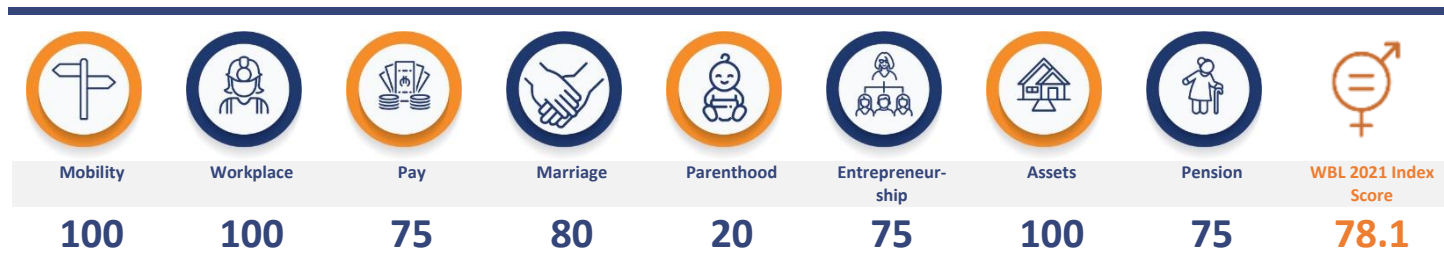


Thailand

Women, Business and the Law 2021 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 (71.9). Within the East Asia & Pacific region, the maximum score observed is 91.3 (Taiwan, China).

Thailand - Scores for Women, Business and the Law 2021



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 woman'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 WBL2021 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

No reforms were observed during the past year.



Further data details for Thailand are available at:
<https://wbl.worldbank.org/en/data/exploreeconomies/thailand/2021>

| | 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 | No restrictions could be located |
| | 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, 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, Secs. 147 and 159; Labour Protection Act (No. 2) B.E. 2551, 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 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 | Labour Protection Act, 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; Promotion of Development and Protection of the Family Institution Act B.E. 2562 |
| | 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 paid leave available to fathers? | No | No applicable provisions could be located |
| | Is there paid parental leave? | No | No applicable provisions could be located |
| Entrepreneur. | 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. 19 and 354-368 |
| | Can a woman register a business in the same way as a man? | Yes | Civil and Commercial Code, Secs. 1012 and 1097 |
| 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 |
| Pension | Does the law provide for the valuation of nonmonetary contributions? | Yes | Civil and Commercial Code, Secs. 1465 and 1470-1474 |
| | Is the age at which men and women can retire with full pension benefits the same? | Yes | Women: Social Security Act, Sec. 77 bis. Men: Social Security Act, Sec. 77 bis. |
| | Is the age at which men and women can retire with partial pension benefits the same? | Yes | Women: No applicable provisions could be located Men: No applicable provisions could be located |
| | Is the mandatory retirement age for men and women the same? | 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 |