



ASEAN
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ADVANCING PARTNERSHIP
FOR SUSTAINABILITY



Country presentation

Thailand

Regional Conference on

“Promoting Decent Work for Older Persons in ASEAN+3”

27-28 June 2019

Mayfair Grand Ballroom, 11th floor,

The Berkeley Hotel, Pratunam, Bangkok, Thailand

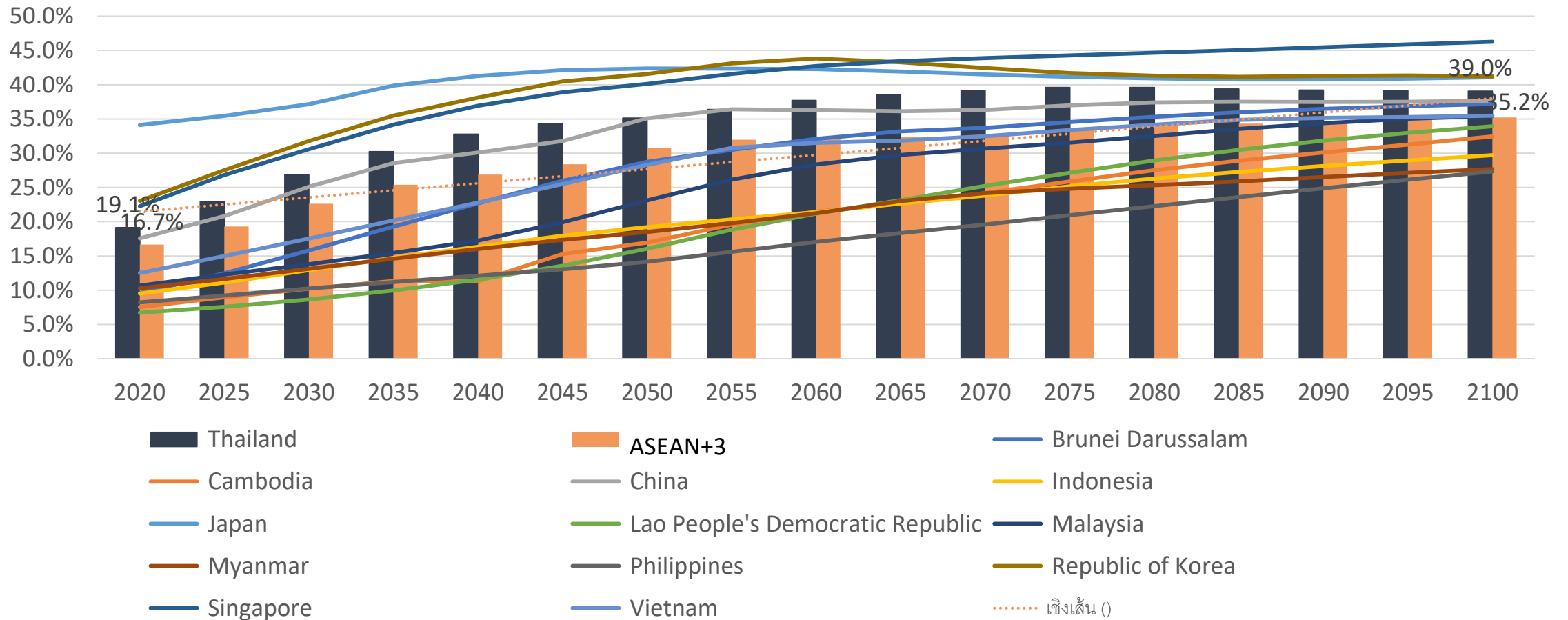
Outline

1. Overview
2. National policies, laws and regulations in promoting decent work for older persons
3. Decent Work Indicators for older persons (Selected)
4. Selected good practices in promoting decent work
5. Recommendations to move forward and tackle challenges in promoting decent work for older persons

1. Overview

Population structure comparing to ASEAN+3 countries

Percentage of population aged 60 and older divided by total population

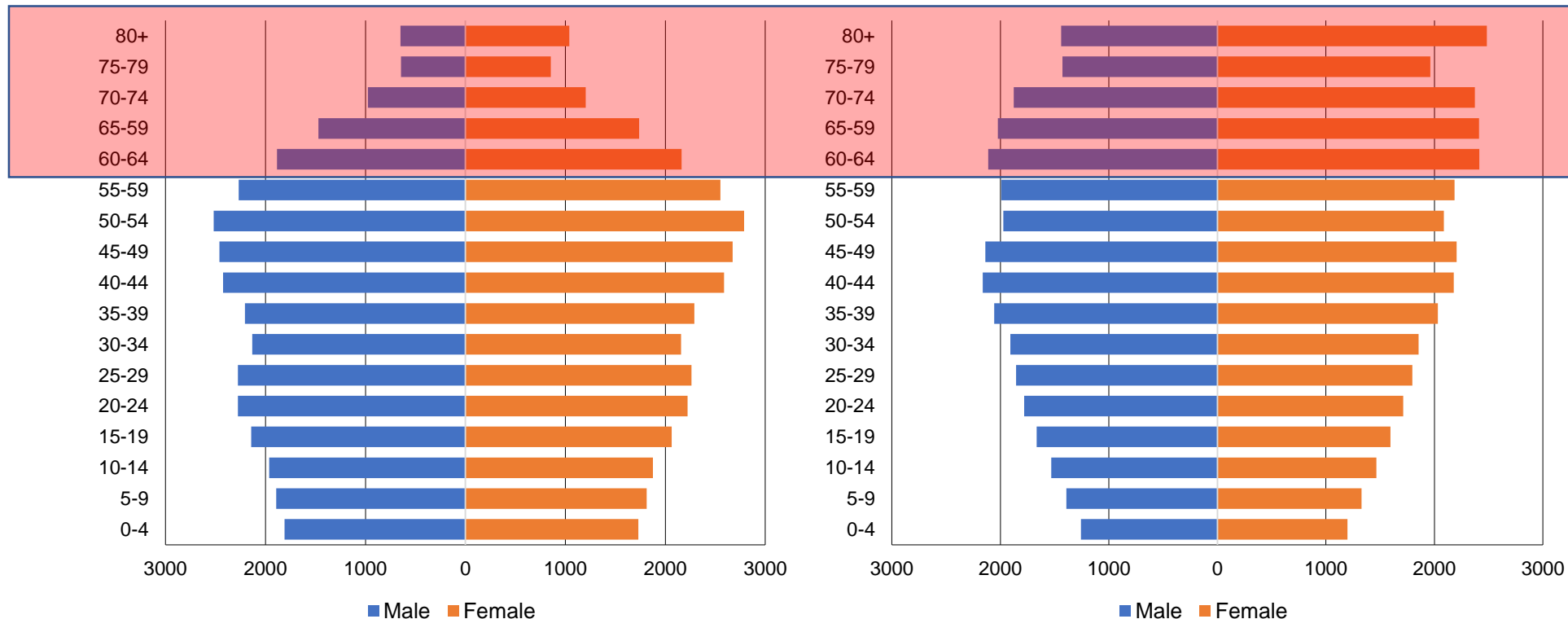


Source: World Population Prospects: The 2017 Revision, Medium fertility variant, 2015 - 2100

1. Overview

Population structure in Thailand

Thai demographic structure, by age and sex, 2020 and 2040



A global trend due to various reasons, especially:

- Rapid decline in fertility
- High contraceptive use and delayed marriage
- A healthy lifestyle & better technology increases life expectancy
- High contraceptive use and delayed marriage

Source: NESDB, Population projections for Thailand 2010–2040, February 2013.

2. National policies, laws and regulations

The 1st National Plan for Older Persons (1982 – 2001)

Health; Education; Social and income stability; Social and cultural integration; and Social welfare provision

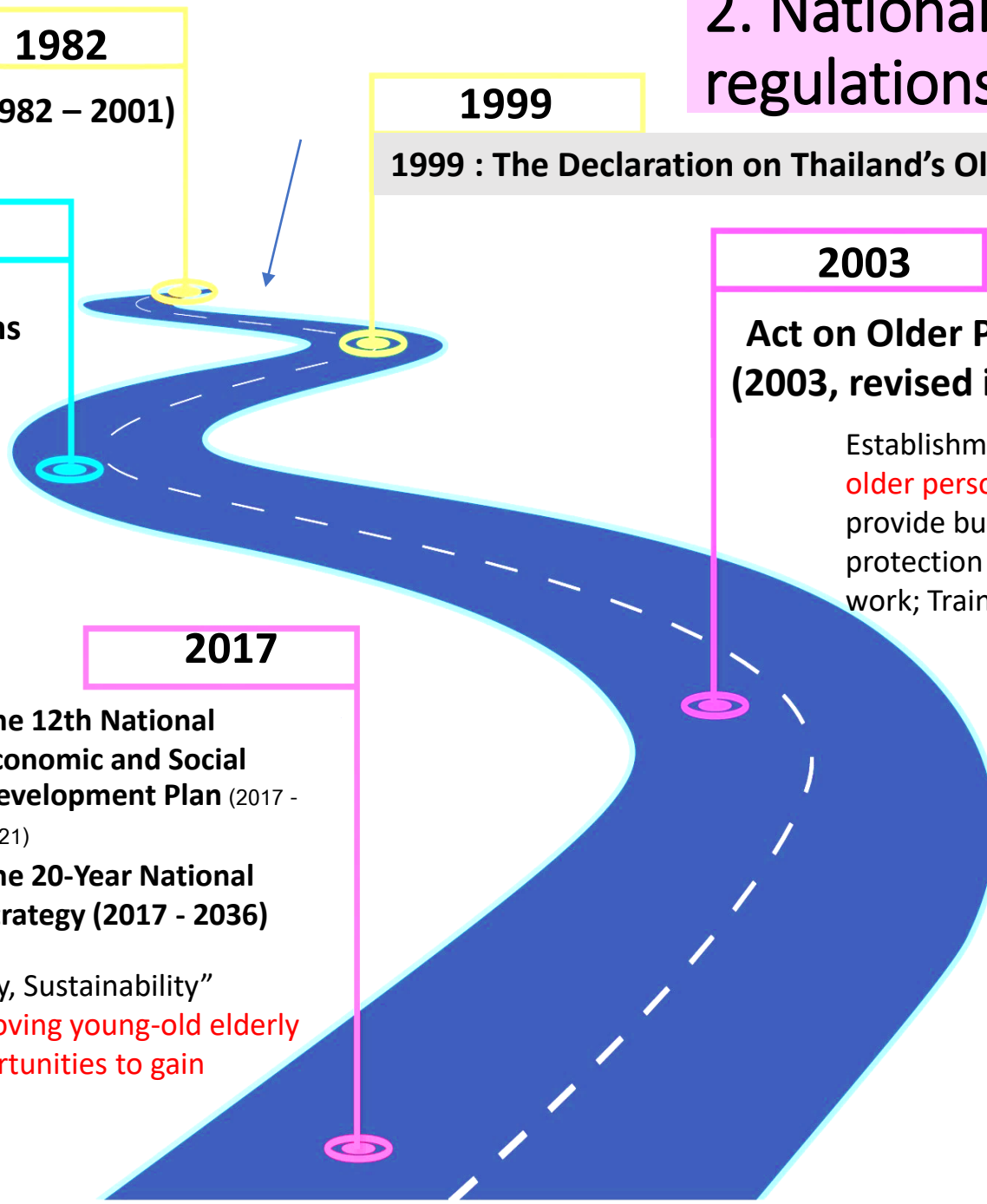
The 2nd National Plan for Older Persons (2002 – 2021)

Preparation of the Population for Their Quality Ageing; Promotion of Older Persons; Social Security/Protection System for Older Persons; Administration to Develop the National Work on Older Persons and Personnel Involved; Process and Development of Knowledge on Older Persons, and Monitoring and Appraisal of Implementation of the National Plan

- **The 12th National Economic and Social Development Plan (2017 - 2021)**
- **The 20-Year National Strategy (2017 - 2036)**

To achieve the vision “ Security, Prosperity, Sustainability”

One of the targets: **Developing and improving young-old elderly people’s capability to increase their opportunities to gain employment**



1999 : The Declaration on Thailand’s Older Persons

Act on Older Persons (2003, revised in 2010)

Establishment of **National Commission on older persons**; **Older Persons Fund** to provide budget for all promotion, protection and support for older people & work; Training; Old-age allowance

Measures to Implement National Agenda on Aged Society

20-year National Strategy
(2018 - 2037)

The strategy for enhancing and developing the potential of human capital

The strategy for ensuring justice and reducing social disparities

The 12th National Economic and Social Development Plan
(2017 - 2021)

Strategy for Strengthening and Realizing the Potential of Human Capital

Strategy for Creating a Just Society and Reducing Inequality

The 2nd National Plan on the Elderly (2002 - 2021) 1st revised of 2009

Strategy 1 - Strategy on readiness preparation of the people for their quality ageing

Strategy 4 - Strategy on management of developing the national comprehensive system for undertakings and developing the personnel for the elderly involving missions

Strategy 2 - Strategy on the elderly promotion and development

Strategy 5 - Strategy on processing, upgrading and disseminating knowledge on the elderly and the national monitoring of implementation of NPE

Strategy 3 - Strategy on the social safeguards for the elderly

2. National policies, laws and regulations

Target: Older People 

- ✓ Registered older people under the "Government Welfare Registration Programme"
- ✓ Homebound and bedbound elderly receiving health and social care services
- ✓ Older people receiving health screening



Target: Youth and Working Age Group

- ✓ Population aged 18 - 59 having positive attitudes towards older people
- ✓ Population aged 30 - 59 being insured when they get old

Healthy, Security, Participation

6 Sustainable

Key Measure 1: Improving quality of life of older persons and all generation

- Measure 1.1: **Establish System** of Welfare and Social Protection for Elderly (MSDHS)
- Measure 1.2: Promote Elder **Employment and Sustainable Income** (MOL)
- Measure 1.3: **Develop Health** System for Aged Society (MOPH)
- Measure 1.4: Modify **Housing and Public Spaces** for Elder Safety (MOI)
- Measure 1.5: Set-up **Time Bank System** (MSDHS)
- Measure 1.6: **Educate Young Generation** for Preparation in All Aspects (MOE)

Change 4

Key Measure 2: Improving capacity to achieve public sector management 4.0

- Measure 2.1: **Recognize Aged Society** as National Agenda (MSDHS)
- Measure 2.2: Revise Laws and Regulations to **Support Elder Employment** (MOJ/MSDHS)
- Measure 2.3: **Reform Data System** to facilitate implementation on aging issues (MSDHS)
- Measure 2.4: **Invent Innovation on minimizing inequality** in aged society (M-Culture)

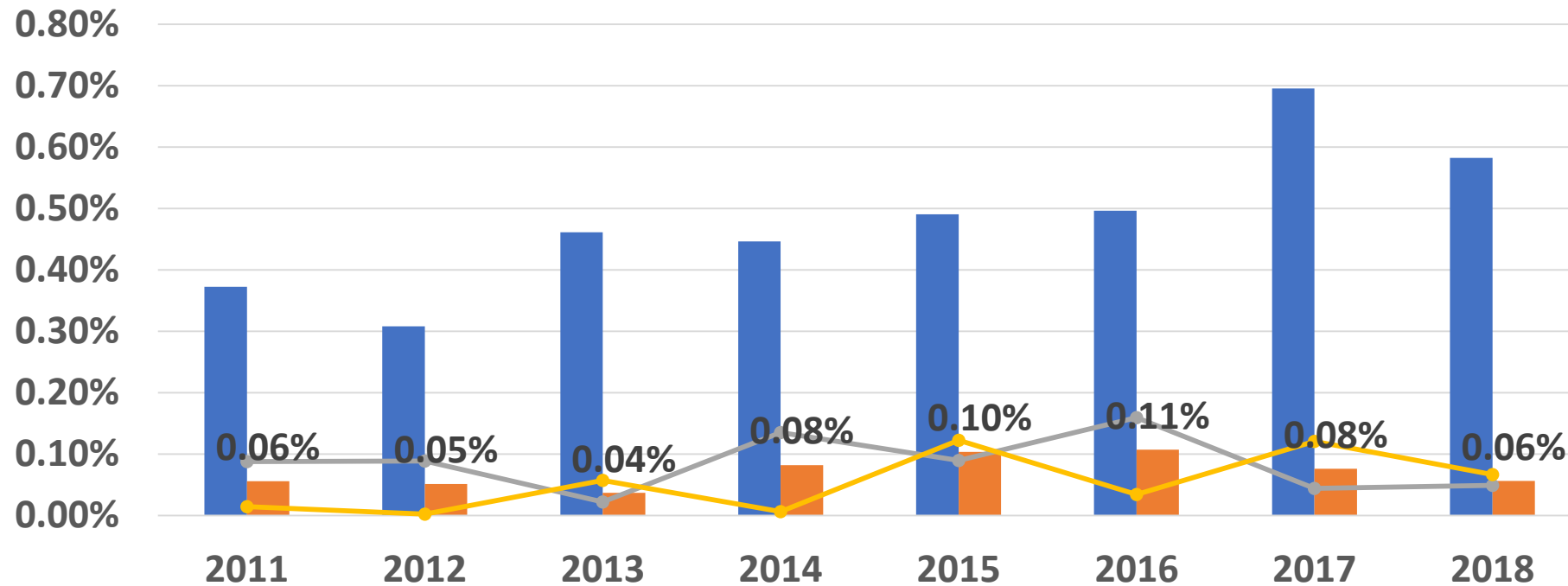
2. National policies, laws and regulations

- **Some key laws & regulations & plans regarding older persons and decent work**
 - **Labour Protection Act (No 6) 2017** on older persons, provision no 118/1
[The effect that a retirement agreed upon between the employer and the employee or as prescribed by the employer shall be regarded as a termination of employment; as such, the employee shall be entitled to severance pay.]
 - **Exemption on revenue taxes No. 639 B.E. 2560 (2017)**
[Tax exemption shall benefit employers, being a company or juristic partnership, which hires persons aged more than 60 years old. The wages paid to older persons can be deducted as expenses in addition to the same type of expense totaling 100% but not exceeding 10% of their total employees.]

3. Overview: Decent Work Indicators (Selected)

1) Employment opportunities

Unemployment rate (60 years old and over), 2011-2018



■ Total unemployment rate aged 25-59 ■ Total unemployment rate aged 60+
— Male unemployment rate aged 60+ — Female unemployment rate aged 60+

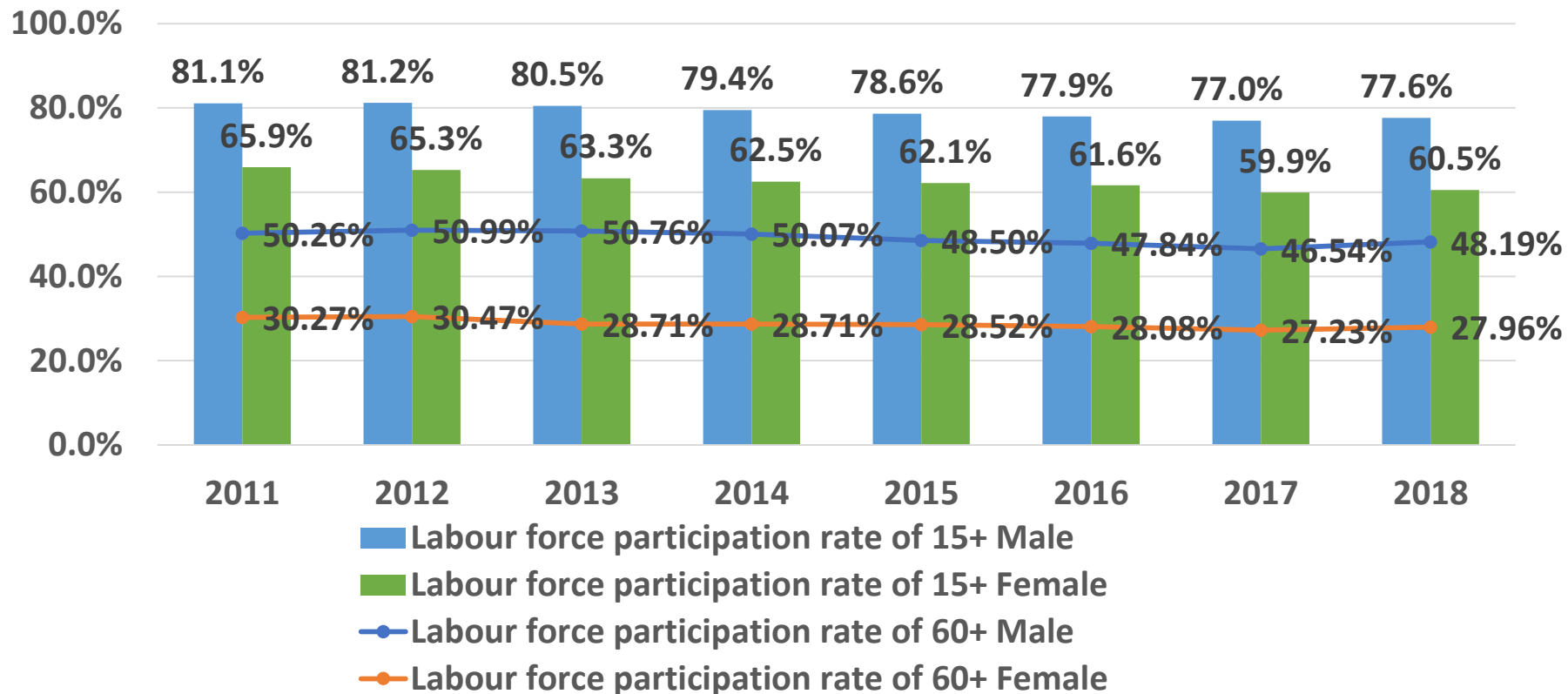
In overall, the unemployment rate among Thai population remains low over a decade. Similarly, population aged 60 years old and over is also low at less than 0.1 percent in the same period.

Note: The unemployment rate is calculated by expressing the number of unemployed persons as a percentage of the total number of labour force of the age cohort.

3. Overview: Decent Work Indicators (Selected)

1) Employment opportunities

Labour force participation rate by sex (60 years old and over), 2011-2018



The trend of the LFPR was declining between 2011 and 2017, before slightly shifting in 2018.

It is noticeable that the gender gap is slightly increasing after becoming 60 years and older.

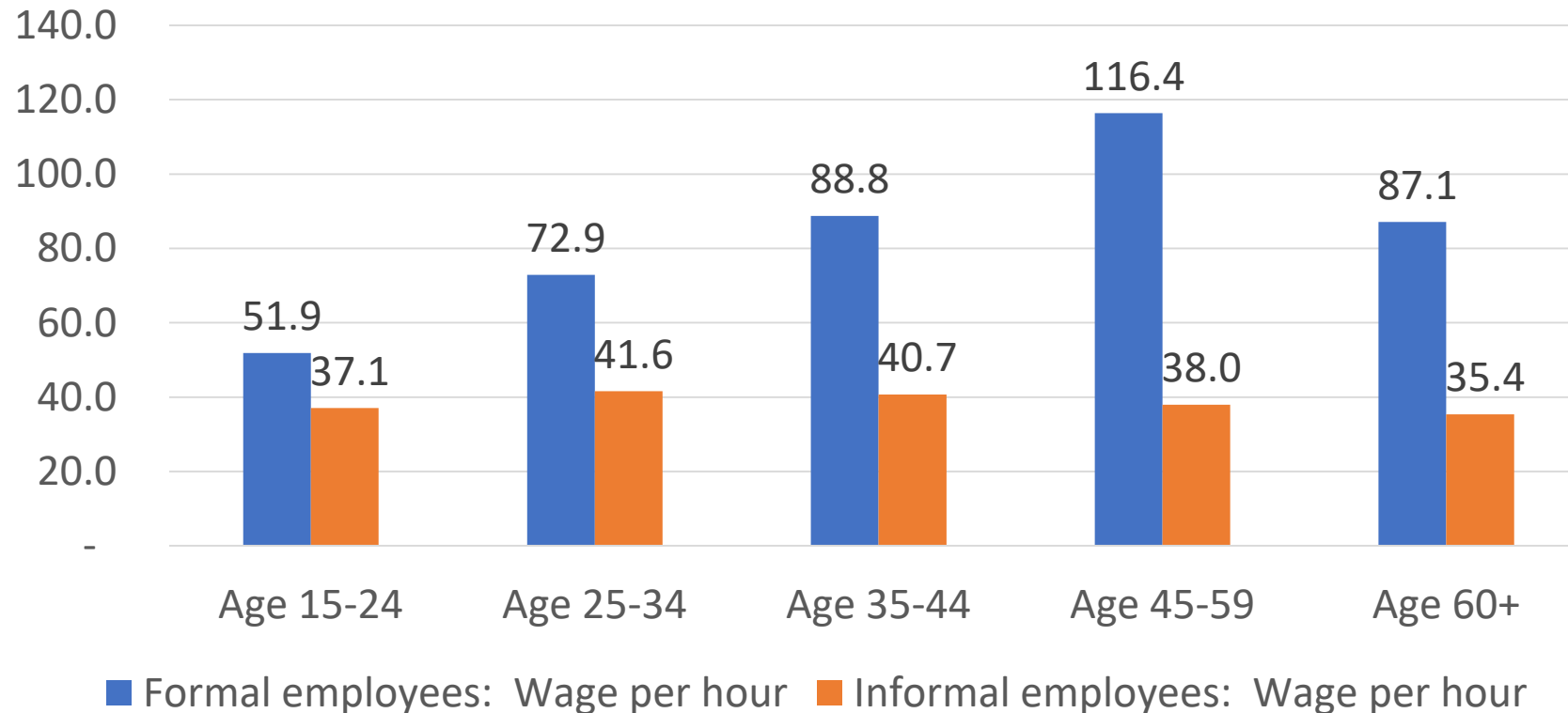
Source: National Statistical Office of Thailand, Labour Force Survey, 2011-2018 Q3 (Author's calculation)

The labour force participation rate is calculated by expressing the number of persons in the labour force as a percentage of their population in the same cohort.

3. Overview: Decent Work Indicators (Selected)

2) Adequate earnings and productive work

Estimated average wage per hour of by age group



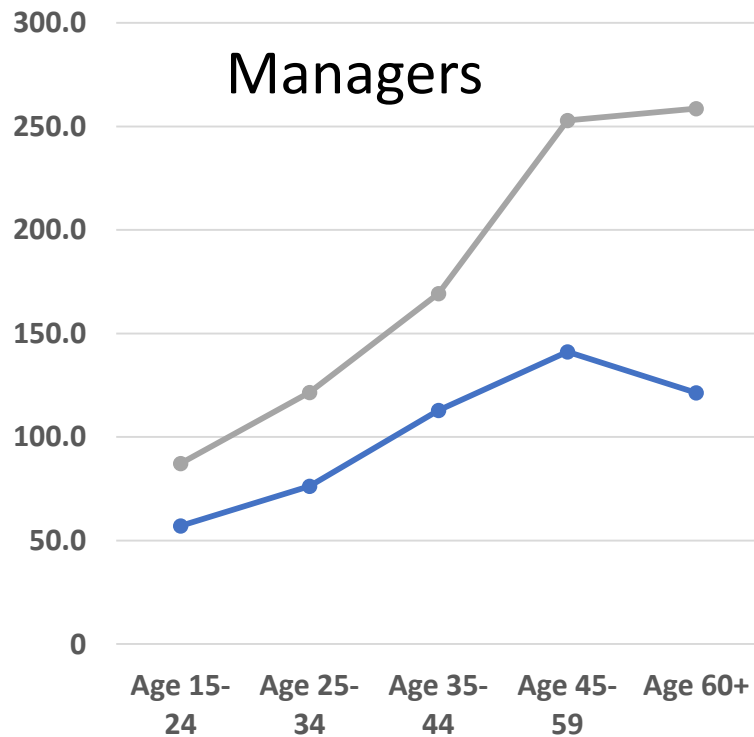
The average wage per hour dropped significantly among formal employees, yet the average wage remains higher than that of informal employees.

Note: Wage data is collected only among employees, not other working statuses.
Source NSO, Informal employment survey, 2017, and owned estimation

3. Overview: Decent Work Indicators (Selected)

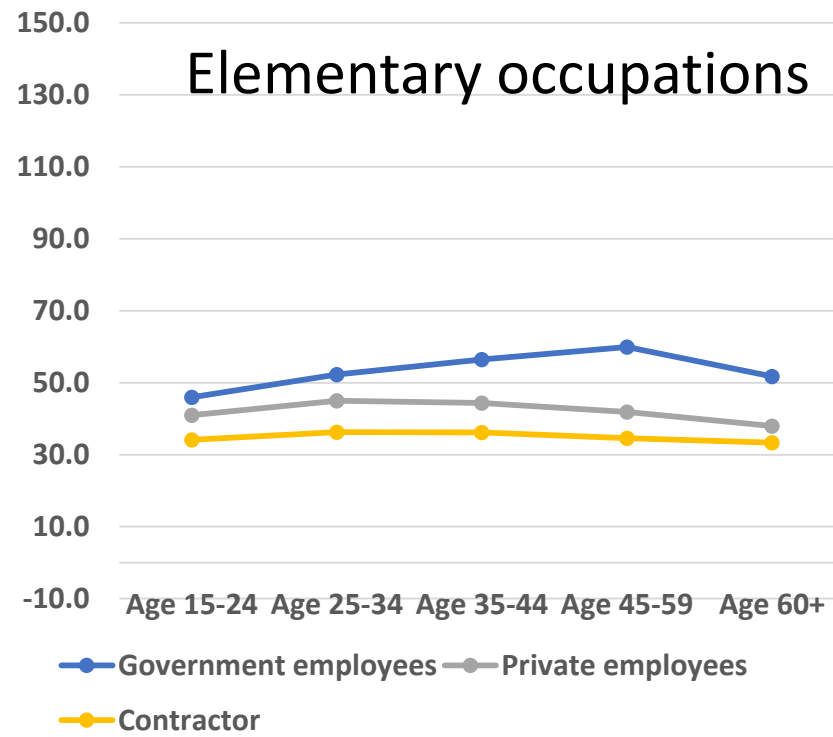
2) Adequate earnings and productive work

Estimated average wage per hour of managers and elementary workers by age group in 2017



— Government employees — Private employees

Source NSO, Informal employment survey, 2017, and owned estimation [N= 2,395]



— Government employees — Private employees
— Contractor

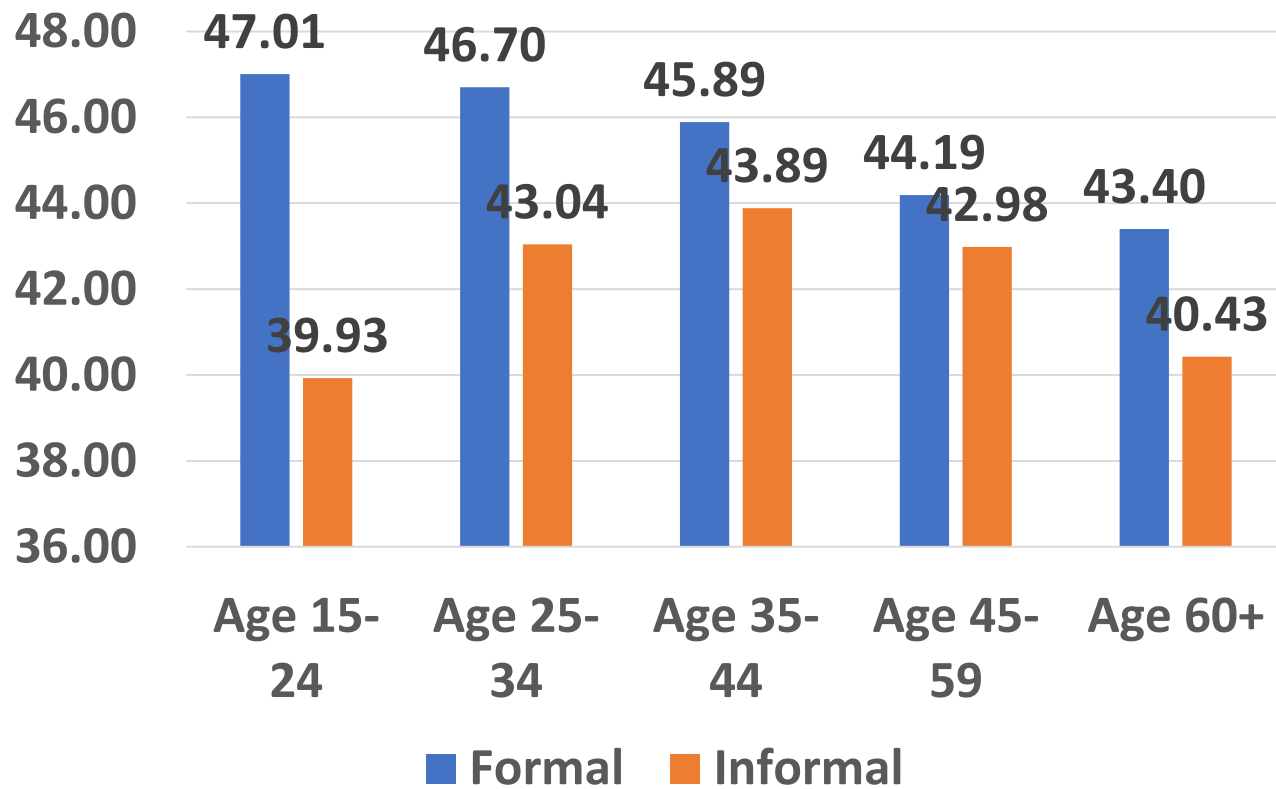
Source NSO, Informal employment survey, 2017, and owned estimation [N= 10,565]

- The average wage per hours dropped once entering into the retirement age in all occupations.
- The average wage has become very low among low-skilled occupations.

3. Overview: Decent Work Indicators (Selected)

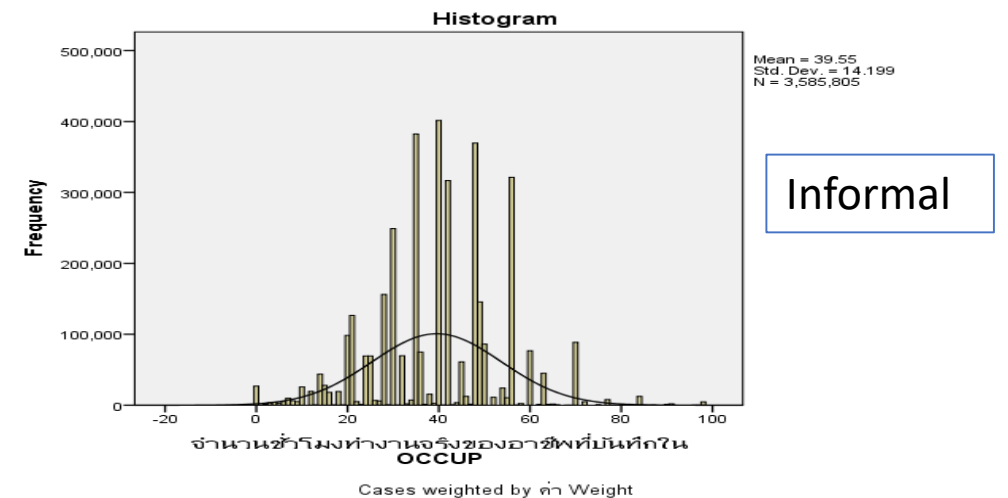
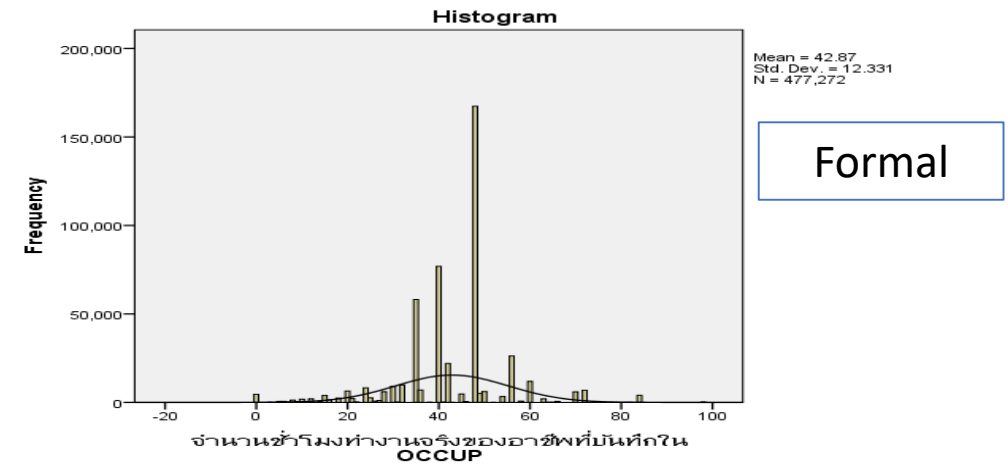
3) Working time

Average working hours per week by age group in 2017



Source NSO, Informal employment survey, 2017, and owned estimation

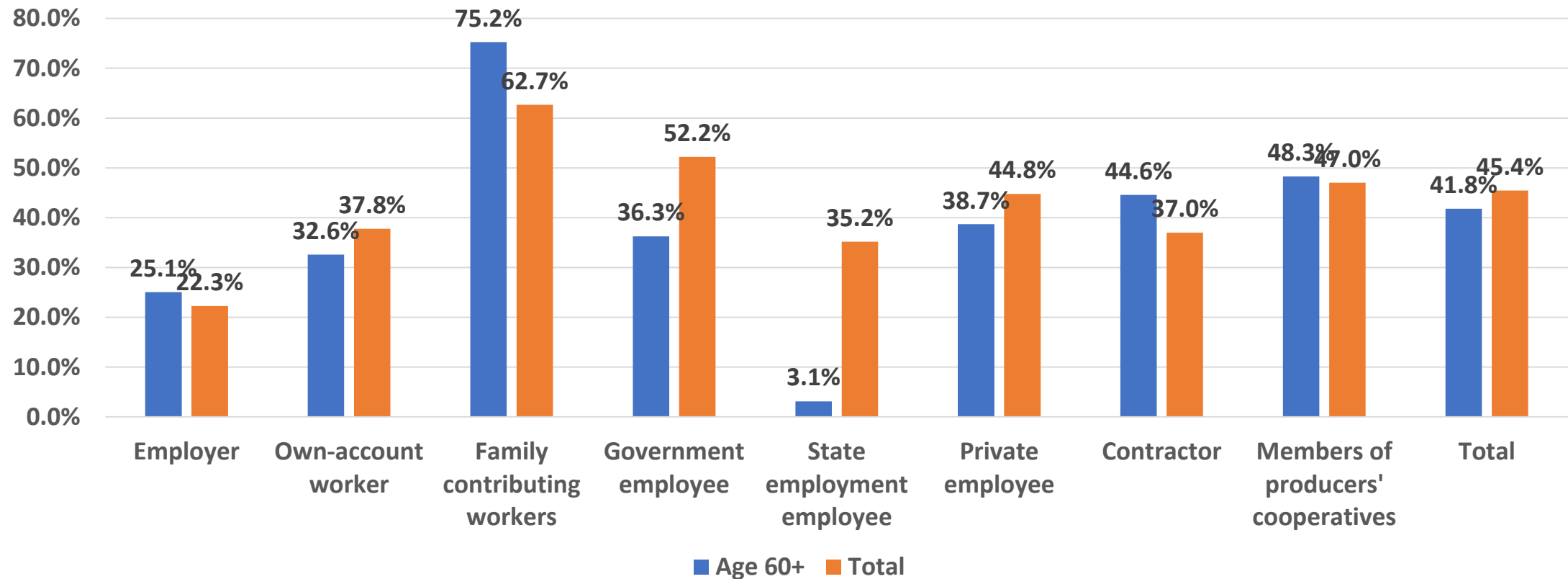
Working hours per week among employees aged 60+



3. Overview: Decent Work Indicators (Selected)

4) Opportunity and treatment in employment

Female share of employment of total employed persons and population aged 60 and over

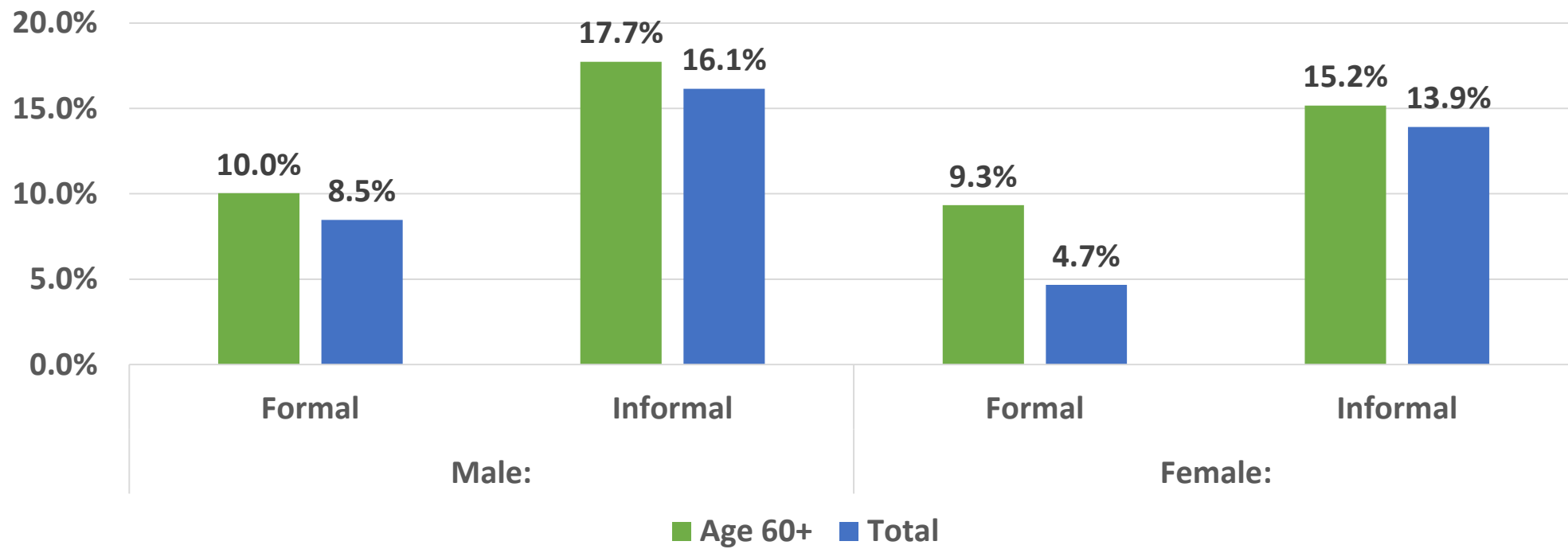


Source NSO, Informal employment survey, 2017, and owned estimation

3. Overview: Decent Work Indicators (Selected)

5) Safe work environment

Incidence of accident at work of employed persons and population aged 60 and over



Source NSO, Informal employment survey, 2017, and owned estimation

4. Selected good practices in promoting decent work

- A close collaboration among stakeholders (Public- private- civil society- academia) is essential

The Social Working Group (E6):

A quick win strategy:

→ Ensuring income and supporting employment for older persons among government agencies, public enterprises, public sectors, private agencies, and supporting organizations for older persons.

→ MSDHS (Chair of the public sector); Thai Health Promotion Foundation (Chair of the Civil Society); Federation of Thai Industries (Chair of the private sector)



4. Selected good practices in promoting decent work

Ruam Palang Pracharat campaign– The public-private- CSO MOU initiative

In 2019 has 100,000 targets,

- 1) 15,000 private employees
- 2) 5,000 government employees / state enterprises employees
- 3) 80,000 jobs, consisting of [(1) promoting own-account workers for 70,000 people & (2) promoting work at home for 10,000 people]

→ **MOL (Chair of the public sector);** Big business operators [Thai Retailers Association, Central Group Company Limited, Berli Jucker Public Company Limited, Ek-Chai Distribution System Company Limited, CP All Public Company Limited, Index Living Mall Public Company Limited, SE-EDUCATION Public Company Limited, Bangchak Green Net Co., Ltd., Business Services Alliance Company Limited, Restaurant company Yum's Restaurant International, Thai Toshiba Company Ltd, and Mezzo.]; CSO The National Municipal League of Thailand, Provincial Administrative Organization Association of Thailand, Subdistrict administration organization association of thailand



4. Selected good practices in promoting decent work

Older Persons Fund

Age-Friendly Business Networking
Develop suitable jobs for the elderly

e.g. Better accessibility to capital for older persons.



MSDHS (Lead organization, DOP)

As of May 2019

- 1) 6,628 older persons who are supported by loans for working capital from the elderly fund.
- (2) 418 elderly products being promoted by the Elderly Quality of Life Development and Career Promotion Centers to be products of community enterprises.

- To supporting subsidies for promoting elderly activities in the form of a club, service center, the Elderly Quality of Life Development and Career Promotion Centers
- To finance projects for organization working with older persons and with older persons in the community
- To fund individual and group loans for careers
- To help older persons who are abuse, being exploited, being abandoned, and experiencing difficulties in accommodation, food and clothing
- To support subsidies for organizations that conduct consultations or other actions related to cases Including solving family problems on a case-by-case basis
- Other matters as the National Committee for the Elderly to receive the maximum benefit according to the Act on Older Per sons, 2003

Small project: with in 50,000 THB

Middle project: 50,000 -300,000 THB

Big project: More than 300,000 THB

4. Selected good practices in promoting decent work

Mechanism of Measures to Implement National Agenda on Aged Society

6 Sustainable
4 Change

Government Bodies

Main Bodies

(MSDHS/MOPH/M-Culture/MOL/MOI/MOE)

Duties: Operate and follow-up the implementations on relevant issues including coordinate collaborative bodies and report the results to the Subcommittee on operating policies for aged society once a quarter

Collaborative Bodies

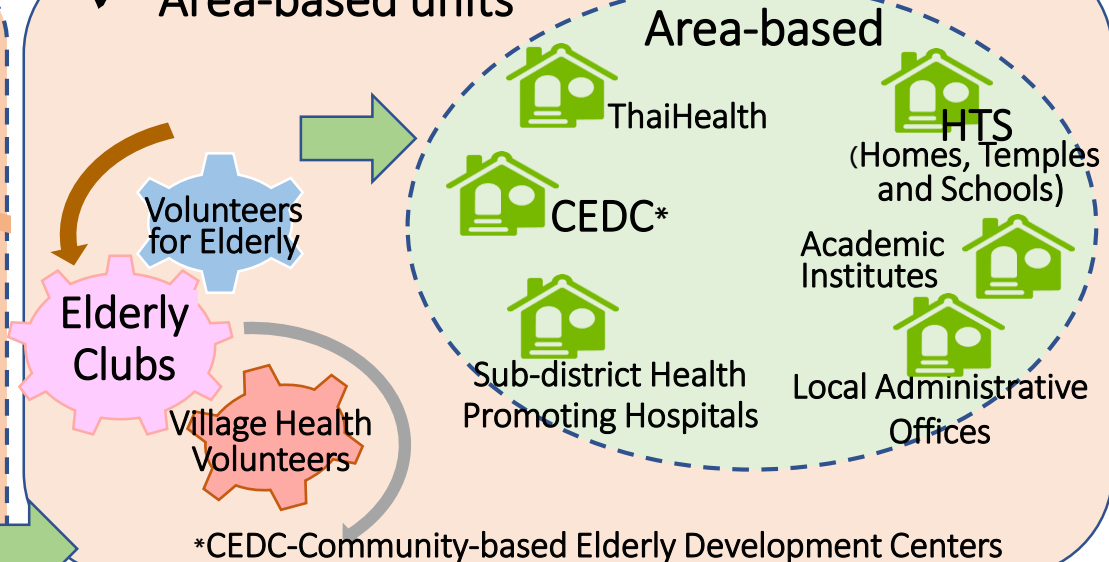
Duties: co-operate measures and report the results together with the main bodies

2. National policies, laws and regulations

Management Units

- National-level**
- ❖ **National Committee on the Elderly**
Duties: Oversee, follow-up and consider to provide support for both government bodies and private sectors in order to implement the measures
 - ❖ **Subcommittee on Operating Policies for Aged Society**
Duties: Integrate the implementation between sectors including follow-up, assess and report the results to the National Committee on the Elderly
- Provincial-Level**
- ❖ **Provincial Committees on Encouraging Social Welfare Provision**
Duties: Operate the measures in provincial level and report the results to the Subcommittee

Area-based units



5. Lesson learnt & recommendations

- Promoting employment in Thailand is quite successful, yet **the challenges remains in quality of work & well being & gaps, which requires a holistic policy and approach.**
- **Encourage lifelong learning** to ensuring a ensure the active aging society and decent employment.
- Promoting mechanisms/technology to help the elderly live secure and dignified lives with a **focus on area-based & community based approach using the public- private- civil society-academia approach.**
- **Encourage dialogues and platforms to promote decent work in multiple levels** (e.g. among stakeholders and international platforms)

Thank you

Contact:

Ms. Siriporn Gudeerat

Social Worker, Professional Level

Department of Older Persons, Ministry of Social Development and Human Security

Email: interdop@dop.mail.go.th

Asst. Prof. Dr. Ruttiya Bhula-or

Lecturer and Associate Dean

College of Population Studies, Chulalongkorn University

Email: Ruttiya.b@chula.ac.th