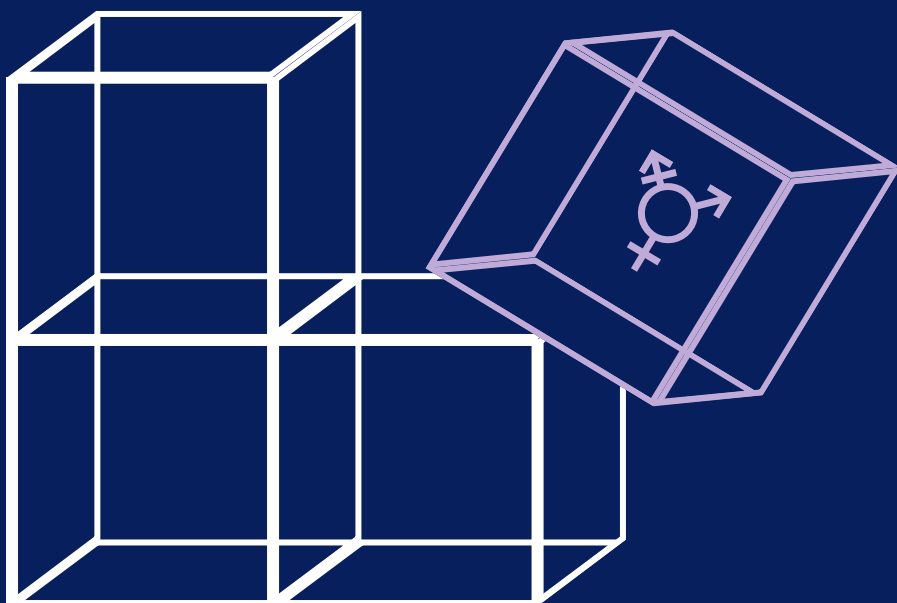


Transgender Wellbeing Charter

Thailand · B.E. 2569 (2026)



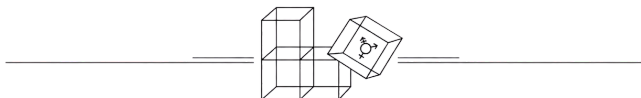
The Committee for Advancing Public Policy for Transgender Wellbeing (CTW)
National Health Commission Office (NHCO)

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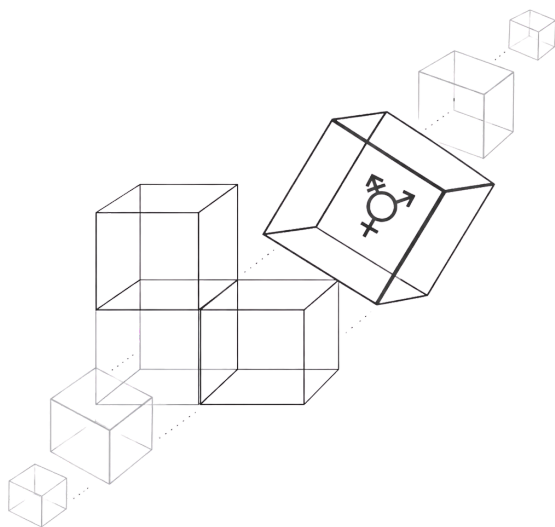
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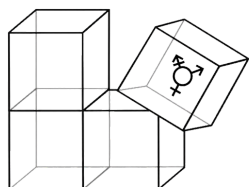
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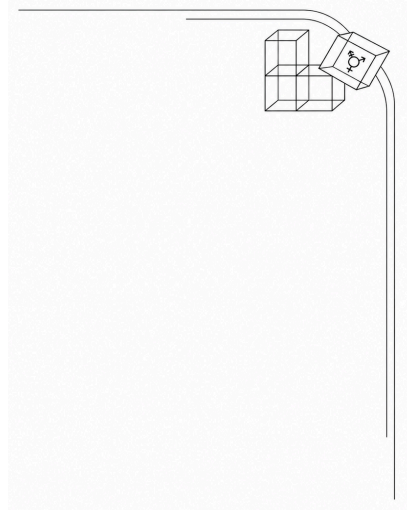
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Editorial for the English Translation

From collective voice to collective action

A charter can easily be mistaken for a document: a collection of principles, aspirations, definitions, and recommendations bound between two covers. The Transgender Wellbeing Charter, B.E. 2569 (2026) is more useful if read differently. It is both a record of a participatory process and an instrument intended to keep that process moving.

At its simplest, the Charter asks a fundamental question: What conditions must exist for transgender and gender-diverse people to live well, with dignity, security, opportunity, and meaningful participation in society?

Its answer is deliberately broader than healthcare alone. Wellbeing does not begin at the clinic door, nor does it end when medical treatment

is provided. A person's health is shaped by whether their identity is recognised; whether they can enter a school, workplace, government office, or health facility without discrimination; whether social protection responds to their circumstances; whether they have economic security; and whether they are able to participate in decisions affecting their lives. The Charter therefore connects five areas that are too often treated separately: (1) legal recognition of gender identity; (2) social welfare; (3) inclusive education; (4) access to public health services; and (5) economic autonomy, occupational security, and welfare.

This breadth is one of the Charter's most important contributions. It invites us to understand transgender wellbeing not as a specialised concern to be addressed by one programme or one ministry, but as a question of how institutions and society work together.

More than being consulted

The significance of the Charter also lies in how it came into being. Social participation is sometimes reduced to consultation: institutions develop a policy and subsequently ask communities what they think about it. The development of this Charter followed a more complex trajectory. Community organisations, transgender advocates, health professionals, academics, public agencies, and other partners had already been building relationships, producing knowledge, identifying service gaps, and discussing priorities before the Charter took its eventual form. Regional collaboration, national gatherings, workshops, Committee meetings, public consultation, and subsequent revisions gradually converted dispersed experiences into a shared policy agenda.

In that sense, participation did not merely validate a document that had already been designed. Participation helped produce the substance of the Charter itself.

This distinction matters. Lived experiences that may initially appear

individual—difficulty using an identity document, discrimination in a service setting, interruption of access to hormones during a crisis, exclusion from education or employment—can acquire a different meaning when people come together. They become visible as recurring and sometimes structural problems. Discussion can then move from “What happened to me?” towards “What needs to change in the system?”

The Charter represents an attempt to make that movement possible. Its “collective voice” should therefore not be understood as suggesting that transgender people constitute a single, homogeneous community with identical experiences or views. The participatory process itself revealed differences associated with age, disability, geography, socioeconomic position, gender identity, occupation, and other circumstances. Rather, collective voice means the ability to create shared ground across diversity: to identify concerns sufficiently common and important that they can become a basis for collective action while leaving space for different experiences and priorities.

Turning experience into something institutions can act upon

One challenge facing social participation is not simply whether people are heard, but what happens after they speak. Experience must somehow travel.

A concern expressed in a community meeting has to become understandable to a service provider. A barrier encountered in everyday life may need to become an administrative proposal. An aspiration articulated by a network may need to be translated into a programme, budget, regulation, service standard, research question, or monitoring indicator.

This is where the Charter can make an important contribution to the health system. It provides a common language and shared reference point through which different actors can locate their responsibilities. A health agency may concentrate on access, quality, workforce capacity, or

gender-affirming services. An education institution may focus on safety, curriculum, or discriminatory practices. Social-welfare organisations may examine protection across the life course. Administrative authorities may consider identity documentation and service procedures. Employers and economic agencies may focus on equal opportunity and occupational security.

These actors do not have identical powers or responsibilities. The Charter does not require them to perform identical tasks. Instead, it provides a framework through which each can ask: Where does our work intersect with transgender wellbeing? What are we already doing? What remains missing? With whom must we work?

Early use of the Charter illustrates this process of what might be called policy translation. After its public declaration, broad principles in the Charter were taken into discussions with responsible agencies and converted into proposals relevant to their particular mandates. Implementation planning similarly involved identifying stakeholders, clarifying roles, considering resources, and developing pathways from principles to action.

This is a realistic feature of the Charter. Complex social problems rarely yield to one organisation, one programme, or one policy decision. Responsibility for transgender wellbeing is distributed across institutions. Progress consequently depends on coordination.

A different understanding of empowerment

Community empowerment is sometimes described as increasing knowledge or confidence among individuals. Those are important outcomes, but the experience behind this Charter points towards a broader meaning.

Empowerment also concerns the capacity to organise, generate knowledge, define issues, enter policy spaces, negotiate with institutions, monitor commitments, and remain involved after a policy document has been produced.

The establishment of an institutional mechanism connecting transgender community organisations with public agencies, health professionals, academics, and other actors therefore matters. It creates a potential channel through which community knowledge can continue to enter policy discussion rather than being requested only occasionally. The Charter, in turn, gives that participation a substantive foundation: a collectively developed set of priorities against which future proposals, programmes, and institutional responses can be discussed.

This creates an important reciprocal relationship: Participation produced the Charter, and the Charter can now become a resource for further participation. That may be one of its most enduring contributions.

A living instrument, not a finished answer

The Charter should nevertheless not be romanticised. It does not possess the authority to compel every institution named or implicated by its recommendations. A shared framework does not automatically produce budgets, services, administrative reform, or changes in law. Public endorsement does not necessarily mean implementation. Nor does the existence of a participatory committee guarantee that all voices will always be equally heard.

The evidence available during the Charter's early operation supports a more measured interpretation. What can already be observed are important participatory and governance outcomes: stronger connections among actors, institutionalisation of community participation, a shared policy framework, commitments by partner organisations, policy dialogue with responsible agencies, implementation planning, and emerging arrangements for monitoring. It is too early to attribute measurable improvements in health, service access, equity, or population wellbeing to the Charter itself. Recognising this limitation does not weaken the Charter. It clarifies the work ahead.

Indeed, the Charter itself anticipates that work by describing itself as a living instrument. Its monitoring framework emphasises participation, collective reflection, multiple forms of evidence, annual exchange, and periodic review. Monitoring is conceived not simply as an audit of whether organisations have complied, but as an opportunity to learn collectively about progress, obstacles, differences among communities, and areas requiring further support.

This matters because social participation should not stop once a policy has been written. People who helped define the problem should have opportunities to examine what happens next.

An invitation to use the Charter

The English translation offers an opportunity to widen that conversation. For international readers, the Charter provides a window into an evolving Thai approach to transgender wellbeing—one that brings health, rights, social conditions, economic security, community knowledge, and public participation into the same framework. For policymakers and public agencies, it can be read as a set of questions against which existing policies and services can be examined. For health professionals, educators, researchers, employers, civil-society organisations, and communities, it provides a common reference from which collaboration can begin.

But reading the Charter should not require agreeing uncritically with every formulation within it. A genuinely participatory charter should invite questions.

Whose experiences are being heard? Whose remain less visible? Which recommendations can institutions act upon now? Which require additional evidence, resources, administrative change, or broader public deliberation? Are organisations translating the principles into meaningful practice, or merely endorsing them symbolically? How will communities know whether conditions have actually improved? These are not challenges to

the legitimacy of the Charter. They are precisely the questions that can keep it alive.

The most constructive way to engage with this document, therefore, is not simply to admire it or to file it away. Read it, discuss it, test it against lived realities, identify where your own institution or community fits within it, generate evidence about what happens in practice, and participate in its future review.

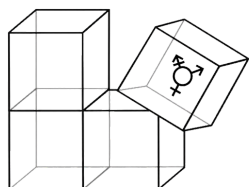
The Charter cannot by itself transform institutions. What it can do is provide a shared point from which people who previously worked separately can see one another, recognise interconnected problems, and deliberate about what each can contribute. Its longer-term significance will ultimately depend not on the words printed in these pages, but on whether those words continue to create spaces for people to meet, question, learn, coordinate, and act.

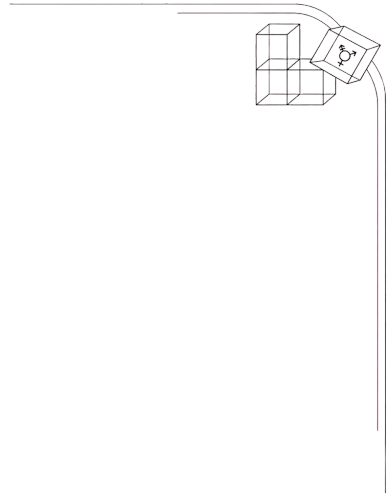
The Transgender Wellbeing Charter is therefore best understood neither as the conclusion of a participatory process nor as a promise that change has already been achieved. It is an invitation to continue the work—from lived experience to collective knowledge, from collective knowledge to public policy, and from public policy to accountable practice. And, importantly, from having a voice to having an enduring place in the processes through which health and wellbeing are shaped.

With hope for continued dialogue and collective action,

Kritima Samitpol
Assoc. Prof. Theerapat Ungsuchaval, PhD
Editors of the English Translation







Introduction

Over the past decade, movements advocating the rights of transgender and gender-diverse people have achieved significant progress globally. At the same time, however, opposition to transgender rights has intensified across many regions. This has included efforts to enact laws or measures restricting gender expression, curtailing rights to health and education, and promoting political narratives that stigmatise gender diversity as a threat to society. These developments reflect a broader regression in human rights in some contexts and have exposed transgender communities to new and increasingly complex forms of insecurity, hatred, and discrimination. At the same time, transgender-rights movements worldwide face significant resource constraints. Funding for organisations and programmes working

on transgender rights remains very limited compared with other human-rights issues. A major factor is that both domestic and international funders are reducing budgets or shifting funding priorities, leaving many transgender-led organisations to operate under constrained resources even as community needs for rights protection, wellbeing, and access to essential services continue to grow. This situation makes the development of sustainable domestic policy and institutional mechanisms especially urgent.

In Thailand, however, movements for the rights of transgender and gender-diverse people have generated important social change. These efforts have contributed to legal progress, including the advancement of marriage equality; greater public awareness of gender diversity; the development of health services responsive to the specific needs of transgender and gender-diverse people; support for gender health clinics; health benefits related to gender affirmation; access to screening and treatment for sexually transmitted infections; and community empowerment to create socially safe spaces. Together, these developments reflect a social environment that has become more receptive to diversity. Nevertheless, a major structural barrier remains: Thailand still lacks legislation providing legal recognition of gender identity and comprehensive allocation of welfare resources covering all dimensions of the lives of transgender and gender-diverse people. These barriers affect wellbeing not in isolation but through intersecting economic conditions, social status, age, occupation, place of residence, and capacity to access state resources. Discrimination, bullying in educational institutions and workplaces, limited data and evidence-based research on transgender wellbeing, restrictions on gender expression, and employment insecurity all undermine social and economic security while structural constraints directly impair wellbeing. In this Charter, “wellbeing” follows the conception used by the Thai Health Promotion Foundation (ThaiHealth): it does not mean merely the absence of illness, but a good quality of life and the ability to live with dignity. This conception

closely corresponds to the definition of “health” in Section 3 of the National Health Act, B.E. 2550 (2007), under which health refers to a human condition of completeness in physical, mental, intellectual, and social dimensions, integrated in a balanced and holistic manner. This holistic understanding of health is also consistent with Section 27 of the Constitution of the Kingdom of Thailand, B.E. 2560 (2017), which guarantees equality and prohibits discrimination on the ground of sex.

The Transgender Wellbeing Charter is also formulated in accordance with the intent of the Third National Health System Charter, B.E. 2565 (2022), issued pursuant to the National Health Act, B.E. 2550 (2007). The Third National Health System Charter serves as a roadmap and policy compass for Thailand’s health system, with the overarching aim of creating “an equitable health system that leaves no one behind.” The Transgender Wellbeing Charter therefore functions as a mechanism, blueprint, and specialised policy foundation for extending and filling gaps in the mainstream health system. It is intended as a tool and guiding framework for advancing public policy, strengthening healthcare mechanisms responsive to gender diversity, and ensuring that health promotion and social welfare reach transgender and gender-diverse populations equitably. It understands wellbeing as a process grounded in recognition of identity, dignity, and the ability of transgender people to live to their full potential across all dimensions of life, thereby strengthening social and economic security alongside health promotion.

This Charter is the first health charter in Thailand to focus comprehensively on the wellbeing of transgender people. It understands a “transgender person” as an individual whose gender identity differs from sex assigned at birth and who may express gender differently from the gender roles expected by society. In defining transgender and gender-diverse people, the Charter draws on the framework of sexual orientation, gender identity, gender expression, and sex characteristics (SOGIESC) and on

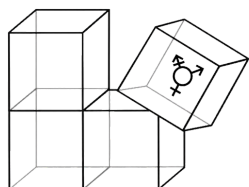
international human-rights standards, including the Yogyakarta Principles plus 10. Its scope therefore includes diverse gender identities such as non-binary, gender-fluid, intersex, and agender persons. This scope is intended to ensure that wellbeing initiatives are inclusive, aligned with international contexts, and capable of effective policy application.

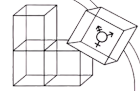
Gender identification and expression are diverse and context-specific within Thailand's local, social, cultural, religious, and spiritual settings. The meaning used here includes trans men, tom, trans women, sao praphet song, kathoey, third-gender people, non-binary people, and other identities characterised by diverse gender identities, gender expressions, and sex characteristics. Although the Charter places the “goals” and “recommended practices” for improving the wellbeing of transgender and gender-diverse people at its centre, this work is directly connected to gender-diverse populations more broadly and to the body of knowledge concerning SOGIESC. Accordingly, the document may use the terms “transgender people” or “transgender and gender-diverse people” to convey the inclusiveness and continuity of the issues without diminishing the distinctive experiences of transgender people, while at the same time affirming the rights, dignity, and diverse needs of all gender identities in Thai society.

The development of this Charter represents an important step for Thailand towards becoming a society that values gender diversity and guarantees wellbeing for all, with due regard to each person's gender identity. It also constitutes a national social compact grounded in human rights, human dignity, justice, and equality under the Constitution. It seeks to reform Thailand's health system by moving from fragmented care towards holistic, person-centred care, so that the protection of rights and improvement of the quality of life of transgender people are realised in concrete and sustainable ways.

The Charter further emphasises the participation of transgender people at every stage of policy formulation and implementation relating to wellbeing. It proceeds from the belief that wellbeing is not merely an individual objective, but a foundation of a society that respects diversity and leaves no one behind. The Charter therefore provides a framework for developing health and social-welfare systems that are comprehensive, accessible, and equitable for transgender and gender-diverse people in Thailand, while supporting participatory mechanisms for implementation, monitoring, and evaluation so that the Charter can be translated into practice and contribute to long-term systemic change.







Aspirations of the Transgender Wellbeing Charter

The Transgender Wellbeing Charter is fundamentally committed to promoting the holistic wellbeing of transgender and gender-diverse populations in every dimension of life, encompassing physical, mental, social and spiritual wellbeing. This aspiration rests on the principle that the wellbeing of transgender people is not a privilege of any particular group, but a fundamental right under the Constitution of the Kingdom of Thailand, B.E. 2560 (2017), which guarantees the human dignity of every person (Section 4), equality and non-discrimination on the ground of sex (Section 27), and the duty of the State to establish measures to remove obstacles and enable all persons to exercise rights and liberties on an equal basis (Section 71). The concept of wellbeing in this Charter is also

consistent with Section 3 of the National Health Act, B.E. 2550 (2007), which defines health as a state of complete physical, mental, intellectual and social wellbeing, interconnected as a holistic whole.

The principal objective is to enable transgender and gender-diverse people of all groups to live with quality of life, social recognition, and human dignity; to enjoy equal protection of their human rights; and to be free from stigma and discrimination.

Promoting transgender wellbeing is not limited to medical treatment and care. Rather, it requires the creation of enabling systemic conditions at every level, including social, legal, cultural, and environmental frameworks that support people in living to their full potential. The Charter therefore constitutes a shared conceptual and practical framework for action by all sectors of society. As part of this systemic approach, it expressly supports and advocates legislation for the legal recognition of gender identity, gender expression, and sex characteristics (Legal Gender Recognition) consistent with international human-rights principles, so that a person's legal status corresponds with their affirmed gender. Legal documents that reflect a person's authentic identity are a crucial starting point for social and mental wellbeing and a basic condition for protected access to services, state welfare systems, and a life of quality and dignity.

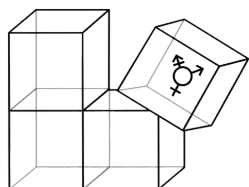
- For transgender communities, the Charter serves as an empowerment tool for capacity-building, self-care, the development of community-based social support systems, and the creation of safe spaces that foster self-worth and social acceptance. Civil-society organisations can use the Charter as a reference framework for designing and implementing wellbeing promotion programmes, developing individual and community capacities, and strengthening transgender and gender-diverse networks at local and national levels.
- For the public sector, the Charter provides a policy framework for designing inclusive and equitable health-service and social-welfare

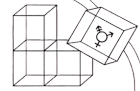
systems, as well as laws and public policies aimed at reducing stigma and discrimination and creating environments that foster equality in every dimension of life.

- For society as a whole, the Charter serves as a reminder of collective responsibility to reduce prejudice and stereotypes concerning gender diversity, respect differences among individuals, and end all forms of stigma and discrimination.

The core principle underlying this aspiration is that wellbeing is an inherent fundamental human right, not something that must be requested or negotiated, and that every person should enjoy this right without conditions or restrictions. Recognising and putting into practice the principles of the Transgender Wellbeing Charter therefore represents a collective effort to create an inclusive society that leaves no one behind and to lay the foundations for a peaceful, equal, and just society. These principles are not merely social ideals; they are obligations of the State and society to respect, protect, and fulfil the wellbeing rights of transgender and gender-diverse people under the Charter and applicable law.







Section 1. Values, Significance, Barriers, and Achievements to Date

The wellbeing of transgender people is a fundamental human right and is of the highest importance to improving their quality of life. Guaranteeing transgender wellbeing not only respects human dignity; it is also essential to advancing social equality, supporting economic growth, and driving Thailand's sustainable development.

When transgender people have equal access to public health services, education, employment, and appropriate welfare, they are able to develop their potential fully without being constrained by health problems or conditions that can be prevented or addressed. They can also participate constructively and effectively in economic and social life. This contributes to reducing inequalities arising from discrimination and barriers to

healthcare access, while linking transgender wellbeing to both the Sustainable Development Goals and the human-rights agenda.

Promoting transgender wellbeing is not solely a health issue; it is part of national development and is clearly aligned with the United Nations Sustainable Development Goals (SDGs), particularly:

- Goal 3: Good Health and Wellbeing. Ensuring healthy lives and an appropriate quality of life for all at all ages cannot be achieved while transgender people remain excluded from comprehensive and gender-diversity-friendly health services. Recognition and integration of gender-affirming care within the national health-security system is therefore essential to making this goal meaningful for everyone.
- Goal 10: Reduced Inequalities. Protecting the rights of transgender people in law, education, labour, and health is central to narrowing inequality in Thai society. Integrated policy responses to transgender issues are therefore one mechanism through which Thailand can move towards equality at both national and international levels.

The promotion of transgender wellbeing must be grounded in the principle of depathologisation: gender diversity must not be treated as a psychiatric disorder. This is consistent with the World Health Organization's International Classification of Diseases, 11th Revision (ICD-11), which no longer classifies gender identity as a psychiatric disorder. Depathologisation does not mean denying access to public health services. Rather, it means ensuring that transgender people can access gender-affirming and related health services in a coherent and holistic manner, with protected standards of service quality and coverage under health-security benefit packages as necessary healthcare, rather than as cosmetic services or as services contingent upon being diagnosed with a psychiatric disorder.

Transgender wellbeing is also directly connected to fundamental human rights recognised under the International Covenant on Civil and Political

Rights (ICCPR) and the International Covenant on Economic, Social and Cultural Rights (ICESCR), including:

- the right to the highest attainable standard of health, including access to high-quality, comprehensive, and non-discriminatory health services in general medicine, mental health, and gender-affirming care;
- the right to respect for and recognition of gender identity and gender expression, both in law and in everyday life;
- the right to participate equally in society without discrimination by either public or private actors; and
- the right to live safely and with wellbeing, free from harassment, violence, and hate crimes.

Promoting transgender wellbeing is therefore both a human-rights obligation and a sustainable-development commitment for Thailand. Supporting work in this area responds not only to justice and the human dignity of transgender people but also constitutes an investment in the future of an open and inclusive Thai society that leaves no one behind. Recognition and promotion of transgender wellbeing are directly aligned with Section 4 of the Constitution of the Kingdom of Thailand, which guarantees human dignity, rights, and liberties. Gender identity, gender expression, and sex characteristics are therefore not merely private matters, but are integral to human dignity, which the State has a duty to respect, protect, and actively promote.

Barriers to transgender wellbeing

Although the principle of wellbeing applies to everyone, transgender and gender-diverse people continue to face multiple barriers to attaining it.

Thailand still lacks a law recognising gender identity, gender expression, and sex characteristics. Consequently, transgender people cannot change gender or sex markers on national identification cards

and official documents to correspond with their gender identity. This creates a series of consequential barriers. When transgender people must present documents whose sex designation does not match their identity—for example, when visiting a hospital, undergoing a police identity check, conducting transactions, or opening a bank account—they may encounter disrespect or neglect from service personnel. The lack of legal gender recognition also contributes to social exclusion, stigma, and violence. Legislation recognising gender identity is therefore fundamental to the State's duty to protect human dignity because it reduces the harms arising when society treats transgender people as departures from entrenched binary norms. In education, transgender people are often compelled to dress according to sex assigned at birth and to use toilets that do not correspond with their gender, affecting both mental health and everyday life at school. In employment, many transgender people encounter barriers to recruitment and career progression because legal documents and gender title do not reflect their identities, leading to discrimination in hiring and in the workplace. Excluding transgender people from education and labour markets therefore harms not only individuals but also creates opportunity costs for the country through the loss of potential labour. Gender-based discrimination thus undermines Thailand's long-term capacity for sustainable development.

Stigma and pressure in educational institutions and workplaces.

Beyond legal barriers, the social climate in many institutions remains insufficiently inclusive. Some transgender students are bullied or stigmatised because their gender expression does not correspond with sex assigned at birth, with consequences for mental health and educational outcomes. In workplaces, transgender people may be denied employment in certain positions, pressured to present according to sex assigned at birth, or denied respect for their identities, thereby limiting career progression. Such

discrimination often occurs in parallel with inadequate legal protection.

Insufficient budgets and funding for transgender organisations.

Programmes and activities promoting transgender wellbeing in Thailand still depend largely on external and international funding because public policies, state mechanisms, and public budgets directly addressing transgender issues remain limited. Many transgender-led organisations therefore struggle to secure long-term financing for activities such as mental-health counselling, educational training, and rights advocacy. The absence of sustainable financing places essential community programmes at risk of interruption or termination, despite their substantial value and necessity for transgender wellbeing.

Progress and achievements to date

Despite these barriers, Thailand has seen a number of positive developments in promoting transgender wellbeing. Most recently, the National Health Security Office (NHSO) announced an allocation of THB 145.62 million to support gender-affirming hormone services. This is an important step in affirming transgender people's right to access this necessary and significant form of healthcare, and an initial step towards expanding health-benefit protection more comprehensively and equitably for transgender people.

Policy and legal developments have increasingly sought to recognise transgender rights. One example is the successful effort to amend Section 1448 of the Civil and Commercial Code—the marriage-equality reform—in B.E. 2566 (2023). Although not specific to transgender people, it reflects a social environment increasingly accepting of gender diversity. Public agencies have also worked with civil society and international organisations to examine models for legal gender-recognition legislation that would allow transgender people to change gender and sex markers in official documents in accordance with law. Although this legislation remains under

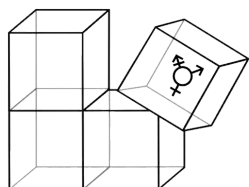
development, it constitutes an important structural development for long-term transgender wellbeing. The Ministry of Public Health and professional bodies involved in health-service provision, including the Medical Council of Thailand and the Thai Professional Association for Transgender Health (ThaiPATH), have continued to issue guidelines on gender-affirming health services and to develop information supporting transgender health and wellbeing.

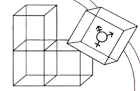
The establishment of a national mechanism and cross-sectoral collaboration is another important advance. In B.E. 2567 (2024), the Committee for Advancing Public Policy for Transgender Wellbeing (CTW) was established, bringing together representatives of government agencies and civil-society networks of transgender and gender-diverse people to jointly set strategy and direction for developing a health system that responds concretely to transgender needs. The Committee forms part of the National Health Commission Office's public-policy mechanism and reviews situations and problems in order to formulate policy recommendations, such as non-discriminatory standards for health services, protection of health benefits, and communication to improve public understanding of transgender people. A clear national mechanism of this kind supports more systematic and sustained problem-solving and provides a forum for monitoring progress on measures relating to transgender wellbeing.

Thailand currently has strong networks of transgender-led organisations working across diverse geographical areas and issues. Examples include the Foundation of Transgender Alliance for Human Rights, which brings together transgender people working nationwide to promote rights and wellbeing; the SISTERS Foundation, which provides HIV-prevention and other health services for transgender women; the TransEqual, which coordinates tom, trans men, and non-binary transgender groups in human-rights advocacy and efforts to end violence; and many regional transgender organisations working in health education, psychological

support, and the creation of safe community spaces. These networks have collaborated with government agencies and partners on activities advancing transgender wellbeing movements, including two national transgender wellbeing conferences, Kham Phet Mee Suk (“Transgender Wellbeing”), held in B.E. 2566 (2023) and B.E. 2568 (2025). The most recent conference involved 29 partner organisations and more than 450 participants from across the country. Such transgender-led work has not only raised social awareness of wellbeing issues but has also amplified transgender voices and needs in policy arenas and provided an important foundation for the development of this Charter and future measures.







Section 2. Glossary

Transgender person: A person whose gender identity differs from their sex assigned at birth. Such persons may enact gender roles beyond the male–female norms expected by society and often identify their gender in ways that correspond with their local cultural, social, religious, and spiritual contexts. In this Charter, “transgender” is used as an umbrella term encompassing diversity in gender identity, gender expression, and sex characteristics in Thai society, including trans women and trans men as well as other gender-diverse people such as tom, kathoey, sao praphet song, and third-gender people. Each person has the right to determine their own gender identity freely. The definition also incorporates recognition of gender fluidity: gender identity, gender expression, and sex characteristics

are not limited to a male–female binary but include non-binary, genderqueer, gender-fluid, agender, and intersex persons, in order to prevent legal gaps and discrimination in access to rights, services, welfare, and state protection.

Wellbeing: Following the conception of the Thai Health Promotion Foundation (ThaiHealth) and the definition used by the World Health Organization, wellbeing refers to a condition in which a person enjoys a good quality of life across physical, mental, social, and spiritual dimensions, rather than merely the absence of disease or disability. A person with wellbeing should experience physical, mental, social, intellectual, and spiritual flourishing in balanced relation. This conception extends beyond a conventional view of “health” as the absence of disease towards a holistic perspective concerned with flourishing in all aspects of life.

Legal Gender Recognition: A legal and administrative process through which the State allows a person to change or designate their sex and/or gender title on official documents so that they correspond with the person’s gender identity, without compulsory conditions requiring psychiatric diagnosis, hormone use, or gender-affirming surgery.

Self-Determination: The principle that a person should have the legal right to determine or disclose their own gender identity without being compelled to undergo medical or psychiatric intervention, and that the State must recognise that determination.

Discrimination: Unfair treatment of a person because of sexual orientation, gender identity, gender expression, or sex characteristics (SOGIESC), often involving exclusion from opportunities or restriction of rights in social roles.

Stigma/Bias: Negative attitudes, stereotypes, and socially embedded negative beliefs that devalue, exclude, reject, or psychologically harm a person.

Hate Crime: Conduct involving violence through speech, writing, or

expression; threats; property damage; assault; or bullying motivated by prejudice or hatred concerning gender identity, sexuality, or sex characteristics.

Gender Binary Norms: A social framework premised on the belief that there are only two genders—male and female—and assigning roles and behaviours accordingly, thereby construing gender diversity as abnormal.

Gender title: A title placed before a person's name in official documents, such as “*Nai*” (Mr.), “*Nang*” (Mrs.), “*Nang-sao*” (Miss), “*Dek-chai*” (Master), “*Dek-ying*” (Miss for girl) and others. These titles reflect the sex designation assigned by the State and are significant to recognition of identity and dignity.

Identity Documents: Official documents such as national identification cards, passports, birth certificates, and licences used to verify identity and to access rights, services, welfare, and opportunities.

Sexual Orientation: Patterns of emotional and/or sexual attraction towards people of the same gender, another gender, or multiple genders, for example gay, lesbian, bisexual, and others.

Gender Identity: A person's self-defined and affirmed sense and understanding of their gender identity—for example, identifying as a man, woman, or another gender—even when this does not correspond with sex assigned at birth.

Gender Expression: The way a person expresses gender outwardly, including through clothing, mannerisms, gestures, voice, and behaviour.

Sex Characteristics: Biological and physical characteristics related to sex, including sex chromosomes, internal and external reproductive organs, gonads, hormone levels, and bodily characteristics arising from hormonal responses that are used in sex designation, such as body hair, breasts, hips, musculature, body-fat distribution, and bone structure.

SOGIESC: An acronym encompassing Sexual Orientation, Gender Identity, Gender Expression, and Sex Characteristics.

Intersectionality: A concept explaining how multiple dimensions

of identity—such as gender, race, class, and disability—intersect to produce experiences of inequality more complex than those arising from any single dimension.

Gender Incongruence: A condition in which a person's gender identity does not correspond with sex assigned at birth or with a gender socially assigned to them. It affirms this as a form of human diversity rather than a psychiatric disorder, consistent with the International Classification of Diseases, 11th Revision (ICD-11). This definition is particularly important for public policy and reimbursement of state health benefits without creating stigma or compelling a person to receive a diagnosis of psychiatric disorder.

Gender-Affirming Care: Health services and other forms of support aligned with a person's gender identity, including psychosocial services, hormone therapy, gender-affirming surgery, and counselling.

Gender Sensitivity: A practice in which service providers possess understanding, skills, and attitudes that respect gender identity and avoid stereotyping and discrimination.

ICD-11 (International Classification of Diseases, 11th Revision): The International Classification of Diseases, 11th Revision (ICD-11), no longer classifies transgender identity as a mental disorder and has been in effect since 1 January 2022.

Conversion Practices/Therapy: Medical, psychiatric, or religious processes intended to “change” a person's sexual orientation or gender identity to conform to gender norms accepted by the State or society.

Universal Coverage Scheme (UCS): A public health-insurance scheme designed to protect people's right to access essential health services without incurring undue financial burden.

Economic Autonomy: A condition in which transgender people can independently make economic decisions and control economic resources,

with the value of their work recognised and welfare systems covering the costs of gender affirmation and supporting quality of life across all dimensions.

Trans Economic Justice: A policy concept or framework that takes a holistic view of the economic rights of transgender people across income, work, capital, business ownership, and economic equality.

Pride Economy 360°: A concept linking rights, health, income, and business ownership among transgender people in order to advance security, dignity, and economic participation.

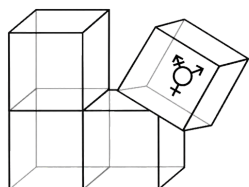
Multi-Sectoral Partnership: Systematic collaboration among multiple sectors—including government, the private sector, local authorities, academia, and civil society—to advance shared issues such as gender diversity.

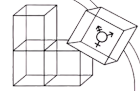
Horizontal/Peer-to-Peer Support: A form of support that reduces hierarchical power by enabling communities and transgender networks to take leading roles and participate in decision-making.

Shared-Power Culture: A principle of network and organisational management based on transparent and participatory sharing of authority over direction-setting and resource allocation.

Policy Ecosystem: The interconnected structures, rules, resources, and stakeholders that support or impede a policy issue.







Section 3. Goals and Recommended Practices

1. Legal Recognition of Gender Identity, Gender Expression, and Sex Characteristics

Current situation

Legal Gender Recognition is an important process that the State should establish so that transgender people can hold identity documents—such as national identification cards, passports, and other official documents—that correspond with their gender identity, gender expression, and sex characteristics. Documents that accurately reflect a person’s gender are not merely administrative records; they concern the fundamental right to

live with human dignity and constitute a foundation for wellbeing in every dimension—physical, mental, social, spiritual, and legal.

At present, however, Thailand does not have a specific Act on the recognition of gender identity, gender expression, and sex characteristics. Transgender and gender-diverse people therefore encounter barriers in everyday life because sex markers in official documents—M (Male) and F (Female)—and gender title such as “*Nai*” (Mr.), “*Nang*” (Mrs.) and “*Nang-sao*” (Miss) may not correspond with their current gender presentation. This mismatch can give rise to stigma, discrimination, and violence in education, employment, healthcare settings, and the justice system. In addition, procedures used by some public agencies to change sex-related information in documents impose conditions that violate human rights, such as requiring gender-affirming surgery or a psychiatric diagnosis. Such conditions are inconsistent with the internationally recognised principle of Self-Determination.

These practices demonstrate that Thailand’s system of legal gender recognition is not yet genuinely consistent with Self-Determination because recognition remains tied to medicalisation, requiring diagnosis or certification by medical professionals. Conditions of this kind are incompatible with international human-rights standards affirming that individuals have the right to determine their own gender identity, gender expression, and sex characteristics without medical intervention. By contrast, countries that place particular emphasis on gender-diversity rights, such as Argentina and Malta, have reformed their laws in accordance with de-medicalisation by removing requirements for gender-affirming surgery and psychiatric certification and basing legal recognition on an individual’s self-identification. Such approaches respect bodily autonomy, privacy, and human dignity, and should inform the future development of law and policy in Thailand.

Barriers and challenges

A major barrier to recognising gender identity, gender expression, and sex characteristics in Thailand is the absence of a clear and systematic national legal and policy framework. Social attitudes and bureaucratic practices continue to be organised largely around binary gender norms (male–female), making legal-recognition processes complex, inconsistent, and unequal. In practice, many transgender people continue to experience stigma, denial of services, and involuntary disclosure of sex assigned at birth, violating rights to privacy and human dignity.

Advancing legislation on legal gender recognition is therefore a major structural challenge in guaranteeing equality and ending discrimination against transgender people in Thai society. The absence of an equality-based legal mechanism is also inconsistent with Section 27 of the Constitution of the Kingdom of Thailand, which provides that all persons are equal before the law and prohibits unfair discrimination on the ground of sex. The State’s continued lack of a systematic legal gender-recognition mechanism thus reflects not only a policy gap but also a constitutional challenge affecting the rule of law, fundamental rights, and equality in Thai society.

Relevant agencies

- Ministry of Social Development and Human Security
- Ministry of Interior
- Ministry of Public Health
- Ministry of Labour
- Ministry of Justice
- Ministry of Foreign Affairs
- Civil-society organisations and transgender networks

Coordination among all sectors is necessary to ensure that legislation, measures, and implementation processes are practicable and effective, and that Thailand advances towards genuine equality grounded in respect for the human dignity of people of all genders.

GOAL 1

Advance the Draft Act on Recognition of Gender Identity, Gender Expression, and Sex Characteristics

GOAL 2

Monitor and evaluate implementation of the Act on Legal Gender Recognition (once the law enters into force)

GOAL 3

Promote public knowledge of the Act on Legal Gender Recognition and related legal rights

GOAL 4

Review and reform relevant laws and regulations to ensure that they are up to date, practical and effective in protecting the rights of transgender people.

GOAL 1

Advance the Draft Act on Recognition of Gender Identity, Gender Expression, and Sex Characteristics

Recommended Practices

- 1.1 Establish a national working group to advance legislation on recognition of gender identity, gender expression, and sex characteristics, with representation from all sectors—particularly civil society and transgender networks—so that the legislative process is grounded in Self-Determination and reflects the experiences and needs of those directly affected.
- 1.2 Promote a systematic parliamentary consideration process and cooperation among government, political parties, and civil society to introduce the draft legislation into the legislative process. Concurrently study, review, and amend relevant regulations, rules, notifications, and laws so that they align with legal gender recognition and human-rights principles.
- 1.3 Create continuous spaces for knowledge exchange and stakeholder participation to identify success factors and lessons and to jointly design collaborative approaches among government agencies, civil society, academics, and policymakers.
- 1.4 Base the legislation on Self-Determination and prohibit conditions that violate rights and dignity, including requirements for gender-affirming surgery, hormone use, psychiatric diagnosis, single marital status, or sterilisation, thereby protecting bodily autonomy, privacy, and human dignity in accordance with international human-rights principles.

GOAL 2

Monitor and evaluate implementation of the Act on Legal Gender Recognition (once the law enters into force)

Recommended Practices

- 2.1 Study problems arising from statutory provisions and implementation in order to make legal gender-recognition procedures friendly, convenient, rapid, and effective in protecting rights.
- 2.2 Survey stakeholders' opinions after implementation and use the findings to develop policy recommendations, close gaps, and improve access to rights, legal protection, and prevention measures.

GOAL 3

Promote public knowledge of the Act on Legal Gender Recognition and related legal rights

Recommended Practices

- 3.1 Produce accessible public-information materials covering the law's substance and benefits, reflecting human-rights principles, reducing gender bias, using language respectful of diversity, and disseminating materials through multiple channels in collaboration with civil society.
- 3.2 Develop manuals and operational guidelines for public agencies so that implementation is consistent with the intent of the law.
- 3.3 Develop curricula and train relevant officials in gender and sexuality sensitivity (Gender Sensitivity) when serving the public.
- 3.4 Support civil-society organisations to produce media and create participatory public spaces for communicating legal gender recognition to gender-diverse communities and the general public.

GOAL 4

Review and reform relevant laws and regulations to ensure that they are up to date, practical and effective in protecting the rights of transgender people.

Recommended Practices

- 4.1 Review transgender people's legal-protection needs to develop related laws, including stronger penalties for hate crimes.
- 4.2 Develop complaint and rights-protection mechanisms for non-consensual disclosure of sex assigned at birth (outing), the use of gender titles or sex markers inconsistent with gender identity, and other forms of discrimination.
- 4.3 Review and amend relevant laws and regulations to align them with legal gender-recognition principles and international human-rights standards.
- 4.4 Establish an accessible, timely and dignified administrative process for applying for legal gender recognition through district offices.
- 4.5 Recognise changes to gender title, names, and gender markers across all official documents, including a retrospective recognition mechanism for documents already issued.
- 4.6 Develop the civil-registration system and Digital ID to accommodate the absence of a sex marker, and the use of an X marker for the recognition of non-binary and intersex identities.
- 4.7 Protect information on sex assigned at birth as highly sensitive personal data and prohibit disclosure without consent in order to protect transgender people's privacy and safety.

2. Social Welfare System

Current situation

Social-welfare rights are fundamental to quality of life and human dignity. A comprehensive, accessible, and non-discriminatory welfare system is a key state mechanism for guaranteeing life security for all people. Yet Thailand's current social-welfare system remains anchored in a binary gender framework (male–female), with the result that policy design and service delivery often fail to correspond with the gender identities of transgender and gender-diverse people. Transgender people consequently continue to face restrictions in accessing welfare across multiple dimensions, including health, employment, housing, and social security.

Although Thailand has the Universal Health Coverage Scheme, old-age allowances, and social-protection measures that provide a degree of coverage, existing policy structures remain insufficiently responsive to the diverse life experiences of transgender people. Many older transgender people are not adequately covered by long-term care systems; working-age transgender people continue to encounter employment discrimination; people of all genders who menstruate may lack essential products such as sanitary pads; and legal and policy restrictions remain in relation to family formation and adoption. There is also insufficient attention to inclusive welfare and assistance during crises and disasters (Disaster & Crisis Management Inclusive Protocol), particularly for vulnerable transgender and gender-diverse people who are hardest to reach. Developing an equitable and inclusive welfare system is therefore both a means of improving quality of life and an important strategy for reducing structural inequality in Thai society over the long term.

Barriers and challenges

A further major challenge is the absence of welfare systems capable of responding to crises in transgender people's lives, including family rejection, leaving the education system, or loss of housing. Transgender young people are particularly vulnerable to homelessness, while Thailand still lacks sufficient emergency shelters that are safe and responsive to transgender life contexts. Transgender people also face barriers to employment funds, financing, and skills development because of discrimination and conditions that do not correspond with their gender identity, perpetuating unemployment and economic vulnerability.

Thailand's welfare system still lacks mechanisms and policies that recognise the specific experiences of transgender people in labour markets, housing access, health services, social protection, and public-service systems. The absence of gender-disaggregated data constrains evidence-based policy design. At the same time, insufficient understanding of SOGIESC among officials and policymakers remains a major obstacle to equitable and sustainable welfare reform.

Relevant agencies

- Ministry of Social Development and Human Security
- Ministry of Labour
- Ministry of Public Health
- Ministry of Justice
- Local administrative organisations
- National Human Rights Commission of Thailand
- Civil-society organisations and transgender networks

These bodies should collaborate closely to develop an equitable and comprehensive welfare system that respects the dignity of people of all gender identities.

GOAL 1

Develop a fund to support employment and income for transgender and gender-diverse people

GOAL 2

Develop shelter systems that are friendly to transgender and gender-diverse people

GOAL 3

Develop laws and policies on adoption and medically assisted reproductive technology for transgender people

GOAL 4

Review and develop regulations and practices concerning accommodation and wellbeing for transgender people in prisons and juvenile-observation facilities

GOAL 5

Develop safe public-transport policy for transgender people

GOAL 6

Develop an accessible, safe, and transgender-friendly rights-violation complaint system

GOAL 7

Develop a free sanitary-pad policy for people who menstruate

GOAL 8

Develop safe public-toilet policy for transgender and gender-diverse people

GOAL 9

Provide welfare and crisis/disaster assistance sensitive to transgender and gender-diverse people

GOAL 1

Develop a fund to support employment and income for transgender and gender-diverse people

Recommended Practices

- 1.1 Establish a working group to design a “Transgender and Gender-Diverse Employment and Livelihood Support Fund” specifying its powers, duties, sources of revenue, forms of benefits, and the proportion of transgender and gender-diverse representatives on its governing body.
- 1.2 Design flexible, friendly, and non-discriminatory access mechanisms for the aforementioned fund, so that transgender people can genuinely obtain finance for employment, business start-up, or skills development, particularly those excluded from the labour market.
- 1.3 Integrate work with the Committee on Promotion of Gender Equality and the Committee on Consideration of Unfair Gender Discrimination so that the Gender Equality Fund can provide remedies for transgender people subjected to discrimination affecting occupation and income.
- 1.4 Establish mechanisms enabling broad and convenient access to funds and financing while developing vocational skills and capacities in order to reduce unemployment and address discrimination in employment.

GOAL 2

Develop shelter systems that are friendly to transgender and gender-diverse people

Recommended Practices

- 2.1 Develop and improve service guidelines for shelters—including homes for older persons, emergency shelters, protection centres for destitute persons, and related services—so that they are friendly to transgender and gender-diverse people across the life course. Quality should be assessed by people with lived identities together with relevant public agencies, and the list of services meeting the criteria should be published.

- 2.2 Train shelter personnel on SOGIESC, transgender and gender-diverse wellbeing, and sensitive service needs, including continuity of gender-affirming hormone therapy, mental healthcare, and prevention of sexual harassment.

GOAL 3

Develop laws and policies on adoption and medically assisted reproductive technology for transgender people

Recommended Practices

- 3.1 Amend relevant legislation to use the term “spouses” instead of “husband and wife” in the Protection for Children Born through Assisted Reproductive Technologies Act, B.E. 2558 (2015), and related laws, so as to cover transgender and gender-diverse spouses, including rules on the designation of parents on birth certificates.
- 3.2 Review and amend the Child Adoption Act, B.E. 2522 (1979), and agency practices so that they are consistent with marriage-equality legislation, and establish specialist readiness-counselling systems for transgender and gender-diverse couples.
- 3.3 Advance an Act on legal gender recognition so that transgender and gender-diverse people can formally change gender title and markers in official documents, reducing legal and everyday barriers, particularly in relation to parental and guardian status.

GOAL 4

Review and develop regulations and practices concerning accommodation and wellbeing for transgender people in prisons and juvenile-observation facilities

Recommended Practices

- 4.1 Establish central regulations and guidelines from the Department of Corrections and the Department of Juvenile Observation and Protection, including appropriately separated accommodation based

on gender identity and facility structures consistent with safety and respect for the human dignity of transgender and gender-diverse people.

- 4.2 Train corrections and juvenile-observation personnel on SOGIESC in accordance with human-rights principles and develop friendly counselling, vocational rehabilitation, and educational programmes.
- 4.3 Provide safe and appropriate welfare in prisons and juvenile-observation facilities for all transgender and gender-diverse groups, including continuity of gender-affirming hormone therapy, mental-healthcare, and protection from harassment and sexual abuse.
- 4.4 Develop and integrate databases among relevant public agencies and extend them to regional and national levels to inform policies concerning emergency-accommodation welfare.

GOAL 5

Develop safe public-transport policy for transgender people

Recommended Practices

- 5.1 Establish systems to prevent harassment, sexual violations, and violence, together with incident-reporting mechanisms in transport areas, such as signage, cameras, assistance points, and hotlines.
- 5.2 Train transport personnel and security staff on SOGIESC, human-rights principles, and prevention of sexual harassment.
- 5.3 Develop manuals and policy measures jointly with transport agencies at regional and national levels so that “transport spaces free from harassment and abuse” can be implemented nationwide.

GOAL 6

Develop an accessible, safe, and transgender-friendly rights-violation complaint system

Recommended Practices

- 6.1 Amend relevant laws, regulations, and rules to cover gender-identity issues and establish cooperation between government and civil society issues and establish cooperation between government and civil society so that complaint systems provide effective recourse, with subsequent expansion to the private sector.
- 6.2 Develop convenient and friendly complaint channels, secure and confidential information systems, and coordination mechanisms between public agencies and civil society to ensure rapid and continuous responses to problems affecting transgender and gender-diverse people.
- 6.3 Train complaint-handling personnel in all public agencies on SOGIESC, human-rights principles, and prevention of sexual harassment.

GOAL 7

Develop a free sanitary-pad policy for people who menstruate

Recommended Practices

- 7.1 Develop a public campaign on a “free sanitary-pad policy for people who menstruate” to promote wellbeing and establish sanitary pads as a health necessity.
- 7.2 Conduct in-depth research to inform policy and expand pilot programmes distributing free sanitary pads in local educational institutions through schools, public agencies, and digital platforms.
- 7.3 Advance policy to include sanitary pads in the national health-security benefit package and abolish taxes on the products, with the objective of a nationwide policy of universal free distribution.

GOAL 8

Develop safe public-toilet policy for transgender and gender-diverse people

Recommended Practices

- 8.1 Establish design, management, and enforceable guidelines for “toilets for all genders” in government premises, educational institutions, shopping centres, public-transport stations, and all public places.
- 8.2 Revise building and urban-planning standards to require at least one all-gender-friendly toilet location per building.
- 8.3 Train public-space personnel on non-discrimination and prevention of sexual harassment, and establish a dedicated complaint channel for sexual abuse in toilets.
- 8.4 Develop a map of all-gender toilets and a quality-assessment system addressing safety, cleanliness, and friendliness, while integrating cooperation among government, the private sector, and local authorities for policy sustainability.

GOAL 9

Provide welfare and crisis/disaster assistance sensitive to transgender and gender-diverse people

Recommended Practices

- 9.1 Develop standardised welfare and assistance guidelines corresponding with transgender people’s contexts and needs.
- 9.2 Provide shelters that meet standards and take account of gender identity (Gender-sensitive Shelters).
- 9.3 Distribute specialised medical supplies during crises according to specific needs, including gender-affirming hormones.

3. Education Responsive to Differences in Sexual Orientation, Gender Identity, Gender Expression, and Sex Characteristics (SOGIESC)

Current situation

Although Thailand is often regarded culturally as open to gender diversity, its education system has not structurally integrated knowledge of sexual orientation, gender identity, gender expression, and sex characteristics (SOGIESC) into curricula, teaching, textbooks, or educational-personnel training. The absence of systematic SOGIESC content in the core curriculum from childhood means that many learners grow up without accurate understanding of transgender and gender-diverse people, perpetuating prejudice, misunderstanding, and discrimination in schools and educational institutions. Curriculum reform is therefore essential to creating a learning society that respects the human dignity of people of all gender identities. At the same time, school and educational environments continue to operate within fixed binary gender frameworks that produce stereotyping and discrimination against transgender and gender-diverse learners.

Many transgender and gender-diverse children and young people continue to encounter everyday barriers in schools and educational institutions, including requirements to dress according to sex assigned at birth and prohibitions on using names or identities consistent with their gender identity. The State should ensure that every child receives quality education without discrimination. Such treatment is also inconsistent with decisions of the Committee on Consideration of Unfair Gender Discrimination, which recognise the rights of transgender and gender-diverse people to gender expression and dress consistent with their gender identity. Failure to implement these principles uniformly nationwide

continues to compound insecurity within the education system.

The lack of health and sexuality education that includes transgender and gender-diversity content—particularly the absence of safe spaces for learning and expression—leaves many transgender and gender-diverse children and young people isolated, bullied, or outside the education system without appropriate support. These problems affect mental wellbeing, self-confidence, and holistic development. Although Thailand has international human-rights obligations under instruments such as the Convention on the Rights of the Child (CRC), undertaken in B.E. 2535 (1992), which recognises every child's right to quality and safe education that respects dignity, applies the best interests of the child, and is free from discrimination, the education system has not yet consistently created equitable and inclusive environments for transgender and gender-diverse children and young people.

Insufficient understanding of gender diversity is also evident beyond the classroom, including sports changing rooms, student dormitories with shared bathrooms, overnight field trips, and roommate allocation. Such arrangements often fail to consider the safety and appropriateness of facilities for transgender students and intersex persons, particularly during gender transition, when physical and psychological vulnerabilities may be heightened.

In recent years, positive efforts have nevertheless emerged across several sectors, including the development of SOGIESC manuals and lesson plans for teachers and education personnel; gender-diversity-friendly school policies that establish channels for listening to concerns and gender-sensitive mental-health referral; and state efforts to integrate SOGIESC into the National Human Rights Strategy, public communication, and lifelong learning through training for community leaders, teachers, health personnel, and the media. These initiatives aim to cultivate positive attitudes, reduce prejudice, and prevent long-term stigma. Yet progress

remains concentrated in pilot projects and lacks continuity. Formal national policy for an education system inclusive of SOGIESC is therefore essential to ensuring that transgender and gender-diverse children and young people can learn safely, have their dignity respected, and grow into equal citizens in Thai society.

Barriers and challenges

The principal barriers to integrating SOGIESC into Thai education lie in institutional structures and cultures that retain binary gender frameworks and fixed gender roles, reflected in rules concerning dress, gender title, sex-segregated activities, and textbook content. Thailand also lacks a clear national policy framework, curriculum, and long-term budget, leaving progress dependent on pilot projects or individual schools rather than nationwide measures. Most teachers and administrators have not received systematic Gender Sensitivity training and therefore may lack the capacity to create safe spaces or effective anti-bullying mechanisms. Parental and community attitudes that construe gender diversity as private or abnormal further reinforce stigma. Consequently, transgender and gender-diverse children and young people continue to face discrimination and mental-health impacts without adequate support, while responses to bullying, discrimination, and mental-health concerns often depend more on individual attitudes than on a professional framework.

Relevant agencies

- Ministry of Education
- Ministry of Higher Education, Science, Research and Innovation
- Ministry of Justice and rights-protection agencies
- Ministry of Social Development and Human Security and independent human-rights bodies

- National Statistical Office
- Educational research institutes
- Local education authorities
- Parent networks
- Civil-society organisations and transgender and gender-diverse networks

GOAL 1

Develop a learning module on transgender and gender diversity

GOAL 2

Promote knowledge and positive attitudes among teachers, personnel, school administrators, and educational institutions towards transgender and gender-diverse people

GOAL 3

Develop transgender- and gender-diverse-friendly policies and practices in schools and educational institutions

GOAL 4

Develop referral systems enabling transgender and gender-diverse children and young people to access mental-health services that are friendly and sensitive to gender diversity

GOAL 5

Design models and activities to strengthen understanding of transgender and gender-diverse people in schools and educational institutions

GOAL 1

Develop a learning module on transgender and gender diversity

Recommended Practices

- 1.1 Develop and disseminate lesson plans and teacher manuals on SOGIESC for classrooms, with nationwide expansion to schools and educational institutions.
- 1.2 Integrate SOGIESC content into health education, sexuality education, social studies, and learner-development activities at every level of education.
- 1.3 Create a repository of teaching materials that do not stigmatise transgender and gender-diverse people—particularly neurodivergent people—and scenario-based exercises enabling teachers to create safe classroom spaces for transgender and gender-diverse children and young people.

GOAL 2

Promote knowledge and positive attitudes among teachers, personnel, school administrators, and educational institutions towards transgender and gender-diverse people

Recommended Practices

- 2.1 Provide continuous training on SOGIESC and Gender Sensitivity for teachers, personnel, and educational administrators.
- 2.2 Develop mentor-teacher teams and leaders in schools, educational institutions, and education service areas to provide counselling and support to children and young people on SOGIESC.
- 2.3 Establish post-training follow-up systems and professional learning networks for educators on gender diversity.

GOAL 3

Develop transgender- and gender-diverse-friendly policies and practices in schools and educational institutions

Recommended Practices

- 3.1 schools, and educational institutions to creating safe, non-discriminatory, and SOGIESC-sensitive environments.
- 3.2 Abolish rules and regulations that stigmatise or discriminate against transgender and gender-diverse personnel, children, and young people, including rules on hairstyles, uniforms, names, and gender title. Revise them in accordance with international standards on protecting transgender and gender-diverse children and young people, as well as educational personnel.
- 3.3 Recognise transgender and gender-diverse children's and young people's rights to dress, use names, and express themselves in accordance with gender identity, drawing on decisions of the Committee on Consideration of Unfair Gender Discrimination and the Bangkok Metropolitan Administration Civil Service and Personnel Act, so that practices are consistent across schools and educational institutions at all levels.
- 3.4 Provide resources that promote safety, service access, and inclusive public spaces, including all-gender toilets, sports changing rooms, dormitories and sleeping quarters, and roommate allocation that takes gender identity into account, together with non-stigmatising and non-discriminatory approaches to public spaces and services.
- 3.5 Strengthen the role of parents and school boards in jointly designing care and support for transgender and gender-diverse children and young people.
- 3.6 Establish mechanisms for surveillance, listening, assistance, and referral, together with complaint channels friendly to transgender and gender-diverse children and young people.

GOAL 4

Develop referral systems enabling transgender and gender-diverse children and young people to access mental-health services that are friendly and sensitive to gender diversity

Recommended Practices

- 4.1 Develop school and educational-institution mental-health guidelines, risk-screening systems, first-line care, referral systems, and service mapping that are friendly to transgender and gender-diverse children and young people.
- 4.2 Develop the skills of adviser teachers and student leaders so that they can use basic screening tools and provide initial counselling to transgender and gender-diverse children and young people.
- 4.3 Provide mental-health literacy and stigma-reduction activities and multiple access options for students and parents, both onsite and online, while engaging local network partners.
- 4.4 Establish mental-health support mechanisms friendly to transgender and gender-diverse children and young people by linking education, health services, and civil society to ensure continuous, safe, and non-stigmatising care.

GOAL 5

Design models and activities to strengthen understanding of transgender and gender-diverse people in schools and educational institutions

Recommended Practices

- 5.1 Produce accessible and contemporary media and campaigns for children and young people that do not stigmatise, and develop students as communicators within schools and educational institutions on issues relating to transgender and gender-diverse people.

4. Access to Public Health Services

Current situation

Thailand has a universal health coverage system intended to promote equitable access to public health services for everyone. Progress has been made through the inclusion of certain gender-affirming health services in the national health security benefit package, helping to reduce financial burdens and address long-standing patterns of inequitable access experienced by transgender people. In practice, however, transgender people continue to experience barriers to services that are safe, friendly, holistic and responsive to their specific health needs.

Many of these barriers arise from binary structures that already exist within the health system. Administrative procedures, health records, service arrangements and clinical pathways are often designed around fixed categories of male and female. These systems may not recognise the identities, bodies or healthcare needs of transgender and gender-diverse people, contributing to exclusion and inappropriate or fragmented care.

Other common barriers include stigma and discrimination based on gender identity or expression; communication that fails to respect a person's gender identity, name or pronouns; limited knowledge and understanding of gender diversity and transgender health among health personnel; and an insufficient number and geographical distribution of providers and facilities equipped to deliver appropriate services. These conditions affect service quality and undermine transgender people's confidence and trust in the health system as a whole.

An inclusive, respectful and supportive care environment is therefore essential. Health services must recognise and embrace gender diversity, protect human dignity and enable transgender and gender-diverse people to seek care without fear of discrimination, judgement or mistreatment.

Barriers and challenges

These limitations affect transgender people's access to public health services in two major dimensions:

1. Access to general health services, which transgender people need in the same way as the general population.
2. Access to gender-affirming health services, which require specialised expertise, appropriate knowledge and understanding among personnel, and clearly defined standards of care.

Barriers in both dimensions cause some transgender people to avoid or delay seeking care. Gender-affirming health services remain particularly limited in number and geographical distribution, leading some transgender people to rely on self-care or non-medical providers and increasing the risks of unsafe care and long-term health complications.

Clear policies, practical actions and consistent service standards are needed to reduce these barriers. Health facilities must also provide safe, welcoming and supportive environments in which transgender and gender-diverse people are treated with dignity and respect. Making the health system more inclusive and improving the care environment are both essential to ensuring that everyone can access appropriate care and to developing a sustainable health system that responds to people's diverse needs.

Relevant agencies

- Ministry of Public Health
- National Health Security Office (NHSO)
- Ministry of Social Development and Human Security
- Ministry of Education
- Local administrative organisations
- Medical Council of Thailand

- Thailand Nursing and Midwifery Council
- Agencies regulating health professions
- Social Security Office
- Comptroller General's Department
- Health-service provider networks
- Civil-society organisations and transgender networks

These bodies should jointly develop policies, mechanisms, and friendly health-service systems covering physical health, mental health, sexual health, and gender-affirming care, so that transgender people can access high-quality, safe, and non-discriminatory services sustainably throughout the life course.

GOAL 1

End gender-based stigma and discrimination in healthcare facilities

GOAL 2

Promote sustainable access to gender-affirming health services

GOAL 3

Develop knowledge on transgender health

GOAL 4

Enable transgender and gender-diverse communities to co-design and monitor health policy

GOAL 5

Strengthen the sustainability of budgets and resources for transgender health-service systems

GOAL 6

Strengthen regional and international cooperation on transgender health

GOAL 1

End gender-based stigma and discrimination in healthcare facilities

Recommended Practices

- 1.1 Health-workforce capacity development: Develop training curricula on gender diversity, Gender Sensitivity, and care for gender-diverse service users; promote non-stigmatising and non-discriminatory communication and service attitudes consistent with the World Health Organization's gender-affirming approach; and make such training and capacity development mandatory for health personnel.
- 1.2 Health-professions education: Integrate foundational anatomy, physiology, and specialised transgender and gender-diverse health into medical, nursing, and related health-profession curricula as compulsory content to strengthen professional knowledge and service quality consistent with service users' gender identities.
- 1.3 Rights protection and medical ethics: End coercive concepts or treatments, including conversion therapy directed at changing gender identity or gender expression, across all health professions.
- 1.4 Friendly-facility standards: Incorporate non-discriminatory health-service standards into Hospital Accreditation (HA); develop a manual for transgender- and gender-diverse-friendly health services; promote facility designs attentive to gender identity, including patient rooms, changing rooms, toilets, and recovery areas; develop medical-recording systems covering both sex assigned at birth and gender identity while respecting identity; and establish training and certification for facilities complying with these standards.
- 1.5 Monitoring and rights-protection mechanisms: Develop data systems and quality assessment covering access, standardised quality, and service friendliness; and develop complaint and user-rights protection mechanisms sensitive and responsive to transgender and gender-diverse contexts.

GOAL 2

Promote sustainable access to gender-affirming health services

Recommended Practices

- 2.1 Policy and benefit-package development: Prepare a strategic plan with relevant agencies for short-, medium-, and long-term development of gender-affirming health-service benefits covering physical, mental, and sexual health, continuity of care throughout life, palliative care, and dignified end-of-life care.
- 2.2 Geographic access and referral systems: Expand capable facilities in urban and rural areas; develop referral pathways from primary to specialised care; promote telemedicine for follow-up, counselling, and continuity to reduce costs and travel barriers; and support community- or civil-society-led health facilities, with the State providing capacity development, standards oversight, and budget-support mechanisms.
- 2.3 Centres of Excellence and multidisciplinary teams: Establish a “Center of Excellence in Gender-Affirming Care” in every health region; develop multidisciplinary teams comprising physicians, nurses, psychiatrists, psychologists, social workers, and personnel trained in Gender Sensitivity; and create regional practitioner networks to improve standards, reduce geographic inequalities, and expand access to specialised services.
- 2.4 Reproductive-rights protection: Develop legal, policy, and budget frameworks for fertility preservation (Sperm/Egg Freezing) before hormone therapy or surgery; and protect transgender and gender-diverse people’s rights to family planning and medically assisted reproductive technologies in accordance with law and international human-rights principles.
- 2.5 Mental-health support systems: Develop networks of psychologists and psychiatrists with knowledge and skills in transgender and

gender-diverse mental health; and promote affirming counselling that is non-stigmatising, does not compel diagnosis, and supports mental wellbeing alongside gender affirmation.

- 2.6 Comprehensive and inclusive access: Develop service packages, facilities and communication approaches that respond to the needs of transgender people with disabilities and transgender people who are neurodivergent, ensuring that they can access appropriate, welcoming and gender-affirming health services.

GOAL 3

Develop knowledge on transgender health

Recommended Practices

- 3.1 Accessible health information on transgender and gender-diverse health: Develop practical health guidance for both health personnel and the wider public; produce educational materials that support accurate and safe self-care; provide reliable and up-to-date public information through accessible channels; and ensure that materials are available in formats responsive to the needs of people with disabilities and neurodivergent people.
- 3.2 Health Literacy: Develop tools or assessments of transgender health literacy among transgender and gender-diverse people and support their use to promote informed and safe healthcare decisions.
- 3.3 Research and new knowledge: Prepare plans supporting transgender and gender-diverse health research; and promote collaboration among government agencies, educational institutions, and civil society to develop evidence that can continuously inform policy and improve health services and systems.

GOAL 4

Enable transgender and gender-diverse communities to co-design and monitor health policy

Recommended Practices

4.1 Community participation in transgender health policymaking: Establish an advisory committee comprising representatives of transgender and gender-diverse

communities, relevant experts and civil-society organisations. Create formal mechanisms through which communities can work with public agencies to identify priorities and co-design, recommend and review transgender health policies, services and health-benefit packages. Ensure that community participation is meaningful and continues throughout policy development and implementation.

4.2 Participatory monitoring and evaluation of transgender health policies: Establish participatory mechanisms that enable transgender and gender-diverse communities to monitor and evaluate the implementation and effects of transgender health policies and services. Community members must be able to report their experiences, identify problems and unintended consequences, and propose improvements. Findings should be communicated transparently and used to strengthen the accountability and responsiveness of relevant agencies.

GOAL 5

Strengthen the sustainability of budgets and resources for transgender health-service systems

Recommended Practices

- 5.1 Participatory decision-making on budgets and resources: Ensure meaningful participation by transgender and gender-diverse communities in decisions about budget priorities, resource allocation and the development of transgender health services. Make decision-making processes and budget information transparent and publicly accessible.
- 5.2 Monitoring service availability and access: Regularly monitor whether transgender health services are continuously available and equally accessible across geographical areas and population groups. Identify gaps in coverage, address barriers to access and support the gradual expansion of benefit packages to include a broader range of clinically appropriate gender-affirming health services as needs and service capacity develop.
- 5.3 Efficiency and future resource planning: Monitor the efficiency and cost-effectiveness of transgender health services and ensure that available resources are used appropriately. Use evidence on service utilisation, costs and changing community needs to anticipate increased demand and plan the workforce, medicines, facilities, equipment and budgets required for sustainable service delivery.

GOAL 6

Strengthen regional and international cooperation on transgender health

Recommended Practices

6.1 Knowledge exchange and service standards: Strengthen cooperation with regional and international

organisations, professional associations and community networks to exchange knowledge, good practices and standards for transgender healthcare. Review and adapt relevant international guidance to ensure that it is appropriate to Thailand's legal, social and health-system contexts.

- 6.2 Research, innovation and knowledge development: Promote regional and international research collaboration on transgender health, including community-led and participatory research. Support the development and dissemination of evidence, innovation and Thai experiences through academic publications, professional networks and international forums.
- 6.3 International funding and technical support: Support access to international funding and technical assistance for developing transgender health policies, programmes and services. Strengthen the capacity of public agencies, academic institutions and civil-society organisations to manage grants, implement collaborative projects and sustain cross-country partnerships.

5. Building Economic Autonomy, Occupational Security, and Welfare

Current situation

Economic autonomy, occupational security and social protection are fundamental to the wellbeing of transgender and gender-diverse people. They support personal dignity, security and the ability to make independent decisions about one's life and economic resources. However, current approaches to the economic rights of transgender people in Thailand remain largely focused on basic access to employment, particularly participation in the formal labour market, and often depend on the discretion of individual employers. They do not yet provide a comprehensive structural approach connecting employment, income security, access to capital, business ownership and social protection for people working in both formal and informal sectors.

Many transgender and gender-diverse people undertake important care work within their families and communities, including supporting community wellbeing, providing peer assistance and contributing to informal networks of care and healing. This work sustains individuals and communities and contributes indirectly to the wider economy, yet it is often unpaid and economically unrecognised. At the same time, transgender people may face additional costs associated with gender-affirming care. These expenses can reduce their capacity to save, invest and build long-term financial security.

Structural barriers also limit access to formal financial services, particularly when a person's gender identity or gender expression does not correspond with the name, gender marker or photograph appearing on official documents. Supportive environments for transgender entrepreneurship,

business ownership and start-ups also remain underdeveloped. Many transgender people have limited opportunities to access financial education and information about savings, investment, credit, taxation and available benefits, further weakening their long-term economic security.

Thailand currently lacks specific tools for measuring workplace inclusion and justice for transgender and gender-diverse people. There are also limited mechanisms for recognising or assessing organisations that successfully implement gender-inclusive employment practices. Greater attention must therefore be given to creating workplaces that respect gender identity, prevent discrimination and support the safety, wellbeing and advancement of transgender employees.

Transgender wellbeing should be recognised as an investment in human capital and the grassroots economy. Transgender and gender-diverse people contribute diverse perspectives, knowledge, creativity and economic value across employment, services, entrepreneurship, community work, creative industries and the growing Pride economy. Public investment in their wellbeing should therefore not be viewed as a financial burden. It can help unlock the economic potential of people who have historically been excluded from full participation, strengthen workforce participation and productivity, reduce the social and economic consequences of exclusion, and contribute to more inclusive economic growth.

Recognising the value of paid and unpaid care work within the broader care economy, while advancing workplace justice, financial inclusion, social protection and appropriate tax benefits, represents a long-term investment in the wellbeing of transgender people and in the quality and resilience of Thailand's human capital.

Barriers and challenges

The principal economic barrier is gender bias, which restricts employment opportunities and access to economic resources. Transgender and gender-diverse people may experience discrimination in recruitment, unequal pay, limited opportunities for career advancement and insufficient access to employment protections and benefits that respond to their needs, including leave for gender-affirming healthcare. The absence of dedicated support for employees, informal and freelance workers, entrepreneurs and business owners also leaves many transgender people to manage economic risks without adequate assistance. These risks include limited access to working capital, financial services, business-development support and inclusive professional networks.

A major challenge is advancing transgender economic justice by changing how transgender people are positioned within economic policy—from being viewed primarily as a vulnerable group requiring assistance to being recognised as active contributors, decision-makers and beneficiaries of economic development. Investment in transgender people should be recognised as investment in human potential and inclusive economic development. Achieving this requires stronger connections between employment policy and labour protections that clearly prohibit discrimination; accessible financial services that are not restricted by gendered titles or inconsistencies between gender identity and official documents; and social-protection systems that recognise the economic and social value of community care work. These changes can strengthen economic justice, reduce exclusion and enable transgender and gender-diverse people to achieve greater economic autonomy across different sectors.

Relevant agencies

- Ministry of Labour
- Ministry of Finance and Revenue Department
- Ministry of Commerce and Office of Small and Medium Enterprises Promotion (OSMEP)
- Ministry of Higher Education, Science, Research and Innovation
- Ministry of Social Development and Human Security
- Bank of Thailand
- Securities and Exchange Commission, Thailand (SEC)
- Office of the National Economic and Social Development Council
- Financial institutions
- Private-sector organisations
- Civil-society organisations
- Transgender entrepreneur networks

These organisations should integrate their work to shift transgender people from being welfare targets to becoming economic partners who contribute equitably and with dignity to labour productivity and national growth.

GOAL 1

Build economic autonomy and recognise the plural social value of transgender people

GOAL 2

Develop measurement tools and standards for transgender inclusion in workplaces and the economy

GOAL 3

Establish and strengthen economic-support mechanisms for transgender people

GOAL 4

Expand non-discriminatory employment and income opportunities

GOAL 5

Strengthen financial literacy and grassroots economic security

GOAL 6

Strengthen transgender entrepreneurship and autonomy over capital

GOAL 7

Build institutional sustainability and governance mechanisms for the transgender economy

GOAL 1

Build economic autonomy and recognise the plural social value of transgender people

Recommended Practices

- 1.1 Recognise the value of care work and work across sectors: Recognise the economic and welfare value of formal and informal labour, particularly by transforming unpaid healthcare and community-support work historically undertaken by transgender people into paid work supported fairly through public resources and budgets.
- 1.2 Expand economic rights holistically: Promote economic rights beyond the “right to work” to include autonomy in income generation, access to fundraising and finance, and ownership of transgender-led businesses, thereby building wealth and dignity and advancing structural justice.
- 1.3 Advance the Pride Economy (Pride Economy 360°): Promote an economy linking rights, health, and income, with emphasis on competitiveness and transgender business ownership in high-value and innovative industries.
- 1.4 Build partnerships to eliminate bias: Advance sustainable anti-bias and anti-discrimination strategies through cross-sector partnerships integrating SOGIESC knowledge into education, media, and network development, thereby building a diverse economy that recognises transgender people as important national human capital.

GOAL 2

Develop measurement tools and standards for transgender inclusion in workplaces and the economy

Recommended Practices

- 2.1 Develop tools promoting participation at every economic level—from labour productivity and employment, to SMEs/start-ups/creative sectors, access to credit, and capital markets—in order to strengthen economic participation across the system.
- 2.2 Develop a Transgender Workplace Inclusion Index and a Trans-Inclusive Certification system as standards for evidence-based assessment of equality.
- 2.3 Establish tax incentives for organisations and enterprises with clear, verifiable, and measurable Diversity, Equity & Inclusion (DEI) policies, encouraging investment in non-discriminatory workplaces and concrete transgender employment.
- 2.4 Promote a Self-Assessment Toolkit for enterprises and support gender-disaggregated economic databases to systematically analyse transgender financial conditions and economic opportunities.
- 2.5 Develop research and academic evidence on the “Cost of Exclusion & Inclusion Impact Report of Transgender Economy” as a basis for designing fiscal and welfare policies that reduce accumulated inequality.

GOAL 3

Establish and strengthen economic-support mechanisms for transgender people

Recommended Practices

- 3.1 Establish a fund supporting the economy of vulnerable populations, including transgender and gender-diverse people, managed by transgender networks to enable unbiased access to capital, occupational development, and business security at all levels while reducing sole dependence on external funding.
- 3.2 Ensure economic-support mechanisms include business incubation, mentorship, and specialised skills development aligned with global market needs, supporting transgender economic growth across working life.
- 3.3 Encourage government and private-sector procurement policies that provide advantages or benefits to enterprises owned or managed by transgender people (Trans-led Businesses), creating sustainable business and income opportunities.
- 3.4 Advance policy that shifts employment from hiring transgender people as a “vulnerable group” towards hiring them as “economic partners” at every level, emphasising decent work and decision-making authority in both formal and informal work.

GOAL 4

Expand non-discriminatory employment and income opportunities

Recommended Practices

- 4.1 Promote non-discriminatory employment through clear hiring criteria and anti-discriminatory policies recognising gender identity, gender expression, sex characteristics, and equitable welfare access.
- 4.2 Develop proactive partnerships with the private sector to promote direct transgender employment, including job matching, employment quotas in government projects, and policy cooperation with large corporations—not merely certification or symbolic policy statements.
- 4.3 Support the establishment of or participation in labour unions that understand gender diversity, strengthening economic bargaining power, fairness in employment, workplace safety, and support in welfare and labour-rights disputes.
- 4.4 Promote safe and dignified working environments that respect every employee's gender identity, including measures preventing harassment, violence, verbal and sexual abuse, and safe and transgender-friendly complaint mechanisms.
- 4.5 Advance labour-protection law for night workers covering safe working hours, leave, labour protection, and non-discrimination based on gender identity and occupation.

GOAL 5

Strengthen financial literacy and grassroots economic security

Recommended Practices

- 5.1 Promote financial products responsive to freelance work and diverse transgender occupations, including health insurance covering gender-affirming care and savings/pension funds for informal workers, grounded in non-discrimination and reduced barriers relating to gender-identity documents.
- 5.2 Promote financial knowledge covering management of gender-affirming costs, tax planning for small entrepreneurs, and access to state financial benefits in order to build long-term protection against financial risk.
- 5.3 Support transgender people's access to financial courses under public vocational-training programmes, local labour-development centres, and employment-promotion funds.
- 5.4 Promote community financial institutions or savings groups that understand transgender contexts, creating ecosystems of self-reliance and reducing dependence on mainstream financial institutions with restrictive conditions.

GOAL 6

Strengthen transgender entrepreneurship and autonomy over capital

Recommended Practices

- 6.1 Support an Inclusive Investor Network and a Pitch Platform for transgender entrepreneurs, systematically linking them to capital in innovation industries, the creative economy, and the Pride Economy.
- 6.2 Advance a co-investment fund in which the State and investor networks contribute at matching ratios, such as 1:1 or 1:2, to support transgender-owned businesses, using economic and social-impact indicators such as fair employment and measurable anti-discrimination policies.
- 6.3 Set procurement proportions or preferences for goods and services from transgender-owned or transgender-led businesses in public and private procurement, creating stable income and stronger bargaining power through Supply Chain Inclusion.
- 6.4 Encourage public and private financial institutions to provide soft loans and specialised financial instruments that remove gender-bias and identity-document barriers and support sustainable business start-up, transition, and scale-up.

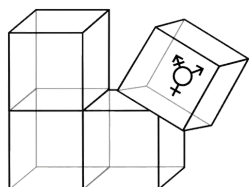
GOAL 7

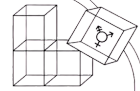
Build institutional sustainability and governance mechanisms for the transgender economy

Recommended Practices

- 7.1 Establish a central committee or mechanism with transgender representation and experts in equality economics to oversee, monitor, and advance economic-autonomy policy within national strategic planning.
- 7.2 Allocate clear shares of existing public funds—including the Gender Equality Promotion Fund and ThaiHealth funding—to advancing the transgender economy, reducing dependence on foreign funding and building long-term security.
- 7.3 Support transgender communities to own and manage their economic data (Data Sovereignty) and access digital technologies that increase competitiveness in the modern economy.
- 7.4 Expand cooperation with LBTQIA+ economic networks at ASEAN and Asian levels to exchange resources and knowledge and strengthen economic bargaining power internationally.







Section 4. Participatory Activities to Foster Social Acceptance of Diversity

Participation is central to promoting transgender wellbeing and fostering social acceptance of gender diversity. Transgender and gender-diverse people must have meaningful opportunities to shape how their lives, communities and experiences are understood and represented. This requires sustained public learning, accurate communication, adequately resourced community participation, leadership development, safe spaces for dialogue and effective collaboration across sectors.

Activities under this section should be grounded in human rights, respect for lived experience and the principle that transgender and gender-diverse people should participate as leaders and partners, rather than only as recipients of assistance. These activities should support the implementation

of the legal, social, educational, health and economic recommendations set out in the preceding sections of the Charter. Their distinct purpose is to reduce prejudice, strengthen public understanding and create the social conditions in which transgender and gender-diverse people can participate fully and with dignity.

4.1 Building a Society of Equality and Lifelong Learning

Public understanding of gender diversity should be developed through continuous learning across all stages of life. Learning opportunities should enable children, young people, families, professionals, community leaders and the wider public to understand sexual orientation, gender identity, gender expression and sex characteristics (SOGIESC) accurately and without prejudice.

Schools, universities, workplaces, community organisations and public institutions should create opportunities for dialogue and learning that challenge stereotypes and encourage respect for gender diversity. Learning should not be limited to formal education or one-time training. It should form part of an ongoing social process through which people reflect on attitudes, language and practices that may contribute to stigma or exclusion.

Transgender and gender-diverse people should participate in designing and delivering these learning activities. Their lived experiences can help ensure that information is relevant, respectful and connected to the realities of Thai society. Lifelong learning of this kind can strengthen mutual understanding and support the development of a society in which diversity is recognised as a normal and valuable part of human life.

4.2 Resources for Community Participation and Public Communication

Government agencies, funding bodies and other relevant organisations should provide adequate and sustained resources for transgender and

gender-diverse organisations to participate in public decision-making, undertake community-led activities and communicate with the wider public.

Support should cover community consultation, public education, communication campaigns, organisational development and activities that strengthen social acceptance. Funding arrangements should be transparent, accessible and appropriate for organisations of different sizes and levels of experience. Application and reporting requirements should not create unnecessary barriers for smaller, emerging or regional organisations.

Particular attention should be given to organisations outside major urban centres, which may have fewer opportunities to access domestic or international funding. Fairer distribution of resources can enable communities in different areas to develop activities that reflect their own circumstances, cultures and priorities.

4.3 Collaboration with Media and Media-Regulatory Organisations

Transgender and gender-diverse organisations should establish sustained collaboration with journalists, content creators, media organisations and regulatory bodies, including the National Broadcasting and Telecommunications Commission (NBTC) and the National Press Council of Thailand.

This collaboration should promote accurate, respectful and diverse representation of transgender and gender-diverse people. Media content should move beyond binary assumptions and stereotyped portrayals and should reflect differences in age, occupation, geographical location, socioeconomic circumstances, disability, neurodivergence, ethnicity, nationality, gender expression and life experience.

Media professionals should have access to appropriate guidance, terminology and community-informed learning opportunities. Transgender

and gender-diverse people should also be supported to participate as sources, experts, creators and decision-makers in media production, rather than being represented only as subjects of news or public discussion.

Continuous and evidence-informed public communication can challenge prejudice, strengthen understanding and make the experiences and contributions of transgender and gender-diverse people more visible within Thai society.

4.4 Participatory Activities to Promote Understanding and Acceptance

Activities promoting social acceptance should be designed and implemented with transgender and gender-diverse communities. They should create opportunities for people to learn through dialogue, relationships, arts, culture and lived experience.

Activities should include the following approaches:

1. **Adopt an intersectional approach.** Public activities should recognise that gender identity interacts with factors such as age, ethnicity, nationality, social class, occupation, disability and neurodivergence. These intersecting circumstances can shape people's experiences of discrimination, exclusion, resilience and access to support.
2. **Strengthen family understanding and acceptance.** Community organisations should provide learning opportunities and supportive spaces for parents, caregivers and family members. Family acceptance can strengthen self-esteem, safety and wellbeing, while reducing isolation and conflict within families.
3. **Organise workshops and community learning exchanges.** Safe and non-judgemental spaces should enable transgender and gender-diverse people to exchange knowledge, reflect on their experiences, develop confidence and recognise their individual and collective strengths.

4. **Use arts and culture to create social connections.** Exhibitions, performances, storytelling, community archives and other cultural activities can communicate lived experiences in ways that are accessible to the wider public. For example, exhibitions may present objects, personal memories and stories contributed by transgender and gender-diverse people, enabling audiences to learn through art and shared experience.

Activities should be adapted to different communities and local contexts rather than relying on a single model of public engagement.

4.5 Sustainable Development of Leaders and Transgender Networks

Leadership development should support transgender and gender-diverse people across all regions of Thailand. Local leaders and organisations play an important role in connecting communities with information, opportunities and support, particularly in areas distant from national institutions and major cities.

Leadership programmes should develop practical skills in communication, community organisation, advocacy, partnership building and organisational management. They should also create opportunities for leaders from smaller and regional networks to connect with one another and participate in national and regional platforms.

The wellbeing of leaders, activists, staff and volunteers must also be protected. Organisations should establish supportive working conditions, reasonable workloads, access to mental-health and psychosocial support, opportunities for rest and recovery, and clear pathways for personal and professional development. Preventing burnout is essential to retaining experienced personnel and sustaining community work.

Leadership succession should be planned so that knowledge and responsibilities can pass between generations. Mentorship, practical

training and meaningful opportunities for younger leaders can strengthen continuity. Networks should cultivate a culture of shared power, encourage collective decision-making and avoid excessive dependence on individual leaders or top-down structures.

4.6 Digital Participation and Safety

Digital spaces are important for learning, communication, community building and collective organisation. They enable transgender and gender-diverse people to access information, connect across geographical boundaries and participate in public discussion. However, these spaces can also expose people to harassment, verbal abuse, threats, non-consensual disclosure of personal information and coordinated attacks.

Government agencies, civil-society organisations, technology platforms and other relevant bodies should support digital literacy, online-safety skills and secure personal-data management. Transgender and gender-diverse people, particularly community leaders, activists and human-rights workers, should have access to practical guidance and assistance when facing online threats or harassment.

Effective and timely systems should be available for reporting and responding to cyberbullying, hate speech, sexual harassment, doxxing and other forms of online violence. Responses should protect privacy, avoid further exposing affected individuals and provide access to appropriate legal, technical and psychosocial support.

Safe digital participation is necessary for transgender and gender-diverse people to communicate, organise and contribute to society with confidence and dignity.

4.7 Coordination across Agencies and Collaborative Networks

A regularly updated mapping of organisations, networks, activities and available forms of support should be developed to improve coordination

and identify gaps. This information should help organisations understand one another's roles, develop complementary activities and avoid unnecessary duplication.

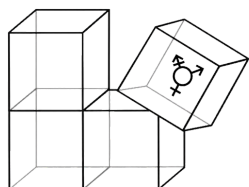
Government agencies, local authorities, funding bodies, academic institutions, professional associations, private-sector organisations, civil-society organisations and transgender community networks should participate in multisectoral coordination. Cooperation should respect the independence and expertise of community organisations and ensure that transgender and gender-diverse people have meaningful roles in planning and decision-making.

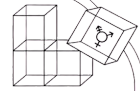
Regular coordination forums should be established at local, regional and national levels. These may include annual meetings, joint planning sessions and learning exchanges involving community representatives, public agencies and funding organisations. Shared communication channels may also be used to circulate information about activities, partnerships, learning opportunities and available support.

Effective coordination can help close geographical and organisational gaps, strengthen collective influence and make better use of available knowledge and resources. By working together, different sectors can build sustained public understanding and support the full participation of transgender and gender-diverse people in Thai society.

This collaborative approach reflects Thailand's commitment to human rights and gender equality. Investing in participation and social acceptance today contributes to a future in which everyone, regardless of gender identity, gender expression or sex characteristics, can live with dignity, experience wellbeing and participate fully in society.







Section 5. System for Monitoring Progress and Achievement

This Transgender Wellbeing Charter has a five-year term and will be updated in response to changing social and policy contexts and changing conditions of transgender and gender-diverse wellbeing, so that the Charter remains a “living instrument” that continuously reflects community voices and responds to lived realities.

Monitoring progress and evaluating achievement under the Charter will use a participatory approach involving all sectors. Diverse success indicators will be defined in ways appropriate to each thematic section, including policy indicators such as the amendment or enactment of relevant laws and policies; service indicators such as levels of access to health, education, and welfare services; and social indicators such as reductions

in prejudice and discrimination and increased acceptance of gender diversity. The approach will emphasize “collective reflection” rather than evaluation concerned solely with measuring implementation outcomes.

The Committee for Advancing Public Policy for Transgender Wellbeing (CTW), supported by the National Health Commission Office (NHCO), will serve as the central mechanism for coordination and for processes that exchange information on progress, problems, barriers, and recommendations from all sectors, including public agencies, the private sector, academia, civil-society organisations, and transgender community networks nationwide.

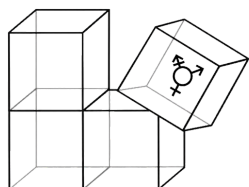
The Committee will use a “collaborative learning” monitoring process through periodic exchange meetings and forums reflecting on progress—at least once each year. Data collection will combine multiple methods, including public-hearing forums with local transgender communities, stakeholder surveys, data from relevant agencies, and case studies, in order to obtain comprehensive quantitative and qualitative evidence on Charter implementation. All relevant agencies and regional networks will be able to share achievements, problems, barriers, and challenges within each thematic section so that common understanding can emerge and guide subsequent improvement.

Information from these processes will be compiled and synthesised into an Annual Progress Report on the Transgender Wellbeing Charter, reflecting tangible outcomes of collaboration across legal and human-rights, education, health, economic, and welfare dimensions. The report will be presented to the National Health Assembly according to the designated agenda and made public on the International Transgender Day of Visibility (TDOV), 31 March each year, in order to communicate progress and mobilise wider social support. Data collection and synthesis will prioritise disaggregation across diverse subgroups, including age, region, socioeconomic status, and gender identity, enabling analysis of

structural inequalities and targeted responses consistent with the principle of leaving no one behind.

For monitoring budgets, the Committee will work with NHCO and network partners to allocate resources transparently for exchange processes, data collection, dissemination of results, and regional forums. Monitoring and evaluation will thereby function as a “shared learning space,” not merely as an audit of results, but as a means of strengthening the power of networks and communities to generate structural change towards a genuinely equitable and sustainable society. Findings from annual progress reports will provide an evidence base for continuous review, improvement, and development of relevant policies, plans, and agency practices through consultation with network partners and transgender communities, thereby ensuring that the Charter remains a living instrument capable of responding to changing contexts and needs.





Appendix: Members of the Committee for Advancing Public Policy for Transgender Wellbeing (CTW)

Appointed under National Health Commission Office Orders No. 17/2568 and No. 52/2568.

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Turning lived experience and collective voice
into **practical commitments** for dignity, equity,
inclusion, and lasting systemic change

