



GENDER GAPS IN THE WORLD OF WORK

5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



Team NT
Thammasat University
Thailand



FINDINGS

Ratio of female to male labor force participation rate (%)

1 Filter

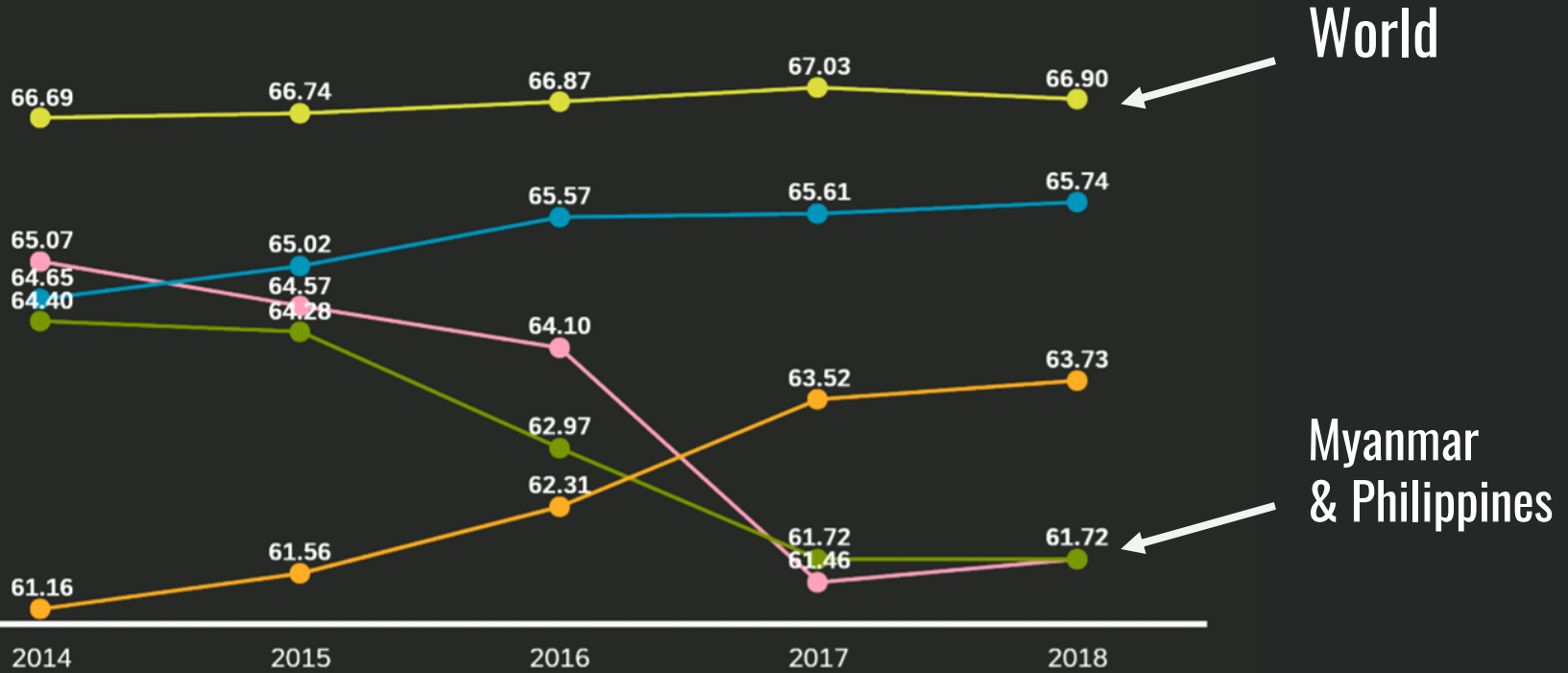
World Thailand Vietnam Singapore Philippines Myanmar Malaysia Lao PDR Indonesia
Cambodia Brunei Darussalam



Ratio of female to male labor force participation rate (%)

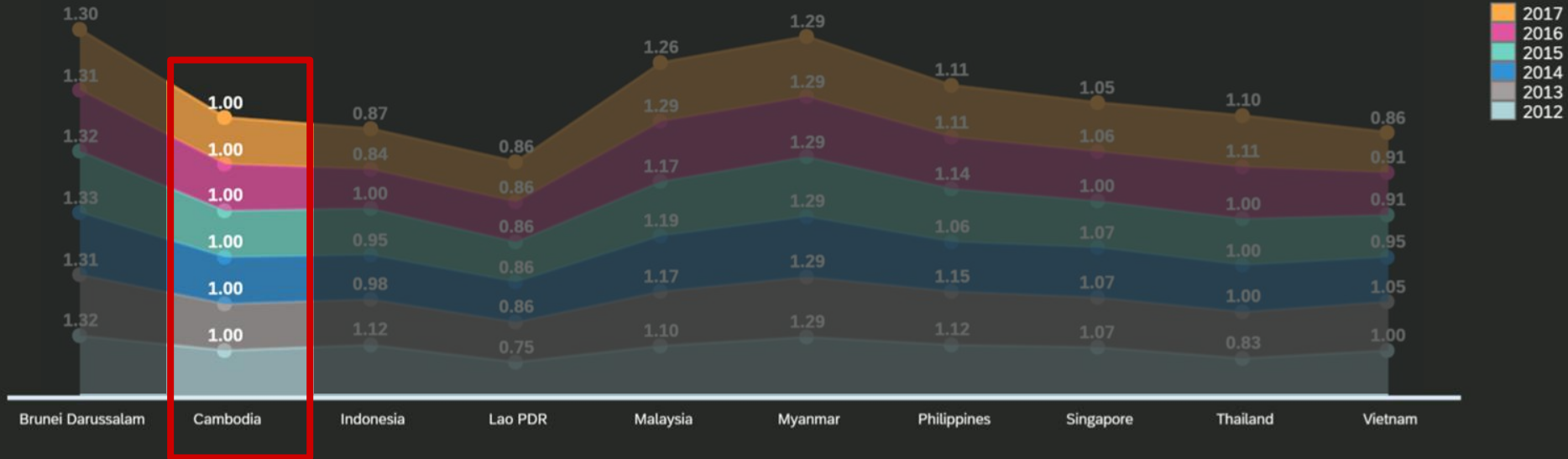
1 Filter

World Philippines Myanmar Malaysia Indonesia



FINDINGS

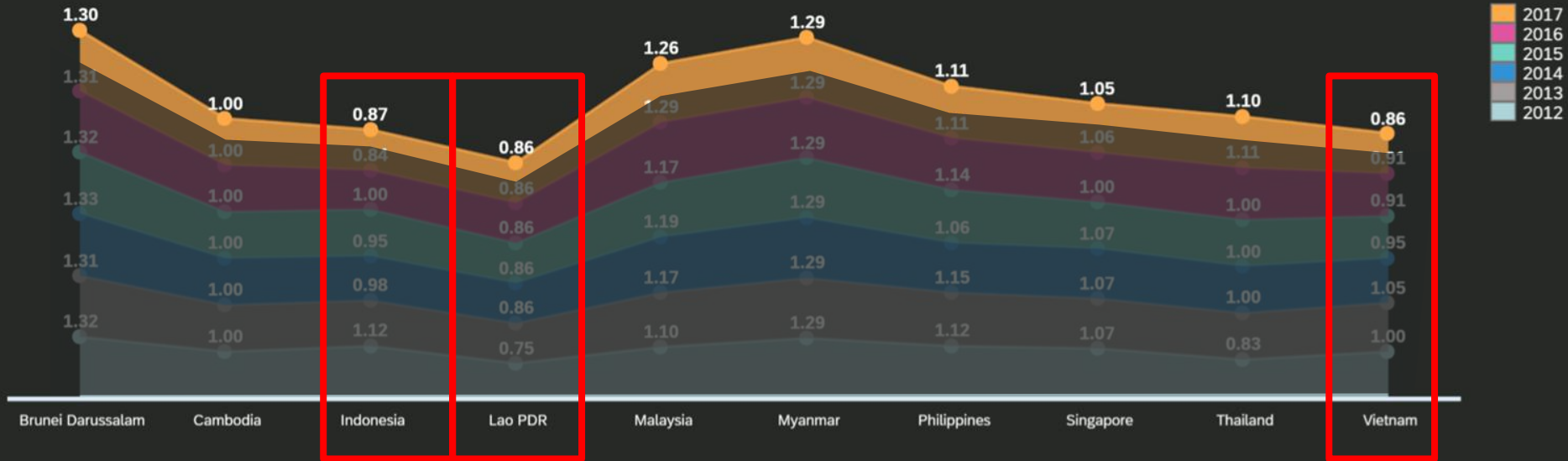
Total unemployment rate (female to male ratio)



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)



Source : World Bank (2019)

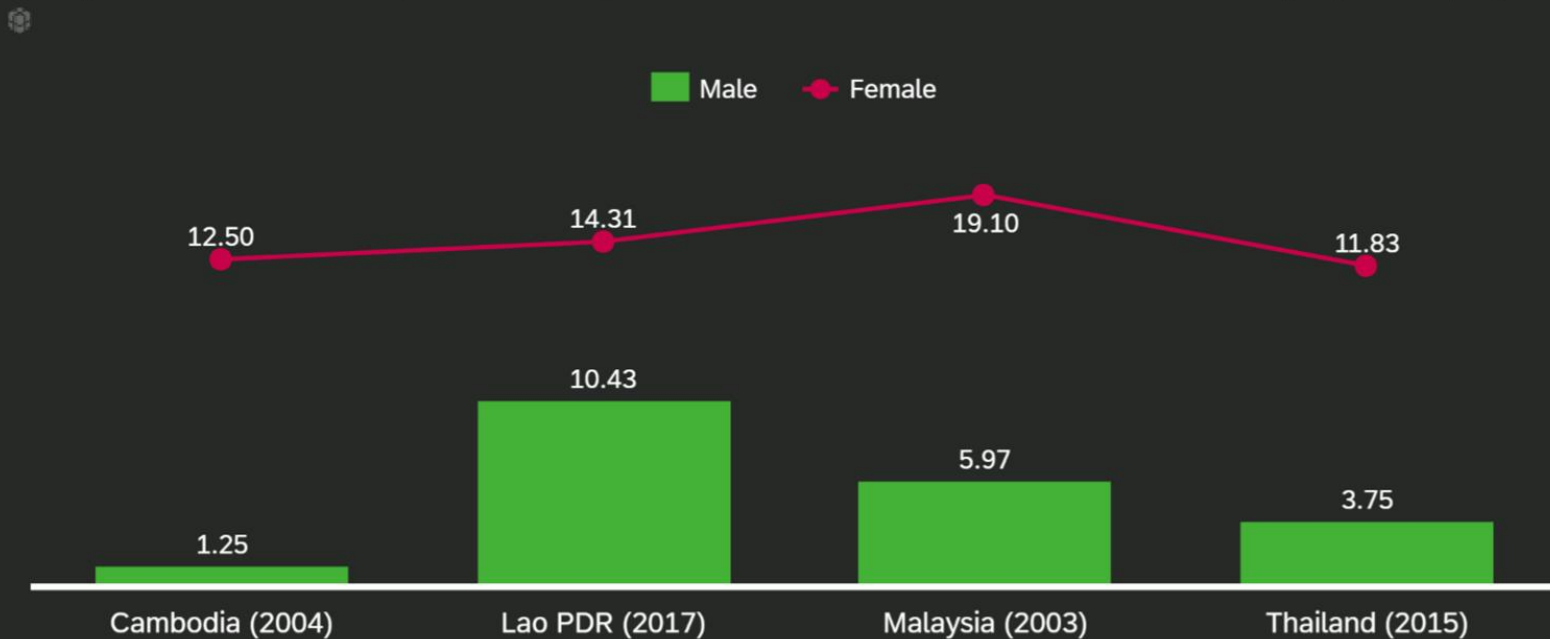
Wage and salaried workers, female (% of female employment)



Source : World Bank (2019)

FINDINGS

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



Source: United Nations (2019)

¹ Statistics is for a specific age group for each country.

FINDINGS

Proportion of women in managerial positions (%)¹



> LEGENDS

✓ Layer 1

Country (Percentage)



Source: United Nations (2019)

¹ Statistics is for a particular year for each country.

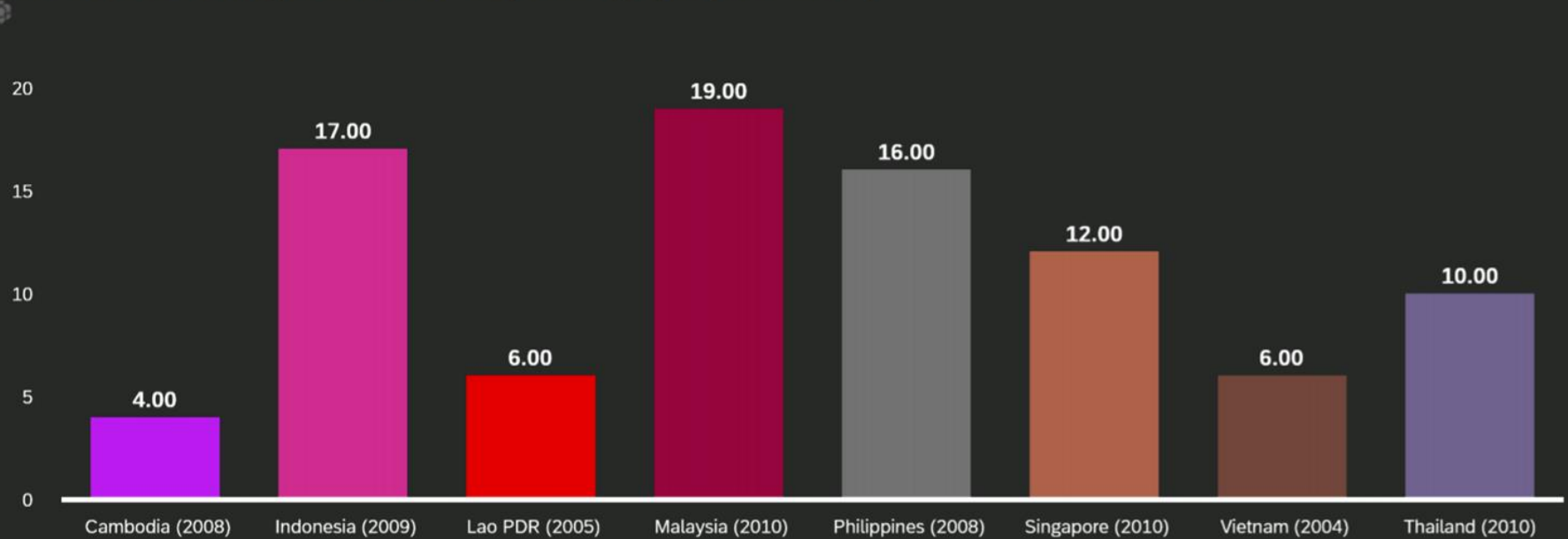
Overall, ASEAN women had less chance to be promoted to managerial positions compared to their male counterparts.

Esri, DeLorme, FAO, NOAA

POWERED BY
esri

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



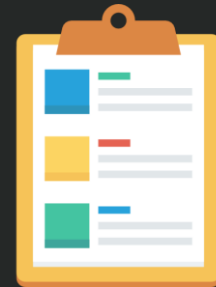
Promote gender equality
Challenge social norms

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

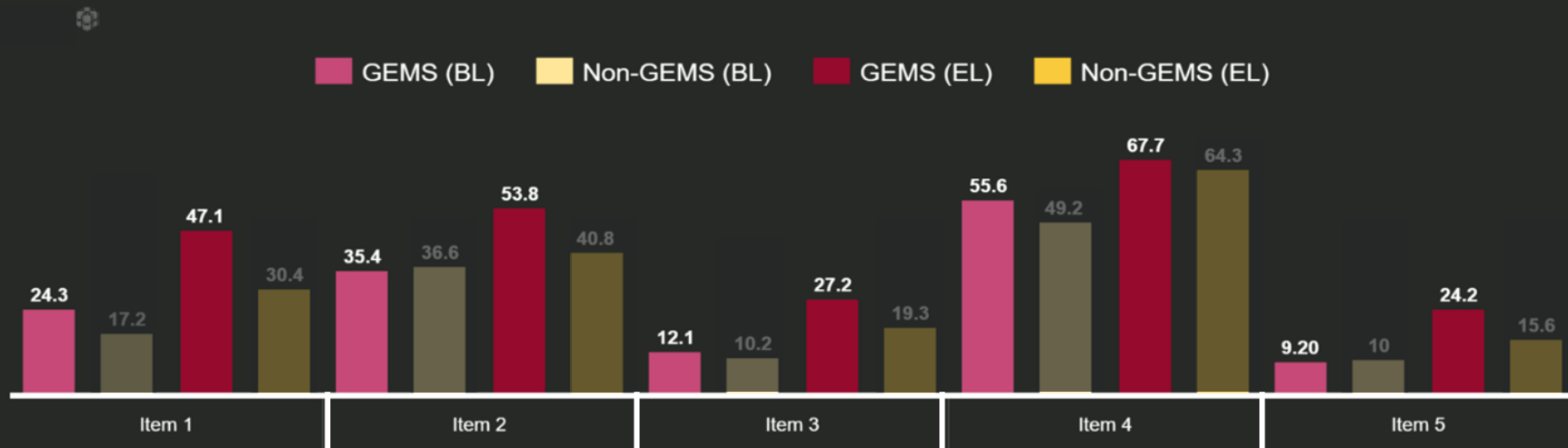


Role-play



Discussion

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



Source: International Center for Research on Women (2017)

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

Government and corporates

Reform and create policies on Parental leave

Corporates

Code of conduct

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

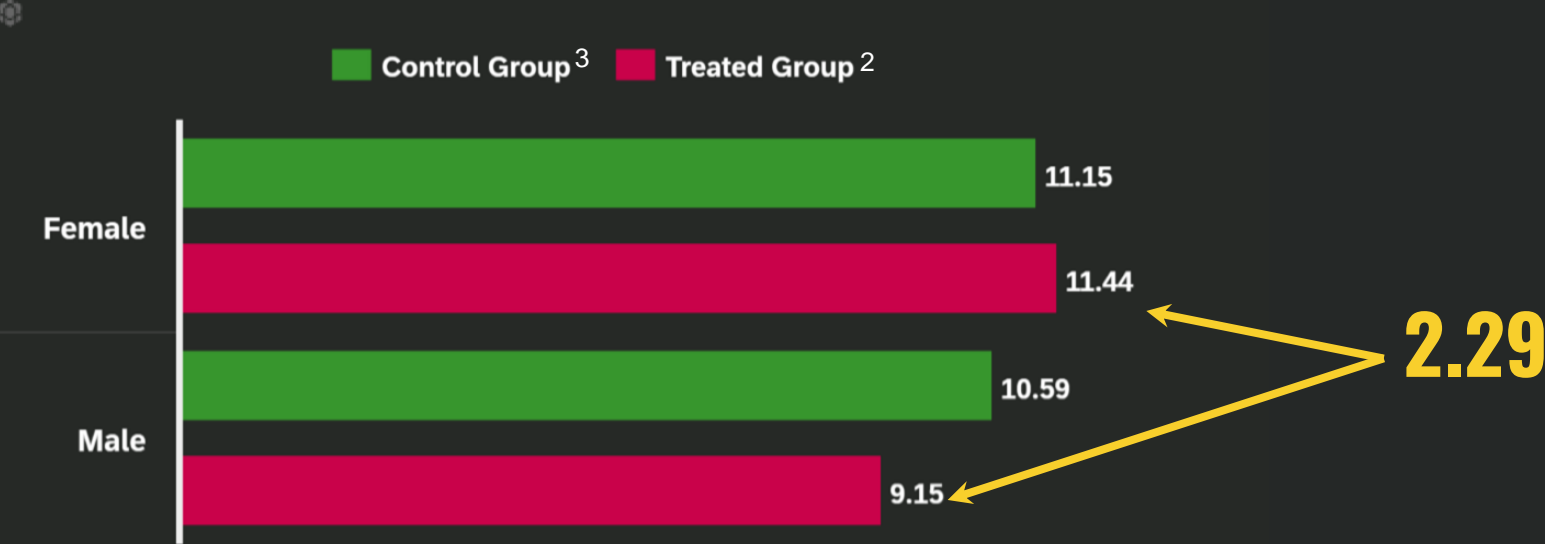
e.g. The Father Support Programme in Turkey

SOLUTION 2: TRANSPARENCY IN LABOR POLICIES

Institutions	Proposals	Challenges
Government and firms	Issue policies on publicizing data	Inadequate data collection; organizational & social norms
Government	Caution and penalties	Social norms & economic constraints
Firms	Incorporate technology to create gender equality	Lack of funding & insufficient digital infrastructure
Government Firms NGOs	Platforms where women can safely voice their opinions.	Lack of funding & insufficient digital infrastructure

Denmark's 2006 Act on Gender Specific Pay Statistics

Difference of average wage¹ between the post-law (2006-2008) and pre-law (2003-2005) periods (%)



Source: Bennedsen et al. (2018)

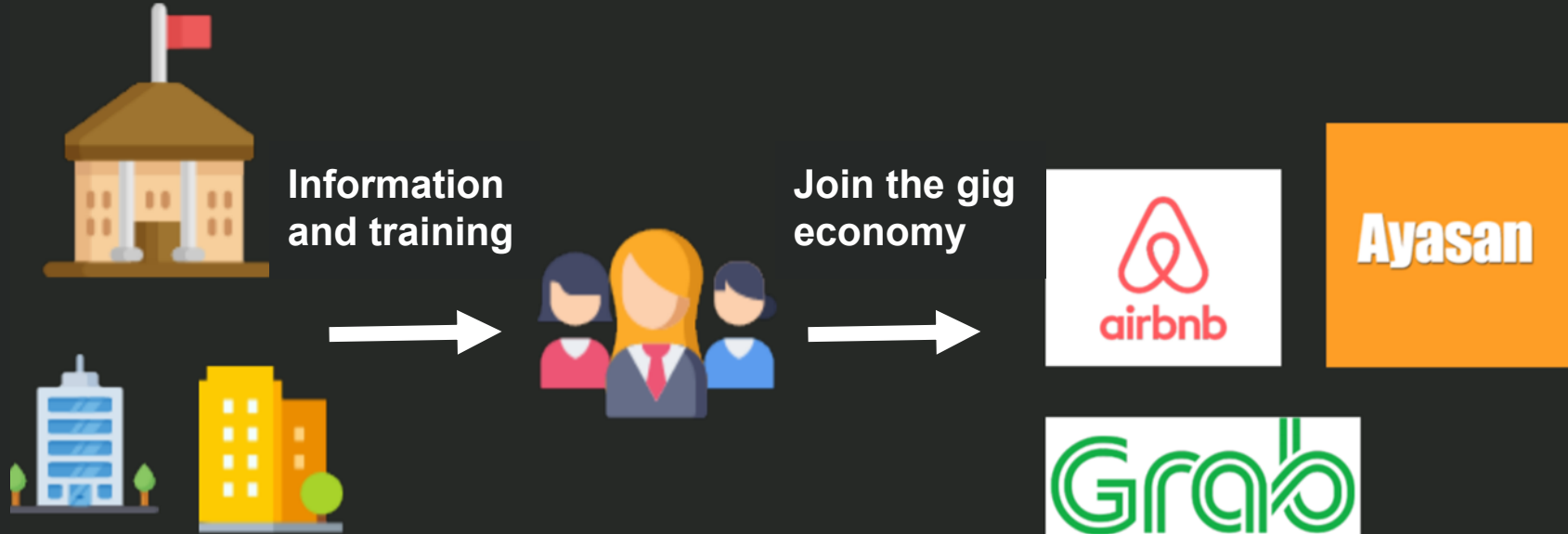
¹ The wages are log-transformed

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



Long-term: Training and support programs

Provide training in digital literacy and improve digital infrastructure



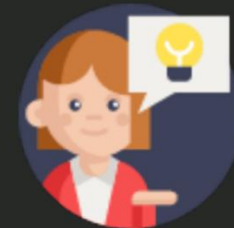
Promote female entrepreneurship



Increase vocational training



Provide mentorship programs and workshops for women on leadership



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