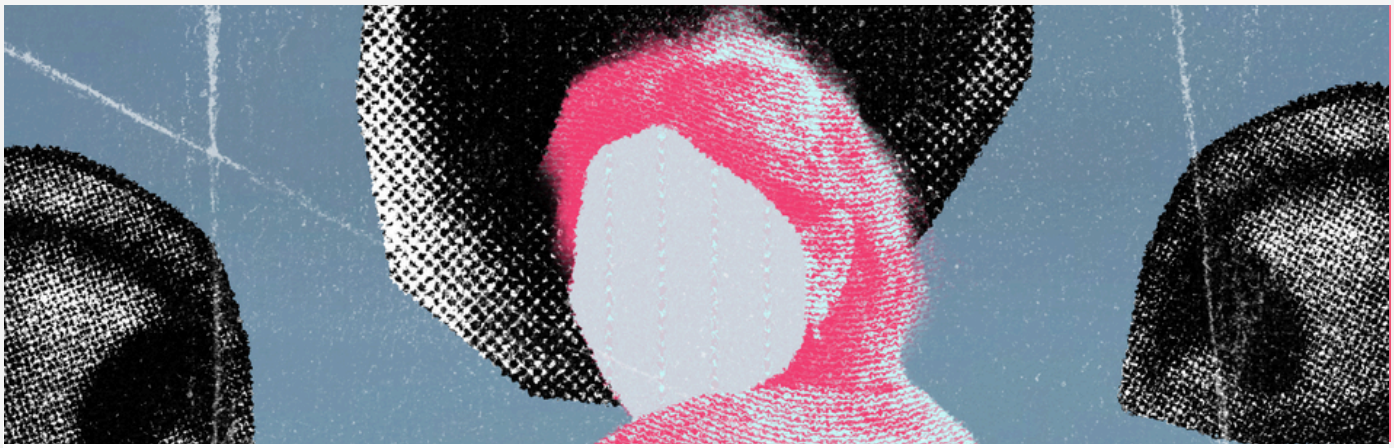
THAILAND UPR IV
2026

Non Discrimination in Thailand



Joint UPR Submission to the UN Universal Periodic Review

53rd Session of the UPR Working Group



Joint UPR Submission: Non-Discrimination in Thailand
April 2026

Submission by

MovED (People's Movement to Eliminate Discrimination), Thailand Familylink Association, Freedom Rider Union, Foundation for Action on Inclusion Right (FAIR), Central Region Women's Health Network (Pathum Thani), Rights & Development for Migrant Workers Network (R&D), Rainbow Sky Association of Thailand (RSAT), The Thai CSOs Coalition for the UPR (Universal Periodic Review), Tamtang Foundation, Institute of HIV Research and Innovation (IHRI), Union for Civil Liberty (UCL) , The Rainbow Sunrise Group, Nonbinary Thailand, Sirisak Chaited

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FOR MORE INFORMATION ON THIS JOINT UPR SUBMISSION, PLEASE CONTACT:

Lead: Nacha Oboon, MovED (People's Movement to Eliminate Discrimination)
Email: wearemoved@gmail.com, nachafairthailand@gmail.com

CITATION

MovED (People's Movement to Eliminate Discrimination), Thailand Familylink Association, Freedom Rider Union, Foundation for Action on Inclusion Right (FAIR), Central Region Women's Health Network (Pathum Thani), Rights & Development for Migrant Workers Network (R&D), Rainbow Sky Association of Thailand (RSAT), The Thai CSOs Coalition for the UPR (Universal Periodic Review), Tamtang Foundation, Institute of HIV Research and Innovation (IHRI), Union for Civil Liberty (UCL) , The Rainbow Sunrise Group, Nonbinary Thailand, Sirisak Chaited, (April 2026), *Joint UPR Submission: Non-Discrimination in Thailand*, for the UN Universal Periodic Review of Thailand (4th UPR Cycle), 53rd Session of the UPR Working Group

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1. Introduction

1.1 In this submission, People's Movement to Eliminate Discrimination (MovED), Thailand Familylink Association, Freedom Rider Union, Foundation for Action on Inclusion Right (FAIR), Central Region Women's Health Network (Pathum Thani), Rights & Development for Migrant Workers Network (R&D), Rainbow Sky Association of Thailand (RSAT) and the Thai CSOs Coalition for the UPR, present findings on the situation of discrimination in Thailand under the framework of the Universal Periodic Review (UPR). The report aims to reflect the gap between the State's human rights obligations and their implementation in practice, with a particular focus on the absence of a comprehensive anti-discrimination law, the persistence of exemptions within existing legislation, and limitations in law enforcement that affect vulnerable groups. This report is based on case study documentation, community engagement, and evidence collected by MovED and a network of 103 civil society organizations working with affected populations in Thailand.

1.2 Thailand is a State party to key international human rights instruments that establish obligations to promote equality and non-discrimination in all dimensions, including conventions relating to women's rights, the elimination of racial discrimination, the rights of persons with disabilities, and non-discrimination in employment. During the third cycle of the Universal Periodic Review (UPR), Thailand accepted a number of recommendations relating to the elimination of discrimination across several key areas, including: Recommendations 35-37: Strengthening gender equality legislation Recommendations 116 and 122: Protection of women and children Recommendations 149, 156, and 160: Rights of persons with disabilities Recommendations 165–166: Elimination of racial discrimination. In addition, the State has adopted measures and action plans to implement these recommendations, including legal reviews, the promotion of equality, and the protection of vulnerable groups. These recommendations are also closely linked to the Sustainable Development Goals (SDGs), in particular Goal 5 on gender equality, Goal 10 on reducing inequalities, Goal 4 on education, and Goal 16 on justice and strong institutions.

1.3 Although Thailand has formally accepted the recommendations under the third UPR cycle, information from civil society indicates that implementation in practice remains limited and insufficient in several key areas. There is currently no comprehensive anti-discrimination law enacted as a central legal framework. Existing legislation, such as the Gender Equality Act 2015, contains certain exemptions that may not be fully consistent with UPR recommendations, particularly Recommendations 35 and 37. Enforcement mechanisms also remain limited, particularly in the context of employment and access to justice. Structural discrimination continues to persist across multiple sectors.

1.4 Based on available information, these efforts remain largely at the policy development stage and have not yet resulted in concrete legal adoption or effective enforcement within the

implementation period of 2021–2025. These limitations have hindered the full translation of UPR recommendations into practical rights protection, highlighting the need to strengthen structural mechanisms.

1.5 This submission indicates that Thailand does not have in place adequate policies to fully support anti discrimination among vulnerable groups in the country. These issues will be discussed in the following manner:

- Section 2 discuss Thailand's Current Situation of Discrimination related to physical and mental status
- Section 3 discuss Thailand's Current Situation of Discrimination related to economical status
- Section 4 discuss Thailand's Current Situation of Discrimination related to justice system
- Section 5 discuss significant structural limitations that still remains in Thailand
- Section 6 discuss indicates that discrimination in Thailand remains structural in nature and persists across multiple dimensions
- Section 7 provides proposed UPR recommendations.

2. Current Situation of Discrimination related to physical and mental status

2.1 **Discrimination on the basis of sex:** A female migrant worker in Chonburi Province was dismissed after her employer became aware of her pregnancy, citing a reduction in workload and refusing to provide severance pay. Meanwhile, other pregnant workers in the same workplace were not dismissed. This case reflects discrimination based on pregnancy status and resulted in the migrant worker losing her right to employment.[1]

2.2 **Discrimination on the basis of race, colour, ethnicity, and national origin:** A migrant worker who had been employed in the Si Racha area for more than one year was regularly subjected to verbal abuse and pressure by a supervisor. The discriminatory treatment targeted workers of the same nationality, while workers of other nationalities were not subjected to such treatment. Following a conflict between the worker and the supervisor, the employer dismissed only the worker. This case reflects unfair dismissal and discriminatory practices against migrant workers.[2]

2.3 **Discrimination on the basis of health status**: In the case of people living with HIV, HIV infection is classified as a prohibited condition under the Regulation of the Police Commission on Qualifications and Prohibited Characteristics for Appointment as a Police Officer 2023. According to the annexed list of diseases, conditions, or other characteristics deemed incompatible with police service, Clause 2 (14) includes: "Regulation of the Police Commission on Qualifications

[1] Data collected from MovED's data collection system, case no. 10048, available at- www.move-d.org
[2] Data collected from MovED's data collection system, case no. 10049, available at- www.move-d.org

and Prohibited Characteristics for Appointment as a Police Officer, Section 11 (Miscellaneous), 11.8.5: AIDS and/or HIV infection (HIV)."

- A girl without civil registration status and living with HIV was denied admission or asked to withdraw from four schools after her health status was disclosed. The schools cited concerns from teachers and parents. As a result, the child was excluded from her fundamental right to education and was unable to study alongside other children.[3]
- A woman living with HIV was denied employment despite meeting all qualifications, successfully passing the recruitment examination and interview, and being instructed to report for work as a temporary (daily) employee. She was later informed that she had failed the medical examination due to her HIV status.[4]
- An LGBTQ+ individual living with HIV was suspended and effectively dismissed from employment at a company where they had worked for seven years after their HIV status was discovered.[5]

2.4 Persons who use drugs face violations and discrimination in the criminal justice system, including abuse and exploitation by officials and relevant authorities.

- Police officers from Thonglor Police Station conducted a raid on a private party in a room at S31 Hotel following allegations of drug use. The attendees included both Thai and foreign nationals, most of whom were LGBTQ+ individuals. Charges brought against some individuals were reportedly inconsistent with the alleged conduct. Complaints were also raised regarding law enforcement practices during arrest and prosecution that failed to respect human dignity.[6]
- A person who uses drugs, previously released from prison in 2019 on charges related to drug distribution, was subjected to excessive charges. On the day of the incident, two methamphetamine pills were found in their residence. Five plainclothes police officers entered and searched the house without a warrant. After discovering the drugs and paraphernalia, officers inspected the individual's mobile phone and found messages related to buying and selling drugs. The arresting officers subsequently charged the individual with "possession of drugs for sale," despite evidence indicating that the individual was a buyer rather than a seller.[7]

2.5 There are also many cases of discrimination against people living with disabilities. For example, a bank in Lopburi Province was unable to facilitate financial transactions for a blind person, as the facial recognition system required for transfers via the banking application could not be used by

[3] Data collected from MovED's data collection system, case no. 10043, available at- www.move-d.org
[4] Data collected from MovED's data collection system, case no. 10020, available at- www.move-d.org
[5] Data collected from MovED's data collection system, case no. 10018, available at- www.move-d.org
[6] Data collected from MovED's data collection system, case no. 10046, available at- www.move-d.org
[7] Data collected from MovED's data collection system, case no. 10025, available at- www.move-d.org

the individual.[8] Another example is a person with psychosocial disabilities was denied employment, with the employer explicitly stating that individuals classified under "Category 4" were not accepted. The individual was later dismissed after the employer became aware of their mental health condition (bipolar disorder). The person also experienced bullying and pressure, which affected their ability to work. In addition, homeless persons with psychosocial disabilities face barriers in accessing treatment services, as referrals often require certification by a psychiatrist and hospital-based procedures.[9]

3. Current Situation of Discrimination related to economical status

3.1 **Discrimination on the basis of occupation such as labor from informal jobs or platform workers:** Platform workers in Thailand are classified as "independent workers," which excludes them from protection under labour laws. As a result, they are not entitled to basic rights such as minimum wage, rest days, or occupational injury protection. Despite being labelled as "partners," platform companies exercise significant control over working conditions, including assigning work through algorithmic systems, imposing penalties, and deactivating accounts practices that resemble an employer-employee relationship without corresponding legal responsibilities. Furthermore, platform workers face restrictions on freedom of association, as they are unable to form labour unions under current law. Collective bargaining lacks binding force, and companies are not required to participate in negotiations.[10]

3.2 Migrant workers in Thailand face barriers in accessing old-age benefits under the social security system, particularly in cases where they seek a lump-sum payment before the age of 55 and do not intend to continue working in Thailand. According to the Ministerial Regulation on the Payment of Old-Age Benefits to Insured Persons without Thai Nationality 2017, insured persons are eligible only if they are nationals of countries that have concluded social security agreements with Thailand. Additionally, they must terminate their insured status and not intend to reside in Thailand. However, Thailand currently has no such agreements in place with any country, effectively preventing migrant workers from accessing these benefits.

4. Current Situation of Discrimination related to justice system

4.1 Residents of a community in Thanyaburi District, Pathum Thani Province, reported that land officials applied a 2011 land parcel mapping regulation in a manner that favored individuals with higher social status, resulting in the expansion of land titles overlapping with community areas, including irrigation canals and local roads. The affected residents collectively submitted complaints to relevant authorities and initiated legal proceedings. However, they experienced

[8] Data collected from MovED's data collection system, case no. 10056, available at- www.move-d.org
[9] Data collected through an interview with Familylink Foundation's staff during Manushay Foundation's UPR workshop on 31 March 2026
[10] Data collected through an interview with Freedom Rider Union's staff during Manushay Foundation's UPR workshop on 31 March 2026

discrimination within the justice system, including the use of arrest warrants that did not exist in official records and the prosecution of individuals not involved in the disputed area. When residents attempted to file complaints against state officials for misconduct under Section 157 of the Criminal Code, no police officers accepted their case. Furthermore, residents appearing in court faced pressure and coercion to sign documents from parties associated with the plaintiffs without being given the opportunity to read or review the content. They were also threatened by the plaintiff's prosecutor that if they testified truthfully or continued to contest the case, they could themselves face criminal charges and imprisonment.[11]

4.2 Thailand legalized abortion in February 2021, but the health care remains inaccessible. Currently, only 10% of all facilities nationwide provide safe abortion services, while 21 provinces have no provider at all. Some facilities offer free services but do so confidentially and impose numerous unnecessary conditions, such as forced sterilization. This reflects ongoing structural stigma among medical providers despite legal reform. Additionally, the retained criminalization results in many people being vulnerable to criminal charges due to lack of access to information or legal services that the state has failed to adequately publicize.[12]

5. Significant structural limitations remain

5.1 Despite the existence of legal frameworks supporting the principle of equality, significant structural limitations remain, including, the presence of exemptions within laws, inconsistencies between certain laws and the principle of non-discrimination, ineffective enforcement mechanisms, certain state regulations that retain discriminatory characteristics, the absence of a comprehensive anti-discrimination law establishing standards and protection mechanisms. These barriers reflect a gap between legal principles and their implementation in practice.

5.1 First, the Constitution, as the supreme law of the land, paradoxically allows discrimination to persist. Section 27 guarantees equality, stating that all persons are equal before the law and shall enjoy equal rights, freedoms, and protection. However, it also provides that members of the armed forces, police, civil servants, and other state officials may have their rights and freedoms restricted by specific laws relating to politics, capacity, discipline, or ethics. Such provisions may enable limitations that are inconsistent with the principle of non-discrimination.

[11] Data collected through an interview with Central Region Women's Health Network Pathum Thani Network during Manushay's UPR workshop on 31 March 2026.

[12] TamTang Foundation, Association for RSA (Referral System for Safe Abortion) Development (ARSA), Proud Association, and Manushya Foundation, *Submission to the UN Committee on the Elimination of Discrimination Against Women, 91st Session*, 19 June 2025. Available at: https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=INT%2FCEDAW%2FCSS%2FTHA%2F63308&Lang=en

5.3 Second, the Gender Equality Act 2015, although intended to prevent discrimination on the basis of sex, contains exemptions that may allow discriminatory practices in implementation. This underscores the need to review and amend the law in line with Recommendations 35 and 37, which call for the removal of limitations and exceptions in protection against gender-based discrimination.

5.4 Third, while policy measures have been introduced to promote gender equality and address violence against women and children (Recommendations 116 and 122), gaps remain in implementation, particularly in workplaces and within the justice system. This highlights the need to strengthen enforcement mechanisms.

5.5 Fourth, the Persons with Disabilities Empowerment Act 2007 provides for access to services and employment; however, certain mechanisms fail to ensure genuine equality. For example, the allowance of alternatives to employment does not align with Recommendation 149, which emphasizes the prohibition of discrimination without exceptions.

5.6 Fifth, certain state regulations remain explicitly discriminatory. Notably, regulations of the Police Commission establish prohibited characteristics for police recruitment, including the exclusion of persons living with HIV, without consideration of individual capacity. Such measures constitute discrimination on the basis of health status and are inconsistent with international human rights standards, as well as public health guidance recognizing that persons living with HIV can live and work normally with appropriate treatment.

5.7 Sixth, with regard to children with disabilities and access to fundamental rights, despite policy efforts, practical limitations persist. In particular, challenges remain in inclusive education and in preventing the separation of children from their families. This is linked to Recommendations 156 and 160, which call for urgent measures to eliminate discrimination and ensure inclusive and accessible education.

6. Monitoring indicates that discrimination in Thailand remains structural in nature and persists across multiple dimensions

6.1 Limitations in legal frameworks, policies, and enforcement, many of which are incomplete or inconsistent with equality principles, continue to prevent vulnerable groups from accessing rights and opportunities in practice, despite formal legal recognition.

6.2 Discrimination is also closely linked to societal biases and attitudes, as well as the absence of a comprehensive anti-discrimination law. Although efforts have been made to advance such legislation, no concrete progress has yet been achieved.

6.3 In the context of labour and employment, discriminatory practices persist, including HIV screening or mandatory testing, unnecessary disclosure of health information, lack of protection

for workers in the informal sector, and limitations in the protection of migrant workers. These issues reflect ongoing gaps in ensuring equal labour rights protection.

6.4 At the same time, while Thailand has made policy progress in addressing statelessness under the "Zero Statelessness" policy, monitoring reveals persistent implementation challenges. In particular, children with unresolved legal status, migrant children, and other marginalized groups continue to face barriers in accessing fundamental rights such as education and healthcare. These challenges stem from complex procedures, lack of inter-agency data integration, and inconsistent practices among officials.

7. Recommendations

7.1 In order to ensure the effective elimination of discrimination in practice, and in line with international human rights obligations and UPR recommendations, MovED proposes the following:

7.2 Enactment of a comprehensive anti-discrimination law (Priority Action)

- Expedite the drafting and adoption of a comprehensive anti-discrimination law covering all grounds of discrimination and all sectors.
- Define "discrimination" to include direct, indirect, and intersectional discrimination.
- Establish accessible, effective, and independent mechanisms for complaints, protection, and remedies.
- Provide for positive obligations of the State to prevent, address, and eliminate systemic discrimination.

7.3 Review and reform of discriminatory laws and regulations

- Review, amend, or repeal laws, regulations, and administrative practices that may result in discrimination, to ensure compliance with the principle of non-discrimination.
- Prioritize the revision of laws containing exemptions or limitations on rights protection, including the Gender Equality Act.
- Amend state regulations that restrict rights on the basis of health status, including those excluding persons living with HIV.
- Reform labour laws and policies to ensure protection for all forms of work.

7.4 Strengthening law enforcement and protection mechanisms

- Strengthen the capacity of relevant institutions to enforce equality and non-discrimination laws.
- Develop effective and accessible justice mechanisms, particularly for vulnerable groups.
- Promote systematic data collection and monitoring of discrimination.

7.5 Ensuring equal labour rights protection

- Reform labour laws to cover all categories of workers, including platform workers, informal workers, and migrant workers.
- Guarantee fundamental labour rights, including fair working conditions, occupational safety, and equal access to social security without discrimination.
- Consider ratifying relevant international labour conventions to strengthen labour protection standards.

7.6. Protection of vulnerable groups and comprehensive rights guarantees

- Implement systemic measures to ensure access to fundamental rights for vulnerable groups, including:
    - Women and children
    - Persons with disabilities
    - LGBTQ+ persons
    - Persons living with HIV
    - Migrant workers and stateless persons
- Ensure that civil registration and legal status recognition processes are effectively linked to access to education and healthcare.

7.7 Promoting a culture of equality and non-discrimination

- Promote respect for human dignity and diversity across all state institutions and sectors.
- Develop awareness-raising measures to address prejudice and negative societal attitudes.
- Support affirmative measures to assist groups affected by discrimination.
- Amend the Constitution, particularly Section 27, to fully guarantee equality and non-discrimination for all persons, and eliminate the concept of “justified discrimination” from laws and policies. State service delivery must respect human dignity and recognize intersectionality.
- Prioritize and expedite the adoption and enforcement of a comprehensive anti-discrimination law, ensuring effective protection, complaint, and remedy mechanisms.
- Reform labour laws to reflect diverse forms of employment and consider ratifying relevant ILO conventions, including, Convention No. 102 (Social Security Minimum Standards), Convention No. 177 (Home Work), Convention No. 183 (Maternity Protection), Convention No. 189 (Domestic Workers).
- Implement integrated and expedited mechanisms to link civil status recognition with access to fundamental rights, in order to prevent exclusion of stateless persons and

children with unresolved legal status, and ensure continuous access to education and healthcare without discrimination.

- Consider ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (CMW).
- Expedite accession to ILO Conventions No. 87 (Freedom of Association) and No. 98 (Right to Organise and Collective Bargaining), as fundamental international labour standards protecting workers' rights to form unions and engage in collective bargaining without interference.

Annex I: Mapping of Laws, Regulations and Practices Related to Discrimination in Thailand

Law / Regulation / Practice	Nature of Discrimination	Affected Groups	Practical Impact	Related UPR Recommendations
Gender Equality Act B.E. 2558 (2015)	Contains exemptions that allow for discrimination	Women / LGBTQ+ persons	In some cases, fails to fully protect against discrimination	35, 37
Police Commission Regulation on Qualifications and Prohibited Characteristics for Police Officers B.E. 2566 (2023)	Classifies HIV-positive status as a prohibited condition	Persons living with HIV	Automatic exclusion from police service	35, 116
Pre-employment health screening practices (in some institutions)	Mandatory HIV testing / unnecessary disclosure of health information	Job applicants / persons living with HIV	Denial of employment despite qualifications	35–37
Labour laws (excluding platform workers)	Failure to recognize employment status, leading to lack of protection	Platform workers / informal workers	No minimum wage, benefits, or labour protection	116
Social Security law (old-age benefits for migrant workers)	Conditions tied to bilateral agreements	Migrant workers	Unequal access to benefits	165
Educational practices (cases involving children living with HIV)	Denial of school admission or forced withdrawal	Children / stateless children / children living with HIV	Exclusion from the right to education	116

Financial service systems (e.g., identity verification)	Inaccessibility for certain disabilities	Persons with disabilities (especially visually impaired persons)	Inability to access basic financial services	149
Employment practices (in some organizations)	Refusal to hire persons with psychosocial disabilities	Persons with psychosocial disabilities	Loss of employment opportunities	149, 156
Justice system practices (discretion and enforcement)	Discriminatory application of legal processes	Communities / vulnerable groups	Unequal access to justice	122
Civil registration processes	Complex procedures / lack of linkage to rights	Stateless persons / migrant children	Barriers to accessing education and healthcare	116, 165

Annex II: Case Summaries on Discrimination in Practice

Case 1: Discrimination against a person living with HIV in employment

A woman who met all qualifications and successfully completed the recruitment process for a temporary position in a public agency was later informed that she had failed the medical examination due to her HIV status. As a result, she was denied employment, despite no evidence that her health condition affected her ability to perform the job.

This case reflects discrimination based on health status and the unnecessary use of medical information in employment processes, which is inconsistent with the principle of non-discrimination.

Related UPR Recommendations: 35–37, 116

Case 2: Exclusion of a child living with HIV from the education system

A stateless girl living with HIV was denied admission or asked to withdraw from several schools after her health status became known. Schools cited concerns from staff and parents.

As a result, the child was excluded from her fundamental right to education and was unable to access inclusive education on an equal basis with other children.

Related UPR Recommendations: 116, 122

Case 3: Discrimination against an LGBTQ+ person living with HIV

An LGBTQ+ individual who had worked for several years in a private company was suspended and subsequently dismissed after the employer became aware of their HIV status.

This case reflects intersectional discrimination based on both sexual orientation/gender identity and health status, and highlights the lack of workplace protections.

Related UPR Recommendations: 35–37, 116

Case 4: Limited access to financial services for persons with disabilities

A visually impaired individual was unable to carry out financial transactions through a bank's mobile application due to identity verification systems that were not accessible.

This resulted in unequal access to basic financial services.

Related UPR Recommendations: 149

Case 5: Discrimination in the justice system against a person who uses drugs

A person who uses drugs was charged in a manner disproportionate to the facts of the case. Complaints were also raised regarding searches conducted without a warrant and the exercise of discretion inconsistent with human rights principles.

This case reflects discriminatory practices and unfair application of the law within the justice system.

Related UPR Recommendations: 122

Case 6: Discrimination against platform workers

Platform workers in Thailand are classified as "independent workers," resulting in exclusion from labour law protections such as minimum wage, rest days, and occupational safety.

Despite being subject to company control, they are not recognized as employees and are denied corresponding rights.

Related UPR Recommendations: 116

Case 7: Restricted access to social security benefits for migrant workers

Migrant workers are unable to access old-age benefits on an equal basis due to legal conditions linked to bilateral agreements, which have not been implemented in practice.

As a result, migrant workers are unable to fairly access benefits to which they have contributed.

Related UPR Recommendations: 165

Annex 3: The Statement on behave of Thai Civil Society on the issue of non-discrimination against people living with HIV in police recruitment

Demands and Recommendations from Civil Society

Request to repeal or amend the regulations of the Police Commission
that ban People living with HIV from joining the police force, in order to restore justice
and elevate human rights standards within the police organization.

According to the regulations of the Police Civil Service Commission (PCSC) on the qualifications and prohibited characteristics of police officers, B.E. 2566 (2023), Clause 2 (14) in conjunction with the annex, Clause 11.8.5, which identifies "AIDS and/or HIV infection" as a prohibited characteristic for becoming a police officer, civil society views that this regulation not only serves as a screening mechanism but also creates severe impacts on individuals and organizations broadly. It "undermines human dignity and worth," unfairly blocks access to career opportunities, causes psychological harm, and may lead to self-stigmatization.

At the same time, the Royal Thai Police (RTP) is losing the opportunity to recruit capable personnel due to adherence to outdated standards. This undermines the organization's professional image internationally and leads to a "crisis of trust" in values of integrity and fairness. This contradiction is also inconsistent with national development principles and directions in several aspects, as follows:

1. Contradicts scientific and medical facts
Scientific evidence shows that HIV cannot be transmitted through everyday social interaction. This fundamental knowledge confirms that HIV status does not affect workplace safety.
Moreover, the principle of U=U (Undetectable = Untransmittable) is empirical evidence reinforcing that people living with HIV can perform their duties to their full potential in all forms without posing risks to others. Maintaining such restrictions is therefore based on unfounded concerns lacking scientific support and contradicts current medical facts.

2. Contradicts the Constitution and the National AIDS Strategy
Designating HIV infection as a prohibited characteristic contradicts the Constitution of the Kingdom of Thailand, Section 4, which guarantees human dignity, and Section 27, which affirms equality and non-discrimination on unjust grounds, including health status. Furthermore, this requirement conflicts with Section 26, as it imposes regulations that "place excessive burdens or unjustifiably restrict individual rights and freedoms."

It also contradicts the National Strategy to End AIDS (2017–2030), which aims to eliminate stigma and discrimination related to HIV/AIDS. Maintaining this prohibition is therefore inconsistent with national policy direction. Discrimination based solely on health status violates fundamental rights protected by Thai law and poses a major obstacle to achieving the goal of ending AIDS in the country.

3. Contradicts human rights principles and international obligations
All human beings are born with inherent dignity and have the right to equal justice without discrimination, including the "right to work," which is fundamental to livelihood and quality of life. When

a state agency uses health status as a condition to exclude individuals from employment selection processes, it constitutes a violation of human rights and clearly contradicts the International Covenant on Economic, Social and Cultural Rights (ICESCR). It is also inconsistent with standards set by the World Health Organization (WHO) and the International Labour Organization (ILO Recommendation No. 200), which affirm that HIV status must not be used as a reason to deny employment.

Based on the above reasons and necessity, civil society presents the following demands and recommendations to the Royal Thai Police and the PCSC
to bring about concrete change:

Demands
We call for the repeal of Clause 11.8.5 in the PCSC regulations on qualifications and prohibited characteristics of police officers, B.E. 2566 (2023), regarding AIDS and/or HIV infection, in order to align with the principle of non-discrimination and to end restrictions on individuals based on health status.

Recommendations and readiness for support from civil society
To ensure a constructive and sustainable transition, civil society is ready to support the Royal Thai Police as follows:

- Participation mechanisms and constructive communication: Collaborate in designing new criteria aligned with international standards and support “communication for change” to transform pressure into trust, elevating the RTP into a model organization of fairness.
- Knowledge development and organizational culture: Support educational materials and activities to promote accurate understanding of HIV, eliminate stigma, respect diversity, and enhance welfare and quality of life for personnel at all levels.
- Driving toward an equality-based model organization: Encourage the RTP to lead in rights protection and regulatory reform, setting new standards for Thai public agencies and enhancing international image.

The undersigned civil society organizations affirm that regulations designating HIV infection as a prohibited characteristic for police service are not only outdated and discriminatory but also unconstitutional. The Royal Thai Police must urgently repeal these outdated provisions to demonstrate a standard of fairness and restore the dignity of the organization as a true guardian of justice.

With respect for human dignity,

List of supporting organizations and signatories
1. The Thai Network of People Living with HIV/AIDS (TNP+)
2. Foundation for Action on Inclusion Rights (FAIR)
3. People’s Movement to Eliminate Discrimination (MovED)
4. MPLUS Foundation
5. M-Friends Foundation
6. Rainbow Sky Association of Thailand (RSAT)
7. Khon Kaen Gender Club (KKGC)
8. Institute of HIV Research and Innovation (IHRI)
9. VCAP Foundation

10. Service Worker in Group Foundation (SWING)
11. The HIV Foundation Asia
12. Bangkok Rainbow Organization (BRO)
13. Sisters foundation
14. Thai NGOs Coalition on AIDS (TNCA)
15. Aids Access Foundation
16. The Rainbow Sunrise Group
17. Hepta-Consortium of non-binary people for Legal Gender Recognition' (HCNL)
18. Songkhla Pride
19. Women for Justice Group
20. Chiang Mai pride
21. Intersex Thailand
22. Chanthaburi Pride
23. Proud Association
24. Assembly of the Poor (AOP)
25. Migrant Workers Federation (MWF)
26. Nam Kwan Si Rung Foundation
27. Young Pride Foundation
28. Issarachon Foundation
29. Empower Foundation
30. The LinQ Foundation
31. The Poz Home Center Foundation
32. Manushya foundation
33. The Little Birds Youth Network Foundation
34. Thai Women Health of Central Network Center Pathumthani
35. Gold Card Rights Protection Center, Pathumthani
36. Pathum Thani Consumer Protection Center, Pathumthani
37. Thai Women Health of Central Network Center Lam Luk Ka, Pathumthani
38. Thai Women Health of Central Network Center Thanyaburi, Pathumthani
39. Transmasculine Network for Equality (TransEqual)
40. Chan Rise Institute
41. Chaiyaphum Pride
42. Isan Community Ecological Restoration Association
43. Land Reform Network in the Northeast (LRN)
44. Informal Workers Federation of Thailand
45. Raksthai Power Teens
46. Human Rights and Development Foundation (HRDF)
47. Union for Civil Liberty
48. Campaign for Popular Democracy (CPD)
49. Andaman Power Association Phuket
50. Tak Film - Creative Media
51. Disara Development & Organize,Ltd.
52. Ginggala power
53. Pride City Network Thailand
54. Thai Women Living with HIV Foundation
55. Non-Binary Thailand

56. Tamtang Foundation
57. Safety Life Foundation
58. Pink Monkey Organization Sexual Diversity Thailand, Lop Buri
59. Social Equality Promotion Foundation
60. Secure Ranger
61. APCOM Foundation
62. Youth Health Promotion Network (YHPM)
63. Key Network for Action, Citizenship & Knowledge (KNACK)
64. Unseen Horizon
65. Civil Rights Network for Quality of Life Development
66. Thai National AIDS Foundation

List of individual signatories supporting the statement
67. Supecha Baothip
68. Philin Duangmala
69. Thanachai Chaisalee
70. Chatchapong Chasiho
71. Vorapat Veerapatthanakupt
72. Professor Emeritus Praphan Phanuphak, M.D., Ph.D.
73. Charit Meesit
74. Methawee Ninnanont
75. Nathus Theeraphapphongphan
76. Niwat Suwanphatthana
77. Poramet Tangsathaporn
78. Kanchana Thalangkit
79. Krittika Pokakorn
80. Rattikorn Yaithong
81. Panadda Kwanthong
82. Suphaphit Phanthura
83. Atchara Kaewpradit
84. Natthaporn Sakkhi
85. Jetnarin Suppramul
86. Mussamon Ketngern
87. Aemorn Kongsri
88. Cheewin Wongsathongchai
89. Nopanoch Srirak
90. Phasom Srirak
91. Kanarat Ambuawan
92. Sararass Boonma
93. Burapha Leklonngam
94. Kriangkrai Cheechong
95. Pisut Samutkhota
96. Punnamas Mahmad
97. Teerathat Wiwatjong-anan
98. Chanon Somsri
99. Tharach Methanantapop

100. Sirisak Chaited
101. Maysaya Semechue
102. Natthaya Dechdee
103. Thitiwat Sirisetthakorn
104. Suchada Thaweesit
105. Kittinun Daramadhaj
106. Nattakarn Lauhacharernsombat
107. Waddaow Chumaporn
108. Chanchira Boonprasert
109. Matthaniya Kaikaew
110. Veerawas Khamkhom
111. Pasuta Chuenkajorn
112. Phiphatphong Sriwichai
113. Siritatha Nilpruek
114. Chamaiporn Taengklang
115. Ratsadakorn Chanarit
116. Sriprai Tawong
117. Chayutpong Leuangpoonsin
118. Pakwilai Sahunaluk
119. Prasit Suhongsa
120. Best Wongpairojkul
121. Kotchaporn Klakthongkam
122. Sukanta Sukphaita
123. Kueakool Malakul
124. Wutthichai Tiyafuey
125. Surapong Noothep
126. Oranuch Phonphinyo
127. Somchai Homlaor
128. Dr.Nittaya Phanuphak
129. Dr.Chakkaphat Bunruang
130. Rapee Traichavaroj
131. Supaporn Pengnonayang
132. Sirinthip Saengsawat
133. Sujit Rujirom
134. Adisara Darakulrasmi
135. Seksan Sumontri
136. Sutthithep Santham
137. Sirirat Chanla
138. Kulkarn Chintakanon
139. Sulaipporn Cholwilai
140. Kriengsak Klomsakul
141. Maliwan Athanu
142. Niphakorn Nanta
143. Wattana Kiangpha
144. Anarghaporn Wiwanphong

145. Yutthapong Malasai
146. Taksin Bamrungthai
147. Kanjana Phibaanwong
148. Nitikan Jaiklom
149. Narongkorn Suealek
150. Siriporn Nonnoi
151. Kritaporn Termwanich
152. Reena Chan-amnuaysuk
153. Ploypatcha Asawawattanakul
154. Smita Pratumsuwan
155. Turapol Worachak
156. Kanokwan Sinchai
157. Pornsuda Phongnak
158. Manisawan Buathone
159. Dr.Maneepannarai Kingchinda
160. Piranant Hongchukiart
161. Kanthanat Kanesarat
162. Balimin Chobsri
163. Pornwalanch Krinchai
164. Pacharin Eiamyang
165. Jiratth Markphol
166. Chotika Prabjantuk
167. Napholpat Ekariyapong
168. Nichapat Watanakittikul
169. Napaswan Chinlertworasiri
170. Thitipan Sripithathanasakul
171. Sunanta Boonsai
172. Chayapol Jitchainopakhun
173. Supawan Phromkaew
174. Napasorn Sayansasikanok
175. Jirapatch Srisutthikorn
176. Thidarat Amatasombat
177. Piangfah Kamolrat
178. Nantana Khaochalad
179. Chinporn Rojnsangsitkul
180. Orarun Surisarn
181. Waranya Thasomboon
182. Panadda Sawangsin
183. Sumit Thongmuang
184. Tipanan Chompoo
185. Pathompong Seikphukiew
186. Suthee Muakthongkam
187. Nikorn Chimkong
188. Janjira Saithong
189. Theerasak Prasarnpim
190. Thanabodee Wongputtha

191. Natthapoomseth Suwannasri
192. Noparat Mahachokchai
193. Saman Puangsri
194. Rojchanee Maisungnoen
195. Apiwit Kaewdee
196. Thanabodee Payuha
197. Prawit Mingkwanrungruang
198. Kanokrat Suthanan
199. Suchanan Asawathamarat
200. Nopsorn Janploy
201. Saranya Boonpeng
202. Thawil Phromsri
203. Thanaporn Chanla
204. Songpol Laoprasert
205. Prajak Chanthong
206. Phanuyuch Somthip
207. Thitinadda Rakkuchai
208. Saipirun Rujiramy
209. Saichol Rujiramy
210. Suwimol Kaewsawang
211. Wattreetharn Rujiramy
212. Siriprai Rujiramy
213. Mananchaya Inklai
214. Phuwis Rujiramy
215. Dechnarin Kaewsawang
216. Parames Siriket
217. Lawan Sarowat

Joint UPR Submission: Non-Discrimination in Thailand
April 2026

Submission by

MovED (People's Movement to Eliminate Discrimination) in Thailand working with vulnerable and marginalized groups to advance the elimination of discrimination through evidence-based advocacy, policy engagement, and community participation. Established in 2023, the network brings together 103 organizations representing diverse populations, including women, children and youth, persons with disabilities, people living with HIV, LGBTQ+ persons, migrant workers, informal workers, Indigenous peoples, and others affected by discrimination. MovED works to address structural inequalities by advocating for a comprehensive anti-discrimination law, while also promoting public awareness, monitoring discrimination, and strengthening community voices to ensure that responses are grounded in human rights principles and empirical evidence.

Thailand Familylink Association is an organization with expertise in providing knowledge on mental health conditions and empowering persons living with psychosocial disabilities. It also serves as a source of support, care, and hope, grounded in a genuine understanding of individuals with mental health conditions and their caregivers, and guided by core principles of compassion and inclusion.

Freedom Rider Union is a grassroots collective of platform workers in Thailand, primarily food delivery and courier drivers, fighting for fair labor rights. Since riders are typically classified as independent contractors rather than employees, the union acts as a vital voice against low delivery fees, unfair account suspensions, and the lack of social security or accident insurance. By organizing protests and engaging with government officials, they aim to secure a legal status that guarantees a living wage and basic workplace protections, ensuring that the digital economy does not leave its most essential workers behind.

Foundation for Action on Inclusion Right (FAIR) is actively challenging discriminatory government policies and providing safe spaces for victims of rights violations, FAIR works to ensure that all individuals in Thailand can live with dignity and equal protection under the law.

Central Region Women's Health Network (Pathum Thani) is a community-based organization working to promote and protect the rights of women, children, and youth in Pathum Thani Province, Thailand.

Rights & Development for Migrant Workers Network (R&D) is a dedicated advocacy group in Thailand that serves as a vital bridge between migrant communities and the legal system. By providing direct legal assistance and pushing for systemic policy changes, the organization fights against the exploitation and marginalization of laborers from neighboring countries. R&D focuses on ensuring that migrant workers—who are essential to the Thai economy—are treated with dignity, receive fair wages, and have access to essential services like healthcare and education for their families.

Rainbow Sky Association of Thailand (RSAT) was founded in 2000 and officially registered as an association (a nonprofit entity) under Thai laws as of November 1, 2003, with the National Cultural Commission of Thailand, the Ministry of Culture. RSAT works towards five main programs: (1) Understanding the needs of the LGBTIQ+ community; (2) Gender equality fully including LGBTIQ+; (3) Access to quality services for LGBTIQ+ as a right; (4) Inclusiveness of LGBTIQ+ in society throughout the life course; and (5) LGBTIQ+ health and wellbeing.

The **Thai CSOs Coalition for the UPR and UN Mechanisms (Universal Periodic Review)**, established during Thailand's Second UPR cycle, is a people-led, intersectional feminist movement bringing together local communities and national civil society organisations across all human rights sectors. As one of the largest intersectional grassroots-led movements in Thailand, it engages with the UPR and UN treaty bodies, connecting struggles from Indigenous Peoples' rights, land and environmental justice, and labour rights to digital rights, freedom of expression, transnational repression, and the protection of human rights defenders, migrants, political refugees, youth, LGBTIQ+ individuals, and communities facing systemic marginalization. It fosters solidarity among communities facing shared challenges and strengthens collective action to demand accountability from the state and companies for their international human rights obligations.



Joint UPR Submission: Non-Discrimination in Thailand
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Submission by

Tamtang Foundation is a frontline feminist group led by women with abortion experience and LBI, dedicated to advancing access to safe and dignified abortion services in Thailand. Committed to building a society that understands bodily autonomy, Tamtang focuses on their 4 main missions: 1) providing counseling and service referral, 2) empowering women with abortion experiences, 3) mobilizing a feminist abortion-friendly movement, and 4) encouraging policy advocacy to challenge and eliminate the stigma surrounding abortion.
Email: mychoice4mylife@gmail.com

Institute of HIV Research and Innovation (IHRI) is a global leader in research and innovation in HIV and other health priorities. We work based on the principle of respect, equity, diversity, and sustainability, and we put a strong emphasis in community partnership in order to offer differentiated services that are friendly, convenient, and high-quality to improve people's quality of life. Our work will serve as a model to others and will drive evidence-based health-for-all policy change. Email: communications@ihri.org

Union for Civil Liberty (UCL)
UCL promotes human rights through research, annual monitoring, and advocacy for justice reform. We empower citizens with legal knowledge on international conventions and coordinate with global partners to protect fundamental civil liberties.
Email: uclthailand@gmail.com

The Rainbow Sunrise Group is a civil society organization that works with children, youth, and vulnerable groups in Lampang province. Email: mistmean309@gmail.com

Nonbinary Thailand. Established in 2015, Non-Binary Thailand is established to advocate for the community of non-binary people across the country. The organization operates at the intersection of gender identity and systemic reform, working to ensure the fundamental human rights, legal recognition, and social inclusion of non-binary individuals nationwide. The group has an organised structure with board members responsible for guiding the core advocacy vision and overall strategy, and two divisions exercising the advocacy work, consisting of the democracy unit and the international relations (IR) unit. These two units have their own functions that complement each other. For the democracy unit, the aim is to promote and participate in democracy movements within the country, as the IR units have the task of building and sustaining strategic networks with regional CSOs, international human rights activists, and ensuring that localized struggles in Thailand are amplified on the ASEAN and global stage. Email: nonbinarythailand@gmail.com

Siriton Posh or Sirisak "Ton" Chaited is a queer non-binary, sex worker, and LGBTIQANs+ activist based in Chiang Mai whose passion for human rights advocacy was forged through early experiences of bullying and marginalization while growing up in a Catholic family. Channeling those personal struggles into a lifelong fight for equality, Chaited helped organize Chiang Mai's pioneering first Pride parade in 2009, bringing LGBTIQN+ visibility into the regional public sphere. Over the years, their fearless activism has pushed traditional Thai boundaries on multiple fronts, from advocating for the decriminalization of sex work and securing transgender rights to wear gender-affirming official uniforms, to sparking a historic nationwide debate on gender-inclusive access to the Buddhist monkhood. They also serve as one of Manushya Foundation's board members.



THAILAND UPR IV
2026

Thai CSOs Coalition for the UPR and UN Mechanisms

Contact us at:

WeAreManushyan@manushyafoundation.org

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