

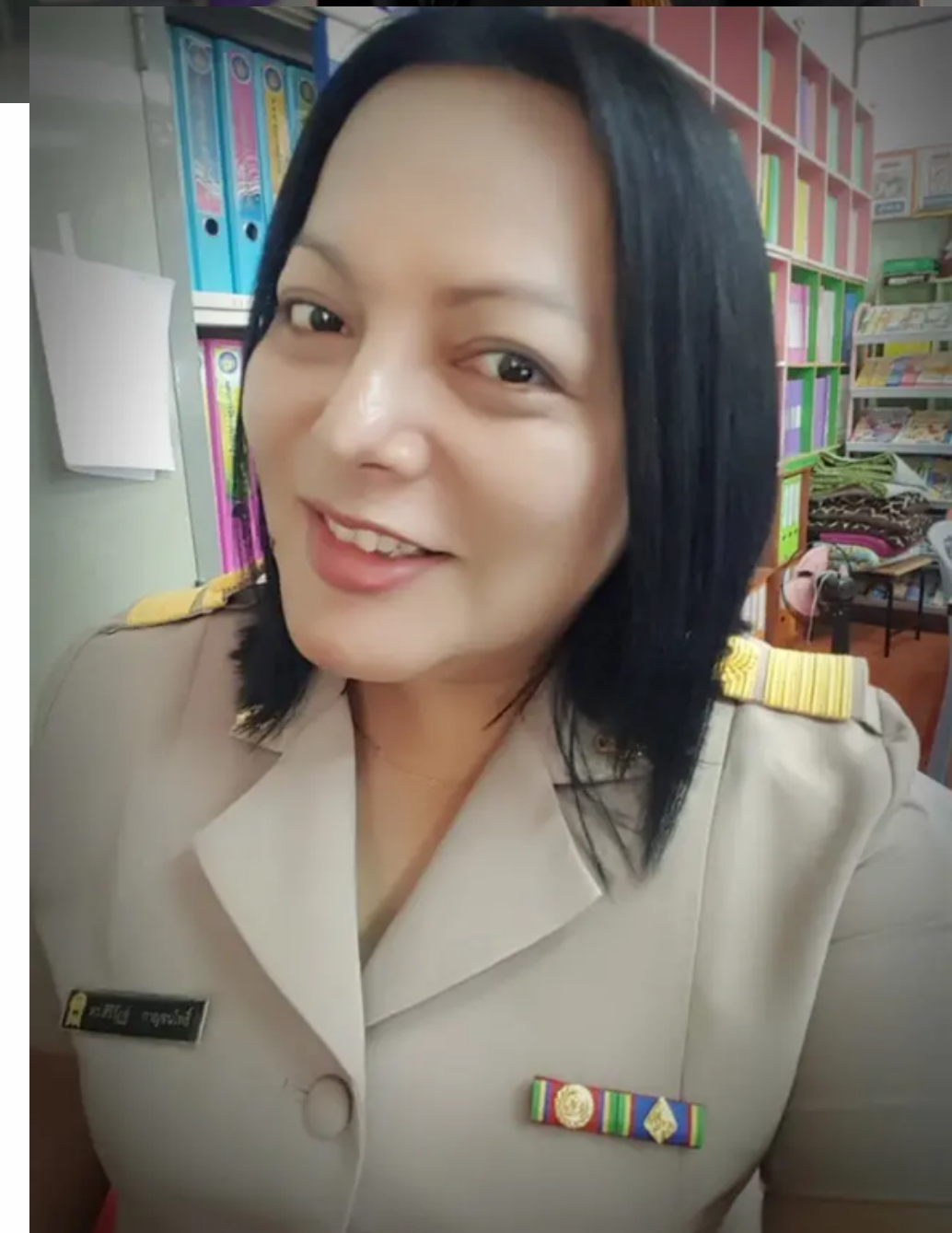


Advancing LGBTQ+ Workplace Equity in Thailand: Community-Engaged Strategies for Improving Well-being and Economic Inclusion

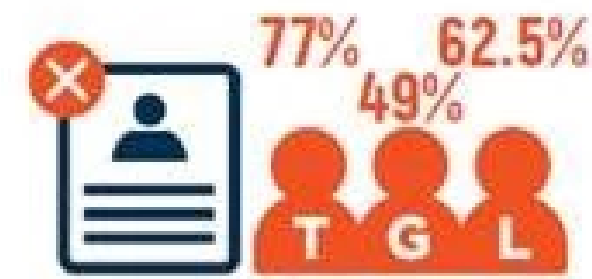
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Current Challenges: LGBTQ+ individuals in Thailand face pervasive discrimination in employment, career advancement, and access to vital employee welfare benefits

The Impact: Social discrimination often compels individuals to conceal their identities to secure job opportunities, negatively affecting their emotional security and economic inclusion



For all regions, discrimination in the labor market is experienced extensively by LGBTI:



77% transgender, 49% gay and 62.5% lesbian respondents said their job applications were refused because they were LGBTI



40% of transgender respondents experienced harassment or were ridiculed at work



22.7% of gay respondents weren't promoted because they were LGBTI



24% of lesbian and gay respondents were told not to show or mention being LGBTI at work



23.7% of transgender respondents were told to use the toilet according to their birth sex



3 out of 4 transgender respondents reported discrimination at work or when applying for a job



60% of transgender respondents face workplace discrimination, compared to lesbian and gay respondents (29% and 19% respectively)



19% of gay men experience significant discrimination in the labor market.

World Bank. (2022). Inclusion of LGBTI+ persons in workplaces in Thailand. World Bank.
<https://doi.org/10.1596/37960>

A Community-Engaged Research Approach

Objective: To identify practical, community-driven strategies that organizations and governments can implement to promote inclusivity and support the professional growth of LGBTQ+ adults

Methodology: A qualitative approach involving a diverse group of LGBTQ+ employees, positive psychology scholars, human resources experts, and civil rights advocates in Thailand. Totaling 23 participants were invited to joined this study

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A Community-Engaged Research Approach

Methodology & Participants

Design: 3-Phase Sequential Qualitative Mixed-Method

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Phase 1 (Explore): 10 LGBTQ+ Employees | In-depth Interviews

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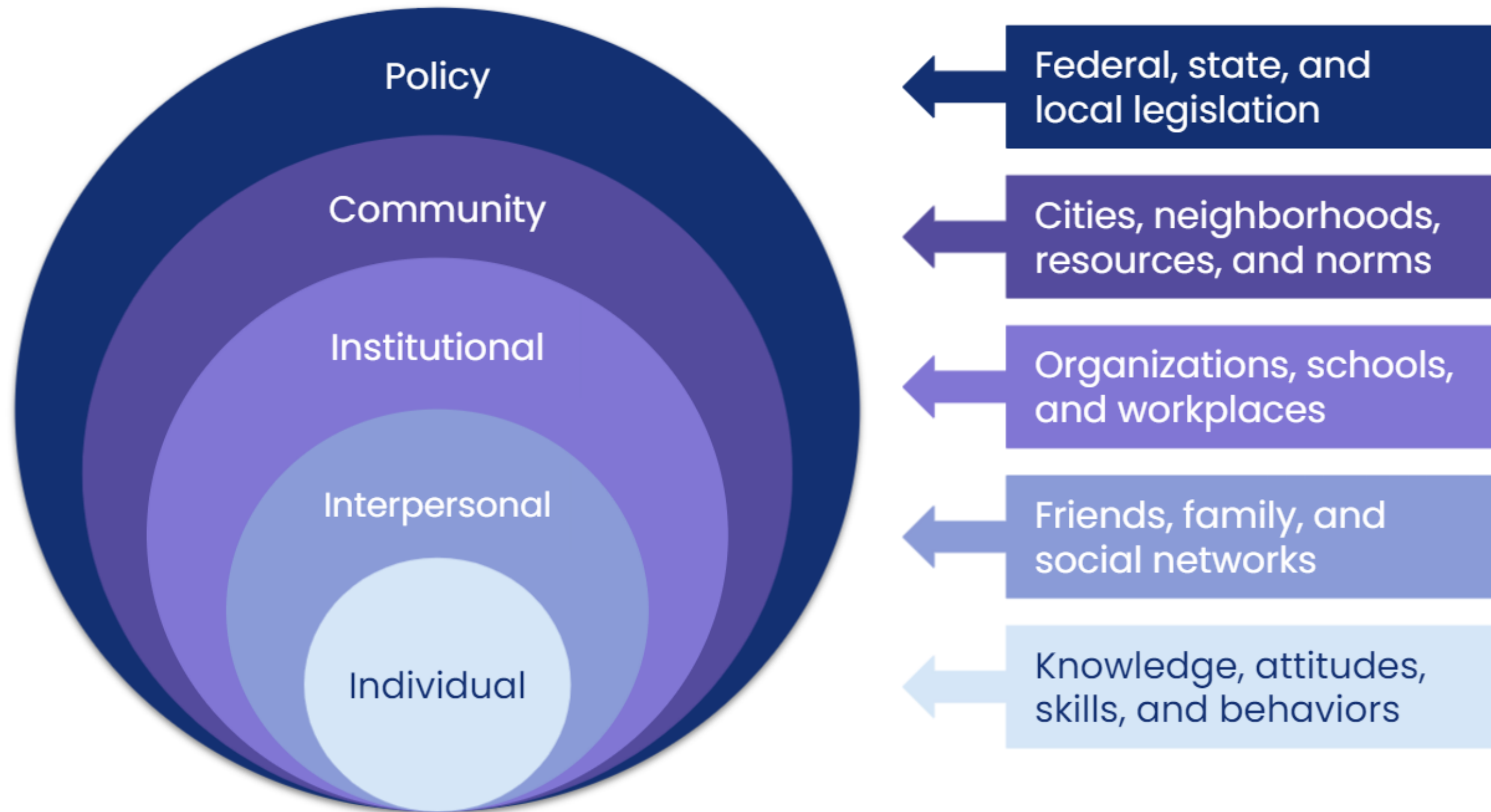
Phase 2 (Develop): 6 Diverse Participants (Staff & Experts) | Focus
Group

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Phase 3 (Evaluate): 7 New Diverse Participants (Staff & Experts) |
Focus Group & Survey (IOC)

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Socio-ecological model



Key Drivers of Workplace well-being

Intrapersonal Strength: Developing self-affirming attitudes, embracing one's identity, and building resilience to manage experiences of discrimination

Interpersonal Support: Gaining acceptance from coworkers, receiving workplace support, and having explicit LGBTQ+ inclusion policies (e.g., flexible dress codes and gender-neutral practices)

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Social-Ecological Backing: Government policies ensuring equal rights, legal protections, and external advocacy that promotes a positive public image

Organizational Strategies

- Embed Diversity & Equity
- Equality Workshops

CORE VALUE

**We value
diversity,
equity, and
inclusion.**



Organizational Strategies

- Authentic Expression
- Inclusive Restrooms
- Meaningful Opportunities



“ตอนสัมภาษณ์กับหัวหน้า
หนูก็บอกว่าเป็นกะเทยค่ะ
เขาก็ให้เราทำตามที่มีความสุข
ขอให้ถูกต้องและเรียบร้อย

เราเป็นคนแรกในโรงพยาบาล
ที่แต่งตัวตามเพศสภาพ
บอกตัวเองว่านี่แหละฟ้าเปิดแล้ว
จะไม่ทำให้เขาผิดหวัง”

ฮาย ชูธราดา ชาวหนองหิน โรงพยาบาลวิชัยฟในจังหวัดนครปฐม
เล่าถึงการเป็นพยาบาลข้ามเพศที่ได้ใส่เครื่องแบบตามเพศสภาพ
จากความไว้วางใจของหัวหน้า และตั้งใจว่าจะทำงานดูแลผู้ป่วยให้ดีที่สุด

Conclusion

- A Holistic Approach is Essential: True workplace well-being goes beyond the individual; it requires a combination of personal resilience, interpersonal acceptance, and comprehensive social-ecological backing
- While community engagement provides a clear roadmap for safety and inclusion, active implementation and ongoing commitment from both employers and society are required to drive meaningful change

