



Advance Gender Equality and Empowerment through Stakeholder Engagement

5 GENDER
EQUALITY



OVERVIEW

In the pursuit of Sustainable Development Goal 5 (SDG 5), which emphasizes achieving gender equality and empowering all women and girls, our organization has made significant strides over the past year. This annual report highlights our commitment to fostering an inclusive environment that promotes the active participation of stakeholders, revising our existing gender equality policies, and creating facilities that are more accommodating for women. Together, these initiatives form a comprehensive approach to not only meet but exceed the targets set forth by SDG 5.

RESEARCH/ TEACHING & LEARNING

Academic focus on gender equality

Over the past years, NIDA has been relentless in supporting faculty and students in producing academic work that raises social awareness about gender equality. The teaching and learning at NIDA incorporate issues of gender inequality across various subjects. The institution will initiate a grant program for research related to this issue by contributing additional funding to research grants supported by external agencies, such as research councils or various international organizations. Research on gender inequality produced in the past academic year are, for instance, "Paradigm Shift in Gender Equality Development Policy in Thailand: Parity versus Differences." Gender topics are integrated into many courses in various schools to make students aware that gender inequality has a negative impact on development in all areas. Among such courses is, for instance, PS7201 Global Politics and International Development, one topic of which is "Gender and Development.

https://ssed.nida.ac.th/images/PDF/Course/re-web_2024/MA-PDS/AWC/02ABOUT/04_Courses_and_Courses_Description_MA_PDS_AWC.pdf

COMMUNITY OUTREACH

Inclusivity: stakeholder participation

Engaging stakeholders has been a cornerstone of our strategy to drive gender equality. Recognizing that the journey toward gender parity requires collaborative effort, we have prioritized inclusivity in our outreach. A gender equality committee was set up which includes people from all divisions (faculty, staff, student body). The committee is Chief Gender Equality Officer (CGEO) who is also head of student affairs. The committee gathers to facilitate knowledge exchange which will eventually lead to ideas and plans to improve women's status and well-being. <https://nida.ac.th/policy-765-2567/> Also, each school has appointed a Gender Focal Person (GFP) who are in the aforementioned committee. These people exist to oversee any incurring gender equality issues. They are resource persons who provide consultation and support to women under their own units. The committee and GFPs meet on a regular basis to share their experience, concerns, and ideas on how the gender equality situation can be improved. The ideas gathered through the meetings has been invaluable. Members who represent different sectors of the institute have highlighted barriers to gender equality that may have otherwise gone unnoticed, allowing us to tailor our policies and programs more effectively. For instance, discussions around workplace culture revealed a need for flexible work arrangements and robust parental leave policies. By actively listening to these members, we have strengthened our commitment to creating a more equitable environment that recognizes and addresses the unique challenges women face. What we ultimately hope for is that the solicited ideas will be integrated into a long-term action plan that enables women in our institution to have well-being conducive to both career and academic advancement.

POLICY

Non-stop efforts: policy revision



In alignment with our commitment to SDG 5, we undertook a comprehensive review of our existing policies to identify and rectify gender biases. This revision process was informed by stakeholder input and aimed at ensuring that our policies are not only equitable but also promote the empowerment of women. Key revisions are, for instance, the integration of gender-responsive budgeting practices and the establishment of clear procedures on how to make our institute a place where women can study and work in a socially and physically healthy environment. More fund is allocated to child birth and child care benefit for our staff. A childcare facility which operates during school breaks is open for small children of staff members and students.

https://www.facebook.com/NIDAHRM7/posts/pfbid02LyJKYArMFt-m5TUuBL5WFXAwECDE3qG2N41Mk8iNogDwrjb86LVgKpniUxN-z1Hc7SI?locale=th_TH

Additionally, adopting a zero-tolerance policy towards discrimination and harassment, we ensure everybody is aware of the existing policy by publicizing it via different channels. The policy is also translated into English for our international stakeholders. <https://nida.ac.th/measures-to-prevent-and-address-sexual-harassment-in-the-organization/> By embedding gender considerations into our policy framework, we are taking proactive steps to dismantle systemic barriers and create an environment where women can thrive.

OPERATION

Conducive environment: creating female-friendly facilities

Recognizing that physical environments significantly impact participation and productivity, we have prioritized the development of female-friendly facilities. This year, we launched initiatives to enhance accessibility and comfort for women in our workplaces and community spaces. Upgrades included the addition of nursing rooms, improved sanitation facilities, and designated safe spaces for women to convene. Moreover, we are committed to ensuring that our facilities are designed with input from women. By involving female stakeholders in the planning and design phases, we create environments that truly reflect their needs and preferences. Our goal is to foster spaces that not only accommodate women but also celebrate their contributions, thus reinforcing a culture of inclusivity and respect.

Acknowledging the importance of physical environments, we have put in place women-friendly facilities and services. Regarding physical environment, this year we have introduced a nursing room in all the seven buildings, each equipped with diaper-changing facilities. Moreover, a safe space for women, 'Lady's Corner', is designated on the 5th floor, Chub Kanjanaprakorn building. The area is dedicated for female students and staff to gather for recreational, support and counselling purposes. Day-to-day necessity such as sanitary napkins are provided free of charge at a designated points all over the campus namely, the nursing room and at each School's administrative office. General counselling service is established with counsellors who specialize in gender issues. <https://studentunion.nida.ac.th/main/index.php/th/2017-10-27-06-43-40/309-2017-11-14-03-26-38> Also, realizing that our society is no longer binarily male-female, NIDA has provided all gender restrooms to accommodate all groups of people. <https://nida.ac.th/equal-access/> Because of our non-discriminatory policy and a female-friendly environment, we have received many applications from women for various job openings and have hired a higher proportion of women. <https://nida.ac.th/nida-new-person-2024/> The abovementioned efforts and initiatives ensure that everybody at NIDA belongs in the mainstream. Nobody is and will be marginalized.



COMMUNITY OUTREACH

Reaching out to the public

Gender inequality is widespread in society. In addition to providing opportunities for all genders within the institution, NIDA aims to reach out to the surrounding communities. Our goal is to make the public aware that we take seriously gender inequality issues and we endeavor to break any gender barriers that women encounter. As the Equal Marriage Act (which legalizes same sex marriage) was passed this year, NIDA hosted the event “Thailand’s Pride at Bangkapi (the district in which we are located).” Many public figures, politicians, gender equality advocates and members of the surrounding communities joined the celebration. This event was a means of reaching out to the public. It demonstrated our unflagging commitment to combating gender inequality <https://pr-bangkok.com/?p=348193>

CONCLUSION

As we reflect on our journey toward achieving SDG 5, it is clear that our efforts to engage stakeholders, revise policies, and create supportive facilities are making a meaningful difference in learning, researching and working at the institution. All parties at NIDA aim to make our institute the place where women can reach their best potential without having to struggle with any inequality issues. We endeavor to make NIDA an organization without a glass ceiling which women must fight to break. This annual report serves as both a testament to our progress and a roadmap for the future. We remain steadfast in our commitment to gender equality, recognizing that the empowerment of women is not just a goal but a fundamental human right. Together, with the support of our stakeholders, we will continue to advance initiatives that promote gender equity and build a more inclusive society for all.