

## Individual Action Plan (2015)

Economy: Thailand

Ratio of women's representation in leadership\*in both the public and private sectors ( \* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN;see <https://careers.un.org/lbw/home.aspx?viewtype=SC>)

In terms of women's economic participation, Thailand is one among the countries that provide most opportunities for women to be executives in the private sectors. According to Grant Thornton's research in 2011, Thailand continued to rank third of 34 countries surveyed by the Grant Thornton organization. Thailand has also seen an increased share of women entering the labour force (52.14 per cent in 2012).

Despite prominent increasing role of women in private sector and entrepreneurship, challenges remain in promoting women's roles in power and public decision-making. Women's representation in the parliament is low, and so is participation at a higher level of public administration and judiciary.

In 2011, women made up 15% of Member of Parliaments.

12.8 % of members of the cabinet in 2011 were women, which was decreased to 5.26 % in 2013

In 2012 women accounted for 6.43 per cent of all decision-making positions in local administration.

Women's participation in official administrative positions: women still have low representation in the decision-making positions despite the ratio of female: male government officers, which is 60:40

At the central government administration, data during 2003-2010 showed that women holding executive positions had slightly increased, from 20.94 % in 2003 to 24.44 % in 2010.

At the regional level, the statistic from the Permanent Secretary, the Ministry of Interior, shows

	<p>that female administrators appointed in 2011 were two provincial governors (2.63 %) and eight deputy provincial governors (4.76 %).</p> <p>Meanwhile, the number of women holding positions in the court system remains low. There are currently no women holding the positions of attorney-general and deputy attorney-general. There were only seven female judges in senior positions, representing 8.14 % to the Supreme Court and division presidents in 2010.</p>
<p><b>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020</b>  <small>(%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</small></p>	<p>Thailand continues to strive towards increasing the overall opportunities for women to reach executive or decision-making levels and reaching the target to double the proportion of women in Parliament, subdistrict administrative organizations and executive positions in the civil service. Enhancing women's role is also targeted at the central Government and the provincial government levels, and in the private sector.</p>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>The challenge to increase female representation in politics is the priority of the current Women Development Plan. The strategy is to cultivate a new social norm, which will be beneficial to women's advancement leading to their increasing roles in politics and decision-making. Over the years, Thailand has taken many initiatives to increase the participation of women in politics. Through partnership and collaboration among government agencies and non-governmental organizations, there is an ongoing effort to establish a quota system to improve the ratio of women candidates in general and</p>

local elections. The proposed idea of gender quota system will need to be further debated and discussed as, once established, it will be a groundbreaking development in terms of gender and political equality in Thailand.

Work has been undertaken to improve knowledge, understanding and skills of women on the constitution and relevant laws and has raised public awareness on the importance of women's participation in politics and administrative functions. Training and workshops were organized for women on local government administration to prepare women candidates before elections. Discussion forum were held to build up networks and budgetary support has been given to activities at the local level to build capacities of women and campaign for greater participation of women in local politics. There were visits and discussions held with party leaders to sensitise them on the issue. Office of the Civil Service Commission also holds regular training and networking sessions for women executives.

Awareness raising campaigns on the importance of women's participation in politics were conducted by Regional Public Relations Offices. Public assemblies were held in eight provinces and broadcasted on television and radio. There were radio and television programmes and discussions on women and politics. Trainings were organized for local media to raise awareness on women and politics at the community level. Campaigning activities were also conducted in seven leading educational institutions to encourage young generations to promote participation of women in politics.

Recognizing the need to promote political

	<p>participation of women from all walks of life, in 2011-2014, the Ministry of Social Development and Human Security together with the United Nations Development Programme (UNDP) launched a Leadership Academy for Muslim Women. The Academy Programme exercised in 14 provinces in the South will equip participants with skills to participate and take leading roles in community development activities. Upon completion, participants will be assigned to work in political entities in their respective areas on internship basis, and where possible, be mentored by Muslim women who are already in political positions.</p>
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- ✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*