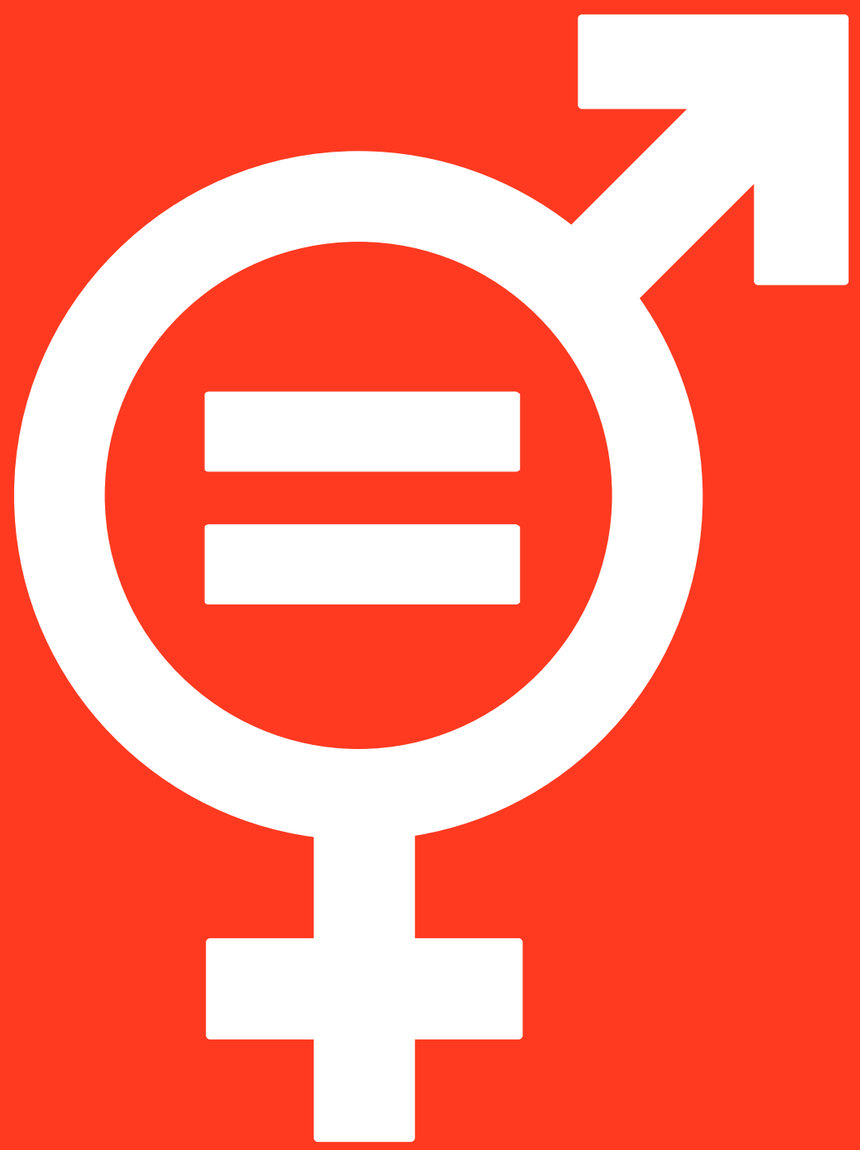
5 GENDER EQUALITY





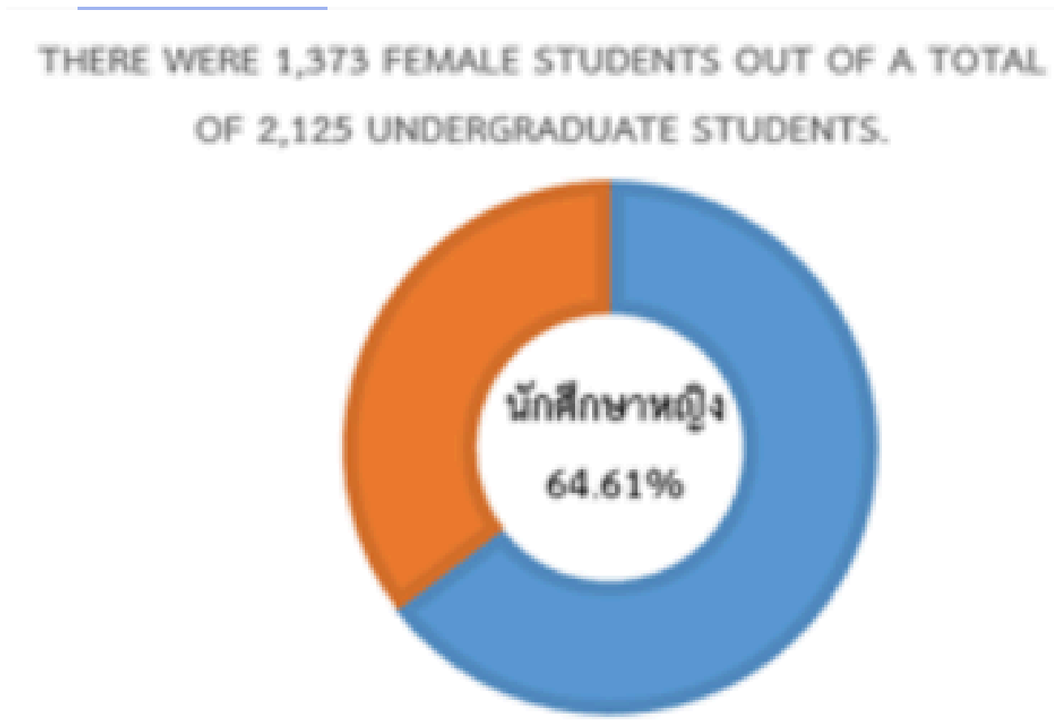
SDG5: Gender Equality

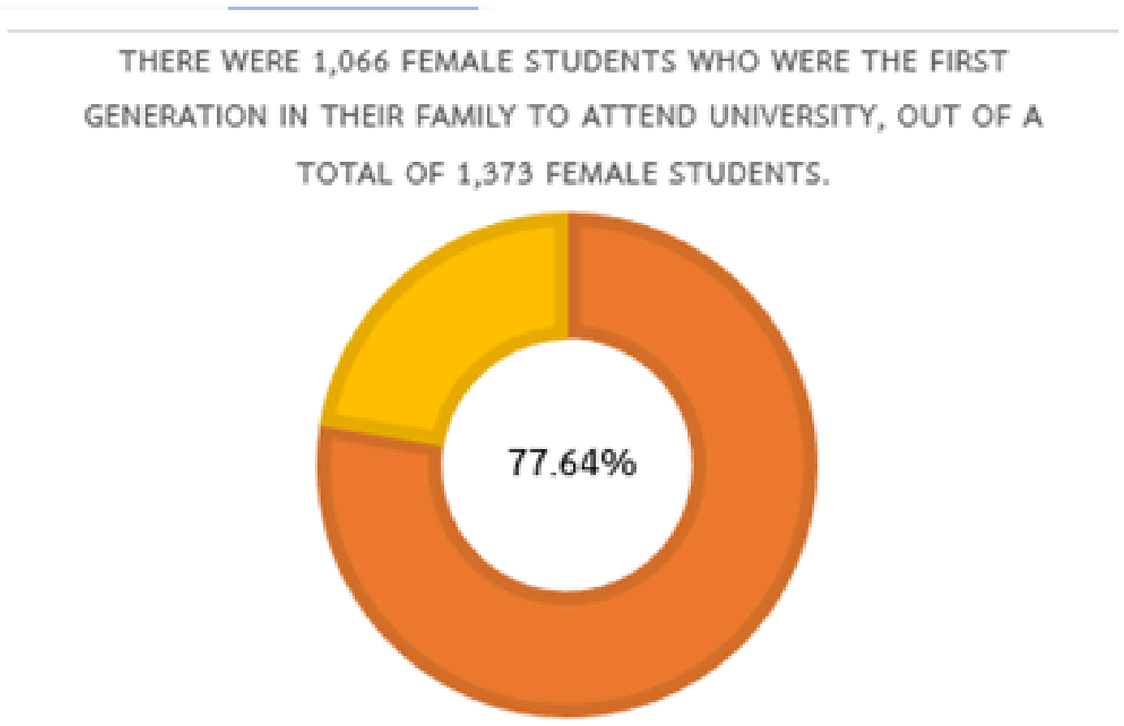


5.2 Proportion of first-generation female students

5.2.1 Proportion of women first-generation

In the 2025 academic year, Phetchaburi Rajabhat University had a total of 2,125 new undergraduate students. Of these, 1,595 students (75.06%) were first-generation students, while 530 students (24.94%) were non-first-generation students.





Among these female students, 1,066 were first-generation female students, accounting for 77.64% of all female students enrolled in the 2025 academic year.

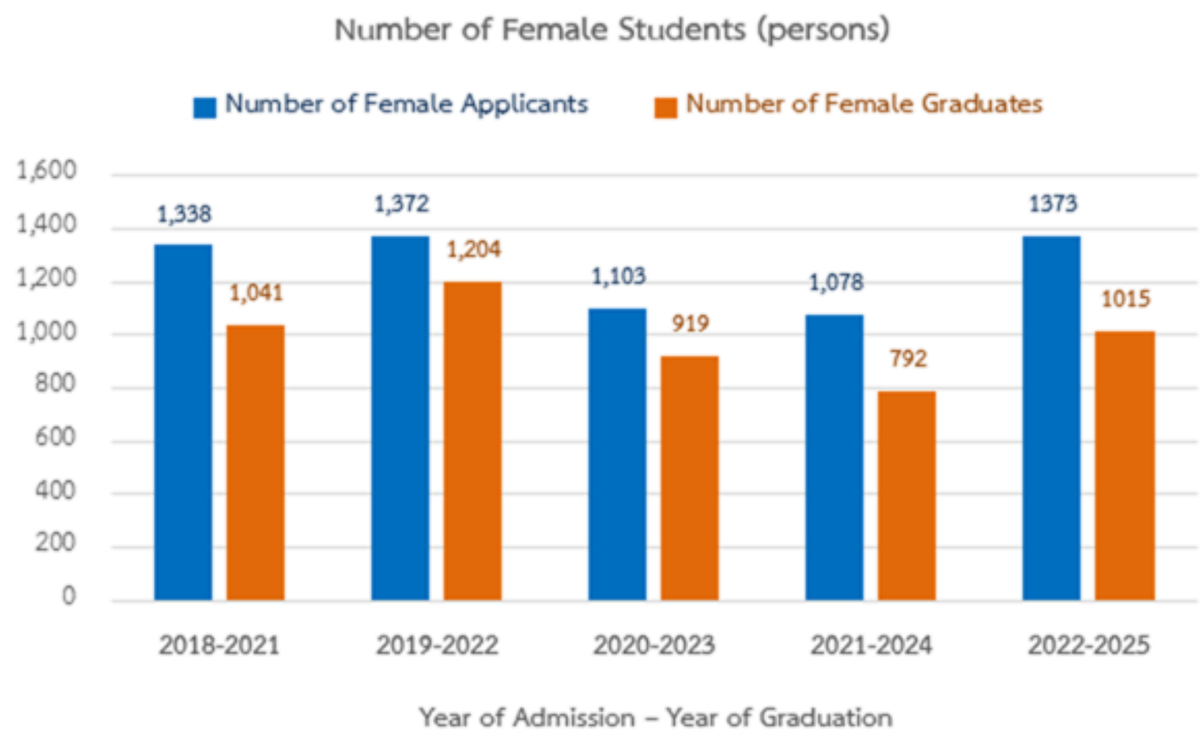
The significant access of first-generation female students to higher education demonstrates Phetchaburi Rajabhat University's role in expanding educational opportunities for women, particularly those from rural areas and families facing economic constraints.

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 female student enrollment and graduation rates for each academic year. The Office of Academic Promotion and Registration is responsible for compiling statistics on student retention and graduation rates.

Based on monitoring data from the 2018–2022 academic years, a total of 6,264 female students enrolled, while 4,971 female students graduated during the 2021–2025 academic years, representing 79.37% of the total number of female students enrolled. These data reflect the continuity of education and the University's success in managing and expanding educational opportunities for female students.



5.3 Student access measures

5.3.2 Policy for women applications and entry

Phetchaburi Rajabhat University operates in accordance with the Phetchaburi Rajabhat University 5-Year Strategic Plan (2026–2030), focusing on developing curricula and educational models that respond to learners' needs and promoting equal access to educational opportunities.

The University is committed to ensuring that female students can apply for and access higher education on an equal basis, without gender discrimination. The University also conducts educational guidance activities in secondary schools and various local areas to provide information about academic programmes and admission opportunities, while inspiring young people, particularly female students, to pursue higher education.

In addition, the University provides services and support for diverse groups of students to ensure appropriate and equitable access to education. This reflects the University's commitment to promoting gender equality and inclusive access to education, leaving no one behind.

The University also supports access to education for students with disabilities through the Disability Student Services Center (DSS), which provides educational support, facilities, and assistance with student life. These services help reduce barriers to education and enable students with disabilities to participate in higher education on an equal basis.

These efforts demonstrate the University's commitment to gender equality and inclusive access to higher education, ensuring that learners from diverse backgrounds have fair opportunities to apply for and pursue higher education.





The University also supports access to education for students with disabilities

5.3 Student access measures

5.3.3 Women's access schemes

Phetchaburi Rajabhat University places importance on promoting gender equality and ensuring that women and people of all genders have equal access to education and skills development. The University continuously implements projects and activities to create a safe, inclusive, and supportive learning environment that promotes student development in academic, career, and quality-of-life dimensions.

Phetchaburi Rajabhat University, in collaboration with the Ministry of Social Development and Human Security, established a Gender Equality Promotion Center as a mechanism for advancing gender equality policies in areas including education, daily life, and employment. The Center promotes awareness of human rights and gender diversity and works to reduce gender inequality in society.

In addition, the University promotes and develops the potential of female students through participation in the "Empower Young Women: Opportunities for the New Generation of Women to Develop Business Models" project, organized by the Community Development Department. The project aims to enhance female students' skills in business planning and entrepreneurship through teamwork and the development of ideas into practical and sustainable business models.

Students from Phetchaburi Rajabhat University were selected as one of the final 10 teams from 59 teams nationwide and received an Honorable Mention Award with a prize of THB 20,000.





1.Phetchaburi Rajabhat University promotes equal opportunities for female students to participate in university activities and develop their potential through the "PBRU AMBASSADOR 2025" competition, which selected student representatives to participate in the "P.C.N.K. Ambassador 2025" competition.

The activity provided opportunities for female students to develop creative thinking, self-confidence, personality, analytical thinking, and teamwork skills. The competition included male, female, and LGBTQ+ categories, providing an inclusive space for students of diverse genders to participate and demonstrate their potential on an equal basis.

In the female category, students received First Place, First Runner-Up, and Second Runner-Up awards. The activity demonstrates the University's efforts to promote equal participation, gender equality, and opportunities for student development.





5.3 Student access measures

5.3.4 Women's application in underrepresented subjects

Phetchaburi Rajabhat University promotes gender equality in access to education by providing students of all genders with equal opportunities to apply for and choose programmes based on their interests. The University does not impose gender-based admission quotas or restrictions on faculties or programmes and supports female students in pursuing education and developing their potential in fields where women are underrepresented.

In the 2025 academic year, Phetchaburi Rajabhat University had 1,373 new female undergraduate students. Among them, 117 female students enrolled in faculties with relatively low numbers of female students, including 9 students in the College of Food Innovation and Hospitality Industry, 29 students in the Faculty of Information Technology, 32 students in the Faculty of Management Science, and 47 students in the Faculty of Engineering, accounting for 8.52% of all new female undergraduate students.

The University also supports female students in these fields in developing their professional knowledge and skills through practical learning and participation in various activities, such as the "Agri WIL Showcase", which presents students' work-based integrated learning experiences, and a study visit on fruit orchard management at a farmer's agricultural site in Kanchanaburi Province. These activities provide opportunities for experiential learning and professional skills development.

These policies and initiatives demonstrate the University's commitment to creating an equitable educational environment and providing female students with opportunities to pursue education and fully develop their potential in fields where women are underrepresented.







5.3 Student access measures

5.4.1 Proportion of senior female academics

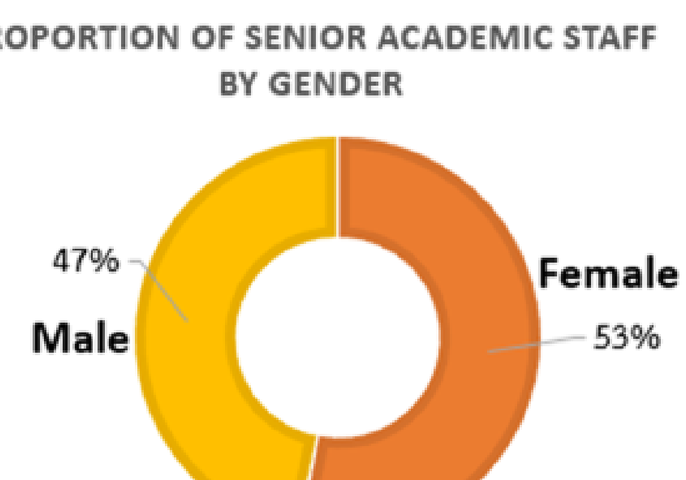
Phetchaburi Rajabhat University places importance on promoting gender equality at all levels, particularly in supporting career advancement and academic positions. This serves as an important mechanism for developing the potential of academic staff and supporting the University's missions in education, research, and sustainable local development.

In the 2025 academic year, Phetchaburi Rajabhat University had a total of 770 academic and support staff, comprising 300 male staff and 470 female staff. Among them:

1. 75 female academic staff held senior academic positions.

2. 66 male academic staff held senior academic positions.

In total, 141 academic staff held senior academic positions. Female academic staff accounted for 53.19% of all academic staff holding senior academic positions.



Phetchaburi Rajabhat University continuously promotes the development and career advancement of female academic staff in the areas of academics, research, and administration to promote gender equality in higher education.

The University also supports female academic staff in taking equal roles in university administration and participating in decision-making processes, providing opportunities for them to contribute to university management and development.

5.5 Proportion of women receiving degrees

5.5.1 Proportion of female degrees awarded

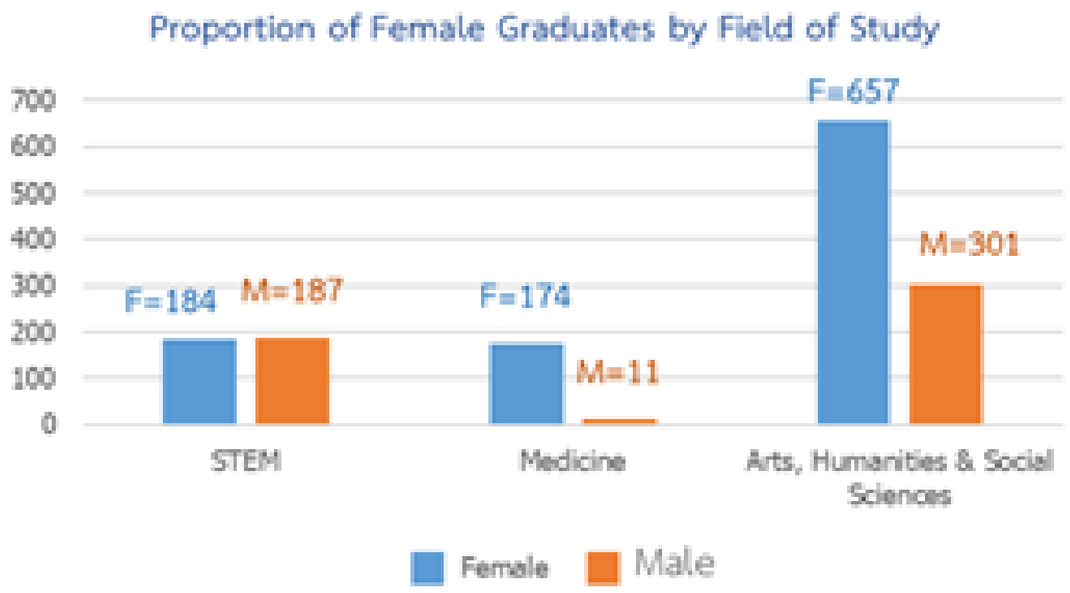
In the 2025 academic year, Phetchaburi Rajabhat University had a total of 1,514 undergraduate graduates, comprising 1,015 female graduates and 499 male graduates. Female graduates accounted for 67.04% of all undergraduate graduates.

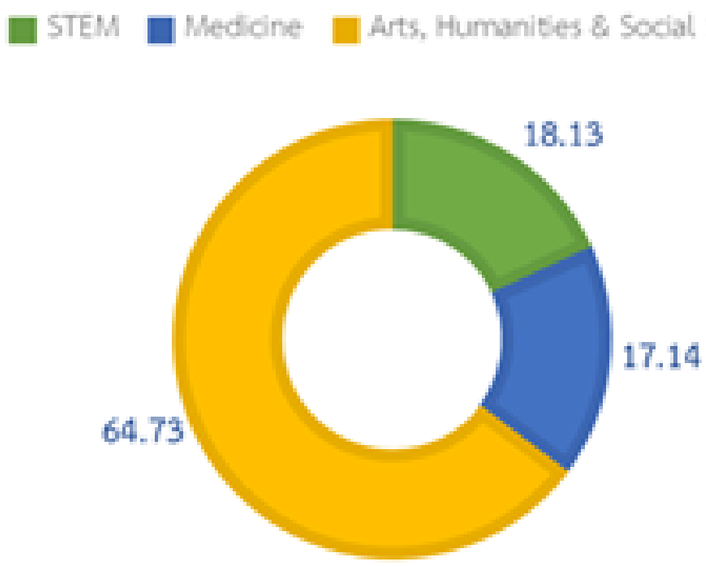
When classified by field of study, the distribution of female graduates was as follows:

1.Arts, Humanities & Social Sciences: A total of 958 students graduated, including 657 female graduates, accounting for 64.73% of all female graduates.

2.STEM: A total of 371 students graduated, including 184 female graduates, accounting for 18.13% of all female graduates.

3.Medicine: A total of 185 students graduated, including 174 female graduates, accounting for 17.14% of all female graduates.





Overall, the majority of graduates from Phetchaburi Rajabhat University were female, with 1,015 female graduates, accounting for 67.04% of the total 1,514 undergraduate graduates. In particular, the Medicine and Arts, Humanities & Social Sciences fields had high proportions of female graduates, reflecting female students' access to and completion of higher education.

Meanwhile, the STEM field had a relatively balanced proportion of male and female graduates, with 184 female graduates and 187 male graduates. This reflects the participation of female students in fields related to science, technology, engineering, and mathematics (STEM) and provides an opportunity for the University to continuously promote educational opportunities and capacity development for female students in these fields.







5.6 Women's progress measures

5.6.1 Policy of non-discrimination against women

Phetchaburi Rajabhat University places importance on equal treatment of staff and students, without limiting educational opportunities based on gender. The University provides equal opportunities for individuals to apply for and enroll in programmes of their interest, provided that they meet the University's admission requirements.

In practice, the University's admission process is based on the qualifications and admission criteria of each programme, without imposing gender-based restrictions or discrimination. Both female and male students can apply for and enroll in various programmes according to their interests and potential.

This approach reflects the University's commitment to promoting equality and non-discrimination based on gender in access to education.

5.6 Women's progress measures

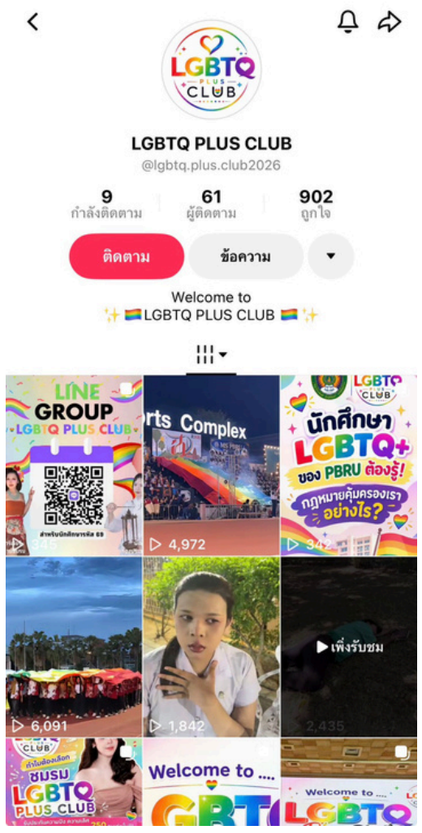
5.6.2 Non-discrimination policies for transgender

Phetchaburi Rajabhat University places importance on respecting gender diversity and treating students of all genders equally. The University provides opportunities for students to express their gender identity and individuality appropriately and encourages participation in university activities without discrimination based on gender or gender identity.

The University supports students with diverse gender identities, including LGBTQ+ students, in participating in activities and developing their potential on an equal basis with other students. In 2025, the University organized the "PBRU AMBASSADOR 2025" competition to select student representatives to participate in the "P.C.N.K. Ambassador 2025" competition. The activity promoted creative thinking, self-confidence, personality development, analytical thinking, and participation in university activities.

In 2026, the Faculty of Management Science, Phetchaburi Rajabhat University, organized the "MS AMBASSADOR & LGBTQ+ 2026" activity under the concept "MONSOON ELEGANCE — The Elegance of the Rainy Season." The activity provided an inclusive space for students to express their confidence, abilities, and identities, while promoting the idea that beauty can take many forms and that everyone can be themselves with confidence and dignity.

In addition, the University provides a space for students with diverse gender identities through the LGBTQ PLUS CLUB, which serves as a platform for students to connect, exchange ideas, and participate in activities together. The Club also shares information and activities through TikTok to promote awareness and understanding of gender diversity.









5.6 Women's progress measures

5.6.3 Maternity policy

Phetchaburi Rajabhat University places importance on providing welfare and benefits related to pregnancy, childbirth, and family care to support staff in balancing their health, family responsibilities, and work appropriately.

Under the University's staff leave regulations, female staff are entitled to maternity leave for up to 90 days, while male staff are entitled to leave to support their wives following childbirth for up to 15 working days. In addition, staff who have contributed to the Social Security Fund for at least 7 months within the 15 months prior to childbirth are entitled to a childbirth benefit of THB 15,000 per childbirth, for up to two occasions, as well as an additional welfare benefit of THB 1,000 per occasion from the Phetchaburi Rajabhat University Staff Club.

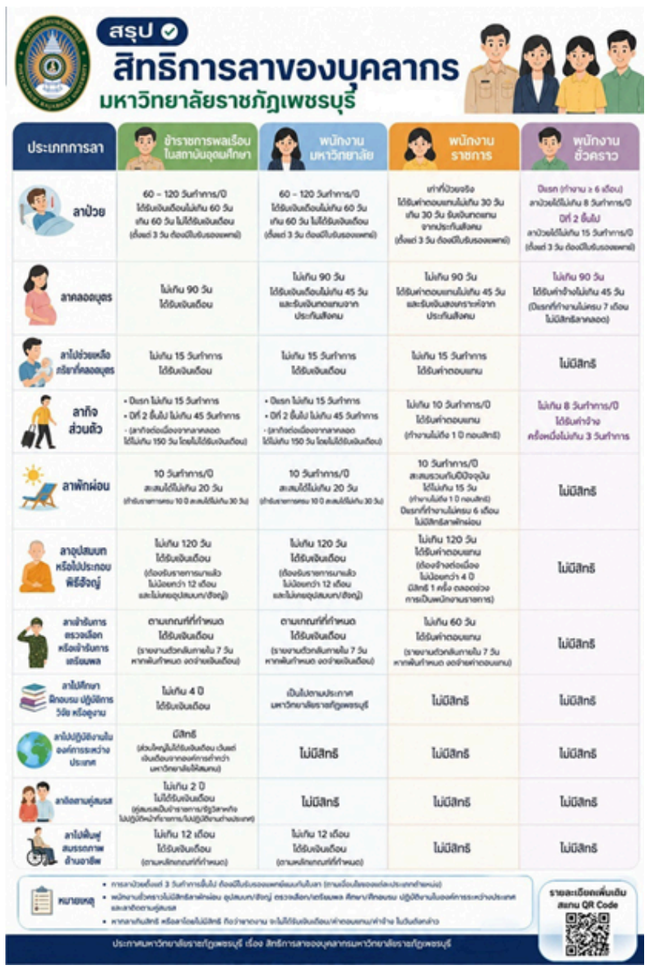
In addition to leave and financial benefits, the University has a human resource management system that recognizes staff members' rights to leave, with the aim of ensuring that taking such leave does not negatively affect their career advancement or other employment benefits.

The University also provides health and family support through the Community Health Promotion and Care Center, Faculty of Nursing and Allied Health Sciences, which provides consultation and knowledge on family planning and midwifery to support staff in maintaining their health and preparing for pregnancy and childbirth.





The University provides support to help employees prepare for parenthood and maintain their health during pregnancy and childbirth. These initiatives reflect the provision of welfare benefits that support both female and male employees in matters related to parenthood and family care. They also promote work-life balance and support Gender Equality and Equal Opportunity in Employment and Family Life.



5.6 Women's progress measures

5.6.4 Childcare facilities for students

Phetchaburi Rajabhat University places importance on supporting the quality of life of university members and their families by promoting services and an environment that support the health and development of young children, alongside appropriate learning and living.

Within the University, the Child Health Promotion and Early Childhood Development Center, Faculty of Nursing and Allied Health Sciences, provides services and knowledge related to child and family care. The Center provides health consultation and services for children and serves as part of the University's mechanism for supporting child health and care.

In addition, the University provides spaces and facilities for children, such as a playground, which provides an area for play, learning, and child development. These facilities help create a child-friendly environment that supports children and families within the University.





5.6 Women's progress measures

5.6.5 Childcare facilities for staff and faculty

Phetchaburi Rajabhat University places importance on supporting the quality of life and work-life balance of staff and faculty members by providing services and facilities that support the care and development of young children, including the Phetchaburi Rajabhat University Demonstration School (Kindergarten Division) and the Child Health Promotion and Early Childhood Development Center, to support appropriate childcare according to children's developmental stages.

The Phetchaburi Rajabhat University Demonstration School (Kindergarten Division) provides early childhood education. In the 2026 academic year, the school opened admissions for Kindergarten 1 under the "PBRU Te Whāriki Kindergarten Plus" curriculum, which was developed based on the Te Whāriki early childhood curriculum framework from New Zealand. The curriculum emphasizes play-based learning and meaningful experiences to promote children's holistic development in physical, emotional, social, and cognitive aspects.

Meanwhile, the Child Health Promotion and Early Childhood Development Center and the Community Health Promotion and Care Center, under the Faculty of Nursing and Health Sciences, serve as mechanisms for promoting the health and development of young children. The centers aim to ensure that children receive care in a safe, age-appropriate environment that supports holistic development. These services help support staff and faculty members with young children to balance their work responsibilities with family care appropriately.

The operations of both the Phetchaburi Rajabhat University Demonstration School and the Child Health Promotion and Early Childhood Development Center reflect the University's commitment to creating a family-friendly environment that supports staff and faculty members with families, while promoting their quality of life and well-being within the University.







The Demonstration School also continuously organizes developmental and learning activities, such as the "Thai Traditional Dress: Celebrating the Legacy of Sunthorn Phu" activity, which promotes appreciation of Thai language and cultural values while creating a warm and friendly learning environment.





In terms of health care, Phetchaburi Rajabhat University provides the Child Health Care Center and the Learning Center for Child Health Care and Development, operated by the Faculty of Nursing and Health Sciences since 2016. The centers provide care and developmental support for children from infancy to preschool age, serving the children of university staff and faculty members as well as the general public.

The centers also serve as practical training sites for nursing and health sciences students, with a focus on providing child care in a safe, standardized environment that promotes children's physical, mental, and social well-being.





5.6 Women's progress measures

5.6.6 Women's Mentoring Schemes

Phetchaburi Rajabhat University implements the Women's Mentorship Program to promote women's health and awareness of women's cancers. Key activities include:

1.Providing knowledge and practical skills for breast self-examination.

2.Promoting HPV vaccination to prevent cervical cancer.





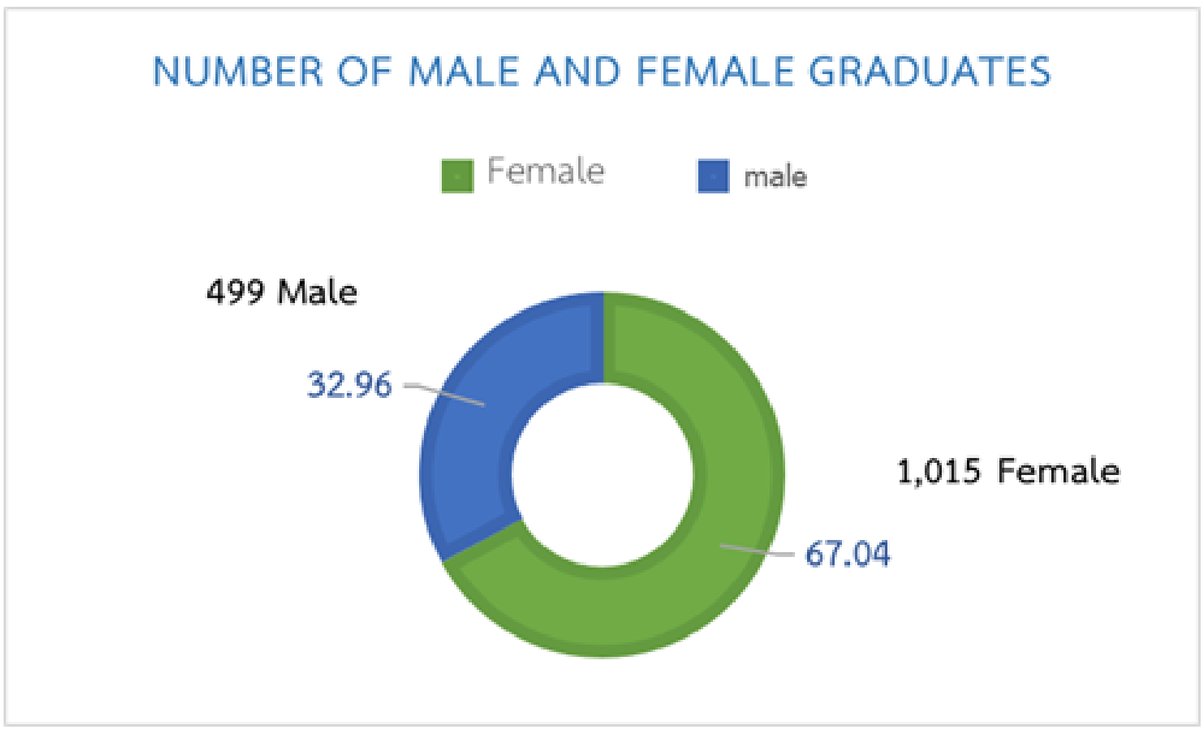


5.6 Women's progress measures

5.6.7 Track women's graduation rate

Phetchaburi Rajabhat University has a systematic student academic monitoring system operated by the Office of Academic Promotion and Registration, which collects and monitors graduation data by gender and field of study. All students are assigned an academic advisor throughout their period of study to provide guidance and support in both academic matters and student life. The University promotes equal educational opportunities without discrimination based on gender.

In the 2025 academic year, Phetchaburi Rajabhat University had a total of 1,514 graduates, comprising 1,015 female graduates (67.04%) and 499 male graduates (32.96%). These data reflect the University's systematic monitoring of graduation outcomes by gender and its commitment to providing equal educational opportunities and support for both female and male students.



5.6 Women's progress measures

5.6.8 Policies protecting those reporting discrimination

Phetchaburi Rajabhat University has established a Whistleblower Protection Policy and procedures to provide assurance to students, staff, and relevant stakeholders when reporting incidents or behaviours that may constitute discrimination. The policy aims to ensure that complainants receive appropriate and fair protection and are free from retaliation or harassment when making reports in good faith. https://drive.google.com/file/d/1DnB-coj-spRZKAtoLHn_Je9KOLwGm_JW/view?usp=drive_link

The University places importance on maintaining the confidentiality of complainants' information and identities, as well as information related to complaints. Reported cases are investigated in accordance with relevant procedures and regulations in a fair, transparent manner, while respecting the rights of all parties involved. These measures help promote a safe learning and working environment that respects diversity and is free from all forms of discrimination.

This policy is aligned with Phetchaburi Rajabhat University's commitment to promoting gender equality and lifelong learning, ensuring that everyone has equal opportunities in education, employment, and personal development under a transparent and accountable management system based on human rights principles.

5.6 Women's progress measures

5.6.9 Paternity policy

Phetchaburi Rajabhat University has a policy supporting fathers' rights to participate in childcare by allowing male staff to take leave to assist their wives following childbirth for up to 15 working days, in accordance with relevant government leave regulations and procedures.

This policy aims to promote gender equality within families by enabling fathers to participate in the care and upbringing of their children during the early stages of life, helping to reduce the burden on mothers, and promoting the equal sharing of family care responsibilities.

Supporting leave for fathers to assist their wives following childbirth also contributes to improving staff quality of life and creating a family-friendly workplace. This is consistent with the University's commitment to promoting gender equality and work-life balance.

