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Thailand Decent Work Country Programme

2019–2021

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Thailand Decent Work Country Programme 2019-2021



International
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Organization



1919·2019



Memorandum of understanding

Between

**the Royal Thai Government, workers' and employers' organizations and
the International Labour Organization**

on the Decent Work Country Programme in Thailand, 2019-2021

Whereas the Royal Thai Government, the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labour Office (referred collectively as Parties), wish to collaborate in order to promote and advance decent work in Thailand.

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the Decent Work Country Programme (DWCP). The following are agreed as priorities of the DWCP:

Priority 1: Promote an enabling environment for the growth of decent and productive employment
Priority 2: Strengthen labour protection, especially vulnerable workers
Priority 3: Strengthen labour market governance in line with international labour standards

2. The ILO agrees to assist in mobilization of resources and to provide technical cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.
3. In relation to the DWCP and to any related activities of the ILO in the country, the Government will apply, to the Organization, its property, funds and assets, its personnel and any person designated by the ILO to participate in ILO activities, the provisions of the Convention on the Privileges and Immunities of the Specialised Agencies and its Annex I relating to the ILO, to which Thailand has acceded.
4. This Memorandum of Understanding (MOU) may be modified by agreement between the Parties.
5. Nothing in or relating to this MOU shall be construed as a constituting a waiver of privileges and immunities enjoyed by the ILO.
6. The DWCP is attached to this MOU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MOU, then the latter shall govern and prevail.
7. The original of the MOU has been written and signed in English. If this MOU is translated into another language, the English version shall govern and prevail.

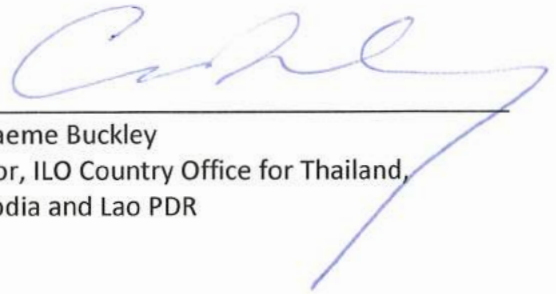
This MOU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.

For and on behalf of the Government



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Permanent Secretary
Ministry of Labour

For and on behalf of the International Labour Office



Mr Graeme Buckley
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For and on behalf of Employers' organization



Mr Ekasit Kunanantakul
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For and on behalf of Workers' organizations



Mr Thavee Techateeravat
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Executive summary

Thailand's strategic development directions are set out in the Twenty - year National Strategy framework (2017 - 2036), the Thailand 4.0 development plan, and the Twelfth National Economic and Social Development Plan (2017 - 2021). The country's long - term economic aspirations are laid out in the Thailand's 20 - year strategic plan for attaining developed country status through broad reforms that address economic stability, human capital, equal economic opportunities, environmental sustainability, competitiveness and effective government bureaucracies. Thailand's Five - year Labour Master Plan (2017 - 2021) aligns to these national development frameworks.

These strategic directions are closely linked to the global development goals adopted by the international community. Thailand has achieved notable success in implementing such goals, achieving most of the eight Millennium Development Goals (MDGs) and making good progress towards the higher level MDGs+ that the country had proposed for itself by 2015. Thailand has committed itself to attaining the Sustainable Development Goals (SDGs) by 2030. The SDGs reflect the Decent Work Agenda and many of them are directly relevant to the DWCP, in particular SDG Goal 8, on the promotion of sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.

The Thai - United Nations Partnership Framework (UNPAF) 2017-2021 reflects these strategic directions and sets out the priorities for the UN system as a whole. The UNPAF resonates strongly with the Decent Work Agenda.

For many decades, Thailand has experience strong economic growth, achieving a significant rise in living standards. However, despite general improvements in income distribution, the prevailing income inequality remains a challenge which can be alleviated through decent work promotion.

The demographic shift towards an aged society in Thailand brings significant challenges and opportunities to the Thai labour market, including a rapid escalation of the dependency ratio of younger and older persons. In addition, the labour force participation rate has declined due to a rise in the number of older persons and a decrease in the number of young people. These demographic trends have led to a long period of high dependency ratio and a possibly severe labour shortage in the near future. In response to this situation, there is a need to foster labour productivity, especially in



more productive industries, to generate higher value added – employment opportunities and to maintain competitiveness. In addition, decent work for all age groups is crucial to encourage them to actively participate in the labour market.

Despite improved educational accessibility for youth, a mismatch remains between skills and labour demand, which increasingly requires science and technology graduates. The youth unemployment rate is high at 4.7 per cent in 2018 (National Statistical Office of Thailand, 2018), despite the low overall unemployment rate in Thailand, which has averaged 1 per cent for over 10 years. These trends highlight the difficulties young people have faced in finding and staying in a job in recent years. As a result, the proportion of youth who are not in education, employment, or training has increased. A high level of vulnerable employment, and the prevalence of gender gaps in employment status, furthermore indicate shortfalls in decent work, especially for women and younger women. As a result, promoting an enabling environment for the growth of decent and productive employment, especially for the older persons and the youth, is the first priority of this DWCP. Linked to this focus, there is also a need to enhance effectiveness, efficiency and sustainability of the social security system.

Thailand has taken a number of measures to protect vulnerable groups, including migrant workers and workers in the informal sector. The country's pledge to reduce unacceptable forms of work, especially child labour, forced labour, and human trafficking, is prioritized by all national constituents. Strengthening occupational safety and health as well as labour inspection to improve working conditions is also vital to ensuring that Thailand meets its decent work commitments.

In addition, labour market governance remains a key challenge in Thailand, with the key priorities in this regard including the strengthening of social dialogue, legal frameworks and tripartite constituents' capacity, in line with international labour standards. Tripartite cooperation, institutions and processes also need strengthening to enhance their role in policy making, representation of constituents and ensuring sustainable decent work outcomes.

The DWCP 2019 - 2021 was developed through intensive consultations between the ILO and its national constituents during 2018. It represents the joint commitments of the ILO and the tripartite partners to promote decent and productive work for all in line with Thailand's national and international development priorities and commitments. Implementation of the DWCP will be supported by a mix of technical, financial and human resources from the national constituents, the ILO and development cooperation projects supported by international development partners. National constituents will continue to work together to strengthen local ownership of DWCP initiatives and outcomes and to ensure long - term sustainability and impact.

To meet the challenges identified, this Decent Work Country Programme for Thailand, 2019 - 2021, sets out the following three Country Priorities, which have been agreed by the ILO and its national constituents:

Priority 1: Promote an enabling environment for the growth of decent and productive employment

Priority 2: Strengthen labour protection, especially vulnerable workers

Priority 3: Strengthen labour market governance in line with international labour standards

Nine Country Programme Outcomes describe the results sought within these priorities; three under Priority 1 (employment), three under Priority 2 (protection), and three under Priority 3 (rights and social dialogue).



Thailand is one of the founding members of the ILO. An ILO liaison office in Thailand was opened in 1961. Later, in 1966 the ILO Regional Office for Asia and the Pacific was transferred from Colombo to Bangkok. In line with its global decent work mandate and in consultation with its tripartite constituents, the ILO Office for Thailand has prepared this Decent Work Country Programme (DWCP) 2019 - 2021.

A DWCP is a results - based framework for ILO action at the country level. It has two key objectives: to promote decent work, and to organise ILO knowledge, instruments, advocacy and cooperation at the service of tripartite constituents to advance the Decent Work Agenda. The DWCP priorities and outcomes reflect the strategic results framework of the ILO, adapted to the national situation and priorities.

This is the first DWCP for Thailand. It covers the period from 2019 to 2021. The end of the DWCP is coinciding with the ILO's programming and budget cycle, the Twelfth National Economic and Social Development Plan of Thailand (2017 - 2021), the Five - year Labour Master Plan (2017 - 2021), and the United Nations Partnership Framework (UNPAF) (2017-2021).

The DWCP has been developed in the course of extensive consultations in 2018 between the ILO and its national constituents. The first formal consultation of the DWCP working group on this DWCP took place on 13 July 2018. Subsequent consultations were held on 14 August 2018, and again on 14 November 2018. A number of individual consultations with each constituent were conducted as part of developing the DWCP during July and November.

The DWCP is substantively aligned with the philosophy of sufficiency economy, the Socio - Economic Development Strategy, the Twenty - year National Strategic Framework (2017 - 2036), the Thailand 4.0 development plan, the Twelfth National Economic and Social Development Plan (2017 - 2021), the Five - year Labour Master Plan (2017 - 2021), and the United Nations Partnership Framework (UNPAF) (2017 - 2021). The Sustainable Development Goals (SDGs) are central to the DWCP and are fully integrated into the programme design to support the achievement of the mutual goals.

Further underpinning the DWCP are international labour conventions, resolutions and recommendations adopted jointly by governments, employers' organisations and workers' organisations through the International Labour Conference (ILC) and other international forums and reflected in the ILO's biennial Programme and Budget documents.

Prominent among these is the landmark ILO Declaration on Social Justice for a Fair Globalization (2008). This affirms ILO values and the ILO's key role in helping to achieve progress and social justice in the context of globalization. The Declaration promotes decent work through a coordinated approach to achieving four strategic objectives: employment, social protection, social dialogue, and fundamental principles and rights at work.

As reaffirmed in the 2016 resolution on Advancing Social Justice through Decent Work, gender equality and non - discrimination are cross - cutting components of the ILO's strategic objectives.

At the regional level, key policy frameworks supporting the ILO's partnership with national constituents to promote decent work priorities in Thailand include the Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN (2016) and the Bali Declaration adopted by the 16th ILO Asia and the Pacific Regional Meeting, Bali, Indonesia, 6-9 December 2016.



Country contexts: diagnostic and situation analysis

This section provides an evidence - based analysis of the situation in the country covering the social, political and economic context. The analysis integrates the cross - cutting issues, including international labour standards, gender equality, non - discrimination at work, tripartism and social dialogue, environmental sustainability and other areas of relevance to achieve the Sustainable Development Goals.

2.1 Key national development frameworks

Thailand's national development directions are set out in three highly - interrelated documents: the Twenty - year National Strategy framework (2017 - 2036), the Thailand 4.0 development plan, and the Twelfth National Economic and Social Development Plan (2017 - 2021). These are supported by the Five - year Labour Master Plan (2017 - 2021). These plans reflect the philosophy of a sufficiency economy, articulated by His Majesty King Bhumibol Adulyadej.

'Sufficiency' means moderation, reasonableness, and the need of self-immunity for sufficient protection from impact arising from internal and external changes. To achieve this, the application of knowledge with due consideration and prudence is essential. In particular, great care is needed at every step in the utilization of theories and methodologies for planning and implementation. At the same time, it is necessary to strengthen the moral fiber of the nation, so that everyone, particularly public officials, academics, and businessmen, adhere first and foremost to the principle of honesty and integrity.

In addition, a way of life based on patience, perseverance, diligence, wisdom and prudence is indispensable to create balance and be able to cope appropriately with critical challenges, arising from extensive and rapid socioeconomic, environmental, and cultural changes in the world."

A working definition compiled from remarks made by His Majesty the King on various occasions and approved by His Majesty and sent by His Majesty's Principal Private Secretary to NESDB on 29 November 1999 [(Office of the National Economic and Social Development Board (2014, pp. 7-8)]

2.1.1 Twenty – year National Strategic Framework (2017 – 2036)

The Twenty – Year National Strategic Framework regulates all aspects of development and steers all development plans at all levels. The framework aims to drive Thailand toward developed country status with security, prosperity, and sustainability. It consists of six primary strategies: (1) national security; (2) competitiveness enhancement; (3) development and empowerment of human capital; (4) broadening opportunity and equality in society; (5) environmental – friendly development and growth; and (6) reforming and improving government administration.

2.1.2 Thailand 4.0 Development Plan

The Thailand 4.0 development plan focuses on reform of Thailand’s economic structure and enhancing competitiveness through a more value – based and innovative economy which is knowledge and technology – driven.

Thailand 4.0 comprises three elements. The first element aims to enhance the country’s income through the development of a knowledge – based economy. Under this element, policy priority will be given to research and development, science and technology, creative thinking and innovation. Under the second element, Thailand will move toward inclusive and equitable development. The third element focuses on sustainable growth and development, encompassing economic growth and environmental protection (Government Public Relations Department, 2016). The targets 10 industries are listed as follows: next – generation automotive, smart electronics, medical & wellness tourism, agriculture & biotechnology, food innovation, robotics, aviation & logistics, biofuels and biochemicals, digital technology, and medical & healthcare.

According to the strategic plan, there are needs to re – skill labour to support the Industry 4.0, enhance research and development (R&D) in innovative and technological development areas, promote information and technology and digital skills in the labour market, and encourage the use of digital platforms. Major investments in infrastructure are underway to support the Thailand 4.0 policy including railway and airport upgrades, high – speed rail, roadways and the Eastern Economic Corridor (EEC). These will generate considerably greater demand for a more technically – skilled workforce. Increased automation nationwide is likewise expected to demand higher – level greater technical skills, with emphasis in the EEC.

2.1.3 Twelfth National Economic and Social Development Plan (2017 – 2021)

The Twelfth National Economic and Social Development Plan (NESDP) provides national economic and social development guidelines recommendations, targets, and indicators. The plan aims to strengthen national competitiveness through a service and digital based economy, enhance the skills of the workforce and provide labour protection and welfare.

It addresses multiple issues, including a higher demand for sciences and technology workers, automation, an aging workforce and challenges during this transitional period. One of the emphases of the Twelfth Plan in relation to labour is focusing on preparation workforce and strengthening capacities of people of all ages. The plan furthermore includes international cooperation under the Greater Mekong Sub - region Economic Cooperation Programme (GMS) specified in the GMS Strategic Framework for 2012 - 2022. This includes the Strategic Framework and Action Plan for Human Resource Development Phase III (2018 - 2022). Human resources development is also one of the importance issues under the Indonesia - Malaysia - Thailand Growth Triangle (IMT - GT)⁽¹⁾.

Inequality is also addressed in the Twelfth Plan, which aims to promote economic growth that contributes to inequality reduction and productivity improvement. The plan sets a goal to multiply economic and social opportunities for the poor. The target is to increase the income of the bottom 40 per cent by at least 15 per cent by the end of the plan.

2.1.4 5 - year Labour Master Plan (2017 – 2021)

The Ministry of Labour stipulates six strategies in the 5 - year Labour Master Plan:(1) strengthening workers' and entrepreneurs' capacity for long - term competitiveness; (2) protecting and promoting job security and quality of life; (3) managing international labour affairs; (4) developing mechanisms to balance the labour market.; (5) managing organizations through good governance; and (6) performing an effective information, technological and communication system.

The Ministry has also developed the Twenty - year Workforce Development Framework (2017 – 2036). The framework focuses on workforce development in alignment with the Thailand 4.0 vision of a “highly - valued workforce towards sustainable development”. The Twenty - year plan is separated into four 5 - year phases: (1) “Productive Manpower” (2017 – 2021); (2) “Innovative Workforce” (2022 – 2026); (3) “Creative Workforce” (2027 – 2031); and (4) the “Brain Power” stage (2032 – 2036) to form an intellectual society.

¹ Key projects include (1) Joint Labour Skill Certification (2017-2021); (2) Labour Skill Standard and Certification, in accordance with the ASEAN Qualification Reference Framework (AQRFF) (2017-2021); and (3) IMT-GT Labour Database (2017-2021). Key implementing agencies are the Thailand International Cooperation Agency, Ministry of Foreign Affairs, and Department of Skill Development, Ministry of Labour.

2.2 Development partnerships complement national efforts

2.2.1 To be United Nations Partnership Framework (UNPAF) (2017–2021)

International development cooperation will continue to make important contributions to Thai socio - economic development during the DWCP period. The UNPAF⁽²⁾ will contribute to achieving the vision of Thailand as an inclusive and equitable high - income country that leaves no one behind, and a development partner in the region and globally. The UNPAF's major outcome is to achieve inclusive systems, structures and processes advance sustainable people - centred, equitable development for all people in Thailand by 2021.

Within this framework the ILO commits to promoting an effective and efficient social security data system and improve national compliance with international labour standards. In addition, the ILO has a lead responsibility for protecting migrant workers who come to work in Thailand under Memorandum of Understanding (MOU) arrangements, including ensuring they are not liable to recruitment related fees and expenses exceeding the amount of itemized costs as specified by relevant laws.

2.2.2 Regional Connectivity and International Cooperation

Thailand contributes to international efforts for competitiveness and sustainability through many forums and modalities, including South - South Cooperation (SSC) and sub regional and regional cooperation initiatives. The main framework for regional cooperation is the Association of Southeast Asian Nations (ASEAN), which is a regional intergovernmental organization comprising ten Southeast Asian countries. The key ASEAN's objective is to promote political, economic, and cultural integration. The labour component of the ASEAN pillars includes supporting decent work principles, ensuring adequate protection for migrant workers, promoting investment in human resource and skills upgrading, and tackling human trafficking.

ASEAN made a ground - breaking move to address the issue of migrant workers in 2007 when its leaders signed the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (Cebu Declaration). The Cebu Declaration promotes the “full potential and dignity of migrant workers in a climate of freedom, equity, and stability” in accordance with national laws.

² This UNPAF has four outcome strategies to (1) develop effective, inclusive and sustainable policymaking and implementation architecture; (2) expand civic space and enables a strong civil society sector, especially inclusive of most marginalized; (3) encourage active and collaborative roles of the private sector in national development agenda; and (4) expand the methodical exchange of expertise and technology available regionally/globally to support social, political and economic development.



While protecting the rights of migrant workers is recognised under all three pillars, it is largely situated under the Socio - Cultural Pillar and its ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW). In November 2017, the ASEAN leaders adopted ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers. In line with the consensus in 2018, the ACMW developed a consensus action plan, which was noted in November 2018.

The mobility of high - skilled workers under ASEAN is managed through Mutual Recognition Arrangements (MRAs) which establish a system to recognize the skills or experience of relevant professionals in another country and ultimately to work abroad. The MRAs have been completed for eight occupations: engineering services; nursing services; architectural services, and surveying qualifications; medical practitioners, dental practitioners, and accountancy services; and tourism professionals. However, occupations covered by MRAs in ASEAN member countries account only between 0.3 per cent and 1.4 per cent of total employment (International Labour Organization and Asian Development Bank , 2014).

Establishing the free movement of skilled labour under ASEAN has developed slowly. ASEAN has specified the guiding principles for quality recognition to facilitate the work permit application process but has not reached joint work permit recognition. Foreign professionals working in another country must apply local rules and regulations (Office of the National Economic and Social Development Board, 2017c). On the other hand, the ASEAN Economic Community (AEC) does not address movements of low - skilled workers. However, flows of low - skilled migrant workers are likely to continue due to demographic factors and existing economic disparities among ASEAN member countries.

Beyond ASEAN, Thailand participates in many cooperation frameworks and increasingly plays a crucial role in the international and regional cooperation⁽³⁾.

³ As listed in the twelfth national economic and social development plan, key international cooperation frameworks are demonstrated as follows: (i) Greater Mekong Sub-region Economic Cooperation Program (GMS); (ii) Indonesia-Malaysia-Thailand Growth Triangle (IMT-GT); (iii) Regional Comprehensive Economic Partnership (RCEP); (iv) Asia-Pacific Economic Cooperation (APEC); (v) Trans-Pacific Partnership (TPP), and; (vi) Regional frameworks on the SDGs and other cooperation frameworks. The latter includes the Ayeyawady-Chao Phraya-Mekong Economic Cooperation Strategy (ACMECS), Mekong-Japan, Mekong-ROK Cooperation, Bay of Bengal Initiative on Multi-Sectoral Technical and Economic Cooperation (BIMSTEC), and Asia Cooperation Dialogue (ACD).



2.3 Prior ILO work in Thailand and comparative advantages

Thailand is one of the founding members of the ILO. An ILO liaison office in Thailand was opened in 1961 and in 1966 the ILO Regional Office for Asia and the Pacific was established. Based on the independent evaluation of the ILO's Decent Work Country Programme in Mekong sub region, the ILO's Decent Work Country Programmes were designed to make good use of the ILO's comparative advantage (International Labour Office, Evaluation Office, 2017b)⁽⁴⁾. The key reasons for the success were (i) the extensive ILO - led consultation processes with tripartite constituents and other partners in the DWCPs development process, and (ii) a purposeful and clear DWCP in line with key national policies and strategies, UNPAF, and the ILO's Strategic Policy Framework.

The ILO's work in Thailand has for many years been oriented more towards rights issues – freedom of association and collective bargaining, discrimination, child labour and trafficking, and the rights of migrant workers. Previous and current programmes in Thailand are related to, for example, protection and decent work; forced and child labour; gender and sexual orientation; and combatting unacceptable forms of work in the Thai fishing and seafood industry. Moreover, Thailand has also expanded its social security system coverage to include the informal sector, supported the development of green jobs, and attended to safer migration and labour standards for migrant workers. Financial support from the Government of Thailand for cooperation with the ILO has been growing, indicating increasing and sustainable ownership.

The Government of Thailand has committed to provide direct financial support to the ILO's actuarial work in the country while the ILO has committed to provide technical inputs.

Thailand's national development targets are in line with the SDGs and national development initiatives such as Thailand 4.0 provide new opportunities to frame the case for decent work. In order to strengthen DWCP implementation, priority will be placed on ensuring sustainable and long - term impacts; strengthening monitoring, evaluation and learning systems; increasing the ratification and implementation of ILO Conventions; and promoting gender equality, women's voice and representation, and the rights and prospects of people with disability and other vulnerable groups.

⁴ This High-Level Evaluation (HLE) was conducted between March and July 2017 to assess the work of the ILO during 2012–16 in four countries in the Lower Mekong subregion: Cambodia, the Lao People's Democratic Republic, Thailand and Viet Nam. The evaluation report utilized projects and advisory support in which the ILO had engaged during the period under review.





2.4 Advancing the Decent Work Agenda: Challenges and opportunities

This section sets out the challenges and opportunities in the current socio – economic situation and future scenarios that may impact on advancing and implementing the Decent Work Agenda.

2.4.1 Socio – economic situations and demographic factors

Thailand's compound annual Gross Domestic Products growth rate from 2011 to 2017 was 3.6 per cent. The improvement in income distribution is reflected in Gini coefficient for the whole economy, which fell from 0.48 in 2011 to 0.45 in 2017 (Office of the National Economic and Social Development Board, 2017a). In spite of general improvements in income distribution, the level of income inequality remains a challenge as Thailand has specifically pledged to leave no one behind in its national development.

Demographic factors also play a key role in Thailand's development process as the country shifts towards being an aged society. The Thai population is expected to decrease overall from 66.0 million in 2020 to 63.9 million in 2040 while the proportion of older persons is increasing and that of youth is declining (Office of the National Economic and Social Development Board, 2013). As a consequence of these demographic changes, the age dependency ratio of youth and older person's will rapidly escalate from 56.0 per cent in 2020 to 81.6 per cent in 2040. An ageing society brings multiple challenges, for example, the sustainability of pension systems, pressures on young adults to support their parents, increasing care needs and increased health costs. The demographic situation in Thailand highlights the need to prepare for a long period of high dependency ratio, to raise productivity and strengthen social protection.

The proportion of population aged 15 years and over with tertiary education had increased. Between 2010 and 2017, the share of population with higher education jumped from 13.7 per cent to 17.3 per cent and those with upper secondary level education from 13.9 per cent to 16.2 per cent. Nevertheless, as of 2017, approximately half of the population had only primary education or less (National Statistical Office of Thailand, 2010 – 2018). This represents a major challenge at a time when technological progress is accelerating in a competitive global economic environment.

2.4.2 Labour market and challenges for decent work agenda

2.4.2.1 Equal opportunities and treatment in employment

(1) Skills development as a driving factor for a smooth transition

As noted above, the speed of demographic change towards an aged society in Thailand poses significant challenges and opportunities for Thailand labour market. Thailand is facing a reduction in the labour force due to a rise in the share of older persons and a decrease in the youth population. The labour force participation rate declined from 73.0 per cent to 68.8 per cent between 2010 and 2018 due to a significant surge in the economically inactive population (National Statistical Office of Thailand, 2010 – 2018). The inactive population is expected to steadily increase as the older persons population grows.

In this context, labour shortages among both low – skilled and high – skilled workers, especially graduates in science and technology related sectors, are significant and expected to rise. A study of the Office of Education Council, Ministry of Education (2016) indicated a greater shortage among Science and Technology graduates, with the overall labour shortage rising to 1.7 million by 2025, compared to 0.3 million in 2017 (Office of Education Council, 2016).

At the same time, the number of technical graduates available in the labour market is declining. Among employed people, the proportion of those who graduated from vocational schools to highly educated employed persons dropped, from 28.4 per cent in 2010 to 24.6 per cent in 2017 (National Statistical Office of Thailand, 2010 – 2018). The slow growth in the number of technical and vocational education and training (TVET) graduates has been outweighed by the rapid growth of highly educated employed persons, generating a decline in the availability of vocational graduates in the labour market. Matsumoto & Bhula-or (2018) further highlighted that in Thailand the incidence of horizontal skills mismatch has existed over a decade, though it generally declined. These trends suggest that more attention is needed to the quality and relevance of skills.

The majority of workers still engage in the low – productivity employment, especially agriculture, forestry, fishing, wholesale, retail trade, as well as repair of motor vehicles and motorcycles. The real GDP per employed person is extremely low in those segments of the economy but absorbed more than 49.9 per cent of the Thai workers in 2017. There is a need to foster labour productivity, especially in the industrial sector, to generate higher value added and employment opportunities and to maintain competitiveness.



Under the Thailand 4.0 development plan, the demand for a higher - skilled workforce and the application of automation are expected to rise further. STEM (Science, Technology, Engineering and Mathematics) workers will be in higher demand. On the other hand, low - skilled workers are facing a high risk of automation (Chang & Huynh, 2016). Enhanced skills development crucial to help workers take advantage of new opportunities provided by technological change and respond to job loss due to automation. The longer - term structural changes in the economy require strategic and well - coordinated interventions to ensure a smooth transition towards a high skill - based workforce.

(2) Enhancing employment opportunities for older persons and the youth

There is a need to encourage all groups of people to participate in the labour market, particularly older persons and the youth. With respect to older persons, extending the duration of working careers and retraining for pre - retirement age people are parts of a strategy to deal with longer average life expectancies and the change in demographic ratios. Promoting decent work conditions which are designed for their particular needs is crucial to encouraging older persons to remain in the labour market.

Despite improving levels of educational attainment, in 2017 employed people aged 40 - 59 had only 8.1 years of schooling on average. With low education, most employment was generated in relatively low - skilled jobs. Many low - skilled workers faced an early formal - employment exit at age 45 (Chittinandana, Kulnartsiri, Pinthong, & Sawaengsuksant, 2017). According to the Informal Employment Survey, older persons are furthermore likely to take part in informal employment (National Statistical Office of Thailand, 2018). In 2017, the share of the informal employment at aged 45 - 49 was 60.6 per cent, while that at aged 55 - 59 accounted for 69.1 per cent. Ensuring decent formal employment opportunities for older persons will be a priority in this context. It is important to ensure the decent employment of the elderly is not promoted as an alternative to the lack of adequate pension systems.

Prioritizing the creation of decent employment opportunities for the youth (aged 15 - 24) is also crucial. While the overall unemployment rate in Thailand is very low at around 1 per cent, the youth unemployment rate is significantly high. Young women were more likely to be unemployed than the young men. The male youth unemployment rate increased from 3.0 per cent in 2010 to 3.9 per cent in 2018, while the female youth unemployment rate shot up from 3.9 per cent to 5.9 per cent in the same period (National Statistical Office of Thailand, 2010 - 2018). These trends highlight the difficulties young people, especially young women, have faced in finding and staying on a job in recent years.

The recent expansion in the youth NEET (Not in Education, Employment, or Training) rate signals additional challenges for the quality of future labour force. The youth NEET rate in Thailand was 12.5 per cent in 2010 and escalated to 14.6 per cent in 2016 (International Labour Organization, ILOSTAT, 2017). The proportion of the female youth NEET rate was double to that of the male.

Potential exists for taking advantage of Thailand's parallel youth and ageing trends by creating opportunities for employment in the health, hospitality and other services for older persons. Skills and enterprise development programmes for these sectors should be planned and implemented accordingly.

(3) Progress with gender equality and empowering women and girls, but challenges remain.

Thailand has made progress toward gender equality. However, challenges remain. The prevalence of gender gaps in employment status indicate shortfalls in good employment opportunities for women. This situation is compounded by Thailand's significant imbalance in the undertaking of unpaid care responsibilities, with Thai women undertaking over three times as much unpaid care work as men (women 173 minutes/day; men 56 minutes/day) in 2015 (International Labour Office, 2018), rendering it particularly challenging to manage work and family responsibilities.

Women are much less likely to be employers than men. In 2017, the share of employers was 1.3 per cent for women and 3.8 per cent for men. The share of men who are legislators, senior officials and managers was 4.5 per cent in 2017, while of women was 2.8 per cent. Women are furthermore more than twice likely to be a contributing family worker than men, with the respective shares standing at 24.5 per cent and 12.2 per cent in 2017 (National Statistical Office of Thailand, 2010 - 2018 Q3). The gender gaps in employment status remain a challenge in improving employment opportunities for women.

Interventions to promote women's voice and representation in the workplace, entrepreneurship, skills development and employment opportunities are among many approaches that need to be accelerated to promote gender equality. Though Thailand is a generally open to people of diverse sexualities, stereotypes and prejudice remain a challenge on employment prospects of LGBT (Lesbian, Gay, Bisexual, and Transgender) people in Thailand (Suriyasarn, 2014)



(4) Promotion of sustainable enterprises toward the objective of decent work for all with gender responsiveness and environmental awareness

According to the World Risk Report 2018 (Bündnis Entwicklung Hilft and Ruhr University Bochum, 2018), Thailand has a medium World Risk Index score because of its medium exposure to natural hazards and partial institutional capacity to cope and adapt. Thailand furthermore ranks 121 of 180 countries in the Environmental Performance Index (EPI), with a score of 49.88 (with 0 farthest from the high - performance benchmark target of 100) (Yale Center for Environmental Law & Policy, Center for International Earth Science Information Network Columbia University, and World Economic Forum, 2018). Implications from a decent work perspective include (i) the need to develop preventive measures to limit infrastructure and property damage and increase institutional capacity, particularly for small businesses to respond to climate events, which can be a source of decent job creation while building resilience; and (ii) the potential to provide green job creation, green economy growth and innovation in the context of action to improve environmental health, ecosystem vitality, climate change and resilience to natural disasters (International Labour Organization, 2017c).

Rural employment and livelihoods can be particularly at risk as climate change alters agricultural patterns and employment options, although opportunities will also be created for job creation for sustainable production and organic farming. There will be greater prospects for employment opportunities if there is commitment to transition to a low - carbon and resource - efficient economy, including the generation of jobs in resource management and environmental services (International Labour Organization, 2017c).

One of Thailand's development goals in this context is to transform into an environmental - friendly economy. Although clear directions to this end have been set out in various national policies and plans since 2009, the development of green skills and green jobs have not yet been mainstreamed in economic planning and development. There is a need to establish formal coordination of skills and environmental policies as well as specific policies to promote green skills and social corporate responsibility, sustainable enterprises and workplace practices and inclusive growth (Bhula - or, forthcoming).

The promotion of "sustainable enterprises" needs to be at the core of policies and measures to promote inclusive and sustainable development. Such enterprises are based on three pillars - economic, social and environmental. To contribute to the changes needed to this end, international and national employers' associations in Thailand are highlighting the need to increase attention to the development of relevant technical, soft and entrepreneurship skills, especially in the STEM and hospitality sectors. Important guidance in this context is provided by the ILO

“Guidelines for a just transition: towards environmentally sustainable economies and societies for all” (International Labour Organization, 2015). The Guidelines offer a framework and practical tool to ensure that national and global efforts to tackle climate change and other environmental challenges also advance employment creation goals, social justice and fair transitions for workers, enterprises and communities on an equal footing.

(5) Promoting labour productivity with fair wages

Fair wages are a key element of decent work, with the setting of a minimum wage and collective bargaining both important factors. Thailand had a national minimum wage since 1 January 2013, set by a cabinet decision, at 300 baht (about USD\$9) per day. The minimum wage rate was frozen at 300 baht a day for 4 years from 2013 to 2016, before raised in 2017 at 3.3 per cent in some provinces. In 2018, the minimum wage of provinces with high - living expenses was raised to 330 baht per day (about USD\$10), while that of provinces with low - living expenses was lifted to 308 baht per day (about USD\$9) (Ministry of Labour, 2012 - 2018). These developments suggest that changes in the minimum wage rate do not reflect labour productivity trends but such changes are due to other factors. The role of collective bargaining in promoting decent wage policy can also lead to a fair wage practice and decent work.

2.4.2.2 Social protection

(1) Strengthening the social security system to addressing the needs of all

As noted, Thailand will become an aged society in 2021, where the elderly will become 13.1 million or 20 per cent of the total population (Office of the National Economic and Social Development Board, 2013). Currently, Thai people above 60 years old are awarded with universal tax - based pensions at 600 - 1,000 THB per month, and those covered by the Social Security Office are awarded with social insurance pensions on top of the universal tax - based pensions.

As the dependency ratio of the elderly population is increasing rapidly, the fiscal and budgeting challenges are also escalating due to a higher expenditure on health and other social safety nets, and a smaller number of taxpayers and contributors. It is also important to underline the burden for families. Currently, the level of income security offered by the social security system is extremely low, making the family and work the main source of income for the older population. With the new demographic structure, a small number of adult children, in particular women, will have to take care of a larger number of old parents creating a significant burden for working adults, in particular women.

In this context, a priority for the Social Security Office (SSO), supervising the Social Security Fund and Workmen Compensation Fund, is the promotion of reforms to ensure a more effective, adequate and sustainable system. Policies to improve the adequacy of benefits,



especially for the old - age benefits, and system/ parametric reforms are vital. A key priority in this respect is to enhance the SSO's actuarial services in order to help evaluate risk in the insurance and finance industries, predict future payouts of contributors, and design insurance systems. Currently, the SSO and the ILO are implementing a project to establish the SSO Actuarial Bureau, which is expected to play a central role in the development of evidence required for an informed national policy debate.

Extending social protection to informal workers is a further reform priority. While all employees of enterprises with one or more employee are subjected to the Social Security Act, some types of employees are exempted such as seasonal employment in the agricultural, fishery, forestry and animal husbandry sectors as well as employees who are subjected to other laws, such as government officials.

Though the Social Security Act opens for applications for a voluntary coverage for (1) persons compulsory coverage who cease to be covered and continuously contribute to the Social Security Funds, and for (2) informal workers, more than half of employed persons were not covered by social security or do not receive other employment - related benefits since they were informally employed. In 2018, the share of female informal workers was 54.6 per cent, whereas that of male informal workers was 56.0 per cent (National Statistical Office of Thailand, 2014- 2018).

(2) Protecting rights of vulnerable people, including migrant workers and workers in the informal employment

Over the last two decades, Thailand has become a key destination for migrant workers of all genders from neighbouring countries, and increasingly from further afield in ASEAN. As of July 2018, there were estimated to be 3.8 million regular migrant workers in Thailand predominately employed in low - skilled jobs in fishing, agriculture, construction, manufacturing, domestic work and other services sectors (Office of Foreign Worker Administration, Department of Employment, Ministry of Labour , 2018) . Thailand is also a country of origin for migrant workers with more than 100,000 Thai nationals departing for work abroad (Overseas Employment Administration Division, Department of Employment, Ministry of Labour, 2018).

Thailand's labour migration governance framework has remained largely ad hoc. Since 2002, the Royal Thai Government has entered into a series of Memoranda of Understandings (MOUs) on employment cooperation with the governments of Kingdom of Cambodia, Lao People's Democratic Republic (Lao PDR), Republic of the Union of Myanmar, and Socialist Republic of Vietnam. However, only a small proportion of migrants enter through the MOU process due to the complicated, lengthy and expensive procedures involved. In addition, during 2015 and 2016, Thailand had developed and signed the MOU on employment with Vietnam in order to expand cooperation, including skills development and social protection.

Regardless of their legal status, many migrant workers remain vulnerable to exploitation in Thailand including reports of forced labour and other unacceptable forms of work, particularly in the fishing sector, but also in agriculture, construction, and domestic work.

In May 2017, the Government of Thailand adopted a comprehensive labour migration legislation, the Royal Ordinance on the Management of Employment of Migrant Workers (revised in March 2018). The law reflects several key provisions in line with ILO standards and guidelines, including importantly the ‘zero fee principle’, an important standard enshrined in the ILO Private Employment Agencies Convention 1997 (No. 181). Though Thailand has enforced “non - discrimination principles” in the key labour laws, including the Labour Protection Act, the Social Security Act and the Workmen Compensation Act, barriers for migrant workers’ access to their rights remains, including in access to social security, lack access to freedom of association and collective bargaining rights.

In addition, a large number of people work in non - standard employment and face job insecurity, low earnings, higher risk in occupational safety and health, low opportunity for training, and lack of access to freedom of association and collective bargaining rights.

The number in non - standard employment is growing (International Labour Office , 2016)⁵. Based on the LFS data, the number of contractors working for many employers has risen from 1.97 per cent of total employment in 2015 to 2.69 per cent in 2017 (National Statistical Office of Thailand, 2015 - 2017). The number of workers in non - standard employment is expected to increase along with the more advance technology, changes in social norms and an increase in automation.

A review of labour laws for workers in non - standard employment is needed to ensure that the laws can capture a more complicated employment pattern in the near future. In addition, workers in non - standard employment should be able to enjoy freedom of association and collective bargaining. Along with the review and revision of laws, effective law enforcement is also a priority. Capacity building programmes, tools and mechanisms are required to ensure that labour inspectors can tackle these challenges, including alternative channels / methods for conducting labour inspection in hard - to - reach sectors. An integrated database among concerned agencies and improved monitoring and evaluation systems will improve the assessment of outcomes of enforcement/protection and contribute to more strategic inspection interventions.

⁵ *Non-standard employment comprises four different employment arrangements: temporary employment, part-time and on-call work, multi-party employment relationship, and dependent self-employment.*

(3) Eliminating worst forms of child labour and forced labour

Thailand has made significant efforts to eliminate the worst forms of child labour, forced labour and human trafficking. The Government adopted an amendment to the penal code that increases penalties for individuals who use children to commit crimes⁶. In collaboration with multiple stakeholders, the Government has implemented projects to prevent and reduce child labour and forced labour in the fishing and seafood industry. In addition, the Government is working with the ILO to collect data and produce nationally representative national child labour estimates, which will help to support policy and programme development as well as academic works.

However, many challenges remain, especially the weak implementation of existing laws. An insufficient number of inspectors and inadequate training on such issues hampers the labour inspectorate's capacity to enforce labour laws, particularly in the informal sector and home - based workplaces. But while resources are important, the inspectorate needs to also improve its strategic planning and better understand the influences of non - compliance as part of developing targeted and effective interventions.

(4) Promotion of occupational safety and health in all establishments

Rates and number of occupational accidents or injuries have decreased but remain high, particularly among informal workers. Since 2014 the accidents and injuries at work are gradually decreasing, from an incidence of 5.3 million in 2014 to 4.5 million in 2017. Men are more likely to experience the occupational accidents than women. In 2017, around 61 per cent of the occupational accidents happened among men. The incidence of occupational accidents among in formally employed persons was substantially higher than among formally employed persons. In 2017, the share of informal workers who experienced an occupational accident or injury was double that of formal workers (National Statistical Office of Thailand, 2014 - 2017) . This indicates that informally employed persons are highly vulnerable to occupational injuries and accidents, highlighting the need for accelerated national action to both improve occupational safety generally and extend protection to the informal economy.

2.4.2.3 Social dialogue

The key social dialogue parties in Thailand, the ILO's national constituents, are the Ministry of the Labour (MOL), the Employers' Confederation of Thailand (ECOT), and the workers organizations, which are Labour Congress of Thai Labour (LCT), Thai Trade Union Congress (TTUC), National Congress Private Industrial of Employees (NCPE) and State Enterprises Workers' Relations

⁶ *Labour Protection Acts (No. 5) 2017 on 23 January 2017.*

Confederation (SERC). The focal point for the ILO is the Ministry of Labour. Other national bodies overseeing the protection of workers' rights include the House of Representatives' Committee on Labour, the Senate's Committee on Labour, and the National Commission on Human Rights. In addition, NGOs/ CSOs are included in social dialogues regarding labour rights.

A number of formal tripartite mechanisms exist and operate as drivers for social dialogue at national, provincial and specific project levels. The tripartite mechanisms cover a wide range of issues such as minimum wages, social security, collective bargaining, occupational safety and health, and workers with disabilities. Capacity development to ensure that the various mechanisms function effectively, equitably and transparently remains a priority.

At the same time, the collective bargaining coverage rate remains low in Thailand. The trade union density rate in Thailand was low at 1.4 per cent in 2008 and remains low at 3.2 per cent in 2016. Moreover, trade unions exist in about 34 provinces out of the total of 76, a situation that points towards a gap in workers representation in both collective bargaining and tripartite processes at provincial level. Since social dialogue is key to ensuring the smooth functioning of labour markets and enhancing the country's productivity, ongoing and increased commitment to strengthening social dialogue and tripartite cooperation is a priority under the DWCP for the government and social partners at all levels. Critical in this context is the promotion of freedom of association and rights of workers, without which representative social dialogue and collective bargaining will be difficult. Ensuring the voice and representation of women is also vital, as social dialogue tends to be male dominated (Briski & Muller, 2011).

2.4.2.4 Fundamental principles and rights at work

Nineteen ILO Conventions and one Protocol have been ratified by Thailand (Appendix 1). Out of eight fundamental conventions, six conventions have been ratified, as follows: Forced Labour convention (C29), Equal Remuneration Convention, 1951 (C100), Abolition of Forced Labour Convention (C105), Discrimination (Employment and Occupation) Convention (C111) – ratified in 2017, Minimum Age Convention (C138), and Worst Forms of Child Labour Convention (C182). The two conventions that have not yet ratified are the Freedom of Association and Protection of the Right to Organise Convention, 1948 (C 87), and Right to Organise and Collective Bargaining Convention, 1949 (C 98). Dialogue on these conventions continues between workers' organizations, non - governmental organizations and the Royal Thailand Government.

In addition, Thailand deposited the instrument of ratification of the Protocol of 2014 to the Forced Labour Convention, 1930 (P29) on 4 June 2018. Thereby, Thailand was the 24th country worldwide and the first in Asia to ratify the instrument. At the national level, Thailand has continued to reinforce its legislation and institutions to combat forced labour including trafficking in persons, particularly through the amendment to its Anti - Trafficking Act No. 2 B.E. 2558. In addition, the content of the draft Prevention and Elimination of Forced Labour Act is now adopted into in the amendment of the Anti - Trafficking Act, which is expected to be an important tool in eliminating forced labour and promoting good jobs for all workers in the country.

Though Thailand has implemented many key laws to protect labour rights, current challenges include weak law enforcement and the need to protect freedom of association and collective bargaining rights of all workers. Tripartite cooperation institutions at national, provincial, sectoral, and district levels have an important role to play in promoting and supporting the application of labour regulations, the establishment of good industrial relations and labour market governance mechanisms.



Country priorities and country programme outcomes

In consultation with its constituents, the ILO Country Office for Thailand, Cambodia and Lao PDR has identified the following three Decent Work Country Priorities for Thailand, along with anticipated outcomes and the broader national progress towards which the ILO will contribute. The Priorities were established first and foremost with reference to those expressed in national development plans. Current ILO initiatives in Thailand and constituent priorities and interests further inform their orientation as well as the identification of future challenges. The ILO's global Decent Work Agenda, Strategic Outcomes, and normative foundations provide a further framework, as elaborated earlier.

Priority 1: Promote an enabling environment for the growth of decent and productive employment

- **Outcome 1.1** : Increased decent and productive employment as a result of effective demand-based and gender responsive employment services and improved and expanded promotion of technical/ vocational skills for with a particular focus on the employability of youth and older persons of all genders.
- **Outcome 1.2** : Sustainable enterprise development strengthened through application of sufficiency economy principles in line with international labour standards
- **Outcome 1.3** : Enhanced effectiveness, efficiency and sustainability of the social security system

Priority 2: Strengthen labour protection, especially vulnerable workers

- **Outcome 2.1** : Vulnerable workers, including those in the informal economy and migrantworkers, are better protected by strengthened institutional frameworks, policies and strategic compliance tools
- **Outcome 2.2** : Unacceptable forms of work – especially child labour, forced labour and humantraf ficking – reduced as result of effective implementation of relevant policies and programmes
- **Outcome 2.3** : Strengthened compliance with occupational safety and health standards as result of increased capacity of labour inspection to improve decent work conditions

Priority 3: Strengthen labour market governance in line with international labour standards

- **Outcome 3.1** : Increased tripartite constituents' capacity to advance Decent Work agenda and social dialogue in line with international labour standards
- **Outcome 3.2** : Increased quality of tripartite cooperation and social dialogue as result of improved tripartite mechanisms
- **Outcome 3.3** : Increased ratification and application of international labour standards



This DWCP emphasizes coordination between relevant institutions and organizations to maximize impact and sustainability (Appendix 2: DWCP results matrix). Measures to ensure the transmission of results between multiple stakeholders at national level in an integrated and sustainable manner will be key to success. To achieve the outcomes of the DWCP, Theory of Change provides a key tool to describe and illustrate how and why a desired change is expected to happen in a particular context. Risks are developed based on subjective assessments through consultations and interviews with constituents (Appendix 3: Risks and assumptions). An effective evaluation and monitoring management system based on the DWCP Results Framework is key to monitoring situational changes and inform the implementation of DWCP outcomes and targets.

The active monitoring of decent work developments in the context of ILO / Thailand cooperation will also help to ensure a vital and dynamic role for the DWCP. Gender equality and non - discrimination, social dialogue, international labour standards and environmental sustainability are treated as cross - cutting issues under all outcomes.

Priority 1: Promote an enabling environment for the growth of decent and productive employment

Notwithstanding prospects for a better and strong economic growth in the coming years, the demographic shift towards an aged society in Thailand and the policy to move into high value - added industries are posing challenges in the Thai labour market. A set of actions is needed to assure that the Thai labour force (especially the youth aged 15 - 24 and older persons of all genders) is of high quality, with the skills needed to be able to take advantage of the opportunities provided by integration into both regional and global markets.

More responsive skills development systems need to be promoted to take account of the rapidly evolving future of work in this context. These should be adapted to labour market changes and technological developments in order to reduce job and skill mismatches that hinder enterprise development and employability, and to enhance access to the labour market through training. Good policies are needed to promote sustainable entrepreneurship and an enabling decent working environment free of discrimination based on gender, disability, ethnicity, sexual orientation or HIV status. Strengthening the effectiveness and efficiency of Thai social security systems in this period of rapid demographic and technological change is critical to the success of decent work promotion. Outcomes sought under this country priority focus on strengthening the enabling environment for increasing opportunities for decent jobs in line with C.122, the Employment Policy Convention and C111, Discrimination (Employment and Occupation) Convention.

- **Outcome 1.1** Increased decent and productive employment as a result of effective demand - based and gender responsive employment services and improved and expanded promotion of technical/vocational skills for all genders, with a particular focus on the employability of youth and older persons.

The following strategy is designed to enhance decent and productive employment of all genders, especially the youth aged 15 - 24 and older persons, through strengthened partnerships and technical support.

The outcome links to the NESDP Strategy 1 (Development objective 2 and 4); the Labour master plan Strategy 1 (Development target 1), Strategy 2 (Development target 2), Strategy 4 (Development target 1 and 2; the Thai - UNPAF Outcome (Systems, structures and processes deliver sustainable people - centered and equitable development); Links to SDGs (Goal 5, Goal 8), and the ILO P&B Outcome 1 (More and better jobs for Inclusive growth and improved youth employment prospects).





Result of outcome

More people, particularly youth and older persons of all genders, employed in decent work as a result of strengthened public employment services and increased technical and vocational skill levels in response to market needs.

Expected Changes From the ILO's Contributions

Implementation of the gender-responsive employment policy appropriately promotes decent work for all age groups, with a particular focus on youth and older persons of all genders.

Better access by youth and older persons of all genders to information and guidance on future labour market needs.

Career guidance staff are better able to advise and support a diverse range of job-seekers.

Skills development is supported by gender-responsive and inclusive tools and methodologies which are relevant to the needs of all age groups.

Increase effectiveness of public employment services through strengthened demand-based and gender responsive approaches.

Significant output

Action plan of the Department of Employment revised, developed and adopted by 2021, with ILO technical support, with a primary focus on promoting decent work for youth and older persons of all genders in line with their different needs and the labour market needs for Thailand 4.0.

Increase access by youth and older persons of all genders to a mobile application or an online platform for job search purposes.

Significant output

One mobile application or one online platform developed and launched by 2021, including the following: (i) a well-designed and gender-age-sensitive platform; (ii) enhanced and expanded use of the mobile application or the online platform by other ministries and partners in cooperation with tripartite partners; and (iii) improved career guidance via the mobile application or online platform to fit the context of possible future labour market needs.

Develop gender responsive tool for strengthening the capacity of career guidance staff to increase awareness of the need to improve school-to-work transition programmes in harmony with Thailand 4.0 and the Future of Work initiative, following the philosophy of sufficiency economy to achieve sustainable development.

Significant output

At least one training product for career guidance staff developed and used in raising awareness of possible future labour demand needs, with gender responsive issues incorporated.

A gender-responsive master plan and improved tools to promote technical/vocational skills for all genders to meet future labour market needs, with ILO technical support.

Significant outputs

- The skills development master plan reviewed, developed, and implemented in a gender-responsive manner
- Current curricula and competency standards as well as future potential curricula reviewed, developed and applied with attention to gender considerations
- The quality assurance system for skill development programmes reviewed, developed, and improved
- Technical/ vocational skill areas under the ASEAN mutual recognition of skills developed with attention to female intensive occupations
- At least one study on skills mismatch and labour migration in the ICT sector conducted.
- At least one gender-responsive sector, skills-specific and demand-led action plan developed, documented and disseminated
- Increased number of women trained in technical/STEM-related skills, using workplace-based learning programmes.

Risks and mitigation strategies

- Insufficient financial and human resources undermine development and implementation (Mitigation measure : Maintain regular dialogue between relevant parties on resourcing requirements.)
- Delays in the provision of agreed technical, financial and capacity development (Mitigation measure: ILO to explore alternative funding sources, including South-South Collaboration.)
- Current skills/market mismatches continue as a result of insufficient improvement of public employer services in response to rapidly changing circumstances (Mitigation measure: ILO to support improved coordination and increased knowledge sharing among government, employers' associations, workers' associations, international development parties and academia.)
- Insufficient interest and involvement of social partners (Mitigation measure: Maintain regular dialogue between relevant parties.)
- Gender dimensions become invisible due to other priorities (Mitigation measure: Maintain regular dialogue between relevant parties on gender responsive measures and evaluation.)

The detailed indicators, targets as well as assumptions, risks, mitigation measures are described in the following tables.

Indicators	Targets
<p>Indicator 1.1.1 : Number of measures to improve and expand demand-based and gender responsive employment services and policies to promote decent jobs for youth and older persons of all genders.</p>	<p>Target 1.1.1 (a) By 2021, one action plan of the DOE revised, developed and adopted with ILO technical support, with a primary focus on promoting decent work for youth and older persons of all genders in line with their different needs and the labour market needs for Thailand 4.0.</p>
<p>Indicator 1.1.2 : Percentage of users expressing satisfaction with improved and expanded accessibility of public employment services (PES) and gender responsive career guidance to all age groups, particularly youth and older persons of all genders.</p>	<p>Target 1.1.2 (a) At least 80 percent satisfaction level indicated by users of the online services, disaggregated by gender and disability.</p> <p>Target 1.1.2 (b) One mobile application or online platform developed and launched by 2021, including the following: (i) a well-designed and gender- responsive and disability-inclusive platform that fits different needs of all age groups with a focus on youth and older persons of all gender; (ii) enhanced and expanded use of the mobile application or the online platform with other ministries and partners in cooperation with tripartite counterparts; and (iii) improved career guidance via the mobile application or an online platform to fit the context of possible future labour market needs.</p>
<p>Indicator 1.1.3 : Number of gender-responsive training materials for career guidance staff to increase awareness of the need to improve school-to-work transition programmes in harmony with Thailand 4.0 and the Future of Work initiative following the philosophy of sufficiency economy to achieve sustainable development.</p>	<p>Target 1.1.3 (a) At least one training material for career guidance staff of the DOE developed and used in raising awareness of possible future labour demand needs, with gender issues incorporated and ILO technical support.</p>

Indicator 1.1.4 : Number of gender - responsive initiatives taken to develop, strengthen and expand technical/vocational skills for the youth and older persons of all gender in meeting future labour market needs

Target 1.1.4 (a) The skills development master plan reviewed, developed, and implemented by 2021 to increase employability of all people, in particular youth and older persons of all genders, using an integrated and gender-responsive approach.

Target 1.1.4 (b) Current curricula and competency standards as well as future curriculums of the Department of Skill Development reviewed, developed and applied in line with the labour demand for Thailand 4.0 and the Future of Work initiative, with gender and environmental concerns reflected.

Target 1.1.4 (c) The quality assurance system of skill development programmes of the Department of Skill Development reviewed and developed.

Target 1.1.4 (d) At least 3 technical/ vocational skill areas under the ASEAN mutual recognition of skills developed with Cambodia, Lao PDR and Myanmar, with attention to female intensive occupations.

Target 1.1.4 (e) At least one gender-responsive study on skills mismatch and labour migration in the ICT sector conducted.

Target 1.1.4 (f) At least one sector-specific demand-led and gender-responsive action plan developed, documented and disseminated for STEM skills for sustainable development and employability for women.

Target 1.1.4 (g) By 2021, at least 1,000 number of women trained in technical STEM-related skills, using gender-responsive workplace-based learning programmes, increased employability and leadership training to enhance their employability and advance opportunities in STEM-related jobs in a selected sector.

- **Outcome 1.2** Sustainable enterprise development strengthened through application of sufficiency economy principles in line with international labour standards

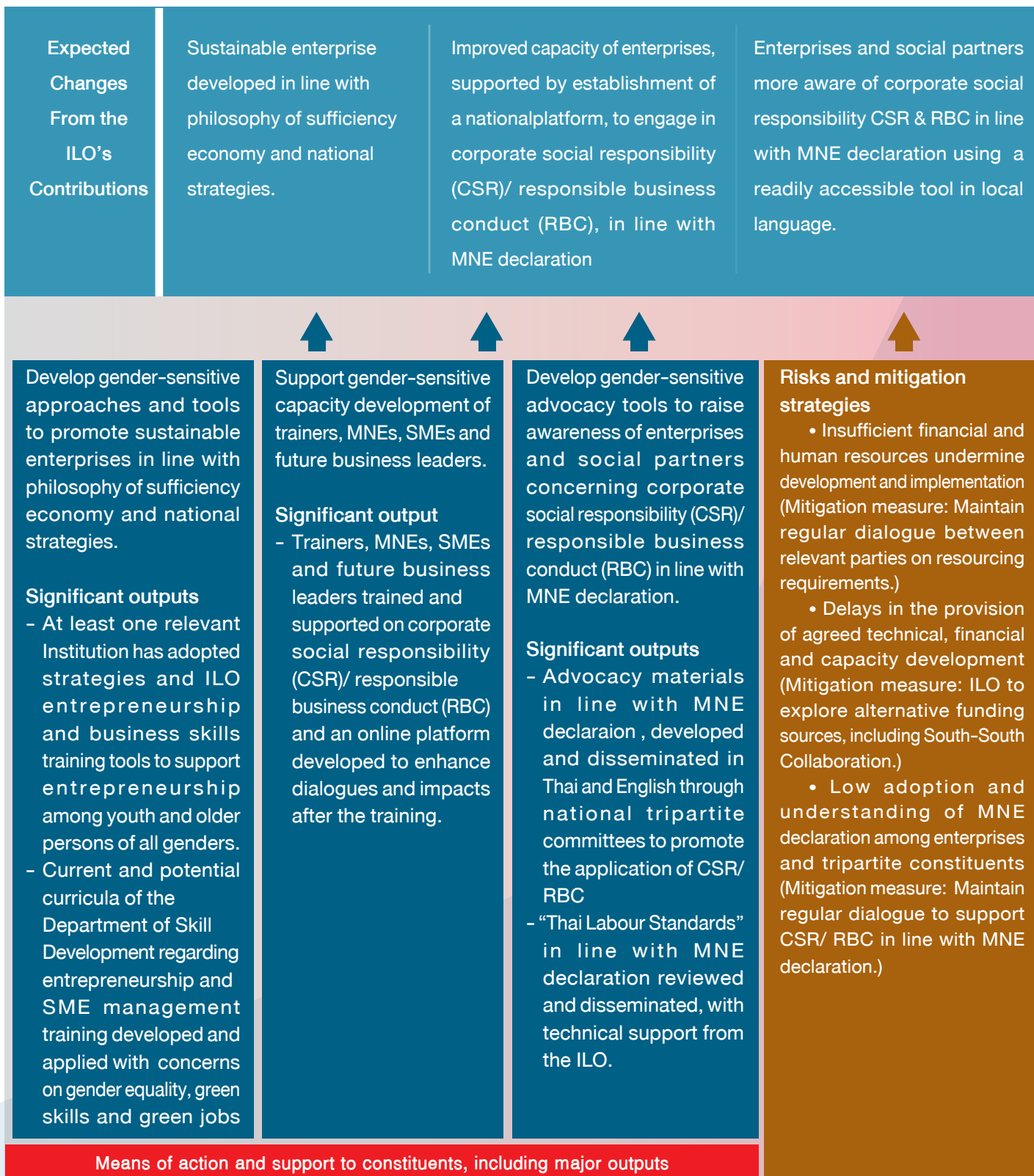
The outcome recognizes the importance of sustainable enterprises. The ILO support for this outcome will be in improving capacity of enterprises and social partners and raising their awareness to engage in corporate social responsibility (CSR) and responsible business conduct (RBC), in line with MNE declaration.

This outcome links to the NESDP Strategy 3 (Development objective 1 and 2); the Labour Master Plan Strategy 1 (Development target 2); the Thai - UNPAF Outcome (Systems, structures and processes deliver sustainable people - centered and equitable development); SDGs (Goal 8, and Goal 12); and the ILO P&B Outcome 4 (Promoting sustainable enterprise).



Result of outcome

More new sustainable enterprises demonstrate the application of sufficiency economy principles in line with international labour standards



Indicators	Targets
<p>Indicator 1.2.1: Number of gender-responsive tools and curricula developed to promote sustainable enterprises in line with philosophy of sufficiency economy and national strategies.</p>	<p>Target 1.2.1 (a) By 2021, at least one institution has adopted strategies and gender-sensitive ILO entrepreneurship and business skills training tools to support youth and older persons of all genders</p> <p>Target 1.2.1 (b) By 2021, current and potential curricula of the Department of Skill Development regarding entrepreneurship and SME management training tools reviewed, developed and applied with concerns on gender equality, green skills and green jobs incorporated</p>
<p>Indicator 1.2.2 : Number of trained SMEs and women and men enterprise leaders with knowledge of responsible business practices and critical working conditions who are promoting the inclusion of the SMEs into Global Value Chains (GVCs) for sustainable and inclusive growth in line with the sufficiency economy.</p>	<p>Target 1.2.2 (a) By 2021, 15 trainers, 40 MNEs and 100 future business leaders trained, and 50 SMEs in supply chains trained and supported on corporate social responsibility (CSR)/ responsible business conduct (RBC) in line with MNE declaration, with at least 30% female participation, the collaboration with tripartite constituents, and an online platform to enhance dialogues and expand impacts after the training.</p>
<p>Indicator 1.2.3: Number of gender-responsive advocacy tools to raise awareness of enterprises and social partners concerning corporate social responsibility (CSR)/ responsible business conduct (RBC) in line with MNE declaration</p>	<p>Target 1.2.3 (a) One advocacy product in line with MNE declaration, with gender concerns incorporated, developed and disseminated through national tripartite committees to promote the application of CSR/ RBC in Thai and English and made it available publicly and free online.</p> <p>Target 1.2.3 (b) “Thai Labour Standards” in line with MNE declaration reviewed and disseminated, with technical support from the ILO.</p>

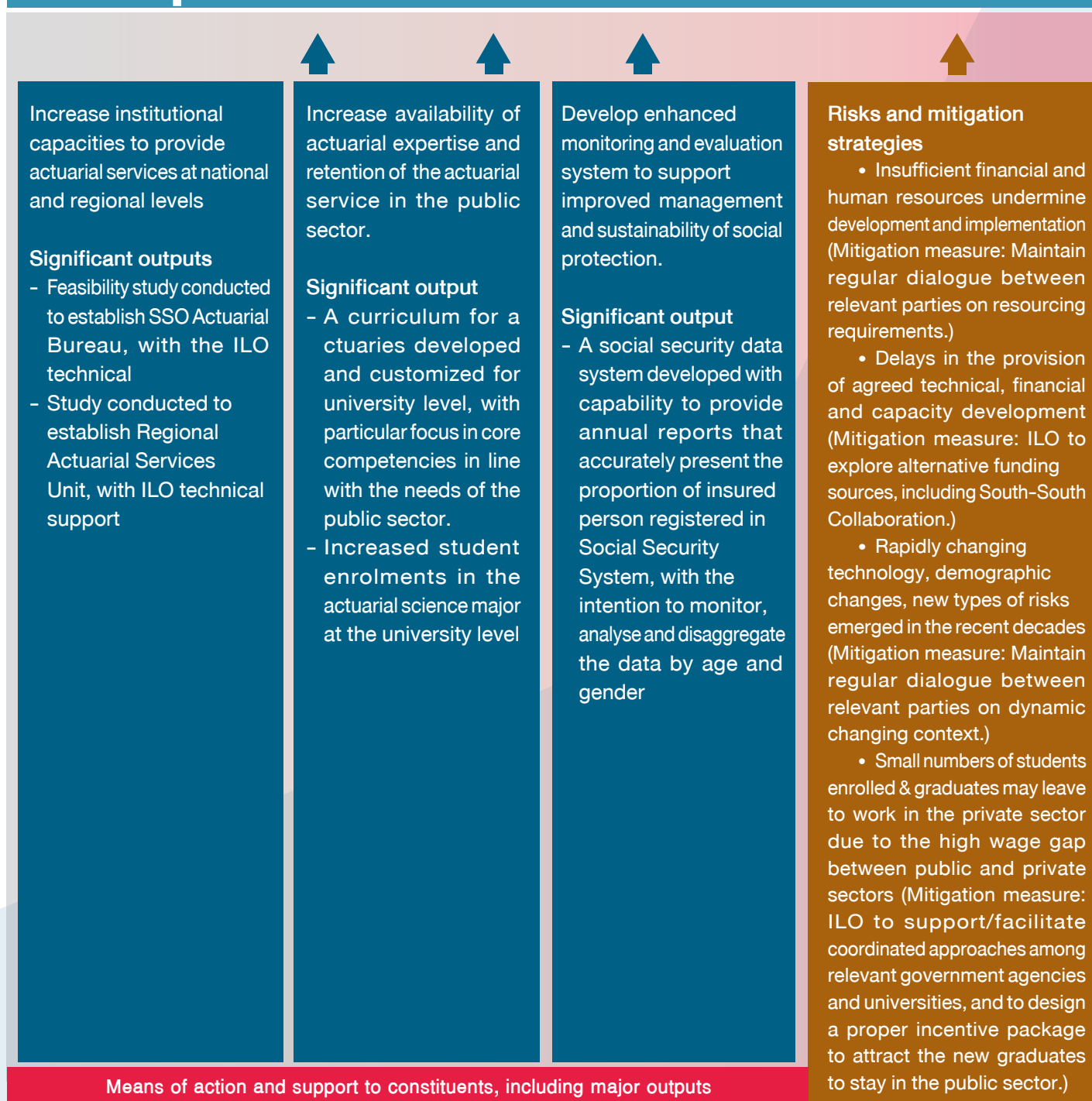
- **Outcome 1.3:** Enhanced effectiveness, efficiency and sustainability of the social security system

The ILO technical and capacity development support in the period 2019 – 2021 will strengthen and expand the SSO capacity to ensure an environment that enables decent work. This outcome links to the NESDP Strategy 2 (Development objective 1 and 2); the Labour Master Plan Strategy 2 (Development target 1); the Thai - UNPAF Outcome (Systems, structures and processes deliver sustainable people - centered and equitable development); SDGs (Goal 8, and Goal 10); and the ILO P&B Outcome 3 (Creating and extending social protection floors).

Result of outcome

Enhanced effectiveness, efficiency and sustainability of Thai social security system.

<p>Expected Changes From the ILO's Contributions</p>	<p>Strengthened actuarial services enhance effectiveness, efficiency and sustainability of social security system and provide capacity to support other counties</p>	<p>Increased access to actuarial expertise enhances public sector social security policy, planning and delivery</p>	<p>Improved capacity to manage, monitor and analyse social security data enhances effectiveness, efficiency and sustainability of social security system.</p>
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Indicators	Targets
Indicator 1.3.1: Number of improved national social protection policy-informed tools to extend coverage and improved effectiveness, efficiency and sustainability of the Social Security Office through the SSO tripartite board	Target 1.3.1 (a) By 2021, one feasibility study to establish the SSO Actuarial Bureau conducted with the ILO technical support Target 1.3.1 (b) By 2021, one study conducted to establish Regional Actuarial Services Unit, with ILO technical support.
Indicator 1.3.2 : Actuarial human development and retention plan available for the public sector	Target 1.3.2 (a) By 2021, one curriculum for actuaries developed and customized for the university level, with particular focus on core competencies and needs of the public sector, by 2021. Target 1.3.2 (b) By 2021, at least 20 student enrolments, disaggregated by gender, in the actuarial science major at the university level.
Indicator 1.3.3 Effective and efficient social security data system developed with collaboration the SSO tripartite board to enhance monitoring and evaluation system and improve the management and sustainability of social protection.	Target 1.3.3 (a) By 2021, a social security data system developed with capability to provide annual reports that accurately present the proportion of insured person registered in Social Security System, with the intention to monitor, analyse and disaggregate the data by age and gender.

Priority 2: Strengthen labour protection, especially vulnerable workers

The outcomes of this priority are designed to strengthen labour protection, especially of vulnerable workers.

This priority recognizes the multifaceted risks faced by large segment of population in terms on vulnerability, particular attention is paid to the protection of rights of workers in the informal economy and migrant workers.

Informally employed workers typically face low incomes, limited opportunities for skills development, and poor working conditions. They often work without a contract and social protection. The precarious working conditions make them more vulnerable to external shocks, particularly in the context of increased international competition linked to the country's greater international economic integration. In addition, a large number of migrant workers from neighbouring countries are working in Thailand. Though Thailand has applied non - discrimination principles to Thais and migrants, barriers for migrant workers' access to rights remain in practice.

- **Outcome 2.1** Vulnerable workers, including those in the informal economy and migrant workers, are better protected by strengthened institutional frameworks, policies and strategic compliance tools

The DWCP is designed to boost labour protection to all genders through collaboration, financial and technical support. In line with these identified priorities, the ILO will provide technical and capacity development support.

This outcome links to the NESDP Strategy 2 (Development objective 2), Strategy 5 (Development objective 3); the Labour Master Plan Strategy 2 (Development target 1), Strategy 3 (Development target 1 and 2); the Thai - UNPAF Outcome (Systems, structures and processes deliver sustainable people - centered and equitable development); SDGs (Goal 8, and Goal 10); the ILO P&B outcome 6 (Formalization of the informal economy) and outcome 9 (Fair and effective international labour migration and mobility).





Result of outcome

More vulnerable workers have their rights protected, including migrant workers both in Thailand and ASEAN more broadly

Expected
Changes
From the
ILO's
Contributions

Workers of all gender in the informal economy better protected by improved application of relevant laws.

Improved protection for migrant workers of all genders in ASEAN as result of strengthened legal and institutional mechanisms.

Improved protection for migrant workers of all genders in Thailand as result of strengthened gender-sensitive policies, knowledge and stakeholder capacities.



Increase availability of strategic compliance tools to promote the application of the newly endorsed laws to protect workers in the informal economy.

Significant output
- One set of gender-responsive implementation guidelines developed to facilitate enforcement of the Homeworkers' Protection Act
- Gender-sensitive training and research conducted on the rights promotion and protection guidelines, as well as the expansion of coverage under the LPA.

Increase availability of strategic and gender-responsive compliance tools to promote labour protection for migrant workers in ASEAN.

Significant output
- A study on the portability of social security for migrant workers across ASEAN Member States, with ILO technical support.

Strengthen legal and institutional frameworks to protect migrant workers' rights in Thailand

Significant output
- One migrant worker related law/ regulation reviewed and adapted
- Increased number of monitoring activities organized by the tripartite constituents and CSO partners
- Increased number of migrant workers accessed to gender-sensitive counselling and complaint mechanisms
- Increased number of materials and tools in migrant workers' languages to increase accessibility to complaints and remedy mechanisms

Increase knowledge sharing activities and policy-informed documents to promote the protection of migrant workers in Thailand

Significant output
- Training/workshop/forum to increase capacity of regional, national and local government; social partners; human rights institutions; skills training institutions; and civil society to implement gender-responsive policies and services for migrant workers of all genders
- Researches, datasets and good practices on labour migration for women, and violence that migrant women experience to inform policy

Risks and mitigation strategies

- Insufficient financial and human resources undermine development and implementation (Mitigation measure: Maintain regular dialogue between relevant parties on resourcing requirements.)
- Delays in the provision of agreed technical, financial and capacity development (Mitigation measure: ILO to explore alternative funding sources, including South-South Collaboration.)
- Changing political commitment and focal points, as well as changing national political processes and partner capacities (Mitigation measure: ILO to pursue the proposed Development Cooperation Project to support the implementation.)

Means of action and support to constituents, including major outputs

Indicators	Targets
<p>Indicator 2.1.1: Number of strategic compliance tools to promote the application of the newly endorsed law providing labour protection for informal workers</p>	<p>Target 2.1.1 (a) By 2021, one implementation guideline developed to facilitate nationwide enforcement of the Homeworkers' Protection Act, including standard contracts, piece rate calculation, OSH promotion and dialogue forums.</p> <p>Target 2.1.1 (b) By 2021, at least one gender - responsive training and one research project on rights promotion, protection guidelines and expansion of coverage under the Labour Protection Act.</p>
<p>Indicator 2.1.2: Number of compliance - strategy tools to promote the labour protection for migrant workers in ASEAN</p>	<p>Target 2.1.2 By 2021, at least one gender - responsive study conducted on the portability of social security for migrant workers across ASEAN Member States, with ILO technical support.</p>
<p>Indicator 2.1.3: Number of fair labour migration laws/regulations and compliance monitoring activities to strengthen institutional mechanisms and to promote migrant workers' rights protection in Thailand with gender perspective</p>	<p>Target 2.1.3 (a) At least one labour - related regulation in a labour - intensive employment sector reviewed and developed to promote the protection of Thai and migrant workers' rights of all genders by 2021.</p> <p>Target 2.1.3 (b) By 2021, at least 3 monitoring activities are organized by the concerned tripartite constituents on migrant workers placement and protection in Thailand.</p> <p>Target 2.1.3 (c) By 2021, 4500 migrant workers of all genders increased accessibility to counselling and complaint mechanisms through Migrant Resource Centres (MRCs).</p> <p>Target 2.1.3 (d) By 2021, increased availability of gender - responsive information on complaint mechanisms and related procedures in migrant workers' languages to improve accessibility and help remedy issues raised through Migrant Resource Centres (MRCs).</p>
<p>Indicator 2.1.4: Number of knowledge sharing activities and policy - informed documents to promote the protection of migrant workers in Thailand</p>	<p>Target 2.1.4 (a) By 2021, at least one training/workshop/ forum to increase capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender - responsive policies and services for migrant workers of all genders.</p> <p>Target 2.1.4 (b) By 2021, at least 3 research projects, and/or datasets and/or good practices on labour migration for women, including violence that migrant women experience, to inform policy and programme development.</p>

- **Outcome 2.2:** Unacceptable forms of work – especially child labour, forced labour and human trafficking – reduced as result of effective implementation of relevant policies and programmes

Thailand has made significant efforts to eliminate the worst forms of child labour, forced labour and human trafficking. The issues of labour rights protection also apply to migrant workers as well as those in child and forced labour.

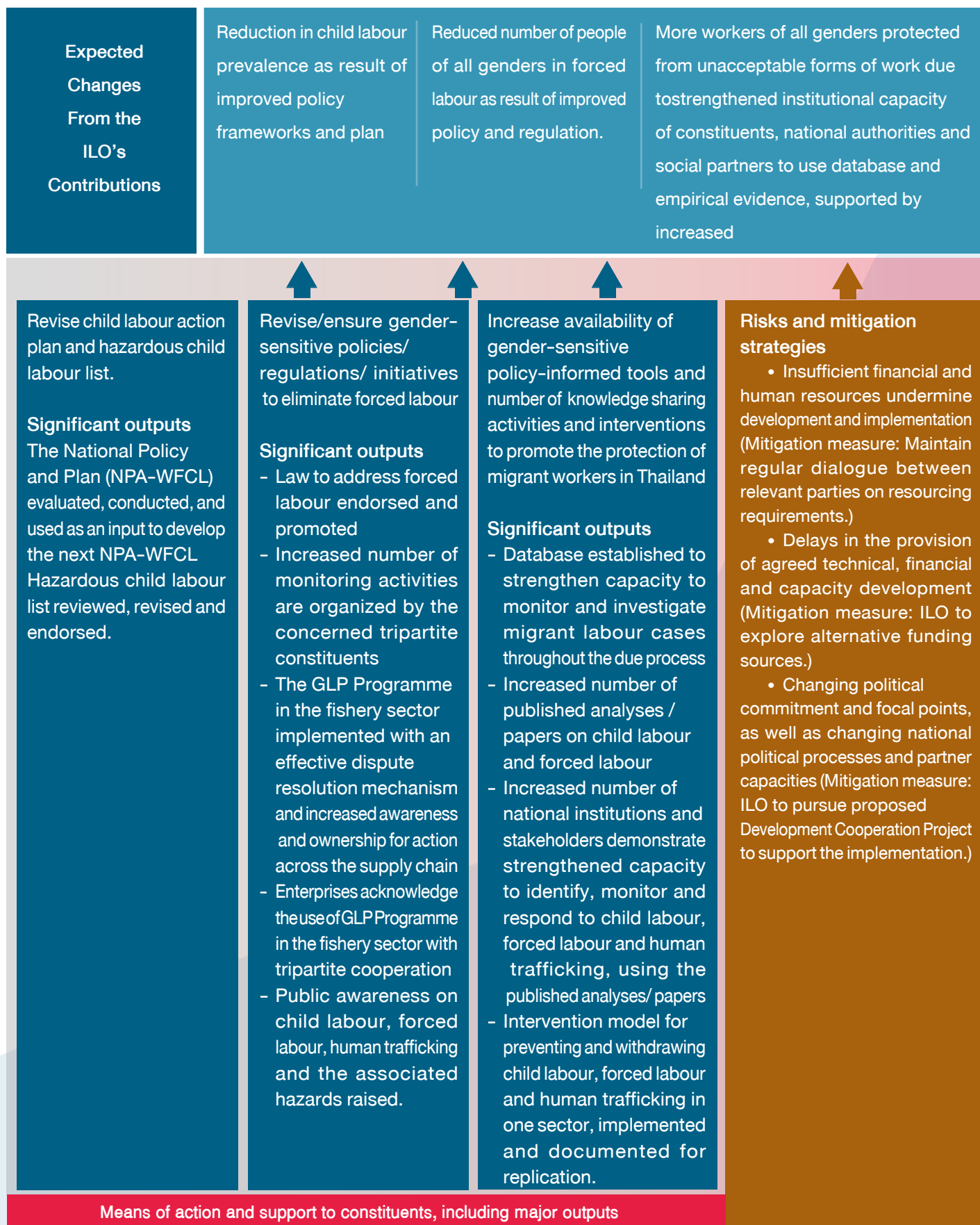
The DWCP strategy is to maintain momentum in reducing the prevalence of unacceptable forms of work, including through implementation of the National Policy and Plan to Eliminate the Worst Forms of Child Labour (NPA - WFCL) adopted, and campaigns and projects to reduce forced labour and human trafficking. The DWCP strategy further prioritizes strengthening the regulatory environment underpinning enforcement of the law.

This outcome links to the NESDP Strategy 2 (Development objective 2) Strategy 5 (Development objective 3); the Labour Master Plan Strategy 2 (Development target 1); the Thai - UNPAF Outcome (Systems, structures and processes deliver sustainable people - centered and equitable development); SDGs (Goal 8, and Goal 16); and the ILO P&B outcome 8 (Protecting workers from unacceptable forms of work).



Result of outcome

Enhanced effectiveness, efficiency and sustainability of Thai social security system.





Indicators	Targets
Indicator 2.2.1: Number of gender-responsive policies/ regulations/initiatives developed, revised and implemented to eliminate child labour	<p>Target 2.2.1 (a) By 2021, the National Policy and Plan to Eliminate the Worst Forms of Child Labour (NPA-WFCL) evaluated and used as an input to develop the next NPA, with ILO technical support.</p> <p>Target 2.2.1 (b) By 2021, at least one hazardous child labour list reviewed and revised, with the ILO technical support.</p>
Indicator 2.2.2: Number of gender-responsive laws, policies / regulations/ initiatives developed, revised implemented to eliminate forced labour	<p>Target 2.2.2 (a) By 2021, national legislation to address forced labour is endorsed and promoted, with the ILO technical support.</p> <p>Target 2.2.2 (b) by 2021, the Good Labour Practices (GLP) Programme in the fishery sector implemented with an effective dispute resolution mechanism and increased awareness and ownership for action across the supply chain.</p> <p>Target 2.2.2 (c) At least 100 employers/ enterprises acknowledge the use of GLP Programme in the fishery sector with tripartite cooperation by 2021.</p> <p>Target 2.2.2 (d) By 2021, a least 18,000 people have increased their awareness of child labour, forced labour, human trafficking, and the associated hazards raised through workshops and trainings conducted by constituents.</p>
Indicator 2.2.3: Number of gender-responsive policy-informed tools, research products and interventions to strengthen institutional capacity of constituents, national authorities and social partners to protect workers from unacceptable forms of work by using database and empirical evidence	<p>Target 2.2.3 (a) One database developed and established to strengthen institutional capacity to monitor and investigate cases throughout the process, taking into account the special needs of forced labour, child labour, and human trafficking, with incorporation of gender concerns.</p> <p>Target 2.2.3 (b) At least 3 published analyses / papers on child labour, conducted and used for programming and support of relevant policy decisions.</p> <p>Target 2.2.3 (c) At least 3 published analyses / papers on forced labour, conducted and used for programming and support of relevant policy decisions.</p> <p>Target 2.2.3 (d) At least 100 people from national institutions and stakeholders demonstrate strengthened capacity to identify, monitor and respond to child labour, forced labour and human trafficking using the published analyses/ papers</p> <p>Target 2.2.3 (e) At least one Intervention model for preventing and withdrawing child labour, forced labour and human trafficking in one sector, implemented and documented for replication.</p>

- **Outcome 2.3** Strengthened compliance with occupational safety and health standards as a result of increased capacity of labour inspection to improve decent work conditions

The outcome recognizes the remaining challenges of improving OSH. ILO technical support for this outcome is linked to the government plan and initiatives to strengthen plans and tripartite cooperation and enhance inspection capacities and strategic compliance planning.

This outcome links to the NESDP Strategy 1 (Development objective 1 and 2), Strategy 2 (Development objective 2); the Labour Master Plan Strategy 2 (Development target 1); the Thai - UNPAF outcome (Systems, structures and processes deliver sustainable people - centered and equitable development); the SDGs (Goal 3, and Goal 8); and the ILO P&B outcome 7 (Promoting safe work and workplace compliance including in global supply chains.)

Result of outcome

More workers have safe working conditions, with reduction in industrial injuries and illness

Expected Changes

From the ILO's
Contributions

Improvements in OSH enhanced by strengthened plans and tripartite cooperation

Improvements in OSH as result of enhanced labour inspection capacities and strategic compliance planning

Strengthen planning and tripartite cooperation to support implementation of 2nd National OSH Master Plan.

Significant output

- The implementation plan of the second National Master Plan on Occupational Safety, Health and Environment to promote effective and sustainable development of occupational health, safety and the environment evaluated and revised for all genders, with tripartite engagement and ILO technical support to meet international standards under ILO C187.

Increase availability of gender sensitive strategic compliance tools to strengthen capacities of labour inspection service.

Significant outputs

- Gender-sensitive manuals/ materials developed and put in place to strengthen labour inspection in line with international labour standards, with an emphasis on improving strategic compliance planning, with ILO technical support.
- Gender-sensitive training materials for the national labour inspectors/ officers training programme developed with ILO technical support. .

Risks and mitigation strategies

- Insufficient financial and human resources undermine development and implementation (Mitigation measure: Maintain regular dialogue between relevant parties on resourcing requirements.)
- Delays in the provision of agreed technical, financial and capacity development (Mitigation measure: ILO to explore alternative funding sources.)
- Changing political commitment and focal points, as well as changing national political processes and partner capacities (Mitigation measure: ILO to pursue the proposed Development Cooperation Project to support the implementation.)
- Implementation of Labour Laws undermined by lack of awareness of the law, particularly among informal workers and vulnerable workers. (Mitigation measure: ILO to support extension of OSH measures and awareness to workers in the informal sector and other vulnerable workers.)

Means of action and support to constituents, including major outputs

Indicators	Targets
Indicator 2.3.1: Number of policies and initiatives to strengthen compliance with occupational safety and health standards and outreach to local and rural areas.	Target 2.3.1 (a) By 2021, the implementation plan of the second National Master Plan on Occupational Safety, Health and Environment to promote effective and sustainable development of occupational health, safety and the environment evaluated and developed for all genders, with tripartite cooperation and ILO technical support to meet international standards under ILO C187.
Indicator 2.3.2: Number of strategic compliance tools to increase capacities of labour inspectorate put in place.	Target 2.3.2 (a) By 2021, at least one set of gender-responsive manuals/ materials developed to strengthen labour inspection in line with international labour standards, with an emphasis on improving strategic compliance planning and ILO technical support. Target 2.3.2 (b) By 2021, at least one gender-responsive training tool for the national labour inspectors/ officers training programme developed with ILO technical support.

Priority 3: Strengthen labour market governance in line with international labour standards

Effective tripartite cooperation and social dialogue between national constituents is the foundation upon which implementation of the DWCP ultimately rests across all outcomes. Thai tripartite cooperation and social dialogue architecture in Thailand is well structured, which can be enhanced by capacity building. In line with national constituent priorities, ILO technical and capacity development support under the DWCP focus on inter - linked areas.

- **Outcome 3.1** Increased tripartite constituents' capacity to advance Decent Work agenda and social dialogue to be in line with international labour standards

The effective voice and inputs of employer's and workers' organisations is a key ingredient in the strengthening and implementation of relevant national policies and regulatory frameworks to promote decent and productive work and improved labour relations in line with international labour standards. Accordingly, a core DWCP strategy is the strengthening of tripartite constituents' capacity to collaborate and make and influence policies. To this end, priority ILO technical and capacity development support will enhance tripartite constituents' capacity to advance decent work agenda and social dialogue.

This outcome links to the NESDP Strategy 2 (Development objective 2); the Labour Master Plan Strategy 5 (Development target 2); the Thai - UNPAF outcome (Systems, structures and processes deliver sustainable people - centred and equitable development); SDGs (Goal 8); and the ILO P&B Outcome 2 (Ratification and application of international labour standards)

Result of outcome

More effective development, implementation and impact of national policies, and their alignment with international labour standards, as a result of effective tripartite engagement.

Expected Changes From the ILO's Contributions

Tripartite cooperation strengthened by increased relevant capacities of the government, employers' organizations, and workers' organizations.

Strengthened decent work and labour relations policy outcomes as result of increased capacity of the tripartite constituents to make and/or influence policy in line with international labour standards.

Strengthen capacity of government, employers' organizations, and workers' organizations to engage in tripartite cooperation.

Significant outputs

- Increased capacity for tripartite cooperation of middle executives, and higher-level government officials.
- Increased capacity for tripartite cooperation of employers' and workers' organizations and their respective members.

Strengthen capacity of the tripartite constituents to make and/or influence policy in line with international labour standards.

Significant outputs

- Documentation of success stories of employers with good labour relations that comply with international labour standards.
- Dissemination and awareness of labour relations best practices enhanced by discussions, workshops and knowledge sharing organized by tripartite representatives with the ILO, with trackable sex-disaggregated data and including gender related content.
- Increased knowledge and understanding of the ILO supervisory mechanisms among tripartite and social partners at national and regional level.

Risks and mitigation strategies

- Insufficient financial and human resources undermine development and implementation (Mitigation measure: Maintain regular dialogue between relevant parties on resourcing requirements.)
- Changing political commitment and focal points, as well as changing national political processes and partner capacities (Mitigation measure: ILO to pursue proposed Development Cooperation Project to support the implementation.)
- A lack of comprehensive (i) coverage of employers nationally and (ii) active membership participation undermines the employers' contribution to the implementation. (Mitigation measure: ILO technical and capacity development support to improve the employers' ability to expand and serve membership.)
- A lack of comprehensive coverage of workers across all sectors nationally affects (i) contribution the implementation and (ii) ability to protect workers' rights and conditions in context of rapid economic change. (Mitigation measure: ILO technical and capacity development support to improve workers' ability to expand and serve membership.)
- Insufficient resources and delays in the provision of agreed technical, financial and capacity development support. available to support tripartite processes, affecting their effectiveness and sustainability. (Mitigation measure: ILO to facilitate joint resource mobilization efforts.)

Means of action and support to constituents, including major outputs

Indicators	Targets
<p>Indicator 3.1.1 : Number of actions taken to enhance capacity of the government, employers' organizations, and workers' organizations to engage in tripartite cooperation with gender - responsive concerns</p>	<p>Target 3.1.1 (a) At least one annual capacity building event for middle executives, and higher - level government officials with trackable sex - disaggregated data of participation and gender related content, with ILO technical support.</p>
	<p>Target 3.1.1 (b) At least one annual training or platform to strengthen employers' organizations and their members to engage in tripartite cooperation, with ILO technical support, trackable sex - disaggregated data of participation and gender related content as part of the agenda.</p>
	<p>Target 3.1.1 (c) At least one annual training or platform to strengthen the capacity of workers' organizations and their members to engage in tripartite cooperation, with ILO technical support, trackable sex - disaggregated data of participation and gender related content as part of the agenda.</p>
<p>Indicator 3.1.2 : Number of actions taken and related tools to strengthen capacity of the tripartite constituents and mechanisms to make and/or influence policy in line with international labour standards</p>	<p>Target 3.1.2 (a) By 2021, at least one documentation of success stories of employers with good labour relations that comply with international standards, in order to promote understanding between employers and employees in line with the MNE declaration in Thai and English.</p>
	<p>Target 3.1.2 (b) By 2021, at least 5 discussion, workshop, and knowledge sharing activities organized by tripartite representatives with the ILO to share best practices and raise awareness about the ILO (including its supervisory mechanisms), employers 'and workers' organizations, with trackable sex - disaggregated data of participation and gender related content.</p>
	<p>Target 3.1.2 (c) By 2021, At least one training or workshop to enhance understanding of the ILO supervisory mechanisms among tripartite and social partners at national and regional level.</p>

- **Outcome 3.2:** Increased quality of tripartite cooperation and social dialogue as result of improved tripartite mechanisms

The DWCP strategy is to strengthen the capacity, regularity and evidence - base of social dialogue and the tripartite engagement mechanisms, including for DWCP oversight and management, in order to enhance their contribution to labour market governance and the promotion of decent work.

This outcome links to the NESDP Strategy 2 (Development objective 2); the Labour Master Plan Strategy 5 (Development target 2) the Thai - UNPAF outcome (Systems, structures and processes deliver sustainable people - centered and equitable development); SDGs (Goal 8); and the ILO P&B outcome 2 (Ratification and application of international labour standards).

Result of outcome

Labour market governance and the promotion of decent work enhanced by increased social dialogue and strengthened tripartite mechanisms

Expected Changes From the ILO's Contributions

Enhanced national ownership of the DWCP as a result of strengthened tripartite governance engagement.

Increased awareness and capacity of constituents regarding the rights of labour unions, freedom of association, non-discrimination and equal remuneration.

Establish national tripartite governance structure and supporting database for the DWCP.

Significant outputs

- National Tripartite Committee and associated sub-committees established.
- Workshops, discussions and knowledge sharing organized annually to increase capacity of the DWCP committee members to enhance effective management and monitoring of the DWCP.
- A database of collective bargaining agreements; trade union and their membership coverage; and trade union committees and their memberships developed.

Increase availability of policy-informed tools to raise awareness and enhance capacity of constituents with respect to the ILO, the rights of labour unions, freedom of association and collective bargaining, non-discrimination and equal remuneration.

Significant outputs

- Studies conducted of challenges, processes and possibilities with respect to ratification of C87/C98 in Thailand, including lessons learned by other countries and implications for Thai and non - Thai workers.
- Increased constituents' knowledge and understanding of rights of labour unions and freedom of association as result of workshops, forums, and knowledge sharing organized by tripartite constituents with the ILO.
- Increased capacity of tripartite constituents and social partners on international labour standards as result of workshops, forums, and knowledge sharing annually organized by tripartite constituents with the ILO .

Risks and mitigation strategies

- Roles and benefits of tripartite bodies and processes not well understood, undermining their value in supporting implementation. (Mitigation measure: ILO technical and capacity development assistance as necessary to (i) support the new Tripartite Committee; (ii) develop criteria and procedures for effective operation and monitoring; and (iii) improve employers' and workers' capacity for tripartite cooperation and social dialogue, including collective bargaining.)
- Insufficient resources and delays in the provision of agreed technical, financial and capacity development support (Mitigation measure: ILO to facilitate joint resource mobilization efforts and pursue the commitment.)
- Changing political climates, focal points, as well as changing national political processes and partner capacities. (Mitigation measure : The NTC and associated sub-committees to monitor changing trends and circumstances and provide advice accordingly on adjustments needed to DWCP formulation and implementation planning.)

Indicators	Targets
<p>Indicator 3.2.1 : Establishment of National Tripartite Committee (TPC), associated sub-committees, including Monitoring & Evaluation Working Group, and supporting database</p>	<p>Target 3.2.1 (a) By 2019, gender - balanced National Tripartite Committee and associated sub - committees established to provide oversight of DWCP management and implementation, with sex - disaggregated data.</p>
	<p>Target 3.2.1 (b) At least one workshop, discussion and knowledge sharing activity organized annually to increase capacity of the DWCP committee members to enhance effectively managing and monitoring ability the DWCP.</p>
	<p>Target 3.2.1 (c) By 2021, one database developed listing collective bargaining agreements; trade union and their membership coverage; and trade union committees and their memberships, with gender - disaggregated data and updated annually.</p>
<p>Indicator 3.2.2 : Number of analytical and consultative initiatives to raise awareness and enhance capacity of constituents about ILO regarding rights of labour unions, freedom of association, non-discrimination and equal remuneration</p>	<p>Target 3.2.1 (a) By 2021, At least one study of challenges, processes and possibilities with respect to ratification of C87/C98 in Thailand, the lessons learned by other countries, and the implications for Thai and non - Thai workers, published in Thai and English.</p>
	<p>Target 3.2.2 (b) At least one consultation workshop, forum, and knowledge sharing activity organized annually by tripartite constituents with the ILO regarding rights of labour unions and freedom of association, with sex - disaggregated data of participation tracked.</p>
	<p>Target 3.2.2 (c) At least one annual consultation, workshop, forum, and knowledge sharing annually organized by tripartite constituents with ILO to increase capacity of tripartite constituents and social partners on use of international labour standards to influence reforms in areas of social protection, non - discrimination and equal remuneration, minimum wage setting, freedom of association and collective bargaining, with sex - disaggregated data of participation tracked.</p>

- **Outcome 3.3** Increased ratification and application of international labour standards

The ratification and implementation of international labour Conventions is fundamental to achieving the DWCP Priorities and Outcomes. Special priority will be given to extending awareness and implementation of relevant laws and ratified International Labour Conventions.

This outcome links to the NESDP Strategy 2; the Labour Master Plan Strategy 2 (Development target 1); the Thai - UNPAF outcome (Systems, structures and processes deliver sustainable people - centered and equitable development) ; SDGs (Goal 8); and the ILO P&B outcome 2 (Ratification and application of international labour standards).

Result of outcome

Labour market governance, decent work promotion and rights at work are enhanced by increased ratification and application of international labour standards

Expected Changes From the ILO's Contributions

Increased ratification of ILO conventions, supported by policy-informed feasibility studies developed by the tripartite constituents to promote and integrate standards

Timely submission of reports on ratified conventions on standards-related matters as a result of increased capacities and understandings of the tripartite constituents.

Technical support to ratify and apply international Labour conventions

Significant outputs

- ILO C 144 ratified
- A social security system developed in line with ILO C102.
- Promotion and integration of standards for C102, C144, C155, C188 and C189 supported by feasibility studies which address the respective concerns of people of all age groups and genders, with gender-segregated data.

Technical support for capacity building events on ratified conventions and other standards-related matters to improve understanding of the tripartite constituents on ILO monitoring and reporting systems.

Significant outputs

- Increased tripartite constituents' awareness of instruments', requirements and implications of ratification
- Increased capacity of tripartite constituents to respond to ILO reporting obligations in timely manner, with ILO technical support
- Satisfaction expressed by the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) in relation to the timely submission of Conventions ratified by Thailand

Risks and mitigation strategies

- Future ratifications as well as implementation of currently ratified and unratified Conventions held back by (i) insufficient local capacity and (ii) insufficient ILO technical and capacity development support (Mitigation measure: Develop realistic priorities and plans for future ratifications and implementation of current relevant Conventions, both ratified and unratified, with ILO technical and capacity development support.
- Implementation of Labour Law undermined by lack of knowledge and awareness of the laws, particularly among informal workers and in rural areas (Mitigation measure: Maintain regular dialogue between relevant parties on approaches to extend outreach and communications).
 - Insufficient resources and delays in the provision of agreed technical, financial and capacity development support (Mitigation measure: ILO to facilitate joint resource mobilization efforts and pursue the DWCP goals).
 - Changing political climates, focal points, as well as changing national political processes and partner capacities (Mitigation measure: ILO to support the capacity of DWCP committee members to oversee and manage the DWCP).

Means of action and support to constituents, including major outputs



Indicators	Targets
<p>Indicator 3.3.1 : Number of international Labour conventions ratified and applied by Thailand</p>	<p>Target 3.3.1 (a) Thailand has ratified ILO C 144 by 2021.</p> <p>Target 3.3.1 (b) Thailand has a social security system developed in line with ILO C102 by 2021.</p> <p>Target 3.3.1 (c) At least one feasibility study developed by the tripartite constituents to promote and integrate standards for each of the following conventions: the ILO C102, ILO C144, ILO C155, ILO C188 and ILO C189, addressing the respective concerns of all genders, with gender-segregated data by 2021.</p>
<p>Indicator 3.3.2 : Constitutional obligations to submit reports on ratified conventions and other standards-related matters satisfied in a timely manner, with improved understanding by the tripartite constituents concerning monitoring and reporting systems.</p>	<p>Target 3.3.2 (a) By 2021, at least 6 workshops and training activities to raise awareness of instruments' requirements and implications of ratification to tripartite constituents and social partners, with tracking of gender-related content in the agendas.</p> <p>Target 3.2.2 (b) At least one training conducted to increase the capacity of tripartite constituents in responding to ILO reporting obligations in a timely manner, with ILO technical support.</p> <p>Target 3.3.2 (c) By 2021, satisfaction expressed by the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) in relation to the timely submission of reports on implementation of Conventions ratified by Thailand.</p>



04

Implementation planning, management, monitoring, reporting and evaluation arrangements

4.1 Implementation planning, management, monitoring, reporting and evaluation arrangements

4.1.1 DWCP partnership and coordination

A country - level steering committee (MOL, employers' organizations, workers' organizations and the ILO) will be established and operated during the life of the programme with the task of periodically reviewing progress towards the identified DWCP outcomes, measured against identified indicators. Monitoring methodologies and administrative arrangements supporting them will be systematically established and rigorously applied.

The steering committee will meet annually and its tripartite composition and Terms of Reference will be agreed in consultation with the ILO. The committee will monitor DWCP progress; revisit, confirm and revise theories of change underpinning the DWCP results framework; review the achievement of expected DWCP results; revise the DWCP results framework in the light of developments; review the adequacy of resources for programme implementation; promote social dialogue in achievement of outcomes; and identify joint resource mobilization strategies by the ILO and its Thai constituents.

A tripartite Monitoring and Evaluation Working Group will be established to meet on a more regular basis to monitor DWCP progress, issues and lessons (refer the next section).

The ILO will also cooperate with other key stakeholders in the country, including UN system programmes, funds, and agencies through the Thai - UNPAF. Such cooperation will be based on a shared commitment to support national development priorities and a mutual respect for their respective mandates, expertise and resources of each partner. ILO commitments to, and alignment with, the Thai - UNPAF will be assessed under the annual United Nations Country Team review process and reporting obligations to the Thai Government.

4.1.2 Internal ILO oversight and coordination

Within the ILO, DWCP implementation is led and coordinated by the Country Office for Thailand, Cambodia and Lao PDR (CO), with active support from the Decent Work Team for East and South - East Asia and the Pacific, the Regional Office for Asia and the Pacific, and ILO Headquarters in Geneva. Within this framework, the ILO National Coordinator based in Bangkok provides the primary focal point for DWCP implementation and relations at country level.

The CO will prioritize the strengthening of programme integration with a view to improving and better coordinating interaction among social partners as well as ensuring that ILO capacity building projects are coordinated in their planning, implementation and monitoring.

4.1.3 Monitoring, evaluation, learning and reporting arrangements

Critical to the successful implementation of the DWCP are effective monitoring and evaluation, linked to continuous learning and reporting. To this end, the following measures will be taken:

- independent mid - term and end - of - term DWCP reviews;
- evaluation of development cooperation projects to be linked to their contribution to the achievement of overall DWCP outcomes; and
- development and regular updating (at least quarterly) of the DWCP Monitoring Plan.

The DWCP Monitoring & Evaluation (M&E) Working Group will meet at least quarterly to ensure oversight and coordination of the above measures. Its agenda will include the following:

- development and review of the updated DWCP Monitoring Plan;
- review of findings of recent programme and project reviews and evaluations;
- maintaining an overview of other relevant ILO thematic and multi - country evaluations; and
- based on the above, make recommendations to the annual review meeting of the DWCP Tripartite Committee on adjustments required to ensure continued relevance, effectiveness and impact of DWCP implementation.

The DWCP Tripartite Committee will prepare an annual report on DWCP implementation, with support of the ILO Coordinator in Thailand. These documents will be considered at the annual DWCP Tripartite Committee review meeting. The finalised report will feed into both the UNPF annual report to the Thai Government and the Thai Government's SDG reporting. The ILO will report internally on implementation under its own requirements and procedures.

Strengthening the M&E capacities of Thai National Constituents will be a priority of capacity development support provided under the DWCP.

4.2 Additional cross - cutting considerations

In line with ILO commitments under its Programme and Budget, the following Cross - cutting Policy Drivers are mainstreamed and elaborated across the preceding priorities and associated outcomes, indicators and targets. They will underpin DWCP and project design, implementation, monitoring and evaluation:

- the ongoing ratification and implementation of international labour standards ;
- social dialogue and tripartite cooperation, with active participation and commitment by all national constituents key to the achievement of programme outcomes ;
- mainstreaming of gender equality and women's empowerment, including (i) at senior leadership, decision - making and management levels within national constituent organisational structures and processes and (ii) through the promotion of women and alternative genders' leadership, voice, representation and skills development in relevant areas ;
- non - discrimination in all respects, including on the basis of disability ;
- promotion of an environmentally sustainable world of work.

In addition, the following additional **cross - cutting programme drivers** underpin the delivery of the DWCP:

- institutional and technical capacity development at all levels; and
- development of effective partnerships between (i) the ILO and national constituents; (ii) the constituents themselves; and (iii) the ILO and other international partners, including within the context of the UNDAF.

4.3 Risk analysis

Achieving the DWCP outcomes will depend on the availability of the necessary financial resources, human resources, and continuous commitment from both Thailand and the ILO.

The major issues identified concern availability of the necessary resources for implementation, and timely provision of the necessary technical, capacity development and financial support of the constituents. Assumptions risks and mitigation measures are set out in detail under each outcome. The DWCP Tripartite Committee, supported by the tripartite DWCP provides the main mechanism for monitoring these and other risks, and for adjusting the DWCP as necessary. More general risks include a shift in national priorities, economic slowdown resulting in limited fiscal space to extend social policies, or other incentive - laden external initiatives to come into force.



05

Funding plan

The ILO is not a funding agency. DWCP implementation will be resourced by a combination of national constituent, ILO regular budget, ILO's programmes and projects, and extra-budgetary sources. Many of the current national constituent and the ILO programmes and projects will continue into the implementation period of the DWCP. The ILO current and existing programmes and projects in Thailand and their link to specific outcomes are described in Appendix 1.

Advocacy and communications approach

06

Advocacy for decent work is an important focus of the ILO. The ILO Office in Thailand will join with its constituents and development partners in advocacy, often as part of technical cooperation activities. The ILO Country Office maintains a website with the latest information including news releases, research results, and announcements of particular interest to constituents in Thailand.

Key messages in ILO advocacy and communications include, but not limited to, follows:

- the role of International Labour Conventions, international labour standards, and SDG 8 in promoting inclusive and sustainable development in Thailand;
- the importance of effective partnerships to address Thailand's decent work challenges, and achieve DWCP plan and the development priorities;
- Success stories emerging from initiatives under the DWCP.

Appendix I Ratifications for Thailand

Fundamental convention (Six conventions and one protocol)	Date	Status
C029 - Forced Labour Convention, 1930 (No. 29)	26-Feb-69	In Force
P029 - Protocol of 2014 to the Forced Labour Convention, 1930	04-Jun-18	Not in Force
C100 - Equal Remuneration Convention, 1951 (No. 100)	8-Feb-99	In Force
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	2-Dec-69	In Force
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	13-Jun-17	In Force
C138 - Minimum Age Convention, 1973 (No. 138)	11-May-04	In Force
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	16-Feb-01	In Force
Governance (Priority) (One convention)		
C122 - Employment Policy Convention, 1964 (No. 122)	26-Feb-69	In Force
Technical convention (Twelve conventions)		
C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)	5-Apr-68	In Force
C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	5-Apr-68	In Force
C080 - Final Articles Revision Convention, 1946 (No. 80)	5-Dec-47	In Force
C088 - Employment Service Convention, 1948 (No. 88)	26-Feb-69	In Force
C104 - Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104) 1/ Abrogated by decision of the International Labour Conference at its 107th Session (2018)	29-Jul-64	Not in force
C116 - Final Articles Revision Convention, 1961 (No. 116)	24-Sep-62	In Force
C123 - Minimum Age (Underground Work) Convention, 1965 (No.123) 2/ Automatic Denunciation on 11 May 2005 by convention C138	5-Apr-68	Not in force
C127 - Maximum Weight Convention, 1967 (No. 127)	26-Feb-69	In Force
C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	11-Oct-07	In Force



Technical convention (Twelve conventions)	Date	Status
MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006)	7-Jun-16	In Force
Amendments of 2014 to the MLC, 2006 3/ Awaiting declaration of acceptance	18-Jan-17	Not in force
Amendments of 2016 to the MLC, 2006 Will enter into force for Thailand on 30 Jan 2020	8-Jan-19	Not In force
Amendments of 2018 to the MLC, 2006 4/ Formal disagreement period until 26 Jun 2020	26-Dec-20	Not in force
C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)	23-Mar-16	In Force
C188 - Work in fishing Convention, 2007 Will enter into force for Thailand on 30 Jan 2020.	30-Jan-19	Not in Force

Source : ILO NORMLEX, Information System on International Labour Standards, as of 10 Dec 2018

Appendix II: DWCP Results Matrix

DWCP Priority 1: Promote an enabling environment for the growth of decent and productive employment

<p>DWCP Outcome 1.1: Increased decent and productive employment as a result of effective demand – based and gender responsive employment services and improved and expanded promotion of technical/vocational skills for all genders, with a particular focus on the employability of youth and older persons.</p>	<p>Mean of verifications : MOL reports on implementation to the national tripartite committee to oversee the DWCP MoL reports on tripartite activity. National publications and reports. ILO publications and reports.</p>	<p>Partners: MOL; PS, DOE, DSD, DLPW; ECOT; LCT; TTUC; SERC</p>	<p>Integrated resource framework</p> <p>USD 250,000 Relevant ILO/TC project: the ILO/STEM Project, ICT project</p> <p>USD 200,000</p>
<p>Links to NESDP Strategy 1 (Strategy for Strengthening and Realizing the Potential of Human Capital), Development objective 2 and 4 (To prepare Thai people of all ages to acquire the skills needed for a quality life in the 21st Century world; To promote and strengthen social institutions to become a foundation of both the country and of human capital development)</p>	<p>Links to Labour Master Plan Strategy 1 (Enhance productivity of labour and enterprises to strengthen the economic competitiveness in a sustainable manner) Development target 1 (Enhanced labour productivity, improved performance at the standards, and met competent skills at the global standards.) Strategy 2 (Protect and strengthen job security and quality of life) Development target 2 (Labor force is protected by expanding employment opportunities and job options.) Strategy 4 (Develop mechanisms to balance the labor market in order to create a sustainable working environment) Development target 1 and 2 (Sufficient labour force in the Thai labor market in both quantitative and qualitative aspects; Appropriate and fair employment for workers)</p>	<p>Links to Thai-UNPAF Outcome: Systems, structures and processes deliver sustainable people-centered and equitable development</p>	<p>Links to ILO P&B outcome Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects, particularly Indicators 1.1, 1.2, 1.3 and 1.6</p> <p>Links to SDGs Goal 5 : Achieve gender quality, empower women and girls. Goal 8 : Promote full and productive employment and decent work for all.</p>

DWCP Priority 1: Promote an enabling environment for the growth of decent and productive employment

<p>DWCP Outcome 1.1: Increased decent and productive employment as a result of effective demand – based and gender responsive employment services and improved and expanded promotion of technical/vocational skills for all genders, with a particular focus on the employability of youth and older persons of all genders.</p>	<p>Mean of verifications : MOL reports on implementation to the national tripartite committee to oversee the DWCP MoL reports on tripartite activity. National publications and reports. ILO publications and reports.</p>	<p>Partners: MOL; PS, DOE, DSD, DLPW; ECOT; LCT; TTUC; NCPE; SERC</p>	<p>Integrated resource framework</p> <p>USD 250,000 Relevant ILO/TC project: the ILO/STEM Project, ICT project</p> <p>USD 200,000</p>
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<p>Indicator 1.1.1 : Number of measures to improve and expand demand-based and gender responsive employment services and policies to promote decent jobs for youth and older persons of all genders.</p>	<p>Baselines : An action plan of the DOE with a primary focus in the number of trained people and number of old-age trainees.</p>	<p>Target 1.1.1 (a) By 2021, one action plan of the DOE revised, developed and adopted with ILO technical support, with a primary focus on promoting decent work for youth and older persons of all genders in line with their different needs and the labour market needs for Thailand 4.0.</p>
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<p>Indicator 1.1.2 : Percentage of users expressing satisfaction with improved and expanded accessibility of public employment services (PES) and gender responsive career guidance to all age groups, particularly youth and older persons of all genders.</p>	<p>Baselines: A current web-based platform provided by the DOE. The share of the informal employment at aged 45 – 49 was 60.6 per cent, while that at aged 55–59 accounted for 69.1 per cent. An improvised PES will help them to access to information about a more decent job available. overall unemployment rate in Thailand is very low at around 1 per cent, the male youth unemployment rate increased from 3.0 per cent in 2010 to 3.9 per cent in 2018, while the female youth unemployment rate shot up from 3.9 per cent to 5.9 per cent in the same period.</p>	<p>Target 1.1.2 (a) At least 80 percent satisfaction level indicated by users of the online services, disaggregated by gender and disability.</p>
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DWCP Priority 1: Promote an enabling environment for the growth of decent and productive employment

Target 1.1.2 (b) One mobile application or online platform developed and launched by 2021, including the following: (i) a well-designed and gender- responsive and disability-inclusive platform that fits different needs of all age groups with a focus on youth and older persons of all gender; (ii) enhanced and expanded use of the mobile application or the online platform with other ministries and partners in cooperation with tripartite counterparts; and (iii) improved career guidance via the mobile application or an online platform to fit the context of possible future labour market needs.

Target 1.1.3 (a) At least one training material for career guidance staff of the DOE developed and used in raising awareness of possible future labour demand needs, with gender issues incorporated and ILO technical support.

Baselines:

A current training material for career guidance staff of the DOE.

The male youth unemployment rate increased from 3.0 per cent in 2010 to 3.9 per cent in 2018, while the female youth unemployment rate shot up from 3.9 per cent to 5.9 per cent in the same period.

The youth NEET rate in Thailand was 12.5 per cent in 2010 and escalated to 15.- per cent in 2016.

Indicator 1.1.3: Number of gender-responsive training materials for career guidance staff to increase awareness of the need to improve school-to-work transition programmes in harmony with Thailand 4.0 and the Future of Work initiative following the philosophy of sufficiency economy to achieve sustainable development.

DWCP Priority 1: Promote an enabling environment for the growth of decent and productive employment

Indicator 1.1.4: Number of gender-responsive initiatives taken to develop, strengthen and expand technical/vocational skills for the youth and older persons of all gender in meeting future labour market needs

Baselines:

The skills development master plan has not yet used an integrated approach for youth and older persons.

The curriculums addressed the important of Thailand 4.0 and future of works with gender and environmental concerns have not yet developed.

No technical/ vocational skill areas under the ASEAN mutual recognition of skills yet developed.

No good practice of sector-specific demand-led action plan documented, especially for STEM skills development and employability for women.

Target 1.1.4 (a) The skills development master plan reviewed, developed, and implemented by 2021 to increase employability of all people, in particular youth and older persons of all genders, using an integrated and gender-responsive approach.

Target 1.1.4 (b) Current curricula and competency standards as well as future curriculums of the Department of Skill Development reviewed, developed and applied in line with the labour demand for Thailand 4.0 and the Future of Work initiative, with gender and environmental concerns reflected.

Target 1.1.4 (c) The quality assurance system of skill development programmes of the Department of Skill Development reviewed and developed.

Target 1.1.4 (d) At least 3 technical/vocational skill areas under the ASEAN mutual recognition of skills developed with Cambodia, Lao PDR and Myanmar, with attention to female intensive occupations.





DWCP Priority 1: Promote an enabling environment for the growth of decent and productive employment

Target 1.1.4 (e) At least one gender-responsive study on skills mismatch and labour migration in the ICT sector conducted.

Target 1.1.4 (f) At least one sector-specific demand-led and gender-responsive action plan developed, documented and disseminated for STEM skills for sustainable development and employability for women.

Target 1.1.4 (g) By 2021, at least 1,000 number of women trained in technical STEM-related skills, using gender-responsive workplace-based learning programmes, increased employability and leadership training to enhance their employability and advance opportunities in STEM-related jobs in a selected sector.



DWCP Priority 1: Promote an enabling environment for the growth of decent and productive employment

<p>DWCP Outcome 1.2</p> <p>Promoted applications of sustainable enterprises principles in line with international labour standards</p>	<p>Mean of verifications: MOL reports on implementation to the national tripartite committee to oversight the DWCP MoL reports on tripartite activity. ILO publications and reports.</p>	<p>Partners: MOL: PS, DOE, DSD, DLPW; ECOT; TTUC; NCPE; SERC</p>	<p>Integrated resource framework</p> <table border="1"> <tr> <td data-bbox="284 486 371 750">Estimated to be available</td> <td data-bbox="371 486 539 750">400,000 USD Relevant ILO/ TC project: CSR Project</td> </tr> <tr> <td data-bbox="284 228 371 486">To be mobilized</td> <td data-bbox="371 228 539 486">120,000 USD</td> </tr> </table>		Estimated to be available	400,000 USD Relevant ILO/ TC project: CSR Project	To be mobilized	120,000 USD
Estimated to be available	400,000 USD Relevant ILO/ TC project: CSR Project							
To be mobilized	120,000 USD							
<p>Links to NESDP Strategy 3, (Strategy for Strengthening the Economy, and Underpinning Sustainable Competitiveness) Development objective 1 and 2 (Strengthening the economy to grow with stability and sustainability; Strengthening the</p>	<p>Links to Labour Master Plan Strategy 1 (Enhance productivity of labour and enterprises to strengthen the economic competitiveness in a sustainable manner), Development target 2 (Enterprises equipped by qualified workers for the economic competition, with social responsibility in labour aspects)</p>	<p>Links to Thai-UNPAF Outcome: Systems, structures and processes deliver sustainable people-centered and equitable development</p>	<p>Links to SDGs Goal 8: Promote full and productive employment and decent work for all. Goal 12 : Ensure sustainable consumption and production patterns.</p>	<p>Links to ILO P&B outcome Outcome 4: Promoting sustainable enterprise, particularly Indicators 4.1, 4.2 and 4.3</p>				

DWCP Priority 1: Promote an enabling environment for the growth of decent and productive employment

Indicator 1.2.1: Number of gender-responsive tools and curricula developed to promote sustainable enterprises in line with philosophy of sufficiency economy and national strategies.

Indicator 1.2.2: Number of trained SMEs and enterprise leaders with knowledge of responsible business practices and critical working conditions who are promoting the inclusion of the SMEs into Global Value Chains (GVCs) for sustainable and inclusive growth in line with the sufficiency economy.

Baseline:

No entrepreneurship and business skills training strategies and tools on sustainable and environmentally responsible business practices with gender concerns.

Current curriculums of the DSD, to be reviewed

Target 1.2.1 (a) By 2021, at least one institution has adopted strategies and gender-sensitive ILO entrepreneurship and business skills training tools to support youth and older persons of all genders

Target 1.2.1 (b) By 2021, current and potential curricula of the Department of Skill Development regarding entrepreneurship and SME management training tools reviewed, developed and applied with concerns on gender equality, green skills and green jobs incorporated

Indicator 1.2.3: Number of gender-responsive advocacy tools to raise awareness of enterprises and social partners concerning corporate social responsibility (CSR)/responsible business conduct (RBC) in line with MNE declaration

Baseline:

Limited number of enterprises understand corporate social responsibility (CSR)/responsible business conduct (RBC) in line with MNE declaration.

Target 1.2.2 (a) By 2021, 15 trainers, 40 MNEs and 100 future business leaders trained, and 50 SMEs in supply chains trained and supported on corporate social responsibility (CSR)/responsible business conduct (RBC) in line with MNE declaration, with at least 30% female participation, the collaboration with tripartite constituents, and an online platform to enhance dialogues and expand impacts after the training.

DWCP Priority 1: Promote an enabling environment for the growth of decent and productive employment

Indicator 1.2.3: Number of gender-responsive advocacy tools to raise awareness of enterprises and social partners concerning corporate social responsibility (CSR)/responsible business conduct (RBC) in line with MNE declaration

Baselines:

No advocacy material of CSR/ RBC in line with MNE declaration available in Thai context.
Limited understanding about MNE declaration among national tripartite committees
Thai Labour Standards implemented since 2010.

Target 1.2.3 (a) One advocacy product in line with MNE declaration, with gender concerns incorporated, developed and disseminated through national tripartite committees to promote the application of CSR/ RBC in Thai and English and made it available publicly and free online.

Target 1.2.3 (b) “Thai Labour Standards” in line with MNE declaration reviewed and disseminated, with technical support from the ILO.



DWCP Priority 1: Promote an enabling environment for the growth of decent and productive employment

<p>Outcome 1.3 Enhanced effectiveness, efficiency and sustainability of the social security system</p>	<p>Mean of verifications: MOL reports on implementation to the national tripartite committee to oversight the DWCP MoL reports on tripartite activity. SSO publications and reports.</p>	<p>Partners: Partners: MOL; SSO; ECOT; LCT; TTUC; NCPE; SERC</p>	<p>Integrated resource framework</p> <table border="1"> <tr> <td>Estimated to be available</td> <td>To be mobilized</td> </tr> <tr> <td>700,000USD Relevant ILO/TC project: the ILO/SSO Project;</td> <td>50,000USD</td> </tr> </table>	Estimated to be available	To be mobilized	700,000USD Relevant ILO/TC project: the ILO/SSO Project;	50,000USD
Estimated to be available	To be mobilized						
700,000USD Relevant ILO/TC project: the ILO/SSO Project;	50,000USD						
<p>Links to NESDP Strategy 2, (Creating a Just Society and Reducing Inequality) Development objective 1 and 2 (To enhance income-generating opportunities for the 40 percent of the population with the lowest income; To ensure universal access to quality public services.)</p>	<p>Links to Labour Master Plan Strategy 2 (Protect and strengthen job security and quality of life), Development target 1 (Workers are protected and entitled to legal benefits with secured social security and good quality of life.)</p>	<p>Links to Thai-UNPAF Outcome: Systems, structures and processes deliver sustainable people-centered and equitable development</p>	<p>Links to SDGs Goal 8: Promote full and productive employment and decent work for all. Goal 10: Reduce income inequality within and among countries (Target 10.4)</p>				
<p>Links to ILO P&B outcome Outcomes: Creating and extending social protection floors, particularly Indicators 3.1, 3.2 and 3.3</p>							

DWCP Priority 1: Promote an enabling environment for the growth of decent and productive employment

Indicator 1.3.1: Number of improved national social protection policy-informed tools to extend coverage and improved effectiveness, efficiency and sustainability of the Social Security Office through the SSO tripartite board

Baseline:
No SSO Actuarial Bureau, resulting in slow responses to the policy needs, effecting effectiveness, efficiency and sustainability of the Social Security Office.

Target 1.3.1 (a) By 2021, one feasibility study to establish the SSO Actuarial Bureau conducted with the ILO technical support

Target 1.3.1 (b) By 2021, one study conducted to establish Regional Actuarial Services Unit, with ILO technical support.

Indicator 1.3.2: Actuarial human development and retention plan available for the public sector

Baseline:
Labour shortages of actuaries in the public sector, resulting in the limited capacity of the Social Security Office in the actuarial services.

Target 1.3.2 (a) By 2021, one curriculum for actuaries developed and customized for the university level, with particular focus on core competencies and needs of the public sector, by 2021.

Target 1.3.2 (b) By 2021, at least 20 student enrolments, disaggregated by gender, in the actuarial science major at the university level.

Indicator 1.3.3 Effective and efficient social security data system developed with collaboration the SSO tripartite board to enhance monitoring and evaluation system and improve the management and sustainability of social protection.

Baseline:
Current social security data system developed.

Target 1.3.3 (a) By 2021, a social security data system developed with capability to provide annual reports that accurately present the proportion of insured person registered in Social Security System, with the intention to monitor, analyse and disaggregate the data by age and gender.



DWCP Priority 2: Strengthen labour protection, especially vulnerable workers

Outcome 2.1 Vulnerable workers, including those in the informal economy and migrant workers, are better protected by strengthened institutional frameworks, policies and strategic compliance tools

Means of verification
Official documents, including administrative records
Reports of tripartite consultative bodies

Partners:
MOL; PS, DLPW, DOE, SSO; ECOT; LCT; TTUC; NCPE; SERG; social partners

Integrated resource framework

Estimated to be available

To be mobilized

425,000 USD

Relevant ILO/TC project: Home-worker; Safe and Fair; Ship to shore; TRIANGLE II

150,000USD

Links to NESDP

Strategy 2 (Strategy for Creating a Just Society and Reducing Inequality), Development objective 2 (To ensure universal access to quality public services)
Strategy 5 (Strategy for Reinforcing National Security for the Country's Progress towards Prosperity and Sustainability), Development objective 3 (To strengthen security cooperation with allied countries in support of maintaining peace and national interests)

Links to Labour Master Plan

Strategy 2 (Protect and strengthen job security and quality of life), Development target 1 (Workers are protected and entitled to legal benefits with secured social security and good quality of life.)
Strategy 3 (Management of the International migration), Development target 1 and 2 (Effective management of the International migration that creates the economic value added and is in line with the mission of international labour administration between receiving and sending countries that create economic value added.)

Links to Thai-UNPAF

Outcome: Systems, structures and processes deliver sustainable people-centered and equitable development

Links to SDGs

Goal 8: Promote full and productive employment and decent work for all.
Goal 10: Reduce income inequality within and among countries (Target 10.7)

Links to ILO P&B outcome

Outcome 6: Formalization of the informal economy, particularly Indicators 6.2
Outcome 9: Fair and effective international labour migration and mobility, particularly Indicators 9.1, 9.2 and 9.3

DWCP Priority 2: Strengthen labour protection, especially vulnerable workers

Indicator 2.1.1: Number of strategic compliance tools to promote the application of the newly endorsed law providing labour protection for informal workers

Baseline:
No implementation guidelines on the Homeworkers' Protection Act.

Target 2.1.1. (b) By 2021, at least one gender-responsive training and one research project on rights promotion, protection guidelines and expansion of coverage under the LPA

No training and research on the rights promotion and protection guidelines and expansion of the coverage to the homeworkers.

Target 2.1.2 By 2021, at least one gender-responsive study conducted on the portability of social security for migrant workers across ASEAN Member States, with ILO technical support.

Indicator 2.1.2: Number of compliance-strategy tools to promote the labour protection for migrant workers in ASEAN

Baseline:
No study on portability of social security for migrant workers in the ASEAN region.

Target 2.1.3 (a) At least one labour-related regulation in a labour-intensive employment sector reviewed and developed to promote the protection Thais and migrant workers' rights of all genders by 2021

Indicator 2.1.3: Number of fair labour migration laws/regulations and compliance monitoring activities to strengthen institutional mechanisms and to promote migrant workers' rights protection in Thailand with gender perspective

Baseline:
No monitoring activity organized by the concerned tripartite constituents on migrant workers placement and protection.

Target 2.1.3 (b) By 2021, at least 3 monitoring activities are organized by the concerned tripartite constituents on migrant workers placement and protection in Thailand.

Number of migrant workers accessed to Migrant Resource Centres' service



DWCP Priority 2: Strengthen labour protection, especially vulnerable workers

Target 2.1.3 (d) By 2021, increased availability of gender-responsive information on complaint mechanisms and related procedures in migrant workers' languages to improve accessibility and help remedy issues raised through Migrant Resource Centres (MRCs)

Target 2.1.4 (a) By 2021, at least one training/workshop/ forum to increase capacity of regional, national and local government, social partners, human rights institutions, skills training institutions and civil society to implement gender-responsive policies and services for migrant workers of all genders.

Target 2.1.4 (b) By 2021, at least 3 research projects, and/or datasets and/or good practices on labour migration for women, including violence that migrant women experience, to inform policy and programme development.

Target 2.1.1. (b) By 2021, at least one gender-responsive training and one research project on rights promotion, protection guidelines and expansion of coverage under the LPA

Indicator 2.1.4: Number of knowledge sharing activities and policy-informed documents to promote the protection of migrant workers in Thailand.

No national and regional level training/workshop/forum on gender-responsive policies and services for migrant worker of all genders.

Currently limited researches, datasets and good practices on labour migration of all genders, and violence that migrant workers experienced.



DWCP Priority 2: Strengthen labour protection, especially vulnerable workers

Outcome 2.2: Unacceptable forms of work - especially child labour, forced labour and human trafficking - reduced as result of effective implementation of relevant policies and programmes

Means of verification
MOL reports on implementation to the national tripartite committee to oversight the DWCP. MOL official documents Reports of tripartite consultative bodies

Partners:
MOL; PS, DLPW, DOE, SSO; ECOT; LCT; TTUC; NCPE; SERC; social partners; NSO

Integrated resource framework

Estimated to be available

To be mobilized

450,000 USD

1,100,000 USD
Relevant ILO/TC project: Safe and Fair; Ship to shore; TRIANGLE II

Links to NESDP

Strategy 2 (Strategy for Creating a Just Society and Reducing Inequality), Development objective 2 (To ensure universal access to quality public services)
Strategy 5 (Strategy for Reinforcing National Security for the Country's Progress towards Prosperity and Sustainability), Development objective 3 (To strengthen security cooperation with allied countries in support of maintaining peace and national interests)

Links to Labour Master Plan

Strategy 2 (Workers are protected and entitled to legal benefits with secured social security and good quality of life.) Development target 1 (Workers are protected and entitled to legal benefits with secured social security and good quality of life.)

Links to Thai-UNPAF

Outcome: Systems, structures and processes deliver sustainable people-centered and equitable development

Links to SDGs

Goal 8: Promote full and productive employment and decent work for all.
Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels (Target 16.2)

Links to ILO P&B outcome

Outcome 8: Protecting workers from unacceptable forms of work, particularly Indicators 8.1, 8.2 and 8.3

DWCP Priority 2: Strengthen labour protection, especially vulnerable workers

Indicator 2.2.1: Number of gender-responsive policies/ regulations/initiatives developed, revised and implemented to eliminate child labour

Baseline:
The current National Policy and Plan (NPA) to eliminate the worst forms of child labour for 2015-2020 has not yet been reviewed.

Current hazardous child labour list announced in 2012.

Target 2.2.1 (a) By 2021, the National Policy and Plan to Eliminate the Worst Forms of Child Labour (NPA-WFCL) evaluated and used as an input to develop the next NPA, with ILO technical support.

Target 2.2.1 (b) By 2021, at least one hazardous child labour list reviewed and revised, with the ILO technical support.

Indicator 2.2.2: Number of gender-responsive laws, policies/ regulations/initiatives developed, revised implemented to eliminate forced labour

Baseline:
No forced labour act/regulation has not yet endorsed.

The GLP Programme in the fishery sector with an effective dispute resolution mechanism has not yet implemented

Limited understanding on the GLP Programme among enterprises/ employers.

Target 2.2.2 (a) By 2021, national legislation to address forced labour is endorsed and promoted, with the ILO technical support.

Target 2.2.2 (b) by 2021, the Good Labour Practices Programme in the fishery sector implemented with an effective dispute resolution mechanism and increased awareness and ownership for action across the supply chain.

Target 2.2.2 (c) At least 100 employers/ enterprises acknowledge the use of GLP Programme in the fishery sector with tripartite cooperation by 2021.

Target 2.2.2 (d) By 2021, at least 18,000 people have increased their awareness of child labour, forced labour, human trafficking, and the associated hazards raised through workshops and trainings conducted by constituents.

DWCP Priority 2: Strengthen labour protection, especially vulnerable workers

Indicator 2.2.3: Number of gender-responsive policy-informed tools, research products and interventions to strengthen institutional capacity of constituents, national authorities and social partners to protect workers from unacceptable forms of work by using database and empirical evidence

Baseline:

Current database system.

Limited empirical evidence on child labour and forced labour in Thailand

Limited capacity of national institutions and stakeholders in using empirical evidences for programming and support of relevant policy decision

Target 2.2.3 (a) One database developed and established to strengthen institutional capacity to monitor and investigate cases throughout the process, taking into account the special needs of forced labour, child labour, and human trafficking, with incorporation of gender concerns.

Target 2.2.3 (b) At least 3 published analyses / papers on child labour, conducted and used for programming and support of relevant policy decisions.

Target 2.2.3 (c) At least 3 published analyses / papers on forced labour, conducted and used for programming and support of relevant policy decisions.

Target 2.2.3 (d) At least 100 people from national institutions and stakeholders demonstrate strengthened capacity to identify, monitor and respond to child labour, forced labour and human trafficking using the published analyses/ papers

Target 2.2.3 (e) At least one Intervention model for preventing and withdrawing child labour, forced labour and human trafficking in one sector, implemented and documented for replication.





DWCP Priority 2: Strengthen labour protection, especially vulnerable workers			
Outcome 2.3	Strengthened compliance with occupational safety and health standards as result at increased capacity of labour inspection to improve decent work conditions	Means of verification MOL official documents Reports of tripartite consultative bodies	Partners: MOL; DLPW; ECOT; LCT; TTUC; NCPE; SERC; social partners
Integrated resource framework		Estimated to be available	To be mobilized
		50,000 USD	100,000 USD
Links to NESDP	<p>Strategy 1 (Strategy for Strengthening and Realizing the Potential of Human Capital) Development objective 1 and 2 (To prepare Thai people of all ages to acquire the skills needed for a quality life in the 21st Century world; To promote the lifelong well-being of the Thai people)</p> <p>Strategy 2 (Strategy for Creating a Just Society and Reducing Inequality) Development objective 2 (To ensure universal access to quality public services)</p>		
Links to Labour master plan	<p>Strategy 2 (Workers are protected and entitled to legal benefits with secured social security and good quality of life.) Development target 1 (Workers are protected and entitled to legal benefits with secured social security and good quality of life.)</p>		
Links to Thai-UNPAF	<p>Outcome: Systems, structures and processes deliver sustainable people-centered and equitable development</p>		
Links to SDGs	<p>Goal 3: Ensure healthy lives and promote well-being for all at all ages</p> <p>Goal 8: Promote full and productive employment and decent work for all.</p>		
Links to ILO P&B outcome	<p>Outcome 7: Promoting safe work and workplace compliance including in global supply chains, particularly Indicators 7.1</p>		

DWCP Priority 2: Strengthen labour protection, especially vulnerable workers

Indicator 2.3.1: Number of policies and initiatives to strengthen compliance with occupational safety and health standards.

Baseline:
The current implementation plan of the second National Master Plan on Occupational Safety, Health and Environment to promote effective and sustainable development of occupational health, safety and the environment.

Target 2.3.1 (a) By 2021, the implementation plan of the second National Master Plan on Occupational Safety, Health and Environment to promote effective and sustainable development of occupational health, safety and the environment evaluated and developed for all genders, with tripartite cooperation and ILO technical support to meet international standards under ILO C187.

Indicator 2.3.2: Number of strategic compliance tools to increase capacities of labour inspectorate put in place.

Baseline:
Current manuals of labour inspection of the MOL
Current training material for the national labour inspectors/ officers training programme developed with the ILO technical support.

Target 2.3.2 (a) By 2021, at least one set of gender-responsive manuals/ materials developed to strengthen labour inspection t in line with international labour standards, with an emphasis on improving strategic compliance planning and ILO technical support.

Target 2.3.2 (b) By 2021, at least one gender-responsive training tool for the national labour inspectors/ officers training programme developed with ILO technical support.



DWCP Priority 3: Strengthen labour market governance in line with international labour standards

DWCP Outcome 3.1 Strengthened tripartite constituents' capacities to make and/or influence policies in line with international labour standards	Means of verification Reports of tripartite consultative bodies. MOL official documents.	Partners: MOL; PS, DOE, DLPW, DSD, SSO; ECOT; LCT; TTUC; NCPE; SERC; social partners	Integrated resource framework Estimated to be available 420,000 USD To be mobilized 250,000 USD	Links to NESDP Strategy 2 (Strategy for Creating a Just Society and Reducing Inequality) Development objective 2 (To ensure universal access to quality public services)	Links to Labour master plan Strategy 5 (Organizational management of personnel through good governance and organizational participation) Development target 2 (Staff and social partners participating in administrative management.)	Links to Thai-UNPAF Outcome: Systems, structures and processes deliver sustainable people-centred and equitable development	Links to SDGs Goal 8: Promote full and productive employment and decent work for all.	Links to ILO P&B outcome Outcome 2: Ratification and application of international labour standards, particularly Indicators 2.1, 2.2 and 2.3
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DWCP Priority 3: Strengthen labour market governance in line with international labour standards

Indicator 3.1.1: Number of gender-responsive actions taken to enhance capacity of the government, employers' organizations, and workers' organizations **to engage in tripartite cooperation with gender - responsive concerns**

Baseline:
Current capacity building event for middle executives and higher-level officials organized.

Annual meeting of the employers' organizations and workers' organizations

Target 3.1.1 (a) At least one annual capacity building event for **middle executives, and higher-level government officials** with trackable sex-disaggregated data of participation and gender related content, with ILO technical support.

Target 3.1.1 (b) At least one annual training or platform to strengthen **employers' organizations** and their members to engage in tripartite cooperation, with ILO technical support, trackable sex-disaggregated data of participation and gender related content as part of the agenda.

Target 3.1.1 (c) At least one annual training or platform to strengthen the capacity of **workers' organizations** and their members to engage in tripartite cooperation, with ILO technical support, trackable sex-disaggregated data of participation and gender related content as part of the agenda.





DWCP Priority 3: Strengthen labour market governance in line with international labour standards

Indicator 3.1.2: Number of actions taken and related tools to strengthen capacity of the tripartite constituents and mechanisms **to make and/or influence policy in line with international labour standards**

Baseline:

Limited knowledge about success stories of employers with good labour relations that contributing to the labour relations with international standards to promote understanding between employers and employees in line with the MNE declaration.

Limited discussions, workshops, discussions and knowledge sharing organized by tripartite representatives with the ILO to share best practices and raise awareness about ILO, employers 'and workers' organizations and the ILO complaint mechanism

Target 3.1.2 (a) By 2021, at least one documentation of success stories of employers with good labour relations that comply with international standards, in order to promote understanding between employers and employees in line with the MNE declaration in Thai and English.

Target 3.1.2 (b) By 2021, at least 5 discussion, workshop, and knowledge sharing activities organized by tripartite representatives with the ILO to share best practices and raise awareness about the ILO (including its supervisory mechanisms), employers 'and workers' organizations, with trackable sex-disaggregated data of participation and gender related content.

Target 3.1.2 (c) By 2021, At least one training or workshop to enhance understanding of the ILO supervisory mechanisms among tripartite and social partners at national and regional level.





DWCP Priority 3: Strengthen labour market governance in line with international labour standards			
DWCP Outcome 3.2:	Increased social dialogue as result of strengthened tripartite mechanisms	Means of verification MOL/ ILO official reports Reports of tripartite consultative bodies	Partners: MOL; PS, DOE, DLPW, DSD, SSO; ECOT; LCT; TTUC; NCPE; SERC; social partners
DWCP Outcome 3.2: Increased social dialogue as result of strengthened tripartite mechanisms	Increased social dialogue as result of strengthened tripartite mechanisms	Means of verification MOL/ ILO official reports Reports of tripartite consultative bodies	Partners: MOL; PS, DOE, DLPW, DSD, SSO; ECOT; LCT; TTUC; NCPE; SERC; social partners
Links to NESDP Strategy 2 (Strategy for Creating a Just Society and Reducing Inequality) Development objective 2 (To ensure universal access to quality public services)	Links to Labour Master Plan Strategy 5 (Organizational management of personnel through good governance and organizational participation) Development target 2 (Staff and social partners participating in administrative management.)	Links to Thai-UNPAF Outcome: Systems, structures and processes deliver sustainable people-centered and equitable development	Links to ILO P&B outcome Outcome 2: Ratification and application of international labour standards, particularly Indicators 2.1, 2.2 and 2.3
		Integrated resource framework Estimated to be available 320,000 USD	Integrated resource framework To be mobilized 300,000 USD
		Links to SDGs Goal 8: Promote full and productive employment and decent work for all.	

DWCP Priority 3: Strengthen labour market governance in line with international labour standards

Indicator 3.2.1: Establishment of National Tripartite Committee (TPC), Monitoring & Evaluation associated sub-committees, including Working Group, and Supporting database and associated sub-committees, including.

Baseline:
No National Tripartite Committee to oversight the DWCP.

Target 3.2.1 (a) By 2019, gender-balanced National Tripartite Committee and associated sub-committees established to provide oversight of DWCP management and implementation, with sex-disaggregated data.

Target 3.2.1 (b) At least one workshop, discussion and knowledge sharing activity organized annually to increase capacity of the DWCP committee members to enhance effectively managing and monitoring ability the DWCP.

Target 3.2.1 (c) By 2021, one database developed listing collective bargaining agreements; trade union and their membership coverage; and trade union committees and their memberships, with gender-disaggregated data and updated annually.

DWCP Priority 3: Strengthen labour market governance in line with international labour standards

Indicator 3.2.2: Number of analytical and consultative initiatives to raise awareness and enhance capacity of constituents about ILO regarding rights of labour unions, freedom of association, non-discrimination and equal remuneration

No study of challenges, processes and possibilities in ratify C87/C98 in Thailand & lesson learned of other countries, including for Thai workers and non-Thai workers.

Target 3.2.1 (a) By 2021, At least one study of challenges, processes and possibilities with respect to ratification of C87/C98 in Thailand, the lessons learned by other countries, and the implications for Thai and non-Thai workers, published in Thai and English.

Target 3.2.2 (b) At least one consultation workshop, forum, and knowledge sharing activity organized annually by tripartite constituents with the ILO regarding rights of labour unions and freedom of association, with sex-disaggregated data of participation tracked.

Target 3.2.2 (c) At least one annual consultation, workshop, forum, and knowledge sharing annually organized by tripartite constituents with ILO to increase capacity of tripartite constituents and social partners on use of international labour standards to influence reforms in areas of social protection, non-discrimination and equal remuneration, minimum wage setting, freedom of association and collective bargaining, with sex - disaggregated data of participation tracked.



DWCP Priority 3: Strengthen labour market governance in line with international labour standards

<p>DWCP Outcome 3.3 Increased ratification and application of international labour standards</p>	<p>Means of verification NORMLEX. ILO Information System on International Labour Standards. Reports of National Tripartite Labour Standards Committee</p>	<p>Partners: MOL ECOT LCT TTUC NCPE SERC</p>	<p>Integrated resource framework</p> <table border="1"> <tr> <td data-bbox="284 1332 373 1422">Estimated to be available</td> <td data-bbox="373 1332 497 1422">400,000 USD</td> </tr> <tr> <td data-bbox="284 1422 373 1512">To be mobilized</td> <td data-bbox="373 1422 497 1512">250,000 USD</td> </tr> </table>	Estimated to be available	400,000 USD	To be mobilized	250,000 USD	<p>Links to ILO P&B outcome</p> <p>Outcome 2: Ratification and application of international labour standards, particularly Indicators 2.1, 2.2 and 2.3</p>
Estimated to be available	400,000 USD							
To be mobilized	250,000 USD							
<p>Links to NESDP</p> <p>Strategy 2 (Strategy for Creating a Just Society and Reducing Inequality) Development objective 2 (To ensure universal access to quality public services)</p>	<p>Links to Labour Master Plan</p> <p>Strategy 2 (Workers are protected and entitled to legal benefits with secured social security and good quality of life.) Development target 1 (Workers are protected and entitled to legal benefits with secured social security and good quality of life.)</p>	<p>Links to Thai-UNPAF</p> <p>Outcome: Systems, structures and processes deliver sustainable people-centered and equitable development</p>	<p>Links to SDGs</p> <p>Goal 8: Promote full and productive employment and decent work for all.</p>	<p>Links to ILO P&B outcome</p> <p>Outcome 2: Ratification and application of international labour standards, particularly Indicators 2.1, 2.2 and 2.3</p>				

DWCP Priority 3: Strengthen labour market governance in line with international labour standards

Indicator 3.3.1: Number of international Labour conventions ratified and applied by Thailand

Baseline:

Thailand had ratified the following international labour Conventions as of February August 2018: Fundamental convention: C029 – Forced Labour Convention, 1930 (No.29); C100 – Equal Remuneration Convention, 1951 (No. 100); C105 – Abolition of Forced Labour Convention, 1957 (No. 105); C111 – Discrimination (Employment and Occupation) Convention, 1958 (No. 111); C138 – Minimum Age Convention, 1973 (No. 138); C182 – Worst Forms of Child Labour Convention, 1999 (No. 182) Governance: C122 – Employment Policy Convention, 1964 (No. 122) Technical convention C014 – Weekly Rest (Industry) Convention, 1921 (No. 14); C019 – Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19); C080 – Final Articles Revision Convention, 1946 (No. 80); C088 – Employment Service Convention, 1948 (No. 88); C104 – Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104); C116 – Final Articles Revision Convention, 1961 (No. 116); C123 – Minimum Age (Underground Work) Convention, 1965 (No. 123); C127 – Maximum Weight Convention, 1967 (No. 127); C159 – Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159); MLC, 2006 – Maritime Labour Convention, 2006 (MLC, 2006); Amendments of 2014/2016/2018 to the MLC, 2006; C187 – Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Target 3.3.1 (a) Thailand has ratified ILO C 144 by 2021.

Target 3.3.1 (b) Thailand has a social security system developed in line with ILO C102 by 2021.

Target 3.3.1 (c) At least one feasibility study developed by the tripartite constituents to promote and integrate standards for each of the following conventions: the ILO C102, ILO C144, ILO C155, ILO C188 and ILO C189, addressing the respective concerns of all genders, with gender-segregated data by 2021.

DWCP Priority 3: Strengthen labour market governance in line with international labour standards

Indicator 3.3.2: Constitutional obligations to submit reports on ratified conventions and other standards-related matters satisfied in a timely manner, with improved understanding of the tripartite constituents concerning monitoring and reporting systems.

Data to be updated by the National Tripartite Committee to oversight the DWCP as part of regular internal monitoring

Target 3.3.2 (a) By 2021, at least 6 workshops and training activities to raise awareness of instruments' requirements and implications of ratification to tripartite constituents and social partners, with tracking of gender-related content in the agendas.

Target 3.2.2 (b) At least one training conducted to increase the capacity of tripartite constituents in responding to ILO reporting obligations in a timely manner, with ILO technical support.

Target 3.2.2 (c) At least one annual consultation, workshop, forum, and knowledge sharing annually organized by tripartite constituents with ILO to increase capacity of tripartite constituents and social partners on use of international labour standards to influence reforms in areas of social protection, non-discrimination and equal remuneration, minimum wage setting, freedom of association and collective bargaining, with sex - disaggregated data of participation tracked.



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Appendix III Risks and assumptions

Priority 1: Promote an enabling environment for the growth of decent and productive employment

CP Outcome 1.1 Increased decent and productive employment as a result of effective demand-based and gender responsive employment services and improved and expanded promotion of technical/vocational skills for all genders, with a particular focus on the employability of youth and older persons.

Assumptions	Risks	Level of risk	Mitigation measures
Adequate financial and human resources available to support the planned outcomes.	Insufficient financial and human resources undermine development and implementation.	Medium	Maintain regular dialogue between relevant parties on resourcing requirements.
	Delays in the provision of agreed technical, financial and capacity development.	Medium	ILO to explore alternative funding sources, including South-South Collaboration.
	Current skill/market mismatches continue as a result of insufficient improvement of PES and rapidly changing circumstances (technology, demographic changes, socioeconomic changes and dynamic fluctuations of labour demand).	Medium	ILO to support improved coordination and increased knowledge sharing among government, employers' associations, workers' associations, internally displaced person, and academia.
	Insufficient interest and involvement of social partners.	Medium	Maintain regular dialogue between relevant parties.
	Gender dimensions become invisible due to other priorities.	Medium	Maintain regular dialogue between relevant parties on gender responsive measures and evaluation.



Outcome 1.2 Sustainable enterprise development strengthened through application of sufficiency economy principles in line with international labour standards

Assumptions	Risks	Level of risk	Mitigation measures
Adequate financial and human resources available to support the planned outcomes.	Insufficient financial and human resources undermine development and implementation.	Medium	Maintain regular dialogue between relevant parties on resourcing requirements.
	Delays in the provision of agreed technical, financial and capacity development support.	Medium	ILO to explore alternative funding sources, including South-South Collaboration.
	Low adoption and understanding of MNE declaration among enterprises and tripartite constituents.	Medium	Maintain regular dialogue to support CSR/ RBC in line with MNE declaration.

Outcome 1.3: Enhanced effectiveness, efficiency and sustainability of the social security system

Assumptions	Risks	Level of risk	Mitigation measures
Adequate financial and human resources available to support the planned outcomes.	Insufficient financial and human resources undermine development and implementation.	Medium	Maintain regular dialogue between relevant parties on resourcing requirements.
	Delays in the provision of agreed technical, financial and capacity development support.	Medium	ILO to explore alternative funding sources, including South-South Collaboration.
	Rapidly changing technology, demographic changes, new types of risks emerged in the recent decades	Medium	Maintain regular dialogue between relevant parties on resourcing requirements.

Assumptions	Risks	Level of risk	Mitigation measures
A critical mass of students interested in the actuarial profession will work for the public sector.	Small numbers of students enrolled Graduates may leave to work in the private sector due to the high wage gap between public and private sectors.	Medium	ILO to support/facilitate coordinated approaches among relevant government agencies and universities, and to design a proper incentive package to attract the new graduates to stay in the public sector.

Priority 2: Strengthen labour protection, especially vulnerable workers

Outcome 2.1 Vulnerable workers, including those in the informal economy and migrant workers, are better protected by strengthened institutional frameworks, policies and strategic compliance tools

Assumptions	Risks	Level of risk	Mitigation measures
National constituents widely understood, committed and applied at all levels to promote rights of workers in the informal economy and migrant workers.	Insufficient financial and human resources undermine development and implementation.	Medium	Maintain regular dialogue between relevant parties on resourcing requirements.
	Delays in the provision of agreed technical, financial and capacity development support.	Medium	ILO to explore alternative funding sources, including South-South Collaboration.
	Changing political commitment and focal points, as well as changing national political processes and partner capacities.	Medium	ILO to pursue the proposed Development Cooperation Project to support the implementation.

Outcome 2.2: Unacceptable forms of work – especially child labour, forced labour and human trafficking – reduced as result of effective implementation of relevant policies and programmes

Assumptions	Risks	Level of risk	Mitigation measures
National constituents widely understand and committed to tackle the issues of child labour, forced labour and human trafficking	Insufficient financial and human resources of constituents and other stakeholders undermine development and implementation	Medium	Maintain regular dialogue between relevant parties on resourcing requirements.
	Changing political commitment and focal points, as well as changing national political processes and partner capacities.	Medium	ILO to pursue the proposed Development Cooperation Project to support the implementation.

Outcome 2.3 Strengthened compliance with occupational safety and health standards as result of increased capacity of labour inspection to improve decent work conditions

Assumptions	Risks	Level of risk	Mitigation measures
National constituents have the necessary understanding and commitment to tackle the issues of child labour, forced labour and human trafficking	Insufficient financial and human resources undermine development and implementation.	Medium	Maintain regular dialogue between relevant parties on resourcing requirements.
	Delays in the provision of agreed technical, financial and capacity development support.	Medium	ILO to explore alternative funding sources.
	Changing political commitment and focal points, as well as changing national political processes and partner capacities.	Medium	ILO to pursue the proposed Development Cooperation Project to support the implementation.

Assumptions	Risks	Level of risk	Mitigation measures
In the context of a rapidly developing economy and expanding labour market, the need to address occupational safety and health concerns will increase.	Implementation of Labour Laws undermined by lack of knowledge and awareness of the law, particularly among informal workers and vulnerable workers.	High	ILO to support the extension of measures on OSH to workers in the informal sector and other vulnerable workers.

Priority 3: Strengthen labour market governance in line with international labour standards

Outcome 3.1 Strengthened tripartite constituents' capacities to make and/or influence policies in line with international labour standards

Assumptions	Risks	Level of risk	Mitigation measures
The government commits the necessary staff and financial resources.	Insufficient resources and delays in the provision of agreed technical, financial and capacity development to support tripartite processes, affecting their effectiveness and sustainability.	Medium	ILO to facilitate joint resource mobilization efforts.
The employer association commits the necessary staff and financial resources to effective social dialogue; strengthening services to members; and expanding membership.	Changing political climate and focal points, as well as changing national political processes and partner capacities.	Medium	ILO to pursue the proposed Development Cooperation Project to support the implementation.
	A lack of coverage of employers nationally and the shortfall of active membership participation undermines the employers' contribution to the implementation.	Low	ILO technical and capacity development support to improve the employers' ability to expand and serve membership.



Assumptions	Risks	Level of risk	Mitigation measures
The workers' organizations commit the necessary staff and financial resources to effective social dialogue; strengthening services to members; and expanding membership.	A lack of comprehensive coverage of workers across all sectors nationally affects (i) contribution the implementation and (ii) ability to protect workers' rights and conditions in context of rapid socio-economic change.	Medium	ILO technical and capacity development support to improve workers' ability to expand and serve membership.

Outcome 3.2: Increased social dialogue as result of strengthened tripartite mechanisms

Assumptions	Risks	Level of risk	Mitigation measures
National Tripartite Committee and sub-committees established.	Roles and benefits of tripartite bodies and processes not well understood undermining their value in supporting implementation.	Medium	ILO technical and capacity development assistance as necessary to (i) support the Tripartite Committee; (ii) develop criteria and procedures for effective operation and monitoring; and (iii) improve employers' and workers' capacity for tripartite cooperation and social dialogue, including collective bargaining.
Resources available to support improvements in tripartite cooperation and social dialogue, including collective bargaining.	Insufficient resources and delays in the provision of agreed technical, financial and capacity development support.	Medium	ILO to facilitate joint resource mobilization efforts and pursue the commitment.
	Changing political climates, focal points, as well as changing national political processes and partner capacities.	Medium	The NTC and associated sub-committees to monitor changing trends and circumstances and provide advice accordingly on adjustments needed to DWCP formulation and implementation planning.

Outcome 3.3 Increased ratification and application of international labour standards

Assumptions	Risks	Level of risk	Mitigation measures
Future ratifications and the necessary technical and capacity support available from the ILO	Future ratifications as well as implementation of currently ratified and unratified Conventions held back by (i) insufficient local capacity and (ii) insufficient ILO technical and capacity development support.	Medium	Develop realistic priorities and plans for future ratifications and implementation of current relevant Conventions (both ratified and unratified), with ILO technical and capacity development support.
	Implementation of Labour Law undermined by lack of knowledge and awareness of the law, particularly among informal workers and in rural areas	Medium	Maintain regular dialogue between relevant parties
	Insufficient resources and delays in the provision of agreed technical, financial and capacity development support.	Low	ILO to facilitate joint resource mobilization efforts in pursuit of DWCP outcomes.
National constituents widely understood and committed to advancing international labour standards	Changing political climates, focal points, as well as changing national political processes and partner capacities.	Medium	ILO to support capacity building of the DWCP committee members to strengthen oversight and monitoring.

Glossary

*Collective bargaining

“Collective bargaining extends to all negotiations which take place between an employer, a group of employers or one or more employers’ organisations, on the one hand, and one or more workers’ organisations, on the other, for--

- (a) determining working conditions and terms of employment; and/or
- (b) regulating relations between employers and workers; and/or
- (c) regulating relations between employers or their organisations and a workers’ organisation or workers’ organisations.”

Source: ILO (1981) Collective Bargaining Convention, 1981 (No. 154)

- **Decent work**

Decent work means work that provides “opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity.”

Source: ILO (1999) Report of the Director-General: Decent work. International Labour Conference, 87th Session, Geneva

- **Social dialogue**

“Social dialogue is the term that describes the involvement of workers, employers and governments in decision-making on employment and workplace issues. It includes all types of negotiation, consultation and exchange of information among representatives of these groups on common interests in economic, labour and social policy”

Source: ILO: Social dialogue: Recurrent discussion under the ILO Declaration on Social Justice for a Fair Globalization, Report VI, International Labour Conference, 102nd Session, Geneva, 2013, (p. 5)

- **Vulnerable groups**

Vulnerable groups are more likely to be affected by external influences/ exposure than other groups or are less able to cope with external impacts. According to Human Security Strategy of Thailand 2013–2023, there are 6 institutional risks, including older persons, agricultural workers, informal workers, migrant workers, ethnic groups and tribes, and populations in the three southern border provinces. Vulnerable groups also include people with disabilities. Other groups can be included as one of vulnerable populations depending on the country context.

Vulnerable groups are less likely to get employed with formal employment, tend to work without social security, and lack of sufficient voice to represent unions and organizations. Vulnerable employment is often characterized by inadequate incomes, low productivity, and difficult working conditions that undermine the basic rights of workers.

In statistical measurements, vulnerable employment is a measure of persons who are employed under relatively precarious circumstances as indicated by the status in employment. As contributing family workers and own - account workers are less likely to have formal work arrangements, access to benefits or social protection programmes and are more at risk to economic cycles, these are the statuses categorized as vulnerable.

Source: Ministry of Social Development; Center for Peace and Conflict Studies - Chulalongkorn University; United Nations Development Programme (2013); International Labour Office, (2009)

- **Corporate social responsibility**

Corporate Social Responsibility (CSR) is a way in which enterprises give consideration to the impact of their operations on society and affirm their principles and values both in their own internal methods and processes and in their interaction with other actors. CSR is a voluntary, enterprise - driven initiative and refers to activities that are considered to exceed compliance with the law (International Labour Office: Governing Body, 2006)

The social responsibility has been further highlighted by International Standard Organization in ISO 26000. “The social responsibility includes responsibility of organization for the impacts of its decisions and activities on society and the environment, through transparent and ethical behaviour that (i) contributes to sustainable development, including health and the welfare of society; (ii) takes into account the expectations of stakeholders; (iii) is in compliance with applicable law and consistent with international norms of behaviour; and (iv) is integrated throughout the organization and practised in its relationships”.

Source ILO (2006), and International Standard Organization (2010)

- **Gender**

Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time - specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision - making opportunities. Gender is part of the broader socio - cultural context. Other important criteria for socio - cultural analysis include class, race, poverty level, ethnic group and age.

Source Office of the Special Advisor on Gender Issues and Advancement of Women (2001)



- **Freedom of association**

Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation. Workers' and employers' organisations have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organise their administration and activities and to formulate their programmes. The public authorities refrain from any interference which would restrict this right or impede the lawful exercise thereof.

Source ILO, (Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

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