



Chapter 1

The evolution of male and female roles in the economic system

Associate Professor Dr. Sasiwimon Warunsiri Paweenawat

Faculty of Economics, Thammasat University



Gender Economics

- Gender Economics is a new field of economics.
 - It was first taught in economics in Thailand at the Faculty of Economics, Thammasat University (since 2004)
 - Currently, this course is being taught in many universities that offer courses in economics throughout Thailand.
- Gender Economics integrates gender dimensions into economic theory by applying the basic principles of economics to the analysis.

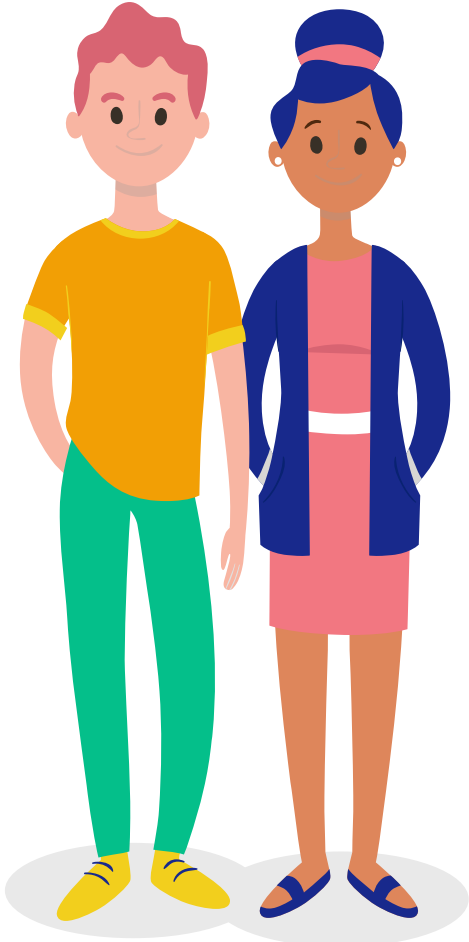
Dr. Gary Becker - Pioneer

- 🛡️ [Dr. Gary Becker](#), Nobel Laureate in Economics, pioneered the integration of perspectives on gender differences into economic theory.
- 🛡️ Basic principles of economics - [Agent analysis](#)
(Representative Agent)
 - The only assumption is that a person (or agent) is [rational](#).
This agent is a consumer, producer, or policy maker.
[This assumption does not consider whether one is female or male.](#)

Dr. Gary Becker - Pioneer

- 🛡 In reality, male representatives or female representatives has differences in decision-making such as different preferences.
- 🛡 Gender Economics will integrate a gender dimension to economic analysis.
 - To understand the effect of gender differences on welfare at the individual level, household level, up to the national level.

Gender Economics



- Gender Economics in this class
 - The study begins by applying basic economic principles in a process analysis, the decision-making process, outcomes, and impacts of decision making.
- The main issues of Gender Economics
 - The study begins in the smallest sub-unit, which is decision making at the individual, household, and national levels.

At every level, the gender dimension is involved in the analysis.

1. Individual level

Decision of males and females to establish a family, choose a spouse for marriage, and make decision to have children until divorce

2. Household level

- Time allocated by males and females to household tasks and the labor market
- Intra-household bargaining between males and females.
- Demand and supply factors affecting differences between males and females in their career paths, incomes, occupations

3. National/Organization Level

- The role of women in society, economy and politics
- Government policies or welfare affecting male and female differently
- Male and female in the aging economy
- The economic crisis and household management and the effect on the female and male labor market
- Issues of gender wage equality, employment, leadership at both the organization and national level
- The role of LGBTQ people in the economy

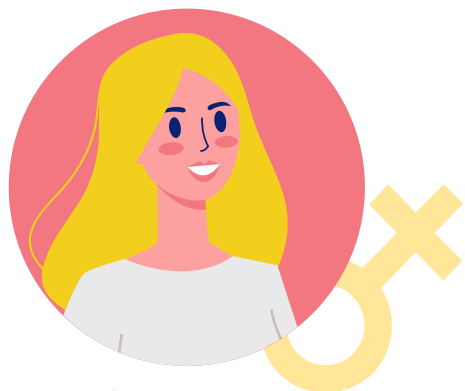
Gender Roles

The difference between the words “sex” and “gender” (Blau and Winkler, 2018).

- “Female” and “male” (biological differences) is the classification of humans according to the physical characteristics present at birth.
- “Gender differences are defined according to social or cultural conditions in which each individual plays a role and performs tasks.

Gender Equality

- **Equality of males and females in society.** There is equality in terms of rights, duties, responsibilities, and opportunities.
- Social conditions facilitate the equality and exercise of human rights and participation in creating equal benefits for society.
- This equality is the basic “human right,” an important basic principal worldwide.
- All human beings must have equality in how they are treated and given opportunities, and equality in demonstrating their potential.



Gender Equality

Gender Equality

- It is now globally and universally recognized as a fundamental right that all human beings deserve equally. This is aligned with Sustainable Development Goal 5 (SDG5).
- Sustainable Development Goal 5: Achieve gender equality and empower all women and girls (SDG5).
- Thailand has emphasized this issue. Its aim is to create gender equality in the country.

Gender Equality Law in Thailand

Thailand has emphasized this issue. Its aim is to create gender equality in the country.

In Thailand, this is expressed in the form of domestic law as follows:

1

The Constitution of the Kingdom of Thailand B.E. 2560 (2017) has emphasized the equality of people's opportunities.

- Article 27 states that “all persons are equal before the law and shall have rights and liberties and be protected equally under the law. Men and women shall enjoy equal rights”



2

The Gender Equality Act B.E. 2558 (2015)



- This law protects and prevents the rights of those who are discriminated against based on their gender and promotes equality between men and women including groups of people who are sexually diverse.
- This law is considered the first law in Thailand to protect LGBTQ people.

2

The Gender Equality Act B.E. 2558 (2015) (Continued)



- Section 17 Paragraph 1 stated
“Prescribing policies, ordinances, rules, notifications, measures, projects or procedures for state agencies, private organizations or any person which appear to discriminate unfairly by gender shall be prohibited.”
- This section intends to prohibit unfair gender-based discrimination against all people, including men, women, and LGBTQ people.

3

The Labor Protection Act (No. 7) B.E. 2562 (2019) is a law to protect female workers to ensure they receive equal treatment to male workers by employers in terms of wage discrimination.

- “Section 53 requires the employer to pay equal wage rates to male and female employees if their work performances are of the same nature, quality, and quantity or equivalent value”

3

The Labor Protection Act (No. 7) B.E. 2562 (continued)

“Section 41 A pregnant female employee is entitled to maternity leave of not more than ninety-eight days for each pregnancy.

The days of maternity leave referred in this section shall include leave for pregnancy check-up before delivery. The leave under paragraph one shall include holidays that occur during the leave period.”

***The Act extends maternity leave for female employees from 90 days to 98 days, in accordance with the standards under ILO Convention No.183 on Maternity Protection

3

The Labor Protection Act (No. 7) B.E. 2562 (continued)

“Section 59. An employer shall pay the wage of an employee on maternity leave under section 41, at a rate equal to the wage of a normal working day, for the entire period of time the leave being taken but not exceeding forty-five days.”

January 2022 - The cabinet approved the principle to increase the period of paid maternity leave for civil servants from 90 days to 188 days (6 months)

- Intend to help mothers and to support the government's policy of breastfeeding.
- The six-month period will allow a mother to continue to breastfeed her newborn baby.

Paid paternity leave of up to 15 days for male civil servants or male employees in public sector.

*** However, male employees in the private sector are not entitled to paid paternity leave; employers have the right to decide whether to grant paternity leave to employees or not.

4

The Family Institute Development and Protection Promotion Act, B.E. 2562 (2019) aims to take action on family promotion and development, and welfare protection.

- To strengthen family and develop family institutions.

Prevent family violence and protect welfare of family members
(protecting female victims of domestic abuse and criminal prosecution)

Signing an international treaty to promote women's rights



Thailand has also signed international treaties to promote women's rights both internationally and regionally as follows:

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

The main objective is to eliminate all forms of discrimination against women, including ensuring that women and men have the right to equal treatment and care from the State

Signing an international treaty for the promotion of women's rights



Declarations within ASEAN, such as the Declaration on the Elimination of Violence Against Women and the Elimination of Violence Against Children in ASEAN



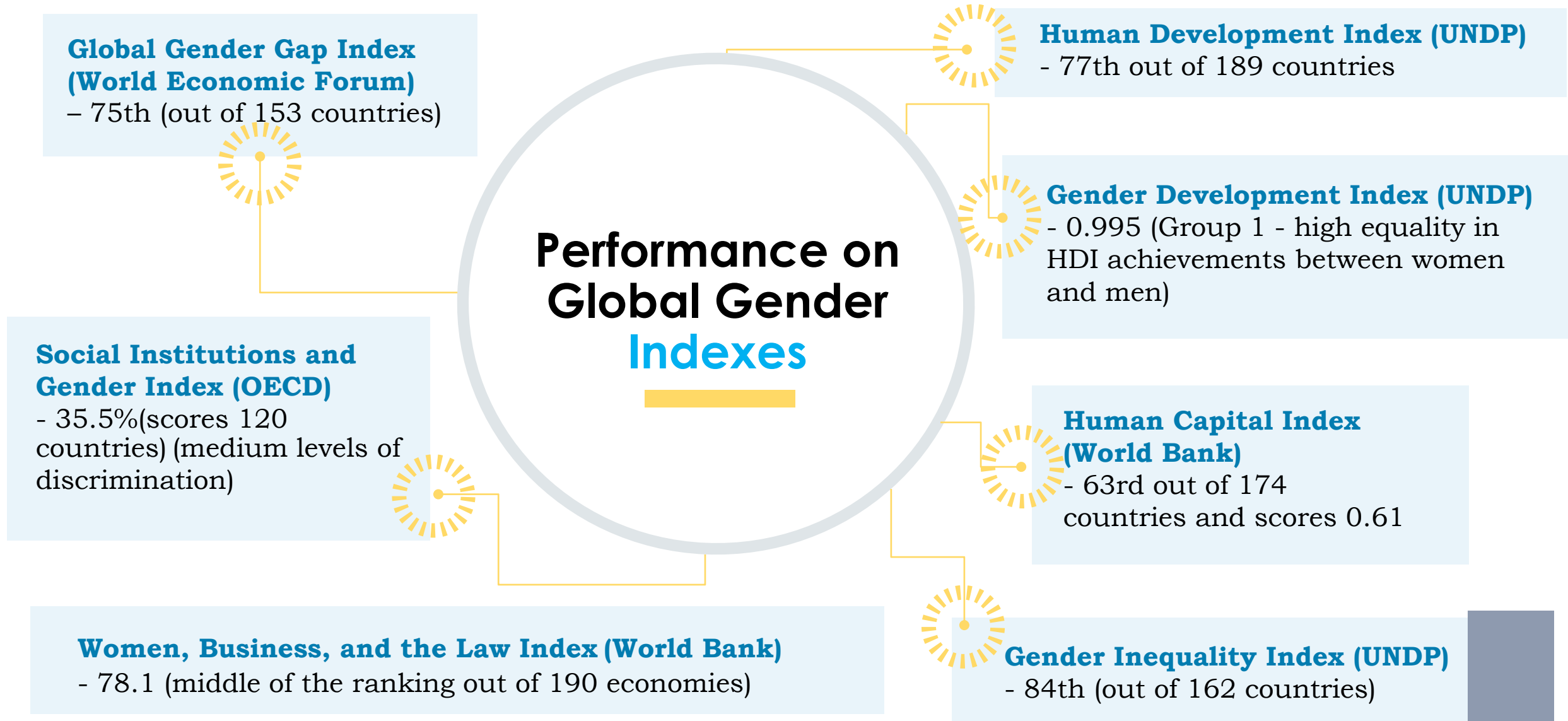
To promote gender equality and the role of women to contribute to the development of the economy and society of the ASEAN Community.



ASEAN has always promoted the role of women.

The 3rd ASEAN Ministerial Meeting on Women (AMMW) was organized under the theme of “Social Protection for Women and Girls: Toward the ASEAN Community Vision 2025”

Situation of gender equality in Thailand compared to that at the international level



Situation of gender equality in Thailand compared to the international level

- The situation of women in Thailand is moderate (middle of ranking) compared to the rest of the world.

The ranking in terms of equality ranked by international organizations worldwide.

- Thailand has the most advanced in Human Development Index (HDI) ranking (2013-2018)
 - Improvements in four key indicators: life expectancy at birth, years of schooling (both expected and mean), and total national income (GNI) per capita.
 - Thailand's Gender Development Index (GDI) of 0.995 places country in Group 1 - high level of parity in the achievements of HDI between women and men.

Situation of gender equality in Thailand compared to the international level

🏠 Thailand has made progress in all dimensions in [Gender Gap Index](#), especially health equity.

- Thailand received low scores in terms of political empowerment.

Thailand is ranked as one of 32 countries, where women represent less than 10% of ministers.

🏠 World Economic Forum's Global Gender Gap Report 2020.

- Indicators for tracking gender equality improvements
- In addition to health, education, economic participation, there are also factors of political participation, causing Thailand to have a low score in this section

Situation of gender equality in Thailand compared to the international level

 The Social Institutions and Gender Index (SIGI) score – Overall, Thailand was among the countries with moderate discrimination.

- The country also has a high level of political discrimination against women.

95% of the House of Representatives are male.

There are no legal political quotas at both national and local levels to promote gender-balanced political representation.

 Women face a high level of discrimination in the sub-index that restricts civil liberties.

- No discrimination in the legal framework for women's freedom of expression.

The country has discrimination in the legal framework of civil rights - Thai women do not have the same rights as men to grant citizenship to non-citizen spouses (OECD 2019)

Situation of gender equality in Thailand compared to the international level



World Bank (2021) - Women, Business, and the Law (WBL) index (WBL) report

Survey national laws of countries that may affect women's life span ranging from the beginning of the job search until the last stage of retirement.



Thailand stands out in terms of advancements in wage equality due to reforms to improve gender equality in employment.

- Employers are required to pay equal wages for men and women, engaging in work of equal value.

Issues related to parental status – Reform is still needed (e.g., maternity leave)

Factors Affecting Thailand's Ranking

Progress in all dimensions in the Global Gender Indexes

low score

women's political participation

- High level of political discrimination of women (95 %of Member of the House of Representatives are men).
- There are no political gender quotas at the national and local levels.



high score

health and education

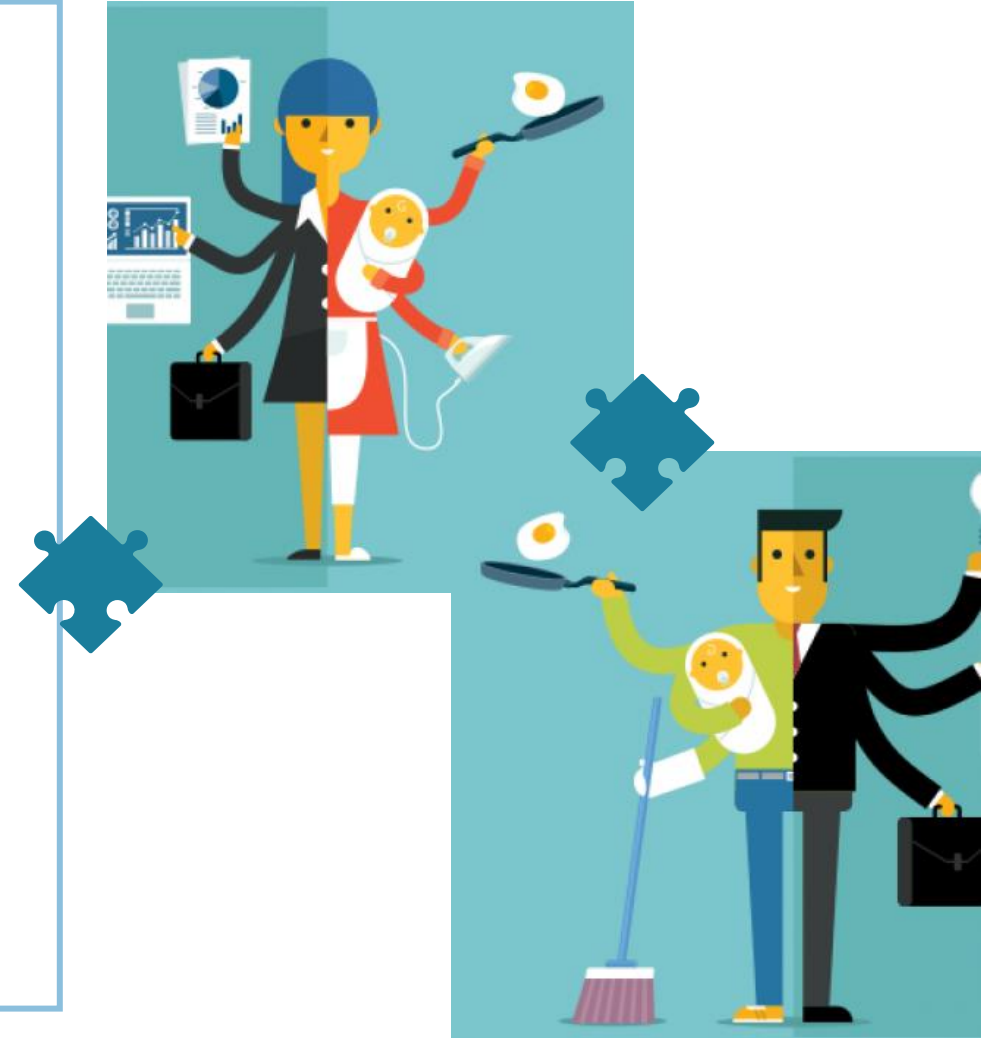
- Life expectancy at birth, maternal mortality ratio
- Year of schooling, Education level



Legal Factors Affecting Thailand's Ranking

Legal Index

- Thai women do not have the same rights as men in granting citizenship to non-citizen spouses
- Reforms to Improve Gender Equality in Employment – A new law states (Employers are required to pay equal wages for men and women engaging in work of equal value).
- Issues related to parental status



The evolution of the roles of men and women in the Thai economy



In the past, the role of Thai men was mainly to work and earn money outside the home, while the role of Thai women was in the home doing household chores.

- However, at present, the overall role of women is very good in terms of educational opportunities and having a job.



The role of women in economic participation has significantly improved.

- Thailand has been successful in expanding opportunities for women to participate in the economy.

The evolution of the roles of men and women in the Thai economy



The main factor is the country's investment in education.

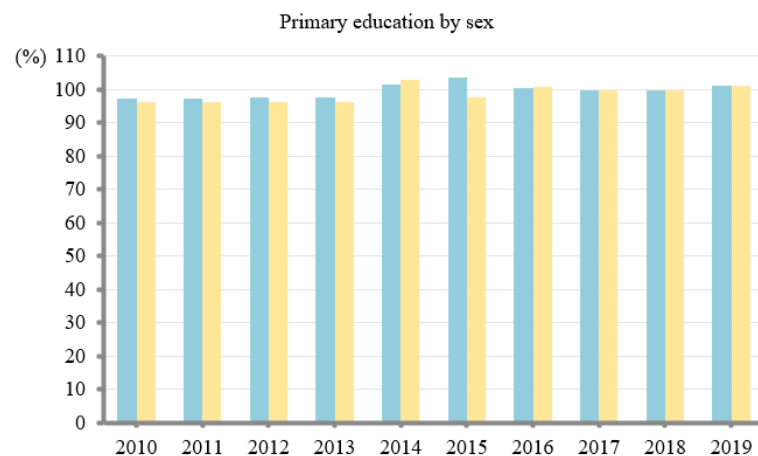
There are opportunities for women to be educated.

There is no problem supporting girls' education.

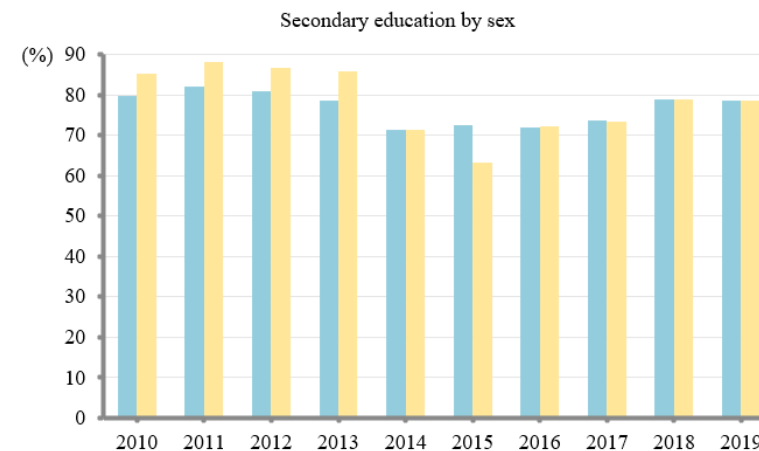


The country's huge investment in education has been the main force enabling Thailand to achieve gender equality in education.

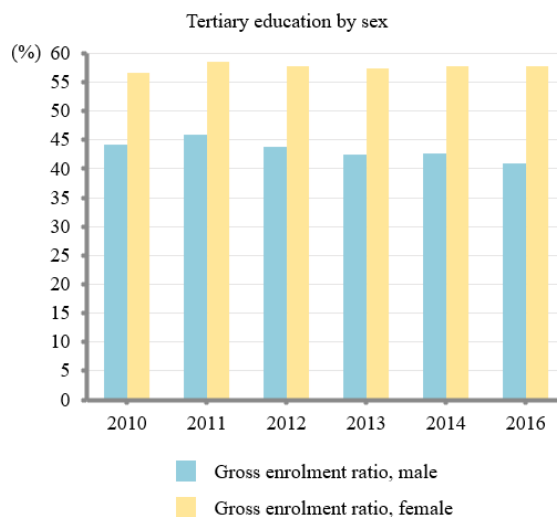
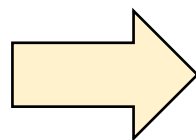
Gross enrollment rates (classified by gender), 2010-2019



■ Gross enrolment ratio, male
■ Gross enrolment ratio, female



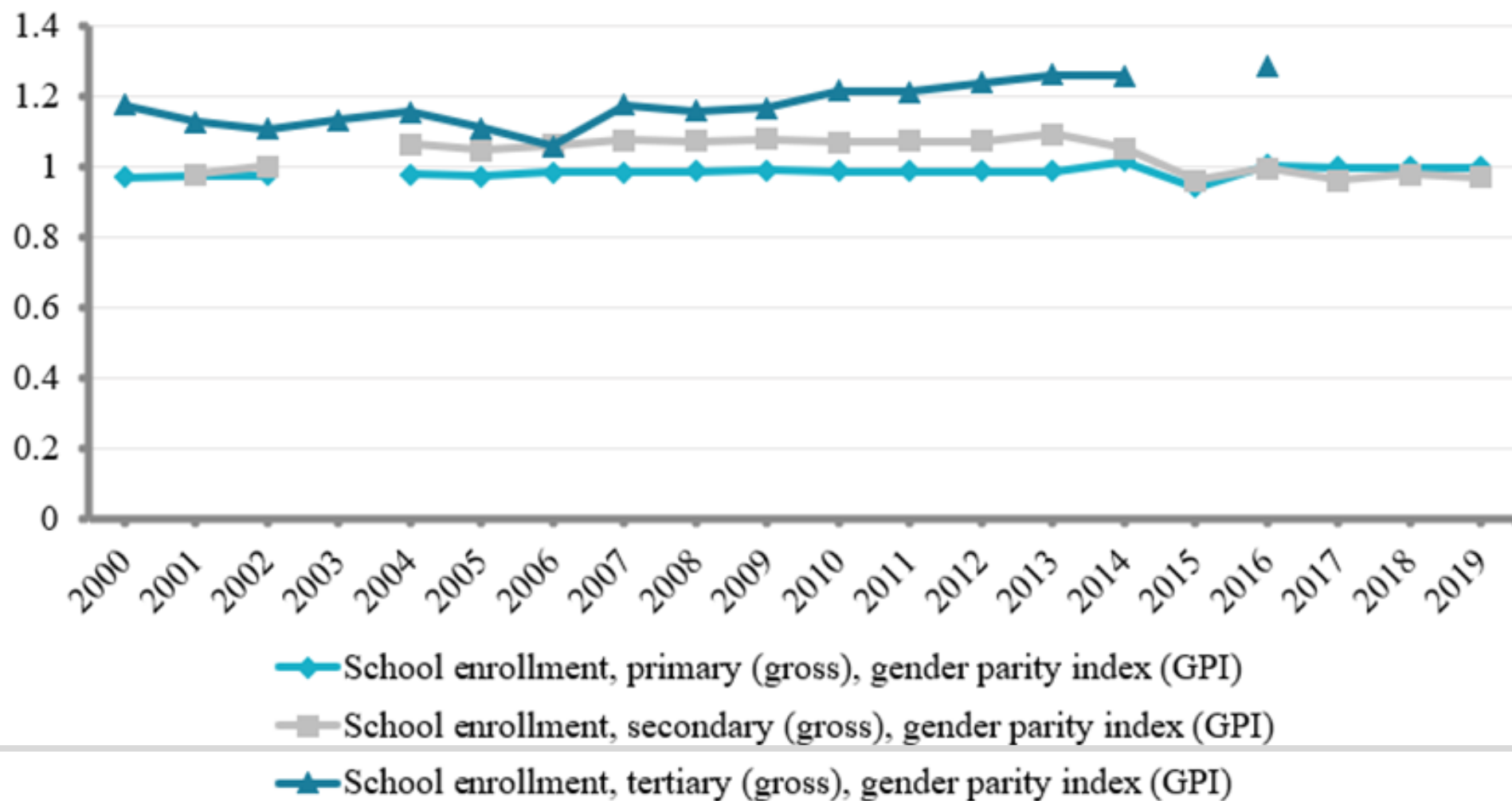
■ Gross enrolment ratio, male
■ Gross enrolment ratio, female



■ Gross enrolment ratio, male
■ Gross enrolment ratio, female

Gender Parity Index (GPI), 2000-2019

Measure gender equality in access to education

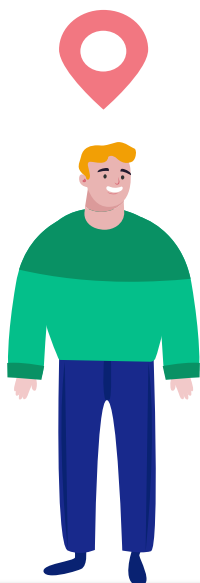


Gender Parity Index (GPI), 2000-2019

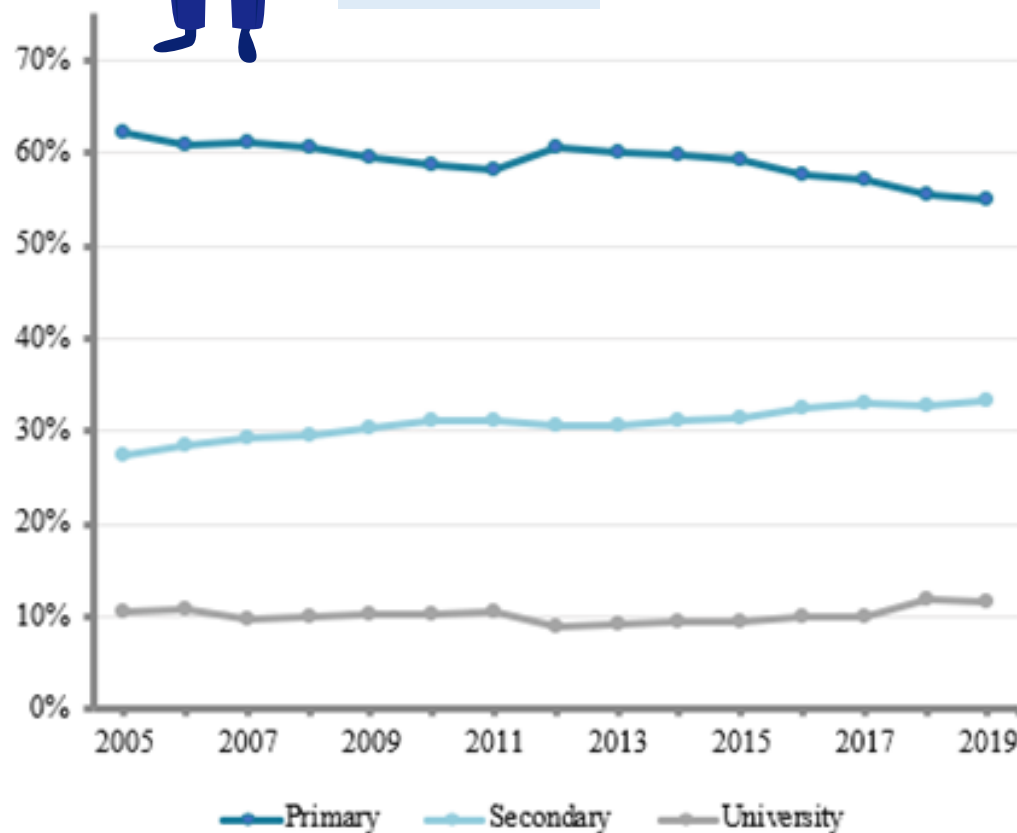
- Thailand has made remarkable progress in female tertiary enrollment rates.
 - GPI in Thailand's higher education increased from 1.18 in 2000 to 1.29 in 2016.
- The GPI trend in secondary and primary education has been relatively stable over 20 years
 - Compared to other countries, GPI in Thailand (Primary 0.998, Secondary 1.019) is below the average of ASEAN countries:
 - Vietnam (Primary 1.021) and Malaysia (Secondary 1.078)

Country almost achieved gender equality in access to education.

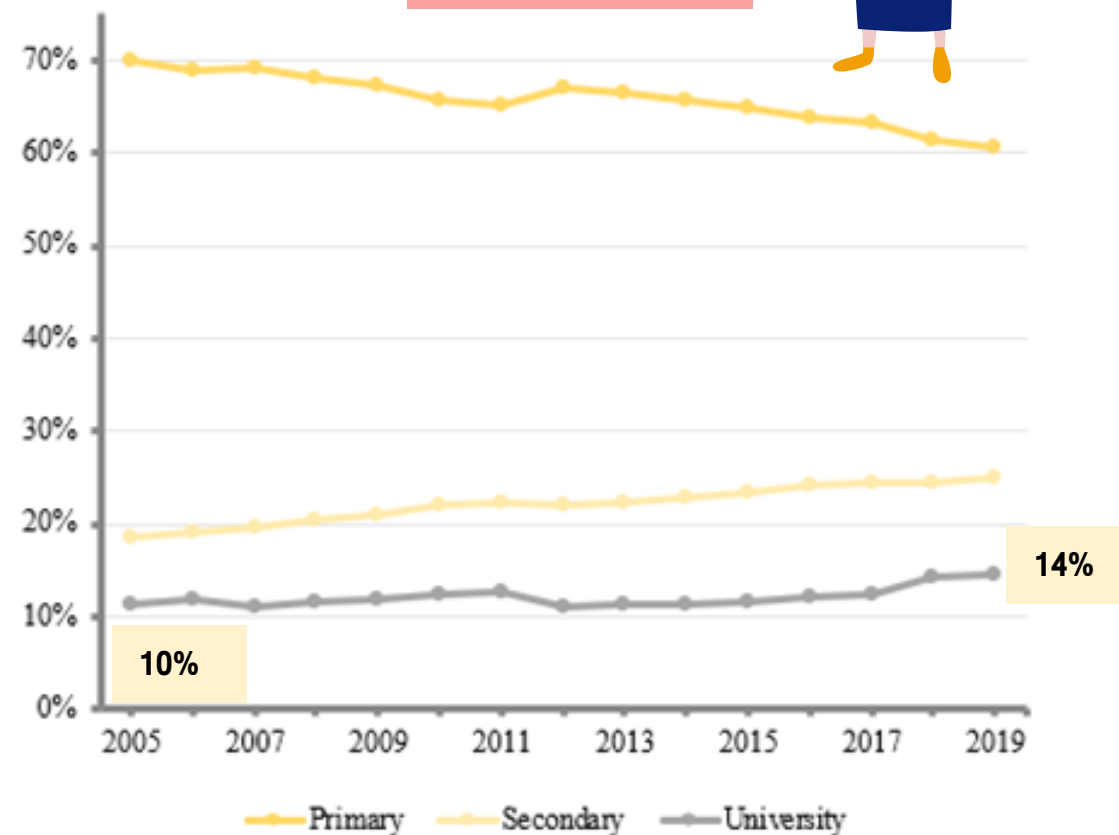
Education level of prime working age (2005-2019)

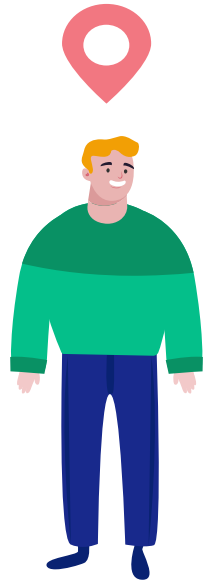


Male



Female





Education level of prime working age (2005-2019)

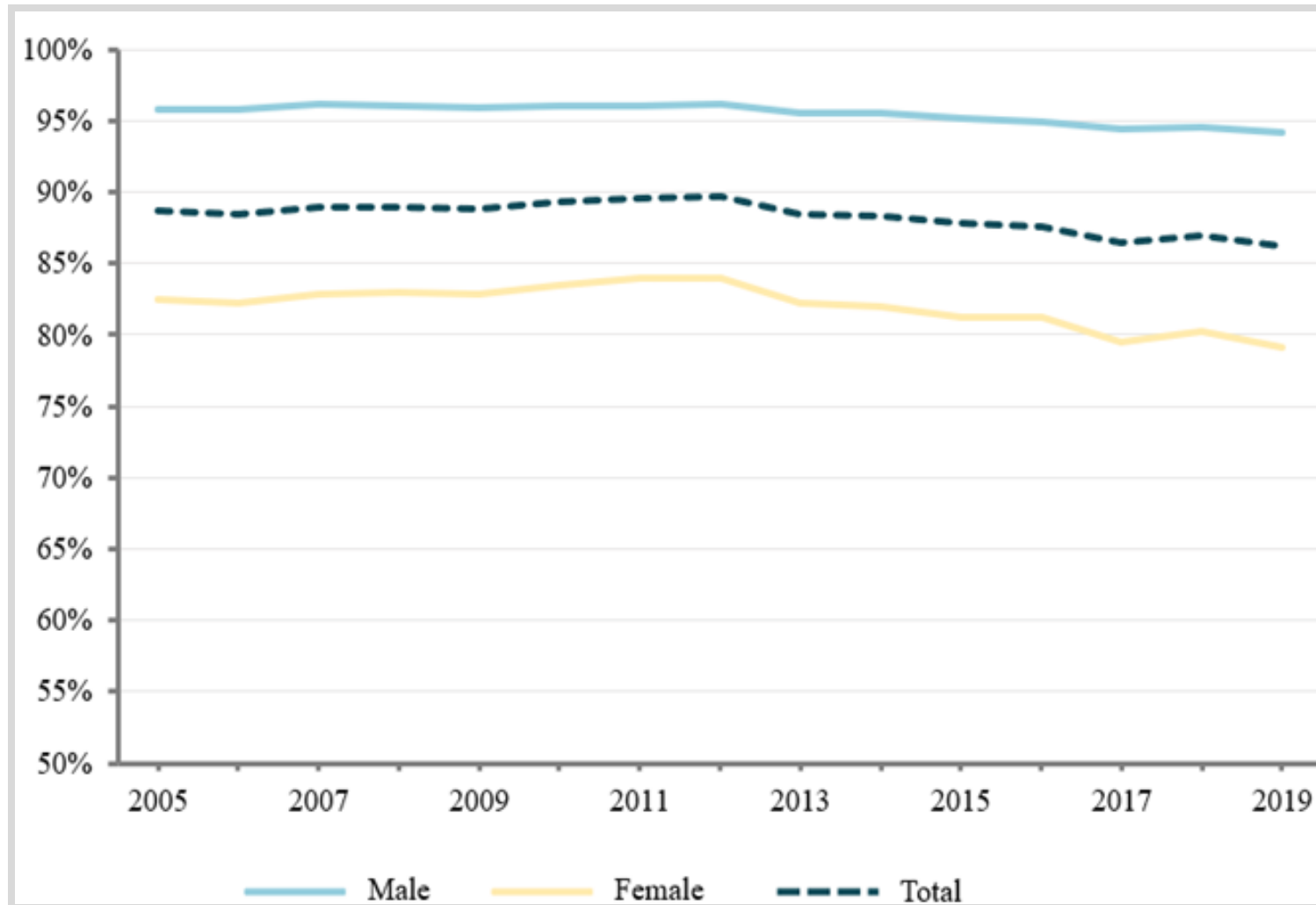
Male



Female

- On average, educational level of most Thai workers (aged 25-54 years) are primary education (55 percent men, 60 percent women).
- The share of women in secondary education increased from 18 % in 2005 to 25% in 2019.
- While the share of men with university degrees has remained constant (10-11%), the share of women with university degrees has increased and outpaced the share of men in 2019 (14%)

Labor force participation rate of prime working age (2005-2019)



- Women are one of the country's main labor forces.

- The female labor force participation is high (80%)

Important factors driving the role of Thai women



Structural economic shifts have changed the pattern of women's participation in the labor market.

- This shifts women from unpaid jobs in the informal sector to paid jobs in the formal sector.



The shift in emphasis from agriculture to a manufacturing and service-oriented economy benefits women with jobs that are more flexible and that match their skills and abilities.

Important factors driving the role of Thai women



The proportion of women employed in the agricultural sector has declined dramatically.



The proportion of employment in the manufacturing sector remained stable, while that in the service sector increased.

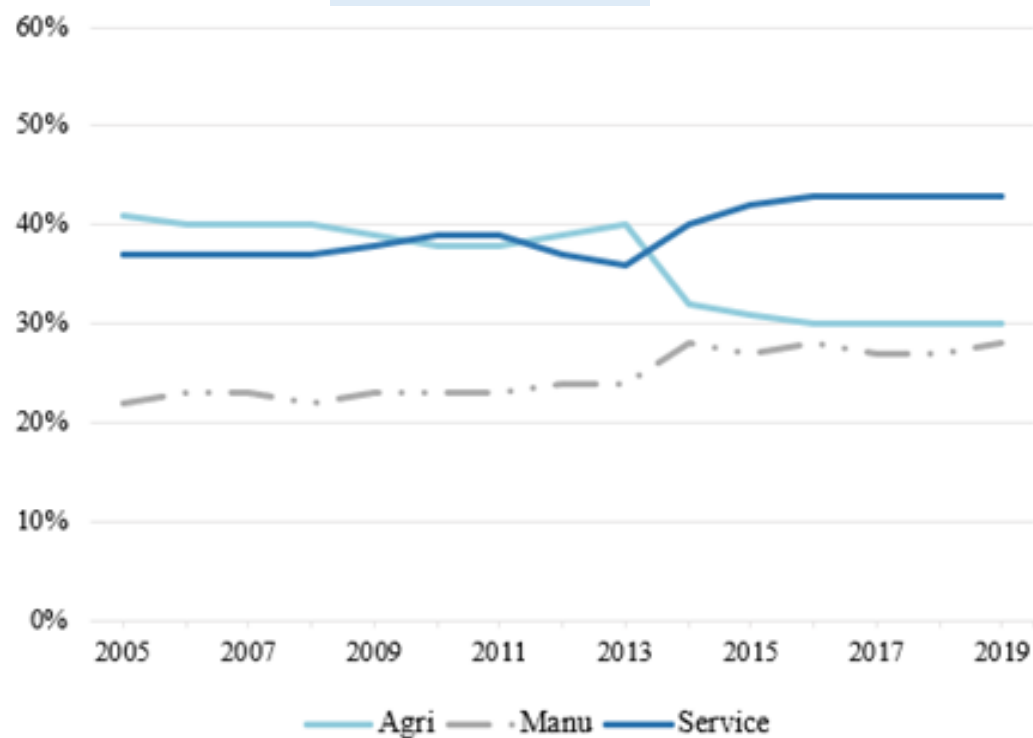
(Currently, the service sector is considered the main economic sector in Thailand).

Women play a significant role in the economy.

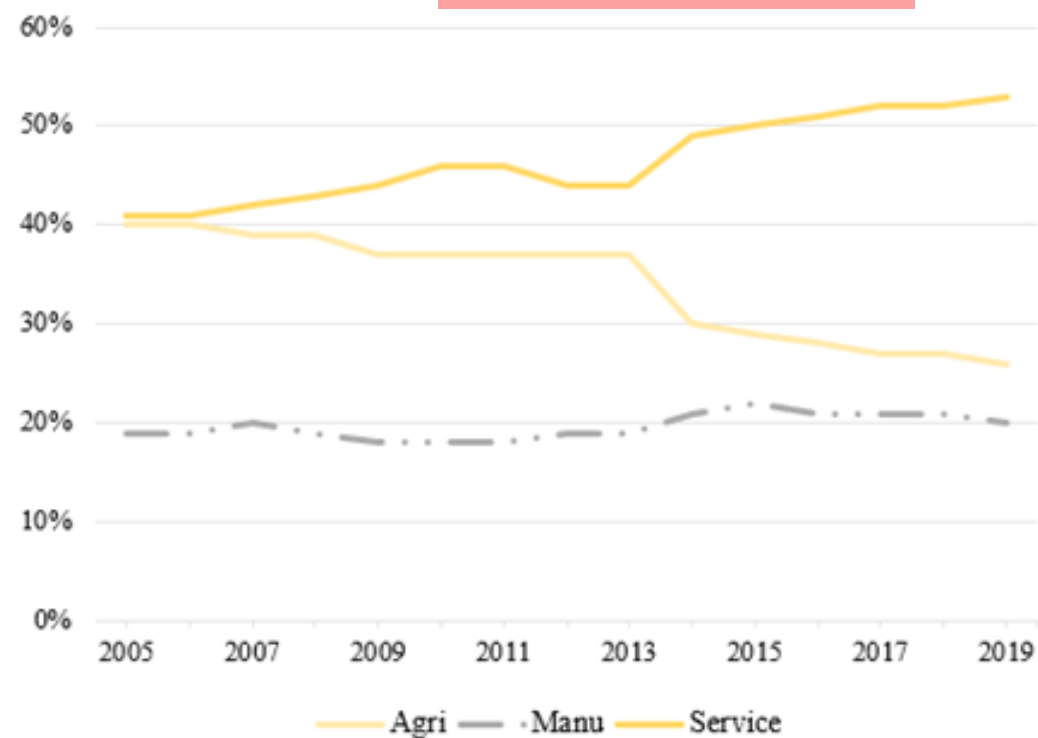
*** Thailand is engaging in the “feminization of the workforce” (Paweenawat and McNown 2018). Women have emerged as the labor force in the labor market and have a significant role in the Thai economy.

Employment share of prime working age (25-54 years) classified by sector (2005-2019)

Male



Female



Measuring women's economic participation

Indicators and indices related to women's economic participation



The Global Gender Gap Report 2020

- By 2020, the average global gender gap is 31.4%.
- Out of 149 countries, 101 countries increased their overall gender gap score compared to last year.
- The World Economic Forum uses the Global Gender Gap Index as a framework to identify gender inequality and track the progress of countries in narrowing the gender gap

The Global Gender Gap Index examines the gap between men and women in four key areas:

1. Economic Participation and Opportunity
2. Educational achievements
3. Health and survival
4. Political empowerment

Global Gender Gap Report 2020



Global Gender Gap Index

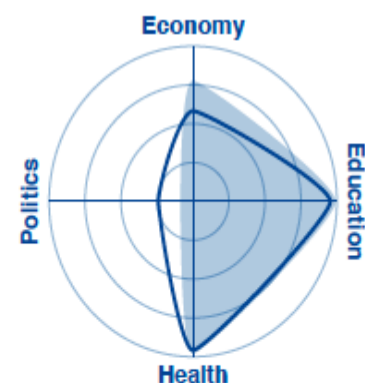
Thailand

rank
out of 153 countries **75**

score
0.00 = disparity
1.00 = parity **0.708**

East Asia and the Pacific

Country	Rank		Score
	Regional	Global	
New Zealand	1	6	0.799
Philippines	2	16	0.781
Lao PDR	3	43	0.731
Australia	4	44	0.731
Singapore	5	54	0.724
Thailand	6	75	0.708
Mongolia	7	79	0.706
Indonesia	8	85	0.700
Viet Nam	9	87	0.700
Cambodia	10	89	0.694
Brunei Darussalam	11	95	0.686
Fiji	12	103	0.678
Malaysia	13	104	0.677
China	14	106	0.676
Korea, Rep.	15	108	0.672
Myanmar	16	114	0.665
Timor-leste	17	117	0.662
Japan	18	121	0.652
Vanuatu*	19	126	0.638
Papua New Guinea*	20	127	0.635



Global Gender Gap Index
 Economic participation and opportunity
 Educational attainment
 Health and survival
 Political empowerment

	2006 score	2020 score
40	0.683	75 0.708
13	0.722	22 0.776
72	0.973	80 0.991
1	0.980	52 0.978
89	0.058	129 0.086

Thailand score
average score

Source: The Global Gender Gap Report 2020

Sources (Thailand)



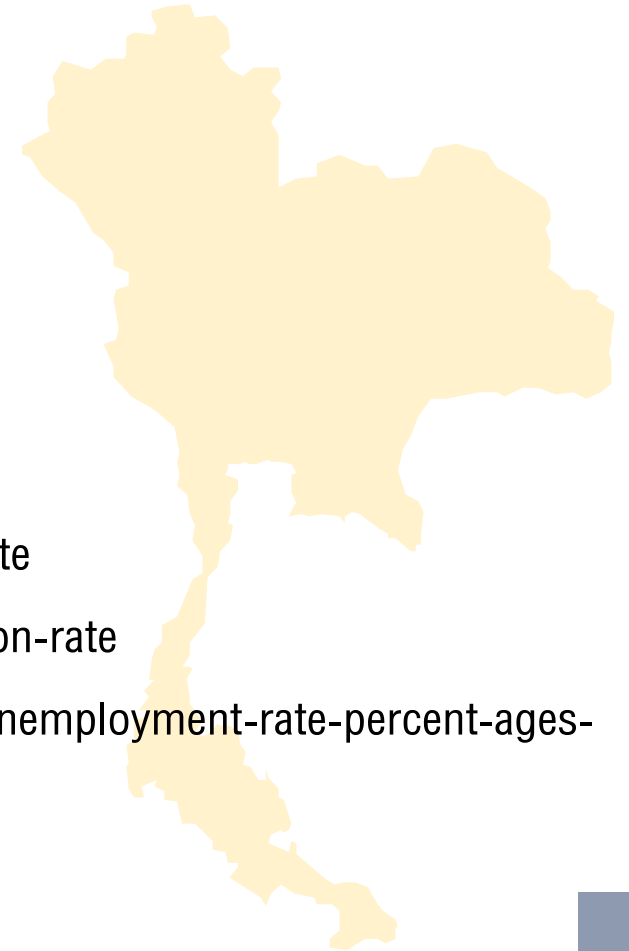
Resources in Thailand

- National statistical office Thailand (<http://web.nso.go.th/>)
- Bank of Thailand (<https://www.bot.or.th/>)
- Government agency (<http://www.nesdb.go.th/>)



Resources out of Thailand

- World Bank, IMF, ADB, Other websites present all facts
 - <https://www.indexmundi.com/facts/thailand/labor-force-participation-rate>
 - <https://www.ceicdata.com/en/indicator/thailand/labour-force-participation-rate>
 - <https://tradingeconomics.com/thailand/ratio-of-female-to-male-youth-unemployment-rate-percent-ages-15-24-modeled-ilo-estimate-wb-data.html>



Exercise

1. Provide a definition of gender economics and examples of issues that have been studied at the individual, household, and national levels. Include a discussion on the differences between male and female roles in different societies related to age, race, religion, beliefs, and values.
2. Discuss SDG5 and provide examples of Thailand'' current progress toward the achievement thereof. Compare the situation of Thai women to that for women in the rest of the world. Consider this in conjunction with global gender equality rankings.
3. Discuss the Labor Act B.E. 2562, which is a law to protect female workers from being discriminated against compared to male workers in terms of welfare coverage and benefits. The law prevents discrimination against female workers. Do you think this law is sufficient? If not, why not? Why and what issues should the government address? Give an example.

Exercise

4. Thai women have an active role in the economy. Summarize the key factors driving the role of Thai women from past to present. Do you agree that despite having an important role, there is still inequality between men and women in the labor market? Why?
5. Based on the information in the Global Gender Gap Report, please select a country of interest (except Thailand), analyze the rankings and scores of this country, and study the positive/negative factors affecting the scores of this country. What policies should be implemented if we want to increase the score?



Reports

Published: 30 March 2021

Global Gender Gap Report 2021

Download PDF 

Another generation of women will have to wait for gender parity, according to the World Economic Forum's *Global Gender Gap Report 2021*. As the impact of the COVID-19 pandemic continues to be felt, closing the global gender gap has increased by a generation from 99.5 years to 135.6 years.

