

<p>The role of the public services as an essential component of good governance in the promotion and protection of human rights</p>
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Thailand's commitment to upholding good governance and the rights of people

Thailand is committed to promoting democracy and good governance in order to provide an enabling environment to achieve human rights and liberty for all. The Constitution of the Kingdom of Thailand of 2007 enshrines human dignity, equality without discrimination as well as the rights and liberties of persons as stipulated in the Universal Declaration of Human Rights. The Constitution guarantees the rights of the people to participate in politics, governance, formulation of public policy, as well as economic and social development planning.

Thailand has developed various mechanisms for the protection of human rights, including independent bodies and mechanisms established under the administrative, legislative and judicial branches. Notable mechanisms include: the National Human Rights Commission of Thailand; the Office of the National Anti-Corruption Commission; the Ombudsman; the Rights and Liberties Protection Department, the Ministry of Justice; the Department of Peoples' Rights Protection and Legal Aid, the Office of the Attorney General; the Parliamentary Committee on Justice and Human Rights; the Parliamentary Committee on Vulnerable Groups Affairs; the Court of Justice; and the Administrative and Constitutional Courts.

Promoting human rights training and education for civil servants

Thailand attaches great importance to human rights training and education for government officials who have a responsibility to guarantee justice and safeguard the human rights of the people. The Ministry of Education is the focal point on the implementation of the World Programme for Human Rights Education. Human rights training has been organized for government officials in line ministries to equip them with knowledge on international human rights standards and international human rights instruments to which Thailand is a Party.

Good practices supporting equal access to public service positions and the process for appointment, promotion, suspension and dismissal or removal from office

The Office of the Civil Service Commission (OCSC) is the national central agency in charge of advising the public sector on the management of human resources and protection of the merit system of the civil service. Furthermore, it is tasked with protecting the integrity of, and promoting transparency in, the civil service system for the well-being of the people and sustainable national development.

Section 42 of the Civil Service Act of 2008 clearly stipulates that the organization of civil servants under the Act shall take into account the following merit system:

- (1) The admission of a person for instatement to the government service and appointment to a position shall take into account the knowledge and competence of persons, equality, fairness and interests of the government service;
- (2) The human resource management must take into account the end-result and efficiency of the organization and the nature of work without discrimination;
- (3) The consideration of merit, promotions and conferment of other benefits to officials must be carried out fairly through consideration of work products, capacities and behaviours, and political views or political party affiliations shall not be taken into consideration;
- (4) Disciplinary proceedings must be carried out justly and without prejudice; and
- (5) The human resource management must be politically impartial.

The Royal Thai Government also announced in 1994 the first Code of Professional Ethics for Civil Servants as part of the Civil Service reform actions. An ethical conduct of civil servants stated in the Code is, for example, that a civil servant shall perform his duties honestly without seeking personal gain, and shall adhere to professionalism to serve the public to the best of his/her ability.
