

Article

# Mothernomics: Enhancing maternal workforce participation and socioeconomic sustainability in a developing country

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**Abstract:** Mothernomics' explores the role of maternal workforce participation in sustaining economic growth and social cohesion within the Thai context. This study integrates a mixed-method approach, employing logistic regression analysis to evaluate the relationship between key factors such as age, income, education, and occupation, and their impact on maternal workforce participation. Findings from regression analysis suggest that these variables significantly shape the socio-economic outcomes for mothers, underscoring the importance of supportive family-friendly policies. These results highlight the significance of promoting gender equality, enhanced child care, and tailored state interventions to boost maternal employment and societal stability. Qualitative results revealed that the economics of motherhood in Thailand presents challenges like high childcare costs and limited family support, reducing women's workforce participation. Traditional gender roles and a low birth rate worsen the issue, highlighting the need for policy reforms to support working parents and address economic inequalities.

**Keywords:** mothernomics; motherhood; workforce dynamics; economic productivity; social security

## 1. Introduction

Motherhood is crucial to family dynamics. The concepts of Femalestream Economics, Motherhood Penalty, and Mothernomics share similar meanings and implications. Feminist sociologists, heterodox economists, and mainstream economists all address the role and status of motherhood in the workplace. Mothers often face disadvantages in various aspects, including wages, performance evaluations, and other related benefits. They also have fewer opportunities for career advancement compared to women without children. Women with children are often perceived as lacking job commitment, being less reliable, and potentially less responsible than those without children. Consequently, motherhood becomes an obstacle to employment, wage levels, and daily work responsibilities (Anderson et al., 2003; Glauber, 2018; Parrott, 2014; Pepping and Maniam, 2020). 'Mothernomics' encapsulates the economic and social dimensions concerning motherhood, encompassing policies designed to bolster maternal participation in the workforce. It entails evaluating the economic ramifications of maternity leave, child care assistance, and gender parity initiatives within national frameworks. This concept acknowledges that the choices and conditions related to motherhood exert profound influences on labor markets, consumer patterns, and broader economic equilibrium (Angasinha and Lipipun, 2024).

In 2022, Thailand's population structure showed a higher proportion of females than males, with a 51:49 ratio of the total population and 51.7% of the working-age population being women. Women are expected to take on more childcare and housework responsibilities than men, while men are expected to be the breadwinners. This results in men expecting their roles to focus on working to provide for the family, while women expect to have enough time to both raise children and do housework (National Statistical Office, 2023). Feminist ideas are therefore being integrated into economic, political, social, and cultural structures with the goal of ending patriarchal thinking and culture. This aims to achieve gender equality in all dimensions, leading to a better quality of life for both men and women, with equal respect for human dignity and no discrimination. There should be equal opportunities based on each individual's potential (Buranajaroenkij, 2017; Fotaki and Pullen, 2024). Moreover, Thailand is on track to become a full-fledged aged society by 2031, with people aged 60 and over expected to account for 20% of the total population. This will lead to a labor shortage in the future due to the increasing number and proportion of elderly people, while the number and proportion of working-age adults and newborns are decreasing. This study suggests that the solution does not lie in policies promoting work-life balance for Generation Y (born between 1980 and 1994) to encourage them to have children earlier and in larger numbers. Instead, the focus should be on comprehensive policies related to work and family formation, making childbearing an unintended consequence (Chantanusornsiri, 2021) Given its significance, this study explores the concept of mothernomics within the Thai context, examining its implications for sustaining economic growth and social cohesion. This study focuses on the problems and obstacles faced by motherhood within the framework of the concept of Mothernomics in the context of Thailand. It considers the benefits that mothers should receive, such as extending parental leave to 180 days, reducing taxes for businesses that support motherhood, and supporting the benefits of all mothers, including single mothers and single fathers. This is to enable mothers to return to work while raising their children with quality care.

Following the introduction, Section 2 outlines the theoretical framework for the study. Section 3 details the research methodology, while Section 4 presents the findings. Section 5 provides a discussion of the results, and Section 6 concludes the paper with recommendations.

## **2. Literature review**

This research employs the concept of the economics of motherhood as its main conceptual framework, connecting it to feminist economics and feminist theory. It begins by exploring feminist economics in four dimensions: liberal, Marxist, radical, and socialist. The main concepts of feminist economics are divided into four key approaches: 1) The liberal approach focuses on solving problems stemming from unequal rights through legal reforms, education, and occupational equality; 2) The Marxist approach identifies the root of the problem in private property and monogamous family structures, proposing structural changes and promoting women's participation in the production process; 3) The radical approach pinpoints issues in gender class, reproduction, and surplus value extraction, emphasizing the dismantling

of patriarchy, women's control over their bodies and sexuality, and the creation of women's culture; and 4. The socialist approach concentrates on surplus value extraction and gender-based division of labor, proposing analysis of women's work, establishment of autonomous women's organizations, and the creation of women's culture. The economics of motherhood concept aims to increase women's roles in the economic system and emphasizes social movements to support genuine change (Bishara, 2022; Duriesmith and Meger, 2020; Esquivel, 2020; Hasan and Khan, 2022; Sharma, 2022).

The application of feminist economic concepts to the real world can be understood through both a conceptual framework and practical implementation, referred to as praxis. At the conceptual level, feminist economics challenges the traditional economic narratives by emphasizing the role of gender in economic interactions. It critiques the notion of the rational economic actor, which is often gender-neutral in theory but male-biased in practice. This branch of economics also highlights the significance of non-market activities, such as domestic labor and caregiving, which are predominantly performed by women and typically undervalued in conventional economic analyses. The inclusion of these activities is crucial for a more comprehensive understanding of economic systems and for advocating policies that recognize and value these forms of labor. On the praxis level, feminist economics is applied through policies and initiatives that seek to rectify gender imbalances in the economy. This includes advocating for equal pay, better recognition of domestic work, gender budgeting, and policies that support work-life balance. Praxis also involves the implementation of theoretical concepts into tangible economic policies that can address structural inequalities, ensuring that economic benefits are more equitably distributed across different genders. Practical applications are seen in efforts to integrate these theories into the formulation of national economic policies, such as welfare rights and labor laws that specifically aim to support women's economic contributions and needs. These two levels of analysis and application are deeply interconnected, as the conceptual framework informs the practical strategies and vice versa. This dual approach not only helps in understanding economic disparities but also in crafting effective solutions to address them (Allen, 2023; Bell et al., 2020; Łapniewska, 2018; Urban and Pürckhauer, 2016).

Feminist ideology (Feminism) is divided into 4 main developmental periods: First Wave Feminism, from the 17th century to the early 20th century, emerged during the Industrial Revolution. Women began working outside the home more and demanding political rights. By the early 20th century, women in England and the United States gained voting rights. Second Wave Feminism, from the 1960s to 1990s. Although women could work outside the home more, they were still discriminated against in society. Various feminist ideologies emerged to explain the causes and propose solutions, including demands for gender equality in all societies, not just in the West. Third Wave Feminism, from 1990 to the 2000. Feminism focuses on distinguishing between biological sex and social gender, and is interested in gender diversity and identity. Fourth wave feminism started around 2012, this wave is characterized by the use of online social media platforms such as Facebook, Twitter, Instagram, and YouTube to promote feminist ideas and activism. After the development of waves of feminism, various laws have been established in many

countries of the world to support the participation of women in all activities of the society (Anderson, 2021; Finneman and Volz, 2020; Jain, 2020; Mohajan, 2022; Peroni and Rodak, 2020).

Mothernomics is a concept that can be well applied in Thailand, as the country has a higher female population than male, with women accounting for 51% of the total population and 51.7% of the workforce. This concept focuses on studying the “costs” of motherhood, divided into three parts: financial costs (such as food, milk, education expenses), opportunity costs (such as time lost from work to raise children), and non-financial costs (such as energy and patience). In the Thai context, many women don’t want to have children due to lack of work-life balance, the impact on income, and difficulties in time management. Moreover, Generation Y values view having children as not a primary life goal and shows a trend of postponing motherhood due to various factors (Samutachak and Kanchanachitra, 2016; Sethawilai, 2019). Related policies should focus on the economic impact of motherhood in Thailand presents a paradoxical situation. While mothers play a crucial role in nurturing future human capital, their contributions often go unrecognized in traditional economic metrics. The labor of child-rearing and household management, predominantly performed by women, is typically categorized as “unproductive” in economic terms, despite its vital importance to society. This undervaluation is exacerbated by the fact that having more children often correlates with increased financial strain, particularly for single mothers. The current economic system fails to adequately account for the long-term value created by mothers in raising the next generation of workers. This oversight not only affects individual families but also has broader implications for Thailand’s economic development, especially as the country faces demographic challenges with an aging population. Addressing this disparity through policy measures such as guaranteed income or targeted subsidies for mothers could potentially incentivize childbearing and child-rearing, ultimately contributing to improved human capital development and helping Thailand overcome its persistent middle-income trap. supporting flexible maternity leave, promoting childbearing in a way that is not burdensome, and developing quality early childhood care systems. Motherhood creates positive effects on the economy by producing future workforce. However, currently, women who are mothers receive low returns. The economic system does not provide appropriate compensation for raising children. Therefore, adjusting policies to comprehensively support motherhood is crucial for long-term national development (Angasinha and Lipipun, 2024).

The concept of maternal economics provides a framework for analyzing women’s roles in the economy, encompassing both production and consumption aspects. This perspective highlights that women’s unpaid domestic labor, such as cooking, cleaning, and childcare, is often undervalued or overlooked in economic calculations, despite its crucial contribution to supporting the capitalist system. Moreover, the production of human labor through pregnancy and childrearing is another significant responsibility that women disproportionately shoulder, often without due recognition. In the realm of consumption, women play a pivotal role in both formal and informal economies, often bearing the primary responsibility for household consumption while also engaging in paid labor outside the home. Societal norms that define women’s

economic roles significantly influence their economic behaviors and opportunities (Ferrant et al., 2014; Power, 2020; Zunaidi and Maghfiroh, 2021).

In Thailand, the liberal approach to gender equality efforts focus on legal reforms, educational opportunities, and workplace equity, supported by the Women's Development Strategy 2017–2021. Empowerment initiatives address social, economic, political, and psychological factors, helping women move toward equality in all areas of life. Maternity leave policies play a key role in supporting working mothers by reducing barriers to career advancement, offering flexibility, and protecting job security. These policies allow women to balance family and work without sacrificing career growth, fostering a fair labor environment that sustains human capital for future generations (Sorum et al., 2020). The construction of motherhood in Thai society is based on the ideology of the family, which is a perfect family, consisting of a father, mother, and children. This perspective marginalizes and discriminates against families and individuals who fulfill familial roles differently, such as single mothers, teenage mothers, transgender mothers, and lesbian mothers. Radical feminism in the country seeks to address these issues through social movements that advocate for women's rights, combat sexual violence, amplify the voices of women and LGBTQ + individuals, and improve laws related to women's safety and rights. There is a strong emphasis on social reforms aimed at reducing gender-based oppression (Inpim, 2024; Promjuk, 2020). Socialist feminism in Thailand emphasizes the analysis and critique of women's roles in labor and the gender-based division of work. This group advocates for the recognition of the value of unpaid work, such as housework and family caregiving, which often falls on women's shoulders. Additionally, socialist feminists call for state support of public services, such as childcare and comprehensive social welfare, to enable women to participate more fully in the economy (Kositpipat, 2020). In Thailand, Marxist feminism is expressed through social and economic movements aimed at reducing gender inequality in the workplace and within families. This approach advocates for equality in the labor system and addresses the overlapping and diverse roles of women in contemporary Thai society, particularly concerning motherhood and employment. The issue of wage disparity between men and women clearly reflects the gender differences that contribute to injustices in both the economy and family structures. Research by Paweenawat (2019) highlights the wage gap between men and women, demonstrating its impact on family planning and childbearing in Thailand.

Motherhood in Thai society is often associated with traditional or conventional motherhood, which is complex and diverse in terms of social context, economy, identity, and overlapping roles between motherhood and work. In urban societies, where women have more roles outside the home, they must balance work and motherhood simultaneously. Therefore, when they decide to become mothers, they learn about their roles from those around them regarding the changes they will face after having children. For example, some pregnant women do not want to disclose their pregnancy status for fear of being perceived as incompetent at work. Because pregnancy, childbirth, and childrearing require significant time and dedication, having multiple duties and responsibilities can lead to confusion and frustration, as individuals may feel they cannot fully perform both roles. Currently, Thailand's maternity leave law allows female employees to take a maternity leave of no more

than 90 days. However, in practice, this is not always the case. Maternity leave can cause various problems, such as uncertainty regarding employment status while on leave, leading some women to rush back to work before their maternity leave ends. Inpim's study found that the capitalist economic system and patriarchal structures in Thai society have led many Thai women to increasingly prefer being single. Furthermore, contemporary Thai women have a different perspective on marriage, believing that it should involve financial stability and effective time management, including achieving a balance between work and family (Work-Family Balance). Today, the role of women extends beyond household responsibilities. Many mothers face the overlapping roles of both motherhood and work, making it challenging to take full responsibility for both jobs, which can result in feelings of pressure or negative emotions if they struggle to adapt.

### **3. Methodology**

The research study adopted a mixed-methods approach, integrating both quantitative and qualitative strategies to gain a comprehensive understanding of Mothernomics in Thailand. This methodological choice enables a holistic view by combining statistical breadth with in-depth individual insights. The preliminary questionnaire was reviewed by five experts to ensure its effectiveness and relevance. Their extensive experience allowed for a thorough evaluation, resulting in a high index of objective consistency (IOC) that reflects the quality of the questionnaire. This multidisciplinary evaluation ensured that the questionnaire questions were contextually appropriate, well-structured, and clear, contributing to the overall rigor and reliability of the study. The completed questionnaires were then distributed via various online platforms, including LINE, Google, and Facebook Messenger. Before responding to the questionnaires, respondents were asked for explicit permission to use their answers for publication in the research. Those who declined consent could choose not to participate in the survey. The target audience for this study consisted of Thai mothers who were at least 18 years old. The sample size for this research was determined using Yamane's formula, with a significance level ( $p$ ) of 0.5, a precision level of  $\pm 5\%$ , and a confidence level of 95%. The minimum calculated number of participants was 384 (Limna et al., 2024; Thetlek et al., 2023). Therefore, the selected sample size of 419 participants was considered sufficient to generate accurate and reliable results while reducing the risk of abnormal data distribution. Convenience sampling was employed, and data collection for the online survey took place over a four-month period, from February to June 2023. This extended timeframe was instrumental in gathering up-to-date and relevant data, facilitating the observation of trends and changes. This approach significantly enhances the precision and reliability of the research results. The data collection phase was completed when stable and indicative results were obtained. The selected variables for the study included the number of children, income, gender, age, education level, and occupation, along with the dependent variable that assessed the link between motherhood and socioeconomic stability. The data were comprehensively analyzed using a variety of descriptive statistics, including percentages, means, and standard deviations. Additionally, a

robust statistical technique called multiple regression was employed to further analyze and extract valuable insights from the dataset.

A qualitative approach as its research strategy, involving the use of in-depth interviews. Qualitative research is designed to elucidate the reasons behind specific phenomena by delving into the contexts that influence the decision-making and behaviors of individuals or groups. It emphasizes the importance of two-way communication during interviews for collecting additional data. In-depth interviews offer comprehensive insights into specific topics, yielding precise information to meet the research objectives. To obtain primary data, the researchers employed the documentary method to review secondary data in order to formulate pertinent survey questions. The sampling method used was purposive sampling, a common technique in qualitative research where researchers apply their expertise to select the most appropriate sample. The objective is to gain a comprehensive understanding of a specific phenomenon or population. The study's respondents comprised 18 individuals, all of whom were aged 18 or older. Through a meticulous examination of the responses provided by participants, six themes were identified. These themes included proposals for legal amendments, initiatives for promoting workplace equality, enhanced support structures for single mothers, the necessity of state support in critical areas, concerns regarding the adequacy of childcare centers, and issues related to budget allocations for child support. Each theme encapsulates significant aspects of the current discourse on family policy and gender equality in the workplace, highlighting areas of urgent attention and potential legislative enhancement.

#### **4. Results**

The study employed both quantitative and qualitative methods to investigate perceptions of motherhood and its significance in societal stability. Quantitative analysis, supported by a Cronbach's Alpha reliability score of .865, showed a range of attitudes, while qualitative interviews revealed essential themes like legal reforms, workplace equality, support for single mothers, and the necessity of childcare. Results from the quantitative analysis highlighted that 70% of respondents regard motherhood as crucial for societal sustainability, yet there is ambivalence about marriage and childbirth, with 51.4% preferring to remain childless. Financial aspects of motherhood were highly recognized, with 68.6% acknowledging the associated costs, and emotional resilience was also valued as a significant non-financial cost.

The demographic breakdown of respondents revealed that 80% were female, mostly well-educated with at least a bachelor's degree, and 28.6% earned between 20,001 and 30,000 baht per month. The data also reflected concerns about governmental support, with respondents rating it as insufficient. The economic contribution of motherhood was acknowledged by 52.9%, but there were mixed views on child support subsidies.

In summary, while working mothers with sufficient income can effectively contribute to both family and economy, the study pointed to limitations like the lack of standardized childcare facilities and inadequate governmental support. Overall, the findings emphasized the need for policies that better support motherhood, address financial and non-financial challenges, and promote shared parental responsibilities.

**Table 1** presents the results of the Omnibus test for the model’s performance, incorporating all independent variables. The chi-square value was 87.954, with 9 degrees of freedom. The independent variables significantly explained the dependent variable at the 0.05 significance level.

**Table 1.** Omnibus tests of model coefficients (social).

| <b>Omnibus Tests of Model Coefficients</b> |       |                   |            |             |
|--|-------|-------------------|------------|-------------|
|  |       | <b>Chi-square</b> | <b>df.</b> | <b>Sig.</b> |
| Step 1                                     | Step  | 87.954            | 9          | 0.000       |
|  | Block | 87.954            | 9          | 0.000       |
|  | Model | 87.954            | 9          | 0.000       |

Variables: Number of Children, Gender, Age, Education Level, Average Income, Housewife, Business Owner, Government Official, Corporate Employee.

According to **Table 2**, the Cox and Snell *R* Square value is 0.189, while the Nagelkerke *R* Square value is more robust at 0.293. This suggests that the independent variables explain approximately 29.3%.

**Table 2.** Model summary (social).

| <b>Model Summary</b> |                      |                             |                            |
|----------------------|----------------------|-----------------------------|----------------------------|
|                      | -2 Log likelihood    | Cox & Snell <i>R</i> Square | Nagelkerke <i>R</i> Square |
| Step 1               | 348.010 <sup>a</sup> | 0.189                       | 0.293                      |

a. Estimation terminated at iteration number 20 because maximum iterations has been reached. Final solution cannot be found.

**Table 3** shows that the overall performance of the logistic regression model in predicting the association of motherhood with social was 83.5%.

**Table 3.** Classification table (social).

| <b>Classification Table<sup>a</sup></b> |        |           |      |     |                    |
|---|--------|-----------|------|-----|--------------------|
| Observed                                |        | Predicted |      |     | Percentage Correct |
|   |        | Social    |      |     |                    |
|   |        | 0.00      | 1.00 |     |                    |
| Step 1                                  | Social | 0.00      | 37   | 53  | 41.1               |
|   |        | 1.00      | 16   | 313 | 95.1               |
| Overall Percentage                      |        |           |      |     | 83.5               |

a: The cut value is 0.500.

The predictive regression equation of Equation (1) using the coefficients from **Table 4** can be described by the following equation:

$$P = \frac{1}{1 + e^{-z}} \tag{1}$$

where *P* is probability of a positive social association with motherhood, and  $Z = 0.282 + 0.758 (\text{Age}) + 0.629 (\text{Education}) - 0.672 (\text{Income})$ .



**Table 4.** Variables in the equation (social).

| Variables in the Equation |                     | B      | S.E.     | Wald   | df.   | Sig.   | Exp(B)            |
|---------------------------|---------------------|--------|----------|--------|-------|--------|-------------------|
| Step 1 <sup>a</sup>       | Number of Children  | -0.635 | 0.437    | 2.109  | 1     | 0.146  | 0.530             |
|                           | Gender              | 0.136  | 0.292    | 0.217  | 1     | 0.641  | 1.146             |
|                           | Age                 | 0.758  | 0.168    | 20.402 | 1     | 0.000* | 2.134             |
|                           | Education Level     | 0.629  | 0.222    | 8.006  | 1     | 0.005* | 1.876             |
|                           | Occupation          |        |          | 4.718  | 4     | 0.317  |                   |
|                           | Housewife           | 0.649  | 0.680    | 0.909  | 1     | 0.340  | 1.913             |
|                           | Business Owner      | -0.473 | 0.417    | 1.285  | 1     | 0.257  | 0.623             |
|                           | Government official | 19.819 | 8259.988 | 0.000  | 1     | 0.998  | 40501853<br>4.441 |
|                           | Corporate Employee  | 0.270  | 0.470    | 0.330  | 1     | 0.566  | 1.310             |
|                           | Average Income      | -0.672 | 0.130    | 26.896 | 1     | 0.000* | 0.511             |
| Constant                  | 0.282               | 0.742  | 0.145    | 1      | 0.704 | 1.326  |                   |

a. Variable(s) entered on step 1: Number of Children, Gender, Age, Education Level, Occupation, Average Income.

**Table 4** shows the estimation of variables using a logistic regression model. The dependent variable are 9 independent variables in the model. The logistic regression equation test results reveal that 3 independent factors significantly influence the social aspect at the  $P < 0.05$  level. These factors are age, education level and average income. Specifically, the average income has a negative impact on the association of motherhood with social with a coefficient of  $-0.672$ . In contrast, age and education level has positively impact the association of motherhood with social with coefficients of 0.758, and 0.629, respectively.

#### 4.1. Significant variables in the model

**Table 5** presents the results of the Omnibus test for the model’s performance, incorporating all independent variables. The chi-square value was 68.699, with 3 degrees of freedom. The independent variables significantly explained the dependent variable at the 0.05 significance level.

**Table 5.** Omnibus tests of model coefficients (only significant variables).

| Omnibus Tests of Model Coefficients |       | Chi-square | df. | Sig.  |
|-------------------------------------|-------|------------|-----|-------|
| Step 1                              | Step  | 68.699     | 3   | 0.000 |
|                                     | Block | 68.699     | 3   | 0.000 |
|                                     | Model | 68.699     | 3   | 0.000 |

**Table 6** presents the model summary incorporating all independent variables. The Cox and Snell  $R$  Square value is 0.151, while the Nagelkerke  $R$  Square value is more robust at 0.234. This suggests that the independent variables explain approximately 23.4%.

**Table 6.** Model summary (only significant variables).

| Model Summary |                      |                      |                     |
|---------------|----------------------|----------------------|---------------------|
| Step 1        | -2 Log likelihood    | Cox & Snell R Square | Nagelkerke R Square |
|               | 367.265 <sup>a</sup> | 0.151                | 0.234               |

a. Estimation terminated at iteration number 5 because parameter estimates changed by less than 0.001.

**Table 7** shows that the overall performance of the logistic regression model in predicting the association of motherhood with social was 82.1%.

**Table 7.** Classification table (only significant variables).

| Classification Table <sup>a</sup> |        |           |    |     |                    |
|-----------------------------------|--------|-----------|----|-----|--------------------|
| Observed                          |        | Predicted |    |     | Percentage Correct |
|                                   |        | Social    |    |     |                    |
| Step 1                            | Social | 0.00      | 27 | 63  | 30.0               |
|                                   |        | 1.00      | 12 | 317 | 96.4               |
| Overall Percentage                |        |           |    |     | 82.1               |

a : The cut value is 0.500.

The predictive regression equation of Equation (2) using the coefficients from **Table 8** can be described by the following equation:

$$P = \frac{1}{1 + e^{-z}} \quad (2)$$

where  $P$  is probability of a positive social association with motherhood, and  $Z = 0.183 + 0.758 (\text{Age}) + 0.750 (\text{Education}) - 0.847 (\text{Income})$ .

**Table 8.** Variables in the equation (only significant variables).

| Variables in the Equation |                 |        |       |        |     |       |        |
|---------------------------|-----------------|--------|-------|--------|-----|-------|--------|
|                           | Variable        | B      | S.E.  | Wald   | df. | Sig.  | Exp(B) |
| Step 1 <sup>a</sup>       | Age             | 0.758  | 0.151 | 25.179 | 1   | 0.000 | 2.134  |
|                           | Education Level | 0.750  | 0.199 | 14.215 | 1   | 0.000 | 2.117  |
|                           | Average Income  | -0.847 | 0.118 | 51.836 | 1   | 0.000 | 0.429  |
|                           | Constant        | 0.183  | 0.635 | 0.083  | 1   | 0.773 | 1.201  |

a : Variable(s) entered on step 1: Age, Education Level, Average Income \*  $P < 0.05$ .

**Table 8** shows the results of estimating the variables using a logistic regression model once again. It was found that all factors significantly influence the association of motherhood with social at the  $P < 0.05$  level. Specifically, the average income has a negative impact on the association of motherhood with social with a coefficient of -0.847. In contrast, age and education level has positively impact the association of motherhood with social with coefficients of 0.758, and 0.750, respectively.

**Table 9** presents the results of the Omnibus test for the model's performance, incorporating all independent variables. The chi-square value was 36.691, with 9 degrees of freedom. The independent variables significantly explained the dependent variable at the 0.05 significance level.

**Table 9.** Omnibus tests of model coefficients (economics).

| Omnibus Tests of Model Coefficients |       |            |     |       |
|-------------------------------------|-------|------------|-----|-------|
|                                     |       | Chi-square | df. | Sig.  |
| Step 1                              | Step  | 36.691     | 9   | 0.000 |
|                                     | Block | 36.691     | 9   | 0.000 |
|                                     | Model | 36.691     | 9   | 0.000 |

Variables: Number of Children, Gender, Age, Education Level, Average Income, Housewife, Business Owner, Government Official, Corporate Employee.

**Table 10** the Cox and Snell *R* Square value is 0.084, while the Nagelkerke *R* Square value is more robust at 0.117. This suggests that the independent variables explain approximately 11.7%.

**Table 10.** Model summary (economics).

| Model Summary |                      |                      |                     |
|---------------|----------------------|----------------------|---------------------|
|               | -2 Log likelihood    | Cox & Snell R Square | Nagelkerke R Square |
| Step 1        | 491.480 <sup>a</sup> | 0.084                | .117                |

a. Estimation terminated at iteration number 4 because parameter estimates changed by less than 0.001.

**Table 11** shows that the overall performance of the logistic regression model in predicting the association of motherhood with economics was 69.5%.

**Table 11.** Classification table (economics).

| Classification Table <sup>a</sup> |                    |           |      |                    |     |
|-----------------------------------|--------------------|-----------|------|--------------------|-----|
|                                   | Observed           | Predicted |      | Percentage Correct |     |
|                                   |                    | Economics |      |                    |     |
| Step 1                            | Economics          | 0.00      | 1.00 |                    |     |
|                                   |                    |           |      | 30                 | 106 |
|                                   |                    | 22        | 261  | 92.2               |     |
|                                   | Overall Percentage |           |      | 69.5               |     |

a : The cut value is 0.500.

The predictive regression equation of Equation (3) using the coefficients from **Table 12** can be described by the following equation:

$$P = \frac{1}{1 + e^{-z}} \tag{3}$$

where *P* is probability of a positive economics association with motherhood, and *Z* = 0.075 – 1.362(Housewife) – 1.344(Business Owner) – 1.692(Corporate Employee) + 0.265(Income).

**Table 12** shows the estimation of variables using a logistic regression model. The dependent variable are 9 independent variables in the model. The logistic regression equation test results reveal that 4 independent factors significantly influence the economics aspect at the *P* < 0.05 level. These factors are housewives, business owners, and corporate employees and average income. Specifically, housewives, business owners, and corporate employees have a negative impact on the association of

motherhood with economics with a coefficient of  $-1.362$ ,  $-1.344$  and  $-1.692$ , respectively. In contrast, average income has positively impacted the association of motherhood with economics with coefficients of  $0.265$ .

**Table 12.** Variables in the equation (economics).

| Variables in the Equation     |        |       |        |     |       |        |
|-------------------------------|--------|-------|--------|-----|-------|--------|
| Variable                      | B      | S.E.  | Wald   | df. | Sig.  | Exp(B) |
| Number of Children            | -0.321 | 0.388 | 0.688  | 1   | 0.407 | 0.725  |
| Gender                        | 0.344  | 0.250 | 1.900  | 1   | 0.168 | 1.411  |
| Age                           | 0.143  | 0.128 | 1.253  | 1   | 0.263 | 1.154  |
| Education Level               | 0.134  | 0.187 | 0.513  | 1   | 0.474 | 1.144  |
| Occupation                    |        |       | 19.264 | 4   | 0.001 |        |
| Step 1 <sup>a</sup> Housewife | -1.362 | 0.454 | 9.003  | 1   | 0.003 | 0.256  |
| Business Owner                | -1.344 | 0.422 | 10.160 | 1   | 0.001 | 0.261  |
| Government official           | -1.164 | 0.623 | 3.492  | 1   | 0.062 | 0.312  |
| Corporate Employee            | -1.692 | 0.411 | 16.931 | 1   | 0.000 | 0.184  |
| Average Income                | 0.265  | 0.111 | 5.656  | 1   | 0.017 | 1.303  |
| Constant                      | 0.075  | 0.614 | 0.015  | 1   | 0.903 | 1.078  |

a. Variable(s) entered on step 1: Number of Children, Gender, Age, Education Level, Occupation, Average Income.

#### 4.2. Only significant variables in the model

**Table 13** presents the model summary incorporating all independent variables. The Cox and Snell *R* Square value is  $0.151$ , while the Nagelkerke *R* Square value is more robust at  $0.234$ . This suggests that the independent variables explain approximately  $23.4\%$ .

**Table 13.** Model summary (only significant variables).

| Model Summary |                      |                             |                            |
|---------------|----------------------|-----------------------------|----------------------------|
| Step 1        | -2 Log likelihood    | Cox & Snell <i>R</i> Square | Nagelkerke <i>R</i> Square |
|               | 495.868 <sup>a</sup> | 0.074                       | 0.104                      |

a. Estimation terminated at iteration number 5 because parameter estimates changed by less than  $0.001$ .

**Table 14** shows that the overall performance of the logistic regression model in predicting the association of motherhood with economics was  $74.2\%$ .

**Table 14.** Classification table (only significant variables).

| Classification Table <sup>a</sup> |           |           |    |     |                    |
|-----------------------------------|-----------|-----------|----|-----|--------------------|
| Observed                          |           | Predicted |    |     | Percentage Correct |
|                                   |           | Economics |    |     |                    |
| Step 1                            | Economics | 0.00      | 48 | 88  | 35.3               |
|                                   |           | 1.00      | 20 | 263 | 92.9               |
| Overall Percentage                |           |           |    |     | 74.2               |

a : The cut value is  $0.500$ .

The predictive regression equation of Equation (4) using the coefficients from **Table 15** can be described by the following equation:

$$P = \frac{1}{1 + e^{-z}} \tag{4}$$

where  $P$  is probability of a positive economics association with motherhood, and  $Z = 0.692 - 1.329$  (Housewife)  $- 1.490$  (Business Owner)  $- 1.705$  (Corporate Employee)  $+ 0.305$  (Income)

**Table 15.** Variables in the equation (only significant variables).

| Variables in the Equation |          |       |        |     |       |                 |
|---------------------------|----------|-------|--------|-----|-------|-----------------|
| Variable                  | <i>B</i> | S.E.  | Wald   | df. | Sig.  | Exp( <i>B</i> ) |
| Occupation                |          |       | 29.250 | 4   | 0.000 |                 |
| Housewives                | -1.329   | 0.366 | 13.153 | 1   | 0.000 | 0.265           |
| Business Owners           | -1.490   | 0.371 | 16.100 | 1   | 0.000 | 0.225           |
| Corporate Employees       | -1.705   | 0.370 | 21.199 | 1   | 0.000 | 0.182           |
| Average Income            | 0.305    | 0.105 | 8.469  | 1   | 0.004 | 1.357           |
| Constant                  | 0.692    | 0.237 | 8.522  | 1   | 0.004 | 1.998           |

a : Variable(s) entered on step 1: Occupation, Average Income \*  $P < 0.05$ .

**Table 15** shows the results of estimating the variables using a logistic regression model once again. It was found that all factors significantly influence the association of motherhood with social variables at the  $P < 0.05$  level. Specifically, the housewives, business owners, and corporate employees have a negative impact on the association of motherhood with economics with a coefficient of  $-1.329$ ,  $-1.490$  and  $-1.705$ , respectively. In average income has positively impact the association of motherhood with economics with coefficients of  $0.305$ .

### 4.3. Regarding matters involving state agencies, regulations, and current laws

In the qualitative analysis of the interview data, content analysis was effectively utilized to distill key insights. Through a meticulous examination of the responses provided by participants, six themes were identified. These themes included proposals for legal amendments, initiatives for promoting workplace equality, enhanced support structures for single mothers, the necessity of state support in critical areas, concerns regarding the adequacy of childcare centers, and issues related to the budget allocations for child support. Each theme encapsulates significant aspects of the current discourse on family policy and gender equality in the workplace, highlighting areas of urgent attention and potential legislative enhancement.

### 4.4. Legal amendments

Participants in the discussion believe that there should be amendments to Article 48 regarding the rights of mothers before, during, and after childbirth, ensuring they are protected and supported as stipulated by law. Additionally, individuals over sixty years old who lack sufficient income for subsistence, as well as those in poverty, are entitled to appropriate state assistance as prescribed by law.

“Proposed amendments to Article 48 seek to bolster legal protections for mothers during pre-birth, childbirth, and postpartum phases. Ensuring comprehensive support, including enhanced job security, mandatory paid maternity leave, and comprehensive healthcare coverage, aims to safeguard maternal and newborn wellbeing, alleviating financial and job-related concerns for mothers” (R1, personal communication, interviewed on 15 May 2023).

“The proposal seeks to enhance social security benefits and financial aid for those over sixty with inadequate incomes and improve access to essential services for impoverished individuals, thereby raising their living standards. Implementing these changes would involve revising the legal framework, modifying social services, and increasing budget allocations. In addition, it calls for ongoing collaboration among various governmental and non-governmental organizations to ensure effective monitoring and impact assessment of these amendments” (R2, personal communication, interviewed on 15 May 2023).

“In my opinion, the main challenges include legislative approval, funding allocations, and public awareness. It is essential to ensure that these amendments receive enough support from lawmakers and the public is vital. There is also the task of integrating these changes smoothly with existing systems, which requires detailed planning and consultation with experts from various fields. Ensuring robust legal protections and support for these groups not only helps individuals directly affected but also strengthens societal health and stability overall” (R3, personal communication, interviewed on 15 May 2023).

#### **4.4.1. Promoting workplace equality**

There is a consensus that promoting gender equality in the workplace enhances value and pride among women, who are often equally capable in many professions. Many women, especially mothers, need to work to support their household expenses. Some may contribute supplementary income, while others may be the primary earners. Therefore, the state should promote gender equality by providing equal opportunities for identical roles. By promoting equitable treatment and offering the same opportunities for similar roles, the state can support women in fully realizing their professional potential while maintaining balance in their familial responsibilities. This approach not only supports economic equality but also contributes to a more diverse and productive workforce.

“Gender equality in the workplace is not just a moral or ethical issue, but also a strategic one. Promoting equality enhances the overall workplace environment, boosting both value and pride among our female employees. Women are just as capable as their male counterparts across various professions, and acknowledging this fact helps in tapping into the full potential of our workforce” (R4, personal communication, interviewed on 15 May 2023).

“Indeed, many women support their households, either as primary earners or by contributing a significant part of the family income. By ensuring that they have equal opportunities and are treated equitably in the workplace, we help them not only to meet their financial obligations but also to advance in their careers. This balance is crucial for maintaining family stability and allows them to invest in their professional

growth without sacrificing family responsibilities” (R5, personal communication, interviewed on 15 May 2023).

“We are dedicated to ensuring equal opportunities for all our employees, encompassing fair pay, impartial performance evaluations, and equitable paths for career progression. Our policies extend to flexible work arrangements and parental leave tailored to support working parents, fostering a balanced work-life integration. These initiatives not only benefit women but also all parents, contributing to a more inclusive and diverse workplace environment known to stimulate creativity and innovation. By valuing fairness and respect, we enhance employee engagement and productivity. Moreover, we aim to set an industry benchmark that encourages broader societal progress toward equality” (R6, personal communication, interviewed on 15 May 2023).

#### **4.1.2. Support for single mothers**

There is a suggestion to increase or improve organizations that support single mothers, who face greater challenges than families with both parents. This support could be in the form of vocational training, skill enhancement, and knowledge development to help single mothers secure better-paying jobs. Providing childcare facilities for infants would also allow single mothers to work without worrying about childcare.

“Single mothers face unique challenges, managing both the role of sole caregiver and primary earner. Moreover, they often encounter difficulties in securing stable, well-paying jobs while balancing childcare responsibilities. In my opinion, enhancing good support for them is crucial not only for their well-being but also for the health and stability of their families” (R7, personal communication, interviewed on 15 May 2023).

“A multifaceted approach works best. Firstly, vocational training and skill enhancement programs are vital. They equip single mothers with the qualifications and confidence needed to access better employment opportunities. Secondly, accessible childcare is fundamental. By providing reliable childcare solutions, we enable these mothers to work and pursue career opportunities without the constant worry of finding affordable and safe childcare” (R8, personal communication, interviewed on 15 May 2023).

“Collaborating with established organizations supporting single mothers is essential. Enhancing their capabilities through funding and program expansion is vital. Partnerships with educational institutions and private companies can facilitate tailored training programs aligned with current job opportunities. Establishing subsidized or state-supported childcare facilities can greatly alleviate the childcare responsibilities of single mothers. By offering targeted support and practical solutions, we can enhance the economic stability and emotional well-being of single mothers. This support directly correlates with better outcomes for their children, including improved education and health prospects. Ultimately, fostering such support cultivates a more inclusive and productive society” (R9, personal communication, interviewed on 15 May 2023).

#### **4.5. Essential state support**

The state should provide education to women of childbearing age and pregnant women to prepare them for knowledgeable and effective motherhood. Training for prospective fathers on how to care for pregnant wives is crucial due to physical, emotional, and financial changes. Moreover, parents should be informed about relevant laws, benefits, and welfare to which they are entitled, such as prenatal care and various health rights. There should also be efforts to educate parents about childcare and related benefits.

“Education for women of childbearing age and pregnant women is critical to ensure they have all the necessary information for healthy pregnancies and effective motherhood. Equally, educating prospective fathers on the care of pregnant partners is vital, as it helps them understand the physical, emotional, and financial changes during pregnancy and prepares them to provide better support” (R10, personal communication, interviewed on 15 May 2023).

“The education should cover a wide range of topics including nutritional needs during pregnancy, the importance of prenatal care, and the physical and emotional changes to expect. It should also inform them about their legal rights related to maternity and paternity leave, health benefits, and access to prenatal and postnatal care services. This knowledge empowers parents to make informed decisions and access the support systems available to them” (R11, personal communication, interviewed on 15 May 2023).

“Partnerships between healthcare providers, educational institutions, and community organizations are crucial. Integrating educational programs into healthcare services ensures accessibility for all expectant parents. Leveraging digital platforms extends program reach, benefiting even remote populations with essential information. Well-informed parents tend to experience healthier pregnancies and are better equipped for parenting challenges. This lowers healthcare costs linked to pregnancy complications and neonatal care while promoting long-term health for both mother and child. Educated parents contribute to raising healthier children, fostering positive impacts on public health and societal stability” (R12, personal communication, interviewed on 15 May 2023).

#### **4.6. Concerns about child care centers**

For young children, existing childcare centers should be developed to higher standards to boost parental confidence in these facilities. Staff at these centers should be knowledgeable and maintain a positive attitude toward nurturing young children to promote healthy development. If possible, workplace childcare centers should be established to care for infants up to 2 years old, reducing worries for working mothers about the need to care for their young while earning an income.

“Enhancing the quality of existing childcare centers is crucial. We aim to elevate standards to not only meet basic safety and care requirements but also to foster environments that actively promote the healthy development of young children. This involves training staff to be not just caretakers but also educators who play an active role in the children’s developmental milestones” (R13, personal communication, interviewed on 15 May 2023).



“Our objective is to ensure comprehensive training for childcare staff in early childhood education practices, fostering a nurturing and stimulating environment. Enhancing the physical infrastructure of childcare centers aims to create safe, engaging spaces conducive to learning and play. Workplace childcare centers are a valuable initiative, particularly for working parents, especially mothers. These centers reduce stress by offering convenient and reliable care options onsite. Parents benefit from avoiding long commutes for drop-offs and pick-ups, ensuring more quality time with their children and peace of mind about their safety and well-being” (R14, personal communication, interviewed on 15 May 2023).

“Absolutely. Parents who are confident that their children are in safe, nurturing environments nearby are less distracted and more productive at work. Additionally, workplace childcare helps retain employees, particularly women, who might otherwise leave the workforce due to childcare challenges. It’s a win-win for families and employers alike. Indeed, these improvements are essential for supporting the developmental needs of children and the professional and personal needs of parents” (R15, personal communication, interviewed on 15 May 2023).

#### **4.7. Budgetary issues for child support**

Participants feel that the state should allocate more than 600 baht per month per child, from birth to six years, as current allowances are insufficient to cover the increasing cost of living and childcare expenses. The state should support an increase in subsidies for newborn care, covering essentials like milk and childcare expenses, as many do not meet the criteria set by the state and thus do not receive this support.

“Currently, the state provides 600 baht per month per child up to the age of six, which is no longer sufficient due to rising costs of living and childcare. There’s a growing consensus that this amount needs to be revised to better support families, especially in covering essential expenses like milk, childcare services, and basic care needs. Many families find it increasingly difficult to manage the financial burden of raising children on the current subsidy. Essentials like nutritional food, healthcare, and quality childcare exceed what the subsidy covers, putting significant strain on household budgets” (R16, personal communication, interviewed on 15 May 2023).

“An increase would directly alleviate financial pressures, allowing parents to better meet their children’s needs without compromising care quality or basic living standards. It is about ensuring that all children, regardless of their family’s financial status, have access to the needed resources for a healthy start in life” (R17, personal communication, interviewed on 15 May 2023).

“There is a strong argument for doubling the current amount to better align with actual costs. However, any increase needs to be carefully calculated to be sustainable for the state while being meaningful for the families. The government is reviewing data on cost of living and childcare expenses across different regions to come up with a feasible subsidy plan. There is also ongoing dialogue with stakeholders, including family representatives, to ensure that the revised subsidies reflect real-world needs” (R18, personal communication, interviewed on 15 May 2023).

The study highlights the importance of policy reform in Thailand to address critical challenges faced by families, particularly mothers, in balancing work and

family life. Through a comprehensive qualitative analysis, six central themes emerged, underscoring gaps in current state support and offering potential solutions to promote both gender equality and family welfare. Firstly, participants stressed the need for legal amendments to bolster protections for mothers, advocating for enhanced maternity leave, job security, and comprehensive healthcare access. Additionally, workplace equality was identified as crucial for ensuring mothers have equal access to career opportunities and financial stability, which would benefit not only individual families but also strengthen the Thai workforce. Support for single mothers is also vital, with calls for vocational training and accessible childcare to empower single mothers as primary earners, enabling them to sustain their households. Essential state support in the form of education for parents on healthcare, legal rights, and childcare emerged as another priority, aiming to prepare parents for knowledgeable and confident parenting. Enhancing the quality of childcare centers, particularly through workplace childcare facilities, was also advocated to reduce working parents' stress and foster a nurturing environment for young children. Finally, there was a strong call to increase child support subsidies to reflect the rising costs of living, ensuring that all children have a healthy start in life. These insights collectively point to the need for policy reforms that support family stability, economic resilience, and gender equality in Thailand.

## **5. Discussions**

Regression analysis revealed that age, income, and education are significant predictors of maternal labor force participation. Higher levels of education and older age are positively associated with a stable economic and social role for mothers, while the relationship with income is more complex. These results align with existing literature on gender equality and family policy, highlighting the importance of addressing both financial and non-financial costs of motherhood. The results suggest clear pathways for policymakers to implement targeted measures, such as recognizing that high-earning women may choose to have fewer children. This is consistent with research by Glauber (2018), which found that the motherhood wage penalty for high-earning women was eliminated, whereas low-earning women continued to face a penalty. Consistent with research from Bright Horizons Family Solutions LLC (2017), household income emerges as a key decision-making factor for families. The necessity or desire for one partner to leave or change jobs to care for children directly impacts household income, prompting families to carefully consider the high cost of childcare, which often influences parents' choices to reduce their working hours (Kanchanachitra, 2019). Another significant factor affecting women's decisions to work is their husband's income level. Women married to men with longer working hours are more likely to leave their jobs, especially if their earnings are significantly lower than their male counterparts. In such scenarios, both partners may find it more worthwhile to prioritize family care.

Women with higher education levels tend to remain engaged in the labor market after becoming mothers, compared to those with lower education levels (Musick et al., 2020). Educated mothers are also more likely to voluntarily change jobs, often resulting in higher wages than their less-educated peers. Conversely, mothers with

lower levels of education are less likely to change employers and receive fewer income benefits when they do (Looze, 2014). Additionally, women with higher education are more likely to stay in the workforce post-motherhood compared to those with only a high school diploma (Landivar et al., 2021). Shafer (2011) found that women with higher education levels tend to desire work while raising children, possibly due to the lack of support systems and affordable childcare for those with lower education (International Labour Organization, 2017). A woman's age at first childbirth, along with her work and earnings behavior prior to motherhood, also influences her subsequent labor market behavior. Lu et al. (2017) noted that older mothers are more likely to reduce part-time work. Killewald and Zhuo's (2019) sequential analysis of women's work trajectories found that women who gave birth after age 25 are more likely to remain in the labor market than those who had children earlier. Additionally, higher pre-motherhood wages correlate with a reduced likelihood of exiting the labor force. Finally, women who worked full-time immediately before becoming mothers showed a significantly lower likelihood of leaving the labor market (Deming, 2022).

Occupations significantly impact the relationship between motherhood and the economy. Analysis of differences among occupation types found that mothers in traditionally female occupations still suffer a penalty compared to their childless counterparts, while mothers in male-dominated professions (such as STEM, medicine, and law) now earn more than women without children (Buchman and McDaniel, 2016). Yu and Kuo (2017) explored a more comprehensive array of occupational characteristics, revealing that penalties were nearly nonexistent in jobs with high autonomy, low teamwork requirements, or low levels of competitiveness (Deming, 2022).

his study compares its findings with existing literature on the necessity of family-friendly policies to support working mothers. Research by Sonsuphap (2023) and Sorum (2020) indicates that inadequate childcare options hinder women's labor market participation. Our findings reinforce these points while also highlighting the unique challenges single mothers face, thereby emphasizing the need for equitable workplace policies. The study contributes to theoretical frameworks by integrating gender roles and economic stability, demonstrating how tailored policies can address the diverse needs of mothers in the workforce. It specifically underscores the experiences of single mothers, showcasing the multifaceted nature of motherhood and its impact on economic participation.

From a policy-making standpoint, the research advocates for targeted initiatives, such as improving access to affordable childcare and implementing flexible work arrangements. These measures are crucial for alleviating challenges faced by mothers and promoting a more inclusive labor market. Furthermore, the study stresses the importance of enforcing family-friendly policies rather than merely encouraging them, to prevent inconsistent application and confusion among employers and employees.

In conclusion, the research provides a comprehensive overview of the interplay between motherhood, workplace policies, and economic participation. It addresses gaps in existing literature, emphasizing the importance of equitable policies to enhance the participation of mothers, particularly single mothers, in the workforce. This study aligns with earlier research, including that by Nateprasittiporn and Chaichompo (2019), which predicts labor shortages as Thailand's elderly population grows. It

argues that supporting motherhood is vital for maintaining a balanced demographic structure and ensuring long-term economic stability. The findings suggest that recognizing the economic value of motherhood is crucial for addressing demographic challenges, promoting economic growth, and ensuring social stability in Thailand. Comprehensive family-friendly policies are essential to enhance the quality of life for families and strengthen the socio-economic framework amidst ongoing demographic changes. By investing in mothers and children, Thailand can build a more resilient society, aligning with sustainable development goals as outlined by Heymann et al. (2017).

## **6. Conclusions**

The analysis of factors influencing perceptions of motherhood and its economic and social impact shows that the model aligns well with the collected data. The independent variables explain approximately 18.9% to 29.3% of the variance, with the model achieving an overall predictive accuracy of 83.5%. Specifically, it correctly identifies social factors 95.1% of the time and non-social factors 41.1% of the time. Logistic regression analysis identified three key factors that significantly affect perceptions of motherhood and its social impact: age, education level, and average income. These findings underscore the influence of occupation and income on perceptions of motherhood's social role.

In terms of economic aspects, the analysis also demonstrates that the model aligns well with the collected data. The independent variables explain approximately 8.4% to 11.7% of the variance, with the model achieving an overall predictive accuracy of 69.5%. Specifically, it correctly identifies economic factors 92.2% of the time and non-economic factors 21.1% of the time. Logistic regression analysis identified four key factors that significantly affect perceptions of motherhood and its economic impact: occupation—particularly for housewives, business owners, and corporate employees—and average income. These findings further highlight the influence of occupation and income on perceptions of motherhood's economic role.

This study highlights the significant influence of factors such as age, education, and income on the socio-economic stability of mothers. By integrating quantitative regression analysis with qualitative insights, the research underscores a clear connection between maternal workforce participation and societal stability. Key policy reforms in childcare, workplace flexibility, and financial support are essential to fostering a more inclusive and sustainable economic structure. Future research should expand the scope to include cross-country comparisons for a deeper understanding of maternal roles in economic development.

The economics of motherhood in Thailand presents complex challenges, notably the high cost of raising children and its impact on women's workforce participation. Many mothers face reduced income and career opportunities due to childcare responsibilities, compounded by inadequate family support policies. Thailand's low birth rate and traditional gender roles further exacerbate these issues, highlighting the need for comprehensive policy adaptations that support working parents. Despite some progress in workplace flexibility, more widespread changes are necessary to address the inequalities in maternal economic participation.

In conclusion, the study reflects on the need for holistic policies that consider economic, social, and cultural factors to balance childbirth promotion and quality of life improvement. However, limitations such as the sample size and geographic focus suggest future research should involve larger, more diverse samples and explore cross-national perspectives to enrich the understanding of maternal workforce dynamics.

## **7. Recommendations**

1) The government should create an environment and allocate a budget to develop new welfare systems for mothers and children, as well as for the labor market in Thailand, to support those who are considering starting families and having children. Additionally, the government should take action for sustainable future development, such as extending maternity leave and providing quality, comprehensive childcare services in all areas.

2) Incentives should be created to encourage the private sector to participate in policy implementation by reducing taxes for companies that have organizational policies supporting flexible working arrangements for employees, or by offering income tax deductions for donations that support early childhood education or developmental centers.

3) The role of local communities should be enhanced to participate in management by establishing community-level family development centers to provide consultation and care for people of all ages.

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