

# Women in Business Report 2020

**Melea Cruz**

Partner

**Panittaya Changchit**

Director



# About Grant Thornton



**Grant Thornton** is one of the world's leading organisations of independent assurance, tax and advisory firms helping dynamic organisations unlock their potential for growth by providing meaningful, forward looking advice. More than 56,000 Grant Thornton people across over 143 countries, are focused on making a difference to the clients, colleagues and the communities in which we live and work.

# About Grant Thornton Thailand



**15%**  
average annual  
growth rate  
in the past 5  
years



**14**  
partners



**270**  
employees

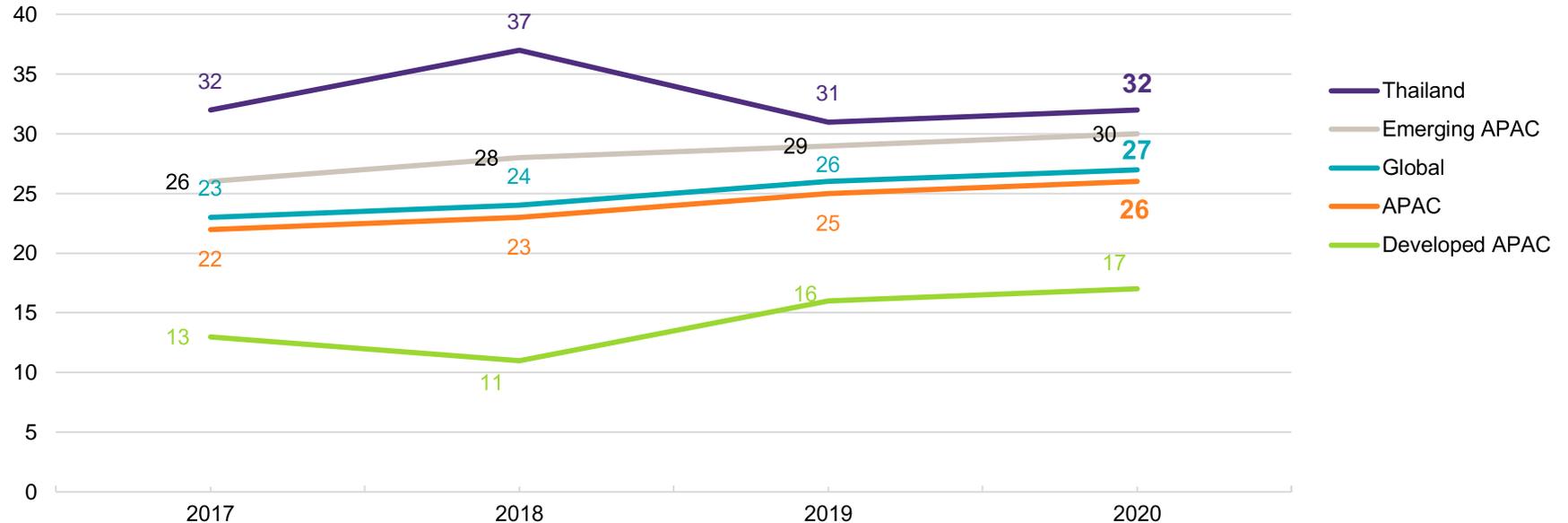
**Grant Thornton (Thailand)** is a leading advisory firm with more than 270 experts who provide professional business consultancy on audit, tax, advisory, business consulting, talent acquisition management and other services enhancing our clients' success. We provide integrated knowledge and skills, including the linkage and access to our global Grant Thornton network. We focus on our clients' goals and achievement, including value added services, good relationship and teams, marking Grant Thornton as the leading consultancy firm for truly business growth. For further information, please visit [www.grantthornton.co.th](http://www.grantthornton.co.th)

# About Women in Business report

Data for the Women in Business report is taken from Grant Thornton's International Business Report (IBR) - a survey of both listed and privately held businesses. Launched in 1992, the IBR now provides insight into the views and expectations of around 5,000 businesses across 32 economies. Fieldwork is undertaken on a biannual basis. The data for this release is from interviews conducted in October and November 2019.

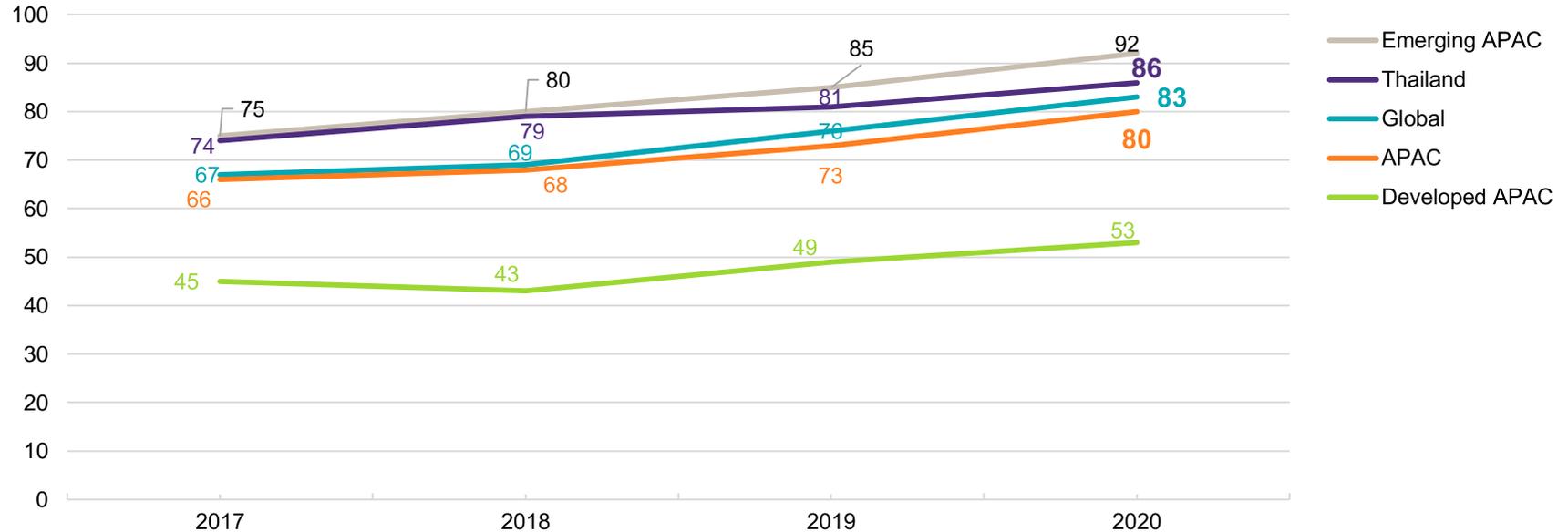


# % of senior management positions held by women across key markets



- **Asia-Pacific (APAC):** Australia, India, Japan, China (mainland), Indonesia, Malaysia, New Zealand, Philippines, Singapore, Thailand
- **Developed APAC:** Australia, Japan, New Zealand, Singapore
- **Emerging APAC:** China (mainland), India, Indonesia, Malaysia, Philippines, Thailand

# % of businesses having at least one woman in senior management



- **Asia-Pacific (APAC):** Australia, India, Japan, China (mainland), Indonesia, Malaysia, New Zealand, Philippines, Singapore, Thailand
- **Developed APAC:** Australia, Japan, New Zealand, Singapore
- **Emerging APAC:** China (mainland), India, Indonesia, Malaysia, Philippines, Thailand

# Leadership roles held by women in Thailand



**24%** of CEO in Thailand  
held by women



**13%** of CEO in APAC  
held by women



**20%** of CEO Globally  
held by women



# % of businesses having actions to promote gender diversity across key markets



**69%** of business in **Thailand**  
having action to promote gender diversity



**81%** of business in **Asia Pacific**  
having action to promote gender diversity



**78%** of business **Globally**  
having action to promote gender diversity

# Actions to promote gender diversity being taken in Thailand

35%

Enabling flexible working

34%

Creating an inclusive culture

31%

Ensuring equal access to developmental work opportunities

25%

Reviewing recruitment approaches

22%

Linking senior management reward to progress on gender balance targets

22%

Setting targets/quotas for gender balance at leadership levels

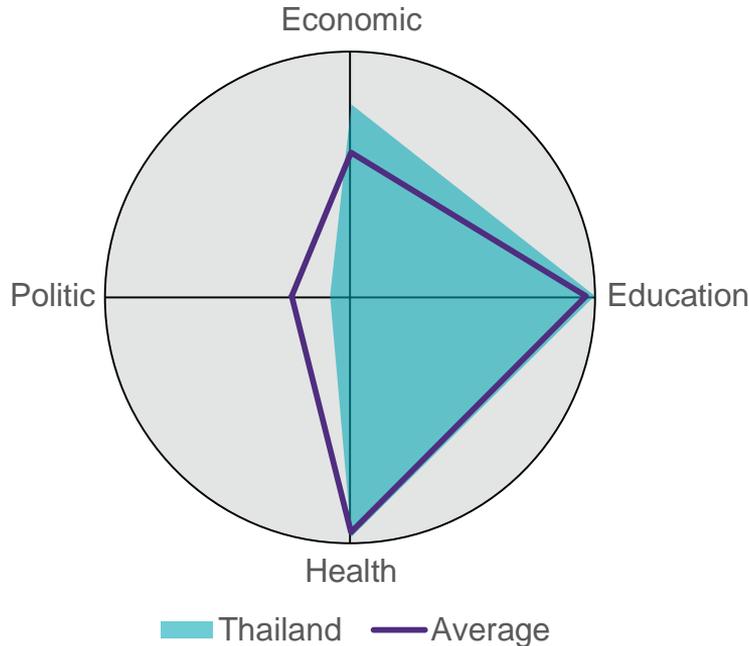
17%

Providing mentoring and coaching

13%

Offering unconscious bias training

# Thailand's Gender Gap Index measured by the World Economic Forum in 2020



Dimension	World Average	Rank & Score	
Overall	0.685	75	0.708
Economic	0.582	22	0.776
Education	0.957	80	0.991
Health	0.958	52	0.978
Politic	0.241	129	0.086

Total countries = 153

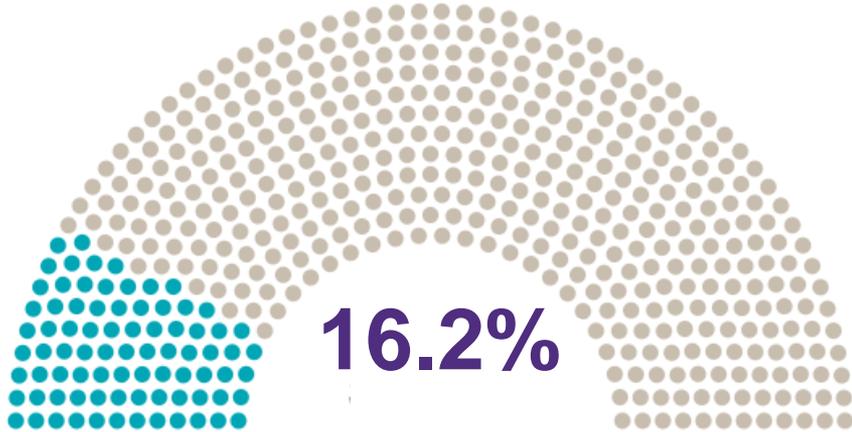
Score Explanation

0.00 = Imparity

1.00 = Parity

Source: World Economic Forum's Global Gender Gap Report 2020

# Women in parliament in January 2020



are female representatives

In Thailand, there are only 81 women out of 500 members of parliament in the Lower House.



**24.9%** are women **Globally**



**20.5%** are women **in Asia**

*\*The information based on Inter-Parliamentary Union*

# Women in other institutions in January 2020



**8.6%** of Thailand's cabinet are women.

3 female ministers out of total 35 ministers



**10.4%** of Thailand's senators are women.

26 female senators out of total 250 senators



**1.3%** of Thailand's governor are women.

Only 1 female governor out of total 77 governors.

## Further enquiries, please contact:

### **Panittaya Changchit**

Director, Marketing Communications and Business Development

E [panittaya.changchit@th.gt.com](mailto:panittaya.changchit@th.gt.com)

T 02 205 8240

### **Piyasuda Archasantisuk**

Manager, Marketing Communications and Business Development

E [Piyasuda.Archasantisuk@th.gt.com](mailto:Piyasuda.Archasantisuk@th.gt.com)

T 02 205 8238