

Session 4: Labour Mobility, Skills Development and Recognition



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Thailand at a Glance

- Location: Southeast Asia bordering to, Cambodia, Lao PDR, Malaysia and Myanmar
- Population: approximately 68 million
- Labour force: 38.8 million: 13.8 million in agriculture, 6.3 million in industry and the rest 20 million in service sector and others
- GDP: \$233,0 Billion USD(2017, represents 0.73% of the world economy”
grew by 3.9% from 2016
- Thailand is a newly industrialized country. Its main export income comes from automotive, electronics, tourism, etc.



Thailand as a Sending Country

- So far there are 1.54 million Thai migrant workers.
- In 2018, 53,800 workers go to work abroad. Top destinations include Taiwan, Korea, Japan, Malaysia and Singapore.
- Top 5 industries Thai migrant workers work in;
 - Factory workers, machine operators, and assembly operators
 - Agriculture and Fishing
 - Technician
 - Service sector: shop assistant
 - Daily hire freelancer in different employment

Thailand as a Receiving Country

- Migrant Population: approximately 4.5 million migrant workers and approximately 1 million are documented migrants
- Top 3 industries migrant workers work in;
 - 1, Agriculture and livestock
 - 0, Service sectors
 - /, Construction

Migration Trend

- Thailand is considered itself as a receiving country rather than a sending country, yet Thailand is still facing labour shortage especially in manufacturing
- Workers in CLM countries still tend to work in Thailand because Thai labor wages are higher than wages in their own countries
- Thai enterprises still need labour especially in agriculture, fisheries, service sector and in restaurant service.
- Migrant workers coming to Thailand are welcomed as per the investment promotion policies especially investors, skilled labour, experts, etc.

Skill Development Activities on Labour Migration: Skill Development via Tax Incentive

- Skill Development through Skill Development Promotion Act BE 2545 (2nd edition BE 2557)

The Act states that any enterprises with employee of 100 must provide skill development for at least 50% of their employees and this to also include Thai and migrant workers. All cost of training will be used as a tax deduction.

Skill Development Activities on Labour Migration: Mutual Recognition of Skills (MRS) Program

- Progress of MRS program in Thailand
 - ILO carries out the MRS program through Regional Skill Technical Working Group; 1st – 4th Meeting
 - In the last meeting in 2018, Thailand had bilateral agreements to make pilot referencing programs with
 - CLM countries (for Masonry & Bricklaying Plastering Building Electrical Wiring and Sewing Machine Operator)
 - Philippine and Vietnam (for Logistics)
- Following MRS Roadmap or Guideline
 - Thailand and CLM countries are in the 2nd step of the Roadmap (Benchmarking Skill/Competency Standards)
 - Thailand has set up the teams for each specific area to implement the pilot programs with CLM

MRS (continued)

- 7 steps to implement MRS ; 1. Identify areas of skill for mutual recognition, 2. benchmarking 3. defining and benchmarking the qualification, 4. assessing the certification arrangement, 5. assessing QA of training assessment and certification, 6. drafting skilled worker profile, 7a. assembling and submission of the 1-6 evidence 7b. Level to level referencing of the selected qualification between NQF and AQRF

Challenges

1. Thailand has continually lacks of labour. Nowadays 23% of workforce is in service sector, 40% in agriculture and 15% in industries. Agriculture sector tends to decline while service sector and industrial sector tend to rise.
2. Thailand is entering an aging society. New workforce entering into labour market is insufficient.
3. There is still room for improvement for national productivity.
4. Rapid changes in technology, so .workers need to catch up with changes

Conclusion

- Increase productivity: reduce work process, focus on the use of new technology where necessary
- Promote skill standard development
- Promote skill development.
- Open for highly-skilled migrant workers
- Build awareness in living and working together with migrant workers