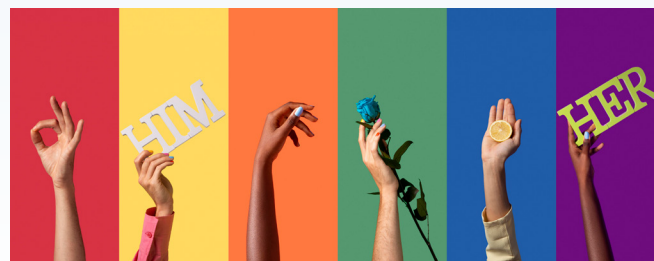


# 5 GENDER EQUALITY



**Achieve Gender Equality and Empower All Girls and Women**

## Forward-looking Dedication



The previous evaluation of the Sustainable Development Goals (SDG) prompted NIDA to introspect and take action to create an inclusive workplace where all genders are treated equitably and respectfully. The ongoing efforts to promote gender equality, which were previously not formalized as permanent policy, have now been integrated into our institutional framework with official oversight. Events aimed at fostering gender equality have been widely publicized to ensure transparency about the services we provide.

We have established a robust system for collecting, categorizing, and overseeing official statistics, which can be readily accessed when needed. Gender-segregated statistics, a key requirement of Sustainable Development Goal 5, have been presented at the Associate Deans of Academic Affairs' Meeting to assess gender imbalances in various aspects, including enrollment and access to specific fields. This data will be instrumental in shaping and revising future policies dedicated to advancing gender equality.

For instance, upon discovering a significant number of LGBTQ+ applicants to our school, the School of Tourism Management has allocated funding to support them. We have awarded six full scholarships to doctoral students who identify as LGBTQ+. Additionally, in support of female applicants, we have provided six master's degree scholarships to four female students, with two scholarships each for the main campus and the Phuket campus.



To ensure the integration of Gender Equality within our system, each school has designated a Gender Focal Point (GFP) responsible for overseeing gender-related issues. These GFPs are tasked with collecting relevant data, providing guidance to students and staff, and proposing actions to address gender-related challenges.

The GFPs from all schools collaborated to form a Gender Committee, led by the Chief Gender Focal Point (CGFP), who actively participates in meetings of the Council of the Deans. In addition to reporting gender-related concerns to the Council, the CGFP serves as an outreach ambassador for gender equality at NIDA. This role involves engaging with external organizations to promote female enrollment at the Institute.

The GFP Committee convenes regularly to assess existing policies and make recommendations for changes they find necessary. Essentially, this committee serves as a pivotal mechanism driving NIDA towards a future where all genders are treated equitably, and opportunities for women's advancement are actively promoted.

Recognizing the importance of security and the well-being of its members, NIDA has made a public commitment to transparency by outlining procedures for filing complaints and grievances. These procedures ensure that the identity of the complainant remains confidential and guarantee that all individuals involved will be treated fairly, devoid of any gender, racial, or social biases.



## Empowering Academic Leaders to Address Gender Issues

The faculty members at NIDA are deeply dedicated to scholarly endeavors related to gender issues, encompassing research and consultancy activities. The Institute actively promotes gender-focused research by providing financial support and awards to those who contribute to high-ranking academic journals. One exemplary instance of this commitment is demonstrated by the work of our Ph.D. student, Kijratanakoson, in collaboration with his dissertation advisor Gadavanij. Their work, titled "Marketing the (idealized) male body? Communication strategies of Thai cosmetic hospitals," was published in the esteemed International Journal of Marketing Semiotics and Discourse Studies.



Furthermore, NIDA has showcased its dedication to gender equality by dedicating two editions of the "NIDA Development Journal" to this topic. These editions featured research articles on a wide array of subjects, including "Why Girls Do Not Report School-Based Sexual Violence: A Socio-Ecological Analysis in Indonesia," "ASEAN's Gender Inequality In Education," "Awareness of Gender Stereotypes and Sexist Pronouns," "Examining Forms and Socio-Cultural Influences of Violence against Women and Girls: A Survey On Awareness In Thai Society," "International Assessment and Framework for Gender Equality," and "The Role of School Communities in Doing and Undoing Gender in ASEAN".

Asmita Khadka's research, titled "Why Girls Do Not Report School-Based Sexual Violence: A Socio-Ecological Analysis in Indonesia," delves into the complex barriers that hinder Indonesian female students from reporting incidents of sexual violence. Drawing on Bronfenbrenner's ecological model, the article underscores the intricate interplay between victims and their surrounding environments.

Angkana Asawasakulkrai and Kanisorn Tubtim's work, "ASEAN's Gender Inequality in Education," explores the gender disparities prevalent in Southeast Asian education. Their research highlights the dominant societal gender norms in the region and advocates for extensive educational reforms, including the implementation of gender-sensitive policies and curriculum enhancements.

Kosin Panyaatisin's study, "Awareness of Gender Stereotypes and Sexist Pronouns," tackles the issue of gender inequality perpetuated through language. Through surveys and interviews, the research examines students' awareness of gender biases in educational materials, contrasting it with often dismissive attitudes of instructors.

In "Examining Forms and Socio-Cultural Influences of Violence against Women and Girls: A Survey on Awareness in Thai Society," by Kanokkan Anukansai and Sutthana Vichitrananda, violence against women is categorized, and the research underscores the role of deeply ingrained gender norms. Their survey reveals varying degrees of awareness about different forms of violence in Thai society.

Angkana Asawasakulkrai's "International Assessment and Framework for Gender Equality" evaluates global barriers to women's well-being and emphasizes the need for refining tools used to measure gender equality, to capture the nuanced differences in gender issues worldwide.

Lastly, Asmita Khadka's study, "The Role of School Communities in Doing and Undoing Gender in ASEAN," explores the dual potential of schools to both uphold and challenge gender norms. The research examines the efforts of school communities in areas like classroom practices and sports, highlighting the multifaceted nature of schools' influence on gender perceptions and emphasizing the need for holistic interventions to promote gender equality in educational environments.

## Fostering an Inclusive Environment for All Genders

Regarding career advancement, NIDA's personnel can progress without discrimination based on gender. Over the past year, significant progress has been made in supporting women at NIDA in their professional roles. Academically, twenty-five female instructors were appointed as assistant professors, 33 were promoted to associate professors, and six achieved the rank of full professors. In administrative roles, NIDA boasts 26 female faculty members holding executive positions. For the supporting staff, 69 women have been promoted to head various administrative sections.



The various benefits provided by NIDA are continuously monitored and improved, with input from service recipients informing these enhancements. For instance, our daycare service for staff's children during school breaks continues to be popular. Staff members can entrust their young children to our professional daycare staff in a well-designed room equipped with materials for child development, where children can learn and play with their peers. Additionally, new services have been introduced, especially for women, including specialized breast cancer screenings. NIDA arranges for specialists to conduct examinations and provide consultations. Furthermore, during the annual health check-up provided to all personnel, additional services related to reproductive health have been added for both men and women. All events organized are widely publicized across the campus and posted on NIDA's website.

NIDA remains committed to promoting the potential of all genders, whether they are professors, officials, or students. Systematically collected data and continuous feedback from stakeholders will guide the development of policies that ensure equal rights and opportunities for all individuals, treating everyone with dignity.