

LIBERAL DEMOCRACY AND FEMINIST LEADERSHIP

Kwankaow Kongdecha | 20 June 2026



DEMOCRACY

LIBERAL

FEMINISM



DEMOCRACY

DEMOS KRATOS

(People)

(Power/rule)



DYNAMIC AND SHADE OF DEMOCRACY



Greek - *Direct Democracy*

The Roman Republic

Italian Republic

Early elements of democracy

Voting

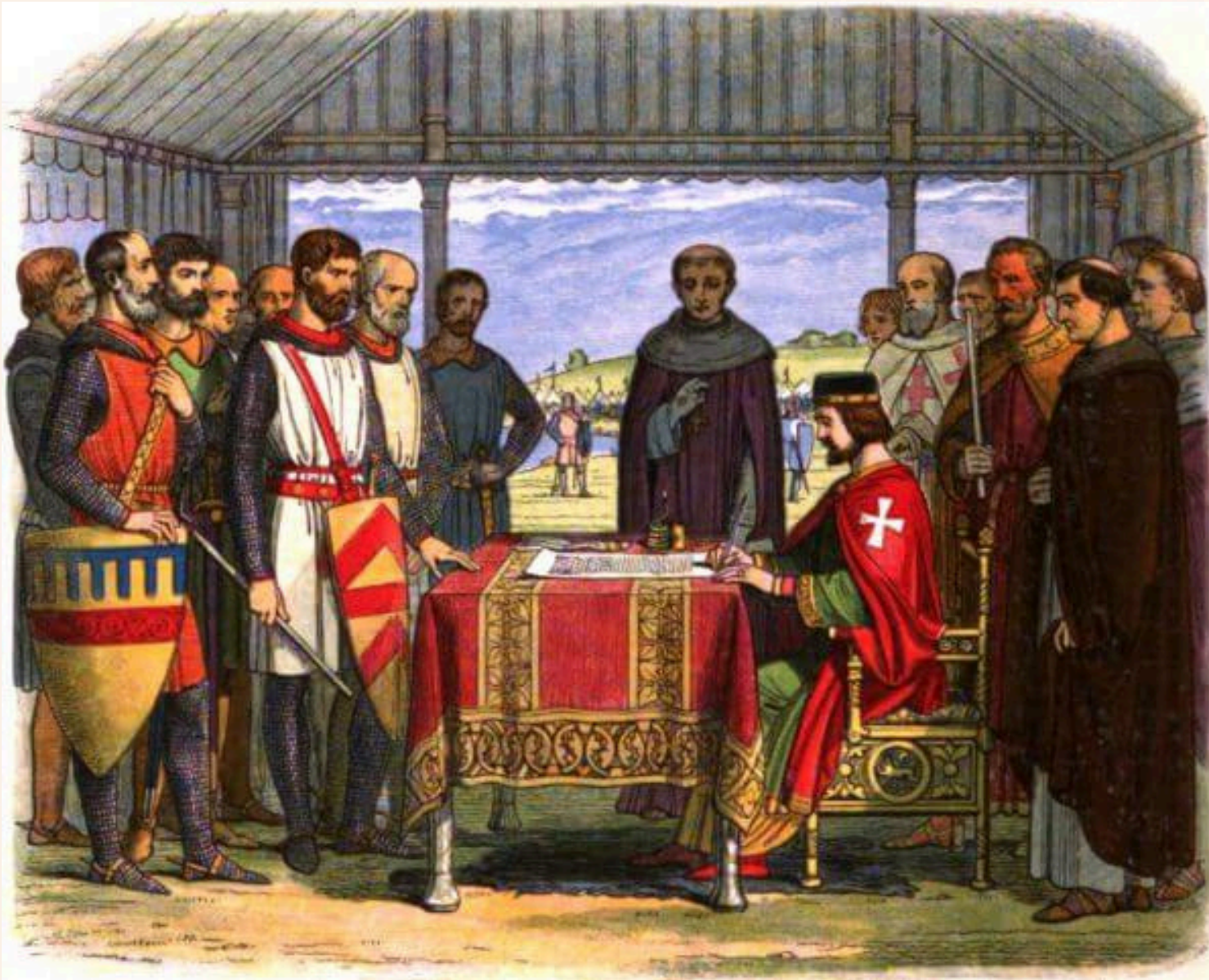
- secret/show hands

“Assembly”

- parliamentary form



DYNAMIC AND SHADE OF DEMOCRACY



Magna Carta
Bill of Rights
Social Contract Theory
(Locke, Rousseau)
Constitution



DYNAMIC AND SHADE OF DEMOCRACY



1st Waves of Democracy
(early 19th - WWI)

Women suffrage (1900s)

2nd Waves of Democracy
(decolonisation)

3rd waves of Democracy
(collapse of USSR)



LIBERAL



LIBERAL

Libre (free) - Liberty and Liberal

“members free to pursue their own ideas and interests with as little interference as possible”

Political movement/ ideologies against medieval state structure of Europe: Religious, status, and monarchy.

“**Leviathan**” Hobbs (1651) - every individual is equal, natural right to be free → consent and obey government. “**Social Contract**” Lock (1680s) - political autonomy



LIBERAL

Natural Right - right to self-defense, rights to life, liberty, and property - right to revolution

“That **all men are created equal**, that they are endowed by their creator with certain unalienable rights. that among these are Life, Liberty, and the pursuit of Happiness - --That to secure these rights, Governments are instituted among Men, **deriving their just powers from the consent of the governed**, --That whenever any Form of Government becomes destructive of these ends, **it is the Right of the People to alter or to abolish it, and to institute new Government**”

Declaration of Independence, Jefferson



HUMAN RIGHT

From internal affairs to global norms - Standardize of practices

Universal Declaration of Human Rights (1948) - 30 right

- right to free speech
- right to movement
- right to politics
- right to belief and religious



F E M I N I S M



FEMINIST?



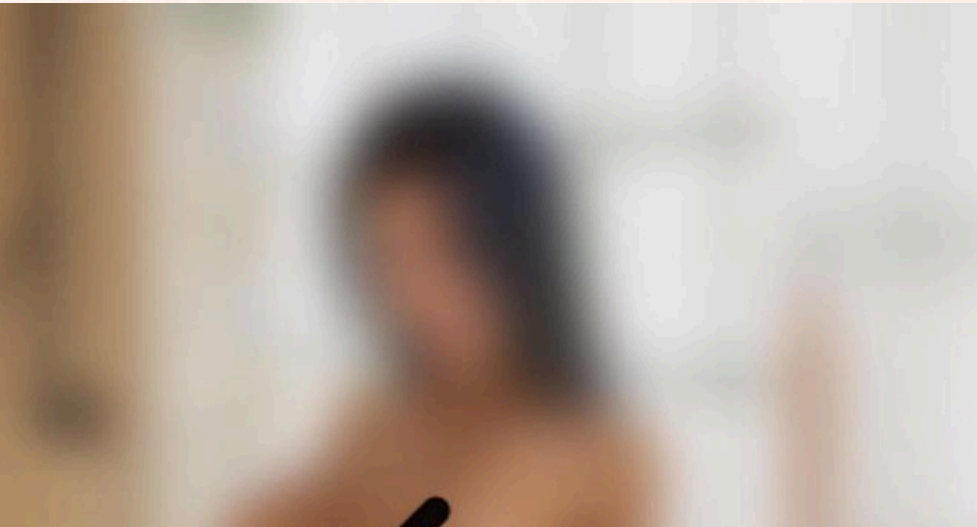
FEMINIST?



FEMINIST?



FEMINIST?



SENSITIVE CONTENT

This photo contains sensitive content
which some people may find offensive or disturbing

See Photo



SEX GENDER

Gender Dualism - Gender Polarization (Sandra Bem)

Gender Role - binary division and sphere of gender

Gayle Rubin - “Social Product” of sex

Judith Butler - “Gender Performativity”





**How would you rank
your country in
democracy, liberal,
open to feminism?**



27.50% women in parliament (Global)
11,965 WOMEN MP in the world

22.00% women (ASIA)
23.60% (SEA)

Philippines

27.78% of women
parliamentarian

IPU

6.31 score

Flawed democracy

Democracy index

58/100 score

Partly Free

Freedom Index

0.781/1 - 20th rank

Global Gender Gap
Index

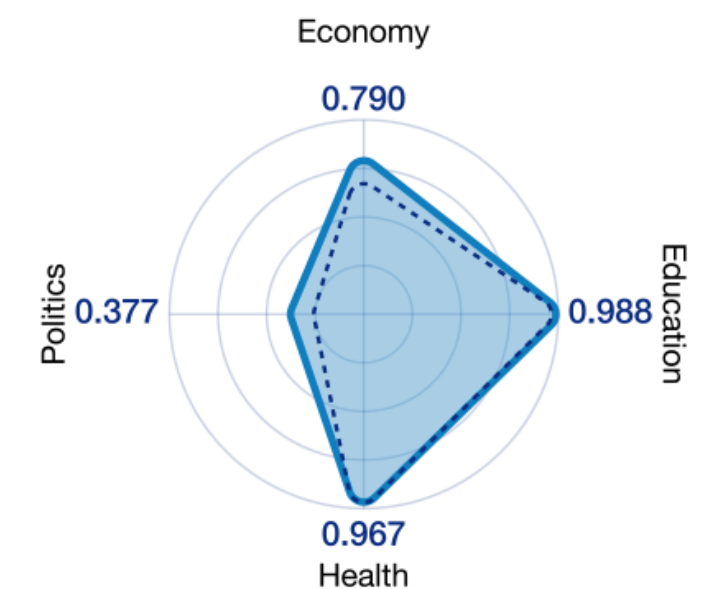


Economy Profile

Philippines

Global Gender Gap Index 2025 Edition

■ Philippines score
⋮ average score





Cambodia

15.51% of women
parliamentarian

IPU

2.70 score

Authoritarian

Democracy index

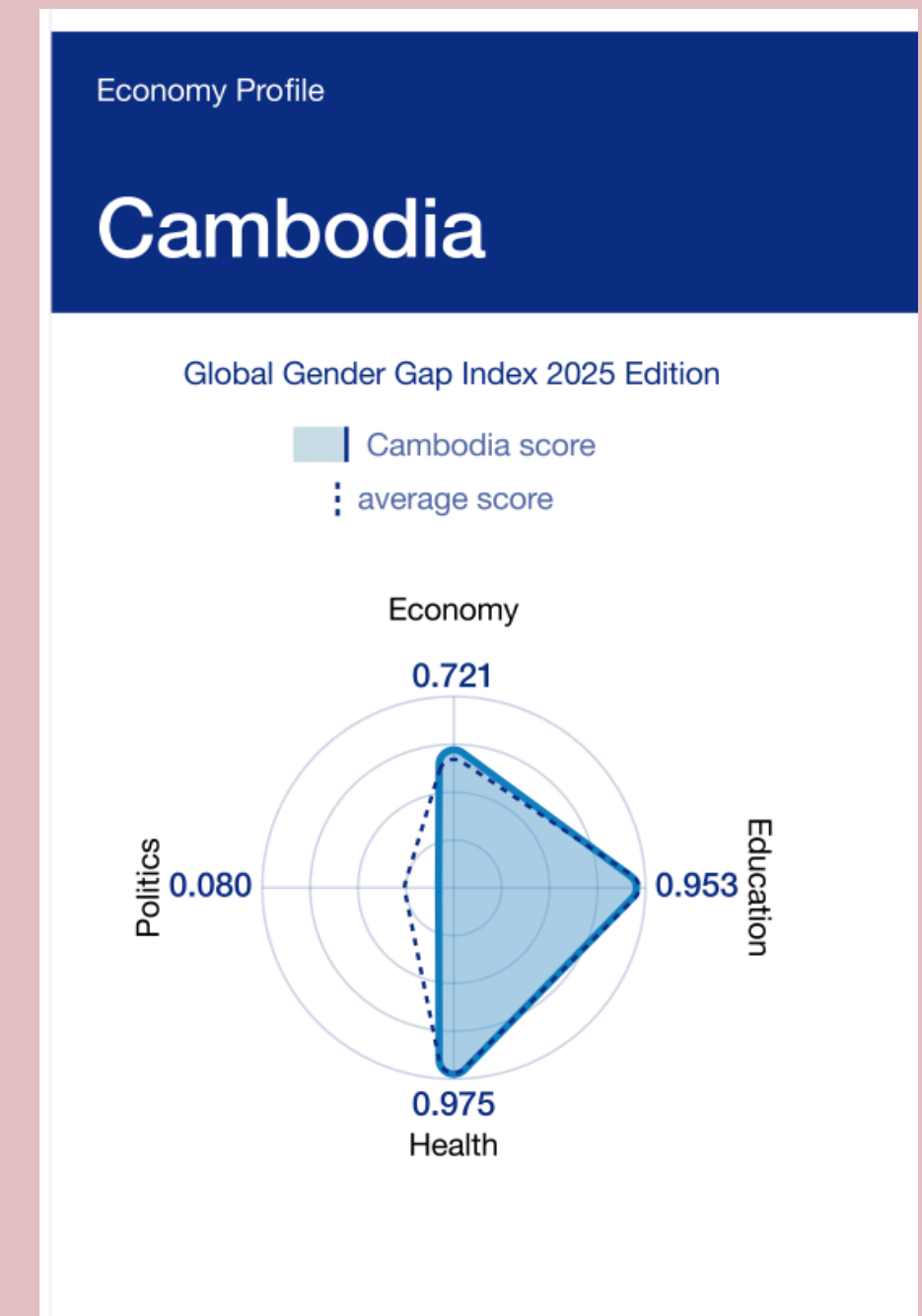
22/100 score

Not Free

Freedom Index

0.682/1 - 106th rank

Global Gender Gap
Index





Myanmar

15.30% of women
parliamentarian
IPU

0.96 score
Authoritarian
Democracy index

4/100 score
Not Free
Freedom Index



Singapore

32.30% of women
parliamentarian

IPU

6.18 score

Flawed democracy

Democracy index

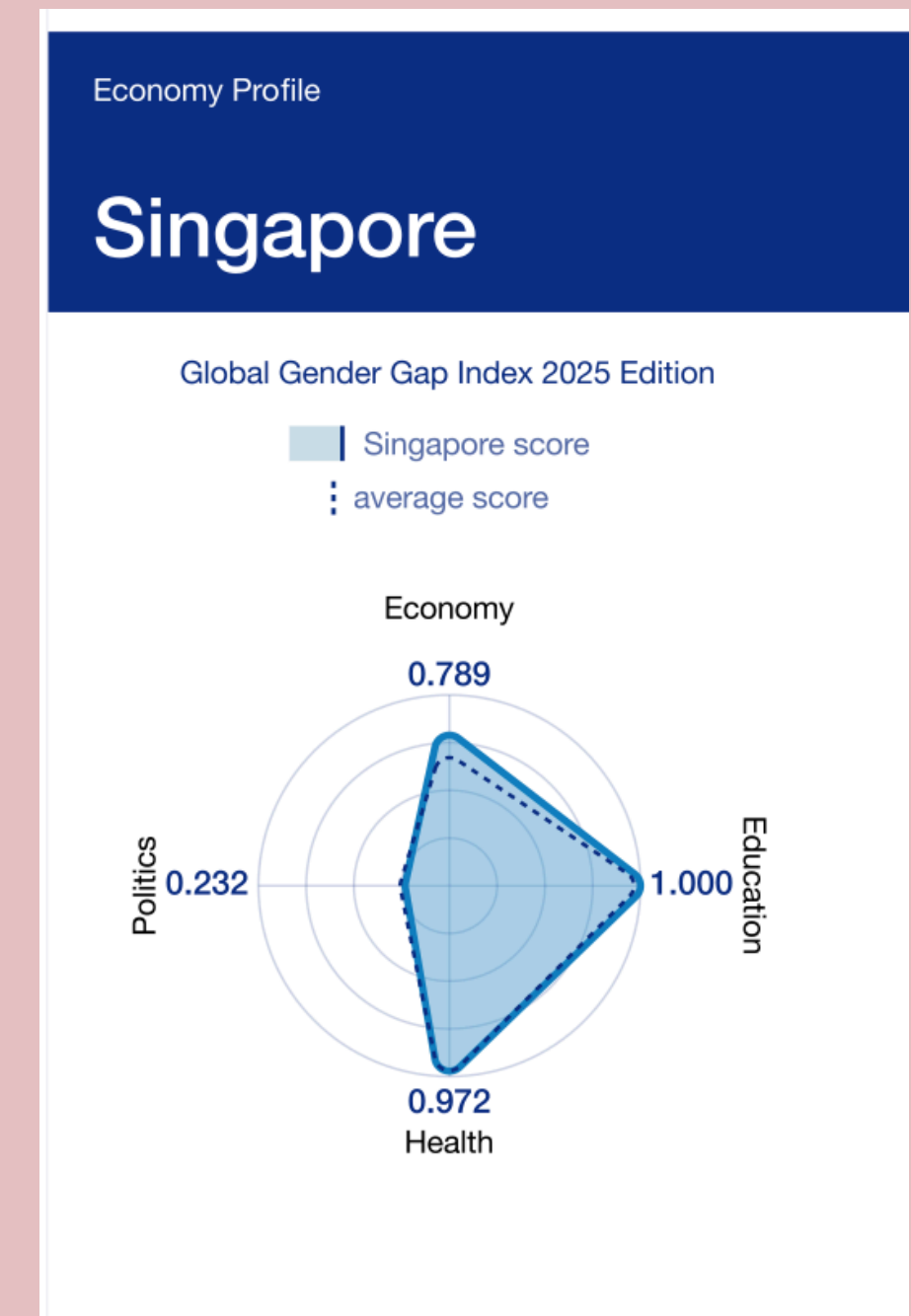
48/100 score

Partly Free

Freedom Index

0.748/1 - 47th rank

Global Gender Gap
Index



Vietnam

30% of women
parliamentarian
IPU

2.62 score

Authoritarian

Democracy index

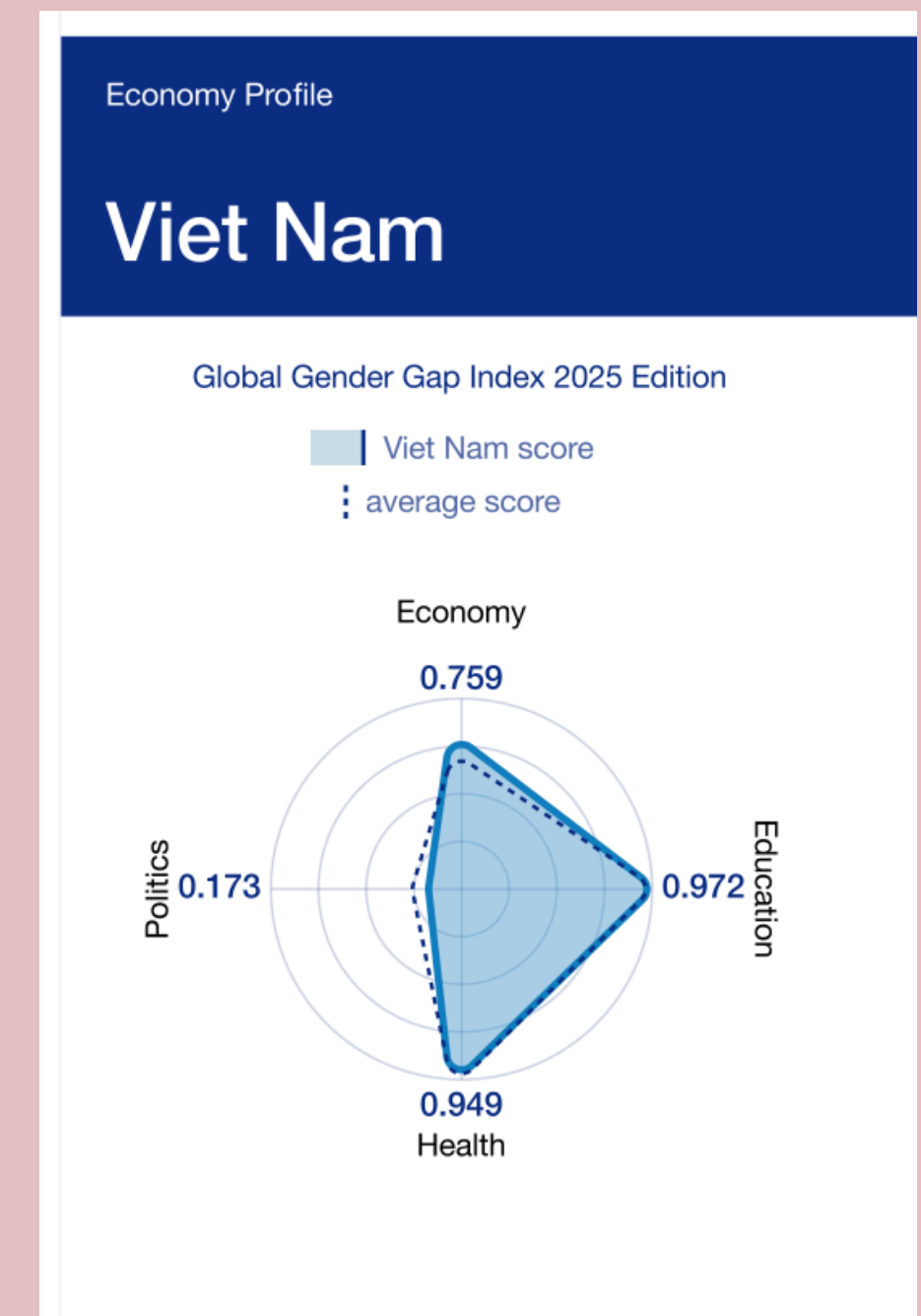
20/100 score

Not Free

Freedom Index

0.713/1 - 74th rank

Global Gender Gap
Index



Taiwan

41.60% of women
parliamentarian

8.78 score

Full democracy

Democracy index

93/100 score

Free

Freedom Index



Malaysia

14.34% of women
parliamentarian

IPU

7.11 score

Flawed democracy

Democracy index

53/100 score

Partly Free

Freedom Index

0.681/1 - 108th rank

Global Gender Gap
Index

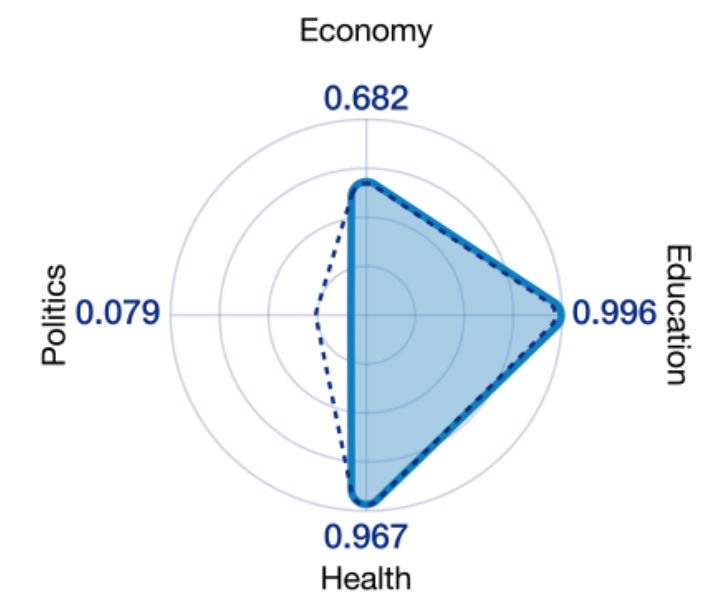


Economy Profile

Malaysia

Global Gender Gap Index 2025 Edition

■ Malaysia score
⋮ average score



Thailand

20.57% of women
parliamentarian

IPU

6.59 score

Flawed democracy

Democracy index

33/100 score

Not Free

Freedom Index

0.728/1 - 66th rank

Global Gender Gap
Index

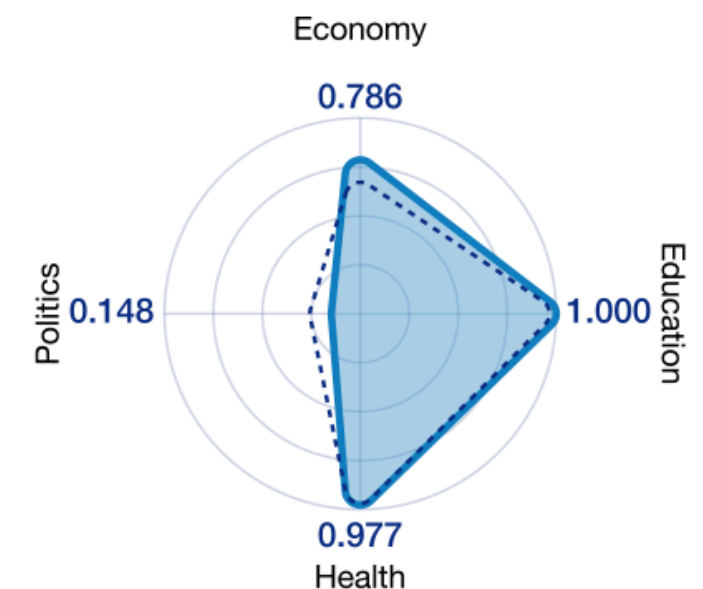


Economy Profile

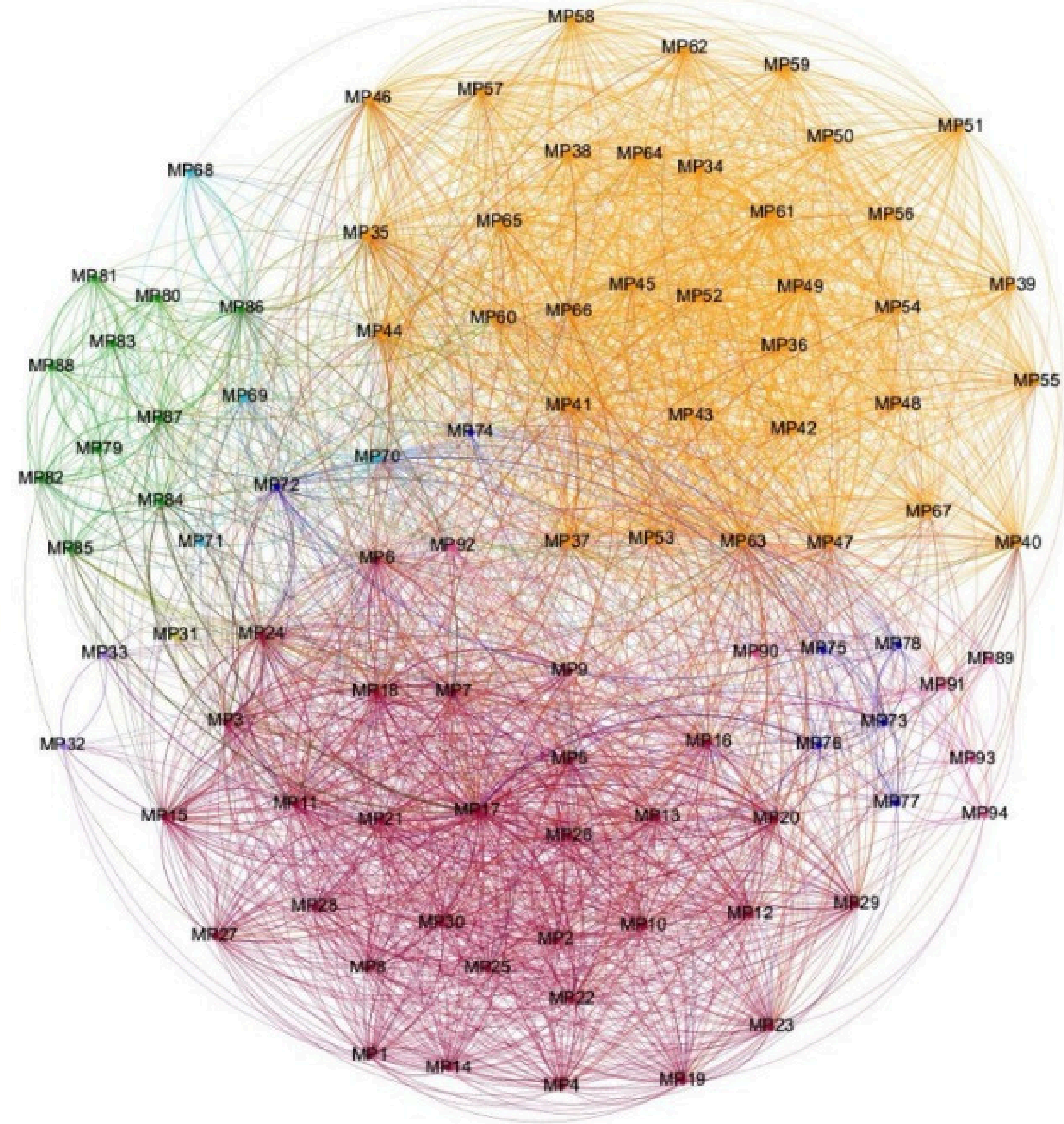
Thailand

Global Gender Gap Index 2025 Edition

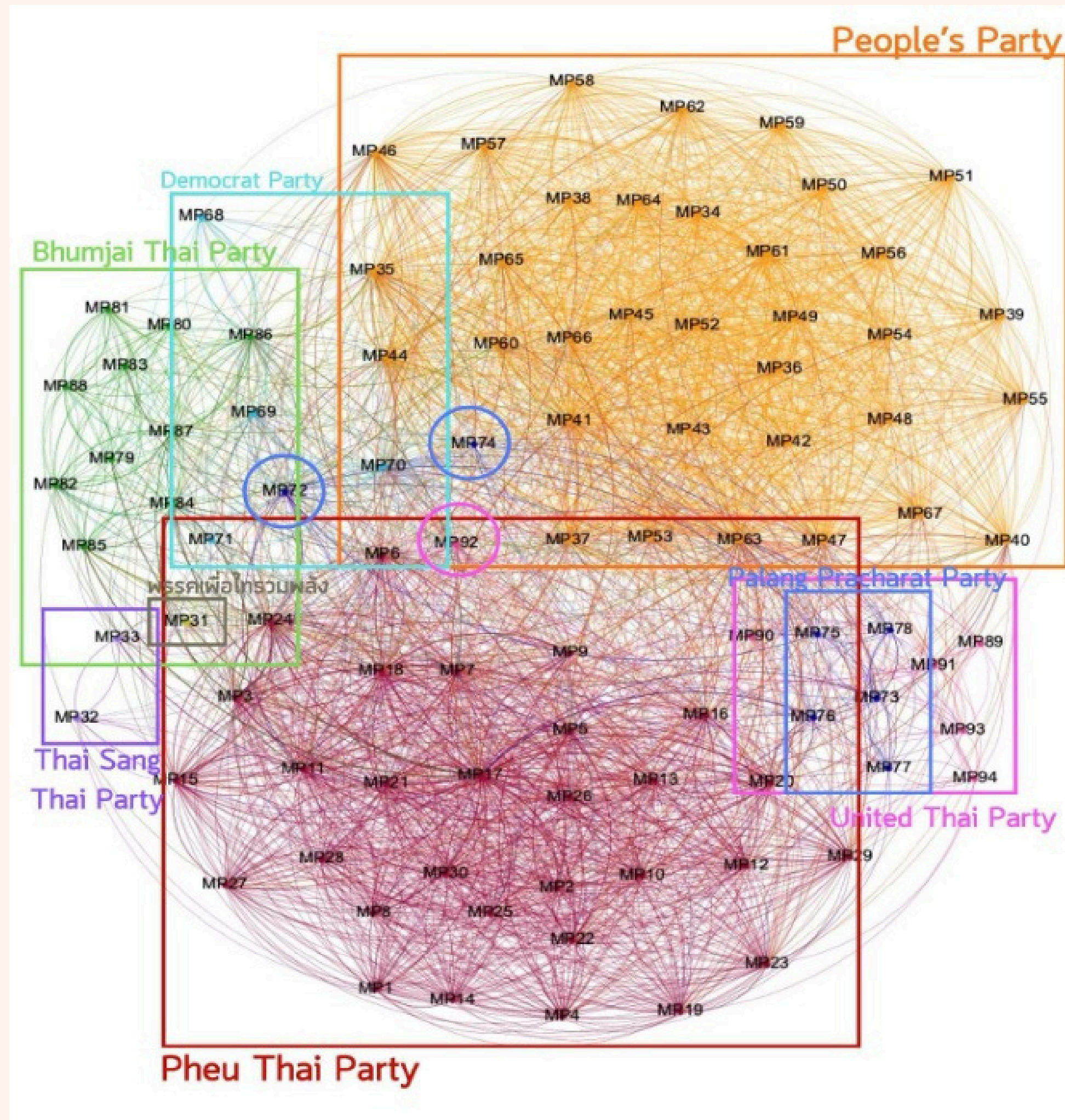
■ Thailand score
⋮ average score



Quantity NOT Quality



Quantity NOT Quality



Not a one person job

*Transformative Feminist Leadership under the
theory of substantive representation*



4 type of representative

1. Formalistic
2. Symbolic
3. Descriptive
4. Substantive

Critical Mass Theory

(Kanter, 1977)

“As women representations increase in proportion, their identity is shifted from being a token to become an influential minority capable of shaping norms and decisions.”



TRANSFORMATIVE FEMINIST LEADERSHIP

Feminist leadership for transformation against
inequality

or

Transformation to becoming more feminist
leadership?





“Leadership is not about positional power or accomplishments, but about creating a space where people deepen their understanding of reality and become capable of creating new circumstances. It is about giving people hope.”

Nature of Leadership = masculinity ?

More women in leadership, but adopt the masculine energy to CONTROL
“women with mustaches”

Institution transforms the women.

NOT JUST WOMEN LEADING

NEED different way of practice leadership, regardless of the leader’s gender.

Transformative Feminist leadership

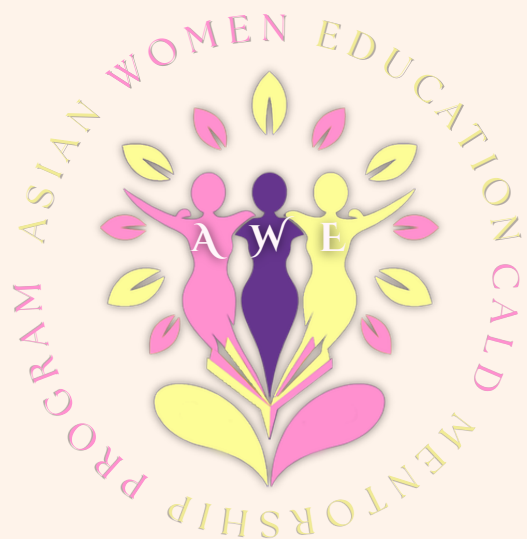
a concept that can disrupt problematic systems while creating new organizational structures.



The 4Ps Framework

(Batliwala, 2022)

When principles and purpose filter how power is practiced, behavior becomes consistent with mission.



Power

(oppressive & liberating forms)

Principles/Values

(Practical Guidelines, Filter)

Politics/Purpose

(World lens and analysis)

Practices

(the day-to-day decisions, behaviors, structures, policies, and interpersonal dynamics)

Thank You

