

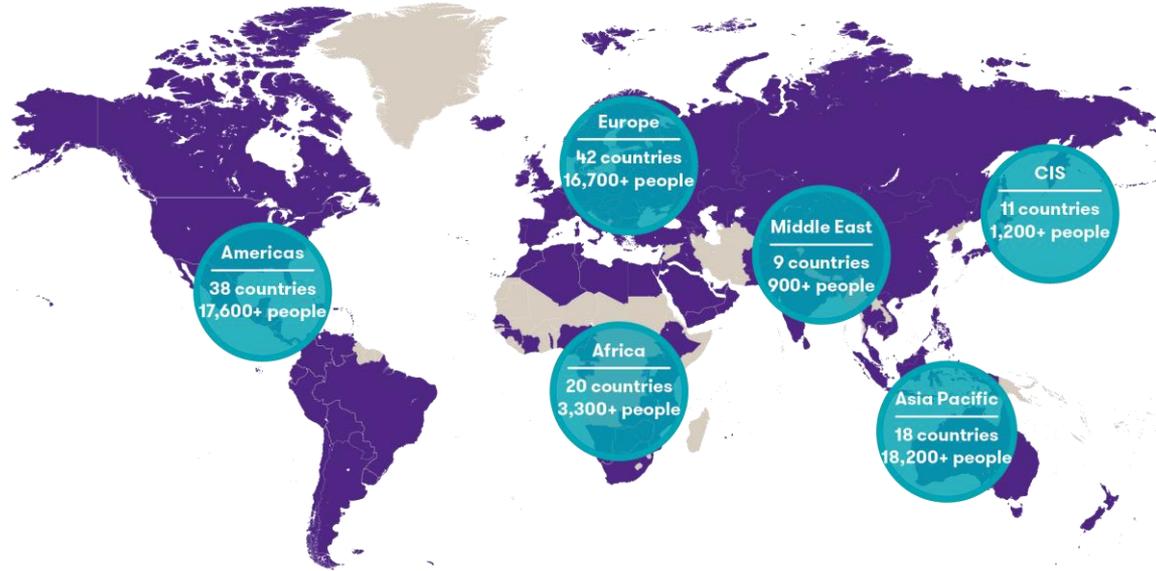


# Women in Business Report 2021

Grant Thornton in Thailand



# 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 58,000 Grant Thornton people across over 138 countries, are focused on making a difference to the clients, colleagues and the communities in which we live and work.



Our distinctive client experience sets us apart



USD5.76bn  
(2020 revenue)



58,000+  
people



750+  
offices



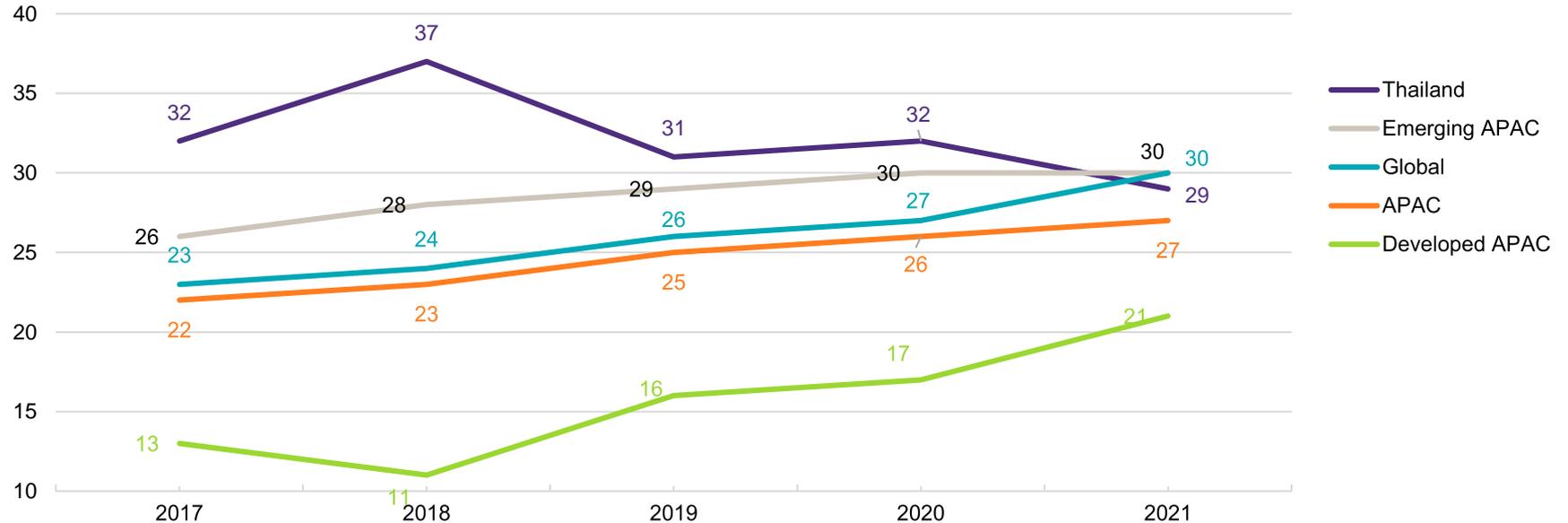
138  
countries

# 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 mid-market businesses. Launched in 1992, the IBR now provides insight into the views and expectations of more than 10,000 businesses across 29 economies. Fieldwork is undertaken on a biannual basis. The data for this release is from interviews conducted in October and December 2020.

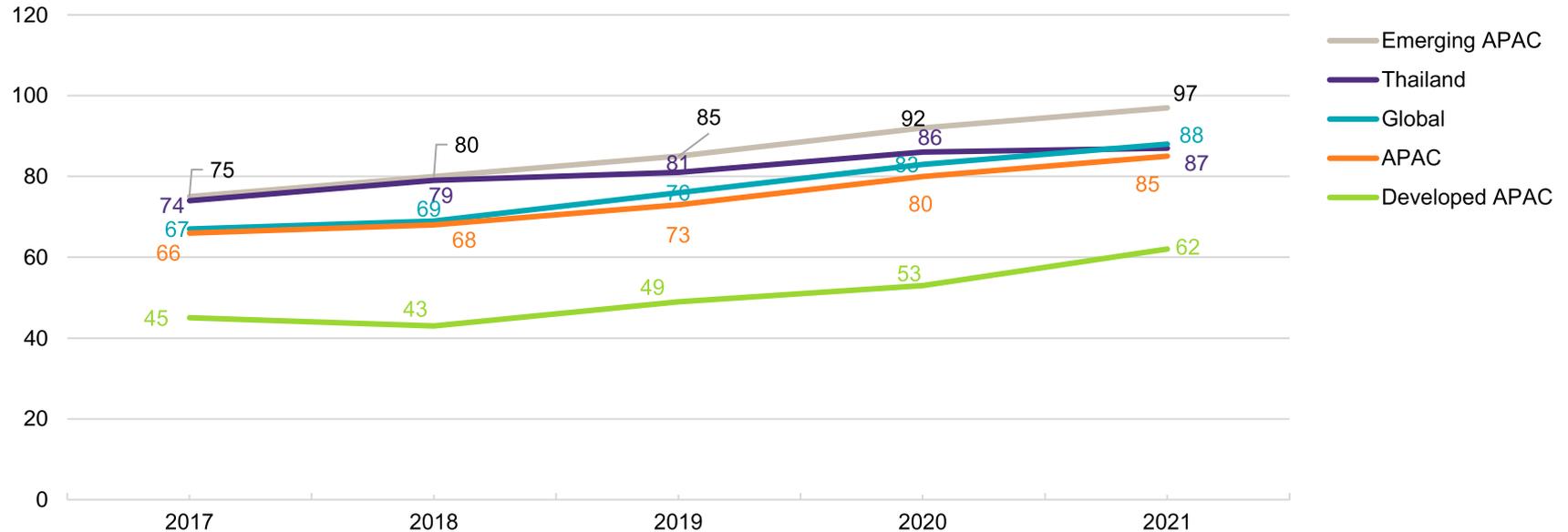


# % of senior management positions held by women across key markets



- **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
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# Leadership roles held by women in Thailand



**29%** of CEO in Thailand  
held by women



**25%** of CEO in APAC  
held by women



**26%** of CEO Globally  
held by women

45% Chief Finance Officer (CFO)

24% Chief Executive Officer (CEO)/Managing Director

24% Human Resources Director

14% Chief Operating Officer (COO)

13% Chief Marketing Officer (CMO)

11% Chief Information Officer (CIO)

9% Sales Director

4% Corporate Controller

2% Partner

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



**64%** of business in **Thailand**  
having action to promote gender diversity



**84%** of business in **Asia Pacific**  
having action to promote gender diversity



**82%** of business **Globally**  
having action to promote gender diversity

# Actions to promote gender diversity being taken in Thailand

32%

Setting targets/quotas for gender balance at leadership levels

32%

Linking senior management reward to progress on gender balance targets

27%

Formalising and/or enabling flexible working

25%

Providing mentoring and coaching

24%

Ensuring equal access to developmental work opportunities

24%

Creating an inclusive culture

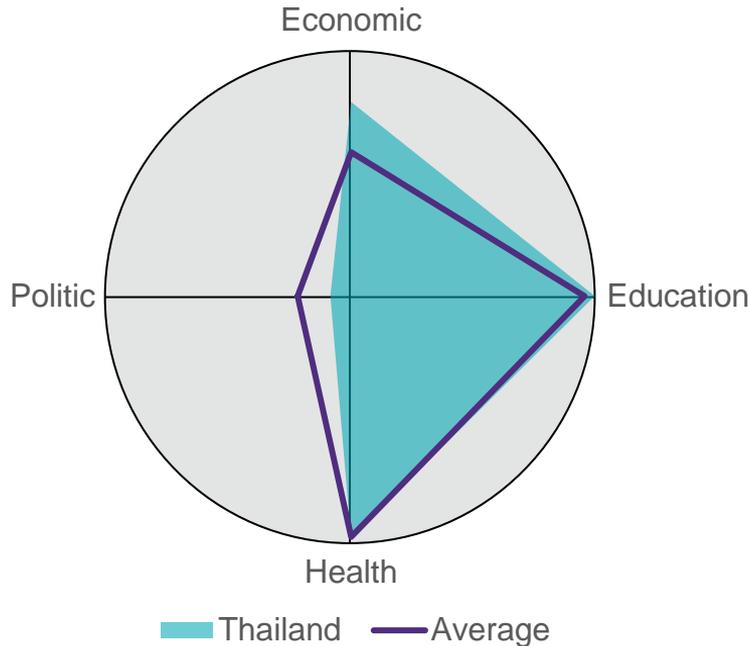
22%

Offering unconscious bias training

22%

Reviewing recruitment approaches

# Thailand's Gender Gap Index measured by the World Economic Forum in 2021



Dimension	World Average	Rank & Score
Overall	0.677	79   0.710
Economic	0.583	22   0.787
Education	0.950	74   0.992
Health	0.975	41   0.978
Politic	0.218	134   0.084

Total countries = 156

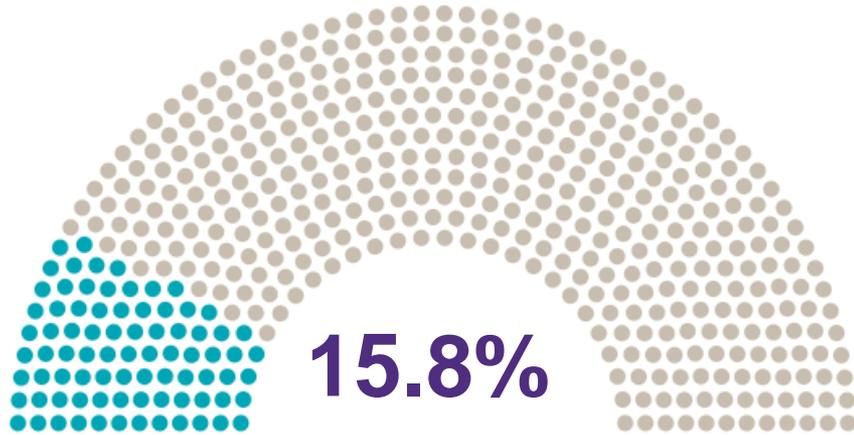
Score Explanation

0.00 = Imparity

1.00 = Parity

Source: World Economic Forum's Global Gender Gap Report 2021

# Women in parliament in January 2021



are female representatives

In Thailand, there are only 77 women out of 489 members of parliament in the Lower House.



25.6% are women Globally



20.8% are women in Asia

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

# Women in other institutions in January 2021



**13.9%** of Thailand's cabinet are women.

5 female ministers out of total 36 ministers



**10%** of Thailand's senators are women.

25 female senators out of total 250 senators



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

Only 1 female governor out of total 75 governors.

# Further enquiries, please contact:

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