

Master plan to promote gender equality
The revenue Department, Ministry of Finance
Fiscal year 2007 – 2011

1. Rationale

The Constitution of the Kingdom of Thailand B.E. 2540 (1997), section 30 states that “All persons are equal before the law and shall enjoy equal protection under the law. Men and women shall enjoy equal rights.” And section 80 states that “The state shall protect and develop children to promote the equality between women and men, and create, reinforce and develop family integrity to strengthen of communities.” Moreover, the Cabinet’s Resolution on the 31st of July, 2001 commanded all the ministries and departments to create master plan to promote gender equality.

In accordance with the Constitution and the Cabinet’s Resolution, the Revenue Department creates a master plan to promote gender equality to incorporate into the main objectives of the Revenue Department.

2. Vision

Revenue Department officers should work in equality, receive equal opportunity in each tier, and contribute to the development of difference genders participation in all projects and management of the Revenue Department.

3. Target group

1. Taxpayer and General public
2. Civil servant and Revenue Department staff
3. Release tax Policy that takes gender equality into account

4. Mission

Promote tax collection that takes gender equality into account

5. Strategy

1. Phase I

- Gender classification for data base storage
- Improvement of gender equity process

2. Phase II

- Promoting gender equality plan
- Gender Classification for data base storage
- Plan for network expansion

Ministry of Finance budgeting year 2007-2011

Plan	Project / Activity	Success indication	Time 2007-2011					Reponsible agent	Budget					
			1	2	3	4	5		1	2	3	4	5	
Strategy (Phase one)														
1. Gender Classification for data base storage (taxpayers data)	1. Collection of Personal income tax filing data	Result	←→					- Information technology - Performance improvement	-	-	-	-	-	
	2. Classification of participants attended tax knowledge workshops / seminars	Result	←→					- Informational technology - Performance improvement	-	-	-	-	-	
2. Improvement of gender equity process	3. Tax restructuring for gender equality	Result	←→					- Bureau of Legal Affairs	-	-	-	-	-	
Strategy (Phase two)														
1. Promoting gender equality plan	1. Build awareness project for gender equality in Revenue Department	number of times topic is publicised	←→					- Central Training Center - Informational technology - Performance improvement	-	-	-	-	-	
	2. Improve gender equality among staff	number of staff trained	←→					- Central Training Center - Performance improvement	-	-	-	-	-	
2. Gender Classification for data base storage (our staffs)	Gender screening for data base storage - Basic information - Job assignment - Human Resourees Management - Job promotion - Pay rise	Result	←→					- Division of Personnel - Performance improvement	-	-	-	-	-	
3. Plan for network expansion	Building network to promote gender equity within the Revenue Department and other Organisation that has similar role of responsibility	networks built	←→					- Performance improvement	-	-	-	-	-	