



Workshop on  
“Promoting dialogue on  
Youth, Diversity and Inclusion, and Gender Equality in Thailand:  
What could be expected after the Marriage Equality Act?”

Thursday, 19 June 2025  
13:30 to 17:00 hrs.

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*This workshop is implemented under the EU-Thailand Cooperation Facility (EUTHCF)  
funded by the European Union (EU)*

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Thailand has legally advanced women's rights and gender equality through its ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1985 and its Optional Protocol in 2000, endorsed the Beijing Platform for Action (BPFA) in 1995, and committed to the Sustainable Development Goals (SDGs) in 2015. Thailand has also made significant efforts to integrate the international principles and instruments into legislation and policy, evident in the Constitution of the Kingdom of Thailand B.E. 2560 (2017), which clearly specifies that ‘men and women shall enjoy equal rights’.

The Gender Equality Act 2015, which was enacted in 2015, established a committee to Promote Gender Equality (CPGE) to enact the Act's legal policies and mechanisms to advance gender equality. In addition, the Women Development Strategy (2017-2021), developed by the Ministry of Social Development and Human Security, sets out goals, objectives and targets in gender equality which will be steering tools for effective budget allocations.

Thailand has also made significant advancements in LGBTQIA+. It ranks 72 out of 100 in the Equaldex Equality index which is a rating (100 being the most equal) to help visualize the legal rights and public attitudes towards LGBTQIA+ people in each region or country.

However, women and the LGBTQIA+ community in Thailand still face discrimination and there are yet issues to be resolved to further advance their rights. In this regard, there are many international organisations, foundations and non-governmental organisations advocating for gender equality and LGBTQIA+ rights in Thailand. Similarly, many universities in Thailand are active in this space. Examples of measures put in place are the establishment of units in certain universities to conduct research on gender and LGBTQIA+ issues, the introduction of programmes and curriculum on these issues, the establishment of policies on gender equality and non-discrimination against women and LGBTQIA+ individuals, the organisation of Pride Month activities at different campuses and the organisation of workshops and seminars to discuss relevant and pertinent topics on gender and LGBTQIA+ rights.

**Within the EU, social, political and economic strength comes from unity in diversity: Equality and non-discrimination are core values and fundamental rights in the EU**, enshrined in its founding Treaties and in the EU Charter of Fundamental Rights and with a shared responsibility to protect fundamental rights and ensure equal treatment and equality for all. Social acceptance of LGBTQIA+ people has steadily increased across the EU over the last years.

**The EU strives to be at the forefront of efforts to better protect LGBTQIA+ people's rights.** Therefore, the European Commission adopted on 12 November 2020 [the LGBTQIA+ Equality Strategy 2020-2025](#). The Strategy marks a new phase in the **EU's efforts to promote equality for LGBTQIA+ people** while continuing to focus on priority areas. It sets out a series of measures to step up action, to integrate LGBTQIA+ equality in all policy areas and to help lift the voices of LGBTQIA+ minorities. It aims at bringing together EU Member States and actors at all levels in a common endeavour to address LGBTQIA+ discrimination more effectively by 2025.



***“Promoting dialogue on  
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What could be expected after the Marriage Equality Act?”***

In September 2024, the Thai parliament passed the Marriage Equality Bill to legalise same-sex marriages in Thailand, which granted same-sex couples the right to marry, as well as rights in areas such as child adoption, healthcare consent, tax allowances and inheritance, among others. **The Marriage Equality Act entered into force on 23 January 2025** and Thailand’s government became **the third in Asia and the first in Southeast Asia to permit same-sex marriage**. The legalisation of LGBTQIA+ marriage is expected to **further raise awareness about LGBTQIA+ issues in the Thai society, setting a stage for advancing other LGBTQIA+ rights**. It is also expected to be a first step towards full legal recognition of the rights of LGBTQIA+ people, including parenting and inheritance rights, as well as equal social rights and other benefits currently enjoyed only by heterosexual couples. Moreover, a gender recognition bill is in line for parliamentary consideration by the Thai lawmakers.

However, with this significant achievement of marriage equality in Thailand, one may ask: *“With the Marriage Equality Act, what else needs to be done to protect against discrimination at work and promote safe learning environments among the youth?”*

*Against this background and as a contribution to the activities under the Pride Month 2025 in Thailand, the Delegation of the European Union to Thailand organises – through the EU-Thailand Cooperation Facility (EUTHCF) – a half-day workshop which aims at promoting dialogue and exchanges on diversity and inclusion, youth and gender equality in Thailand and addressing three specific topics: Same-sex-marriage, protection against discrimination at work and promotion of safe learning environments among the youth.*

The workshop intends to bring together – in a roundtable discussion – various representatives of universities active in the promotion of LGBTQIA+ rights, LGBTQIA+ rights defenders, businesses keen on diversity & inclusion, Thai authorities working on LGBTQIA+ and gender equality and other representatives from different sectors i.e. university students, youth activists, and CSOs, private sector and government.

**Draft Agenda**

13.30–14.00	Arrival of participants and registration
14.00–14.15	Remarks by Dr. Audrey-Anne Rochelemagne, Deputy Head of Cooperation for Thailand, Delegation of the European Union to Thailand Remarks by Ms. Nareeluc Pairchaiyapoom, Director of International Human Rights Division, Rights and Liberties Protection Department, Ministry of Justice. (tbc)
14.15–15.30	<b>Session I: Round-Table Discussion on: “Promotion of safe learning environments among the youth in Thailand – what are the overall conditions?”</b>  <b>Chair/moderator:</b> Voradon Lertrat, Director of Research and Policy Partnerships, 101 Public Policy Think Tank (101 PUB)  <b>Panellists:</b> <ul style="list-style-type: none"><li>○ A representative of the Office of the Vice President for Student Affairs, Chulalongkorn University (tbc)</li><li>○ Asst. Prof. Sukrittaya Jukping, College of Interdisciplinary Studies (Women’s, Gender and Sexuality), Thammasat University</li><li>○ Riddy Sonsomsuk, Policy Advocate, Young Pride Club, a trans and youth-led initiative</li><li>○ Assoc. Prof. Mark Stephan Felix, Department of Society and Health, Faculty of Social Sciences and Humanities, Mahidol University</li><li>○ A representative of International Cooperation Department, Bangkok University (tbc)</li></ul>

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Themes to be discussed:

- Views on the Marriage Equality Act and its potential wider effects on social acceptance and tolerance towards the LGBTQIA+ people and community at Thai universities and learning institutions: ***What are the challenges?***
- Examples of on-going support activities to LGBTQIA+ rights, gender equality and social inclusion among university students and promotion of safe environments for the LGBTQIA+ community at Thai universities and learning institutions: ***What more could be done?***
- Addressing mental health issues specific to LGBTQIA+ among university students at Thai learning institutions? ***What are the experiences and the gaps?***

**Q&A session**

15.30–15.45

Coffee/tea break

15.45–16.50

**Session II: Round-Table Discussion on: “Protection against discrimination at work in Thailand – what is the overall state?”**

**Chair/moderator:**

Siriporn Rathie, Senior National Gender Expert, DT Global IDEV Europe

**Panellists:**

- Kiattisak Sumphaognaen, Senior Vice President, Employee Wellness & Employee Relations Function, Siam Commercial Bank (SCB)
- Andrei Buendia, Senior Associate, Vriens & Partners Law Firm
- Vitaya Saeng-Aroon, Director of Diversity in Thailand, a unit of Bangkok Rainbow
- Nina Phinnipha Suriyong, Managing Director, APlus Career, Chair, Women in Business Working Group, British Chamber of Commerce Thailand
- Pattawee Pimayram, Communications Manager, Rainbow Sky Association of Thailand (RSAT)

Themes to be discussed:

- Views on inclusion policies for the LGBTQIA+ work force and promoting Diversity, Equity & Inclusion (DEI) policies in Thailand: ***What are the challenges?***
- Showcasing initiatives of Thai businesses which have promoted inclusion measures and policies: ***What should be done to advance the achievements?***
- Advocating for workplace equality and increasing LGBTQIA+ visibility in the private sector: ***What kind of support is needed?***

**Q&A session**

16.50–17.00

**Key summaries of the workshop**



Scan here to register