

A survey of gender equality at Thammasat University, Thailand



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Thammasat University

Facts about Thailand

Data collection

A survey and some case studies



Thammasat University



- 2nd oldest university in Thailand
- Inaugurated in 1934 as university of moral science and politics giving education for all
- ‘I love Thammasat because Thammasat teaches me to love the people’
- Viewed as a ‘liberal’ institution
- Used frequently as a platform for political and academic exchanges



Thammasat University

21 faculties

- **Law**
- **Commerce and Accountancy**
- **Political science**
- **Economics**
- **Social Work**
- **Journalism**
- **Sociology and Anthropology**
- **Management school**
- **Architecture**
- **Fine Art**
- **Liberal Arts**
- **Thai studies**
- **Nursing**
- **Dentistry**
- **Medicine**
- **Technical medicine**
- **Health Science**
- **Science and Technology**
- **Engineering**
- **Sirindhorn International Institute of Technology**

Thammasat University

4 campuses



Thammasat Phrachan
Thammasat Rangsit
Thammasat Lanna (Lampang)
Tavorn-Usa Pornprapa (Pattaya)



Thailand

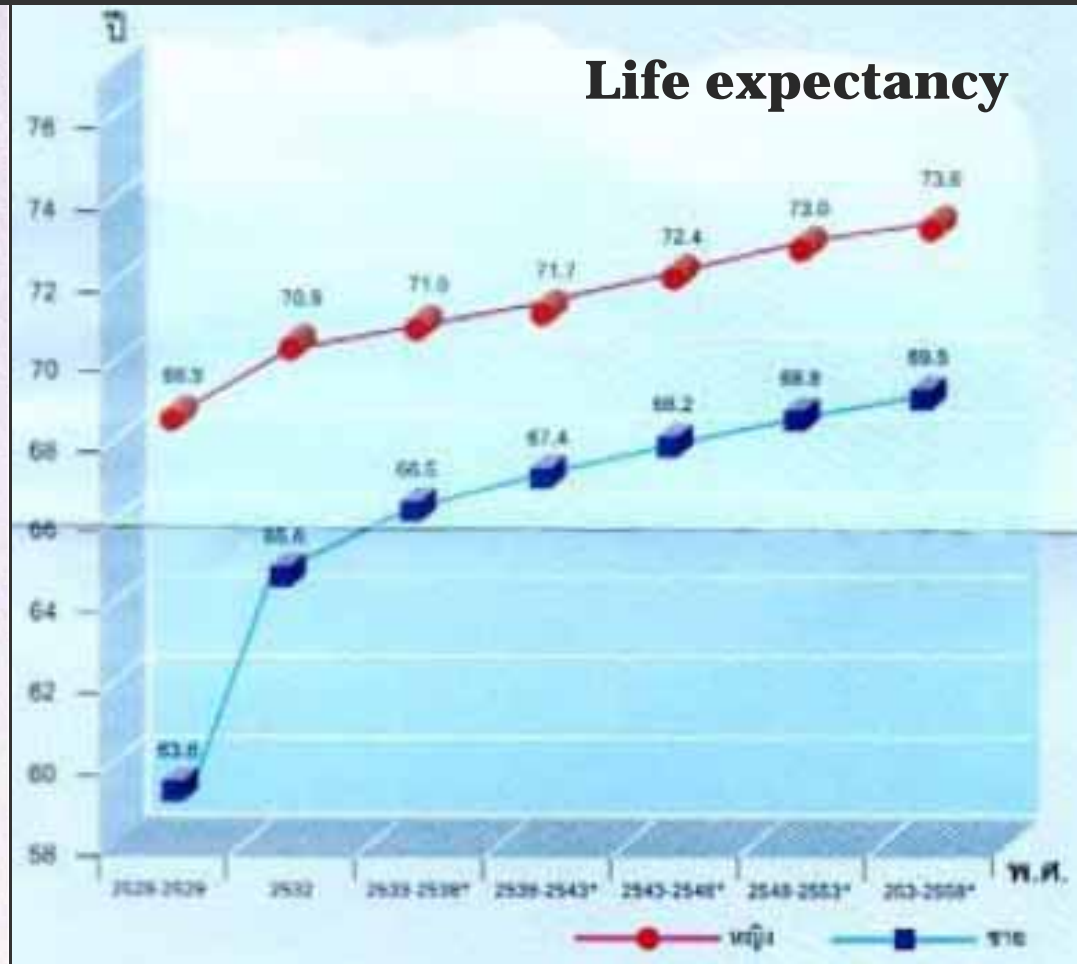
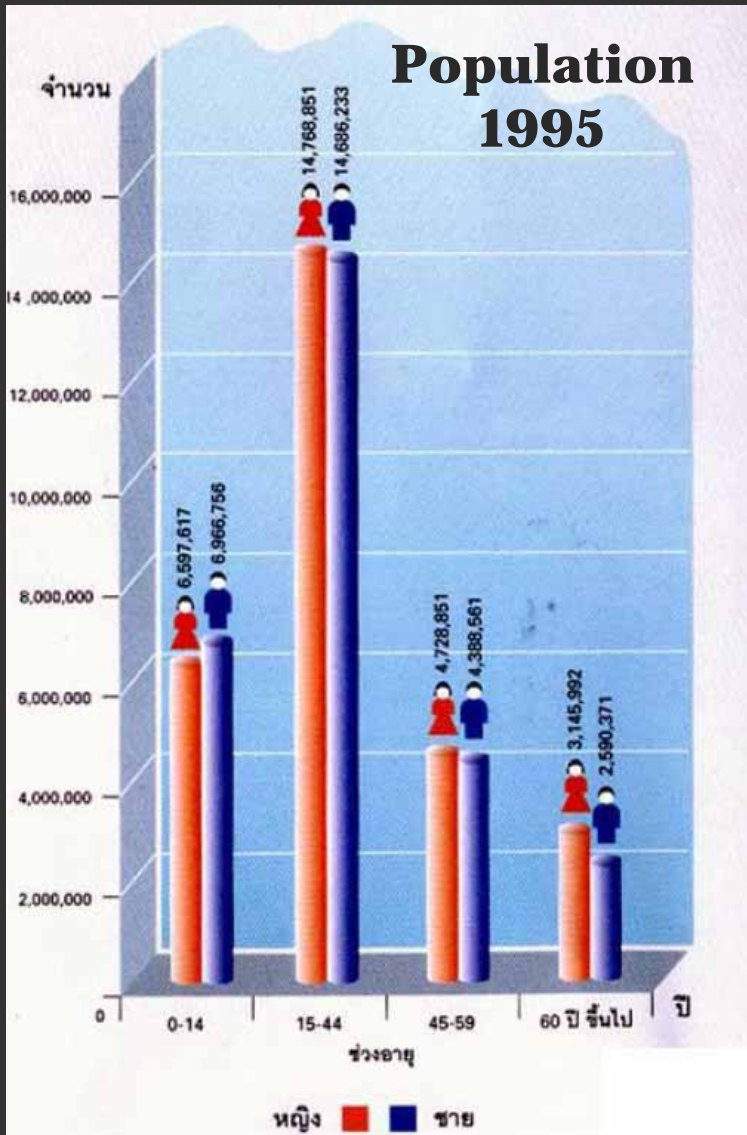


- Democratic kingdom since 1932
- Independent state – never been colonised
- ~ 60 M population
- ~ 80% Buddhists
- Official language Thai

Thai custom relating to gender

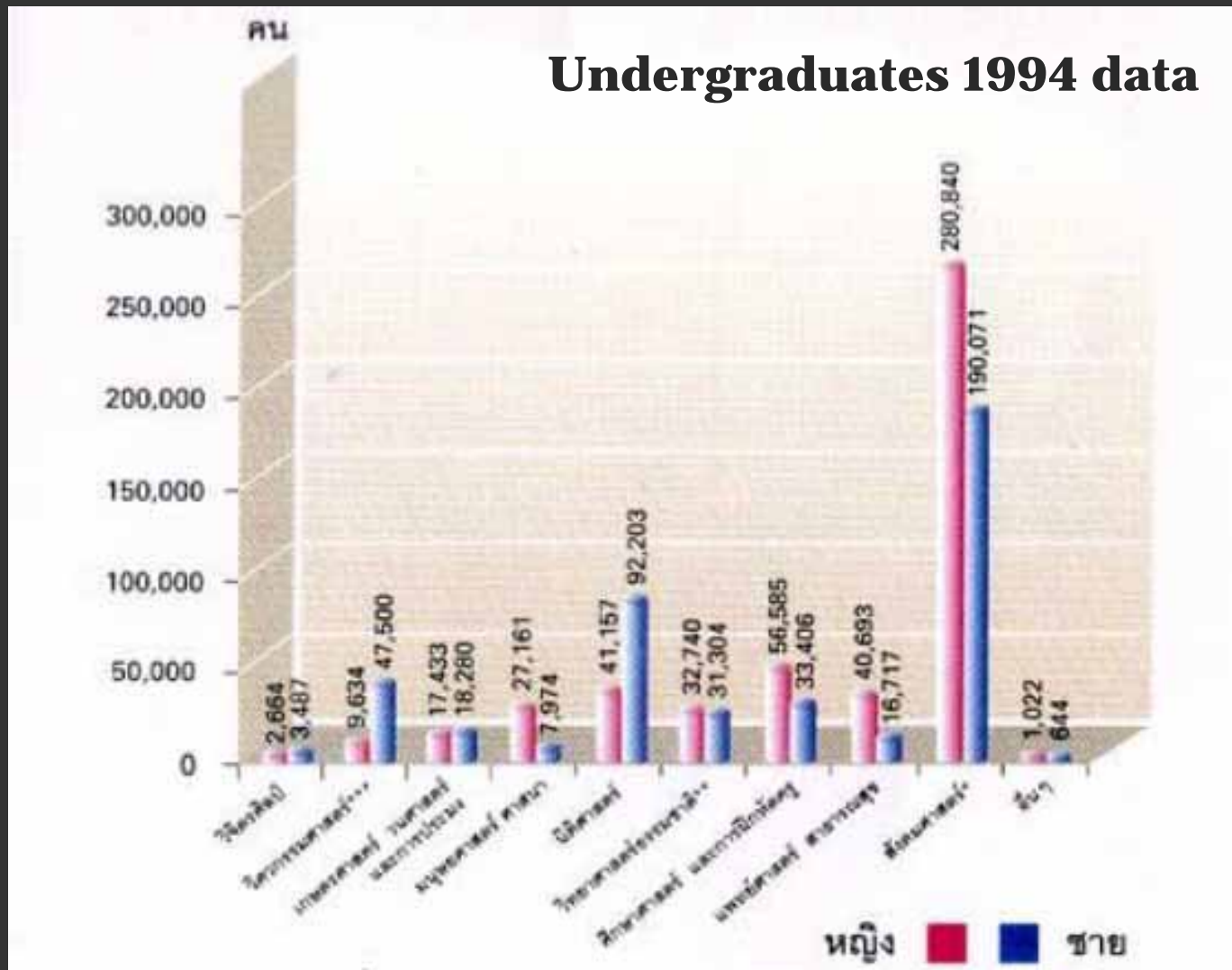
- Many female warriors in the Thai history
- Seniority wins over gender
- Preference for daughters
- Individuals are known by their given names
- Equal shares of parental properties
- Youngest daughter and husband live with the woman's parents
- Bride price is offered in marriage

Thailand – some statistics



Source: ministry of Interior

Thailand – some statistics



Source: ministry of higher education



Time line: gender equality in Thailand

- 1932 1st constitution stated women and men have equal right to vote
- 1949 First elected female MP
- 1965 First female judge
- 1974 New constitution stated women and men have equal right
- 1976 First female minister by nomination
- 1979 National strategic plan for women development
- 1988 First female minister by election
- 1992 Year of Thai women – occupation equality for women and men
- 1994 First female state governor
- 1995 New constitution stated equality of women and men in education politics and public activities
- First female police Inspectors
- 1996 First female military Generals
- 1997 New constitution stated punishment for gender double standard
- 2000 MA courses on women studies offered at Chiangmai and TU

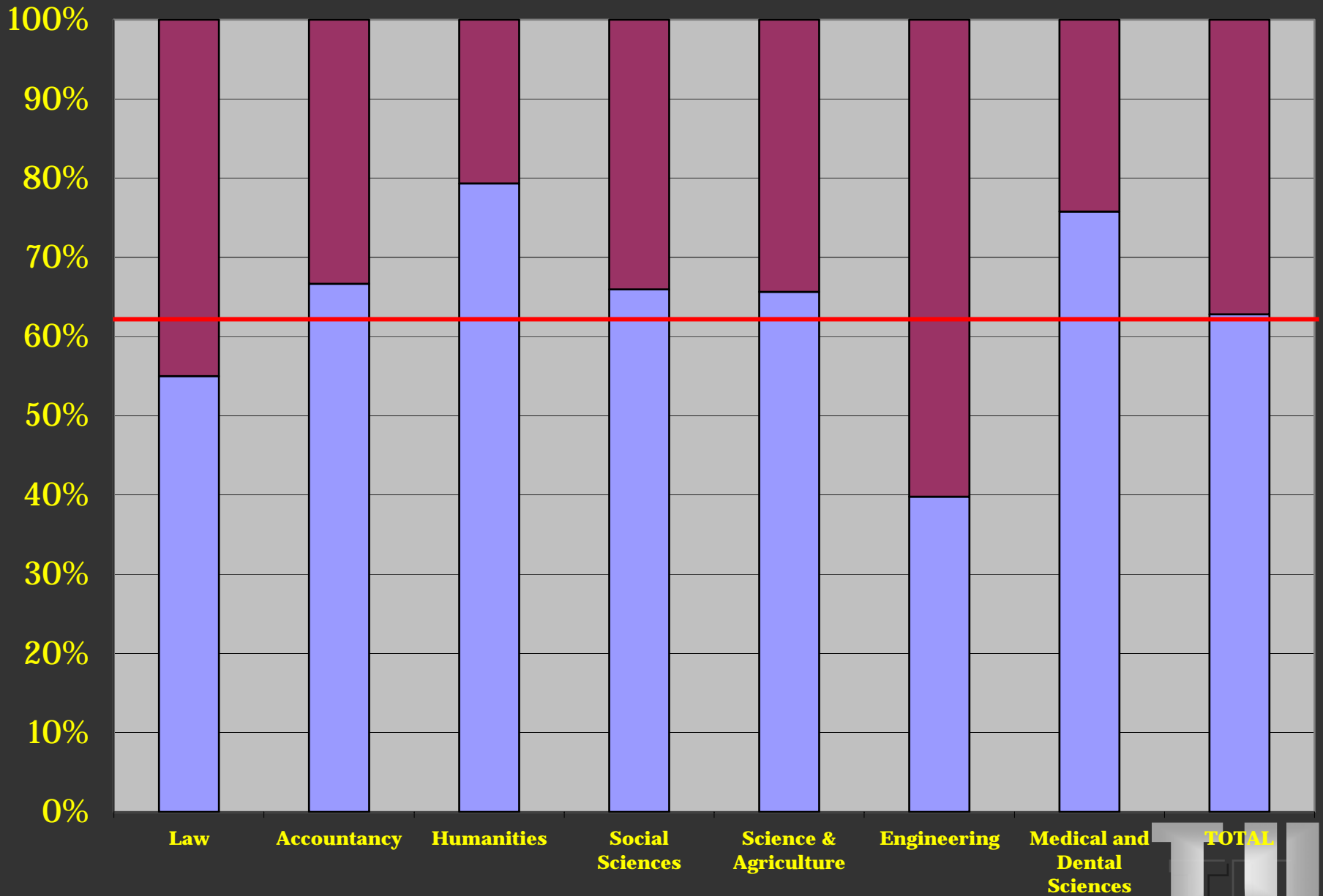
Gender equality at TU?

- Different behaviours, aspirations of women & men are considered and **valued equally**
 - Rights, opportunities and responsibilities do not depend on gender
 - Choices are made without limitations set by stereotypes, rigid gender roles and bias
- Compare the choice of education, qualification, type of jobs, progress in career, and role in the community

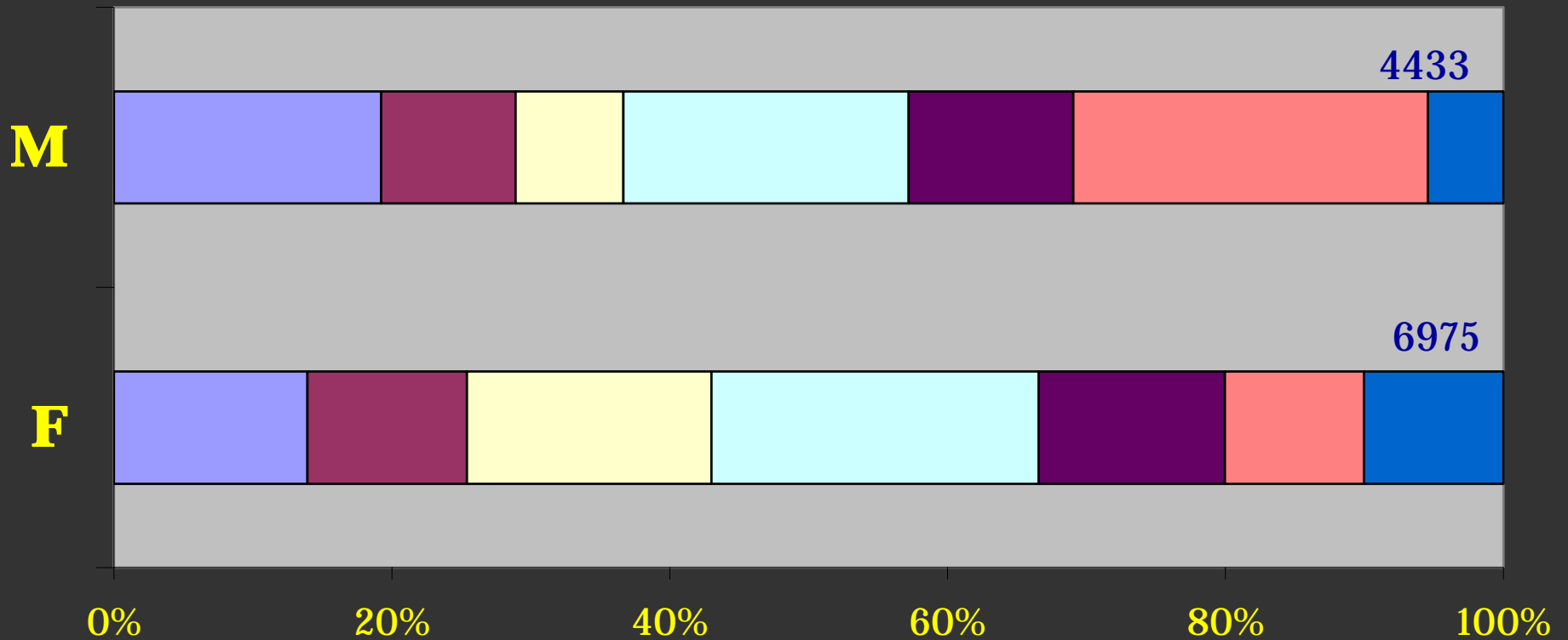
Data collection and analysis

- Data source from university's office of registrar and personnel department
- Also those available on the Internet
- No past data available
- Personnel department keeps records by positions
- Analysis uses comparison through proportion of males and females though total numbers may differ

2007 student intake % female



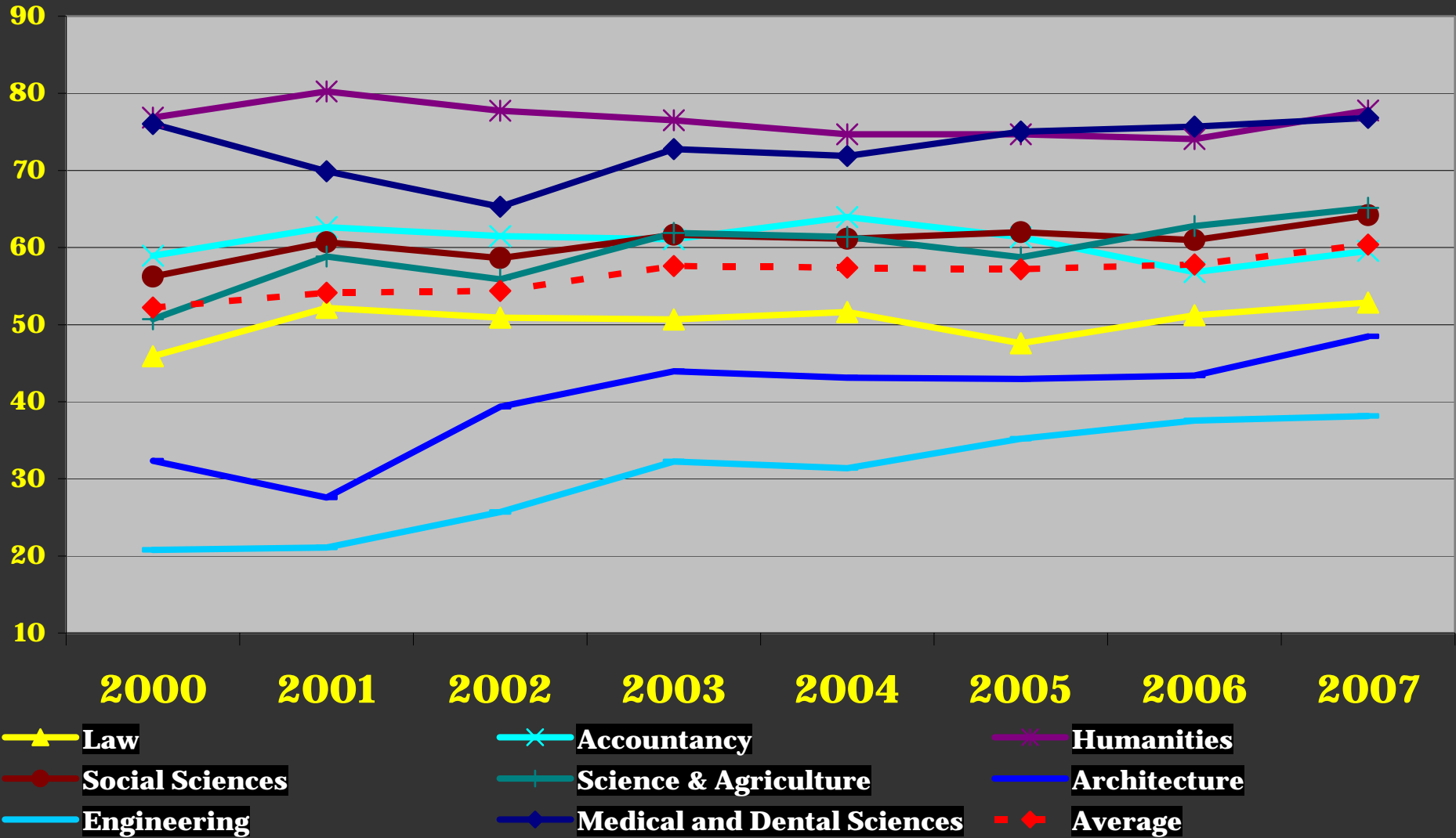
2007 student intake



■ Law ■ Accountancy ■ Humanities ■ Social Sciences ■ Science & Agriculture ■ Engineering ■ Medical and Dental Sciences



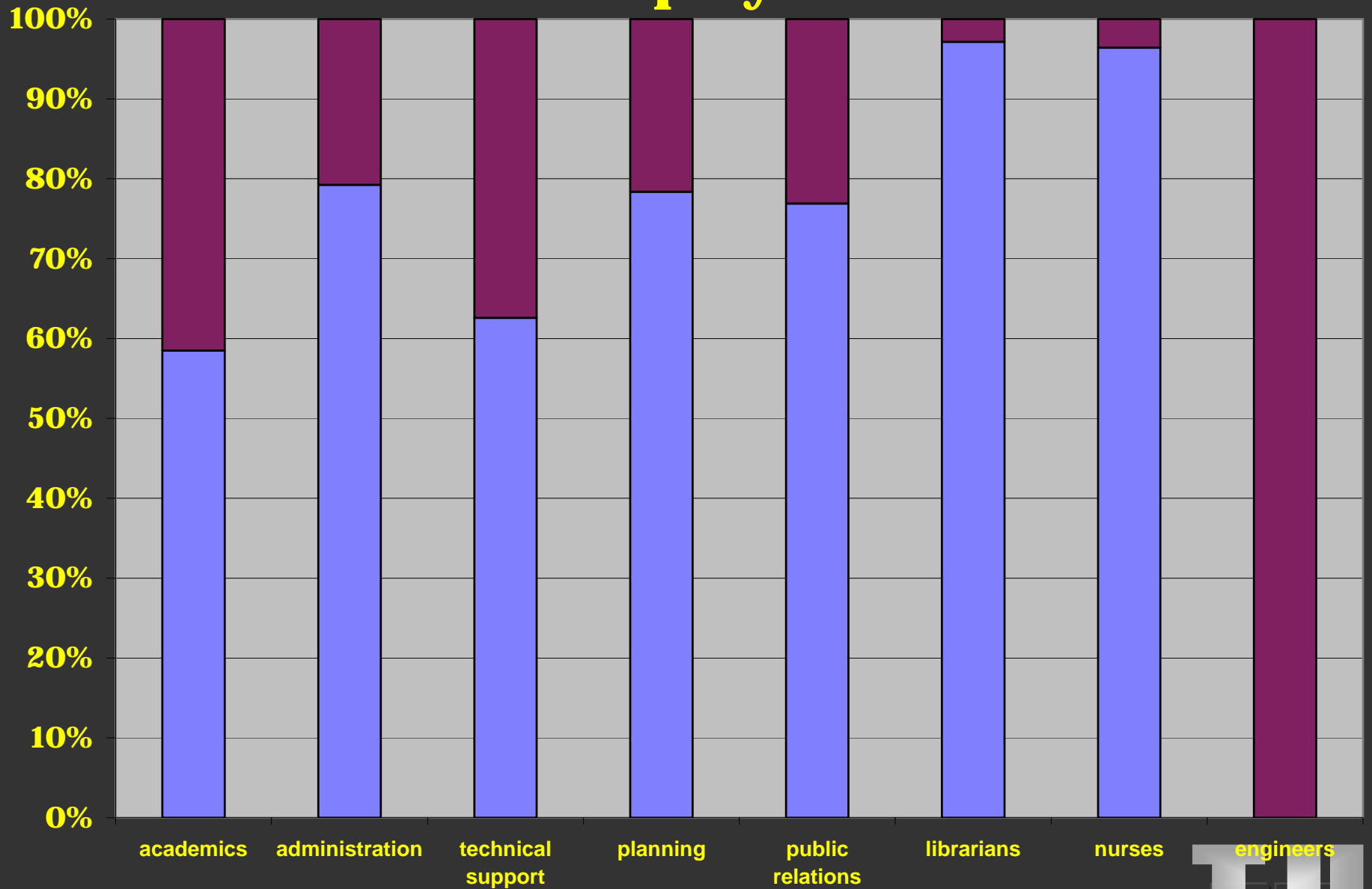
Student intake % female by faculty/year



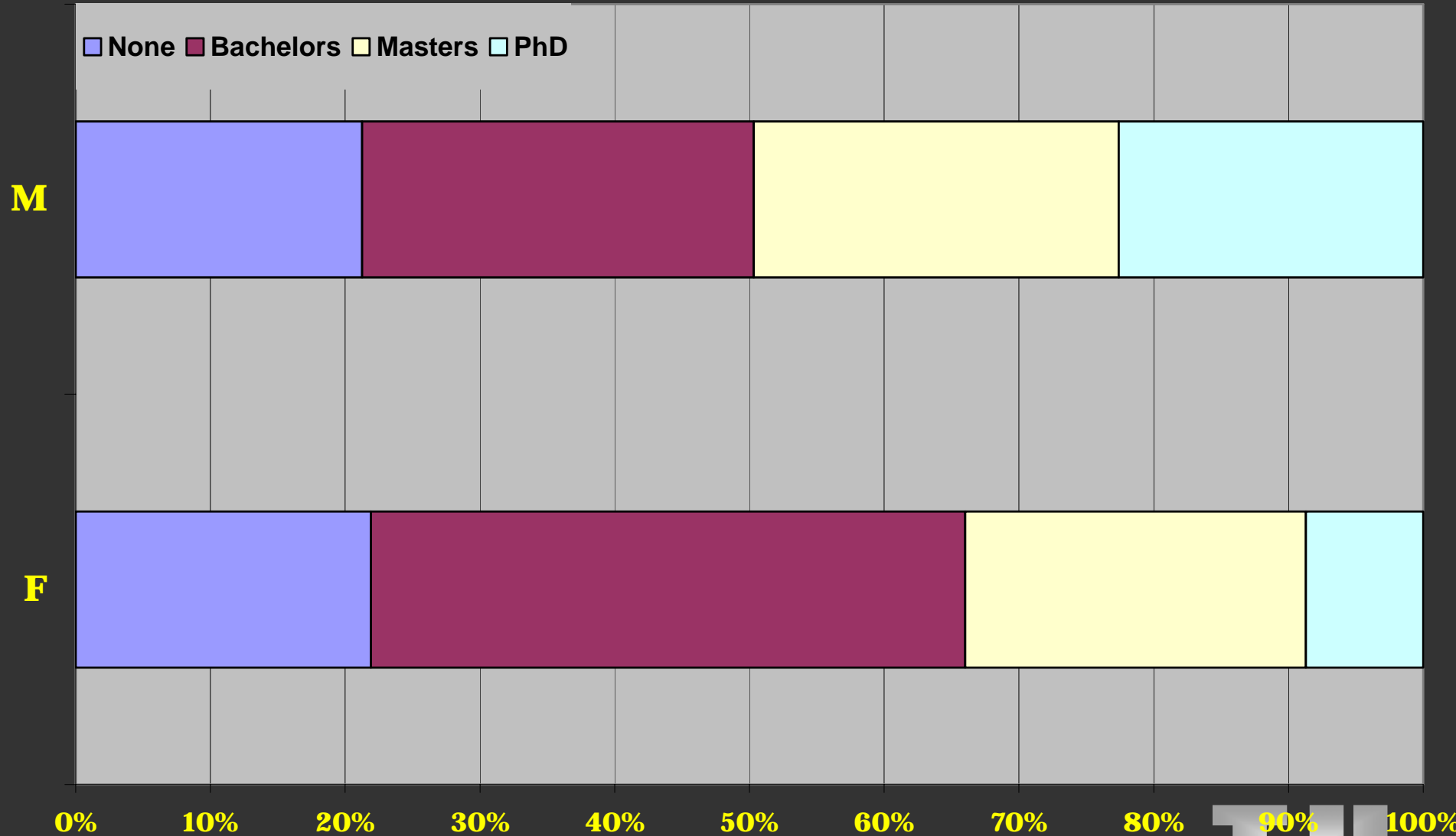
Summary: students

- Many more female students than male students and number is increasing every year
- Law and engineering are most popular among male students
- Humanity and social science are most popular among female students
- Humanity is least popular among male
- Engineering is least popular among female
- In Humanity, 8 in 10 are female
- In Engineering, 4 in 10 are female
- Proportion of female engineering students is increasing each year

Current employee % female



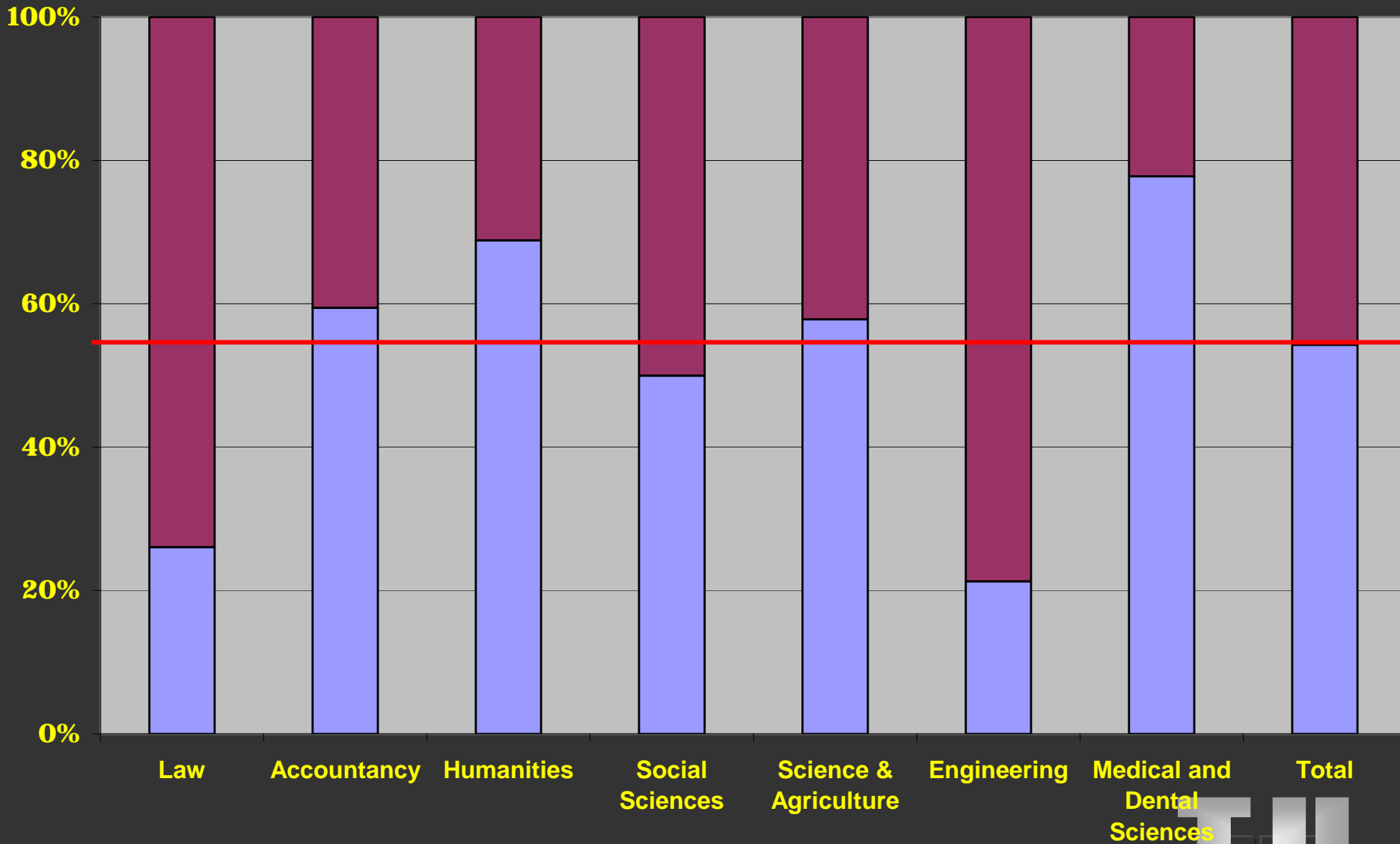
Employees' Higher Education (Female:2559; Male:1115)



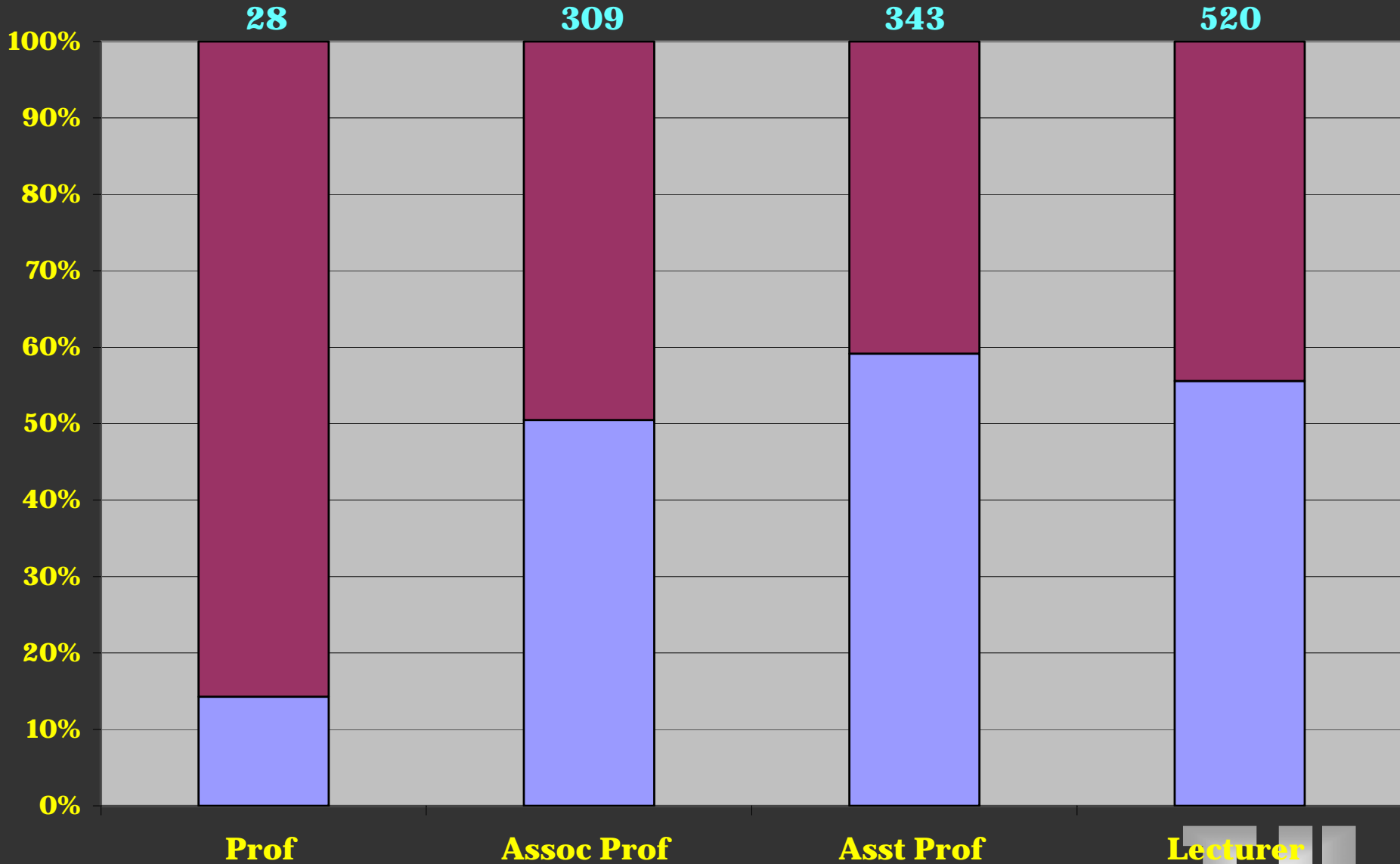
Summary: employees

- Many more female employees than males'
- Males dominate in engineers
- Females dominate in librarians and nurses
- Ratio of females and males for academic staff is 6 to 4 (closer to 1 than the rest)
- Large portion of female employees has Bachelor degree, smaller portion has higher degrees (compared to the male community)

Academic Staff % female



Academic staff by grade % female



Academic staff grade by gender

Prof Assoc Prof Asst Prof Lecturer

544

646

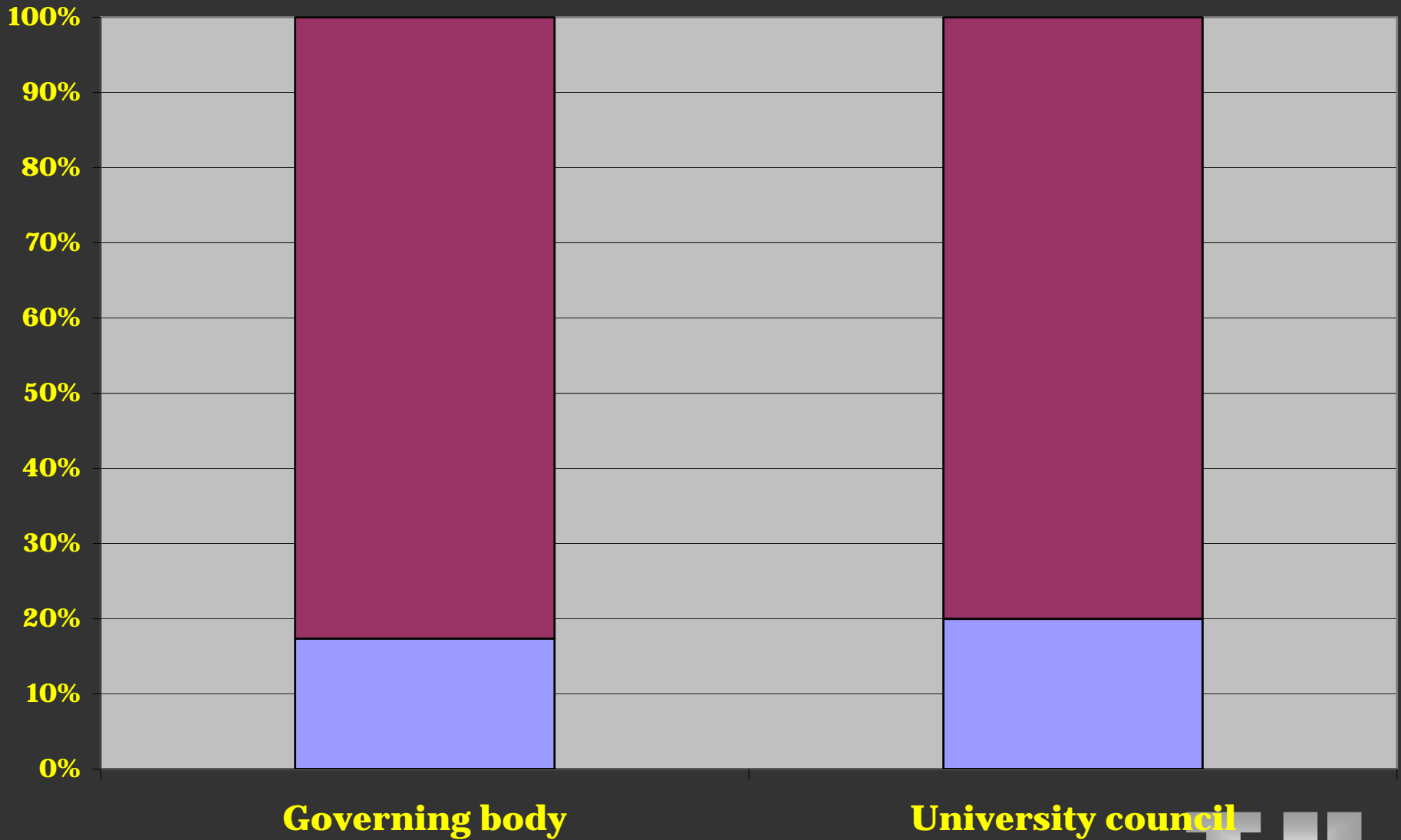


Summary: academic staff

- Lowest proportion between female and male academic staff is in engineering
- Highest proportion is in medical science
- Many more male professors than females

→ More males in higher position/rank ?

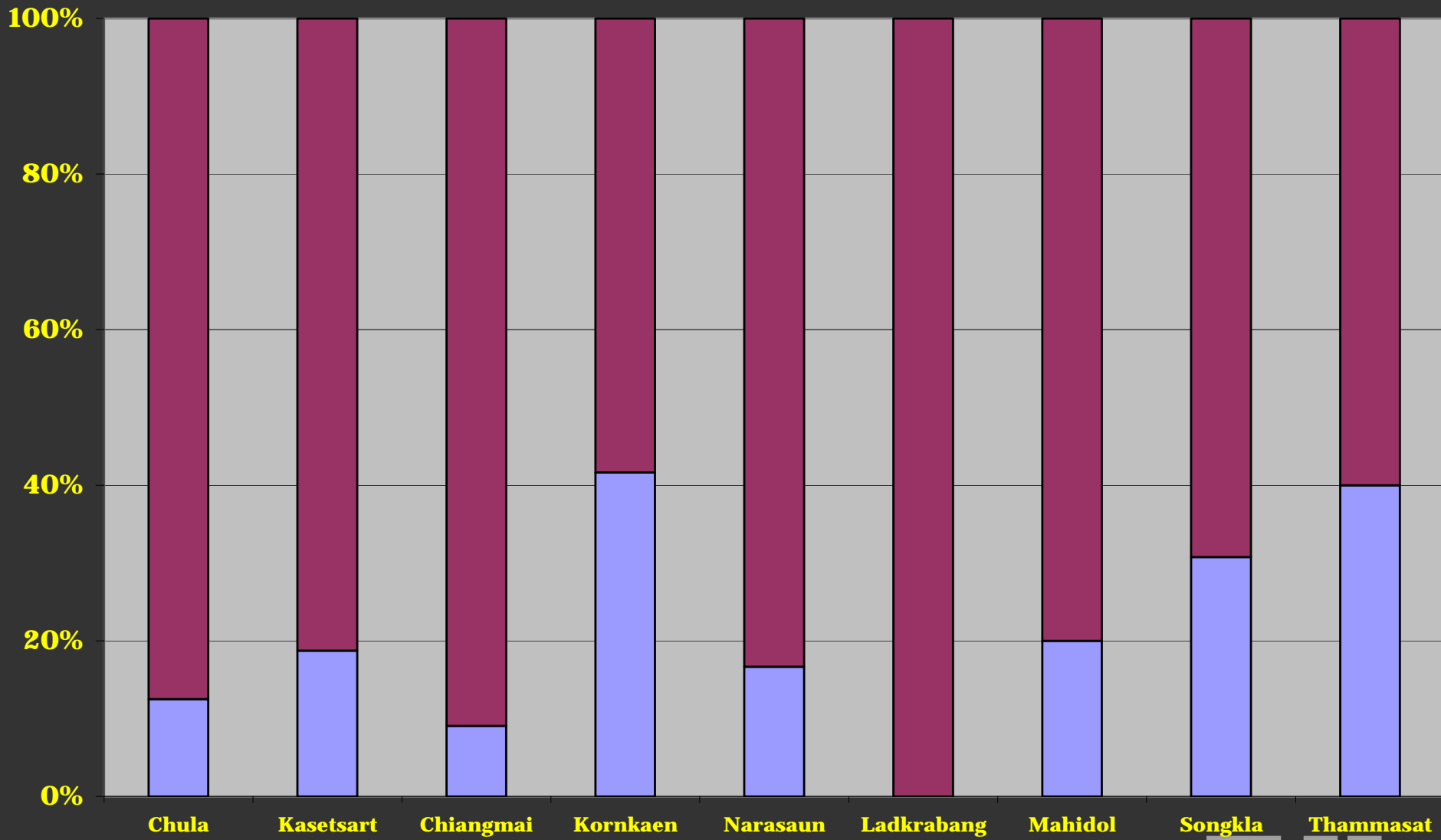
Thammasat University Executive bodies % female



- Many more male executives than females
- University executives male:female = 7:3
- Rector is male
- Faculty of Engineering executives male:female = 6:4

→ What about other universities ?

Engineering faculty governing bodies at Thai universities % female



Summary: executives

- Lower female proportion in executive positions
- 3 in 10 university executives are female
- In a male dominate community such as in the Engineering Faculty, TU shows 40% female executives – high compared to other universities

→ Thammasat is run by (more) women for (more) women but is led by (more) men

Are men more suited to executive jobs?

Case studies of female executives



Vice rector for Rangsit campus



Dean of Engineering



Vice-rector for Rangsit campus
Assoc Prof Dr Siriporn Kampalikit

- 55 yrs old, married with 2 sons
- trained as a nurse
- PhD training in USA
- got in executive by chance
- been in executive jobs for 22 yrs
- works 7 days a week, >10 hrs a day
- likes challenges, dislikes repetitions
- hard-working and forceful personality
- believes in own capability and equality



Dean of Engineering Faculty
Assoc Prof Dr Uruya Veesakul

- 44 yrs old, married with no children
- excellent support from partner
- trained as a civil engineer
- PhD training in France
- got in executive by chance
- been in executive jobs for 10 yrs
- works 5 days a week, >10 hrs a day
- likes authority, dislikes repetitions
- active, friendly and inviting personality
- believes being a woman helps with her style of management



Are women fit for executives?

- Devotion /determination
- Personality
- Commitment to family
- Social activities/culture

✓	✓
✓	✓
x	x
x	✓

Must women change ?

- Harder work
- Mixed-in male style

✓	✓
✓	✓

Limitation ?

- Discrimination from others
- Ceiling in academic/executive job

x	x
x	x



Conclusions

- Majority of students and staff at TU are female
- Majority of executives are male
- There are strongly male dominant faculty/job and strongly female dominant faculty/job
- Few women work in high status jobs
- Women have to work harder than men to earn the same status
- Women with strong personality (male quality) can enter the male dominant community

Acknowledgement

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