

Thailand

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Bangkok). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Thailand scores 78.1 out of 100**. The overall score for Thailand is higher than the regional average observed across East Asia & Pacific (71.3).

Thailand - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, and gender differences in property and inheritance, Thailand gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, and laws affecting the size of a women's pension, Thailand could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Thailand is on the indicator related to laws affecting women's work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Thailand may wish to consider making paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits, making paid leave available to fathers, and making paid parental leave available.

Recent Reforms (2018-2019)

Pay: Thailand introduced new legislation that mandates equal remuneration for men and women who perform work of equal value.



	QUESTION	ANSWER	LEGAL BASIS
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 outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Passport application procedures; Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Civil and Commercial Code, Sec. 1461
	Does the law prohibit discrimination in employment based on gender?	Yes	Labour Protection Act, Secs. 15 and 146
	Is there legislation on sexual harassment in employment?	Yes	Labour Protection Act (No. 2) B.E. 2551 (2008), Sec. 8(16)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Labor Protection Act, B.E. 2541 (1998), Secs. 147 and 159; Labour Protection Act (No. 2) B.E. 2551 (2008), Sec. 8(16) <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Labour Protection Act (No. 7), B.E. 2562 (2019), Sec. 8; Labour Protection Act B.E. 2541, Sec. 53
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: Labour Protection Act, Sec. 38 Construction: Labour Protection Act, Sec. 38 Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: Labour Protection Act, Sec. 38 Transportation: No restrictions could be located Other: Labor Law, Sec. 38
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	Civil and Commercial Code, Sec. 1461
	Is there legislation specifically addressing domestic violence?	Yes	Domestic Violence Victim Protection Act, B.E. 2550 (2007); The Promotion of Development and Protection of the Family Institution Act
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	No	Civil and Commercial Code, Art. 1453
	Is paid leave of at least 14 weeks available to mothers?	No	Labour Protection Act, Secs. 41 and 59; Social Security Act, Sec. 67
	Does the government pay 100% of maternity leave benefits?	No	Labour Protection Act, Sec. 59; Social Security Act, Sec. 67
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Labour Protection Act, Sec. 43
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Civil and Commercial Code, Secs. 354-368
	Can a woman register a business in the same way as a man?	Yes	Civil and Commercial Code, Secs. 78-85
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Civil and Commercial Code, Secs. 1473, 1476 and 1480
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil and Commercial Code, Secs. 1629, 1632 and 1633
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil and Commercial Code, Secs. 1629, 1632 and 1635
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil and Commercial Code, Secs. 1476 and 1480
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil and Commercial Code, Secs. 1465, 1470-1474
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Social Security Act of 11 August 1990, Sec. 77 bis. Men: Social Security Act of 11 August 1990, Sec. 77 bis.
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located