

Thailand

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
60.0	31.7	77.5

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Thailand, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Bangkok). The scores for Thailand are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	0.0	75.0	75.0	75.0	75.0	25.0	75.0	25.0	100.0	75.0
Supportive frameworks score	50.0	66.7	33.3	0.0	100.0	33.3	0.0	0.0	33.3	0.0
Expert opinions score	75.0	100.0	75.0	75.0	75.0	50.0	25.0	100.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Thailand (60.0 out of 100.0) is lower than the global average (64.2) and higher than the East Asia & Pacific regional average (57.8). When it comes to laws affecting women's property and inheritance, Thailand obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Thailand is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Thailand may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Thailand (31.7 out of 100.0) is lower than the global average (39.5) and lower than the East Asia & Pacific regional average (33.9). When it comes to supportive frameworks related to marriage, Thailand obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Thailand is on the indicator measuring supportive frameworks affecting women's pay. To improve on the Pay indicator, Thailand may wish to

consider putting in place pay transparency measures or enforcement mechanisms to address the gender pay gap and publishing sex-disaggregated data on employment in different industries or sectors at least on an annual basis.

The **WBL 2.0 expert opinions score** for Thailand (77.5 out of 100.0) is higher than the global average (65.7) and higher than the East Asia & Pacific regional average (64.8). When it comes to expert opinions on freedom of movement, expert opinions on women starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, Thailand obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Thailand is on the indicator measuring expert opinions on childcare.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Civil and Commercial Code, Secs. 37 and 43
Can a woman travel internationally in the same way as a man?	Yes	No restrictions could be located
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	No	Nationality Act B.E. 1965 (as amended), Secs. 7 and 9
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Protection Act B.E. 2541, Secs. 15 and 146
Does the law allow employees to request flexible work?	Yes	Labour Protection Act (No. 8) B.E. 2566 (2023) , Sec. 23/1
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Labor Protection Act No. 7, B.E. 2562 (2019), Sec. 8
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	No	Labor Protection Act B.E. 2541, Sec. 38
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil and Commercial Code, Sec. 1461
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil and Commercial Code, Sec. 1461
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil and Commercial Code, Secs. 1501-1535
Does a woman have the same rights to remarry as a man?	No	Civil and Commercial Code, Art. 1453
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	No	Labor Protection Act No. 7, B.E. 2562 (2019), Secs. 41 and 59; Social Security Act, Sec. 67;
Are leave benefits for mothers paid solely by the government?	No	Labor Protection Act No. 7, B.E. 2562 (2019), Sec. 59; Social Security Act, Sec. 67
Is paid leave available to fathers?	No	No applicable provisions could be located



Is dismissal of pregnant workers prohibited?	Yes	Labor Protection Act B.E. 2541, Sec. 43
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Early Childhood Development Act of 2019, Sec. 3; National Education Act of 1999, Secs. 18 and 31; Child Protection Act of 2003, Secs. 51-52
Does the law establish any form of support for families for childcare services?	Yes	National Education Act of 1999, Sec. 13
Does the law establish any form of support for nonstate childcare providers?	Yes	National Education Act of 1999, Sec. 46
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil and Commercial Code, Secs. 19, 354 to 368, 1012 and 1097
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil and Commercial Code, Sec. 1473, 1476 and 1480
Do sons and daughters have equal rights to inherit assets?	Yes	Civil and Commercial Code, Secs. 1629, 1632 and 1633
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil and Commercial Code, Secs. 1629, 1632 and 1635
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil and Commercial Code, Secs. 1465 and 1470-1474
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Social Security Act, Sec. 77 bis.
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man the same?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Department of Women's Affair and Family Development under the Ministry of Social Development and Human Security
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	Report on Budget Spending Results for the Year 2022; Budget Expenditure Monitoring Report for the 6-Month Period 2022
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport application form
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures



Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Gender Equality Act, Sec. 14
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Civil Procedure Code Amendment Act (No. 32)
Are there specialized family courts?	Yes	Act B.E. 2553 of 2010, Promulgating the Juvenile and Family Courts Act, Art. 8
Is legal aid available for family law disputes?	Yes	Legal Aid Center of Thailand (LAC)
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Social Security Office, Ministry of Labour
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	The Civil and Commercial Code, Sec. 1474-1476
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located

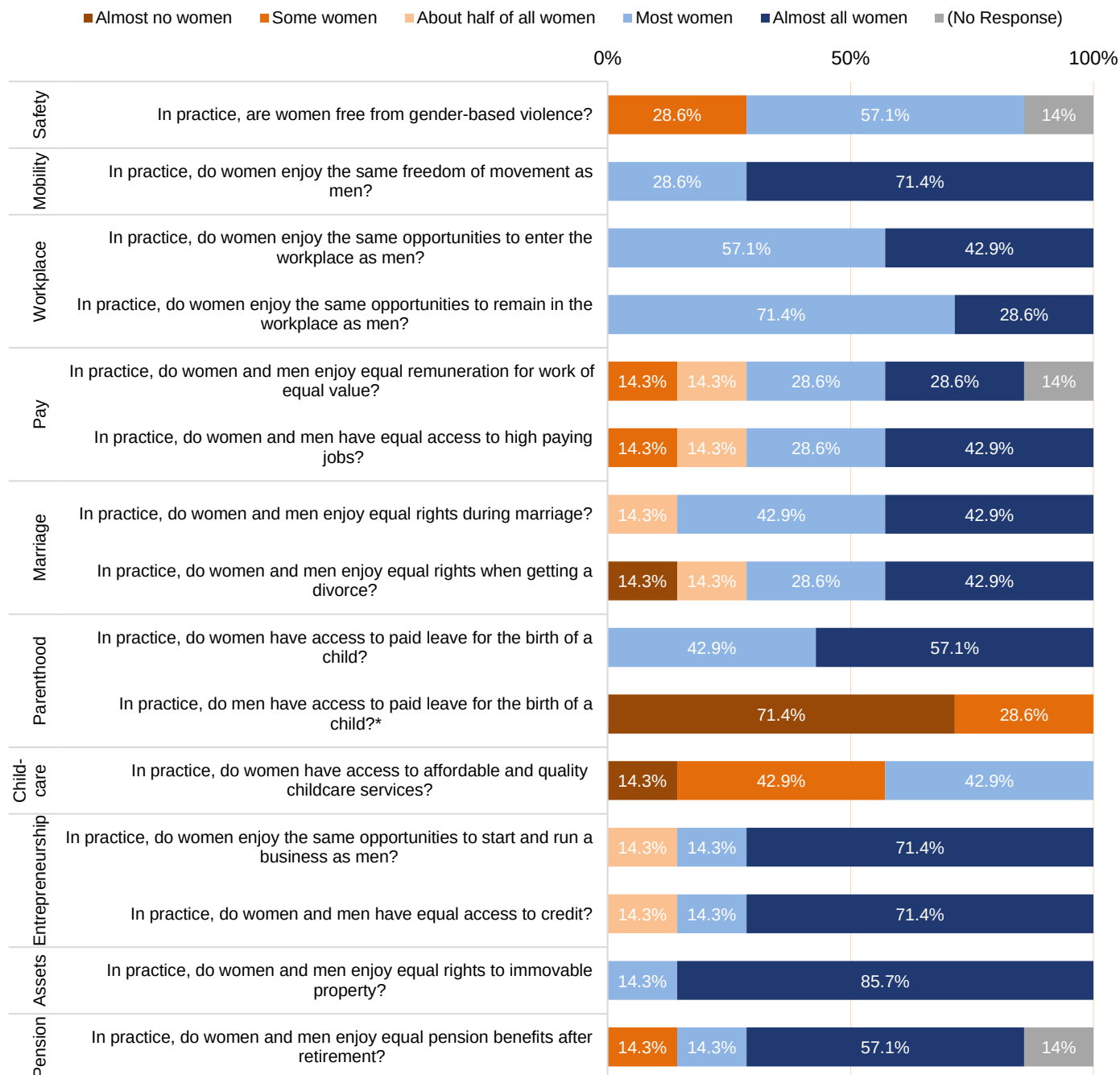
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?

No

Insufficient evidence located



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.