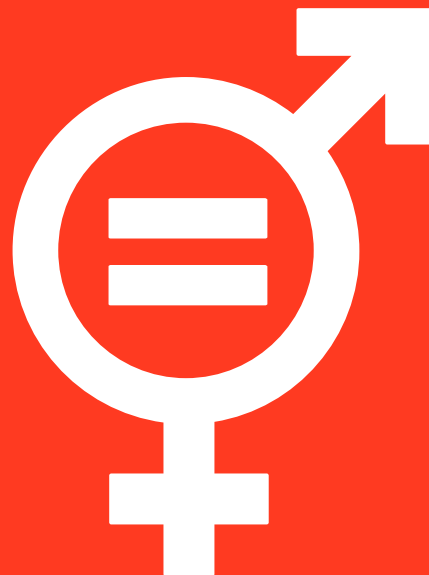


5 GENDER EQUALITY



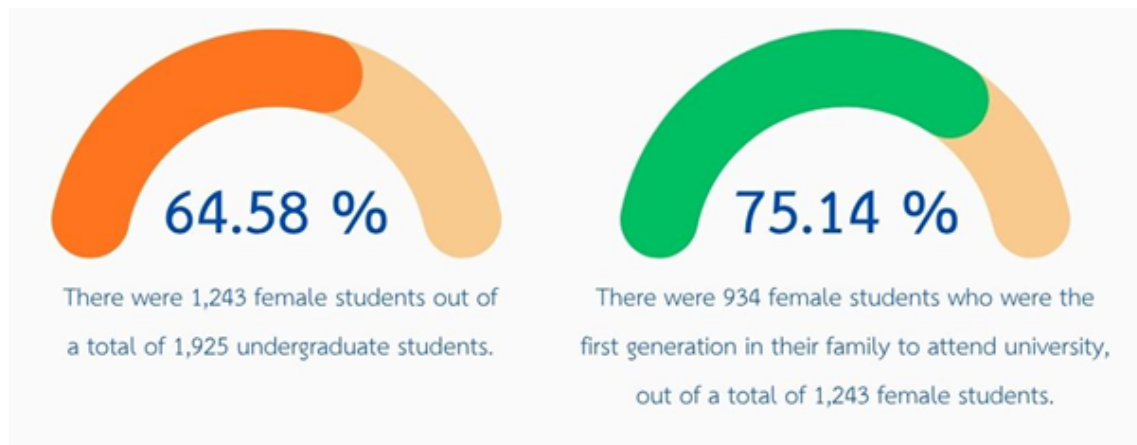


5.2 Proportion of first-generation female students



5.2.1 Proportion of women first - generation

In the academic year 2024, Phetchaburi Rajabhat University had a total of 1,925 newly enrolled undergraduate students, of whom 1,243 were female, accounting for 64.58% of all new students.



Among these female students, 934 were first-generation female students—that is, the first in their families to pursue higher education—representing 75.14% of all newly enrolled female students in the academic year 2024.

The significant proportion of first-generation female students accessing higher education demonstrates Phetchaburi Rajabhat University's pivotal role in expanding educational opportunities for women, particularly those from rural areas and economically disadvantaged families. This reflects the university's commitment to promoting gender equality and inclusive education

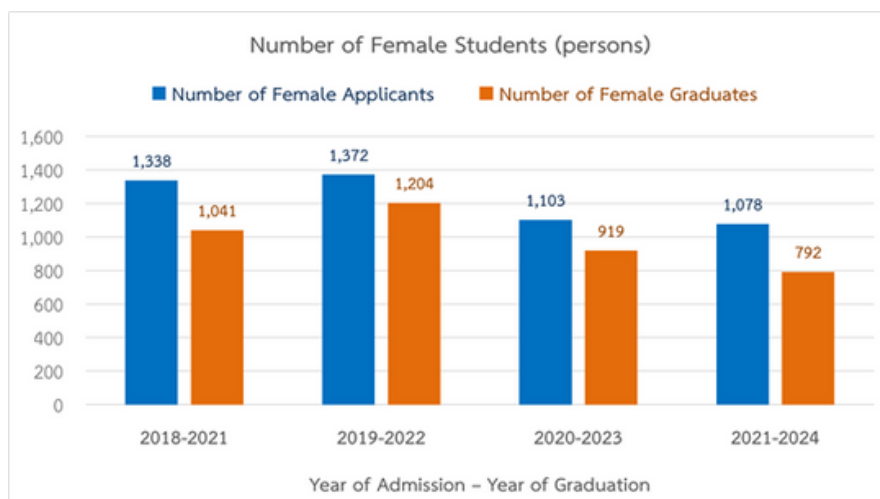
5.3 Student access measures

5.3.1 Tracking access measures

Phetchaburi Rajabhat University systematically monitors, collects, and evaluates data to measure and assess the enrolment and graduation rates of female students in each academic year. The Office of Academic Promotion and Registration is responsible for maintaining statistical records on student retention and graduation rates, serving as the main unit overseeing access and success metrics.

Tracking data from the academic years 2018 – 2021 indicated that a total of 4,891 female students were enrolled. During the academic years 2021–2024, a total of 3,956 female students successfully graduated, representing 80.88% of all enrolled female students.

This outcome reflects the continuity of education and the university's effectiveness in managing educational opportunities for female students, highlighting Phetchaburi Rajabhat University's commitment to enhancing gender equality and supporting women's access to higher education



5.3.2 Policy for women applications and entry

Phetchaburi Rajabhat University has implemented its Five-Year Strategic Plan (2022–2026), under which Strategic Goal 2 focuses on “Producing quality graduates who are work-ready and lifelong learners.” This strategic direction aims to enhance the quality of graduates by equipping them with the knowledge, skills, and attributes that align with societal changes and labor market demands.

Under this strategy, the university emphasizes equitable development of students' potential and ensures non-discrimination based on gender. It actively promotes equal access to education for female students and all groups, supporting their academic and professional skill development alongside moral, ethical, and civic responsibility education. This holistic approach prepares graduates to become responsible and contributing citizens in society.



To expand educational access, Phetchaburi Rajabhat University conducts outreach and educational guidance activities in secondary schools and local communities to promote academic programs and inspire youth, particularly female students in remote areas, to pursue higher education. These initiatives also support women and vulnerable groups in accessing education equitably and inclusively.

Moreover, the university has developed diverse admission pathways to accommodate different student categories, including those with disabilities. It established the Disability Student Services Center (DSS) to provide comprehensive support for students with disabilities—covering learning equipment, accessibility services, and educational counseling—to ensure that all students can access higher education on an equal basis.

This policy reflects Phetchaburi Rajabhat University's strong commitment to gender equality and fair access to education for all, particularly female students and those with special needs, contributing to the creation of an inclusive, equitable, and lifelong learning society that leaves no one behind



5.3.3 Women's access schemes

Phetchaburi Rajabhat University places strong emphasis on promoting gender equality and ensuring that women and people of all genders have equal access to education and skills development. The university has continuously implemented various projects and activities aimed at creating a safe, inclusive, and empowering learning environment that supports the holistic development of students in academic, professional, and personal dimensions.

In collaboration with the Ministry of Social Development and Human Security, the university established the Gender Equality Promotion Center, serving as a key mechanism to drive gender equality policies across all dimensions — including education, livelihood, and employment. The center's core mission is to raise awareness of human rights and gender diversity while working to reduce gender-based disparities within society.

The center organizes diverse activities such as:

1. LGBTQ+ contests to promote pride in gender diversity;
2. The establishment of the "Thanyarak Club", which serves as a safe space for learning and exchanging knowledge about women's rights and health care; and
3. The creation of a Gender Equality Counseling and Education Center, which provides psychological support, counseling, and accurate information on gender equality and human rights.





Furthermore, Phetchaburi Rajabhat University encourages its faculties to implement projects and activities that promote gender equality in various dimensions, such as:

1. Training and career counseling programs for female students to enhance entrepreneurial and vocational skills;
2. Creating inclusive spaces where students of all genders can equally express their talents and potential; and
3. Organizing contests to promote confidence and gender diversity recognition, such as the IT Ambassador Boy & Girl and IT Ambassador LGBTQ+ competitions.

All these initiatives demonstrate the university's strong commitment to fostering gender equality at all levels, creating a safe, inclusive, and gender-friendly learning environment for everyone. Phetchaburi Rajabhat University continues to stand as a model institution for promoting diversity, equality, and inclusion



5.3.4 Women's application in underrepresented subjects

Phetchaburi Rajabhat University implements an admission policy based on equality and equal educational opportunities, without setting gender-based quotas for admission in any faculty or academic program. All students are free to choose their fields of study according to their interests, without restrictions based on gender or social roles.

In the academic year 2024, the university had 1,243 newly enrolled female undergraduate students. Among them, 87 female students were enrolled in disciplines traditionally underrepresented by women 58 in the Faculty of Agricultural Technology and 29 in the Faculty of Engineering and Industrial Technology accounting for 7.0% of all newly enrolled female students.

The university continuously provides support and encouragement for female students in these underrepresented fields, promoting learning, research, and professional skill development. Special emphasis is placed on building confidence, leadership, and participation in both academic and social activities.



For example, female students from the Faculty of Agricultural Technology Student Association organized the project “Compilation of Plants in Thai Literature” at Anan School, Hua Hin District, Prachuap Khiri Khan Province, as part of their preparation to participate in the School Botanical Garden Project. This initiative also aimed to enhance the community’s quality of life through a “Social Engineering” process. The activity provided opportunities for female students to demonstrate professional competence, engage in hands-on learning, and foster responsibility, volunteerism, and positive attitudes toward careers where women are underrepresented.

These policies and initiatives reflect Phetchaburi Rajabhat University’s strong commitment to creating an equitable academic environment that empowers female students to pursue underrepresented disciplines with pride, while contributing to sustainable professional and social development



5.4 Proportion of senior female academics

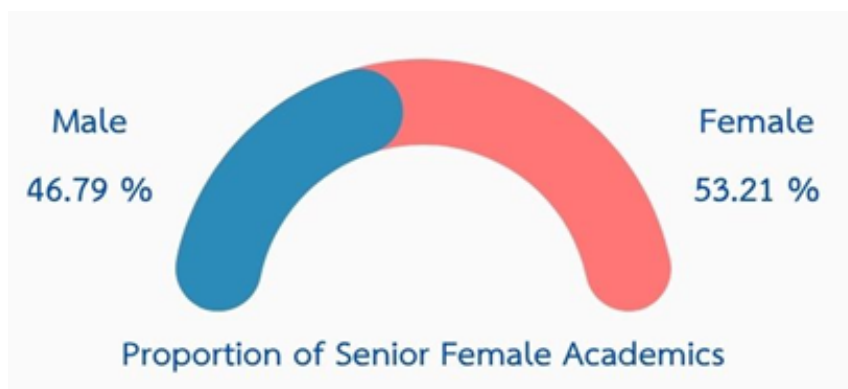
5.4.1 Proportion of senior female academics

Phetchaburi Rajabhat University places strong emphasis on promoting gender equality at all levels, particularly in academic and administrative leadership positions, which serve as key mechanisms for advancing educational policy, research, and sustainable local development.

In the academic year 2024, the university had a total of 742 personnel, comprising 292 males and 450 females across academic and supporting staff. Among these, there were:

1. 58 senior female academic staff, and
2. 51 senior male academic staff,

making a total of 109 senior academic staff, with female academics representing 53.21% of this group.





The university is committed to continuously developing the capacity of female academic staff through opportunities in teaching, research, and leadership development, ensuring gender balance within higher education institutions. This approach aims to strengthen the role of women in decision-making processes and promote sustainable gender equity in academic governance

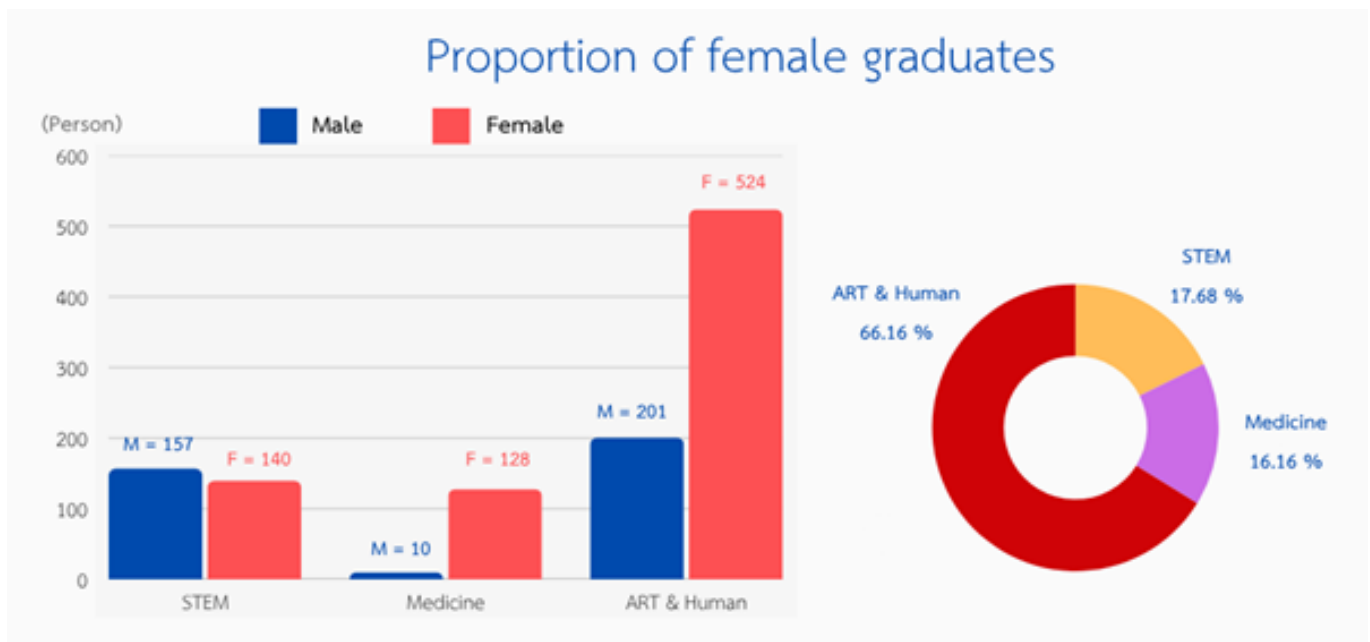
5.5 Proportion of women receiving degrees

5.5.1 Proportion of female degrees awarded

In the academic year 2024, Phetchaburi Rajabhat University awarded a total of 1,160 bachelor's degrees, comprising 792 female graduates and 368 male graduates. Female graduates accounted for 68.28% of all degree recipients.

When analyzed by faculty, the distribution of female graduates was as follows:

1. STEM – Total Graduates: 297; Female Graduates: 140 (17.68%)
2. Medicine and Health Sciences – Total Graduates: 138; Female Graduates: 128 (16.16%)
3. Arts, Humanities & Social Sciences – Total Graduates: 725; Female Graduates: 524 (66.16%)



Overall, the majority of graduates from Phetchaburi Rajabhat University were female, particularly in fields such as Nursing, Humanities, and Social Sciences. This reflects the university's success in expanding educational opportunities for women and its ongoing efforts to promote gender equality in higher education.

At the same time, the university recognizes that male students remain predominant in certain fields such as Engineering and Information Technology. Therefore, Phetchaburi Rajabhat University is implementing strategies to encourage greater female participation in these disciplines, aiming to achieve gender balance across all fields of study



5.6 Women's progress measures

5.6.1 Policy of non-discrimination against women

Phetchaburi Rajabhat University has established a clear policy of non-discrimination on the basis of gender, grounded in respect for human rights and equality for all individuals. This policy is embedded within the university's Strategic Plan for Academic Excellence and the Development of Specialized Human Resources, which emphasizes accessible and inclusive education for all regardless of gender, age, or social status.

The university ensures that all students have the freedom to choose their field of study according to their interests and abilities, without any form of restriction or bias. In addition, it promotes awareness of human rights, respect for human dignity, and appreciation of diversity among both staff and students.

Through these efforts, Phetchaburi Rajabhat University strives to foster an academic community that values equality and inclusion, ensuring that gender equity is upheld at every level of education





5.6.2 Non-discrimination policies for transgender

Phetchaburi Rajabhat University places strong emphasis on gender equality in all dimensions and actively promotes an environment where all staff and students—regardless of gender identity—can express themselves freely and appropriately. In particular, for students whose gender identity differs from their sex at birth (LGBTQ+), the university allows them to dress according to their gender identity in both daily life and official university activities. This policy reflects the university's commitment to respecting personal identity, human dignity, and individual freedom.

Moreover, the university organizes inclusive programs and activities that ensure equal participation for students of all genders, such as assigning leadership roles in events and student activities to LGBTQ+ individuals, thereby promoting visibility and representation.

In addition, Phetchaburi Rajabhat University has established the Center for Human Rights Studies and Coordination, under a Memorandum of Understanding (MoU) with the National Human Rights Commission of Thailand. This center serves as a hub for promoting knowledge, understanding, and respect for human rights through activities such as training youth networks and teacher leaders in local communities.

These policies and initiatives clearly demonstrate the university's strong commitment to fostering a safe, inclusive, and discrimination-free learning and working environment—one that celebrates diversity, promotes equality, and upholds human rights and gender inclusivity





5.3 Maternity policy 5.3 Maternity policy

Phetchaburi Rajabhat University places great importance on the well-being and quality of life of all staff members, regardless of gender, particularly concerning maternity and paternity rights. The university is committed to creating a family-friendly working environment and promoting gender equality in the workplace.

According to the Regulations on Employee Welfare of Phetchaburi Rajabhat University, 2021, the university provides comprehensive maternity and paternity benefits, including leave entitlements and financial support related to pregnancy and childbirth.

1. Female staff members are entitled to 90 days of maternity leave, comprising 45 days paid by the university and 45 days paid by the Social Security Office, in accordance with the Social Security Act of Thailand.

2. Male staff members are entitled to up to 15 working days of paternity leave to support their spouses during childbirth.

3. Employees who have contributed to the Social Security Fund for at least seven months within the 15 months preceding childbirth are eligible to receive a childbirth allowance of 15,000 Baht per child (for up to two children).

4. Additionally, the Phetchaburi Rajabhat University Personnel Club provides an extra 1,000 Baht per childbirth as supplementary welfare support.

The university's human resource management system ensures that maternity or paternity leave does not negatively affect career advancement, promotion, or other benefits. Moreover, the Warm Community Health Promotion and Care Center, under the Faculty of Nursing and Health Sciences, provides counseling and education on family planning and maternal health care to support a healthy balance between professional and family life.

This policy demonstrates Phetchaburi Rajabhat University's strong commitment to Gender Equality and Equal Opportunity in Employment and Family Life

เปิดให้บริการแล้ว
วันนี้ !!



ศูนย์ดูแลและส่งเสริมสุขภาพชุมชนอบอุ่น คณะพยาบาลศาสตร์และวิทยาการสุขภาพ

• มีคณาจารย์สาขาพยาบาลศาสตร์และสาขาสาธารณสุขศาสตร์พร้อมให้บริการ และให้คำแนะนำด้านสุขภาพ



- ✓ ให้คำปรึกษาด้านสุขภาพ
- ✓ ทำความสะอาดบาดแผล
- ✓ รักษาโรคเบื้องต้น
- ✓ วางแผนครอบครัวและผดุงครรภ์
- ✓ บริการอื่น ๆ ด้านสุขภาพ
- ✓ ส่งเสริมสุขภาพอนามัยและป้องกันโรค

วันเวลาให้บริการ
จันทร์ - ศุกร์ 8.30 - 16.30 น.

ติดต่อสอบถามหรือนัดหมายใช้บริการ
 อาจารย์ ภาสิด ศิริเทศ ☎ 0930711697
 ผศ.ดร.สุภารัตน์ ไชยเฉลิม ☎ 0619805475

5.6.4 Childcare facilities for students

Phetchaburi Rajabhat University places great importance on supporting the rights of students and staff to care for their children and on promoting holistic early childhood development. The university aims to create a supportive environment for learning, working, and family life balance.

Within the university, the Warm Community Health Promotion and Care Center, under the Faculty of Nursing and Health Sciences, provides health consultations and services for children and families. The center also organizes health promotion activities for students, staff, and members of the local community to enhance well-being and family health awareness.

In addition, the Phetchaburi Rajabhat University Demonstration School (Kindergarten Division) continuously conducts early childhood development programs. For example, the “Cooking Activity” for Kindergarten 1 students is implemented under the Learning by Doing approach, which helps develop physical skills, observation, teamwork, and creative communication. The activity also fosters strong relationships among teachers, parents, and students, supporting a nurturing and inclusive learning environment for young children.



5.6.6 Women's mentoring schemes

Phetchaburi Rajabhat University places great importance on supporting work-family balance among its personnel, particularly for staff and faculty members with young children. To facilitate this, the university has established an educational institution for the children of university employees the Phetchaburi Rajabhat University Demonstration School which accepts the children of staff and faculty at both kindergarten and primary school levels. This initiative enables employees to perform their professional duties effectively while ensuring that their children are cared for in a safe, nurturing, and developmentally appropriate environment.

The university administration, in collaboration with the Demonstration School, holds regular meetings with parents of kindergarten students to discuss matters related to child safety, English language development, and age-appropriate life skills, including health, discipline, and learning enjoyment. These efforts aim to promote the holistic growth and well-being of children through active parental engagement and institutional support.

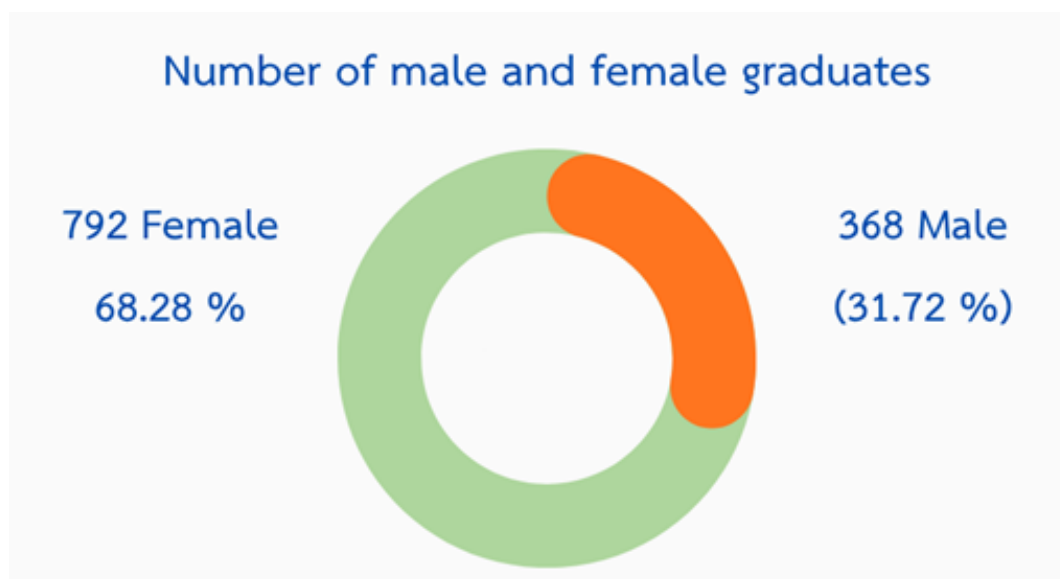


5.6.7 Track women's graduation rate

Phetchaburi Rajabhat University has established a systematic mechanism for tracking students' academic progress and graduation outcomes, managed by the Office of Academic Promotion and Registration. The system collects and analyzes graduation data disaggregated by gender and field of study to ensure evidence-based monitoring of educational equity.

Throughout their studies, every student is assigned an academic advisor, who provides guidance on both academic and personal matters, helping to foster student success and retention. The university ensures equal learning opportunities for all students, with no gender-based discrimination in access to education or academic support.

In the academic year 2024, Phetchaburi Rajabhat University recorded a total of 1,160 graduates, consisting of 792 female graduates (68.28%) and 368 male graduates (31.72%). This reflects the university's success in supporting and promoting educational opportunities for women, reinforcing its commitment to gender equality in higher education.



5.6.8 Policies protecting those reporting discrimination

Phetchaburi Rajabhat University has established a clear policy and practical guidelines for the protection of individuals who report cases of discrimination ([Whistleblower Protection Policy](#)). This policy aims to create a safe, fair, and discrimination-free learning and working environment for all members of the university community.

The policy forms part of the university's broader vision to become an institution of gender equality and lifelong learning, committed to promoting the rights of students and staff of all genders to access education and personal development equitably. It reinforces a system of transparent and accountable governance grounded in the principles of human rights, fairness, and inclusivity.



5.6.9 Paternity policy

Phetchaburi Rajabhat University has established a paternity leave policy to support fathers' rights and participation in childcare. Under this policy, male staff members are entitled to up to 15 working days of leave to assist their spouses during childbirth, in accordance with civil service regulations.

This policy aims to promote gender equality within families, encouraging fathers to take an active role in newborn care and parenting during the early stages of a child's life. It also helps to reduce the burden on mothers and foster shared family responsibilities between parents.

Through this initiative, Phetchaburi Rajabhat University reinforces its commitment to developing a family-friendly workplace culture that values work-life balance, mutual respect, and gender equity.

