

**EFFECT OF GENDER ROLE ON CAREER ADVANCEMENT  
IN THAI CIVIL SERVICE**

**By**

**Police Lieutenant Colonel Supaluck Liamvarangkoon**

**A Dissertation Submitted in Partial  
Fulfillment of The Requirements for The Degree of  
Doctor of Philosophy (Population and Development)  
School of Applied Statistics  
National Institute of Development Administration**

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## **ABSTRACT**

**Title of Dissertation : Effect of Gender Role on Career Advancement in Thai Civil Service**

**Author : Police Lieutenant Colonel Supaluck Liamvarangkoon**

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This study analyzed the gender role on career advancement in the Thai civil service has two objectives: firstly, to compare between male and female civil servants in the Thai civil service in their career advancement especially among those who are at the so-called executive level; secondly, to study the effect of gender role on the objective and subjective career advancement of ordinary civil servants in the Thai civil service. The research was designed by survey research using stratified two stage sampling, and selecting the civil service department as a sample to create some questionnaires for 450 ordinary civil servants from nine departments. The findings are as follows:

A comparison of promotion level differences between male and female government officials indicated that there was a clearly significant difference between genders. The greater proportion of males than females in three types of positions were police officials, public prosecutors, and judicial officials. A comparison of the respective proportions of males and females in high executives indicated a smaller number of female executives.

The socio-demographic characteristics of respondents from level 5 who had been in service more than 10 years and were working in Bangkok, the average age was 47.3. They earned bachelor degree, males gained their foreign degree more than females. Most were married, with an average of one child in the family. The economic status of parents was fair. The career years of respondents was 23.4. Most started 1,916 Baht. The current salary of the respondents was 23,633 Baht. At present, they were at level 6.

Females take longer to gain promotion than males. For levels 7 and 8, it was found that females receive more salary rises than males. But level 10, males gain more salary rises. As to subjective career advancement, males in all age categories had a higher mean value than females.

The factors positively affecting career advancement by promotion from level 5 up to level 6 were age, physical attributes, and human resource development. Also in level 6 up to level 7, were age. From level 7 up to level 8 were age and time devoted to the job. Finally, level 8 up to level 9 showed age. On career advancement by salary rises were age, job assignment, and promotion support. The factors positively affecting the subjective career advancement were highest degree earned, family formulation, physical attributes, attitudes toward gender roles; self-confidence, aggressiveness, and orderliness.

Further research indicated by this study will be: 1) Comparison of all urban civil servants and central region civil servants, 2) Focus on factors affecting on career advancement in civil servants to confirm this result, 3) Comparison of government senior executives and private sectors , both men and women.

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Supaluck Liamvarangkoon

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