GENDER GAPS
IN THE WORLD OF WORK

Team NT
Thammasat University
Thailand
Ratio of female to male labor force participation rate (%)

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Total unemployment rate (female to male ratio)

Source: United Nations Development Programme (n.d.)
**FINDINGS**

Total unemployment rate (female to male ratio)

Source: United Nations Development Programme (n.d.)
FINDINGS

**Wage and salaried workers, male (% of male employment)**

- **Average**
- **Singapore**
- **Brunei Darussalam**
- **Cambodia**
- **Indonesia**
- **Lao PDR**
- **Malaysia**
- **Myanmar**
- **Philippines**

**2014**
- Average: 56.10
- Singapore: 47.89
- Brunei Darussalam: 22.73
- Cambodia: 38.93
- Indonesia: 32.96
- Lao PDR: 25.09
- Malaysia: 23.30
- Myanmar: 23.94
- Philippines: 12.31

**2015**
- Average: 57.91
- Singapore: 50.07
- Brunei Darussalam: 23.10
- Cambodia: 39.46
- Indonesia: 33.32
- Lao PDR: 24.52
- Malaysia: 23.84
- Myanmar: 23.84
- Philippines: 12.67

**2016**
- Average: 58.40
- Singapore: 51.04
- Brunei Darussalam: 23.84
- Cambodia: 38.16
- Indonesia: 36.70
- Lao PDR: 25.09
- Malaysia: 24.52
- Myanmar: 25.09
- Philippines: 13.07

**2017**
- Average: 58.05
- Singapore: 52.75
- Brunei Darussalam: 24.52
- Cambodia: 36.70
- Indonesia: 25.09
- Lao PDR: 25.09
- Malaysia: 25.09
- Myanmar: 25.09
- Philippines: 13.45

**2018**
- Average: 58.05
- Singapore: 52.75
- Brunei Darussalam: 24.52
- Cambodia: 36.70
- Indonesia: 25.09
- Lao PDR: 25.09
- Malaysia: 25.09
- Myanmar: 25.09
- Philippines: 13.45


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**Wage and salaried workers, female (% of female employment)**

- **Average**
- **Philippines**
- **Singapore**
- **Thailand**
- **Vietnam**
- **Average**
- **Brunei Darussalam**
- **Cambodia**
- **Indonesia**
- **Lao PDR**
- **Malaysia**
- **Myanmar**

**2014**
- Average: 51.98
- Philippines: 41.00
- Singapore: 41.00
- Thailand: 41.00
- Vietnam: 41.00
- Brunei Darussalam: 30.59
- Cambodia: 34.23
- Indonesia: 34.23
- Lao PDR: 34.23
- Malaysia: 34.23
- Myanmar: 34.23

**2015**
- Average: 52.75
- Philippines: 41.44
- Singapore: 41.44
- Thailand: 41.44
- Vietnam: 41.44
- Brunei Darussalam: 34.23
- Cambodia: 34.23
- Indonesia: 34.23
- Lao PDR: 34.23
- Malaysia: 34.23
- Myanmar: 34.23

**2016**
- Average: 53.34
- Philippines: 42.86
- Singapore: 42.86
- Thailand: 42.86
- Vietnam: 42.86
- Brunei Darussalam: 34.23
- Cambodia: 34.23
- Indonesia: 34.23
- Lao PDR: 34.23
- Malaysia: 34.23
- Myanmar: 34.23

**2017**
- Average: 53.62
- Philippines: 43.25
- Singapore: 43.25
- Thailand: 43.25
- Vietnam: 43.25
- Brunei Darussalam: 34.23
- Cambodia: 34.23
- Indonesia: 34.23
- Lao PDR: 34.23
- Malaysia: 34.23
- Myanmar: 34.23

**2018**
- Average: 54.03
- Philippines: 43.25
- Singapore: 43.25
- Thailand: 43.25
- Vietnam: 43.25
- Brunei Darussalam: 34.23
- Cambodia: 34.23
- Indonesia: 34.23
- Lao PDR: 34.23
- Malaysia: 34.23
- Myanmar: 34.23

FINDINGS

Proportion of time spent on unpaid domestic chores and care work, by sex (%) \(^1\)


\(^1\) Statistics is for a specific age group for each country.
Overall, ASEAN women had less chance to be promoted to managerial positions compared to their male counterparts.
WHY THIS ISSUE DESERVES ATTENTION?

GDP losses owing to economic gender gaps (% of GDP)¹

Source: Approximations by Cuberes and Teignier (2014).

¹ Losses are calculated for a specific year for each country and can be understood as a one-time rise in GDP if gender parities were to be achieved.
SOLUTION 1: EQUAL SHARE IN DOMESTIC TASKS

Interventions in education programs

Design Curriculum
- Promote gender equality
- Challenge social norms

Provide Training
- For teachers and school administrators

Create Guideline
- Build a gender-friendly environment
Gender Equity Movement in Schools (GEMS)
School-based program for Grade 6-8 students

Implementation
Gender Equity Movement in Schools (GEMS)

School-based program for Grade 6-8 students

Activities

- Debate
- Role-play
- Discussion
Proportion of students who disagreed or strongly disagreed with the statements on gender roles and attributes at Baseline and Endline, Da Nang, Vietnam (%)  


Item 1: For women, taking care of the house and children is more important than her career - Disagreed

Item 2: With all matters in the family, it is necessary to discuss between the husband and wife, yet the final word should be the husband’s. - Disagreed

Item 3: Men have more rights to make household decisions - Strongly Disagreed

Item 4: If a man gets a woman pregnant, the child is the responsibility of the mother - Strongly Disagreed

Item 5: Men cannot take care of children just as well as women can - Strongly Disagreed
SOLUTION 1: EQUAL SHARE IN DOMESTIC TASKS

Supportive plans for women in and out of the workplace
Reform and create policies on Parental leave

Government and corporates
Code of conduct

Corporates

Promote gender equality at work
Build a gender-friendly organizational culture and environment
Government and NGOs

Raise awareness

Recognize statistically the unpaid work that women do

Organize campaigns to raise awareness

e.g. The Father Support Programme in Turkey
### SOLUTION 2: TRANSPARENCY IN LABOR POLICIES

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<thead>
<tr>
<th>Institutions</th>
<th>Proposals</th>
<th>Challenges</th>
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- **Institutions**
  - Government and firms
  - Government
  - Firms
  - Government and Firms
  - NGOs

- **Proposals**
  - Issue policies on publicizing data
  - Caution and penalties
  - Incorporate technology to create gender equality
  - Platforms where women can safely voice their opinions.

- **Challenges**
  - Inadequate data collection; organizational & social norms
  - Social norms & economic constraints
  - Lack of funding & insufficient digital infrastructure
Denmark’s 2006 Act on Gender Specific Pay Statistics

Difference of average wage\(^1\) between the post-law (2006-2008) and pre-law (2003-2005) periods (%)

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<thead>
<tr>
<th></th>
<th>Control Group</th>
<th>Treated Group</th>
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<tbody>
<tr>
<td>Female</td>
<td>11.15</td>
<td>11.44</td>
</tr>
<tr>
<td>Male</td>
<td>10.59</td>
<td>9.15</td>
</tr>
</tbody>
</table>

\(^1\) The wages are log-transformed

\(^2\) Firms that were required to report on wage gap.

\(^3\) Firms having similar size to treated firms but were not required to report on wage gap.
SOLUTION 3: SHORT & LONG-TERM PREPARATION FOR LABOR FORCE PARTICIPATION

Short-term: GIG economy

- Information and training
- Join the gig economy

Logos: Airbnb, Grab, Ayasan
Long-term: Training and support programs

- Provide training in digital literacy and improve digital infrastructure
- Promote female entrepreneurship
- Increase vocational training
- Provide mentorship programs and workshops for women on leadership
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