

Thesis Title Female Labor Force Participation in Hotel Industries :
The Case Study of Chiang Mai Province

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Abstract

The purpose of this study was to examine factors influencing the participation of female labor in the hotel industry by comparing married and unmarried female workers. In addition, working conditions, welfare benefits, and attitudes of these women towards working in a hotel were also examined by examining married and unmarried females working in first and second class hotels.

Data from this survey were derived from interviewing females working in various first and second class hotels in Chiang Mai province. Systemic sampling was employed for the sample of 378 women, 178 of whom were unmarried and 200 of whom were married.

It was found, upon studying the general characteristics of this sample of female laborers in hotels that the average age of the females was 28. Those married were slightly younger than those married, the average of the unmarried was 32 while the average of those unmarried was 24. As for the educational level of married and unmarried workers, the level attained was about the same, namely at the secondary or

vocational level. As for family size, the unmarried workers came from slightly larger families than did married workers. Furthermore, more family workers of households with unmarried workers earned an income than in households with married workers. In terms of having children, most married workers had children for whom it was necessary to care.

In terms of income structure, it was found that female hotel workers made an average of Bht 28,273.45 per year. Single workers averaged Bht 26,893.01 per year while married workers averaged Bht 29,502.04 per year. In terms of total family income, there were differences between families of unmarried and of married workers. Total family income of families with single workers was Bht 114,677.25 per year while total family income of families with married workers was Bht 84,521.27 per year.

This investigation of factors influencing females taking up work in the hotel industry made use of multiple regression analysis. It was found that the age of the females, number of members in the family earning an income, income of other family members, level of education, and the number of children for whom the worker was responsible in the family were statistically important factors influencing women regarding their becoming workers in hotels. Regarding single women, statistically important factors regarding their becoming hotel industry workers were age level, number of members in the family earning an income, and the income of other family members. There is a positive correlation between entering the industry and age level as well as a negative correlation between entering the industry and number of members in the family

earning an income and the income of other family members. Regarding married women, statistically important factors regarding their become hotel industry workers were the age of the female, the education of the female, number of children for whom the women must care, and number of members in the family earning an income. There is reverse correlation between entering the hotel industry and number of children for whom the women must care, age level and number of members in the family earning an income.

Regarding the investigation of working conditions, welfare benefits, and the women's attitudes towards hotel work, it was found that in hotels operating within the confines of the law, hotel officials stated that their female workers did not work more than 54 hours per week. However, the working conditions and welfare benefits of female laborers in second class hotels was less than those in first class hotels. The study of the women's attitudes towards hotel work found that most believed it was work fitting for women. Nonetheless, there are quite a few women who are considering changing jobs. The reason they give for this is that hotel work is insecure and yields low pay. This finding could be used to benefit in planning labor development for the future which will then make its role more important in future national development.