



Convention on the Elimination of All Forms of Discrimination against Women

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Committee on the Elimination of Discrimination against Women

Concluding observations on the eighth periodic report of Thailand*

1. The Committee considered the eighth periodic report of Thailand (CEDAW/C/THA/8) at its 2154th and 2155th meetings (see CEDAW/C/SR.2154 and SR.2155), held on 19 June 2025.

A. Introduction

2. The Committee appreciates the submission by the State Party of its eighth periodic report, which was prepared in response to the list of issues prior to reporting (CEDAW/C/THA/QPR/8). It also appreciates the State Party's follow-up report to the previous concluding observations of the Committee (CEDAW/C/THA/FCO/6-7). It welcomes the oral presentation by the delegation and the further clarifications provided in response to the questions posed orally by the Committee during the dialogue.

3. The Committee commends the State Party's delegation, which was headed by the Director-General of the Department of Women's Affairs and Family Development of the Ministry of Social Development and Human Security, Ramrung Worawat. The delegation also included representatives of the Ministry of Foreign Affairs, the Ministry of Labour, the Ministry of Public Health, the National Institute of Development Administration, the Office of the Attorney General, the Royal Thai Police, the Southern Border Provinces Administrative Centre and the Permanent Mission of Thailand to the United Nations Office and other international organizations in Geneva.

B. Positive aspects

4. The Committee welcomes the progress achieved since the consideration in 2017 of the State Party's combined sixth and seventh periodic reports (CEDAW/C/THA/6-7) in undertaking legislative reforms, in particular the adoption of:

(a) The Amendment to the Civil and Commercial Code Act (No. 24), in 2024, which raised the minimum age of marriage to 18 years and introduced same-sex marriage, the first State Party in South-East Asia to do so;

* Adopted by the Committee at its ninety-first session (16 June–4 July 2025).



(b) The Family Development Promotion and Protection Act B.E. 2562, in 2019.

5. The Committee welcomes the State Party's efforts to improve its institutional and policy framework aimed at accelerating the elimination of discrimination against women and promoting gender equality, such as the adoption or establishment of the following:

(a) The Cabinet resolution of 29 October 2024 to facilitate access to nationality;

(b) The National Women's Development Strategy for the period 2023–2027;

(c) The Gender Equality Promotion Action Plan for the period 2023–2027;

(d) The fifth National Human Rights Plan for the period 2023–2027;

(e) The five-year plan for the period 2023–2027, aimed at protecting and empowering women and vulnerable groups in the Southern Border Provinces;

(f) The Gender Responsive Budgeting Handbook, in 2021;

(g) The Artificial Intelligence Ethics Guidelines, in 2021, which address bias and discrimination in artificial intelligence systems;

(h) The guidelines and measures related to women and peace and security for the period 2017–2024, to align with Security Council resolution [1325 \(2000\)](#).

6. The Committee welcomes the fact that, in the period since the consideration of the previous report, the State Party has acceded to the Convention for the Protection of All Persons from Enforced Disappearance, in 2024.

C. Sustainable Development Goals

7. The Committee calls for the realization of *de jure* (legal) and *de facto* (substantive) gender equality in the implementation of the 2030 Agenda for Sustainable Development, recalls the importance of Goal 5 and of the mainstreaming of the principles of equality and non-discrimination throughout all 17 Goals and urges the State Party to recognize women as the driving force of sustainable development in the State Party and to adopt gender-responsive policies and strategies to that effect. The Committee recommends a specific focus on Goal 16 on peace and justice to further strengthen the rule of law, and the implementation of the United Nations Convention against Corruption.

D. Parliament

8. The Committee stresses the crucial role of the legislative power in ensuring the full implementation of the Convention on the Elimination of All Forms of Discrimination against Women (see [A/65/38](#), part two, annex VI) and invites the National Assembly to implement, in line with its mandate, the present concluding observations between now and the submission of the next periodic report under the Convention.

E. Principal areas of concern and recommendations

Current context in the State Party

9. The Committee acknowledges that the present moment of national crisis requires the strengthening of regional and global multilateralism, the rule of law, the international human rights framework and justice systems, which are integral to gender equality. It notes that women's increased role in women and peace and security can lead to more sustainable peace, prevent conflict and strengthen the protection and promotion of human rights.

10. The Committee recommends that the State Party recognize the crucial role that women play in times of political instability to promote stability by bringing diverse perspectives, fostering inclusive governance and promoting social cohesion.

Constitutional and legislative framework

11. The Committee commends the State Party for conducting a gender analysis of laws to identify those in conflict with the Convention. However, the Committee notes with concern that:

(a) Relevant laws, including section 17 (2) of the Gender Equality Act, have not yet been amended;

(b) Certain laws related to women's rights are pending confirmation in Parliament;

(c) The implementation of the Gender Equality Act remains uneven throughout the State Party.

12. Reiterating its previous recommendation (CEDAW/C/THA/CO/6-7, para. 9 (a)), the Committee recommends that the State Party:

(a) **Expedite the amendment of the Gender Equality Act; and adopt a comprehensive definition of discrimination against women, including direct and indirect discrimination, formal and substantive equality, and de jure and de facto equality in the public and private spheres, as well as intersecting forms of discrimination, in line with articles 1 and 2 of the Convention;**

(b) **Enact legislation, such as the draft anti-discrimination act, the draft anti-sexual harassment act, the draft gender recognition act and the recent draft act to protect women in prostitution, ensuring that these are in line with the Convention;**

(c) **Ensure that gender equality policies are implemented throughout the State Party, including by addressing structural forms of discrimination through temporary special measures in public life and the private sector, by progressing towards fifty-fifty gender parity in decision-making processes, in line with the Committee's general recommendation No. 40 (2024) on the equal and inclusive representation of women in decision-making systems, including in new areas such as artificial intelligence and frontier technology.**

Women and peace and security

13. The Committee is deeply concerned about:

(a) The gendered impact of the conflict in the Southern Border Provinces on women and girls, including loss of life, injuries, loss of family members and increased

care and economic responsibilities, especially for women who become heads of households, and reports of arbitrary detentions and interrogations;

(b) The fact that the State Party has not yet finalized its work on a draft national action plan on women and peace and security;

(c) The near absence of women in peace negotiations, their limited representation in the Advisory Council for Administration and Development in the Southern Border Provinces, and the lack of information on how the State Party considers the specific needs of women and girls affected by the Thailand-Cambodia border conflict in its conflict-resolution efforts.

14. In line with the Committee's previous concluding observations (CEDAW/C/THA/CO/6-7, para. 23), the Committee recommends that the State Party:

(a) Ensure that women and girls in the Southern Border Provinces are free from undue restrictions on their human rights, including arbitrary arrest, interrogations and unreasonable searches, and provide them with effective remedies;

(b) Adopt and implement a national action plan for the implementation of Security Council resolution 1325 (2000) and of the complete women and peace and security agenda;

(c) Take on a leadership role, on the occasion of the twenty-fifth anniversary of Council resolution 1325 (2000), in implementing the Committee's general recommendation No. 40, in line with its general recommendation No. 30 (2013) on women in conflict prevention, conflict and post-conflict situations, as well as conflict resolution, peacebuilding, post-conflict reconstruction and disarmament, demilitarization and reintegration, and in that respect:

(i) Ensure the equal and meaningful participation of women, advancing towards fifty-fifty parity, at all stages of the peace negotiation process of the Southern Border Provinces, as negotiators, mediators and signatories to peace agreements, in line with resolution 1325 (2000) and subsequent resolutions of the women and peace and security agenda;

(ii) Ensure the full and meaningful participation of women in the Advisory Council for Administration and Development in the Southern Border Provinces and in peace efforts in all current and future border conflicts with neighbouring States, including the most recent border dispute.

Women's access to justice

15. The Committee notes with concern that:

(a) Women face barriers in gaining access to justice and legal aid, particularly women facing intersecting forms of discrimination;

(b) The Convention is not used as an interpretive tool in constitutional review and in judicial decision-making;

(c) There is an underrepresentation of women in the judiciary;

(d) Accessibility and reasonable accommodation in access to justice for women with disabilities is limited to sign language interpretation in criminal proceedings, and there is a lack of interpretation in languages other than Thai;

(e) There is an underrepresentation of women on the committee set up under the Prevention and Suppression of Torture and Enforced Disappearance Act.

16. The Committee recommends that the State Party:

(a) **Ensure that access to justice and due process is survivor-centric and gender-sensitive; take concrete steps to ensure that access to justice and to assistance through the Justice Fund is available to all women, including women from intersectional groups; and increase Muslim women's awareness of the remedies available under the State Party's criminal justice system;**

(b) **Ensure public awareness of the Convention and the Committee's general recommendations and that they are cited by legal professionals and in court proceedings;**

(c) **Strengthen the gender responsiveness and gender sensitivity of the judiciary system, including by increasing the number of women judges;**

(d) **Ensure that women belonging to ethnic minorities have access to interpretation in judicial proceedings, as needed, and that women with disabilities have reasonable and procedural accommodation in the judicial system;**

(e) **Ensure parity on the committee on torture and enforced disappearances and that women prosecutors and police officers are involved in the investigation and prosecution of acts of torture and enforced disappearances.**

17. The Committee notes the high number of women on death row in the State Party and notes with concern that the State Party does not consider mitigating gender factors in capital trials other than domestic violence.

18. The Committee recommends that the State Party codify gender-specific defences and mitigation in capital trials that include all forms of gender-based violence, mental health concerns, disabilities, poverty, economic pressure and caretaking responsibilities in clemency appeals; take the necessary steps towards the abolition of the death penalty; and establish a formal moratorium on executions pending its full abolition.

National machinery for the advancement of women

19. The Committee welcomes the participation of academics and academic institutions in the review of the State Party by the Committee. It notes with concern:

(a) The insufficient budgetary resources allocated to the national machinery for the advancement of women;

(b) The potential duplication of roles between the National Committee on the Policy and Strategy for the Advancement of Women and the Committee for the Promotion of Gender Equality;

(c) Insufficient information on how an intersectional approach is integrated into gender mainstreaming across all government departments;

(d) The underrepresentation of women with disabilities from membership in the Committee for the Promotion of Gender Equality, and the lack of participation of women facing intersecting forms of discrimination in the development and implementation of gender equality policies.

20. The Committee recommends that the State Party:

(a) **Allocate sufficient human, technical and financial resources to the national machinery for the advancement of women at all levels, including to the**

funds assisting specific groups of women and for the implementation of the National Women's Development Strategy for the period 2023–2027;

(b) Strengthen synergies between gender equality bodies and their cooperation with academics and academic institutions in the implementation of the Committee's concluding observations and follow-up procedure;

(c) Adopt an intersectional approach to gender and diversity on the basis of women's disability, Indigenous, ethnic minority, lesbian, bisexual, transgender or intersex status and migrant status, in the definition, implementation, monitoring and evaluation of public equality policies targeting disadvantaged groups;

(d) Revise section 6 of the Gender Equality Act (2015) to remove any limitations on the basis of disability for serving on the Committee for the Promotion of Gender Equality, and take measures to promote the participation of marginalized women in gender equality bodies.

Temporary special measures

21. The Committee notes the underrepresentation of women at all levels of government and the lack of any temporary special measures adopted by the State Party to achieve substantive equality between women and men in areas where women are underrepresented or disadvantaged.

22. **In line with article 4 (1) of the Convention and its general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State Party adopt relevant temporary special measures to promote the substantive equality of women in all areas under the Convention where women are underrepresented, including by implementing measures adopted through development plans such as the 13th National Economic and Social Development Plan (2023–2027), the National Artificial Intelligence Strategy and Action Plan (2022–2027) and the National Adaptation Plan for climate change, accompanied by penalties for non-compliance.**

Gender stereotypes and harmful practices

23. The Committee is concerned about:

(a) The absence of a comprehensive strategy to address gender stereotypes, in view of the perpetuation of patriarchal attitudes within the family, religious communities, the education system and by the media, as well as to combat gender stereotypes, which are amplified and magnified by algorithmic bias and data bias;

(b) The persistence of gender stereotypes concerning women and girls from Indigenous and ethnic minority groups, stateless women and lesbian, bisexual, transgender and intersex women that hamper their access to justice and public life;

(c) The practice of female genital mutilation in the Southern Border Provinces, despite its legal prohibition.

24. **The Committee recommends that the State Party:**

(a) Create regulatory safeguards and guardrails on artificial intelligence so as to comply with human rights standards and mitigate bias in algorithms and large language models; develop a comprehensive strategy to eliminate discriminatory stereotypes and patriarchal attitudes online and offline regarding the roles and responsibilities of women and men in the family and in society; promote positive images of women in the media; and undertake awareness-raising activities specifically targeting men and boys;

(b) **Eliminate gender stereotypes concerning women and girls from Indigenous and ethnic minority groups, stateless women and lesbian, bisexual, transgender and intersex women through targeted legislative and policy measures;**

(c) **Strictly enforce the prohibition of female genital mutilation by punishing those who aid and abet the commission of such practices, including members of the medical profession.**

Gender-based violence against women and girls

25. The Committee notes with concern:

(a) That gender stereotypes, patriarchal norms and harmful practices continue to exacerbate gender-based violence against women, including domestic violence;

(b) The underreporting of gender-based violence against women and girls owing to their lack of trust in law enforcement authorities and fear of retaliation;

(c) The absence of effective investigation, enforcement and survivor protection mechanisms in the Domestic Violence Victim Protection Act B.E. 2550 (2007), and barriers that women face in gaining access to justice due to the State Party's reliance on family reconciliation procedures, insufficient legal support and language and accessibility barriers;

(d) The detection of cases of violence against women and girls in closed disability institutions and psychiatric hospitals;

(e) The limited information on the availability of community family development centres, one-stop crisis centres and other measures to prevent and respond to gender-based violence at the local level, including accessibility measures, especially for marginalized groups of women;

(f) The lack of updated data on the number of reports, investigations and prosecutions in cases of all forms of gender-based violence against women, and the limited coordination of data-collection systems, preventing a comprehensive understanding of the phenomenon.

26. **Recalling its general recommendation No. 35 (2017) on gender-based violence against women, updating general recommendation No. 19, the Committee recommends that the State Party:**

(a) **Take targeted measures to eliminate gender stereotypes that are the root causes of gender-based violence, including awareness-raising specifically targeting men and boys, as well as initiatives aimed at addressing the internalization of gender stereotypes by women and girls;**

(b) **Encourage women and girls who are victims of gender-based violence to report cases to the police, including by prosecuting all acts of gender-based violence against women and ensuring the adequate punishment of perpetrators;**

(c) **Expedite the adoption of the amended Domestic Violence Victim Protection Act (2007) and continue the revision of the Family Development and Protection Act B.E. 2562 (2019) and related laws, ensuring accountability, a victim-centred approach and access to the criminal justice system, legal aid and interpretation during proceedings;**

(d) **Supervise closed and segregated institutions where women reside, such as disability institutions and psychiatric hospitals, to detect and, where applicable, prosecute cases of violence against women with disabilities;**

(e) **Ensure access to adequate victim support services to victims of all forms of gender-based violence, including disadvantaged groups of women, such as women living with HIV/AIDS and undocumented migrant women, ensuring survivor-centred protection, psychosocial support and legal remedies;**

(f) **Strengthen its systems of data collection, put in place mechanisms to link different data-collection systems and ensure that statistical data on the number of complaints are disaggregated and cover all forms of gender-based violence against women.**

Trafficking and exploitation of prostitution

27. The Committee commends the State Party for making efforts to implement its National Referral Mechanism to bring to justice perpetrators of trafficking in persons, including officials who protect traffickers. It is nevertheless concerned that:

(a) Women employed in the informal economy, including domestic workers, risk becoming victims of trafficking and forced labour, including online trafficking, yet no labour inspections are conducted in private households, and labour trafficking offenses carry significantly lower penalties than other forms of trafficking;

(b) The Anti-Trafficking in Persons Act allows courts to waive punishment for parents who force their children into labour due to poverty or other mitigating factors;

(c) The National Referral Mechanism is insufficiently funded and inconsistently implemented, especially in provincial areas, and non-Thai women victims of trafficking are not allowed to leave shelters or communicate with their families while awaiting the trials of perpetrators;

(d) The lack of mandatory training for incoming judges on trafficking and the frequent rotation of police officers.

28. Recalling its general recommendation No. 38 (2020) on trafficking in women and girls in the context of global migration, the Committee recommends that the State Party:

(a) **Ensure that penalties for labour trafficking crimes are commensurate with the gravity of the offence, and strengthen victim identification in the labour sector and on the Internet;**

(b) **Take legislative and other measures to protect girls from being trafficked offline or online by their parents;**

(c) **Allocate sufficient human, technical and financial resources to implement fully the National Referral Mechanism throughout the State Party, and reconsider the strict limitations on movement and communication of non-Thai victims of trafficking to increase both protection and prosecution efforts;**

(d) **Provide mandatory capacity-building to law enforcement personnel and other relevant State officials involved in the investigation and prosecution of cases of trafficking in persons, including on trauma-informed care of victims.**

29. The Committee notes the existence of programmes for educational and vocational training for women in prostitution. It nevertheless is concerned that:

(a) Prostitution remains criminalized, resulting in arrests of women in prostitution, stigma, police abuse and denial of labour rights;

(b) The subjection of women and girls to online gender-based violence, including cyberbullying, doxing and deep-fake pornography, as well as the absence

of a legal framework prohibiting all forms of sexual harassment and the lenient fines and limited reporting time limits applied in cases of harassment under section 397 of the Penal Code;

(c) Despite an assessment conducted in 2021 of the effectiveness of the Prevention and Suppression of Prostitution Act B.E. 2539 (1996), the revision of the Act is still pending, and the new legislation has not been operationalized yet.

30. The Committee recommends that the State Party:

(a) **Expedite the decriminalization of women in prostitution, provide full protection from rights abuses and provide exit strategies to women in prostitution for those who would like to exit prostitution;**

(b) **Prohibit all forms of sexual harassment, both physical and virtual, including stalking, cybertrafficking, cybergrooming and non-consensual sharing of intimate images; adopt the amendment to the Criminal Code on offenses committed against children through online media; prevent, investigate and prosecute other forms of online crimes committed against women; and combat through policymaking the rising misogyny in the online and offline “manosphere”;**

(c) **Ensure consultations with women in prostitution in the development of a new draft law on prostitution and adopt such a law without further delays.**

Equal participation in political and public life

31. The Committee notes with concern:

(a) The underrepresentation of women, in particular of minority women and women of intersectional identity, in political and public life at the national, provincial and local levels, and in decision-making positions in the diplomatic service;

(b) That women in politics and their families are often subject to gender-based discrimination, stereotypes, harassment and violence, such as online and offline hate speech, intimidation, threats and privacy violations, including reports of harassment by law enforcement;

(c) The divergent recruitment processes for women and men to the Royal Police Cadet Academy.

32. Recalling its general recommendation No. 23 (1997) on women in political and public life and its general recommendation No. 40, the Committee recommends that the State Party:

(a) **Introduce statutory quotas requiring political parties to work towards fifty-fifty parity, subject to fines in the event of non-compliance, in the nomination of candidates for elections to the Parliament and at the provincial and local levels;**

(b) **Adopt legislation and policy measures that promote diversity and political participation of women facing intersecting forms of discrimination, in political and public life and international affairs;**

(c) **Implement legislative and policy measures to prevent and combat hate speech online and offline and negative attitudes toward the participation of women in political life; ensure adequate protection of women parliamentarians and candidates from all political parties and raise awareness among political leaders and the public about the equal rights of women and men to participate in political life;**

(d) **Take concrete steps to ensure equal opportunities for women in the security sector, including in recruitment processes for women and men to the Royal Police Cadet Academy.**

Women human rights defenders

33. The Committee welcomes the recent revision of the Anti-Corruption Act to increase protection for whistleblowers. It is deeply concerned, however, about:

(a) Reports that women human rights defenders, including those working on environmental protection, Indigenous peoples' rights, labour rights and the rights of lesbian, bisexual, transgender and intersex women, are subjected to violence, sexual harassment, online and offline threats and abuse, cyberbullying and lengthy pretrial detention;

(b) Reports that women human rights defenders are not supported by the State Party to participate in international forums;

(c) Reports of harassment of women human rights defenders, particularly women in the Southern Border Provinces, who are related to victims of extrajudicial killings, torture, enforced disappearance, arbitrary arrest and detention, and the language barriers they face in gaining access to justice and remedies.

34. **The Committee recommends that the State Party:**

(a) **Create an enabling environment for women human rights defenders to advocate for women's human rights and to exercise their right to freedom of expression, peaceful assembly and association, both offline and online; ensure that the recommendations and planned actions under the 4th National Human Rights Plan B.E. 2562-2565 (2019–2022), the 5th National Human Rights Plan B.E. 2566–2570 (2023–2027) and the National Action Plan on Business and Human Rights, Phase 1 (2019–2022) are implemented fully; and, through the Thailand Safe Internet Coalition, work to address technology-facilitated threats and violence against women human rights defenders, and support their representation at the international level;**

(b) **Investigate and prosecute all acts of harassment, violence, intimidation and reprisals perpetrated online and offline against women human rights defenders; ensure that women human rights defenders are not subject to criminal charges for their work, including by amending sections 112 and 116 of the Penal Code and the Computer-Related Crime Act, balancing national security protections with the right to freedom of association; provide access to remedies, legal assistance and reparations to victims; and ensure due-process rights, fair trial guarantees, a survivor-centred approach and gender-sensitive victim protection;**

(c) **Ensure that women who have been subjected to human rights violations or whose spouses or family members have been subjected to human rights violations have access to justice, effective remedies and affordable legal assistance, including in their own language.**

Nationality and statelessness

35. The Committee is concerned about:

(a) The unequal treatment of Thai women and men in conferring their nationality to a foreign spouse;

(b) The absence of birth registration of some Indigenous women and girls, leading to their statelessness and limiting their access to justice, land rights and inheritance.

36. Recalling its general recommendation No. 32 (2014) on the gender-related dimensions of refugee status, asylum, nationality and statelessness of women, the Committee recommends that the State Party:

(a) **Amend sections 9 and 10 of the Nationality Act B.E. 2508 (1965) to ensure the equal rights of Thai women and men to confer their nationality to a foreign spouse;**

(b) **Ensure birth registration and access to nationality for Indigenous women and girls.**

Education

37. The Committee welcomes that education is free of charge for 15 years. It is, however, concerned about:

(a) The limited access to education for girls facing intersecting forms of discrimination, such as women and girls from rural areas, low-income families or Indigenous and ethnic minorities; refugee, stateless and migrant women; or girls and women with disabilities;

(b) The high school dropout rate among girls due to early pregnancy and among Patani Malay girls due to child marriage and the limited availability of education in Malay, despite the Ministry of Education's regulations on the promotion of *pondok* institutes and Islamic studies, and the non-compulsory nature of education on sexual and reproductive health and rights;

(c) Transgender students in schools and universities being subjected to bullying and cyberbullying, leading in some cases to dropouts;

(d) Safety and inadequate access to education for the girls living on the Southern Border Provinces;

(e) The barriers faced by women in the fields of science, technology, engineering and mathematics, including robotics, autonomous vehicles and biotechnology, to translate their education into employment in the economic zone.

38. Recalling its general recommendation No. 36 (2017) on the right of girls and women to education, the Committee recommends that the State Party:

(a) **Adopt policies to expand education for girls facing intersecting forms of discrimination, including by allocating sufficient resources to ensure quality inclusive education in rural areas;**

(b) **Effectively implement the Prevention and Solution of Adolescent Pregnancy Act of 2016 and the 2018 announcement by the Ministry of Education to allow pregnant students to remain in school; and include gender-sensitive, age-appropriate and accessible education on sexual and reproductive health and rights in curricula as a compulsory component at all levels of the education system and across the State Party;**

(c) **Provide official guidance for schools and academic institutions on respecting the rights of transgender students;**

(d) **Further strengthen safety provisions for all schools and universities, beyond the Southern Boarder Provinces, and integrate peace education in all curricula;**

(e) **Promote women's and girls' choice of non-traditional fields of study and career paths, including by providing career counselling and scholarships; ensure academic integrity and independence; and facilitate women's equal access to decision-making positions in non- traditional fields, as well as in the academic sectors.**

Employment

39. The Committee is concerned about:

(a) The significant gender pay gap, with many women migrant workers and women without documentation earning less than the legal minimum wage in the agricultural sector;

(b) Women's concentration in the informal economy, including domestic work, and their limited access to labour and social protection, including for women migrant workers;

(c) The disproportionate burden of household and childcare responsibilities on women, the fact that pregnant workers in the informal economy are not protected from dismissal and have no access to maternity leave, the fact that breastfeeding facilities are not available in many workplaces, and the fact that paternity leave is limited to the public sector;

(d) The absence of a legal definition of sexual harassment, which impedes the effective enforcement of the prohibition of sexual harassment in the workplace in section 16 of the Labour Protection Act (No. 7) B.E. 2541 (1998) and of other relevant legislation;

(e) The barriers faced by women migrant workers in changing their employer.

40. **The Committee recommends that the State Party:**

(a) **Effectively implement the principle of equal pay for work of equal value, enshrined in the Labour Protection Act (No. 7), by regularly reviewing wages in sectors where women are concentrated, adopting measures to close the gender pay gap and sanctioning non-compliance; and monitor the implementation of the minimum wage in all sectors;**

(b) **Intensify legislative and policy measures to promote the transition of women to employment in the formal economy and ensure that women employed in the informal economy, including in domestic work and agriculture, as well as women migrant workers, are covered by labour and social protection;**

(c) **Ensure the implementation of maternity protection, including for women working in the informal economy; facilitate the return to work of young mothers, by adopting policies for breastfeeding and childcare facilities in workplaces; and promote the equal sharing of household and childcare responsibilities between women and men, including by introducing paid paternity leave and expanding the care economy and care services for children, older persons and persons with disabilities;**

(d) **Ensure that sexual harassment protections extend to all employment sectors, including the informal sector, and establish confidential complaint mechanisms and mechanisms to monitor, assess and respond to sexual harassment in the workplace;**

(e) **Eliminate any barriers faced by migrant women in changing their employer;**

(f) **Continue the review and drafting of national legislation in view of ratifying the Violence and Harassment Convention, 2019 (No. 190), the Domestic Workers Convention, 2011 (No. 189), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) of the International Labour Organization, and ratify the Maternity Protection Convention, 2000 (No. 183), and the Workers with Family Responsibilities Convention, 1981 (No. 156).**

Health

41. The Committee welcomes the reduction in maternal mortality and early pregnancy rates in the State Party. The Committee is nevertheless concerned that:

(a) Despite the legalization of abortion in the State Party up to 20 weeks, medical counselling is required for an abortion between 12 and 20 weeks, and that safe abortion services are not accessible in many parts of the State Party due to the limited availability of facilities, conscientious objection by medical professionals, medical personnel discouraging women from seeking abortion or requiring parental or spousal consent, and stigma, which results in high numbers of unsafe abortions;

(b) Reports of forced sterilization and coerced abortions of pregnancies of women with disabilities, and the systematic discrimination they suffer in gaining access to healthcare services, including access to gynaecological and obstetric services;

(c) The barriers encountered by women facing intersecting forms of discrimination, such as rural women, Indigenous and ethnic minority women, including in the Southern Border Provinces, women with disabilities and women in detention, in gaining access to sexual and reproductive health services, and the exclusion of women human rights defenders from public health services, particularly in rural contexts, and of transgender women due to non-recognition of their gender identity;

(d) Reports of discrimination against women who use drugs, women in prostitution, transgender women and refugee, asylum-seeking and migrant women with HIV/AIDS, in gaining access to antiretroviral treatment, and reports of cases where women with HIV/AIDS were tested without consent and pressured to sign sterilization agreements as a pre-condition for treatment;

(e) The specific challenges faced by women and girls in the Southern Border Provinces, including higher maternal mortality and early pregnancy rates, limited access to postnatal care, a lack of female medical personnel and the psychological trauma faced by many women.

42. **The Committee recommends that the State Party:**

(a) **Amend the Penal Code to decriminalize abortion and to abolish the requirement for mandatory abortion counselling beyond 12 weeks of pregnancy; ensure women's access to safe, legal and affordable abortion in public hospitals; and raise awareness to address conscientious objection by medical personnel and stigma against women seeking abortion;**

(b) **Ensure that no sterilizations or abortions are performed on women with disabilities without the free, prior and informed consent of the women concerned, that practitioners performing sterilizations and abortions without such consent are prosecuted and adequately punished and that redress and adequate financial compensation are provided without delay to women with disabilities who are victims of non-consensual sterilizations or abortions;**

(c) **Ensure the availability and accessibility of sexual and reproductive health services for all adolescent girls and young women, including those belonging to disadvantaged groups; implement the guidelines on providing contraception services for teenagers and unmarried individuals; ensure access to modern contraceptives that are affordable or, if necessary, free of charge; and put in place mechanisms that ensure that women human rights defenders and transgender women are not prevented from gaining access to healthcare, particularly in rural areas;**

(d) **Provide free antiretroviral treatment to all women and girls living with HIV/AIDS and investigate and prosecute any cases where women or girls with HIV/AIDS have been tested or sterilized without their prior consent;**

(e) **Increase the human, technical and financial resources allocated to health services in the Southern Border Provinces; provide culturally appropriate education on sexual and reproductive health and rights; and allocate adequate resources to provide appropriate support to women who have suffered physical and psychological trauma.**

Economic empowerment of women

43. The Committee welcomes the creation of the State Party's special economic zones, including the Eastern Economic Corridor, which promises to become the largest startup ecosystem in South-East Asia, bringing together incubators, technology entrepreneurs and industry experts to support growth and innovation in the digital economy. However, it notes with concern that:

(a) Women entrepreneurs are likely to face gender stereotypes in gaining access to equal participation in the development of the special economic zones;

(b) The representation of women among business owners, executives and members of boards of directors in the private sector, albeit increasing, remains low;

(c) Women, in particular rural and marginalized women, have only limited access to loans and other forms of financial credit and land ownership;

(d) The support that women receive for maternity, childcare and in case of unemployment remains limited, and that pension benefits are often insufficient;

(e) Marginalized groups of women are underrepresented in male-dominated sports due to persistent gender stereotypes.

44. The Committee recommends that the State Party:

(a) **Ensure women's full participation as innovators and leaders in the innovation economy in the State Party's special economic zones, including the Eastern Economic Corridor; exercise due diligence in creating a culture of respect for women and of gender equality in the private sector, particularly in the innovation economy; ratify United Nations Convention against Cybercrime; Strengthening International Cooperation for Combating Certain Crimes Committed by Means of Information and Communications Technology Systems and for the Sharing of Evidence in Electronic Form of Serious Crimes; and adopt safeguards to address cyberscams and artificial intelligence-aided accounts that amplify and magnify hate speech, misinformation and fake news;**

(b) **Provide leadership training for women in management positions in the private sector, as well as incentives for public and private listed companies to increase the number of women on their boards of directors;**

(c) **Provide adequate support for the entrepreneurship of women, in particular marginalized women, by facilitating their access to financial services and credit, and continue efforts to increase women's access to land ownership;**

(d) **Increase maternity and family benefits, particularly for marginalized groups of women, and review discriminatory pension schemes to ensure adequate pension benefits for women;**

(e) **Promote the participation of women in sports, including male-dominated sports, on an equal basis with men.**

Rural women and women facing intersecting forms of discrimination

45. The Committee notes with concern:

(a) That some women continue to face intersecting forms of discrimination in the State Party, such as rural women, including those living in highland and remote areas; older women; women with disabilities; Indigenous women; women belonging to ethnic minorities; Muslim women; refugee, asylum-seeking, stateless and migrant women; women in detention; women living with HIV/AIDS; and lesbian, bisexual, transgender and intersex women;

(b) Forced evictions of Indigenous women; relocations; criminalization for trespassing in national parks for traditional hunting, fishing and gathering; harassment for human rights advocacy; gender-based violence; trafficking for sexual exploitation; poverty and limited access to justice, education, employment, healthcare and social protection; and a lack of mechanisms to seek the free and informed consent of Indigenous women and their involvement in decision-making procedures concerning public policies, programmes and investment projects for tourism, mining and logging, including in the development of the draft act on the protection and promotion of the way of life of ethnic groups;

(c) The high number of women detainees, including women on death row, and reports of overcrowding in female prisons, limited access to mental healthcare services and insufficient arrangements for pregnant women and mothers;

(d) The absence of legal status for refugee and asylum-seeking women, who – if found outside of refugee camps – risk arbitrary detention and deportation, and in some cases torture and ill-treatment, and their limited access to justice and healthcare due to legal, financial and social barriers;

(e) The fact that refugee women who live close to the border with Myanmar are at risk of gender-based violence and child marriage, and have no right to employment and limited access to justice, education and healthcare, and that some refugee children are stateless;

(f) The penalties imposed on women human rights defenders who support undocumented migrants.

46. **Recalling its general recommendation No. 32, the Committee recommends that the State Party:**

(a) **Adopt targeted measures, including temporary special measures, to ensure equal access for marginalized groups of women – such as rural women, including those living in highland and remote areas; older women; women with disabilities; Indigenous women; women belonging to ethnic minorities; Muslim women; refugee, asylum-seeking, stateless and migrant women; women in detention; women living with HIV/AIDS; and lesbian, bisexual, transgender and intersex women – to education, health, water, sanitation and hygiene facilities, justice, safety, assets, credit and decision-making functions in politics and the**

private sector, taking into account their specific needs and ensuring coordination among national mechanisms and sufficient budgetary allocations;

(b) **Protect Indigenous women's access to and collective ownership of their traditional lands; protect them from eviction and adopt policies that provide for adequate resource-sharing, compensation and reparations to Indigenous women in regions negatively affected by investment and nature conservation projects; ensure the meaningful participation of Indigenous women in decision-making processes regarding the use of traditional Indigenous lands and establish effective consultation mechanisms to secure the free, prior and informed consent of Indigenous women; ensure that the draft act on the protection and promotion of the way of life of ethnic groups reflects these rights and protections and the rights of Indigenous women to self-identify as Indigenous Peoples;**

(c) **Improve the conditions for women in detention, in accordance with the United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules), the United Nations Standard Minimum Rules for Non-custodial Measures (the Tokyo Rules) and the United Nations Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders (the Bangkok Rules); ensure access to adequate health and mental health services and to hygiene and maternity supplies, particularly for pregnant and breastfeeding women; and consider non-custodial measures for drug-related offenses and for pregnant women and mothers with young children;**

(d) **Amend the Immigration Act; establish a national asylum system that is compliant with international standards; provide protection and access to justice and basic services to asylum-seeking and refugee women; systematically assess their individual risks and specific needs, and implement the measures and guidelines to prevent mothers and their children from being held in immigration detention centres;**

(e) **Ensure access to health, quality formal education and other basic services for refugee women residing in shelters close to the border with Myanmar, as well as for vulnerable populations along the border under the policy framework on humanitarian assistance of the Ministry of Foreign Affairs, and strengthen measures to grant nationality to stateless refugee children;**

(f) **Amend section 64 of the Immigration Act B.E. 2522, so that women human rights defenders are not penalized for supporting undocumented migrants;**

(g) **Accede to the 1951 Convention relating to the Status of Refugees and the 1967 Protocol thereto, the 1954 Convention relating to the Status of Stateless Persons and the 1961 Convention on the Reduction of Statelessness.**

Climate change and disaster risk reduction

47. The Committee commends the State Party for revising its climate change master plan, co-sponsoring General Assembly resolution [76/300](#) and requesting the International Court of Justice to issue an advisory opinion on the obligations of States in respect of climate change. It is concerned, however, that the Convention on the Elimination of All Forms of Discrimination against Women and the Committee's general recommendation No. 37 (2018) on the gender-related dimensions of disaster risk reduction in the context of climate change were not raised in the oral or written arguments of the State Party. The Committee equally notes that there is a paucity of knowledge on the disproportionate effect of natural hazards and air pollution on women in the State Party, including women whose income depends on agriculture and

the ocean economy. It also notes the underrepresentation of women among scientists and policymakers supporting the State Party's efforts to address climate change.

48. The Committee recommends that the State Party ensure the integration of the Convention in all international and regional engagement, including future litigation at the transnational level; the integration a gender perspective into national legislation, policies and programmes on climate change and disaster risk reduction, particularly in the agricultural sector and the ocean economy, on the basis of the Committee's general recommendation No. 37 (2018), including in the implementation of its National Adaptation Plan for Climate Change, and the participation of women as climate scientists and in policymaking and decision-making processes in that regard.

Marriage and family relations

49. The Committee welcomes the recent Amendment to the Civil and Commercial Code Act (No. 24), which raises the minimum age of marriage to 18 years, and notes the meetings with religious leaders on women's rights. However, it notes with concern:

(a) That Islamic family and inheritance law, applicable in the Southern Border Provinces, is not in line with the Convention;

(b) The exceptions to the minimum age of marriage in the State Party's legislation and in Islamic law, and the prevalence of child marriage and polygamy in some areas of the State Party;

(c) That section 1453 of the Compilation of Civil and Commercial Code, prevents women from remarrying for 310 days after divorce or the death of the husband;

(d) That women who undergo a religious wedding ceremony without civil marriage registration do not benefit from the same protection, particularly upon dissolution of the union;

(e) That Muslim women face barriers in gaining access to a divorce under Islamic law, and that unilateral divorce (*talaq*) is only available to husbands.

50. The Committee recommends that the State Party:

(a) **Ensure that religious and customary justice systems fully harmonize their norms, procedures and practices with the Convention, and provide relevant capacity-building to religious and traditional leaders;**

(b) **Amend article 1448 of the Compilation of Civil and Commercial Code and remove any exceptions to the age of marriage of 18 years for both women and men; apply the prohibition of polygamy, enshrined in article 1452 of the Code, throughout the State Party; and strengthen measures to eliminate child, forced and polygamous marriage, including through adequate penalties and by entering into a dialogue on faith and rights under the Faith for Rights framework with the Central Islamic Council of Thailand and religious and customary leaders;**

(c) **Repeal section 1453 of the Compilation of Civil and Commercial Code to abolish the waiting period for women to remarry;**

(d) **Ensure that religious wedding ceremonies can be administered only after the civil registration of a marriage, and protect the rights of women upon the dissolution of religious and customary unions, in line with the Committee's**

general recommendation No. 29 (2013) on the economic consequences of marriage, family relations and their dissolution;

(e) Eliminate any gender-based inequalities between women and men in gaining access to divorce under Islamic law, including the practice of unilateral divorce through triple *talaq*; provide legal advice and assistance to Muslim women seeking divorce under Islamic law; and discuss related guidelines with local administrations and religious and traditional leaders.

Data collection and analysis

51. The Committee welcomes the use of the database Thai People Map and Analytics Platform to assist populations in the areas of health, education, livelihood, income and access to government welfare. It notes with concern, however, the unavailability of disaggregated data covering all the rights of women under the Convention.

52. In line with target 5.1 of the Sustainable Development Goals, to end all forms of discrimination against all women and girls everywhere, the Committee recommends that the State Party continue to improve the systematic collection and analysis of disaggregated data, so as to support analysis, policymaking and programme development; and measure progress made towards the implementation of the Convention.

Beijing Declaration and Platform for Action

53. In view of the thirtieth anniversary of the Beijing Declaration and Platform for Action, the Committee calls upon the State Party to reaffirm its implementation and to re-evaluate the realization of the rights enshrined in the Convention in order to achieve substantive equality between women and men.

Dissemination

54. The Committee requests the State Party to ensure the timely dissemination of the present concluding observations, in the official languages of the State Party, to the relevant State institutions at all levels (national, regional and local), in particular to the Government, the ministries, the parliament and the judiciary, to enable their full implementation, as well as to civil society, including non-governmental organizations, in particular women's organizations, to raise full awareness within the State Party.

Ratification of other treaties

55. The Committee notes that the adherence of the State Party to the nine major international human rights instruments¹ would enhance the enjoyment by women of their human rights and fundamental freedoms in all aspects of life. The Committee therefore encourages the State Party to ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, the Optional Protocol of the Convention against Torture and

¹ The International Covenant on Economic, Social and Cultural Rights; the International Covenant on Civil and Political Rights; the International Convention on the Elimination of All Forms of Racial Discrimination; the Convention on the Elimination of All Forms of Discrimination against Women; the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; the Convention on the Rights of the Child; the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families; the International Convention for the Protection of All Persons from Enforced Disappearance; and the Convention on the Rights of Persons with Disabilities.

Other Cruel, Inhuman or Degrading Treatment or Punishment, the Optional Protocol to the International Covenant on Civil and Political Rights, the Second Optional Protocol to the International Covenant on Civil and Political Rights, aiming at the abolition of the death penalty and the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights.

Follow-up to concluding observations

56. The Committee requests the State Party to provide, within two years, written information on the steps taken to implement the recommendations contained in paragraphs 12 (a), 14 (c), 30 (a) and (b) and 44 (a) above.

Preparation of the next report

57. The Committee will establish and communicate the due date of the ninth periodic report of the State Party in line with a future clear and regularized schedule for reporting by States Parties (General Assembly resolution [79/165](#), para. 6) and following the adoption of a list of issues and questions prior to reporting, if applicable, for the State Party. The next periodic report should cover the entire period up to the time of its submission.

58. The Committee requests the State Party to follow the harmonized guidelines on reporting under the international human rights treaties, including guidelines on a common core document and treaty-specific documents (see [HRI/GEN/2/Rev.6](#), chap. I).
