

Parenthood Penalty and Gender Wage Gap:



Recent Evidence from Thailand



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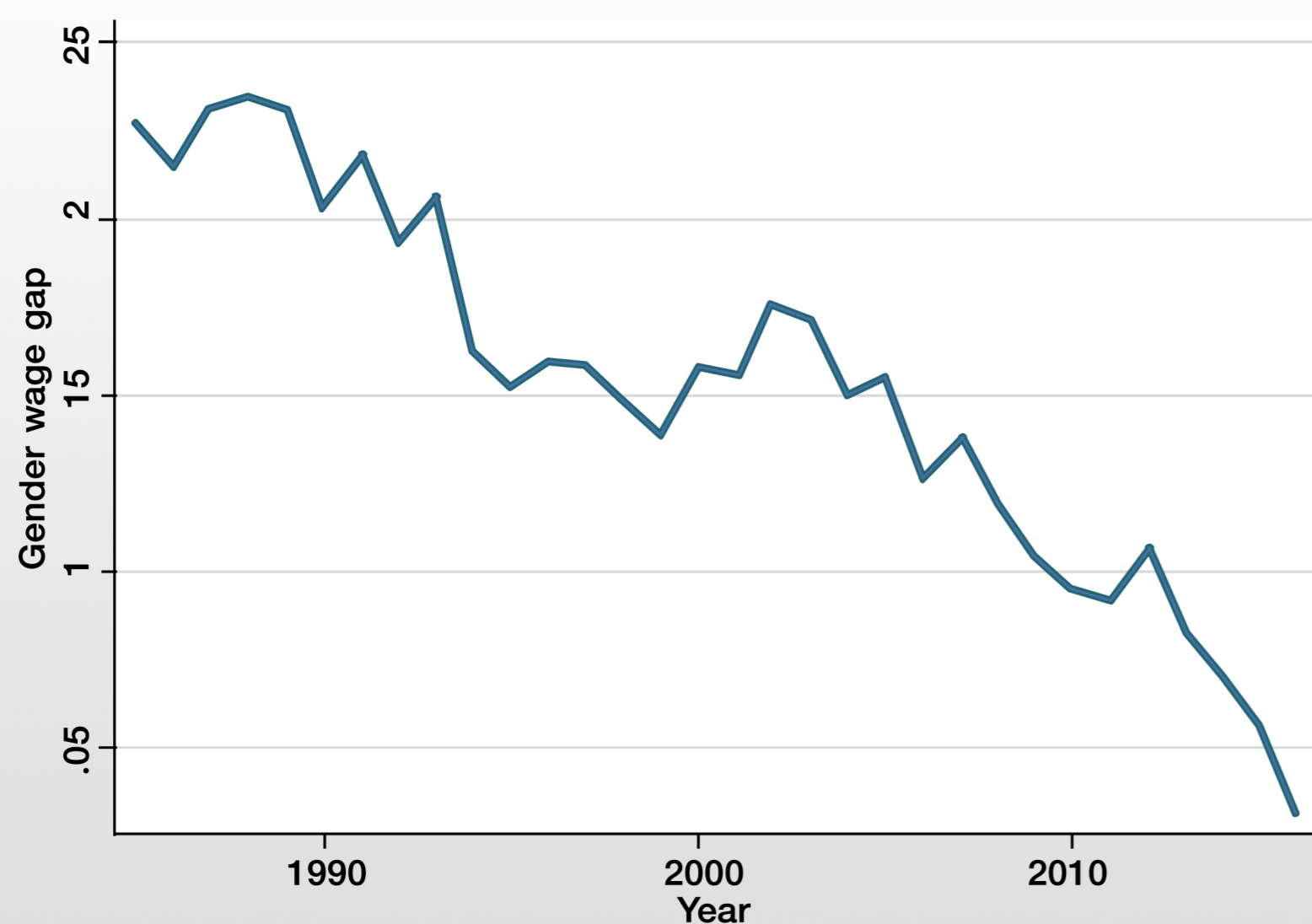
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Motivation

- A substantial long-term decline in gender wage gaps has been evidenced in both developed and developing countries in recent years.
- Even though Thailand has been experiencing a convergence in the gender wage gap over the last three decades, the gaps between mothers and non-mothers, fathers and non-fathers have increased over time.

Gender wage gap in Thailand (1985-2017)



Motherhood & Fatherhood wage gap in Thailand (1985-2017)



Objective

- To examine the evolution of gender wage gap in Thailand and estimate the wage gap associated with parenthood.

Data

- Labor Force Survey (LFS) of Thailand from 1985 to 2017 & Thai Socio-Economic Survey (SES) from 2005-2012
- Source: National Statistical Office (NSO) of Thailand

Methodology

- (1) Estimating Gender Wage Gap - Blinder-Oaxaca decomposition & Juhn-Murphy-Pierce decomposition
- (2) Estimating parenthood wage gap - Estimating the earnings trajectories before and after the presence of children

Results

- Continuous decline in gender wage gap & This convergence has slowed down in recent years.
 - Education has accounted for the largest part in explaining its convergence over time, followed by the industry and occupation.
- Larger wage gap between parents and non-parents & Negative wage effects of parenthood.
 - Wage penalty for both motherhood and fatherhood in Thailand.

