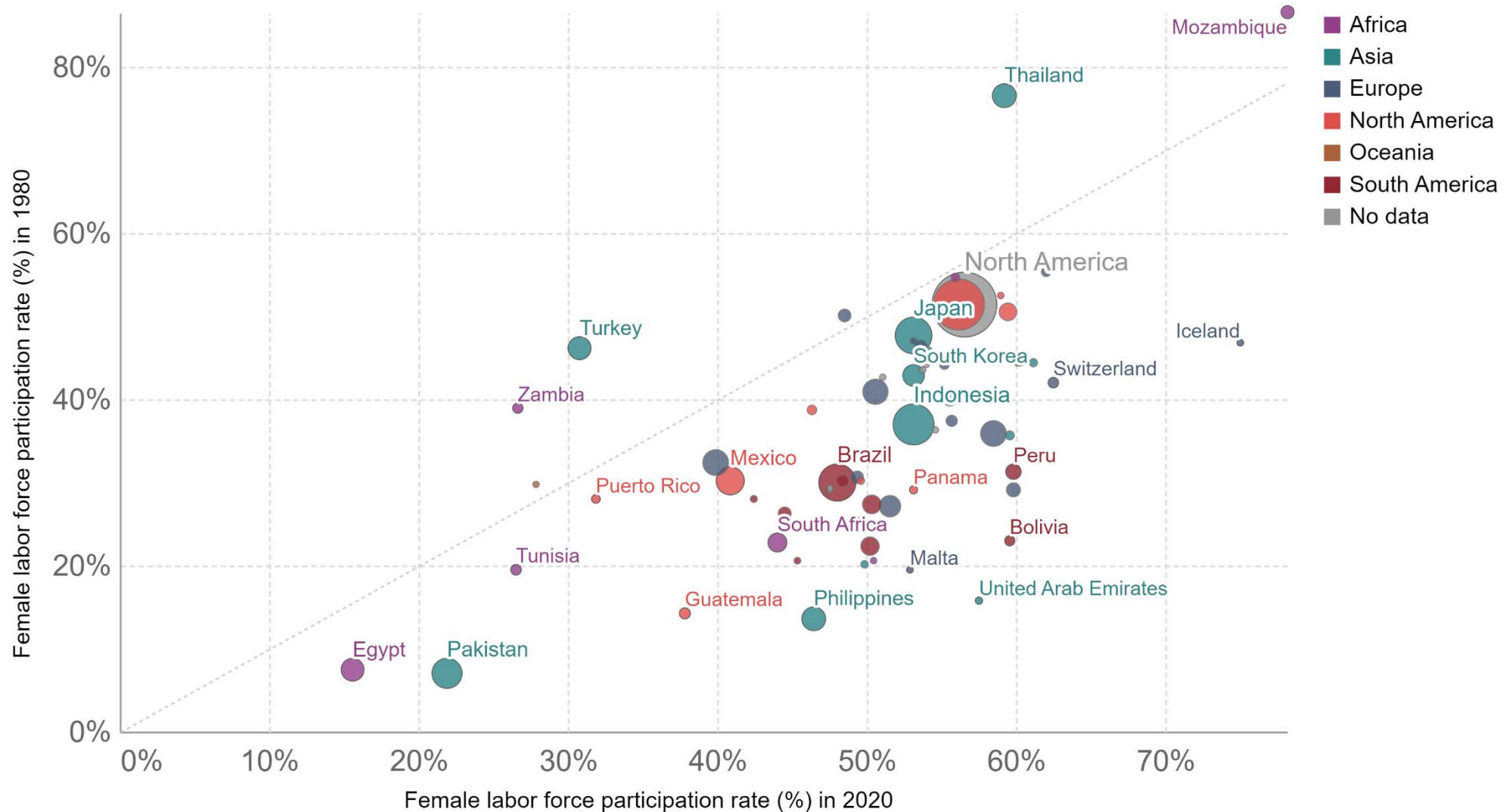
The female-to-male ratio of labor force participation rates is calculated by dividing the labor force participation rate among women, by the corresponding rate for men. The labor force participation rate is defined as the proportion of the population ages 15+ that is economically active. All figures correspond to 'modeled ILO estimates' (see source for details).



Source: World Bank based on data from the International Labour Organization
OurWorldInData.org/female-labor-force-participation-key-facts • CC BY

Female labor force participation rates

The female labor force participation rate corresponds to the proportion of the female population aged 15 and older that is economically active. All figures correspond to national estimates, without ILO corrections (see limitations and exceptions in the Sources tab).




Women's participation in the labor market in Thailand

- Thailand has a consistently high female workforce participation rate, averaging 65% from 1990 to 2017.
- The rate in other countries in Southeast Asia: Malaysia (46%) & Philippines (48%).
 - Thai women continue to work after marriage and raise children at the same time.
 - The female participation rate of married women is 80% (Liao and Paweenawat, 2021)

Women's participation in the labor market in Thailand

- The development of women's roles parallels economic changes.
 - In the past, taking care of children/unpaid family workers have become main workers in labor market.
 - Education is an important factor driving Thai women in the labor market.
 - Currently, there are more advances in education for women than for men.
- Women's income tends to increase in the same way as men's income.
- Women's income increased(1985-1996) & decreased during Asian financial crisis (1997)
 - After recovery, the gender wage gap has continued to decrease dramatically.

Women's participation in the labor market and economic system

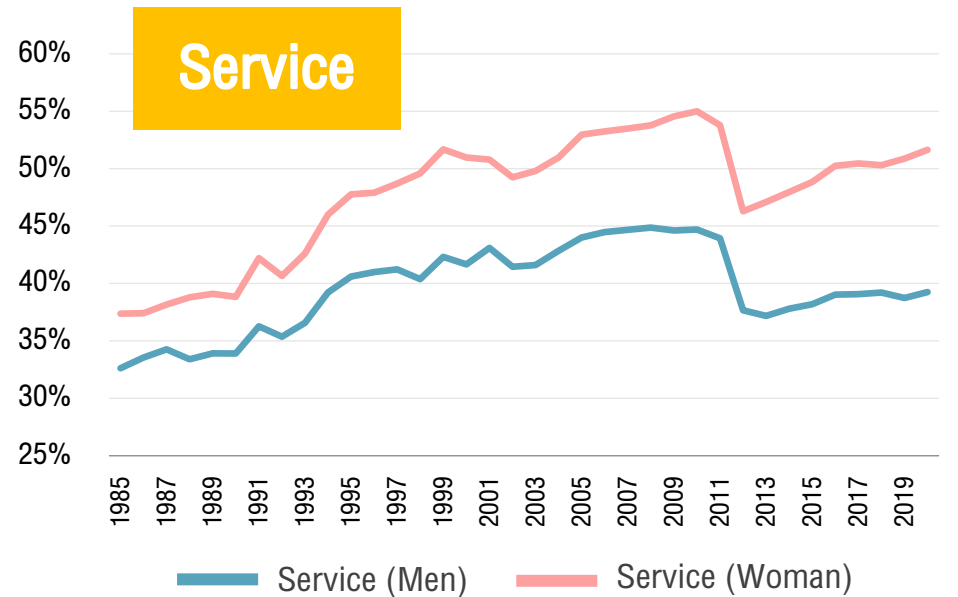
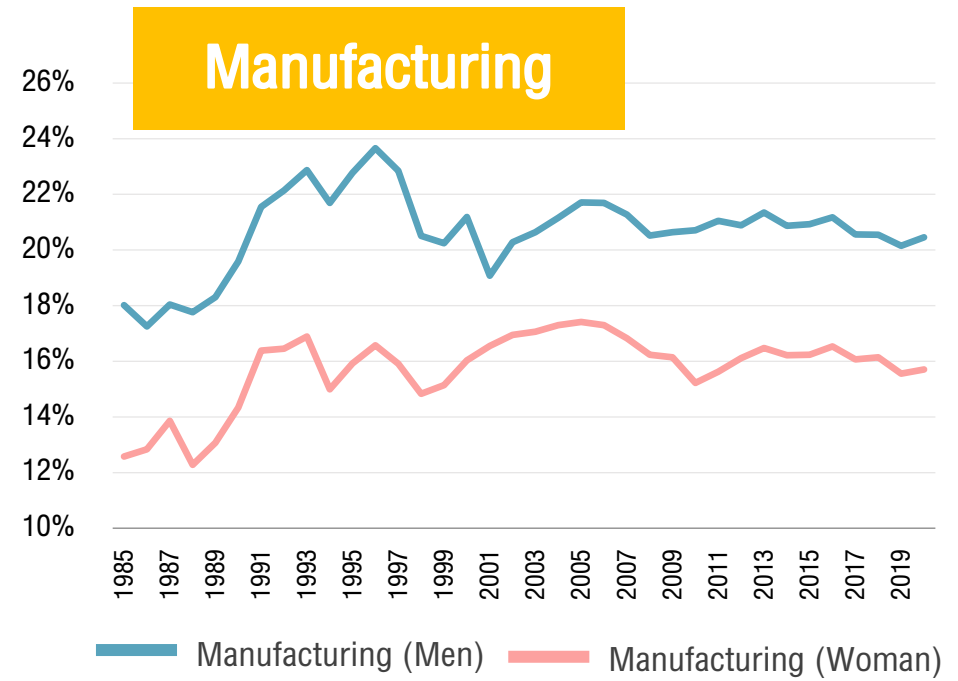
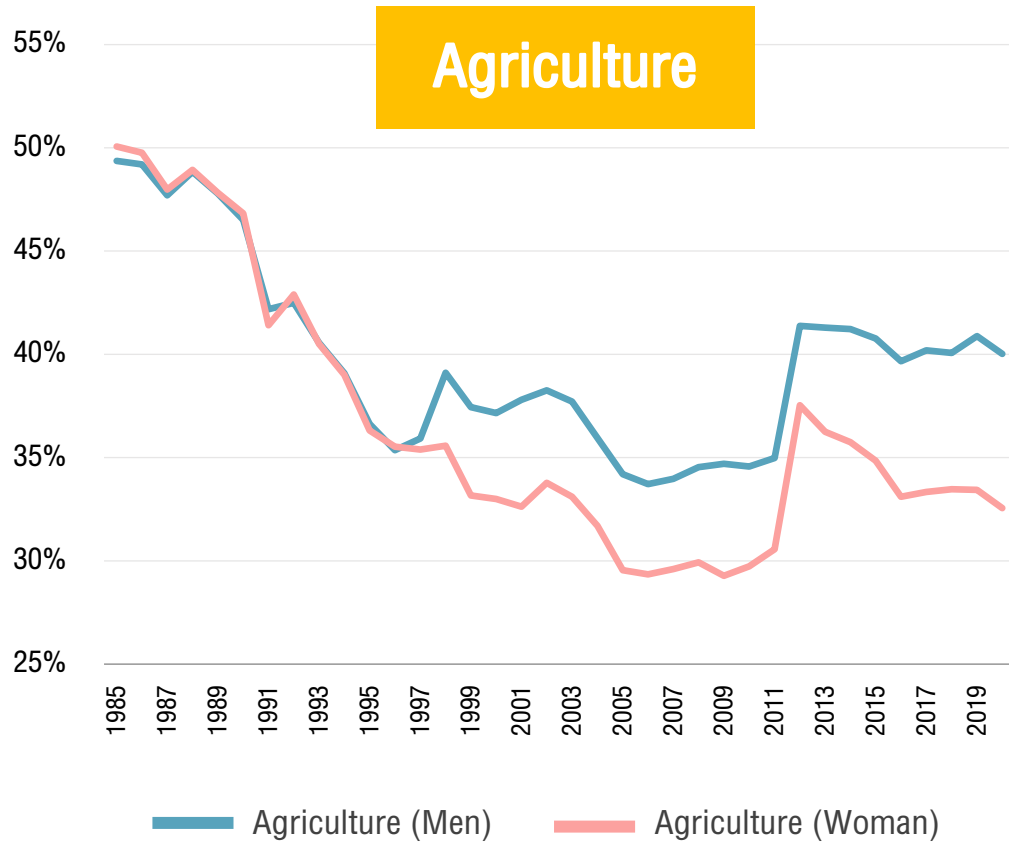
-  Thailand has evolved from an economy based on agriculture to one based on the manufacturing and service sectors over the past few decades.
-  The Thai workforce has transitioned from a low-income agricultural sector to the high-income manufacturing and service sectors.
-  The proportion of employment in agricultural sector continues to decline.
 - Proportion of employment in manufacturing and service sectors continues to increase.

Women's participation in the labor market and economic system

- The demand for Thai workers in the manufacturing sector is high.
 - Women have become the source of labor supply expansion in the Thai labor market.
 - Government has implemented education policies to support the country's development.
 - Women are highly educated, have started working in manufacturing/service sectors, and receive higher wages.
 - Income inequality (gender wage gap) has decreased over time.

Proportion of workers by industry and gender (1985-2020)

Source: Author's calculation from LFS (1985-2020).



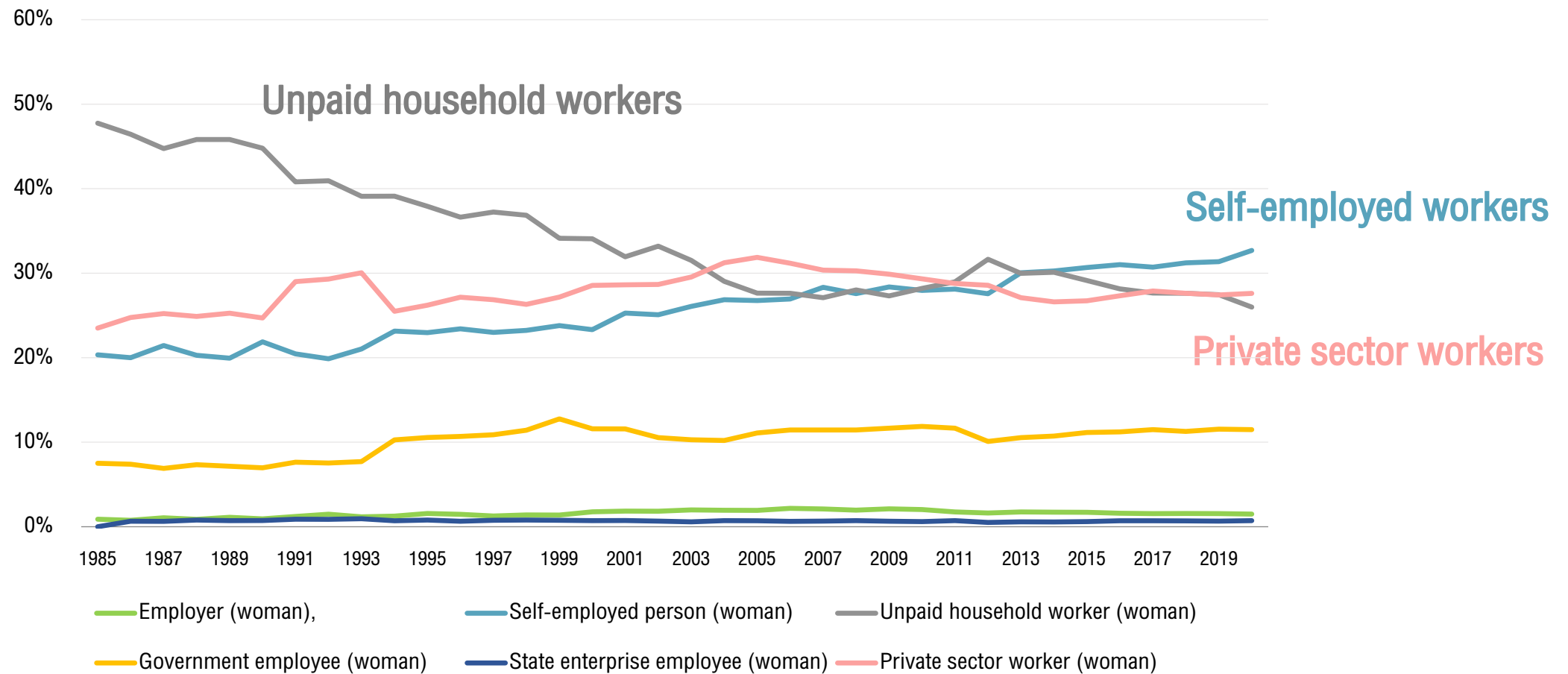
Women's Participation in the labor market and industry

- 🏠 The average share of the agricultural workforce has dropped sharply from 50% in 1985 to 33% in 2020.
- 🏠 The proportion of workers in the manufacturing sector has increased since 1985 and remained stable after 1995.
- 🏠 The proportion of workers in the service sector has increased since 1985 and remained stable after 2000.
 - The number of women working in the service sector is higher than men.
 - The proportion of labor in this sector has continued to increase dramatically.

Working status of women in Thailand

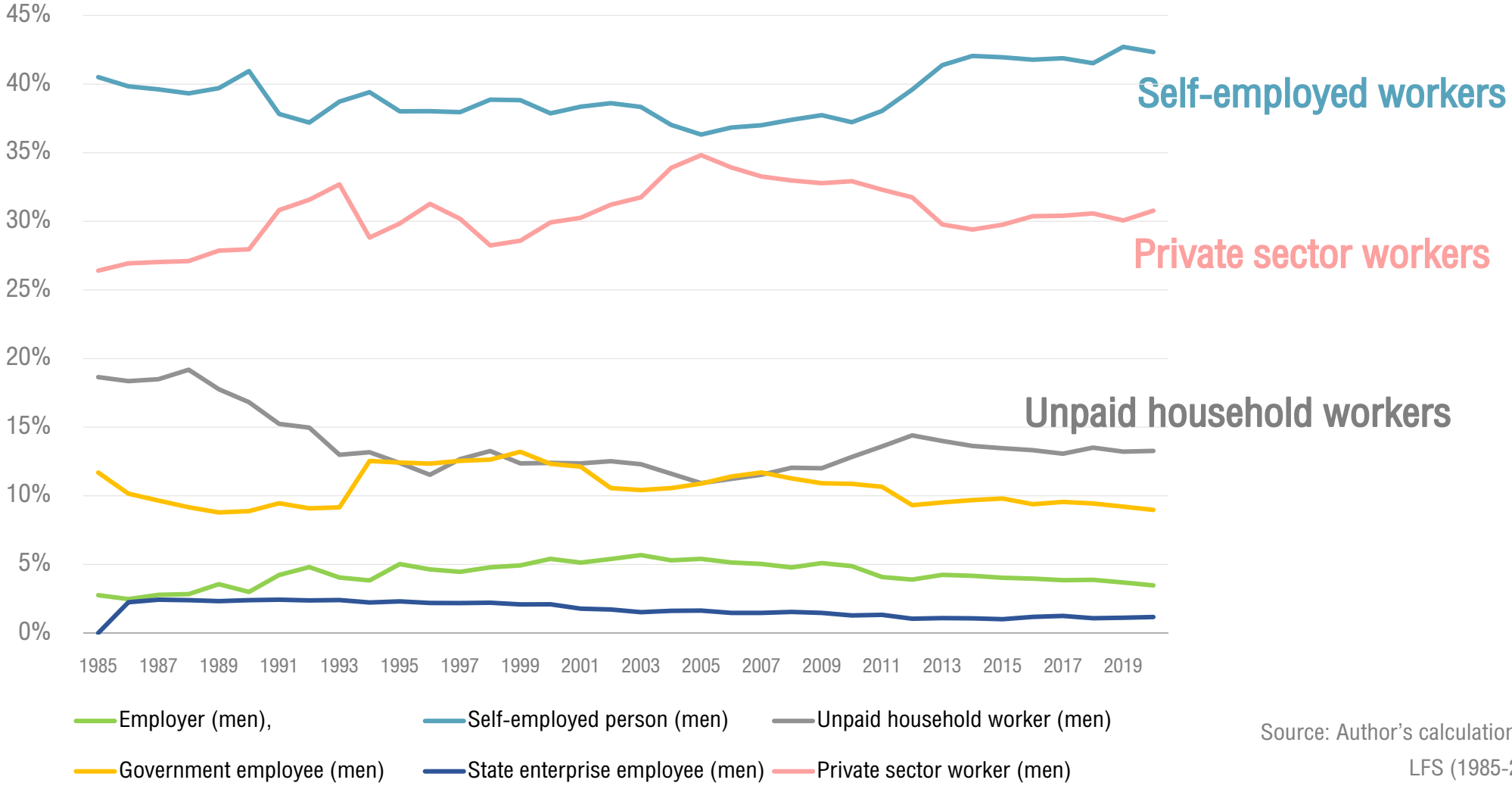
- Working status of women in Thailand
 - 1) Employee (Government; Government enterprises; Private sectors)
 - 2) Employer/Own account workers (operated enterprise with/without employee)
 - 3) Unpaid family (works without pay on a farm or in a business enterprise owned or operated by the head/other members of family)
- A number of women work as unpaid family workers more than men
 - However, trend has declined over time & The gap between men and women has decreased steadily
 - However, men join to work more than women in other sectors, especially in own account worker (men have higher proportion than women)

Gender proportion of workers by working status (1985-2020) - Women



Source: Author's calculation from LFS (1985-2020).

Gender proportion of workers by working status (1985-2020) - Men



Source: Author's calculation from LFS (1985-2020).

Women's participation in the labor market and education



Education is the main factor driving Thai women into the labor market.



Compared to other Asian countries such as Korea, Indonesia, Thailand

- There is a strong correlation between education and participation in the female labor market (Dowling and Worswick, 2001)



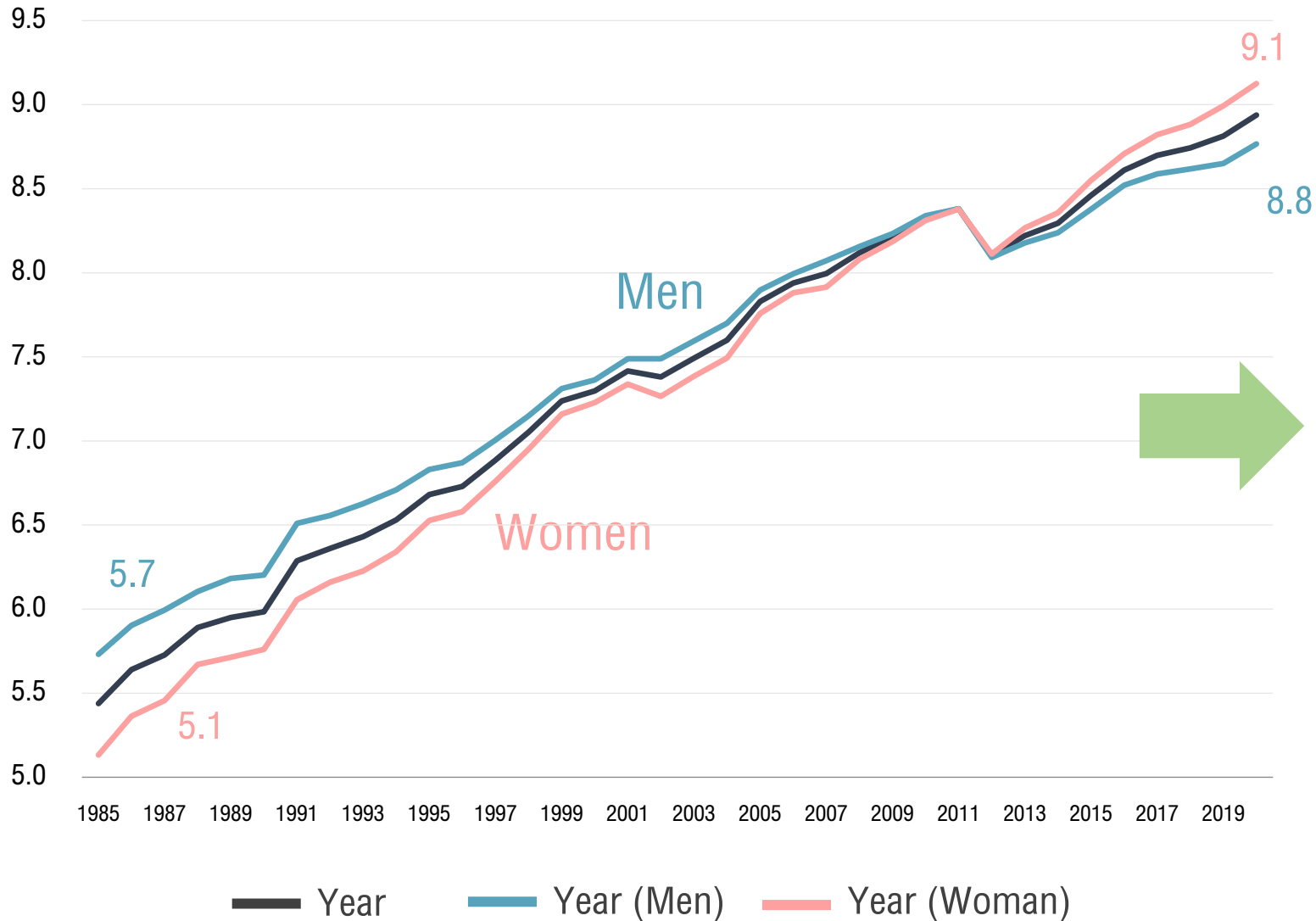
Women's participation in the labor market and education



Thailand's education system.

- In the past, boys learned from the monks in the temple, while girls studied to do housework in the house
- The First School in Thailand has been invented by the King Rama V (1871).
School for boys and girls!
- Compulsory Education Policy - 4 years (1936) → 7 years (1951)
→ 6 years (1977) → 9 years (1999) → 12 years (2002)
- The average year of education of Thai workers has continued to increase.

Average year of education for Thai workers (1985-2020)



5 levels of education:

1. Below elementary school (<6 years)
2. Elementary school (6-8 years)
3. Lower Secondary School (9-11 years)
4. High school (12-15 years)
5. University (>15 years)

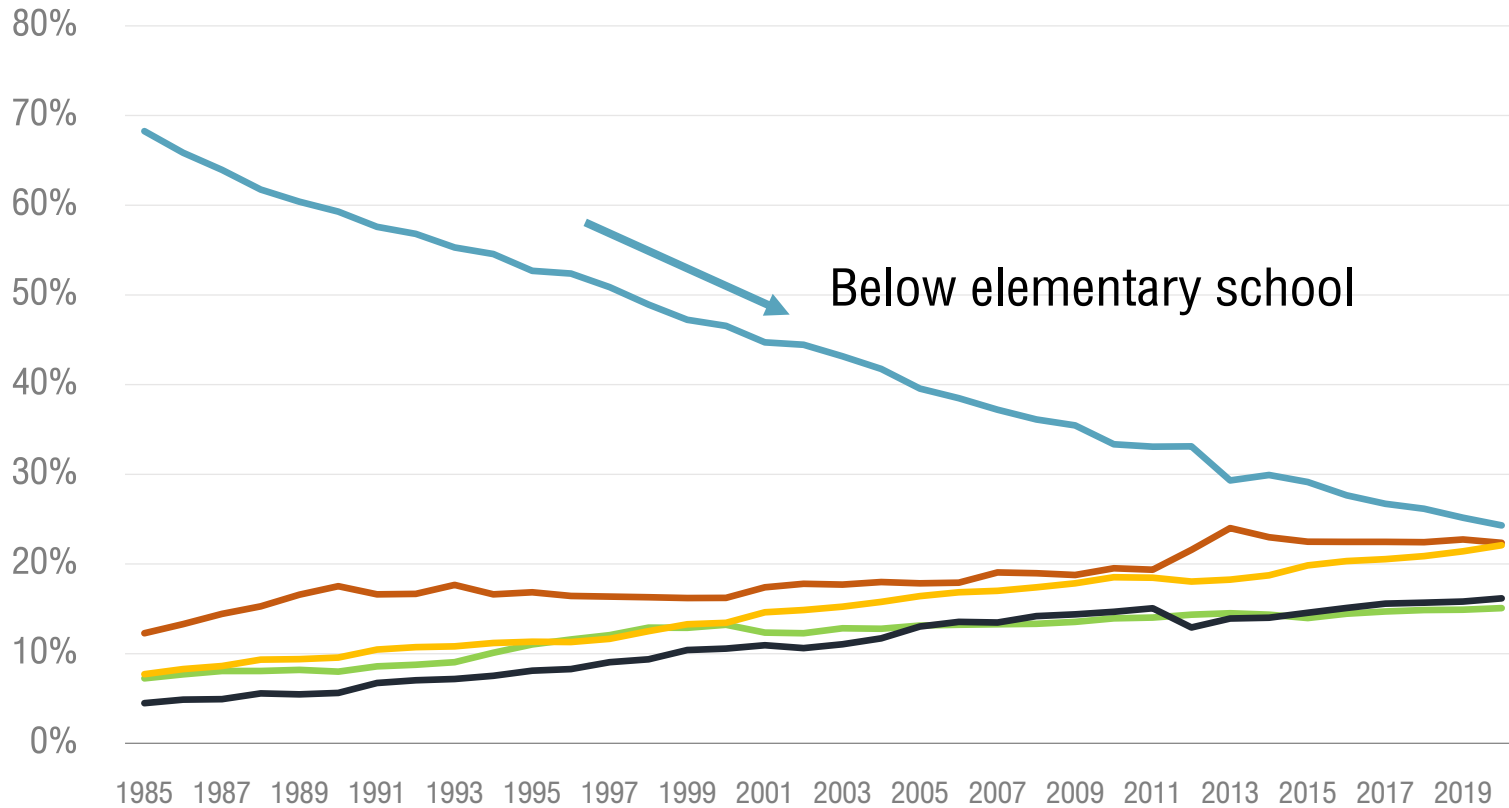
Source: Author's calculation from LFS from LFS (1985-2020).

Note – elementary = primary school

Women's participation in the labor market and education

- The implementation of Thailand's education policy, especially the number of compulsory years of education, has improved the education level of Thai workers.
 - The proportion of people with less education has decreased, and the proportion of workforce graduating from higher education has increased.
 - The proportion of less -educated people decreased 35%, and there was a 10% increase in the proportion of the workforce graduating from higher education (male and female).
- However, women's education is lower than that of men at all levels, except at the tertiary level.

Proportion of workers classified by level of education (1985-2020)



- Below elementary school
- Elementary school
- Lower Secondary School
- High school
- University

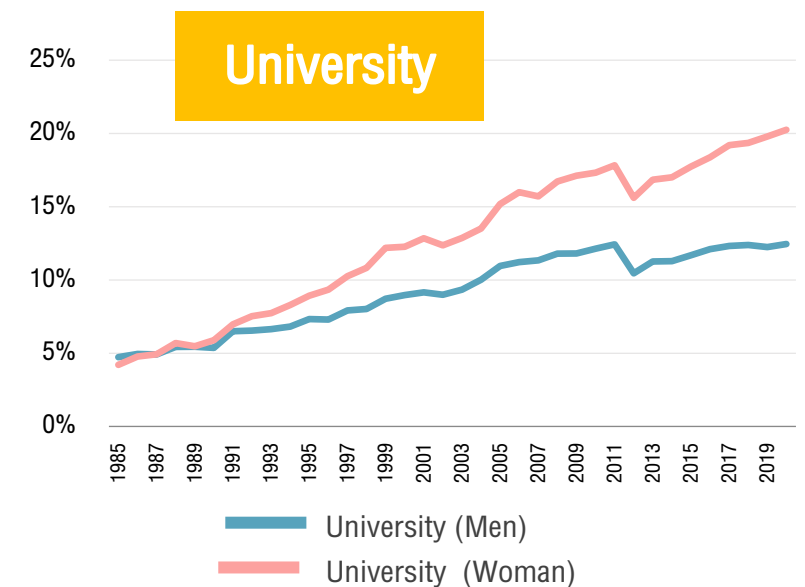
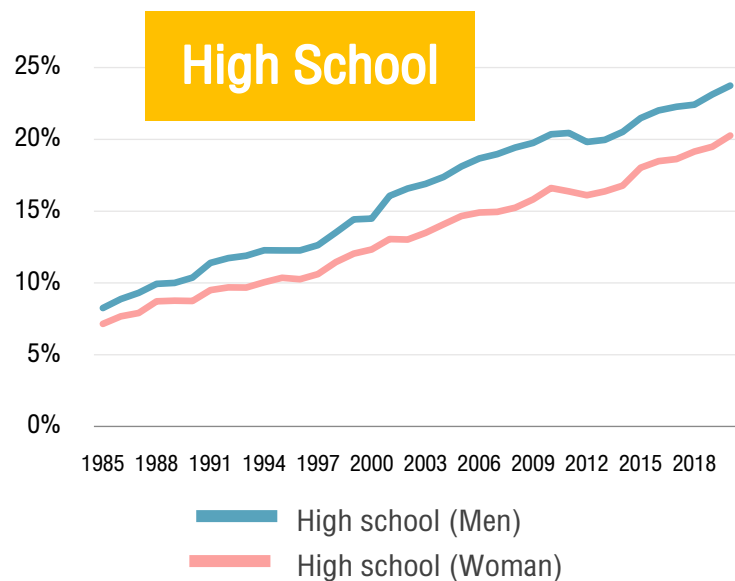
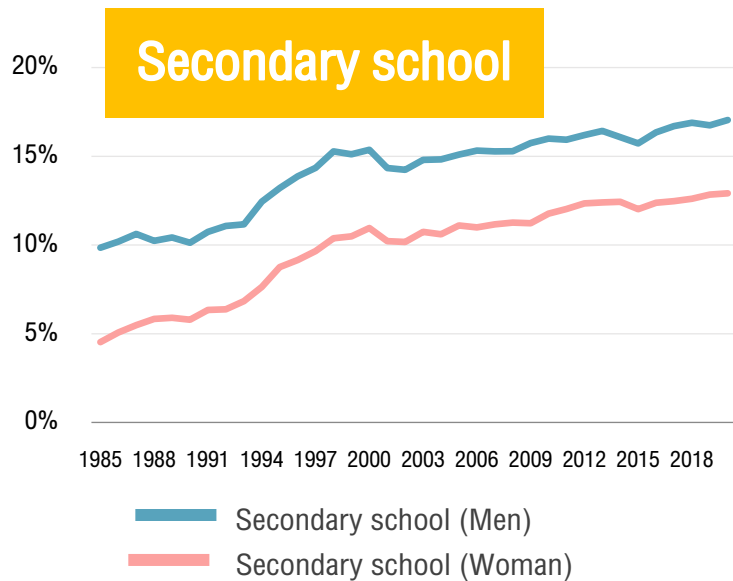
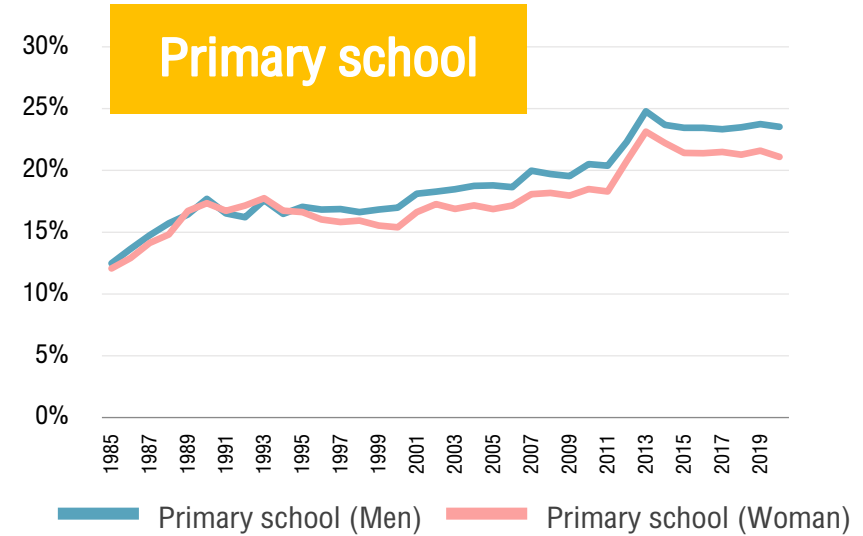
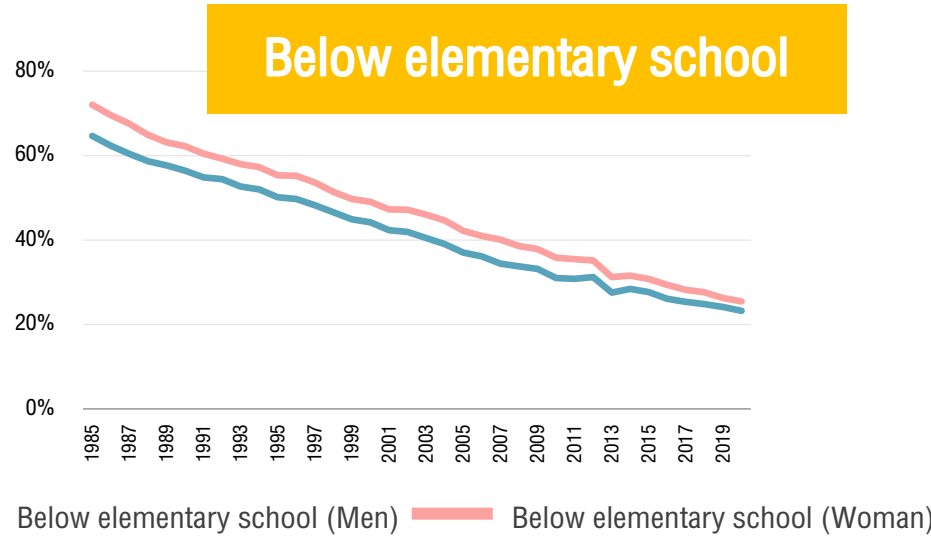
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Source: Author's calculation from LFS from LFS (1985-2020).

Proportion of workers Classified by educational level and gender (1985-2020)

Source: Author's calculation from LFS (1985-2020).



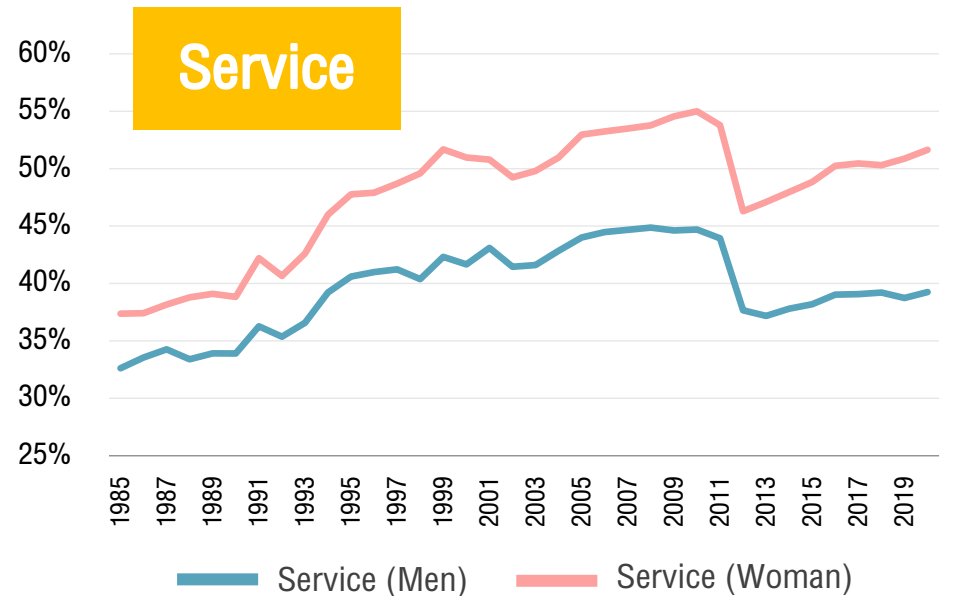
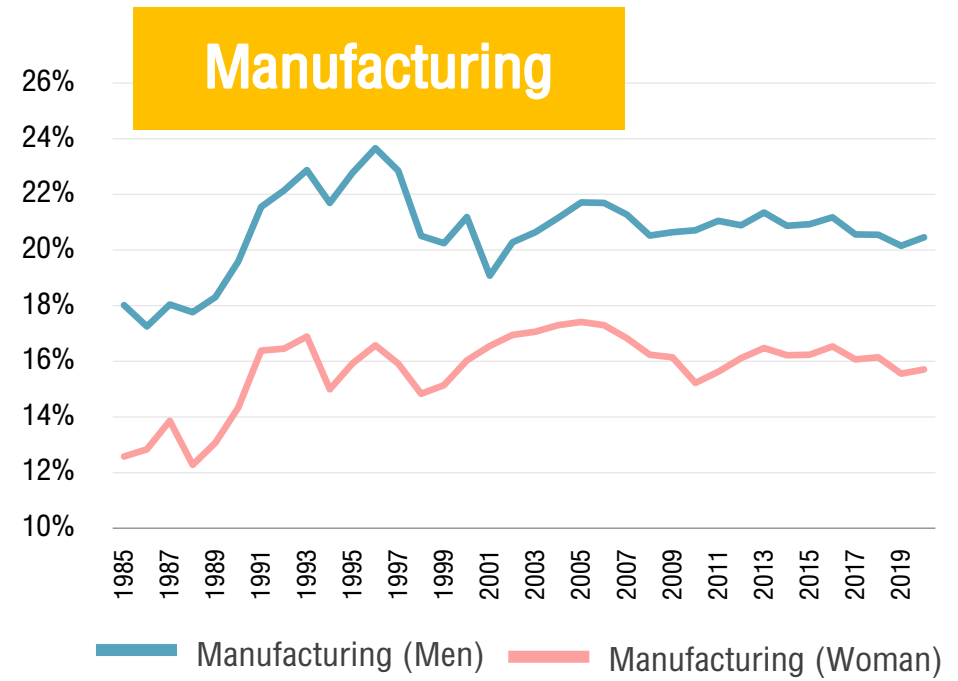
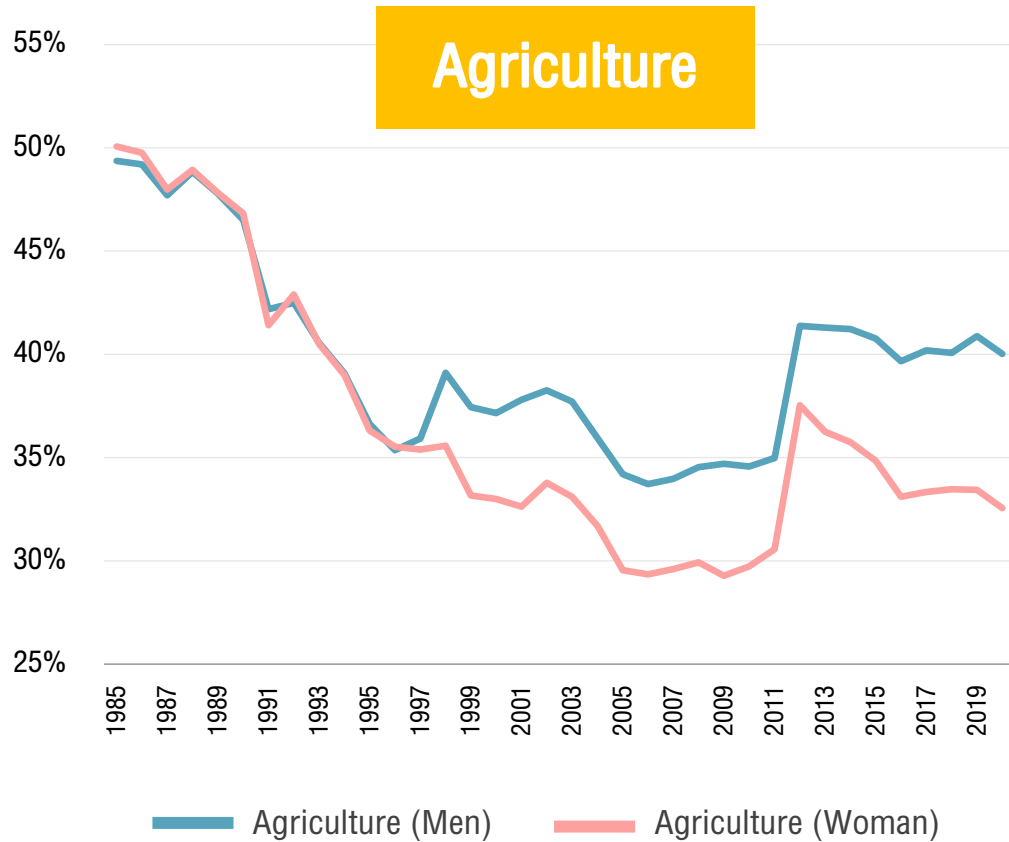
Participation of women in the labor market and industry

- The average share of the agricultural workforce has dropped sharply from 50% in 1985 to 33% in 2016.
- The average share of the manufacturing workforce has been substantial **increased** since 1985 and stable in 1995.
- The average share of service workers increased from 1985 and remained stable in 2000.
 - More women work in the service sector than men.
 - The proportion of workers in this sector has continued to increase dramatically.



Proportion of workers by industry and gender (1985-2020)

Source: Author's calculation from LFS (1985-2020).





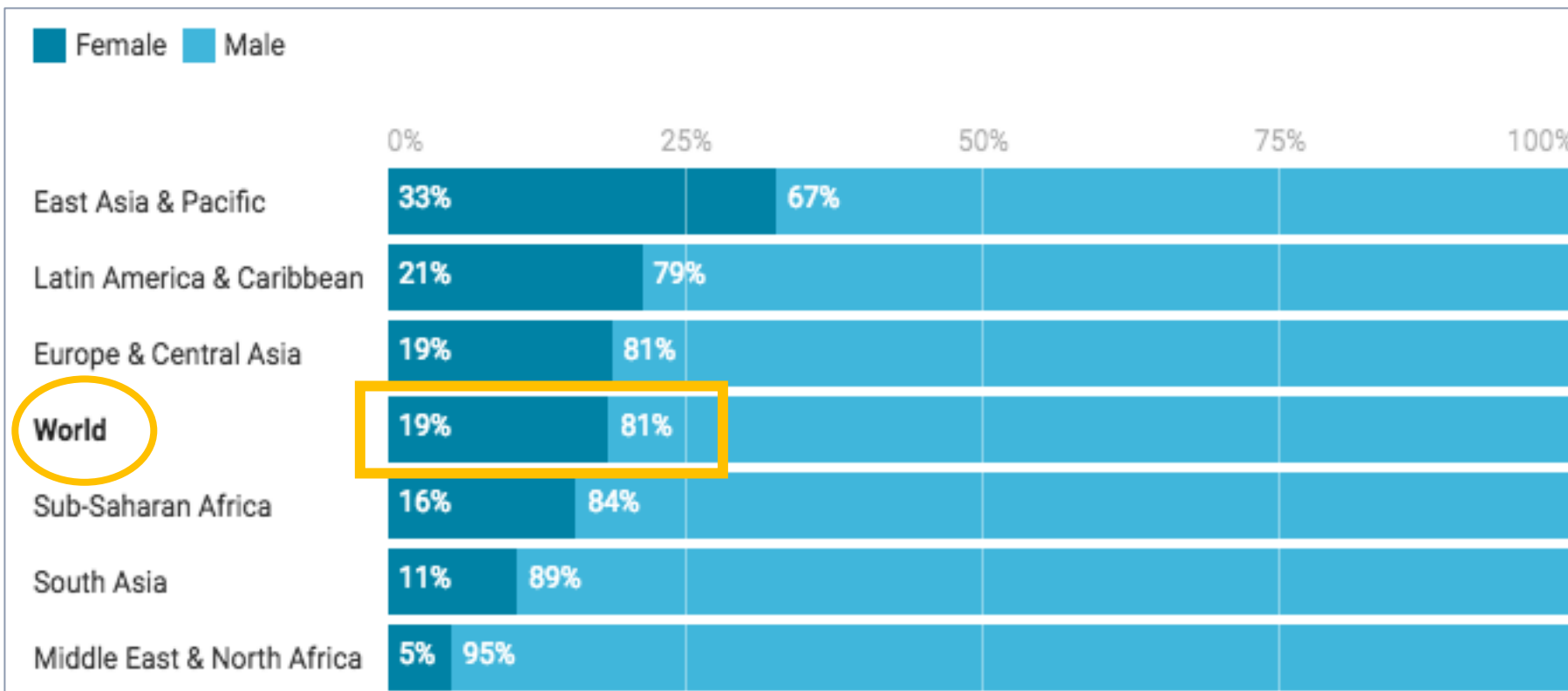
2) Women at work

Gender diversity and glass ceilings in the workplace in Thailand



Only one-fifth of company's worldwide include women with senior management positions.

Companies where women held senior management positions in small, medium, and large companies in 2016 (% of companies).



Note: World aggregate includes: 17 high-income economies and 110 low- and middle-income economies.

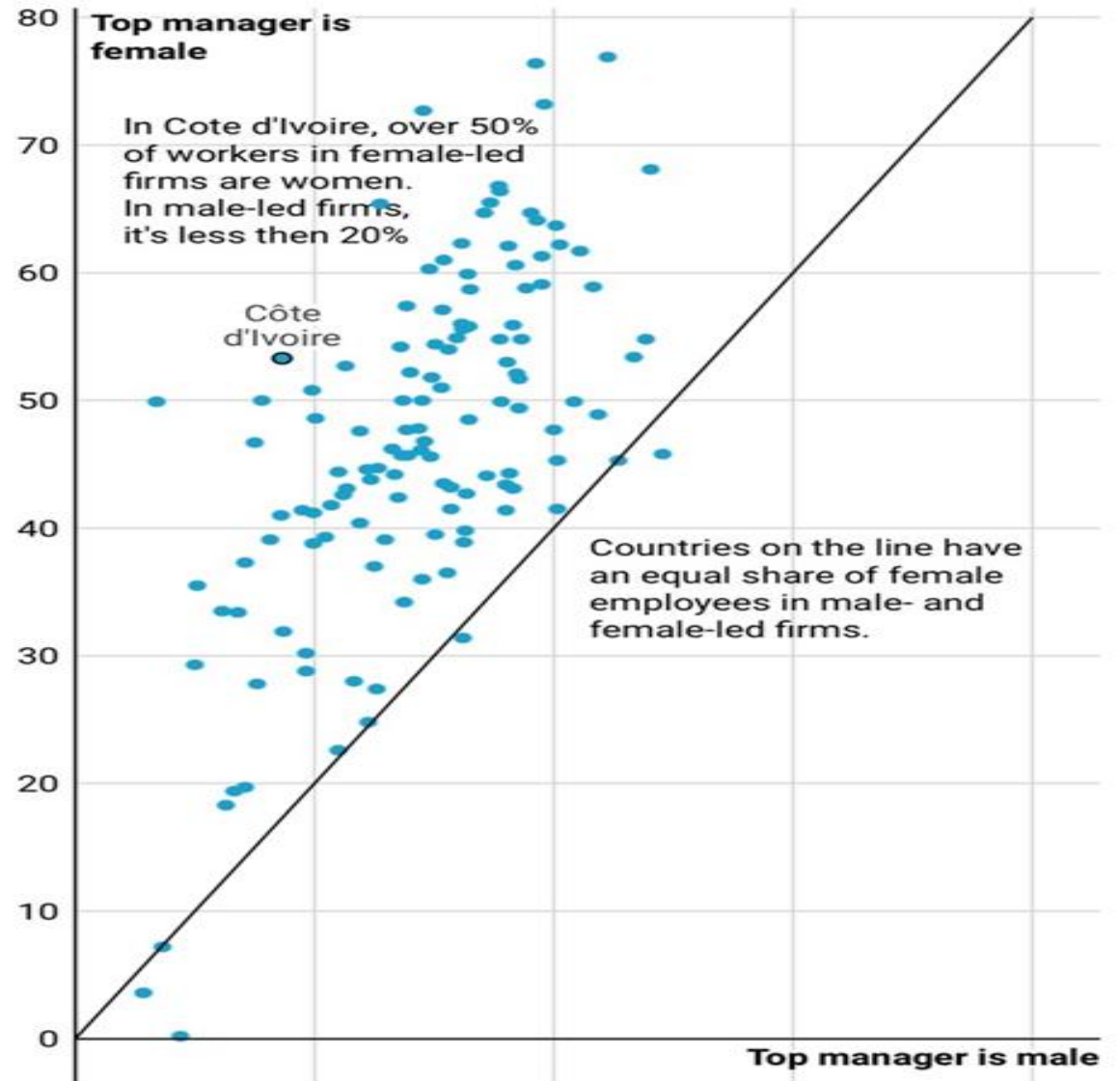
Source: World Bank Enterprise Surveys

Source:
http://blogs.worldbank.org/opendata/how-many-companies-are-run-women-and-why-does-it-matter-0?cid=ECR_FB_worldbank_EN_EXT

Women-led companies. There is a tendency for the number of female employees to increase.

Source: http://blogs.worldbank.org/opendata/how-many-companies-are-run-women-and-why-does-it-matter-0?cid=ECR_FB_worldbank_EN_EXT

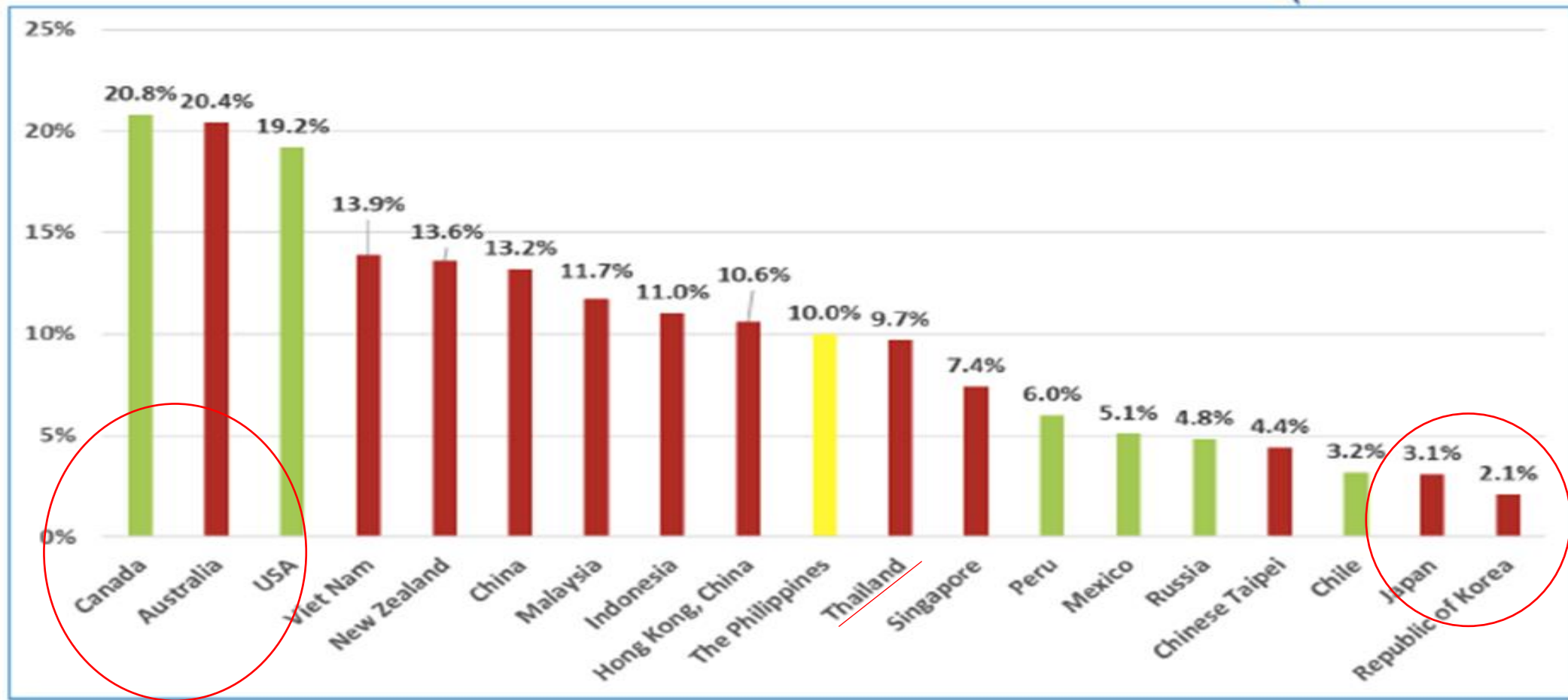
Percentage of permanent full-time workers that are female



Female Directors in Asia Pacific (2020 CWDI Report)

- The number of women on board is very small in the Asia-Pacific region, accounting for 15.1% of all directors in 1,573 leading companies.
- At the regional level, Asia-Pacific still has fewer women on board than other regions.
 - The percentage of women on board in Asia Pacific is 15.1%, behind Northern Europe (37.6%), USA/Canada (28.6%), Western Europe (26.5%), Central and Eastern Europe (19.3%), and Southern Africa of Sahara (19.1%)
 - Only Latin America (8.3%) and the Middle East North Africa (MENA) region (3.7%) have a lower percentage of women on board than the Asia-Pacific region.

Female Directors in Asia Pacific





Reason – Female Directors in Asia

- 🛡️ Social and cultural contexts in Asian countries (a society in which men dominate as leaders) contributed to the fact that women remained underrepresented.
 - There are fewer women on the board of directors (BOD) in Asia.
- 🛡️ Although women have higher education levels and a more active role in the labor market, they still have a disadvantage in making decisions and are considered “under-represented in decision making.”



Reason – Female Directors in Asia

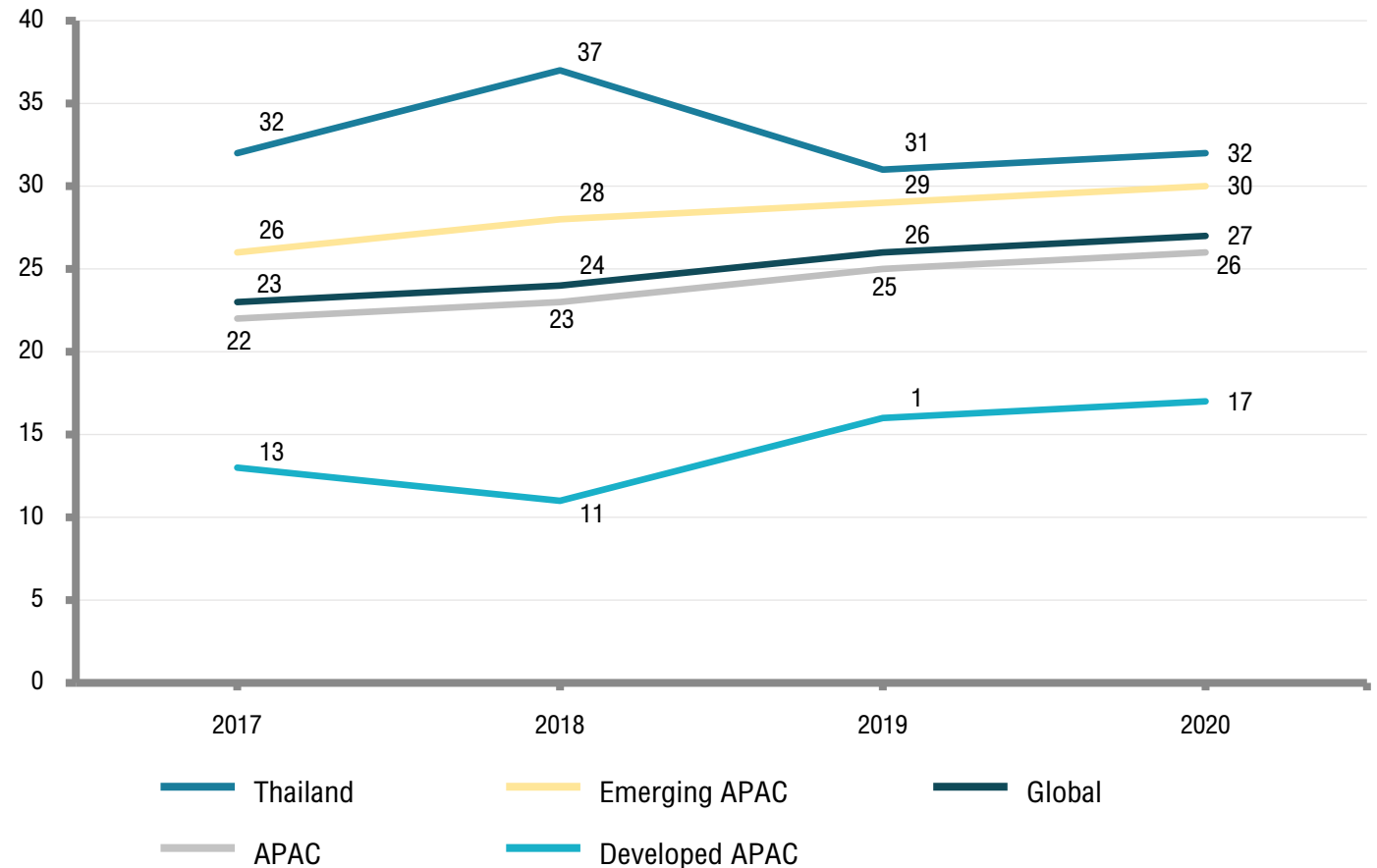
- Gender discrimination (in which women are considered inferior leaders to men) results in a small number of women serving on the BOD in this region.
- The issue of the percentage of women on the board is highly controversial, leading to some countries setting a gender quota for boards.

Private sector

The number of Thai women in senior management positions is 32%, higher than the global average of 27% and the Asia-Pacific average of 26%.

Source - The Grant Thornton (2020).

Percentage of Thai women holding senior management positions (2017-2019)



Only 20.4% of Thai women are on Board of Directors

Proportion of women on board



There is a very high percentage of men in the Board of Directors in Thailand

Percentage of women in business leadership positions across ASEAN.

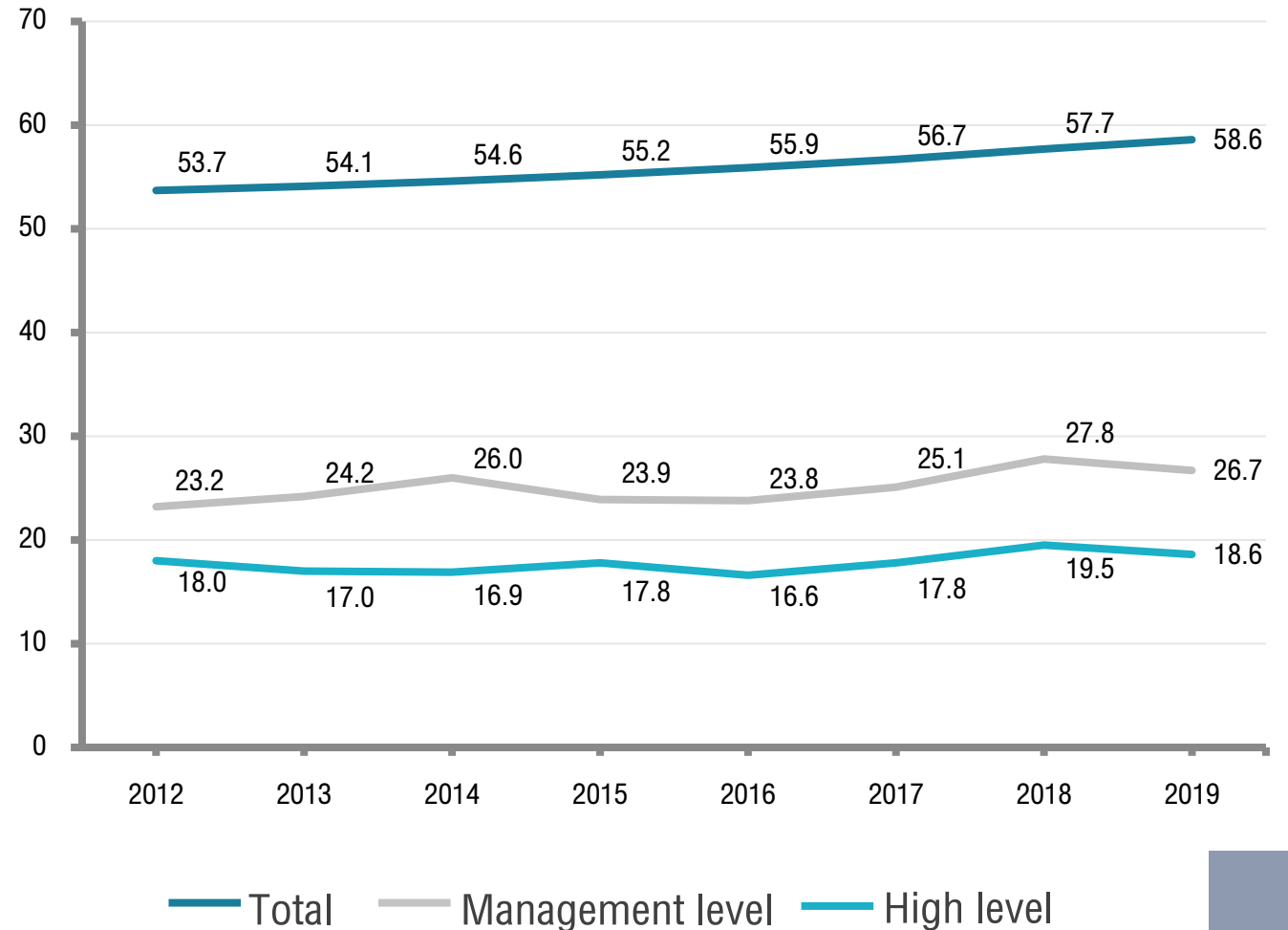
	Indonesia	Malaysia	Philippines	Singapore	Thailand	ASEAN average
Board Members	14.9	13.5	13.2	11.9	20.4	14.9
Role of the Board of Directors						
Chairman of the Board	11.7	6.1	3.9	5.2	7.6	7.1
Executive Director	-	14	12.4	11.8	19.7	13.8
Non-Executive Director	-	10.4	14.7	11.1	19.7	14.3
Independent Director	14.6	13.9	8.9	11.3	18.1	13.4
Audit Committee	19.0	11.2	13.1	9.9	19.8	14.6
Other Leadership Roles						
Senior Executives	18.4	26.2	32.8	27.2	29.7	25.2

Public sector

On average only 25.1% of Thai women hold executive positions and 17.8% in senior positions.

Source: Office of the civil service commission (OCSC), 2012-2019.

Percentage of Thai women in the public sector (2012-2019) (classified by position level)



Glass ceiling = ?



Glass ceiling

- ⬡ The glass ceiling is an invisible barrier or limitation that prevents working women from rising to the position of senior executives/company directors or from progressing in their duties and work.



- ⬡ The concept of the glass ceiling in Asia is different from that in developed countries.
- ⬡ Numerous studies indicate a shortage of women in management positions in general
 - Not just in senior management positions, which can be used as an indicator of the glass ceiling.

Glass ceiling

- The main reason for the existence of glass ceilings in Asia is tradition (both culture and religion)
 - Bangladesh - Only 5.1% of women are in administrative and management positions and only 6% of women work in government agencies (Zafarullah, 2000).
 - South Korea - 94% of women believe they have more difficulty finding full-time jobs than men (Kang and Rowley, 2005).
 - Only 7% of managers in South Korea are women, compared to 21% in Hong Kong and 19% in China.
- In Thailand - Currently, there are no female students admitted to the Police Cadet Academy.
 - The Police Cadet Academy is accepting applications for female police cadets from 2009 until 2018.

Glass ceiling in Thailand

Year	Men	Women	Difference
Managerial jobs and related			
1985	79.72%	20.28%	59.44%
1995	78.73%	21.27%	57.46%
2005	72.17%	27.83%	44.34%
2015	71.19%	28.81%	42.37%
Agricultural jobs and related			
1985	53.96%	46.04%	7.92%
1995	54.48%	45.52%	8.96%
2005	56.45%	43.55%	12.89%
2015	57.74%	42.26%	15.49%

Source: Liao and Paweenawat (2018)

- ⬢ The proportion of men in administrative and management jobs is over 70%, while women are only 20%.
- ⬢ The proportion of women in management has increased by approximately 8% over 30 years.
- ⬢ Women working as farmers. There is still a large proportion in Thailand.

Effects of Gender Diversity on Company Performance

- The presence of women as directors (Women on Board) or the increase in the proportion of women as directors affects the company's operations (Terjesen et al. (2009)). It affects the company's performance or good governance.
- The proportion of women on the Board of Directors and their impact on corporate governance and efficiency.



Adams and Ferreira (2009) provides empirical evidence in the United States.

Publication – Adams, R. and Ferreira, D. 2009. “Women in the boardroom and their impact on governance and performance,” *Journal of Financial Economics* 94(2): 291–309

Women on boards in the US

: (Adams and Ferreira, 2009)

- 📍 Information of 1339 companies (1996-2003) - Board meeting information Director's Remuneration and financial information
- 📍 Study Results - Gender diversity in directors has a significant effect on company outcomes (firm's input).
 - Women behave differently than men in meeting attendance.
 - Women tend to have less attendance problems than men.
 - What is the proportion of women in the Board of Directors? The behavior of the male judges was even better.
- 📍 More diversified boards tend to hold CEOs accountable for falling share prices.
- 📍 LGBT committees are paid more equal. Boards with more gender diversity have more rigorous scrutiny.

Women on boards in the US

: (Adams and Ferreira, 2009)

Variable	Number of observations	Mean	Standard deviation	Min	Max
<i>Firm characteristic</i>					
Sales (millions)	8,253	4,348	9,955	0.32	168,919
Log(Sales)	8,253	7.26	1.49	-1.15	12.04
# Business Segments	8,253	5.90	4.97	1	32
Tobin's <i>q</i>	8,253	2.09	2.07	0.48	77.64
ROA	8,253	3.19	16.38	-577.85	59.59
Volatility	8,253	0.42	0.20	0.10	1.89
Stock Performance	6,901	-0.038	0.469	-3.77	2.01
<i>Board characteristic</i>					
Board Size	8,253	9.38	2.68	3	39
Fraction Independent Directors	8,253	0.63	0.18	0	0.94
Firm Has Female Directors	8,253	0.61	0.49	0	1
Firm Has Only One Female Director	8,253	0.40	0.49	0	1
Fraction Female Directors	8,253	0.085	0.083	0	0.5
Total Director Compensation (thousands)	8,253	95.89	198.9	0	7,973
Fraction Equity Pay	8,253	0.395	0.36	0	1
Meeting Fee (thousands)	8,253	1.03	0.85	0	7.7
Total CEO Compensation (thousands)	8,114	4,829	13,327	0	580,641
Fraction CEO Incentive Pay	8,098	0.52	0.27	0	1
<i>Director Characteristic</i>					
Female Dummy	86,714	0.093	0.29	0	1
Attendance Problem	86,714	0.024	0.153	0	1
# Other Directorships	86,714	0.92	1.31	0	10
Tenure	86,714	9.7	8.1	0	63
Age	86,714	58.9	8.6	25	98
Retired Dummy	86,714	0.18	0.39	0	1
Committee Member	68,235	0.69	0.46	0	1
Audit Committee Member	68,235	0.39	0.49	0	1
Compensation Committee Member	68,235	0.37	0.48	0	1
Nomination Committee Member	68,235	0.29	0.45	0	1
Corporate Governance Committee Member	68,235	0.17	0.38	0	1

Women on boards in the US

: (Adams and Ferreira, 2009)

- 🍯 Main contribution – Significant literature on the demography of organizations (in term of management/organization theory & economics and corporate/finance.

“Overall, the results suggest that gender-diverse boards are tougher monitors.”

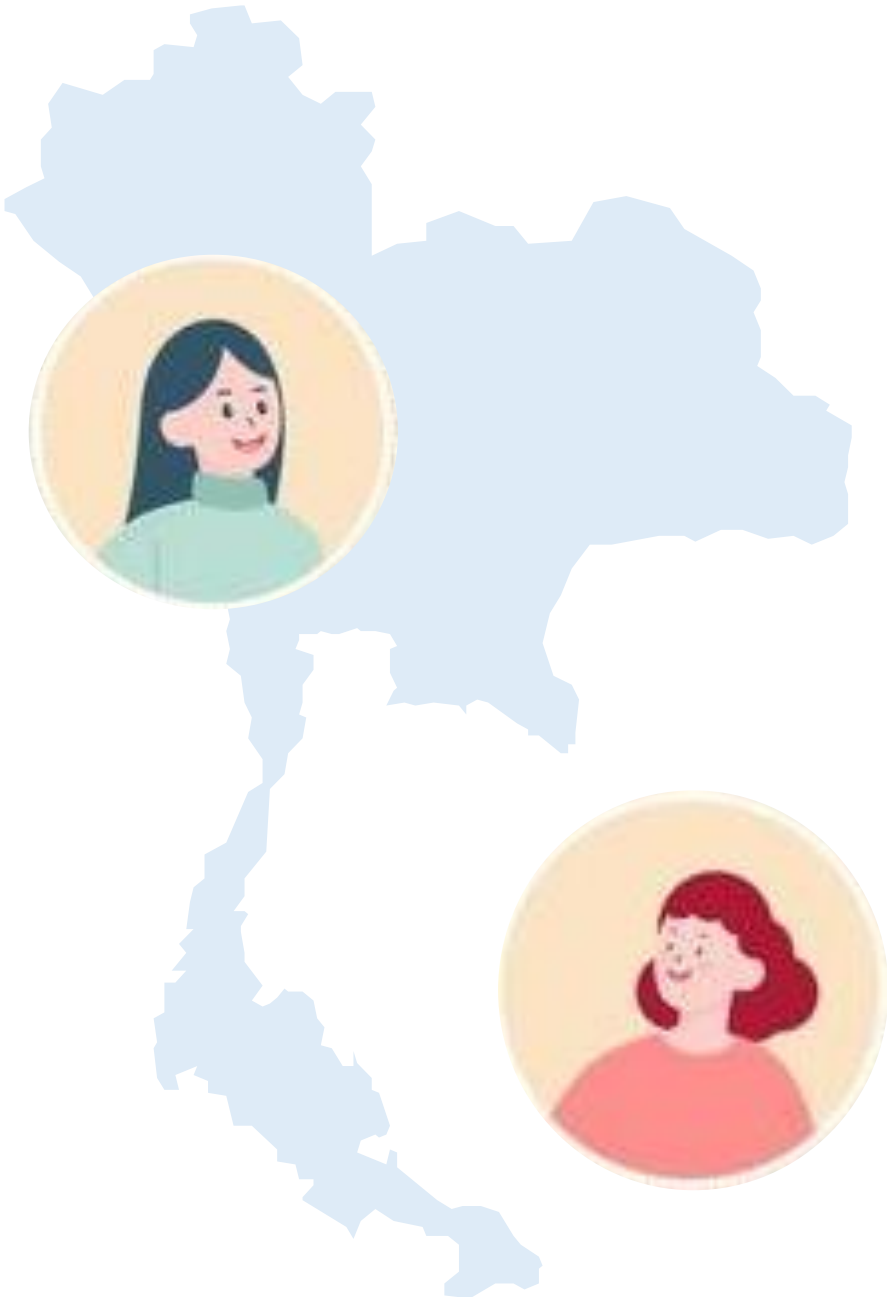
- 🍯 Women have a significant impact on board governance in the company.

Based on this main finding – What policy should we suggest policy maker?

Women on boards in Thailand

- Publication – Paweenawat, S. 2019. “Women on Boards and Corporate Governance: Evidence from Listed Companies in Thailand”
International Journal of Business Governance and Ethics, 13(4): 408–425. (May 2019)

The status of Thai women has improved greatly with a high education level and high labor market participation.



Women on boards in Thailand (Paweenawat, 2019)

- Paweenawat (2019) studied on the effects of gender diversity on the Board of Directors and its impact on corporate governance in Thailand.
 - Improving the level of governance (from good to excellent) was related to the ratio of women appointed as a member of board of director.
 - The presence of women as a chairwoman in two subcommittees - Chairman of Executive Committee & Chairman of Audit Committee
- Gender diversity contributes to better corporate governance in Germany, Japan, the UK (Al-Rahahleh and Ayat, 2017).

Gender diversity is a tool and policy to improve corporate governance of companies.

<i>The ratio variable</i>						
Ratio of women on boards	%	346	0.17	0.14	0	0.66
Ratio of women as director on boards	%	346	0.22	0.23	0	1.00
Ratio of women as independent director on boards	%	346	0.04	0.05	0	0.25
Ratio of women as audit committee on boards	%	346	0.03	0.04	0	0.22

Source: Author's calculation


Table 3 The percentage of firms that have a female presence on their boards

<i>Variables</i>	<i>Number of firms</i>	<i>Percentage</i>
Firm has at least 1 woman on boards	346	81.2
Firm has at least 30% women on boards	346	15.9
Firm has woman as chairman on boards	346	7.54
Firm has woman as chairman on executives	346	7.80
Firm has woman as chairman on audit committee	346	14.2
Firm has woman as MD	346	6.36
Firm has woman as president	346	3.76

Source: Author's calculation

Women on boards in Thailand (Paweenawat, 2019)

 The impact of gender diversity on [company performance](#) in Thailand.

 There are 3 related studies.

- 1) Singhathep and Polpirul (2015) - The negative impact of female CEOs (CEOs) on short-term and long-term corporate performance.
- 2) Sae-ngow (2015) – There is no link between the proportion of female executives on the board and the return on equity.
- 3) Chotiyaputta and Yoon (2018) - Women's ratio contributing to stable performance as measured by Tobin Q and return on assets (ROA).

Gender quota = ?



Gender quotas on boards of directors

Gender quotas for the BOD (Gender Quota)


- Comparing the number of women as directors of a company and the number of men on average worldwide, the number of women on the BOD is a small.
- In some countries, laws have been introduced to provide gender quotas for the BOD.

Smith (2014) summarizes several controversies regarding gender diversity and the creation of a more balanced composition of the BOD and governance committees.

- Publication – Smith, N. 2014. “Gender quotas on boards of directors” *IZA World of Labor*, 7(7): 408–425.

Gender quotas on boards of directors


: (Smith, 2014)

 summarizes several controversies regarding gender diversity and the creation of a more balanced composition of the BOD and governance committees. - Supportive views.

- Improving the quality of the decision-making process compared to one-sex committees.
- Adding new perspectives to the meeting of the Board of Directors
- Improving the image/legitimacy of the company, contributing to stable performance and shareholder value.
- Women in senior management positions serve as role models for women's career development at lower levels.
- A balanced gender composition creates more independence than one-sex board/committees.
- Increasing controversy among high productivity talents.

Gender quotas on boards of directors

: (Smith, 2014)

- 
- Opposing views.**
- More gender diversity committees create more conflict
 - Protracted and unconcluded debates can be a serious problem if companies need to respond quickly
 - Communication problems in cases where company executives are unwilling to share important information with directors with different characteristics (demographics)
 - negatively affect the efficiency of committees

Gender quotas on boards of directors

: (Smith, 2014)

Theoretical arguments abound about the costs and benefits when quotas are applied.

- If a company already has a decent percentage of the board (or balance share)
 - Enforcing the quota by increasing the proportion of women will negatively change the board's balancing act.
- The proportion of women in senior management positions is low in many countries.
 - This is due to the limited number of qualified women.

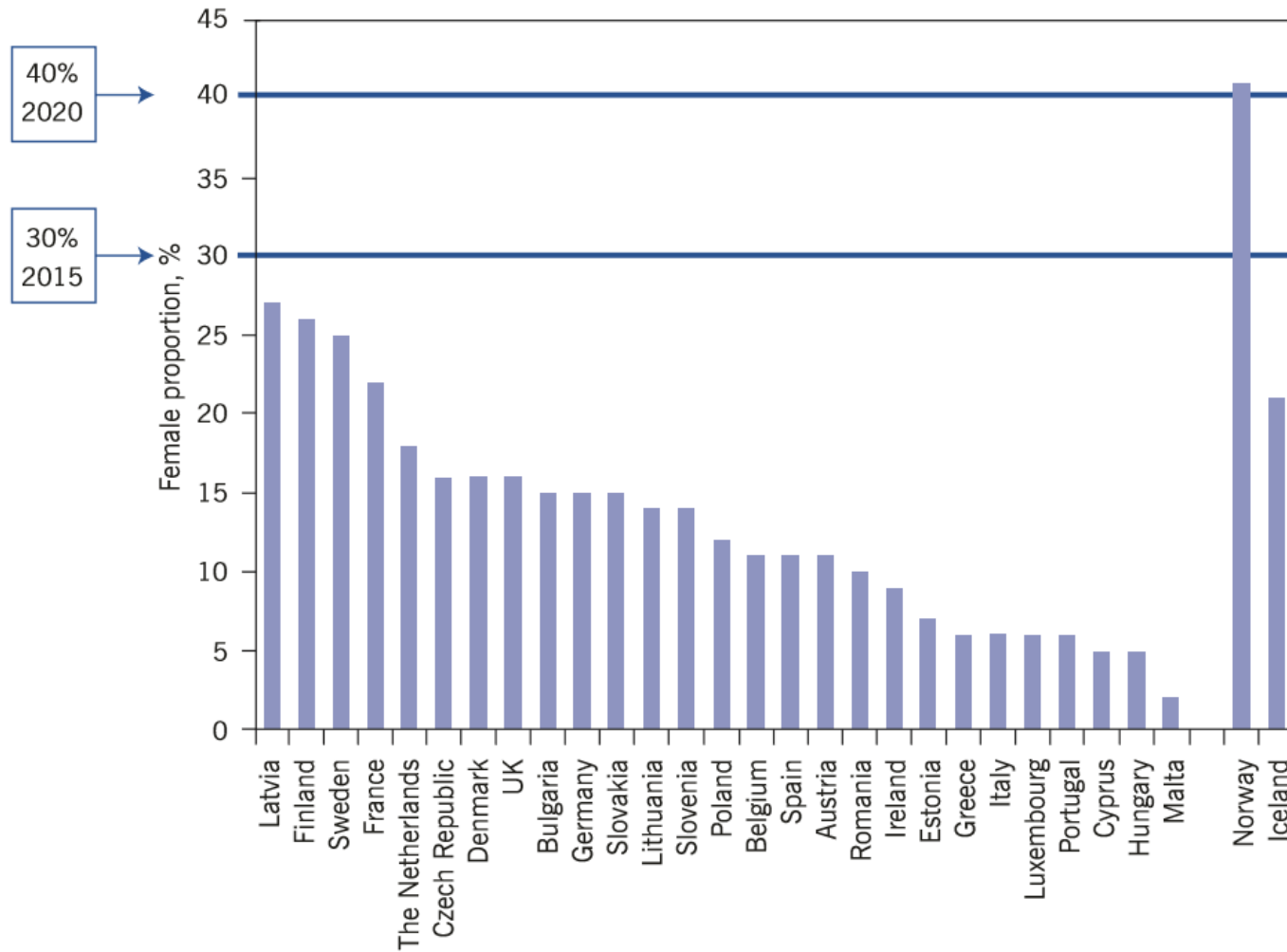
Figure 1. Quota and soft law regulation of female representation on boards of directors and top management in selected countries, 2011

<i>Country</i>	<i>Compliance year</i>	<i>Quota</i>	<i>Binding?</i>	<i>Guideline or other regulation</i>
Norway	2008	40%	Yes	GCG 2009
Iceland	2013	40%	Yes	
Spain	2015	40%	NO	GCG 2006
France	2017	40%	Yes	GCG 2010
Belgium		33%	Yes	GCG 2009
The Netherlands	2015	30%	NO	GCG 2010
Italy	2015	30%	Yes	
Finland	2010	At least 1 woman	Yes	GCG 2010
Denmark				GCG 2008 2013: Soft regulation affecting 1,100 largest companies
Sweden				GCG 2004
Luxembourg, Australia, US				GCG 2009
Germany				GCG 2009 DAX30 companies announced individual voluntary female quotas
UK	2015	25%	No	GCG 2010
Austria, Poland				GCG 2010

Note: Blanks indicate that there is no regulation. GCG is gender diversity in guidelines for good corporate governance (soft law).

Source: European Commission. *Women in Economic Decision-Making in the EU: Progress Report*. Luxembourg: European Commission, 2012. Online at: http://ec.europa.eu/justice/genderequality/files/women-on-boards_en.pdf [1]; Ahern, K. R., and A. Dittmar. "The changing of the boards: The impact on firm valuation of mandated female board representation." *Quarterly Journal of Economics* 127:1 (2012): 137–197 [4].

Figure 2. The proportion of women on boards of directors in the largest listed companies in most countries is well below 30%, 2011



Source: European Commission. *Women in Economic Decision-Making in the EU: Progress Report*. Luxembourg: European Commission, 2012. Online at: http://ec.europa.eu/justice/genderequality/files/women-on-boards_en.pdf [1].

Effect of gender quota 40% in Norway

: (Smith, 2014)

- As of 2002, the proportion of women as directors was less than 10% of members in Norway's largest publicly traded company.
- The proposed regulations give companies five years to increase the proportion of women on the BOD to 40%.
- In January 2008, more than 40% of the BOD comprised women. In terms of numbers.
- This is considered quite successful.
- Family friendly employment rules often help women to advance in their careers. However, the law has not increased the number of women in senior management positions.

3) Limitations on women's participation in the labor market



What are Limitations on women's participation in the labor market?



Limitations on women's participation in the labor market


- 🍯 The main barriers to participation in the labor market of Thai women are:
Household responsibilities
- 🍯 Thai women are expected to be the primary caregivers in Thai households.
- 🍯 Compared to male family members, women tend to carry more household responsibilities.

Reasons for not participating in the labor market (%)
(2018-2019)


	Men	Women	Total
Housework	16.39	87.33	73.11
Studying	1.13	0.27	0.44
Waiting for the season	2.56	0.31	0.76
Sick, Disabled, etc. until unable to work	53.82	7.77	17
Rest	21.55	2.58	6.39
Etc.	4.54	1.74	2.3

Source: Author of the calculation from LFS (2018-2019)

Limitations on women's participation in the labor market

 **Motherhood penalty** – Due to limited support for women with children, they faced many obstacles in the labor market (Waldfogel, 1998).



 In Thailand, the number of paid maternity leave is small compared to other developed countries.

- WBL index (2020) - Legal measures that affect women's work during and after pregnancy.
- Thailand scored only 20 (out of 100) compared to the Philippines and Vietnam (80) (parental indicator).

Limitations on women's participation in the labor market



- Female workers with children in Thailand have little work-life balance.
 - Due to lack of appropriate childcare facilities.



- Thailand does not have a flexible working hours policy for workers with children
 - some people to leave the labor market or, reduce their working hours
 - Negatively affects wages and career advancement

Limitations on women's participation in the labor market

Restrictions on access to women's loans

Many microfinance projects focus on poverty reduction in Thailand, such as the Village Fund Project and People's Banking Program by the Government Savings Bank.

- However, only the [Women Empowerment Fund \(WEF\)](#) focuses on improving employment and women's access to economic opportunities.

Thai women in SMEs face barriers to accessing funding because of high collateral conditions and a low rate of acceptance.

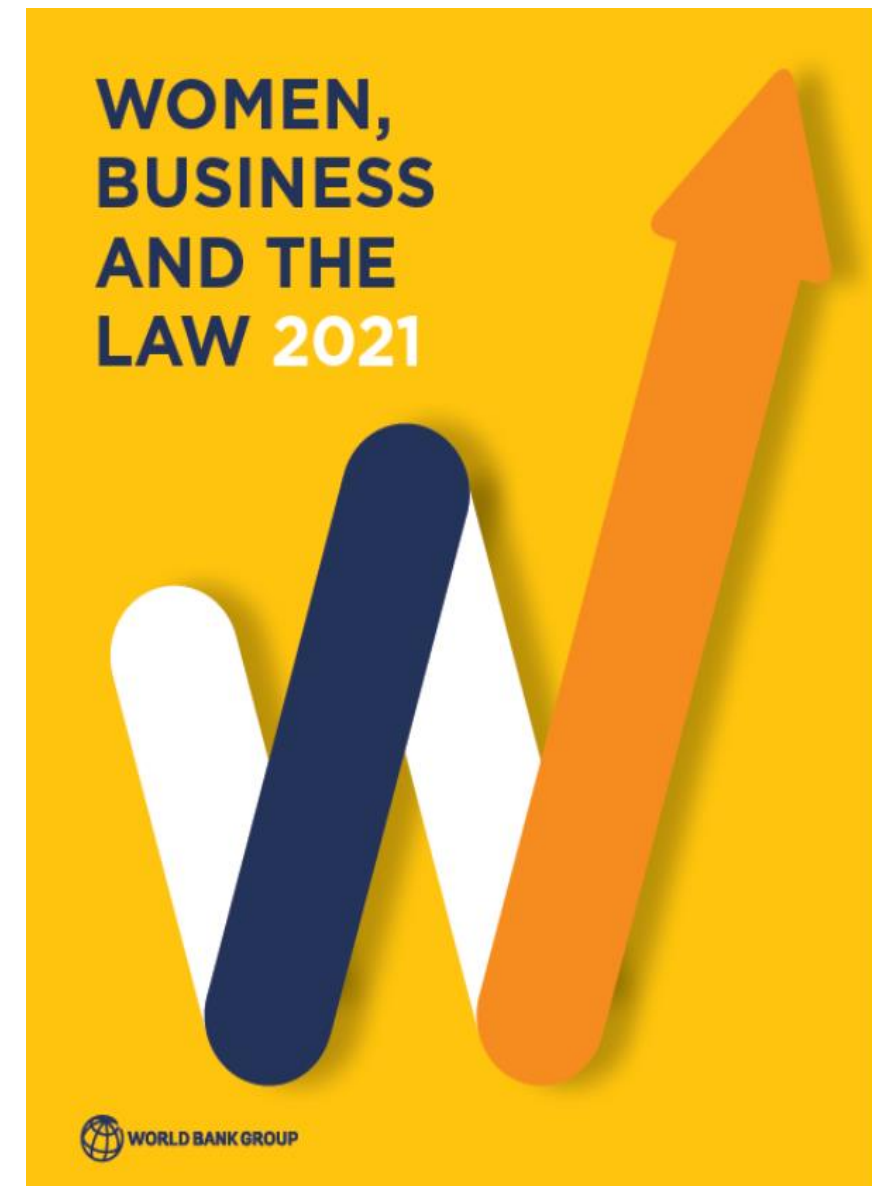
4) Policy to encourage women to participate in the labor market



WOMEN, BUSINESS AND THE LAW 2021

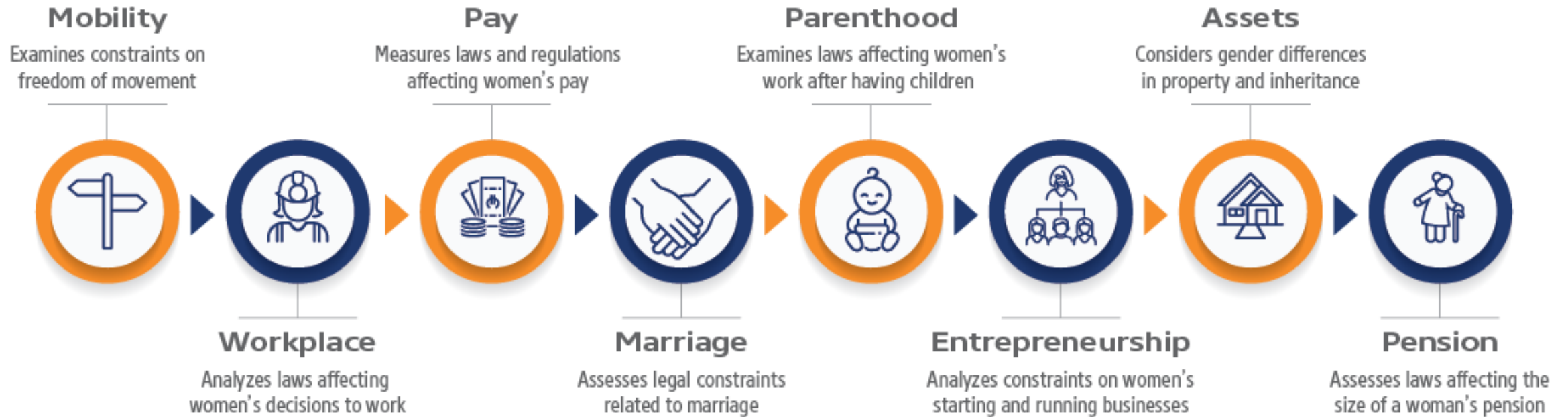
(World Bank, 2021)

- The legal environment does not support women's decision-making in the workplace.
 - Starting from job search – employment – resignation for marriage/children – Asset Management – Starting a Business – Retirement
- The 190 economic gender discrimination measure over 10 years - Focuses on how women apply discriminatory laws and regulations across all phases of work
 - Main finding - limiting equality of opportunity




Source: World Bank (2019), Women, Business and the Law 2019: A Decade of Reform, Washington DC: World Bank

FIGURE 1.1 | LAWS AFFECT WOMEN THROUGHOUT THEIR WORKING LIVES



Source: Women, Business and the Law team.


Results

 Results improved across all indices measured in [WOMEN, BUSINESS AND THE LAW](#), with the developmental gender gap greatly reduced.

The increasing number of women in the labor force & employment volatility is lower.

The proportion of women represented in parliament is greater.

Since 2019, 27 economies have enacted legislative reforms to promote gender equality. Most of them were reforms in regards to wages and parental status.

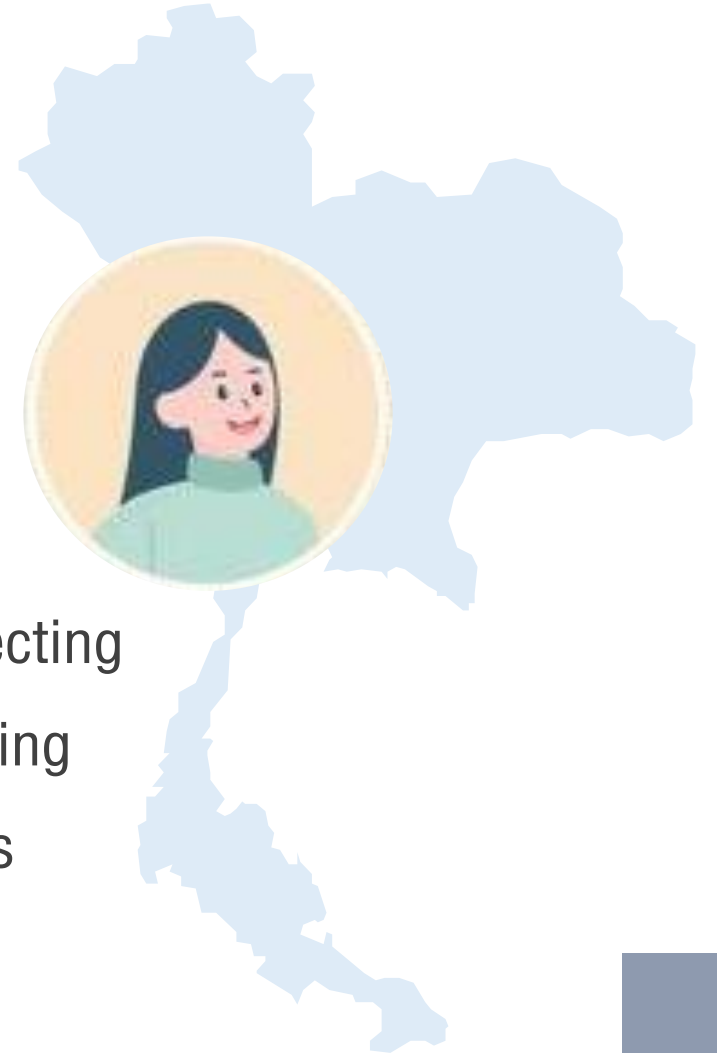
 Economies with a score of 100 in the Women, Business and the Law Index: Belgium, Canada, Denmark, France, Iceland, Latvia, Luxembourg and Sweden, Portugal.

WOMEN, BUSINESS AND THE LAW 2021 - Thailand

: (World Bank, 2021)

Results

- Thailand scored 78.1 out of 100, scoring well for freedom to travel, laws affecting women's work decisions, and gender differences in property and inheritance.
- However, Thailand still has restrictions on marriage, laws affecting the work of women after having children, restrictions on starting and running a women's business, and laws affecting women's pensions.



Results

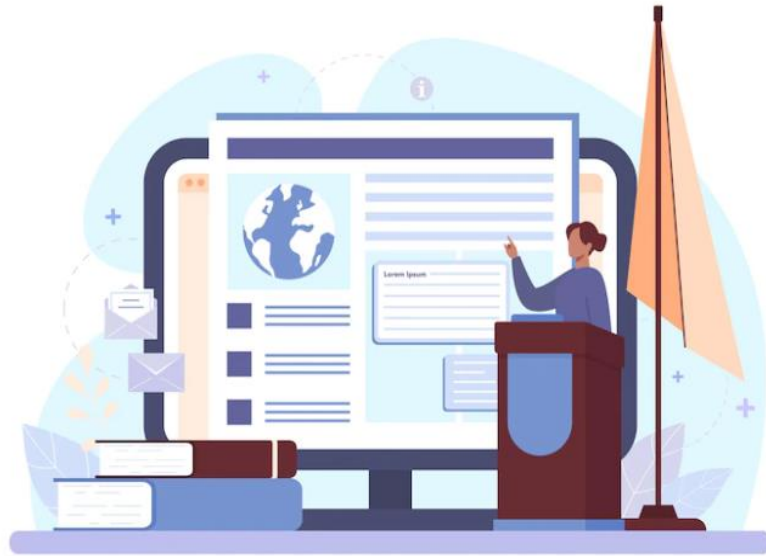
- Thailand should improve legal equality for women.
- One of the lowest scores was an indicator of laws affecting how women work after having children.
 - The indicators of parental status need improvement.

Consider paid maternity leave of at least 14 weeks for mothers, benefits, paternity leave, and paid parental leave.



Thai government policy

- 📍 The government promotes gender equality and the role of Thai women. Women will play a greater and an important role in the development of the country.



- 📍 Aim to achieve “Sustainable Development Goals” (SDG)
 - No. 5 - “Achieve gender equality and empower all women and girls”
 - No. 4 - “Ensure inclusive and quality education for all and promote lifelong learning.”

The Department of Women’s Affairs and Family Development (DWF) is the main authority for the promotion of gender equality and empowerment of women in Thailand

Thai Women Empowerment Fund - WEF



กองทุนพัฒนา
บทบาทสตรี
Thai Women Empowerment Funds

<http://www.womenfund.in.th/>



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Subscribe to the fund.



How to apply for a
loan



Applying for funding



Checklist

Women Empowerment Fund



- 📄 Founded in 2012 with the aim to empower women through financial strategies
- 📄 The fund aims to promote the role of women. It helps women by supporting the nation in protecting women's rights.

Women Empowerment Fund



The fund is a funding source for women who need better access to education, employment, and health services.

- To provide funds with low interest or zero interest for women's investment
- To provide funds for women's development & help develop women's networks
- To provide funds for supporting activities & projects that help with women's problems and empowerment

Women Entrepreneurs in Thailand

🏠 In Thailand, the proportion of male and female entrepreneurs is similar.

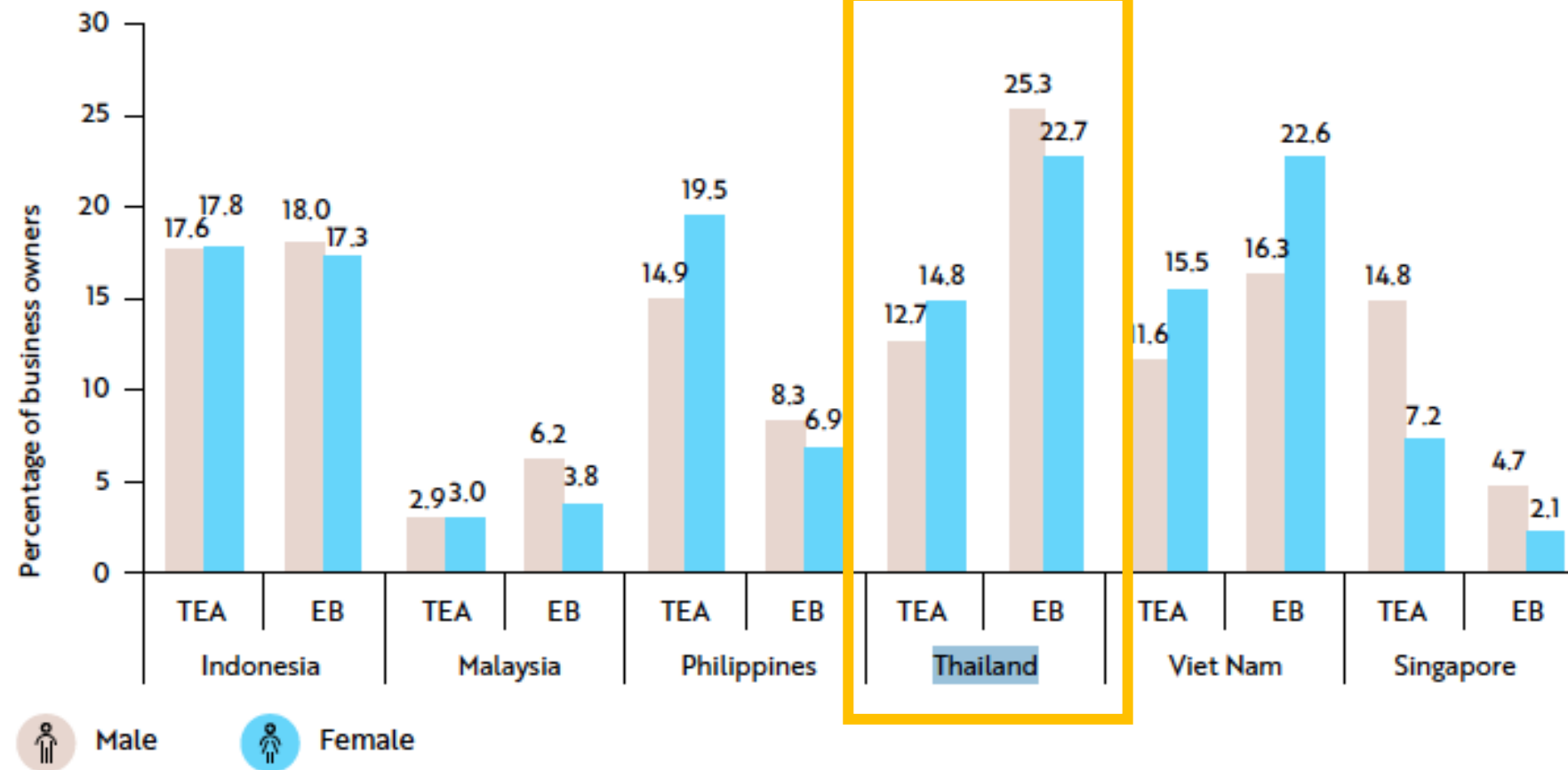


🏠 Many businesses are run by women, and the entrepreneurial rate of women is higher than that of men.













● Women 21% & Men 17% (GEM 2012)

🏠 Thai women dare to invest more and become more entrepreneurial (The Grant Thornton International Business Report 2014)




Total early-stage Entrepreneurial Activity (TEA) rates versus Established Business (EB) rates (2015)



TEA rates by activities, men and women entrepreneurs (2013–2014)

	INDONESIA		MALAYSIA		PHILIPPINES		SINGAPORE		THAILAND		VIET NAM	
												
1 Agriculture, forestry, fishing	4.8	2.0	14.5	0.9	6.9	2.6	0.8	0.7	11.0	7.2	3.9	0.7
2 Mining, construction	2.6	2.8	6.1	0.9	1.3	0.6	4.0	0.7	2.6	0.0	3.6	0.7
3 Manufacturing	9.4	10.4	4.6	11.2	4.9	3.8	3.2	4.3	5.5	7.5	3.6	3.4
4 Utilization, transport, storage	3.5	1.3	2.3	0.0	2.3	1.0	4.5	1.4	2.4	1.9	1.6	1.7
5 Wholesale trade	8.1	2.3	13.7	2.8	5.9	2.2	8.5	7.9	11.0	2.4	7.8	3.1
6 Retail trade, hotels & restaurants	60.2	71.3	51.1	67.3	72.4	85.1	36.8	55.4	50.4	68.5	62.5	78.4
7 Information and communication	1.4	0.4	1.5	1.9	1.0	0.8	9.3	2.9	4.6	1.2	2.3	1.0
8 Financial intermediation, real estate activities	2.3	1.0	3.1	2.8	1.6	1.6	7.7	5.8	2.9	1.7	3.9	1.4
9 Professional services	1.7	2.2	1.5	6.5	0.7	1.0	9.7	5.0	1.3	0.5	2.0	0.3
10 Administrative services	3.0	1.4	1.5	1.9	1.0	1.2	2.4	0.7	0.9	0.2	0.7	0.7
11 Government, health, education, social services	2.7	4.9	0.0	3.7	2.0	0.2	8.9	13.7	6.6	8.2	6.2	6.9
12 Personal/consumer service activities	0.2	0.0	0.0	0.0	0.0	0.0	4.0	1.4	0.9	0.7	2.0	1.7

Latest Thai Women Support Policy

-  A Cabinet resolution on January 11, 2022 approved the “Principles for drafting measures to support women as an important economic force” proposed by the MDC.
-  These measures are to support and facilitate women’s participation in the economy.
-  This support is to reduce working women’s burden of raising children and increase men’s participation in raising children.

Exercise

TABLE 1.2

WOMEN, BUSINESS AND THE LAW 2021 INDEX

WOMEN, BUSINESS AND THE LAW 2021



Economy	Score
Belgium	100.0
Canada	100.0
Denmark	100.0
France	100.0
Iceland	100.0
Ireland ✓	100.0
Latvia	100.0
Luxembourg	100.0
Portugal ✓	100.0
Sweden	100.0

From WOMEN, BUSINESS AND THE LAW 2021

Please select a country and analyze what factors contributed to the high rating of this country, whether such factors could be adapted to Thailand, and how.

Exercise

- 1) Provide examples of the development of women's roles in a country anywhere in the world and explain the main reasons for the development of these roles. What are the barriers to the development of women's roles? Include a discussion on age, race, religion, and beliefs in that country.
- 2) Provide a definition of the glass ceiling and a real-life example. What factors cause the glass ceiling in Thailand and other countries worldwide? Compare the situation of Thai women to that for women in the rest of the world. Please give examples of research studies on this issue and provide a discussion on this issue.
- 3) What is the reason for the increasing number of women in the board of directors (BOD)? On average, women comprise a smaller proportion than men in most countries. Give an example of a country that has a policy to encourage a high number of women on the BOD and provide examples of the policies used. Were these policies successful? If not, why not?

Exercise

- 4) Discuss the limitations on women's participation in the labor market in Thailand compared to other countries with less or more restrictions. What policies would you suggest the policy maker to get rid of limitation of women's participation in labor market? Do you agree that "Female workers with children in Thailand have little work-life balance."? Why? Or, why not? Please provide a discussion on this issue.
- 5) The government promotes gender equality and the role of Thai women. Women will play a greater and an important role in the country's development through policies and measures. Please provide examples of measures that governments should improve to support the role of women even more.