

# Women and the World of Work in Thailand



## GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2022, more women than men were in **vulnerable employment**



Source: World Bank Gender Data Portal.

In 2018, more women than men were in **informal employment**



Source: ILOSTAT.

With a **global gender gap index** of

**72%**

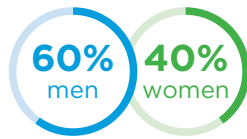
Thailand ranked

**65<sup>th</sup>**

out of 146 countries.

Source: World Economic Forum, Global Gender Gap Index 2024 edition.

In 2022, less women than men **owned a business**



Source: World Bank Gender Data Portal.

**Average hourly earnings** (PPP USD) in 2023



Source: ILOSTAT.



Skilled agricultural, forestry and fishery workers



Craft and related trades workers

● Women ● Men

## TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

### Women's decision-making power

In 2022, women had

**37%** of **managerial** positions

Source: SDG Global Database.

**33%** of **senior and middle management** positions



### Ownership of productive resources

**58%** Women  
**69%** Men

owned a **debit card** in 2021

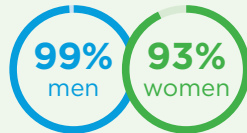
Source: World Bank Gender Data Portal.



**16%** Women  
**29%** Men

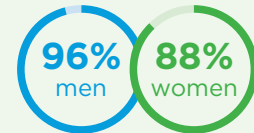
owned a **credit card** in 2021

Source: World Bank Gender Data Portal.



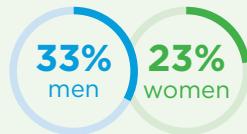
Source: World Bank Gender Data Portal.

owned an **account** at a financial institution or with a mobile money service provider in 2021



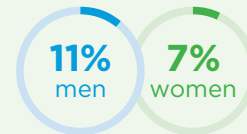
Source: World Bank Gender Data Portal.

made or received a **digital payment** in 2021



to start, operate, or expand a farm or business in 2017

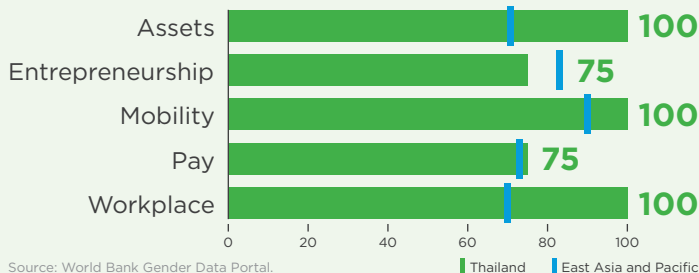
Source: World Bank Gender Data Portal.



**borrowed**

### Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



As of 2023, **NO** law prohibited **discrimination in access to credit** based on gender

Source: World Bank Gender Data Portal.



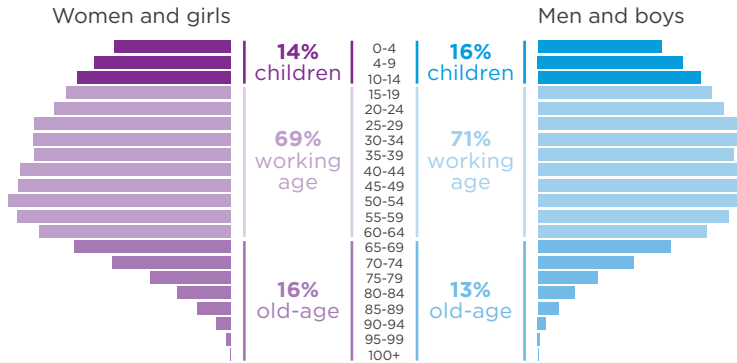
As of 2021, there were **NO fully established systems** to monitor and allocate resources for **gender equality and women's empowerment**

Source: SDG Global Database.

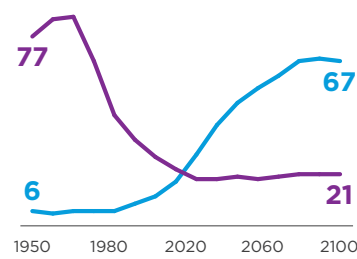
# Transforming Care Systems in Thailand



## POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



Source: UN DESA, Population Division, World Population Prospects 2024.



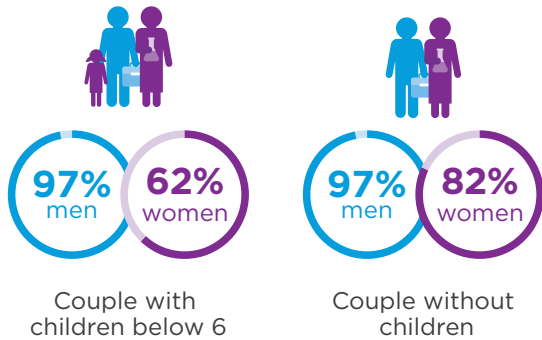
Source: UN DESA, Population Division, World Population Prospects 2024.

Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

## TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

### Tackle inequality of opportunities in the labour market

In 2021, prime-age (25-54 years) employment-to-population ratio was



Source: UN DESA Gender Data Hub.

**19%** **19%**

Women Men worked **part-time** in 2022

Source: UN DESA Gender Data Hub.

**16%** **10%**

Women Men aged 15 to 24 were **not in education, employment or training** in 2022

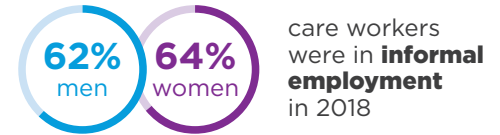
Source: SDG Global Database.

### Expand care services and create decent care jobs



workers were in **care employment** in 2023

Source: Authors' elaboration based on ILOSTAT data.



care workers were in **informal employment** in 2018

Source: ILOSTAT.

## CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

### Discriminatory social norms

In 2022, among women aged 20-24 years

**17%** were married or in a union **before age 18**

**6%** **before age 15**

Source: SDG Global Database.



### Disproportionate unpaid care gaps



In 2015, women and girls spent more time on **unpaid domestic and care work** than men and boys

Source: Authors' elaboration based on data from SDG Global Database.



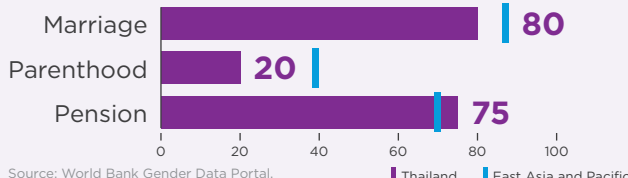
Women and girls



Men and boys

### Gender-blind systems

Women, Business and the Law Index scores, in 2023



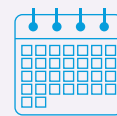
Source: World Bank Gender Data Portal.

In 2023, workers were entitled to



**90** days of **maternity leave**

Source: World Bank Gender Data Portal.



**0** days of **paternity leave**

As of 2023, there were **NO periods of absence due to childcare** accounted for in pension benefits

Source: World Bank Gender Data Portal.