



5 GENDER
EQUALITY



**Lead People of
All Genders
Toward Equality**



OVERVIEW

NIDA has continued to strictly adhere to its founding principle of promoting an inclusive institution where people of all genders are treated equally, given equal access to opportunities, and can grow academically and professionally on an equitable basis. This principle reflects NIDA's ongoing commitment to SDG5: Achieve gender equality and empower all women and girls. NIDA has also established mechanisms to monitor the progress of gender equality policies, requiring improvement, correction, or additional action.

NIDA's commitment to gender equality is driven by a shared belief that fair, inclusive, and evidence-based indicators can lead to genuine equality for all genders. Recognizing that gender divides have long persisted across social, cultural, and institutional structures, NIDA continuously strives to remove barriers faced by women and gender-diverse individuals and ensure their full participation in all spheres of academic life.



The institute continuously collects statistical data and presents it to administrators and policymakers to ensure that decision-making is informed by real evidence. The public can also access such information through multiple channels—such as the university website, Facebook, dashboard, and other digital platforms—providing transparency and accountability. Data are updated regularly to maintain relevance and effectiveness of gender-related policies.

NIDA's gender equality implementation covers policy issuance, revision, and enforcement to ensure participation and inclusiveness among all gender groups both within the university and in surrounding communities. Students, faculty members, staff, and community stakeholders are regarded as part of one family that must be supported equitably.

POLICY

Policy revision for gender equality & inclusion

NIDA has revised its policies on preventing discrimination against women and gender-diverse individuals to align with current social realities and enhance fairness for all affected persons. To achieve this, the Committee on Institutional Equality convened to collect opinions, analyze findings, and amend key policies—such as the Gender Equality Policy and the Policy for the Protection of Complainants in Cases of Sexual Harassment and Discrimination.

The Committee also oversees improvements to facilities, including childcare centers and nursing rooms for mothers, all-gender restrooms. It remains steadfast in advocating for the rights of women and transgender individuals by organizing awareness campaigns, and promoting the integration of gender-responsive budgeting processes.



Ultimately, by strengthening gender equality policies, institutional mechanisms, and gender-responsive programs, NIDA continues to advance SDG 5 with persistence and integrity. The institute remains firmly committed to fostering inclusivity, eliminating discrimination, and building a community where everyone can reach their fullest potential.

RESEARCH

2024 research related to gender equality

Since 2024, several female faculty members have secured research funding for projects related to gender equality. From the School of Development Economics, Assoc. Prof. Dr. Amornrat Apinanmahakul has conducted research on "Gender Inequality among the Elderly and Well-being after the COVID Era." Meanwhile, Prof. Dr. Sastra Sudsawat has worked on "Long-Term Care and Gender Equality in Thailand." All of these studies are currently under review for international publication.

OPERATION

Celebrating female academics

To demonstrate its commitment to gender equality in research excellence, NIDA consistently recognizes and celebrates the achievements of its female scholars. The institute is proud of Professor Dr. Thitirat Siribovornratanakul from the School of Applied Statistics, who has been recognized on Stanford University's World's Top 2% Scientists List (2024–2025). NIDA's pride also extends to other faculty members who have published research in international databases at increasing rates - a testament to their outstanding academic contributions and research excellence. In the academic service realm, 15 female lecturers actively conducted consulting projects in 2024 with a total project value of 61,838,650.32 baht.



Her publications for 2024 are available via the following link: <https://share.google/YpbCGBwcsUJyfOKEa>
Source link: <https://www.facebook.com/share/p/1BHBDD4NkU/>

Gender equality in access to education

NIDA have collected, updated, and regularly monitored gender-disaggregated data to ensure equitable access to education. This includes tracking indicators such as the number of first-generation female graduate students and women's application and enrollment rates.

NIDA also implements a gender-friendly admission policy. Before each admission period, staff are reminded to provide assistance and flexibility to female and LGBTQ applicants who may have specific needs. A Statement of Equal Opportunity is included in all institutional publications and digital platforms.

This policy is reviewed annually and revised as necessary to reflect current conditions. The recorded data indicate that NIDA has maintained a high proportion of female students across disciplines comparable to, or even exceeding, that of male students, including in fields traditionally dominated by men.

Academic promotion & career advancement for female faculty and staff

For female faculty members:

Female and LGBTQ faculty members achieved significant academic and administrative advancements. The university's female president was reappointed for another three-year term. Among the four members of the executive team, two are women serving as Vice President for Research and Academic Services, and Vice President for Planning and Community Relations. At the faculty level, each dean serves a three-year term. Of NIDA's twelve faculties, six deans and twenty-seven associate deans are female. Furthermore, both the Research Center and the Training Center appointed female directors in 2024.

NIDA also encouraged faculty members to apply for academic promotion. Six female faculty members applied, and all six were successfully promoted—three to assistant professorship and three to associate professorship. Their achievements were publicly recognized through university announcements, monetary awards, and a congratulatory bouquet presented by the university president.

For female and LGBTQ administrative staff

NIDA's administrative staff members also advanced in their careers in 2024. The institute supports the promotion of female and LGBTQ employees under a transparent, merit-based policy that ensures gender and sexual identity do not create disadvantages. In 2024, six female staff members were promoted to supervisory positions, including two who attained division director roles. The Chairperson of the Staff Council is also a woman.



Congratulations to **Assistant Professor Dr. Thunyanee Pothisarn** on her appointment as Assistant Professor.

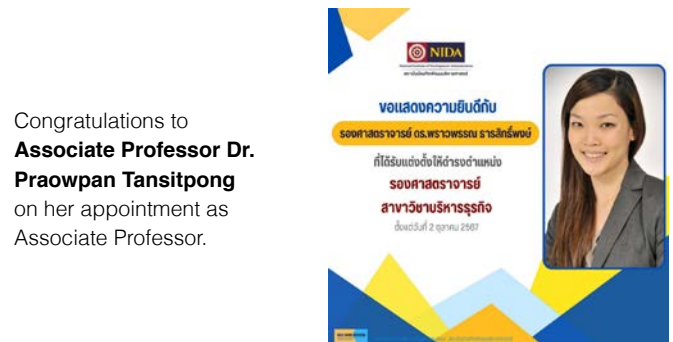
Congratulations to **Associate Professor Dr. Khanyapass Punjaisri** on her appointment as Associate Professor.



Congratulations to **Associate Professor Dr. Thitirat Siribovornratanakul** on her appointment as Associate Professor.



Congratulations to **Assistant Professor Dr. Bongkoch Chencharassakul** on her appointment as Assistant Professor.



Congratulations to **Associate Professor Dr. Praowpan Tansitpong** on her appointment as Associate Professor.



Congratulations to **Assistant Professor Dr. Xuemei Sun** on her appointment as Assistant Professor.



Congratulations to **Ms. Papatsorn Pathumnok** on her appointment as Director of the Legal Affairs Division, Office of the President.



Congratulations to Ms. Sirirak Wattanapintu on her appointment as Director of the Siripattana Office Administration Division.



Congratulations to Ms. Paradee Thepkayon on her appointment as Chief of the Planning and Development Section, School of Economics Development.



Congratulations to Ms. Rattarin Rakham on her appointment as Chief of the General Administration Section, School of Social Development and Administration Strategy.



Congratulations to Ms. Sirinthip Pramaipim on her appointment as Chief of the Academic Affairs Section, School of Public Administration.

Updated and Revised Existing Policies

Policies concerning the prevention of discrimination against women and gender-diverse individuals were revised to align with current social realities and to enhance fairness for affected persons. The Committee on Institutional Equality convened to gather opinions, analyze, and amend key policies—such as the Gender Equality Policy and Policy for the Protection of Complainants in Cases of Sexual Harassment and Discrimination. The Committee also supervises improvements to facilities, including childcare centers and nursing rooms for mothers. It remains steadfast in advocating for women's and transgender individuals' rights—supporting the installation of all-gender restrooms, awareness campaigns, and the inclusion of gender-responsive budgeting processes.

Enabling Policies and Actions to Support Women's Success

The NIDA Student Union, led by a female president, organized multiple activities promoting leadership, equality, and student development. With financial and institutional support, these initiatives aimed to empower students and strengthen inclusion across campus. The Division of Educational Services systematically tracked female participation and reported all outcomes publicly. The Committee on Gender Equality reviewed project results and provided feedback for the following year. Activities included:

- Team Building for Student Union Committee – annual project enhancing team-building and budgeting skills and fostering collaboration.



https://www.facebook.com/media/set/?set=a.793632002775117&-type=3&locale=th_TH

- Student Orientation Program – encouraging new students to engage in Student Union activities.



https://www.facebook.com/media/set/?set=a.766929205445397&-type=3&locale=th_TH

- NIDA Board Game Project – developing analytical and networking skills among students and staff.



<https://www.facebook.com/share/p/1AbrKzZewG/>

- English Training – TOEIC 800+ Project – improving English proficiency and employability.



<https://www.facebook.com/share/p/1CZ5M3seA9/>

- AI Training Project – developing competencies in artificial intelligence and digital literacy.



<https://www.facebook.com/share/p/16ZkX5JzWi/>

- Financial Literacy Training – building strong financial foundations for women's long-term independence.



<https://www.facebook.com/share/p/1D4e6DNh5i/>

- Pride with Us Project – raising gender equality awareness and promoting solidarity among students, staff, and the broader public.



<https://www.facebook.com/share/p/17UqThk1dW/>

To conclude, NIDA has consistently upheld its principle of creating an environment where all individuals—regardless of gender—can access equal opportunities and progress on fair terms. By strengthening gender equality policies, institutional mechanisms, and gender-responsive programming, NIDA continues to advance SDG 5 with persistence and integrity. The institute remains committed to fostering inclusivity, eliminating discrimination, and building a community where everyone can achieve their fullest potential.

