

WALAILAK UNIVERSITY



SDG

REPORT 2023-2024



SUSTAINABLE DEVELOPMENT GOALS



A WU Transgender Woman Student



A WU Transgender Woman Staff

GENDER EQUALITY

5

-  Non-discrimination Commitment for Transgender People
-  Promoting the Representation of Female Senior Academic Staff
-  WU's Maternity and Paternity Policies





Non-discrimination Commitment for Transgender People

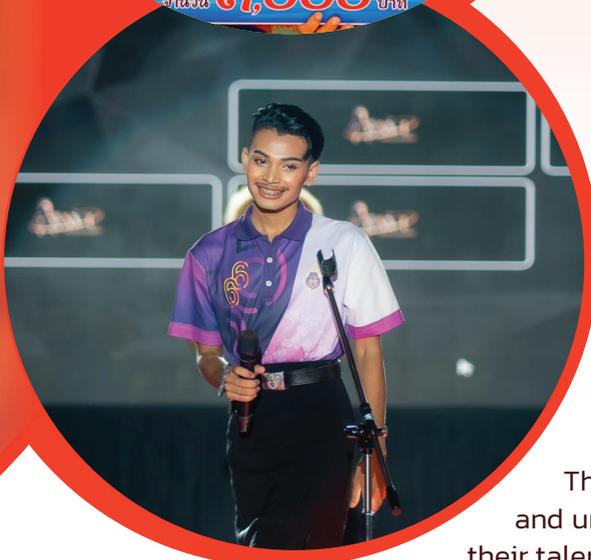


Walailak University (WU) is committed to fostering an inclusive environment for all, emphasizing equality and non-discrimination. WU ensures that transgender students, staff, and faculty are treated with respect and fairness, with no tolerance for discrimination based on gender identity or expression. Initiatives like the Miss Lady Boy Competition and a gender-inclusive dress code highlight the university's support for LGBT individuals, creating a welcoming atmosphere for everyone.

▣ The Miss Lady Boy Competition

The Miss Lady Boy Competition at WU is an annual event that underscores the university's commitment to supporting LGBTQ+ rights. It serves as a platform for the LGBTQ+ and transgender community to display their talents, including singing, dancing, and performing various artistic acts. The competition symbolized the presence and acceptance of the LGBTQ+ community at WU.

In 2023, the event was attended by prominent university officials, such as President Prof. Dr. Sombat Thamrongthanyawong and Vice President Assoc. Prof. Dr. Surin Maisrikrod, who is responsible for Global Engagement and Learning and Teaching Development. Their participation highlights the university's dedication to acknowledging and celebrating the rights and contributions of LGBTQ+ individuals.



The competition promotes inclusivity by fostering a culture of acceptance and understanding. It empowers participants by allowing them to showcase their talents, boosting their confidence, and encouraging personal growth. The event raises awareness about LGBTQ+ issues, contributing to a more informed society and encouraging open dialogue.

▣ WU's Gender Dress Code

WU has a policy for LGBT people in the Walailak community to dress in student uniforms, graduation gowns, and others according to their gender identities. The policy has shown the commitment of Walailak University to promote social justice and equity. Supporting students in expressing their gender identity aligns with broader societal movements toward acceptance and equality for LGBTQ+ individuals. The policy can be seen at <https://shorturl.at/m7kpO>

This progressive policy not only fosters a more inclusive environment at WU but also promotes a sense of belonging and acceptance among students. By allowing individuals to dress in accordance with their gender identities, the university reduces the stigma and discrimination that LGBTQ+ students might face, which can significantly enhance their overall well-being and academic performance.





Promoting the Representation of Female Senior Academic Staff

Walailak University (WU) has witnessed a notable increase in interest in gender diversity among female senior academic staff. No matter whether they are male or female, all academic staff members have equal chances of being promoted to senior academic positions if they are qualified. Both men and women can offer significant social and economic benefits. Since

Prof. Dr. Sombat Thamrongthanyawong was appointed to be the President of WU in 2016, the number of female staff has increased significantly, ensuring that WU recognizes more of the leadership roles among female staff.

In 2023, 269 female academic staff members at WU were empowered into leadership positions. The number was higher than the previous year increasing by 36 positions or 15.44%. The positions included Vice-Chairman, Vice-President, Assistants to the President, Directors, Deputy Directors, Divisional Directors, Deans, Deputy Deans, Head of Programs, Head of Departments, Head of Excellence Centers, and professors.

The female senior academic staff at WU have the same rights as their male counterparts to express their opinions and thoughts on the university's decision-making and managerial leadership.

The strides made at WU towards gender diversity and empowerment among female academic staff are commendable. Under

the leadership of Prof. Dr. Sombat Thamrongthanyawong since 2016, there has been a significant increase in female representation in senior academic positions. The rise of 269 female academic staff members into leadership roles in 2023 alone reflects a commitment to equality and inclusivity.

This shift not only enhances the university's reputation but also enriches its decision-making with diverse perspectives. Moving forward, these efforts ensure that Walailak University continues to foster an environment where meritocracy and gender equality thrive, benefiting both the institution and its community.





WU's Maternity and Paternity Policies

Walailak University (WU) recognizes that maternity and paternity leave are fundamental family-friendly rights that all employees should be granted, as the absence of these rights can negatively impact the health and well-being of pregnant women, infants, and fathers.



WALAILAK UNIVERSITY
SDGs MOVE



Since its foundation day (1992), WU has had its maternity and paternity policies to support women's participation and allow a male staff member who is a father to be away from his job for the arrival of a child. WU realizes that maternity and paternity leave are basic human rights. In addition, the policies can encourage an increase in the number of newborns in Thailand while the country is facing an increasing amount of elderly.

All pregnant employees are entitled to maternity leave not exceeding 90 days per pregnancy and get full pay during the leave. The pregnant employees must inform their supervisors before leaving and send the maternity leave form. After maternity leave, employees can apply for parental leave of up to 150 days. Regarding paternity leave, WU provides male employees with 15 days of paid leave. These policies shall apply to all employees, regardless of religion, ethnicity, economic status, and others.



The implementation of these policies can improve the quality of life and the health of infants and female staff giving birth to recover, both physically and mentally. In addition, the policies can provide a chance for mothers to bond with their babies and adjust to changing family dynamics.



WALAILAK UNIVERSITY ANNOUNCEMENT

POLICY ON MATERNITY LEAVE



<https://shorturl.at/a56mA>

WALAILAK UNIVERSITY ANNOUNCEMENT

POLICY ON PATERNITY LEAVE



<https://shorturl.at/VPjML>

