



International
Labour
Organization



Thailand Decent Work Country Programme 2023 - 2027



▶ Thailand Decent Work Country Programme 2023-2027

พิธีลงนามและเปิดตัวแผนงานระดับชาติว่าด้วย
งานที่มีคุณค่าของประเทศไทย พ.ศ. ๒๕๖๖ – ๒๕๗๐

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Signing and Launching of Thailand Decent Work Country Programme 2023-27

February 24





Memorandum of Understanding concerning the Decent Work Country Programme for the Kingdom of Thailand

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

Whereas the Decent Work Country Programme (DWCP) 2023-27 provides the contributions of the ILO, the national tripartite constituents and other national partners to implement the United Nations Sustainable Development Cooperation Framework (UNSDCF) for Thailand and the Thirteenth National Social and Economic Development Plan.

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the DWCP. The following are agreed as priorities of the DWCP:

DWC Priority 1: Develop Thailand's labour market for a rapidly changing world.

DWC Priority 2: Ensure social protection for all and inclusive decent work.

DWC Priority 3: Strengthen data management, communications, and tripartite capacity for the promotion of decent work.

2. The ILO agrees to assist in the mobilization of resources and to provide development 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 DWCPs and to any related activities of the ILO in the country, the Government will apply, to the Organization, its personnel and any person designated by the ILO to participate in ILO Activities, the provisions of the Convention on Privileges and Immunities of the Specialized Agencies, 1947 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.

Nothing in or relating to this MoU shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.

The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, including the provisions referenced in article 3, then the latter shall govern and prevail. 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



Mr Phairoj Chotikasatien
Permanent Secretary
Ministry of Labour
On 28 February 2024

For and on behalf of the International Labour Office



Mr Oktavianto Pasaribu
Deputy Director and Officer-in-Charge
International Labour Organization Country Office
for Thailand, Cambodia and Lao PDR
On 28 February 2024

For and on behalf of Workers' Organization



Mr Manop Kuerat
General Secretary
State Enterprises Workers' Relations
Confederation
On 28 February 2024

For and on behalf of Employers' Organization



Mr Ekasit Kunanantakul
President
Employers' Confederation of Thailand
On 28 February 2024

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► Executive summary

Thailand Decent Work Country Programme (DWCP) (2019-22) served as the main accountability framework for International Labour Organization (ILO) collaborations in Thailand over the period of 2019 to 2022. The Country Programme Review (CPR) found that the DWCP (2019-22) was largely successful in addressing the country's labour challenges.

The Thailand Decent Work Country Programme (DWCP) (2023-27) builds on previous successes and incorporates the priorities and challenges identified during a comprehensive consultative process with tripartite constituents. The Thailand DWCP 2023-27 was developed through intensive consultations between the ILO and its national constituents between August 2022 and January 2023. 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. In addition to incorporating constituent feedback, the DWCP (2023-27) was developed in line with the two main planning frameworks used by the Royal Thai Government and the United Nations' organizations, including the Thirteenth National Economic and Social Development Plan (NESDP) and the United Nations Sustainable Development Cooperation Framework (UNSDCF) for Thailand.

Thailand's demographic dynamics and environmental concerns pose challenges to the future labour force. Thailand's rapidly aging population and increasing participation of youth in secondary and higher education has led to a decline in the labour force participation rate. As educational attainment increases, youth with higher education credentials face unemployment and education-jobs mismatch, signalling a need for improved coherence between national development priorities and educational curricula. Environmental issues require the creation of "green jobs" for sustainable development, particularly in tourism and agriculture.

Women and vulnerable workers face challenges in accessing decent work and educational opportunities. Gender equality in the workforce is notable; however, women face discrimination in hiring and wages. Persons with disabilities struggle with limited access to education and employment. With increasing digitalization and the greening of the economy, workers at all points within the life cycle – including aging, migrant and other vulnerable workers – must not be left behind.

Thailand has made significant progress in social protection. Thailand's social protection system is relatively developed, including a universal healthcare system. However, the COVID-19 crisis has put substantial pressure on the system with an unprecedented number of unemployment claims. The social security system faces challenges regarding adequacy of benefits and future sustainability. While the social security system offers protection to both formal and informal workers, the coverage rate for the voluntary programme for informal workers remains low.

Thailand has ratified 19 Conventions and 1 Protocol, of which 18 are in force. This includes seven (7) fundamental Conventions and one (1) Governance Convention. Ratification of other fundamental Conventions, including the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Occupational Safety and Health Convention, 1981 (No. 155), has been slow. Although Thailand has not ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), Thailand has established a social dialogue mechanism. Thailand also recently advocated for and ratified the Work in Fishing Convention, 2007 (No. 188).

Thailand's progress and challenges identified through the consultative process indicate a need to develop Thailand's future labour force, reach all workers in Thailand with decent work opportunities and social protection, and better connect all constituents through enhanced database management and communications systems. The three priorities formulated for the Thailand DWCP (2023-27) are:

- Develop Thailand's labour market for a rapidly changing world.
- Ensure social protection for all and inclusive decent work.
- Strengthen data management, communications and tripartite capacity for the promotion of decent work.

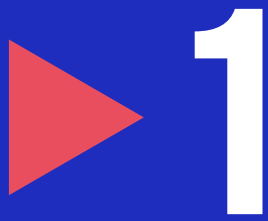
Thailand Decent Work Country Programme Steering Committee (TDWCP Steering Committee), a country-level steering committee (Ministry of Labour, employers' organizations, workers' organizations and the ILO) is tasked with periodically reviewing progress towards the identified DWCP outcomes, measured against identified indicators. Within the ILO, DWCP implementation is led and coordinated by the Country Office for Thailand, Cambodia and Lao PDR (CO-Bangkok), 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. Thailand DWCP implementation will be resourced by a combination of national constituents, international development partners, ILO regular budget, ILO's programmes and projects, and extra-budgetary sources. The ILO CO-Bangkok will identify partnerships, analyse funding requirements and gaps and develop a resource mobilization strategy.

DWCP at a Glance

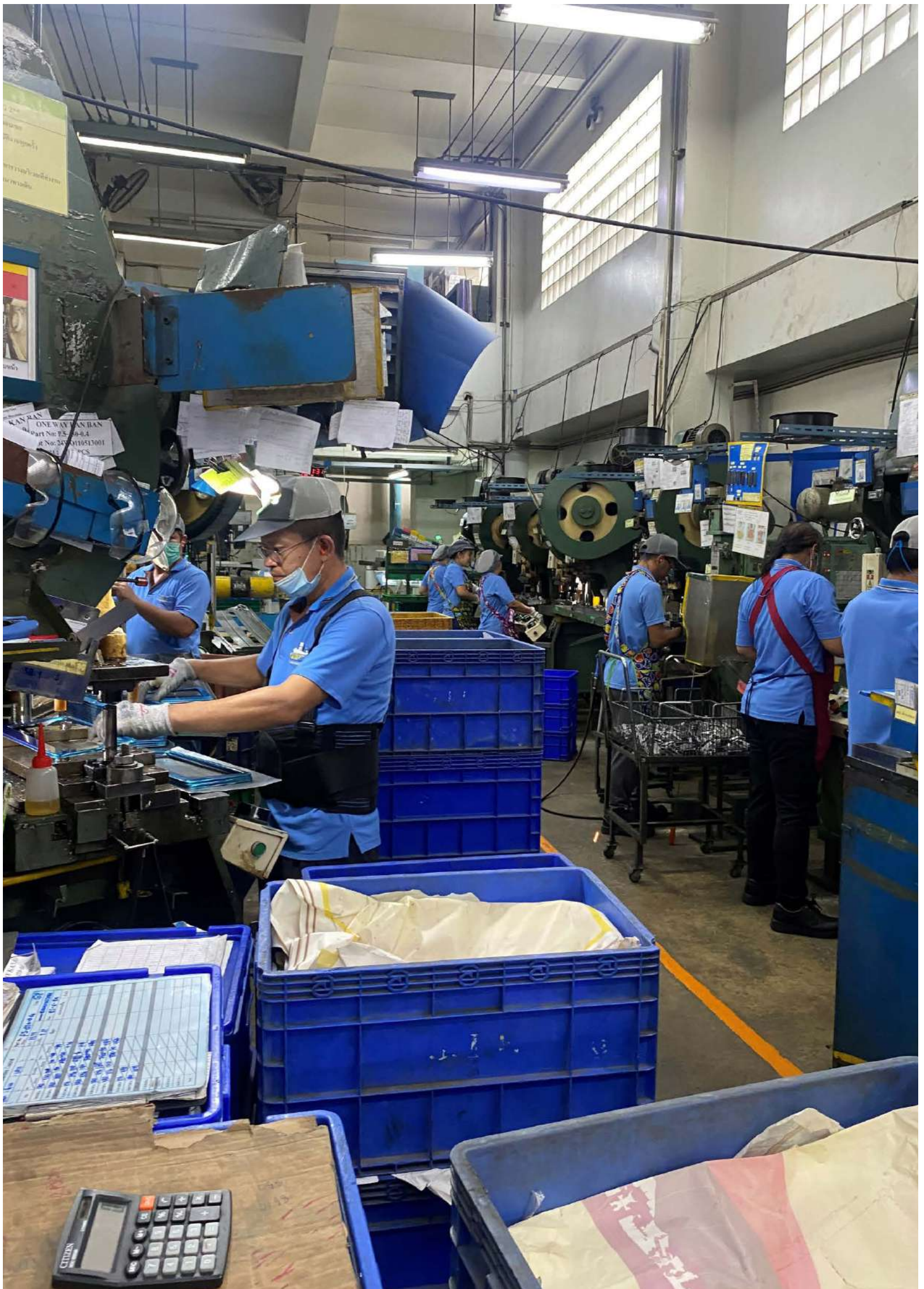
DWCP Priority 1	
Develop Thailand's labour market for a rapidly changing world	
DWCP Outcome 1.1	Thailand's workforce acquired necessary skills required for its future labour market and sustainable green economy
DWCP Outputs	Output 1.1.1 Identified future skills based on labour market trends and integrate into skills development to enhance employability, increase labour market matching and maximize investments in human capital. Output 1.1.2 Improved digital access and digital skills for full participation in a digitally based economy and labour market. Output 1.1.3 Tripartite constituents provided with knowledge and capacity on green jobs for decent work.
DWCP Outcome 1.2	Government and social partners, including SMEs, have enhanced capacity and put in place the foundation for Thailand's full participation in the global economy through compliance with international labour standards
DWCP Outputs	Output 1.2.1 Ratification of ILO fundamental conventions (Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and Right to Organise and Collective Bargaining Convention, 1949 (No. 98)) and other international instruments to strengthen Thailand's position to negotiate international trade agreements and increase trade with global firms with decent work and human rights standards. Output 1.2.2 Updated labour laws to meet international standards, recognize the challenges of an aging society, consider vulnerable and special populations and current and future modes of work (e.g. platform economy, work from home, among others). Output 1.2.3 Increased awareness and strengthened capacity of micro, small and medium-sized firms on labour laws and international instruments to enhance their participation in social dialogue and improve their ability to compete in the international market and overcome technical trade barriers.
DWCP Outcome 1.3	Enhanced employment services and life-long learning opportunities resulting in better access to decent work for workers in Thailand across the life cycle.
DWCP Outputs	Output 1.3.1 Enhanced career guidance, public employment services and school-to-work transition for youths, particularly women, university educated and/or those living with disabilities. Output 1.3.2 Enhanced public employment services and training programmes to create an ecosystem of life-long learning and career growth for the working-age population across the life cycle. Output 1.3.3 Enhanced life-long learning and digital skills for older persons to encourage labour market participation and access to digital services later in life.

DWCP Priority 2	Ensure social protection for all and inclusive decent work
DWCP Outcome 2.1	Strengthened social protection systems to provide inclusive and adequate benefits
DWCP Outputs	Output 2.1.1 Updated and strengthened the social security system/laws to provide adequate benefits meeting international standards while maintaining the sustainability of the system, consistent with Social Security (Minimum Standards) Convention, 1952 (No. 102). Output 2.1.2 Enhanced social security for informal workers while concurrently working towards formalization, consistent with R204 - Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204). This includes the ratification of the Domestic Workers Convention, 2011 (No. 189), to facilitate the transition from the informal to the formal economy, and the consideration of informal platform worker resulting from the rise of the digital economy. Output 2.1.3 Enhanced social protection for vulnerable and special populations such as migrant workers, youth, women, immune-compromised (long-COVID/ HIV/ others) and others whose work lives are often interrupted, mobile and/or semi-formal.
DWCP Outcome 2.2	Promoted inclusiveness of underserved and underrepresented populations and firms in workers' and employers' organizations
DWCP Outputs	Output 2.2.1 Increased representation and meaningful participation in workers' organizations by underrepresented workers to promote decent work with increased sensitivity to special populations' unique needs. Underrepresented workers include migrant workers, youth, women, LGBTQ+, people living with disabilities, immune-compromised (long-COVID/HIV/others), among others. Output 2.2.2 Increased representation and meaningful participation in employers' organizations by underrepresented firms with efforts to better address their unique needs. Underrepresented firms include micro, small and medium-sized enterprises, women-owned firms, youth-owned firms, among others. Output 2.2.3 Leveraged digital technology to increase participation and capacity of workers' and employers' organizations in underserved regions (e.g. three southernmost provinces, northeast, north, border areas, among other), as well as increase representation of workers and firms from underserved areas in the larger workers' and employers' organizations.
DWCP Outcome 2.3	Increased opportunities of decent work for all and protection for vulnerable populations
DWCP Outputs	Output 2.3.1 Promoted and ensured equal labour market opportunities, participation and treatment for all, including migrant workers, people living with disabilities, women, LGBTQ+, among others, consistent with the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). Output 2.3.2 Combated unacceptable forms of work (e.g., child labour), precarious work and mistreatment; worked towards ratification of the Violence and Harassment Convention, 2019 (No. 190) and Occupational Safety and Health Convention, 1981 (No. 155). Output 2.3.3 Increased labour and human rights protections for migrant workers through strengthening national and cross-border institutions, and worked towards the Private Employment Agencies Convention, 1997 (No. 181).

DWCP Priority 3	Strengthen data management, communications and tripartite capacity for the promotion of decent work
DWCP Outcome 3.1	Government and social partners use database (to be developed) to effectively target and manage the needs of vulnerable populations
DWCP Outputs	Output 3.1.1 Developed inter-departmental/inter-ministerial “big data” database for effective labour market surveillance, beneficiary targeting and information sharing in a way that protects individual privacy while enhancing the efficiency of government services and international partnerships. Output 3.1.2 Developed a bilingual ILO-constituent project database with up-to-date project information (i.e. ILO and partner responsible persons) and project progress accessible to directly responsible persons to facilitate project management efficiency. Output 3.1.3 Enhanced digital documentation and dissemination of training tools and other learning resources in Thai (or other target) language for wider public utilization, thus increasing the effectiveness and sustainability of ILO projects.
DWCP Outcome 3.2	Enhanced social dialogue and policy advocacy
DWCP Outputs	Output 3.2.1 Continued to enhance the bipartite social dialogue mechanisms with increasingly inclusive representation in the dialogue process for increased quality of cooperation and the development of a united front for policy advocacy. Output 3.2.2 Achieved stronger ILO and tripartite advocacy for the ratification of ILO conventions, particularly the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).
DWCP Outcome 3.3	Tripartite constituents, other partners and public are better informed of the progress of DWCP and other linked frameworks (e.g., UNSDCF and SDGs) and are more knowledgeable of how to monitor and evaluate the DWCP
DWCP Outputs	Output 3.3.1 Increased general understanding of the M&E process and enhanced regular Thai language communications between the ILO and its partners. Output 3.3.2 Increased communication and outreach with the public (including workers and firms) regarding programmes and projects under the DWCP with the aim to raise awareness and increase sustainability of the projects.



Introduction



► 1. Introduction

Thailand's Decent Work Country Programme (DWCP) (2019-22) served as the main accountability framework for International Labour Organization (ILO) collaborations in Thailand over the period of 2019 to 2022. The Thailand DWCP (2019-22) was developed through intensive consultations between the ILO and its national constituents during 2018. The Thailand DWCP (2019-22) was endorsed by the Cabinet at the beginning of April 2019 and its memorandum of understanding (MoU) was signed during the ILO Centenary event on 11 April 2019. 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 Thailand DWCP (2019-22) was 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. The Thailand DWCP (2019-22) defined three country priorities for the four-year period:

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

The Country Programme Review (CPR) of the DWCP (2019-22) took place between August and December 2022. The review commenced with a comprehensive desk review of documents related to the formulation of the Thailand DWCP (2019-2022), status and evaluation reports for projects under the Thailand DWCP (2019-22), and interviews with key informants from the ILO and tripartite constituents identified by the ILO CO-Bangkok. The interviews were semi-structured and based on the Organisation for Economic Co-operation and Development (OECD) Development Assistance Committee (DAC) criteria. The CPR indicates that the implementation of the DWCP (2019-22) was largely successful with challenges posed by the COVID-19 crisis, mismatch in priorities among constituents and coordination issues.

The formulation of the new DWCP (2023-27) is based on the priorities and challenges identified by constituents during the review process and developed around the two main planning frameworks used by the Royal Thai Government and the United Nations' organizations, including the ILO: the Thirteenth National Economic and Social Development Plan (NESDP) and the United Nations Sustainable Development Cooperation Framework (UNSDCF) for Thailand. The Thirteenth NESDP seamlessly integrates the Sustainable Development Goals (SDGs) into national planning based on a "sufficiency economy" approach. The Thirteenth NESDP is structured around four priority areas with 13 milestones across the four priorities. The NESDP priorities and milestones are summarized in Table 1 below:

► **Table 1. Thirteenth National Economic and Social Development Plan (2023-27) four priorities and 13 milestones**

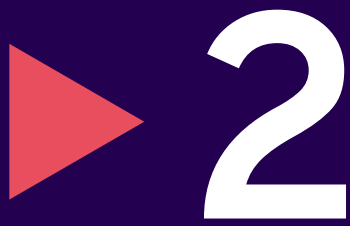
Priorities	Milestones
1. Targeted manufacturing and service sectors	1. High-value agriculture and processed agricultural products 2. Quality and sustainable tourist destination 3. World's major EV production base 4. High-value medical and wellness hub 5. Regional strategic gateway for trade, investment and logistics 6. Production base for smart electronic devices
2. Socio-economic opportunity and equity	7. Sustainable growth of SMEs, community and social enterprises 8. Liveable, safe, and sustainable regions and smart cities 9. Less intergenerational transmission of poverty and social protection for all
3. Natural resources and environmental sustainability	10. Circular economy and low-carbon society 11. Reduced risks from natural disasters and climate change
4. Key enablers for Thailand's transformation	12. High-performance workforce 13. Modern and effective economy

Source: Thailand UNSDCF (2022-2026), p.8.

The UN developed the UNSDCF (2022-2026) based on the priorities and milestones set out in the Thirteenth NESDP (developed to align with the SDGs) and extensive consultations with UN constituents. Through this process, the UN identified three outcomes that are articulated in the UNSDCF:

- **Outcome one:** Thailand's transformation into an inclusive economy based on a green, resilient, low-carbon, sustainable development is accelerated.
- **Outcome two:** Human capital needed for social and inclusive development is improved through strengthening of institutions, partnerships and the empowerment of people.
- **Outcome three:** People living in Thailand, especially those at risk of being left furthest behind, are able to participate in and benefit from development, free from all forms of discrimination.

In addition to the Thirteenth NESDP and the UNSDCF (2022-2026), the development of the Thailand DWCP (2023-27) was based largely on extensive consultations with ILO constituents, which took place between September and October 2022. Consultations included ILO technical experts, representatives from the Royal Thai Government represented by the Ministry of Labour (the Office of the Permanent Secretary Department of Employment, Department of Skill Development, Department of Labour Protection and Welfare, Social Security Office), representatives from the Employers' Confederation of Thailand (ECOT) and representatives from workers' organizations, including the State Enterprises Workers' Relations Confederation (SERC), Labour Congress of Thailand (LCT), National Congress Private Industrial of Employees (NCPE), and Thai Trade Union Congress (TTUC). Women made up a large share of representatives from the ILO and its social partners involved in the consultation process. A workshop to validate the CPR and a preliminary draft of the Thailand DWCP (2023-27) was held on 29 November 2022 in Bangkok. The resulting DWCP contributes to the regional commitments under the Singapore Statement adopted during 17th Asia and the Pacific Regional Meeting, Singapore, 6-9 December 2022.



Country progress towards decent work and sustainable development



► 2. Country progress towards decent work and sustainable development

This section summarizes Thailand's position regarding decent and sustainable development, organized by the three pillars of the ILO Centenary Declaration for the Future of Work: i) peoples' – both women and men's – capacities to benefit from the opportunities of a changing world of work, including persons with disabilities; ii) institutions of work to ensure adequate protection of all workers; and iii) sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. The UN Common Country Analysis for Thailand (February 2021) is used as the basis of the assessment.

2.1 Overview of Thailand's economic situation

Since the 1970s, Thailand has made rapid progress in transforming its economy through human capital and industrial development. The transition from an agriculture-based economy to a manufacturing and service-based economy led to an average growth rate of 7.5 per cent between 1960 and 1996, the eve of the 1997 Asian Financial Crisis (AFC). After the AFC, Thailand continued to grow through additional manufacturing development, service sector development, and the strengthening its financial system. By 2011, the country transitioned to an upper-middle-income country based on growth related to export-led development. The rapid economic growth over the last 30 years has led to significant reductions in poverty. The poverty rate stood at 9.85 per cent in 2018.

2.2 Peoples' capacities to benefit from the opportunities of a changing world of work

Pre-COVID-19 crisis jobs landscape

Despite the progress made in terms of economic development, Thailand faces several challenges in the context of a changing jobs landscape. Thailand finds itself in the "middle income trap" due to the inability to transition into higher productivity manufacturing and service sectors. While Thailand experienced rapid GDP growth up to the 1997 Asian Financial Crisis and moderate growth for the decade following the crisis, GDP growth has moderated over the last decade. The GDP growth rate stood at 3.6 per cent between 2014 and 2017 and fell to 2.4 per cent in 2019 before the COVID-19 crisis. Slow growth is largely due to declining demand for Thai exports as Thailand's competitiveness in manufacturing declined in the region.

COVID-19 crisis setbacks and resilience

The COVID-19 crisis put additional stress on an economy that was already struggling. Although Thailand's well-developed public health system was instrumental in keeping COVID infections at manageable levels and loss of life at a minimum, the crisis and its mitigation measures had significant negative impacts on the economy. The crisis particularly impacted manufacturing due to disrupted supply chains and a global slump in demand, as well as tourism with the closing of international borders and COVID-19 containment measures that resulted in the closure of tourism-related services. Small- and medium-sized enterprises were particularly hard hit during the COVID-19 crisis with little access to emergency loans or other government assistance, leading to reductions in employee pay and hours, as well as increases in unemployment. Overall unemployment increased during the crisis and put substantial pressure on the social security system with an unprecedented number of unemployment claims in 2020.

At present, Thailand's economy is recovering from the COVID-19 crisis. As of the third quarter 2022, the unemployment rate declined to 1.23 per cent, which is close to its pre-pandemic level. Wholesale and retail sector and tourism employment have recorded robust recoveries with the return of tourists to Thailand. Manufacturing employment has also seen modest increases as demand for exports are recovering.

Demographic change and challenges

Thailand's aging population and increasing participation in secondary and higher education mean that the labour force participation rate is falling. The labour force participation rate declined from 71.6 per cent in 2010 to 66.9 per cent in 2022. Declining labour force participation has contributed to a perennially low unemployment rate. This situation has also led to increasing demand for migrant workers in certain sectors, particularly in food processing, construction, manufacturing, and care and domestic work.

Agriculture remains a major source of employment, accounting for 30 per cent of jobs. Older workers are disproportionately represented in agricultural work. Despite rapid economic development, older workers often use the land as a social safety net in absence of adequate social pensions or access to other contributory pension programmes. Land is not only used as a buffer against inadequate pension benefits, but also as a buffer against economic downturns for working-age individuals, as was seen during the COVID-19 crisis.

Developing a skilled workforce for the future of work

Average levels of education have increased rapidly over the last 40 years, especially at the secondary and tertiary levels. With rapid increases in higher education, Thailand's educated workforce is theoretically in a good position to move into higher productivity employment. However, young university graduates experience the highest levels of unemployment in Thailand and high rates of education-mismatch. Growing mismatch between jobs available in the economy and the level of education and subject of study will remain a challenge to young Thais to reach their full potential in the labour market in years to come.

Gender equality

Thailand is remarkably gender equal compared to many countries in the world. At present, women have on average higher levels of education than men, which translates to higher average labour earnings than men. Labour force participation rates are relatively high, and women are well-represented at the management level. While women are remarkably active in Thailand's labour market making up 47 per cent of the labour force, they have limited representation in the political sphere and face discrimination in hiring and wages.

Persons with disabilities

The 2017 Disability Survey shows that 1.5 per cent of the 17.4 million students in Thailand have disabilities, and 38 per cent of school-aged children living with disabilities are not enrolled in school. Only four in 10 disabled adults are employed with a quota system ensuring work for only a minority of adults living with disabilities. Access to education and employment remains limited due to a lack of educational and workplace accommodations, which leads to life-long consequences for decent work among individual living with disabilities.

Social protection

Thailand's social protection system is relatively well-developed system that boasts a flagship non- contributory universal health care system inaugurated in 2001. The non- contributory universal social pension established in 2009 also provides limited protection to Thailand's aging population. A targeted cash card programme provides limited support to low-income individuals, although the targeting mechanism is imperfect. Many of the transfers are completed electronically to recipients' bank accounts, meaning that some of society's most vulnerable have access to the banks and are integrated into the digital economy. In addition to non-contributory programmes targeting informal workers and their households, Thailand also has a well-developed contributory social security system for formally employed workers. The system has expanded some of its coverage to individuals in the informal economy through voluntary contributions. Although there is much progress regarding social protection, the social security system faces challenges regarding adequacy of benefits and sustainability of the system in the future.

2.3 Institutions of work to ensure adequate protection of all workers

International labour standards

Thailand has ratified 19 Conventions and 1 Protocol, of which 18 are in force. This includes seven (7) fundamental Conventions and one (1) Governance Convention. The most recent ratification was the Work in Fishing Convention, 2007 (No. 188), ratified in 2019. The ratification of this convention was the product of concerted tripartite effort that gained urgency under the “yellow card” situation in the Thai fishing industry. Other recent ratifications include the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), ratified in 2017, and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), ratified in 2016.

Although much progress has been made on ratification of International Labour Standards, the ratification processes for fundamental Conventions, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and Right to Organise and Collective Bargaining Convention, 1949 (No. 98) as well as Occupational Safety and Health Convention, 1981 (No. 155), have progressed at a much slower pace. The ratification processes ground to a near halt during the COVID-19 crisis and needs to be addressed with urgency.

Social dialogue

Thailand has not yet ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). In the meantime, the ILO actively supports social dialogue and the development of tripartite and bipartite social dialogue mechanisms in Thailand. The strengthening of the bipartite mechanism was an important achievement of the Thailand DWCP (2019-22). Social dialogue and the bipartite mechanism have worked in the Thai context to provide a united front to advocate for the ratification of ILO conventions, such as the recent ratification of Convention No. 188. The integration of bipartite social dialogue into the normal modes of work for workers’ and employers’ organizations promises to lead to future sustainable benefits, such as the ratification of ILO conventions that will have far-reaching positive and sustainable impacts on decent work for workers in Thailand.

Social Security

The Social Security Office provides comprehensive protections to formally employed workers in Thailand through the Workers’ Compensation Fund and the Social Security Fund. Benefits include workers’ compensation, medical care, sickness, maternity, invalidity cash and care, death, old age, child allowance and unemployment. Informally employed workers have access to protections through a voluntary social security scheme (Section 40) that includes (depending on the chosen programme) lack of income, invalidity cash and care, death grant, old age pension and child allowance. While the social security system offers protection to both formal and informal workers, the coverage rate for the voluntary programme for informal workers remains low. The benefits levels for all schemes are not indexed on inflation, which means that the level of benefits in real terms is eroded over time. Both the adequacy of benefits and the sustainability of the social security system need to be reviewed, taking into account the Social Security (Minimum Standards) Convention, 1952 (No. 102).

Other institutional arrangements that support decent work

Thailand adopted its first National Action Plan on Business and Human Rights (NAP). The Royal Thai Government initiated that development of a NAP to counter increasing human rights violations by businesses (Ministry of Justice, 2019). The NAP is not only a national instrument ensures labour protections in Thailand in the long run, but also an important signal to the international community that has resulted in attracting foreign investment, thus increasing Thailand’s competitiveness and business sustainability. The NAP also integrates the SDGs and works in concert with International Labour Standards. The second NAP is in the draft phase with the Ministry of Justice and should be adopted to cover the 2023-27 period.

2.4 Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Education and the future of work

Educational attainment continues to increase with more youth gaining higher education credentials. Highly educated youth are the most likely to be unemployed and to experience education-occupation mismatch. Increased harmonization between national development priorities with higher education and technical and vocational education and training (TVET) curricula will ensure better matching, more efficient use of human resources, and access to decent work opportunities in the future.

The environment and “green jobs”

Thailand's environment has been severely degraded in past decades. Environmental issues include deforestation, degradation of coastal and marine environments and air pollution from industrial and agricultural activities. The Thirteenth NESDP places environmental concerns and future environmental sustainability at the top of the agenda. The development of “green jobs” is needed in various sectors to promote sustainability. For example, the government seeks a new model for tourism that protects the environment while increasing the skill and productivity of workers in the tourism sector. Another environmental challenge that needs to be tackled is the more frequent droughts and flooding that threatened the livelihoods of agricultural workers.

Decent work across the life cycle

As Thailand moves forward with its development priorities, particularly with digitalization of the economy and the implementation of the Bio-Circular Green (BCG) Economic Model, workers at all points within the life cycle must not be left behind. As digitalization becomes a more important for business transactions, market information, government services and receiving government transfers, it is particularly important to ensure Thailand's aging population, migrant workers and others gain digital knowledge and access to digital platforms necessary to thrive. Likewise, as Thailand pushes the BCG model, it is important that micro, small and medium-sized enterprises gain knowledge about the BCG model and access to the BCG markets to promote decent employment within this space. As Thailand's aging population increases and labour force participation decreases, it is increasingly important to recognize the vital role migrant workers play in the Thai economy and to ensure decent work for migrant workers through cross-border cooperation, national policy advocacy for decent work, and implementation of conventions and laws relevant to the migrant worker community.



Priorities and country programme outcomes



► 3. Priorities and country programme outcomes

3.1 Country Priorities

Thailand recently developed its first national strategy in line with the National Strategy Act B.E. 2560 (2017 C.E.). The goal of the first National Strategy (2018-2037) is to promote Thailand's development with "...security, prosperity and sustainability in accordance with the Sufficiency Economy Philosophy". The four strategies and 14 milestones of the Thirteenth NESDP (2023-27) align with the twenty-year National Strategy (2018-2037). The National Strategy (2018-2037) and Thirteenth NESDP (2023-2027) represent the relevant national development frameworks that underpin the development of the Thailand DWCP (2023-27). The National Strategy (2018-2037) strategic guidelines and Thirteenth NESDP (2023-2027) priorities relevant to ILO collaborations within the country are articulated in Table 2.

► Table 2. DWCP alignment with key national strategies and plans

Key national strategy or plan	Relevant strategic guidelines and priorities for DWCP implementation
National Strategy (2018-2037)	The National Strategy on National Competitiveness Enhancement 1. Exploring value-added agriculture 2. Developing future industries and services 3. Creating diverse tourism 5. Developing a modern entrepreneurship-based economy National Strategy on Strengthening Human Capital 2. Promoting life cycle development 3. Promoting learning process reform in order to accommodate 21st century changes 4. Realizing multiple intelligences 6. Promoting human capital development-friendly surroundings The Strategy on Eco-Friendly Development and Growth 1. Promoting green growth and sustainable development The Strategy on Social Cohesion and Equity 1. Mitigating inequality and creating multidimensional justice 2. Expanding economic, social and technological hubs to other parts of the country 3. Promoting social empowerment The Strategy on Public Sector Rebalancing and Development 1. Having a people centric public sector that effectively delivers responsive, fast, and convenient services with transparency 4. Modernizing the public sector
13 th National Economic and Social Development Plan	1. Targeted manufacturing and service sectors 2. Socio-economic opportunity and equity 3. Natural resources and environmental sustainability 4. Key enablers for Thailand's transformation

Sources: National Strategy (2018-2037); Thailand UNSDCF (2022-2026), p. 8.

3.2 ILO's comparative advantage in addressing decent work issues in Thailand

The UN is committed to working with the Royal Thai Government towards human-centred economic transformation towards high-value, sustainable development in line with the 2030 Agenda for Sustainable Development. The UN is well-placed to facilitate progress towards the sustainable development goals within Thailand given its track record of technical cooperation with the Royal Thai Government, the application of global best practices grounded in human rights-based treaties and conventions to which Thailand is party, and its cutting-edge, integrated policy support towards productivity enhancement while balancing sustainability and environmental impact. UN agencies have a history of reaching at-risk and other hard-to-reach populations through partnerships between the government and civil society organizations. The UN technical cooperation and partnerships fostered strengthen Thailand's position at the forefront of sustainable development in the ASEAN region.

The ILO is the agency within the UN system whose niche is employment, labour relations and international labour standards. The ILO has comparative advantages in promoting decent work, social dialogue, social protection and international labour standards in a global context. The ILO also has the advantage of long-term experience working in the Thai context. The ILO has forged strong relationships and trust with the Ministry of Labour and various employers' and workers' organizations. The ILO's positive track record in technical assistance, policy advice, capacity-building, promoting social dialogue and encouraging tripartite cooperation in Thailand have resulted in positive decent work outcomes for workers in Thailand. Constituents particularly emphasized the ILO's comparative advantage in promoting policy work and reconciling issues between constituents due to its neutral position.

3.3 Building on previous DWCP achievements and lessons

The Thailand DWCP (2023-27) builds on the previous DWCP (2019-22). A comprehensive country programme review was conducted between August and December 2022. The review of achievements finds that concrete progress was made towards the three priorities through cooperation between the ILO, the Thai government, employers' organizations and workers' organizations. In cases where goals were not fully met, the COVID-19 crisis adversely affected programme or activity implementation, or the time horizon was longer than three years, informants in the review process expressed the desire to continue working towards goals articulated under the Thailand DWCP (2019-22). This was taken into consideration during the drafting process of the Thailand DWCP (2023-27).

The CPR identified several keys to sustainability of activities and programmes under the DWCP. Some of these keys include:

- One of the most notable achievements during the four-year period was the ratification of the Work in Fishing Convention, 2007 (No. 188), the enactment of the Work in Fishing Act B.E. 2562 and work towards reporting obligations. At the macro level, the ratification of Convention No. 188 with backing by Thai law will ensure decent working conditions for workers in fisheries in the long run.
- The strengthening of bipartite social dialogue was also an important achievement of the Thailand DWCP (2019-22). The integration of bipartite social dialogue into the normal modes of work for workers' and employers' organizations promises to lead to future sustainable benefits, such as the ratification of ILO conventions that will have far-reaching positive and sustainable impacts on decent work for workers in Thailand.
- Taking an integrative approach that simultaneously pushes multiple pillars of the ILO and encourages cooperation with participants from all levels will promote coordination and the sustainability of the project outcomes.
- Projects that target youth and students - Thailand's next generation of workers - shapes their attitudes and raises awareness on labour issues. This awareness raising among youth can have important implications for decent work for the next generation of workers.
- Leadership development at the grassroots level is an important place to nurture future community leaders. For example, a woman who participated in an ILO- became a leader of a migrant worker group in her province following her participation in an economic empowerment workshop.

The CPR also identified challenges that are considered in the new DWCP:

- Delayed and altered implementation of projects under the DWCP due to the COVID-19 crisis.
- Imbalances in representation among stakeholders, particularly women, youth and small and medium-sized enterprises within employers' and workers' organizations.
- Mismatches between ILO projects and beneficiaries' needs due to a lack of beneficiary involvement in the design of projects, a lack of awareness on priority issues at the national level (for example, "green jobs"), and mismatch between UN priorities and current national priorities (for example, gender cross-cutting).
- Operational issues, including fragmentation both within and across Thai government ministries, communication difficulties between the ILO and constituents due to language barriers and the turnover of ILO national project coordinators, and the inability to evaluate long-run impacts of ILO DWCP projects due to limited resources for the monitoring and evaluation process.

3.4 UNSDCF priorities, outcomes and outputs

The Thailand UNSDCF (2022-2026) states three outcomes that are aligned with four priorities articulated in the Thirteenth NESDP. The three UNSDCF (2022-2026) outcomes are:

- **Outcome 1:** Thailand's transformation into an inclusive economy based on a green, resilient, low-carbon, sustainable development is accelerated.
- **Outcome 2:** Human capital needed for social and inclusive development is improved through strengthening of institutions, partnerships and the empowerment of people.
- **Outcome 3:** People living in Thailand, especially those at risk of being left furthest behind, are able to participate in and benefit from development, free from all forms of discrimination.

The Thailand DWCP (2023-27) speaks directly to UNSDCF Outcomes 2 and 3. Outcome 2 maps into the Thirteenth NESDP strategic priority area two, 'Key Enablers for Thailand's Transformation,' which includes milestones 12 (high-performance workforce) and 13 (modern and effective government), with secondary mappings to milestones 1 (high-value agriculture and processed agricultural products), 4 (high-value medical and wellness hub), 6 (production base for smart electronic devices), 7 (sustainable growth of SMEs, community and social Enterprises), 8 (liveable, safe, and sustainable regions and smart cities), 9 (less intergenerational transmission of poverty and social protection for all) and 10 (circular economy and low-carbon society). Outcome 2 aligns with SDGs 3, 4, 8, 9, 10, 13 and 17. Within Outcome 2 there are two UN Focus Areas with specific outcomes in which the UN will focus its collaborations. The two Focus Areas and detailed outcomes related to the DWCP are summarized below:

UN Focus Area 1 for Outcome 2: Improving accessibility, responsiveness, and quality of public services as enablers for Thailand's transformation.

- Enhance quality education and lifelong learning to promote decent work, focusing on green education, early childhood development, and employability.
- Expand digital education and e-learning platforms with access to digital infrastructure, digital devices, teacher training and development of digital citizenship competencies.

UN Focus Area 2 for Outcome 2: Enable people with digital literacy, infrastructure, and innovation for their inclusion in Thailand's economic, social, and environmental transformation.

- Accelerate digital inclusion in public service delivery in under-served locations and LNOB populations.
- Accelerate e-governance, promote technological innovation, and inclusive digital solutions for improved public sector effectiveness and efficiency.
- Leverage youth and mix-generation initiatives to promote innovative solutions for the SDGs.

Outcome 3 maps into the Thirteenth NESDP strategic priority area two, 'Socio-Economic Opportunity and Equity,' which includes milestones 7 (sustainable growth of SMEs, community and social Enterprises), 8 (liveable, safe, and sustainable regions and smart cities) and 9 (less intergenerational transmission of poverty and social protection for all), with secondary mappings to milestones 12 (high-performance workforce) and 13 (modern and effective government). Outcome 3 aligns with SDGs 1, 3, 5, 7, 8, 9, 10, 11, 13 and 16. Within Outcome 3 there are two UN Focus Areas with specific outcomes in which the UN will focus its collaborations. The two Focus Areas and detailed outcomes are summarized below:

UN Focus Area 1 for Outcome 3: Provide an enabling, rights-based, inclusive environment to address inequalities, support equal opportunities and reduce poverty.

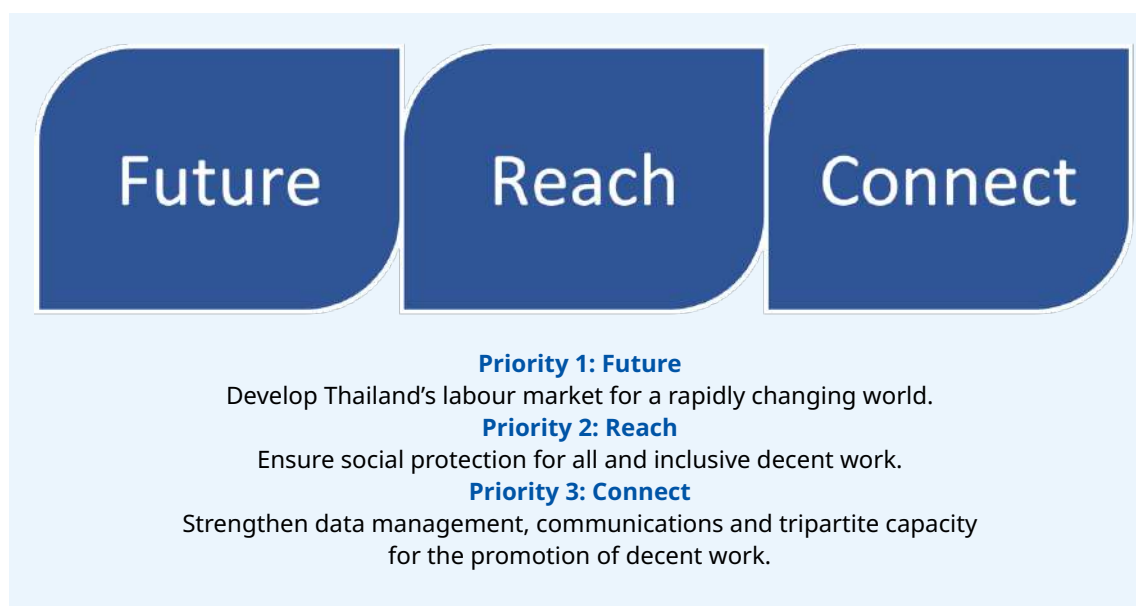
- Improve social security benefits and expand social protection coverage to all in Thailand. (SDGs 1, 3, 4, 5, 8, 10 and 16)
- Integrate initiatives to gradually formalize the informal economy, ensuring decent work, and conditions, linked to the social protection system. (SDGs 1, 3, 4, 5, 8, 10 and 16)
- Focus support for migrants, displaced people, refugees, stateless and other "leave no one behind" (LNOB) groups to ensure their access to education, skills development, healthcare services, decent work, and social protection, based on international human rights norms and standards. (SDGs 1, 3, 4, 5, 8, 10 and 16)
- Enhance women's empowerment and gender equality by addressing gender-based violence, supporting women and girls in science, technology, engineering and mathematics (STEM), women's participation in the labour market and access to decent work as well as forge partnerships with private sector to adopt women's empowerment principles. (SDGs 5, 8, 9, 10 and 16).
- Support grass-roots social innovation and entrepreneurship through innovative financing and marketing with a focus on LNOB. (SDGs 1, 5, 8, 9, 10 and 11)

UN Focus Area 2 for Outcome 3: Good governance, rule of law and social contract enhanced for SDG acceleration.

- Strengthen mechanisms for SDG implementation and localization. (SDGs 16 and 17)
- Enhance labour market governance through social dialogues between workers' and employers' organizations, civil society and the private sector based on international labour law as well as business, human rights, and gender equality principles. (SDGs 1, 5, 8, 16 and 17)
- Strengthen rule of law institutions and systems to ensure a fair and inclusive environment, fostering gender equality, improved transparency and accountability. (SDGs 1, 5 and 16)
- Strengthen the integrated national financing framework (INFF) for SDG implementation, including through innovative financing, green bonds, and impact investing. (SDGs 1, 3, 10, 16 and 17)
- Strengthen Thailand's effective decision-making through super databases, use of big data, innovative data sources, strengthened SDG data collection, and public access to data analytics. (SDG 16)

3.5 Thailand DWCP (2023-27) priorities and alignment with the UNSDCF

The design of the Thailand DWCP (2023-27) takes into consideration the ILO's role in implementing the UNSDCF and the constituents' needs identified in CPR against a wider backdrop of Thailand's national planning frameworks and the SDGs. The three priorities for the Thailand DWCP (2023-27) are:



3.5.1 Priority 1: Develop Thailand's labour market for a rapidly changing world

Priority 1 has three outcomes. These outcomes along with outputs are listed in Table 3 with mappings to the UNSDCF Outcomes, SDGs, the Thirteenth NESDP Priorities and Milestones and the ILO's Programme and Budget for the Biennium, 2022-23 (P&B).

► **Table 3. DWCP Priority 1 outcomes and outputs**

Outcome 1.1	UNSDCF	SDGs	13th NESDP Outcomes
Thailand's workforce acquired necessary skills required for its future labour market and sustainable green economy	Outcome 2 UN Focus Area 1; Outcome 3 UN Focus Area 1	SDG1 (No poverty); SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG10 (Reduce inequality); SDG11 (Sustainable cities and communities); SDG12 (Responsible consumption and production); SDG13 (Climate action); SDG14 (Life below water); SDG15 (Life on land)	(1) Thailand is a leading country in high-value agricultural and processed agricultural products; (4) Thailand is a medical and health centre with high values; (6) Thailand is the centre of smart electronics and digital industries of ASEAN; (9) Thailand has reduced cross-generational poverty and adequate social protection; (10) Thailand has a circular economy and low carbon society; (11) Thailand can reduce risks and impacts from natural disasters and climate change; (12) Thailand has a high-performance workforce with a focus on continuous learning to meet the needs of future development.
Output 1.1.1 Identified future skills based on labour market trends and integrate into skills development to enhance employability, increase labour market matching and maximize investments in human capital. Aligns with P&B Outputs: 5.1, 5.3			
Output 1.1.2 Improved digital access and digital skills for full participation in a digitally based economy and labour market. Aligns with P&B Output: 5.4			
Output 1.1.3 Tripartite constituents provided with knowledge and capacity on green jobs for decent work. Aligns with P&B Outputs: 3.3, 4.1, 4.2			

► **Table 3. DWCP Priority 1 outcomes and outputs (Cont.)**

Outcome 1.2		UNSDCF	SDGs	13th NESDP Outcomes
Government and social partners, including SMEs, have enhanced capacity and put in place the foundation for Thailand's full participation in the global economy through compliance with international labour standards	Outcome 3 UN Focus Area 1; Outcome 3 UN Focus Area 2;		SDG3 (Good health and well-being); SDG5 (Gender equality); SDG9 (Industry, innovation and infrastructure); SDG10 (Reduce inequality); SDG11 (Sustainable cities and communities); SDG16 (Peace, justice and strong institutions)	(5) Thailand is an important gateway for trade, investment and strategic logistics of the region; (7) Thailand has strong and competitive small and medium-sized enterprise; (9) Thailand has reduced cross-generational poverty and adequate social protection.
	Output 1.2.1 Ratification of ILO fundamental conventions (Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and Right to Organise and Collective Bargaining Convention, 1949 (No. 98)) and other international instruments to strengthen Thailand's position to negotiate international trade agreements and increase trade with global firms with decent work and human rights standards. Aligns with P&B Outputs: 2.1, 2.2, 2.4			
	Output 1.2.2 Updated labour laws to meet international standards, recognize the challenges of an aging society, consider vulnerable and special populations and current and future modes of work (e.g., platform economy, work from home, among others). Aligns with P&B Output: 2.3			
Output 1.2.3 Increased awareness and strengthened capacity of micro, small and medium-sized firms on labour laws and international instruments to enhance their participation in social dialogue and improve their ability to compete in the international market and overcome technical trade barriers. Aligns with P&B Outputs: 1.1, 1.4, 4.4				
Outcome 1.3		UNSDCF	SDGs	13th NESDP Outcomes
Enhanced employment services and life-long learning opportunities resulting in better access to decent work for workers in Thailand across the life cycle.	Outcome 2 UN Focus Area 1; Outcome 3 UN Focus Area 1		SDG5 (Gender equality); SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG10 (Reduce inequalities); SDG11 (Sustainable cities and communities)	(9) Thailand has reduced cross-generational poverty and adequate social protection; (12) Thailand has a high-performance workforce with a focus on continuous learning to meet the needs of future development; (13) Thailand has a modern, efficient government that responds to the people's needs.

► **Table 3. DWCP Priority 1 outcomes and outputs (Cont.)**

Outcome 1.3	UNSDCF	SDGs	13th NESDP Outcomes
Output 1.3.1 Enhanced career guidance, public employment services and school-to-work transition for youths, particularly women, university educated and/or those living with disabilities. Aligns with P&B Outputs: 5.3, 6.2, 6.4			
Output 1.3.2 Enhanced public employment services and training programmes to create an ecosystem of life-long learning and career growth for the working-age population across the life cycle. Aligns with P&B Outputs: 3.5, 5.2, 2.5			
Output 1.3.3 Enhanced life-long learning and digital skills for older persons to encourage labour market participation and access to digital services later in life. Aligns with P&B Outputs: 3.5, 5.4			

3.5.2 Priority 2: Ensure social protection for all and inclusive decent work

Priority 2 has three outcomes. These outcomes along with outputs are listed in Table 4 with mappings to the UNSDCF Outcomes, SDGs, the Thirteenth NESDP Priorities and Milestones and the ILO's P&B.

► **Table 4. DWCP Priority 2 outcomes and outputs**

Outcome 2.1	UNSDCF	SDGs	13th NESDP Outcomes
Strengthened social protection systems to provide inclusive and adequate benefits	Outcome 3 UN Focus Area 1	SDG1 (No poverty); SDG3 (Good health and well-being); SDG5 (Gender equality); SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG10 (Reduced inequalities); SDG11 (Sustainable cities and communities); SDG16 (Peace, justice and strong institutions)	(9) Thailand has reduced cross-generational poverty and adequate social protection; (13) Thailand has a modern, efficient government that responds to the people's needs

► Table 4. DWCP Priority 2 outcomes and outputs (Cont.)

Outcome 2.1	UNSDCF	SDGs	13th NESDP Outcomes
Output 2.1.1 Updated and strengthened the social security system/laws to provide adequate benefits meeting international standards while maintaining the sustainability of the system, consistent with Social Security (Minimum Standards) Convention, 1952 (No. 102) Aligns with P&B Outputs: 8.1, 8.2 Output 2.1.2 Enhanced social security for informal workers while concurrently working towards formalization, consistent with R204 - Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204). This includes the ratification of the Domestic Workers Convention, 2011 (No. 189), to facilitate the transition from the informal to the formal economy, and the consideration of informal platform worker resulting from the rise of the digital economy. Aligns with P&B Outputs: 4.3, 7.4 Output 2.1.3 Enhanced social protection for vulnerable and special populations such as migrant workers, youth, women, immune-compromised (long-COVID/HIV/others) and others whose work lives are often interrupted, mobile and/or semi-formal. Aligns with P&B Outputs: 3.1, 7.5			
Outcome 2.2	UNSDCF	SDGs	13th NESDP Outcomes
Promoted inclusiveness of underserved and underrepresented populations and firms in workers' and employers' organizations	Outcome 3 UN Focus Area 2	SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG10 (Reduced inequalities); SDG11 (Sustainable cities and communities); SDG16 (Peace, justice and strong institutions); SDG17 (Partnerships for the goals)	(7) Thailand has strong and competitive small and medium-sized enterprises; (9) Thailand has reduced cross-generational poverty and adequate social protection
Output 2.2.1 Increased representation and meaningful participation in workers' organizations by underrepresented workers to promote decent work with increased sensitivity to special populations' unique needs. Underrepresented workers include migrant workers, youth, women, LGBTQ+, people living with disabilities, immune-compromised (long COVID/HIV/others), among others. Aligns with P&B Outputs: 1.2, 7.1 Output 2.2.2 Increased representation and meaningful participation in employers' organizations by underrepresented firms with efforts to better address their unique needs. Underrepresented firms include micro, small and medium-sized enterprises, women-owned firms, youth-owned firms, among others. Aligns with P&B Outputs: 1.1, 7.1			

► **Table 4. DWCP Priority 2 outcomes and outputs (Cont.)**

Outcome 2.2		UNSDCF	SDGs	13th NESDP Outcomes
Output 2.2.3 Leveraged digital technology to increase participation and capacity of workers' and employers' organizations in underserved regions (e.g., three southernmost provinces, northeast, north, border areas, among other), as well as increase representation of workers and firms from underserved areas in the larger workers' and employers' organizations. Aligns with P&B Outputs: 3.2, 7.1				
Outcome 2.3		UNSDCF	SDGs	13th NESDP Outcomes
Increased opportunities of decent work for all and protection for vulnerable populations	Outcome 3 UN Focus Area 1		SDG3 (Good health and well-being); SDG5 (Gender equality); SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG10 (Reduced inequalities); SDG11 (Sustainable cities and communities); SDG16 (Peace, justice and strong institutions)	(7) Thailand has strong and competitive small and medium-sized enterprises; (9) Thailand has reduced cross-generational poverty and adequate social protection; (13) Thailand has a modern, efficient government that responds to the people's needs
Output 2.3.1 Promoted and ensured equal labour market opportunities, participation and treatment for all, including migrant workers, people living with disabilities, women, LGBTQ+, among others, consistent with the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) Aligns with P&B Outputs: 6.2, 6.4				
Output 2.3.2 Combated unacceptable forms of work (e.g., child labour), precarious work and mistreatment; worked towards ratification of the Violence and Harassment Convention, 2019 (No. 190) and Occupational Safety and Health Convention, 1981 (No. 155) Aligns with P&B Outputs: 6.3, 7.1, 7.2, 8.3				
Output 2.3.3 Increased labour and human rights protections for migrant workers through strengthening national and cross-border institutions, and worked towards the Private Employment Agencies Convention, 1997 (No. 181). Aligns with P&B Outputs: 1.3, 7.5, 8.3				

3.5.3 Priority 3: Strengthen data management, communications and tripartite capacity for the promotion of decent work

Priority 3 has three outcomes. These outcomes along with outputs are listed in Table 5 with mappings to the UNSDCF Outcomes, SDGs, the Thirteenth NESDP Priorities and Milestones and the ILO's P&B.

► **Table 5. DWCP Priority 3 outcomes and outputs**

Outcome 3.1	UNSDCF	SDGs	13th NESDP Outcomes
Government and social partners use database (to be developed) to effectively target and manage the needs of vulnerable populations	Outcome 3 UN Focus Area 2	SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG16 (Peace, justice and strong institutions)	(8) Thailand has areas and smart cities that are liveable, safe and sustainable; (12) Thailand has a high-performance workforce with a focus on continuous learning to meet the needs of future development; (13) Thailand has a modern, efficient government that responds to the people's needs.
Output 3.1.1 Developed inter-departmental/inter-ministerial "big data" database for effective labour market surveillance, beneficiary targeting and information sharing in a way that protects individual privacy while enhancing the efficiency of government services and international partnerships. Aligns with P&B Output:1.3 Output 3.1.2 Developed a bilingual ILO-constituent project database with up-to-date project information (i.e., ILO and partner responsible persons) and project progress accessible to directly responsible persons to facilitate project management efficiency. Aligns with P&B Output:1.4 Output 3.1.3 Enhanced digital documentation and dissemination of training tools and other learning resources in Thai (or other target) language for wider public utilization, thus increasing the effectiveness and sustainability of ILO projects. Aligns with P&B Output:5.3, 5.4			
Outcome 3.2	UNSDCF	SDGs	13th NESDP Outcomes
Enhanced social dialogue and policy advocacy	Outcome 3 UN Focus Area 2	SDG8 (Decent work and economic growth); SDG10 (Reduced inequalities); SDG11 (Sustainable cities and communities); SDG16 (Peace, justice and strong institutions)	(7) Thailand has strong and competitive small and medium-sized enterprises; (9) Thailand has reduced cross-generational poverty and adequate social protection; (12) Thailand has a high-performance workforce with a focus on continuous learning to meet the needs of future development; (13) Thailand has a modern, efficient government that responds to the people's needs

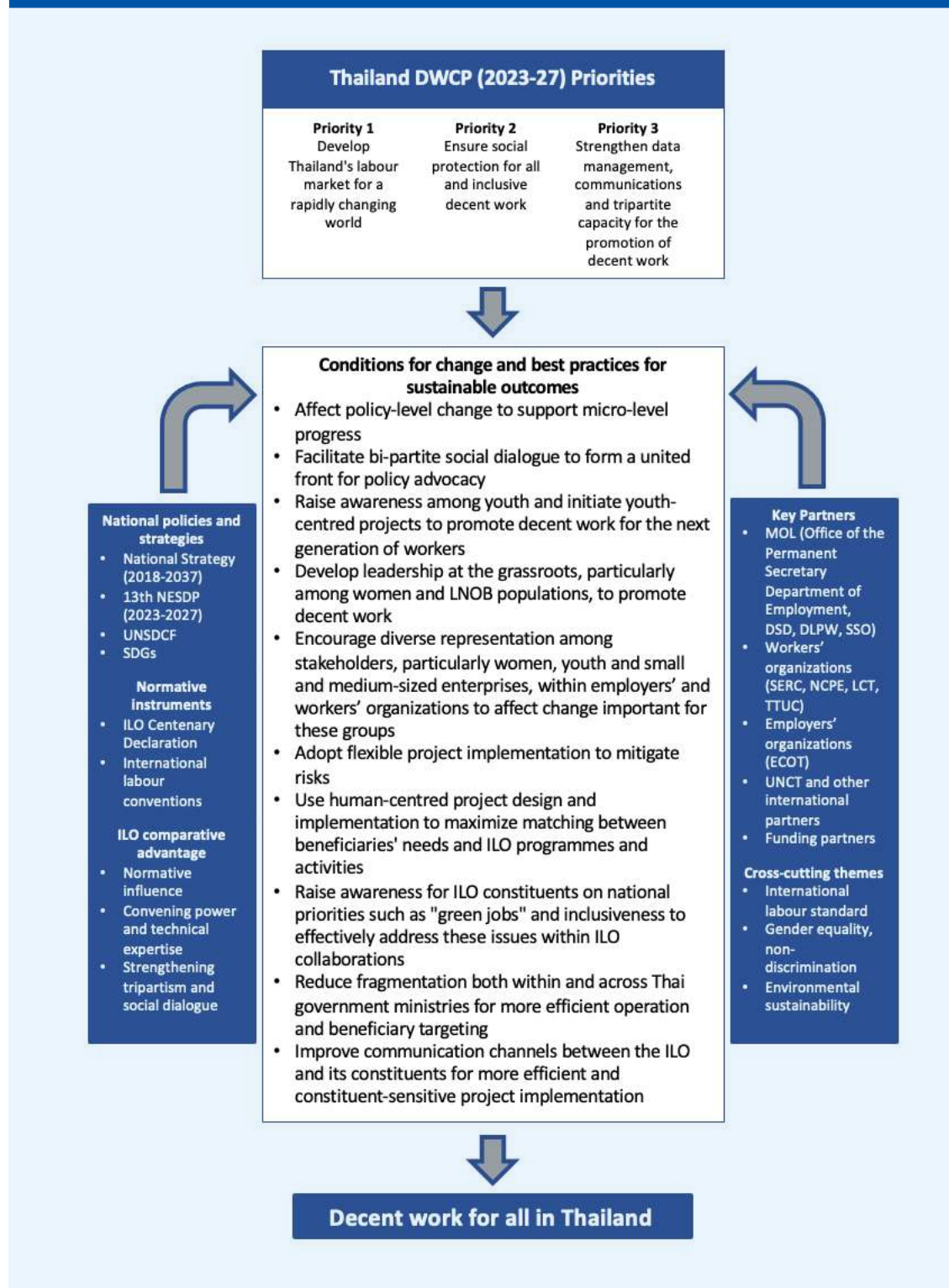
► **Table 5. DWCP Priority 3 outcomes and outputs (Cont.)**

Outcome 3.2	UNSDCF	SDGs	13th NESDP Outcomes
Output 3.2.1 Continued to enhance the bipartite social dialogue mechanisms with increasingly inclusive representation in the dialogue process for increased quality of cooperation and the development of a united front for policy advocacy. Aligns with P&B Output:1.4 Output 3.2.2 Achieved stronger ILO and tripartite advocacy for the ratification of ILO conventions, particularly the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) Aligns with P&B Output: 2.1			
Outcome 3.3	UNSDCF	SDGs	13th NESDP Outcomes
Tripartite constituents, other partners and public are better informed of the progress of DWCP and other linked frameworks (e.g., UNSDCF and SDGs) and are more knowledgeable of how to monitor and evaluate the DWCP	Outcome 3 UN Focus Area 2	SDG3 (Good health and well-being); SDG5 (Gender equality); SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG 10(Reduced inequalities); SDG 11 (Sustainable cities and communities); SDG17 (Partnerships for the goals)	(7) Thailand has strong and competitive small and medium-sized enterprises; (8) Thailand has areas and smart cities that are liveable, safe and sustainable; (9) Thailand has reduced cross-generational poverty and adequate social protection; (12) Thailand has a high-performance workforce with a focus on continuous learning to meet the needs of future development.
Outcome 3.3	UNSDCF	SDGs	13th NESDP Outcomes
Output 3.3.1 Increased general understanding of the M&E process and enhanced regular Thai language communications between the ILO and its partners. Aligns with P&B Output:1.3, 1.4 Output 3.3.2 Increased communication and outreach with the public (including workers and firms) regarding programmes and projects under the DWCP with the aim to raise awareness and increase sustainability of the projects. Aligns with P&B Output:3.4			

3.6 DWCP theory of change in support of the UNSDCF

The DWCP theory of change comes from the CPR process. Constituents representing the ILO, the Royal Thai Government represented by the Ministry of Labour, workers' organizations and employers' organizations articulated best practices for affecting change. Figure 1 maps the ILO's contributions to the implementation of the Decent Work Agenda in Thailand for the 2023-27 period.

► Figure 1. DWCP theory of change diagram



3.7 Risk assessment

The following risks and mitigation measures have been identified for the implementation of the Thailand DWCP (2023-27). The risks and mitigation measures are specified in Table 6.

► **Table 6. DWCP risk assessment and mitigation measures**

Risk	Level of Risk	Mitigation measures
Insufficient financial and human resources undermine DWCP implementation.	Medium	Ensure all initiatives go through the proper planning processes; maintain regular dialogue between relevant parties on resourcing requirements.
Constraints in multi-stakeholder engagement and efficient coordination between relevant stakeholders.	Medium	The ILO will promote engagement and coordination. In cases where engagement is limited, the ILO will identify barriers and work to rectify the situation if necessary.
Insufficient interest and involvement of social partners.	Low	Maintain regular dialogue between relevant parties; engage in awareness raising on issues of national and international importance.
Climate change, pandemic or other disaster-related threats increase in frequency and/or intensity, threatening job security and social protection.	Medium	The ILO Office and constituents will ensure that disaster-related considerations are part of all programme, project and activity design, planning and implementation under the DWCP.
Economic downturn or global economic crisis threaten financial viability of DWCP implementation in addition to threatening job security and social protection.	Medium	The ILO and constituents will ensure flexible implementation of DWCP programmes, projects and activities to match economic conditions and meet constituent needs in an uncertain environment.
Changing political climate that stalls policy-level activities, such as ratifications and revamping the labour and social security laws.	Medium	Increased bi-partite social dialogue and tripartite action to advocate for policy-level change; leverage the ILO's comparative advantage in its strong relationship to the Royal Thai Government to find avenues of policy advocacy.

► 4

Management, implementation, monitoring, reporting and evaluation arrangements



► 4. Management, implementation, monitoring, reporting and evaluation arrangements

4.1 DWCP partnership and coordination

A country-level steering committee (MOL, employers' organizations, workers' organizations and the ILO) is tasked with periodically reviewing progress towards the identified DWCP outcomes, measured against identified indicators. Monitoring methodologies and administrative arrangements developed under the Thailand DWCP (2019-22) were found to be effective, and thus will be rigorously applied under the Thailand DWCP (2023-27). The steering committee will meet annually, and its tripartite composition and Terms of Reference will be agreed upon 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 achievements 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 (M&E) Working Group will be established for the Thailand DWCP (2023-27) to meet on a more regular basis to monitor DWCP progress, issues and lessons. The ILO will also cooperate with other key stakeholders in the country, including UN system programmes, funds, and agencies through the Thailand UNSDCF (2022-2026). Such cooperation will be based on a shared commitment to support national development priorities and a mutual respect for the respective mandates, expertise and resources of each partner. ILO commitments to, and alignment with, the Thailand UNSDCF (2022-2026) will be assessed under the annual United Nations Country Team review process and reporting obligations to the Thai Government.

4.2 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 interactions among social partners as well as ensuring that ILO capacity building projects are coordinated in their planning, implementation and monitoring.

4.3 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:

- 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 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;
- maintain 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, including implementation of the Singapore Declaration, with support of the ILO Coordinator in Thailand. These documents will be considered at the annual DWCP Tripartite Committee review meeting. The finalized report will feed into both the UNSDCF 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.

4.4 Additional cross-cutting considerations

In line with ILO commitments under its Programme and Budget, the following Cross-cutting Policy Drivers are integrated into the DWCP priorities and associated outcomes, indicators and targets. They 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 who are 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 organizational 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; and
- 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 UNSDCF.



Funding plan



► 5. Funding plan

DWCP implementation will be resourced by a combination of national constituents, international development partners, ILO regular budget, ILO's programmes and projects, and extra-budgetary sources. Many of the current national constituent and the ILO programmes and projects under the previous DWCP will continue into the implementation period of the DWCP. A list of ongoing Development Cooperation projects can be found in the Annual Review of Thailand Decent Country Work Programme 2019-2021 and the Country Programme Review for the DWCP (2019-22).

The ILO CO-Bangkok will identify partnerships, analyse funding requirements and gaps and develop a resource mobilization strategy based on the results matrix in Annex 1. The ILO CO-Bangkok is committed to drafting a detailed DWCP (2023-27) implementation plan within the first year. The implementation plan will identify specific and potential roles of each partner, as well as funding needs and mobilization for each outcome in support of the DWCP's three priorities.

▶ 6

Advocacy and communication plan



► 6. Advocacy and communication plan

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 are not limited to:

- the role of International Labour Conventions, international labour standards, the UNSDCF 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.

► Endnotes

- ¹ <https://www.worldbank.org/en/country/thailand/overview>
- ² <https://www.worldbank.org/en/news/press-release/2011/08/02/thailand-now-upper-middle-income-economy>
- ³ <https://www.worldbank.org/en/country/thailand/publication/taking-the-pulse-of-poverty-and-inequality-in-thailand>
- ⁴ Jitsuchon, Somchai, “Thailand in a Middle-Income Trap”, TDRI Quarterly Review 27, No. 2 (2012): 13-20.
- ⁵ CCA, 7-8.
- ⁶ CCA, 28-29.
- ⁷ NESDC, Thailand’s Social Outlook of Q3/2022, 2022.
- ⁸ Labour force participation rate by sex and age (%) – Annual, ILOSTAT.
- ⁹ CCA, 10.
- ¹⁰ CCA, 9.
- ¹¹ CCA, 10.
- ¹² CCA, 34-35.
- ¹³ CCA, 35.
- ¹⁴ CCA, 16-17.
- ¹⁵ As of March 2023, Thailand has ratified 19 Conventions and 1 Protocol, of which 18 are in force. Seven (7) out of ten (10) Fundamental Conventions have been ratified. These include: Forced Labour Convention, 1930 (No. 29); Equal Remuneration Convention, 1951 (No. 100); Abolition of Forced Labour Convention, 1957 (No. 105); Discrimination (Employment and Occupation) Convention, 1958 (No. 111); Minimum Age Convention, 1973 (No. 138); Worst Forms of Child Labour Convention, 1999 (No. 182); and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187). One (1) out of four (4) Governance Conventions are ratified: Employment Policy Convention, 1964 (No. 122). Other ratified Conventions include: Weekly Rest (Industry) Convention, 1921 (No. 14); Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19); Final Articles Revision Convention, 1946 (No. 80); Employment Service Convention, 1948 (No. 88); Final Articles Revision Convention, 1961 (No. 116); Maximum Weight Convention, 1967 (No. 127); Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159); Maritime Labour Convention, 2006 (MLC, 2006); and Work in Fishing Convention, 2007 (No. 188).
- ¹⁶ <https://www.sso.go.th/wpr>
- ¹⁷ <https://globalnaps.org/country/thailand/>
- ¹⁸ CCA, 17-19.
- ¹⁹ NESDC, Thailand’s Social Outlook of Q3/2022, 2022; CCA, 29.
- ²⁰ National Strategy Secretariat Office, Office of the National Economic and Social Development Board, National Strategy (2018-2037), 2018, forward.
- ²¹ UNSDCF, 14.
- ²² UNSDCF, 19-20.
- ²³ A detailed matrix of DWCP Priority 1 outcomes, responsible organizations and mapping to relevant SDGs, development plans and Planning and Budgeting (P&B) outputs can be found in the Appendix.
- ²⁴ A detailed matrix of DWCP Priority 2 outcomes, responsible organizations and mapping to relevant SDGs, development plans and P&B outputs can be found in the Appendix.
- ²⁵ A detailed matrix of DWCP Priority 3 outcomes, responsible organizations and mapping to relevant SDGs, development plans and P&B outputs can be found in the Appendix.
- ²⁶ Please refer to ILO Development Cooperation Dashboard for the List of Development Cooperation projects: <https://www.ilo.org/DevelopmentCooperationDashboard/#bu9a2cd>
- ²⁷ Outcome 1.1 is meant to be inclusive of all workers in Thailand. For guidance on making TVET and skills systems inclusive for persons with disabilities in the implementation of the DWCP, please refer to https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_605087.pdf.
- ²⁸ <http://rtais.wto.org/UI/PublicSearchByMemberResult.aspx?MemberCode=764&lang=1&redirect=1>
- ²⁹ The ratification of the Violence and Harassment Convention, 2019 (No. 190), will benefit all workers, including women, LGBTQ+, migrant workers, persons with disabilities, among others.

► Annex 1. DWCP Results Matrix

DWCP Results Framework 2023-2027

The primary focus of Thailand Decent Work Country Programme (DWCP) 2023-2027 is to support implementation of the decent work dimensions of the UNSDCF, particularly Outcomes 2 and 3. To this end, the matrix below details the outcomes, outputs and indicators for the (DWCP) 2023-2027 and how they are connected with the SDGs and Thirteenth NESDP outcomes, which form the basis for the UNSDCF.

Priority 1: Develop Thailand's labour market for a rapidly changing world

Outcome 1.1 Thailand's workforce acquired necessary skills required for its future labour market and sustainable green economy

SDGs supported by the Outcome: SDG1 (No poverty); SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG10 (Reduce inequality); SDG11 (Sustainable cities and communities); SDG12 (Responsible consumption and production); SDG13 (Climate action); SDG14 (Life below water); SDG15 (Life on land)

Links with 13th NESDP outcomes: (1) Thailand is a leading country in high-value agricultural and processed agricultural products; (4) Thailand is a medical and health centre with high values; (6) Thailand is the centre of smart electronics and digital industries of ASEAN; (9) Thailand has reduced cross-generational poverty and adequate social protection; (10) Thailand has a circular economy and low carbon society; (11) Thailand can reduce risks and impacts from natural disasters and climate change; (12) Thailand has a high-performance workforce with a focus on continuous learning to meet the needs of future development.

National partners: Ministry of Labour (Permanent Secretary Office, Department of Employment; Department of Skill Development; Department of Labour Protection and Welfare); Employers' Confederation of Thailand; State Enterprises Workers' Relations Confederation; Thai Trade Union Congress; Labour Congress of Thailand; National Congress of Thai Labour, National Economic and Social Development Council (NESDC), employer and business membership organizations (EBMOs).

UNCT partners: UNICEF, UN Resident Coordinator Office, UNESCO, UN Women, IOM, UNFPA, UNIDO, UNDP

Other international partners and funding partners: EU, Japan, China, Korea and the US

Priority 1: Develop Thailand's labour market for a rapidly changing world (Cont.)

Outcome 1.1	Indicators	Baseline Value	Target by 2027 (unless otherwise stated)	Data Source	Assumptions
	Indicator 1.1 Proportion of youth and adults with information and communications technology (ICT) skills (related to SDG indicator 4.4.1 and UNSDCF indicator 17).	2020 = 73.2% (non-municipality area) 2020 = 49.7% (50+ Yrs. old) (Baseline from UNSDCF)	2027 = 80% (non-municipality area) 2027 = 55% (50+ Yrs. old) (Target from UNSDCF) Identify ICT access and skills among target beneficiaries	NSO	The Thai Government is committed to developing its digitally based economy as indicated in the 13 th NESDP. Digital skills is a UN Focus Area under Outcome 2 of the UNSDCF.
DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source (s)	Assumptions
1.1.1 Identified future skills based on labour market trends and integrate into skills development to enhance employability, increase labour market matching and maximize investments in human capital. Aligns with P&B Outputs: Output 5.1. Increased capacity of Member States to identify current skills mismatches and anticipate future skills needs. Output 5.3. Increased capacity of Member States to design and deliver innovative, flexible and inclusive learning options, encompassing work-based learning and quality apprenticeships	Indicator 1.1.1 (a) Thailand has updated knowledge related to skills mismatches and anticipate future skills needs at national and/or sectoral level (related to P&B indicator 5.1.1 and 5.1.2).	Previous assessments of the future of work by MOL and ILO	Tripartite constituents and the Thai government have reviewed the current labour force skill composition and identified workers at risk of job loss due to out-of-date skills, and determined demand for future skills in light of the 13 th NESDP and determine beneficiary demand for future skills	ILO project reporting	ILO constituents and the Thai Government are committed to preparing the labour force for the future, as indicated in the 13 th NESDP and reflected in the UNSDCF
	Indicator 1.1.1 (b) Number of training tools and curricula developed to address skills mismatches and anticipate future skills needs.	Existing MOL training and TVET curriculum	Current curricula revised and at least one new skills training curriculum developed based on review of future skills and beneficiary needs	ILO project reporting	ILO constituents and the Thai Government are committed to preparing the labour force for the future, as indicated in the 13 th NESDP and reflected in the UNSDCF

Priority 1: Develop Thailand's labour market for a rapidly changing world (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source (s)	Assumptions
1.1.2 Improved digital access and digital skills for full participation in a digitally based economy and labour market. Aligns with P&B Output: Output 5.4. Increased capacity of Member States to support digital transitions of skills development systems and develop digital skills.	Indicator 1.1.2 (a) Number of reviews or assessments of online curricula and accessibility to digital platforms for targeted groups (related to P&B indicator 5.4.2).	There are no current comprehensive reviews on the digital skills training or assessment of digital accessibility.	At least two reviews/assessments completed, including the following: Effectiveness of existing digital skills curricula reviewed Delivery platforms reviewed and compatibility with target beneficiaries' access assessed	ILO project reporting	The Thai Government is committed to developing its digitally based economy as indicated in the 13 th NESDP. Digital skills is a UN Focus Area under Outcome 2 of the UNSDCF.
1.1.3 Tripartite constituents provided with knowledge and capacity on green jobs for decent work Aligns with P&B Outputs: Output 3.3. Increased capacity of Member States to formulate and implement policies for a just transition towards environmentally sustainable economies and societies. Output 4.1. Increased capacity of Member States to create an enabling environment for entrepreneurship and sustainable enterprises. Output 4.2. Strengthened capacity of enterprises and their support systems to enhance productivity and sustainability.	Indicator 1.1.3 (a) Resolution or declaration on definition of green jobs and ways forward adopted by tripartite constituents	No common knowledge on definition and applications of green jobs to decent work.	Tripartite constituents have achieved common understanding on the definition of "green jobs" and connections to decent work	ILO project reporting	The Thai government is committed to promoting a Bio-circular green economy, which is reflected in the 13 th NESDP and reflected in the UNSDCF. Green education is a UN Focus Area under Outcome 2 of the UNSDCF.

Priority 1: Develop Thailand's labour market for a rapidly changing world (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source (s)	Assumptions
	Indicator 1.1.3 (b) Number of green initiatives (programmes, policies, tools) developed by tripartite constituents (related to P&B indicator 3.3.1 and 4.1.1).	There are no policies, strategic compliance tools or training programmes to facilitate and enable environmentally sustainable economies and societies through decent work.	At least two initiatives pursued, including: "Green assessment" for DWCP programmes and activities that support the green objectives in the SDGs, 13 th NESDP and the UNSDCF developed and implemented At least one green training programme developed to complement the target industries the 13 th NESDP	ILO project reporting	The Thai government is committed to promoting a Bio-circular green economy, which is reflected in the 13 th NESDP and reflected in the UNSDCF. The bio-circular green economy is the focus of Outcome 1 of the UNSDCF, and green education is a UN Focus Area under Outcome 2 of the UNSDCF.
Outcome 1.2: Government and social partners, including SMEs, have enhanced capacity and put in place the foundation for Thailand's full participation in the global economy through compliance with international labour standards					
SDGs supported by the Outcome: SDG3 (Good health and well-being); SDG5 (Gender equality); SDG9 (Industry, innovation and infrastructure); SDG10 (Reduce inequality); SDG11 (Sustainable cities and communities); SDG16 (Peace, justice and strong institutions)					
Links with 13th NESDP outcomes: (5) Thailand is an important gateway for trade, investment and strategic logistics of the region; (7) Thailand has strong and competitive small and medium-sized enterprise; (9) Thailand has reduced cross-generational poverty and adequate social protection.					
National partners: Ministry of Labour (Permanent Secretary Office, Department of Employment; Department of Skill Development; Department of Labour Protection and Welfare; Social Security Office); Employers' Confederation of Thailand; State Enterprises Workers' Relations Confederation; Thai Trade Union Congress; Labour Congress of Thailand; National Congress of Thai Labour, Ministry of Foreign Affairs, Ministry of Commerce, National Economic and Social Development Council (NESDC), employer and business membership organizations (EBMOs).					
UNCT partners: UNICEF, UN Resident Coordinator Office, UNESCO, UN Women, IOM, UNFPA, UNIDO, UNDP					
Other international partners and funding partners: EU, Japan, China, Korea and the US					

Priority 1: Develop Thailand's labour market for a rapidly changing world (Cont.)

Outcome 1.2	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
	Indicator 1.2 Number of foreign trade and investment agreements signed with countries or regional governmental organizations that prioritize compliance with Fundamental Conventions	Thailand has 14 active trade agreements with foreign countries and regional governmental organizations.	At least two additional trade agreements are signed with foreign countries and/or regional governmental organizations that prioritize compliance with Fundamental Conventions.	World Trade Organization; Ministry of Commerce	The Royal Thai Government is committed to enhancing Thailand's international trade through entering into country-level and regional level trade agreements.
DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
1.2.1 Ratification of ILO fundamental conventions (Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and Right to Organise and Collective Bargaining Convention, 1949 (No. 98)) and other international instruments to strengthen Thailand's position to negotiate international trade agreements and increase trade with global firms with decent work and human rights standards.	Indicator 1.2.1 (a) Number of fundamental conventions, protocols ratified and implemented in Thailand (related to P&B indicator 2.1.1).	Ratified 7 of 10 fundamental conventions	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and Right to Organise and Collective Bargaining Convention, 1949 (No. 98) ratified. Tripartite constituents have laid the legal groundwork to support ratification and implementation	ILO NORMLEX	The ILO and Tripartite constituents are fully supportive of the ratification of fundamental conventions. The ILO has the technical expertise and a good relationship with the government that can facilitate the ratification of the fundamental conventions.

Priority 1: Develop Thailand's labour market for a rapidly changing world (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
Aligns with P&B Outputs: Output 2.1. Increased capacity of Member States to ratify international labour standards. Output 2.2. Increased capacity of Member States to apply international labour standards. Output 2.4. Increased capacity of Member States to apply sectoral international labour standards, codes of practice and guidelines.	Indicator 1.2.2 (a) Number of initiatives to support the review and revision of labour laws to address labour-related challenges of an aging society, a rapidly growing informal sector and future modes of work.	Labour Protection Act B.E. 2541 (1998) (as amended by the Labour Protection Act (No. 2) (No. 3) B.E. 2541 and (No. 4) B.E. 2553) is the current labour law. There is no existing study or initiative that examines the gaps between the law and the current world of work.	At least three initiatives pursued, including: (1) Based on a study, constituents have identified gaps in the current labour law concerning vulnerable and special populations, as well current and future modes of work (e.g., platform economy, work from home, among others) (2) Comprehensive review of the Labour Relations Act completed (3) Recommendations to amend existing labour law and Labour Relations Act drafted and advocated through the bipartite mechanism and ILO technical assistance	ILO project reporting and the text of the Labour Protection Act	The Thai Government is committed to developing labour force readiness for a digital economy and future modes of work. These desires require a legal framework to support the government's policy directions.
1.2.2 Updated labour laws to meet international standards, recognize the challenges of an aging society, consider vulnerable and special populations and current and future modes of work (e.g., platform economy, work from home, among others). Aligns with P&B Output: Output 2.3. Increased capacity of Member States to engage in a forward-looking international labour standards policy.					

Priority 1: Develop Thailand's labour market for a rapidly changing world (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
1.2.3 Increased awareness and strengthened capacity of micro, small and medium-sized firms on labour laws and international instruments to enhance their participation in social dialogue and improve their ability to compete in the international market and overcome technical trade barriers. Aligns with P&B Outputs: Output 1.1. Increased institutional capacity of employer and business membership organizations. Output 1.4. Increased capacity of Member States to improve social dialogue and labour relations laws, processes and institutions. Output 4.4. Increased capacity of Member States and enterprises to develop policies and measure that promote the alignment of business practices with decent work and a human-centred approach to the future of work.	Indicator 1.2.3 (a) Number of consultative trainings to raise awareness and improve knowledge of micro, small and medium-sized firms on international labour laws and instruments.	There is no training targeting the micro, small and medium-sized firms, resulting in little knowledge of labour laws and other international standards by SMEs, limiting integration into international supply chains	At least one awareness-raising and capacity-building, training activities developed targeting SMEs to increase knowledge of labour laws and other relevant international instruments important for international competitiveness. This activity should utilize a digital platform (if possible) to support 1.1.2.	ILO project reporting	The Thai government and tri-partite constituents are concerned about creating the right environment for international competitiveness and decent work.

Priority 1: Develop Thailand's labour market for a rapidly changing world (Cont.)

Outcome 1.3: Enhanced employment services and life-long learning opportunities resulting in better access to decent work for workers in Thailand across the life cycle.					
SDGs supported by the Outcome: SDG5 (Gender equality); SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG10 (Reduce inequalities); SDG11 (Sustainable cities and communities)					
Links with 13th NESDP outcomes: (9) Thailand has reduced cross-generational poverty and adequate social protection; (12) Thailand has a high-performance workforce with a focus on continuous learning to meet the needs of future development; (13) Thailand has a modern, efficient government that responds to the people's needs.					
National partners: Ministry of Labour (Permanent Secretary Office, Department of Employment; Department of Skill Development); State Enterprises Workers' Relations Confederation; Thai Trade Union Congress; Labour Congress of Thailand; National Congress of Thai Labour National Economic and Social Development Council (NESDC), employer and business membership organizations (EBMOs).					
UNCT partners: UNICEF, UN Resident Coordinator Office, UNESCO, UN Women, IOM, UNFPA, UNIDO, UNDP					
Other international partners and funding partners: ? EU, Japan, China, Korea and the US					
Outcome 1.3	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
	Indicator 1.3 (a) Share of youth (15-24 years) not in education, employment or training Indicator (NEET) (related to UNSDCF indicator 13).	2019=15%, 11.24% (M), 18.61% (F)	2027=13.9%	ILO, World Bank, NSO	ILO constituents and the Thai Government are committed to preparing the labour force for the future, including increasing labour force participation of youth at risk for NEET, particularly women and the highly educated.
	Indicator 1.3 (b) Unemployment rate of older workers (60 years and above)	2021 = 0%; 0.1% (M), 0% (F)	2027 = Maintain unemployment levels from 2021	ILOSTAT	

Priority 1: Develop Thailand's labour market for a rapidly changing world (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
1.3.1 Enhanced career guidance, public employment services and school-to-work transition for youths, particularly women, university educated and/or those living with disabilities. Aligns with P&B Output: Output 5.3. Increased capacity of Member States to design and deliver innovative, flexible and inclusive learning options, encompassing work-based learning and quality apprenticeships Output 6.2. Increased capacity of Member States to strengthen policies and strategies to promote and ensure equal opportunities, participation and treatment between women and men, including equal remuneration for work of equal value.	Indicator 1.3.1 (a) Number labour market programmes and activities to improve employment services to enhance school-to-work transition (related to P&B indicator 3.5.1).	Limited career counselling and school-to-work transition services at secondary schools, universities and public employment services for youth who have completed secondary and tertiary education Limited work-based learning opportunities	At least three labour market programmes or activities completed, including: (1) At least one activity developed to increase capacity of school- and university-based counsellors and career services on school-to-work transition with the latest labour market information and further education and training opportunities consistent with Thailand's future labour market. Utilize a digital platform (if appropriate) to disseminate knowledge to support 1.1.2. (2) Industries and educational institutions identified where work-based learning is possible (3) At least one work-based learning programme developed to enhance the transition of students to the world of work	ILO project reporting	ILO constituents and the Thai Government are committed enhancing youth labour market outcomes resulting in a high-performance workforce, as mentioned in the 13th NESDP.

Priority 1: Develop Thailand's labour market for a rapidly changing world (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
Output 6.4. Increased capacity of Member States to strengthen legislation, policies and measures to ensure equal opportunities and treatment in the world of work for persons with disabilities and other persons in vulnerable situations.	Indicator 1.3.1 (b) Number of actions and initiatives taken to promote and ensure decent work opportunities for young women, youth with disabilities and other young persons in vulnerable situations.	Limited entrepreneurial training for youth, particularly women and youth living with disabilities	At least one entrepreneurship training program developed targeting women at risk of NEET and youth living with disabilities to improve self-employment opportunities	ILO project reporting	ILO constituents and the Thai Government are committed to preparing the labour force for the future free from discrimination, as demonstrated by the previous ratification of the Discrimination of the Employment and Occupation Convention, 1958 (No. 111)
1.3.2 Enhanced public employment services and training programmes to create an ecosystem of life-long learning and career growth for the working-age population across the life cycle.	Indicator 1.3.2 (a) Number of measures and actions taken to design and deliver innovative, flexible and inclusive learning options and employment services to enable an ecosystem of life-long learning and decent work for working-age population (related to P&B indicator 5.2.1).	Existing DSD training programmes and DOE employment services	At least three measures or actions taken, including: (1) At least one new training programme developed based on identified career-enhancing skill gaps (connected to 1.1.1) (2) Gaps identified and action plan created to fill gaps in providing career transition employment services. (3) A Digital Employment Platform developed which will play more important roles in creating decent work employment	ILO project reporting	The Thai Government is committed to developing a high-performance workforce to reduce the intergenerational transmission of poverty, which is reflected in the 13 th NESDP

Priority 1: Develop Thailand's labour market for a rapidly changing world (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
Aligns with P&B Outputs: Output 3.5. Increased capacity of Member States to formulate and implement labour market programmes and employment services for transitions to decent work over the life course, with particular focus on young and older persons. Output 5.2. Increased capacity of Member States to strengthen inclusive skills and lifelong learning policies, governance models and financing systems. Output 5.3. Increased capacity of Member States to design and deliver innovative, flexible and inclusive learning options, encompassing work-based learning and quality apprenticeships.	Indicator 1.3.2(b) Percentage of users expressing satisfaction with improved and expanded accessibility of public employment services (PES) and career guidance for decent work over the life course.	Unknown	Survey created and disseminated to beneficiaries to measure baseline percentage of users satisfied with the availability and relevance of expanded employment services and career guidance.	MOL documentation	The Thai Government is committed to developing a high-performance workforce to reduce the intergenerational transmission of poverty, which is reflected in the 13 th NESDP

Priority 1: Develop Thailand's labour market for a rapidly changing world (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
1.3.3 Enhanced life-long learning and digital skills for older persons to encourage labour market participation and access to digital services later in life. Aligns with P&B Outputs: Output 3.5. Increased capacity of Member States to formulate and implement labour market programmes and employment services for transitions to decent work over the life course, with particular focus on young and older persons.	Indicator 1.3.3 (a) Number of measures and employment services to support transitions to decent work over the life course for older persons.	Limited skills training targeted at older persons	At least 2 measures including the following: Assessment completed on current skills needs for older persons to participate with decent work in the labour market At least one skills training programme developed to close a gap identified by the assessment. A digital platform utilized (if appropriate) to disseminate knowledge to support 1.1.2 and 2.3.1.	ILO project reporting and MOL documentation	The Thai government is concerned about Thailand's aging population and is working towards reducing the transmission of intergenerational poverty. Life-long learning is a UN Focus Area under Outcome 2 of the UNSDCF.
Output 5.4. Increased capacity of Member States to support digital transitions of skills development systems and develop digital skills.	Indicator 1.3.3 (b) Number of measures and trainings to develop digital skills for older persons to increase their participation in the digital-based economy and labour market.	--	At least 2 measures including the following: A training programme for digital skills developed to promote access to services and decent work for older workers in a digital economy. A digital platform utilized (if appropriate) to disseminate knowledge to support 1.1.2 and 2.3.1.	ILO project reporting and MOL documentation	The Thai government is concerned about Thailand's aging population and is working towards reducing the transmission of intergenerational poverty. Life-long learning and digital skills is a UN Focus Area under Outcome 2 of the UNSDCF.



Priority 2: Ensure social protection for all and inclusive decent work

Outcome 2.1: Strengthened social protection systems to provide inclusive and adequate benefits					
SDGs supported by the Outcome: SDG1 (No poverty); SDG3 (Good health and well-being); SDG5 (Gender equality); SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG10 (Reduced inequalities); SDG11 (Sustainable cities and communities); SDG16 (Peace, justice and strong institutions)					
Links with 13 th NESDP outcomes: (9) Thailand has reduced cross-generational poverty and adequate social protection; (13) Thailand has a modern, efficient government that responds to the people's needs.					
National partners: Ministry of Labour (Permanent Secretary Office, Department of Labour Protection and Welfare; Social Security Office); Employers' Confederation of Thailand; State Enterprises Workers' Relations Confederation; Thai Trade Union Congress; Labour Congress of Thailand; National Congress of Thai Labour, National Economic and Social Development Council (NESDC), employer and business membership organizations (EBMOs), Bank of Thailand (BOT), employer and business membership organizations (EBMOs), Parliament, Council of States, Thailand Institute of Occupational Safety and Health (Public Organization) (TOSH)					
UNCT partners: UNICEF, UN Resident Coordinator Office, UN Women, IOM					
Other international partners and funding partners: EU, Japan, China, Korea, the US, ASEAN, the World Bank, the ADB					
Outcome 2.1	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
	Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable (related to SDG indicator 1.3.1).	2019=50% for child grant 0-6 Years =53.4% for person with disabilities =81.7% for elderly grant =40% Workers contributing to pension fund (Baseline from UNSDCF)	2027=60% for child grant 0-6 Years =80% for person with disabilities =90% for elderly grant =50% Workers contributing to pension fund (Target from UNSDCF)	MOF, MSDHS, MOL	The Thai government is committed to increasing social protection for all in Thailand. This is emphasized in the 13 th NESDP and addressed in the UNSDCF.

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

Outcome 2.1	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
	Percentage share of informal workers covered by the Social protection schemes (related to UNSDCF Indicator 21).	2019=14.61% (Baseline from UNSDCF)	2027=25% (Target from UNSDCF)	MOL	The government is committed to the formalization of informal workers.
	Percentage coverage of social protection by gender and migratory status (Thai/non-Thai) including child grant, elderly care, disability allowance, pension, and the poor and the vulnerable (related to SDG indicator 1.3.1 and UNSDCF indicator 20)	2019=50% for child grant 0-6 Years =53.4% for person with disabilities; =81.7% for elderly grant; =40% Workers contributing to pension fund (Baseline from UNSDCF)	2027=60% for child grant 0-6 Years =80% for person with disabilities; =90% for elderly grant; =50% Workers contributing to pension fund (Target from UNSDCF)	MOF, MSDHS, MOL	The Thai government is committed to increasing social protection for all in Thailand. This is emphasized in the 13 th NESDP and addressed in the UNSDCF.
DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
2.1.1 Updated and strengthened the social security system/ laws to provide adequate benefits meeting international standards while maintaining the sustainability of the system, consistent with Social Security (Minimum Standards) Convention, 1952 (No. 102)	Indicator 2.1.1 (a) Number of actions taken to support the revision and implementation of national social protection policies to extend coverage, enhance comprehensiveness and/or increase adequacy of benefits (related to P&B indicator 8.1.1).	Thailand has existing social protection policies covering i) health, ii) children, iii) working age and iv) older persons. Cash benefits are not indexed with inflation, resulting in a progressive erosion of their real value.	At least two actions taken, including: (1) Adequacy of benefits given changing economic conditions evaluated. (2) Social protection policies revised based on evaluation (3) Revised social protection policies based on review and consistent with Social Security (Minimum Standards) Convention, 1952 (No. 102) implemented.	ILO project reporting	The Thai government is committed to increasing social protection for all in Thailand. This is emphasized in the 13 th NESDP and addressed in the UNSDCF.

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
Aligns with P&B Outputs: Output 8.1. Increased capacity of Member States to develop new or reformed sustainable national social protection strategies, policies or legal frameworks to extend coverage and enhance benefit adequacy. Output 8.2. Increased capacity of Member States to improve governance and sustainability of social protection systems.	Indicator 2.1.1 (b) Number of advocacy measures for newly developed or revised policy measures to enable social protection systems to be sustainable and provide adequate benefits (related to P&B Indicator 8.2.1.).	Thailand has existing social protection policies covering i) health, ii) children, iii) working age and iv) older persons. There is concern for the sustainability of the system.	At least one advocacy measure undertaken on social protection policies for system sustainability and adequacy of benefits.	SSO and ILO project reporting	The social protection system needs to be reviewed in the context of an aging society, as mentioned in the UNSDCF.
2.1.2 Enhanced social security for informal workers while concurrently working towards formalization, consistent with R204 - Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204). This includes the ratification of the Domestic Workers Convention, 2011 (No. 189), to facilitate the transition from the informal to the formal economy, and the consideration of informal platform worker resulting from the rise of the digital economy.	Indicator 2.1.2 (a) Number of actions taken to support the transition to formality of informal workers and enterprises in line with Transition from the Informal to the Formal Economy Recommendation No. 204 (2015) (related to P&B Indicator 3.1.3, 4.3.1 and 7.4.2).	Development of revised Ministerial Regulation No. 14 – protection for domestic workers	At least three actions taken, including: (1) Tracked record of the progress made to the revision of the Ministerial Regulation 14 – protection of domestic workers maintained and legislation proposed for a more specific law for domestic worker's protection. (2) Domestic Workers Convention, 2011 (No. 189) ratified.	ILO project reporting; NORMLEX	The Thai government is committed to tapping into the unrealized potential that exists in the informal sector

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
Aligns with P&B Outputs: Output 4.3. Increased capacity of Member States to develop policies, legislation and other measures that are specifically aimed at facilitating the transition of enterprises to formality. Output 7.4. Increased capacity of Member States to provide adequate labour protection to workers in diverse work arrangements, including on digital labour platforms, and in informal employment.			(3) At least one measure adopted covering on new modes of work highlighted by the COVID-19 crisis, such as platform economy, work-from-home and others based on the results of gap analysis and research on best practices.		
2.1.3 Enhanced social protection for vulnerable and special populations such as migrant workers, youth, women, immunocompromised (long-COVID/HIV/others) and others whose work lives are often interrupted, mobile and/or semi-formal.	2.1.3 (a) Number of activities to enable social protection systems to be sustainable and provide adequate benefits for migrant workers (related to P&B Indicator 8.2.1.)	Social Protection Diagnostic Review identifies gaps in coverage for migrant workers	At least one social protection scheme designed and implemented that closes identified social protection gaps for migrant workers, with suitable social security benefits	ILO project reporting; MOL	The Thai government is committed to increasing social protection for all in Thailand. This is emphasized in the 13 th NESDP and addressed in the UNSDCF.

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
Aligns with P&B Outputs: Output 3.1. Increased capacity of Member States to formulate and implement national employment policies in response to the COVID-19 crisis. Output 7.5. Increased capacity of Member States to develop fair and effective labour migration frameworks, institutions and services to protect migrant workers.	Indicator 2.1.3(b) Number of activities to enable social protection systems to be sustainable and provide adequate benefits for the immune-compromised (related to P&B Indicator 8.2.1.)	"Long COVID" has not been addressed by social protection systems	At least one social protection scheme developed to cover workers with long COVID based on an analysis of its impact on worker productivity and labour force participation, and examination of the gaps in coverage by social protection programmes	ILO project reporting	COVID-19 has changed the work landscape, including negatively impacting the health and productivity of workers. The long-term issues around health and productivity have not yet been addressed.
Outcome 2.2: Promoted inclusiveness of underserved and underrepresented populations and firms in workers' and employers' organizations					
SDGs supported by the Outcome: SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG10 (Reduced inequalities); SDG11 (Sustainable cities and communities); SDG16 (Peace, justice and strong institutions); SDG17 (Partnerships for the goals)					
Links with 13th NESDP outcomes: (7) Thailand has strong and competitive small and medium-sized enterprises; (9) Thailand has reduced cross-generational poverty and adequate social protection.					
National partners: Employers' Confederation of Thailand; State Enterprises Workers' Relations Confederation; Thai Trade Union Congress; Labour Congress of Thailand; National Congress of Thai Labour; Ministry of Labour, Ministry of Social Development and Human Security, the Thai Health Promotion, employer and business membership organizations (EBMOs).					
UNCT partners: UNICEF, UN Resident Coordinator Office, UNESCO, UN Women, IOM, UNFPA, UNIDO, UNDP					
Other international partners and funding partners: EU, US, ASEAN, Japan, China, Korea, banks					

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

Outcome 2.2	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
	Indicator 2.2 (a) Number of initiatives by workers' organizations to attract new groups of workers and/or to improve their services (related to P&B indicator 1.2.1).	Limited representation by underrepresented workers	At least one initiative per year completed to encourage meaningful participation of at least one of target group, sensitive to barriers to sustainable participation	Annual reports of workers' organizations; official reports and publications; ILO project reports.	Workers' organizations are keen to expand their membership across underrepresented groups to strengthen workers' bargaining position and better meet workers' needs
	Indicator 2.2 (b) Number initiatives by employer and business membership organizations (EBMOs) to widen representation and/or enhanced service provision (related to P&B indicator 1.1.1).	Limited representation by underrepresented firms	At least one initiative completed to review barriers to participation in employers' organizations by underrepresented firms and plan actions adopted to reduce the barriers. At least one activity completed to encourage meaningful participation of at least one type of target firm.	Annual reports of workers' organizations; official reports and publications; ILO project reports.	Employers' organizations are strengthened by including a more diverse membership that reflects Thailand's future

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
2.2.1 Increased representation and meaningful participation in workers' organizations by underrepresented workers to promote decent work with increased sensitivity to special populations' unique needs. Underrepresented workers include migrant workers, youth, women, LGBTQ+, people living with disabilities, immune-compromised (long-COVID/HIV/others), among others.	Indicator 2.2.1 (a) Number of consultative trainings and actions taken to raise awareness of the underrepresented workers on labour laws and strengthen their capacity in participating in social dialogue.	Little knowledge of labour law by underrepresented workers	At least one training activity completed targeting underrepresented groups on Thailand's labour law using in-person and/or a digital platform to enhance the reach of the training.	Workers' organizations; ILO project reports	Workers' organizations are keen to expand knowledge of Thailand's labour law and workers' rights
Aligns with P&B Output: Output 1.2. Increased institutional capacity of workers' organizations. Output 7.1. Increased capacity of Member States to ensure respect for, promote and realize fundamental principles and rights at work.	Indicator 2.2.1 (b) Number of reports on the percentage of the underrepresented workers, include migrant workers, youth, women, people living with disabilities, actively participating in the workers' organizations.	Gaps exist in current membership databases as they do not collect information on member demographics	At least one report based on enhanced workers' organization database, that tracks the percentage or proportion of members representing target groups	Workers' organization reports	Workers' organizations are keen to expand their membership across underrepresented groups to strengthen workers' bargaining position and better meet workers' needs

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
2.2.2 Increased representation and meaningful participation in employers' organizations by underrepresented firms with efforts to better address their unique needs. Underrepresented firms include micro, small and medium-sized enterprises, women-owned firms, youth-owned firms, among others.	Indicator 2.2.2 (a) Number of consultative trainings and actions taken to raise awareness of underrepresented firms on labour laws and strengthen their capacity in participating in social dialogue.	Limited knowledge of labour laws by underrepresented firms	At least one training activity targeting underrepresented firms on Thailand's labour law using in-person and/or a digital platform to enhance the reach of the training.	Employers' organization reports; ILO project reports	Raising firms' awareness on Thailand's labour laws enhance decent work opportunities in the country
Aligns with P&B Output: Output 1.1. Increased institutional capacity of employer and business membership organizations. Output 7.1. Increased capacity of Member States to ensure respect for, promote and realize fundamental principles and rights at work.	Indicator 2.2.2 (b) Number of reports reflecting the percentage of the underrepresented firms include micro, small and medium-sized enterprises, women-owned firms, youth-owned firms, among others, actively participating in the workers' organizations.	Unknown	At least one report, based on enhanced employers' database, that reflects percentage of the composition of member firms,	Employers' organization reports; ILO project reports	Employers' organizations are strengthened by including a more diverse membership that reflects Thailand's future

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
2.2.3 Leveraged digital technology to increase participation and capacity of workers' and employers' organizations in underserved regions (e.g., three out of hermost provinces, northeast, north, border areas, among other), as well as increase representation of workers and firms from underserved areas in the larger workers' and employers' organizations.	Indicator 2.2.3(a) Number of digital products that leverage digital technology to strengthen capacity of workers' organizations in underserved regions to actively participate in social dialogue mechanism (related to P&B indicator 3.2.1).	--	At least one digital product developed to increase participation and/or worker capacity in workers' organizations in underserved regions	Workers' organization reports; ILO project reports	Capitalizing on digital technology can increase participation and capacity of workers in underserved regions
Aligns with P&B Output: Output 3.2. Increased capacity of Member States to formulate and implement policies and strategies for creating decent work in the rural economy. Output 7.1. Increased capacity of Member States to ensure respect for, promote and realize fundamental principles and rights at work.	Indicator 2.2.3(b) Number of digital products that leverage digital technology to strengthen capacity of employers' organizations in underserved regions to actively participate in social dialogue mechanism (related to P&B indicator 3.2.1).	--	At least one digital product developed to increase participation and/or capacity of firms in employers' organizations in underserved regions	Employers' organization reports; ILO project reports	Capitalizing on digital technology can increase participation and capacity of firms in underserved regions

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

Outcome 2.3: Increased opportunities of decent work for all and protection for vulnerable populations					
SDGs supported by the Outcome: SDG3 (Good health and well-being); SDG5 (Gender equality); SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG10 (Reduced inequalities); SDG11 (Sustainable cities and communities); SDG16 (Peace, justice and strong institutions);					
Links with 13th NESDP outcomes: (7) Thailand has strong and competitive small and medium-sized enterprises; (9) Thailand has reduced cross-generational poverty and adequate social protection; (13) Thailand has a modern, efficient government that responds to the people's needs.					
National partners: Ministry of Labour (Permanent Secretary Office, Department of Employment; Department of Skill Development; Department of Labour Protection and Welfare; Social Security Office); Employers' Confederation of Thailand; employer and business membership organizations (EBMOs); State Enterprises Workers' Relations Confederation; Thai Trade Union Congress; Labour Congress of Thailand; National Congress of Thai Labour, Ministry of Social Development and Human Security, the Thai Health Promotion; Thailand Institute of Occupational Safety and Health (Public Organization) (TOSH)					
UNCT partners: UNICEF, UN Resident Coordinator Office, UNESCO, UN Women, IOM, UNFPA, UNIDO, UNDP					
Other international partners and funding partners: EU, US, ASEAN, Japan, China, Korea, banks					
Outcome 2.3	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
	Indicator 2.3 (a) Gender wage gap measured by female-male earnings ratio for similar work (F/M)	2021 = 0.814, Rank = 12th out of 156 countries (lower is better)	2027=0.825 (F/M Ratio)	World Economic Forum, MOL	
	Indicator 2.3 (b) Proportion and number of children aged 5–17 years engaged in child labour, by sex and age (related to SDG indicator 8.7.1).	Proportion of children engaged in economic activity (2018): 0.8% = Female 12-14 1.3% = Female 15-17 0.9% = Male 12-14 3.8% = Male 15-17	The proportion of children aged 5–17 years engaged in child labour reduced	NSO	The Thai government and tripartite constituents are committed to reducing the worst forms of child labour, as indicated by the ratification of the Worst Forms of Child Labour Convention, 1999 (No. 182)

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

Outcome 2.3	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
	Indicator 2.3 (c) Thailand migration policies facilitate orderly, safe, regular and responsible migration and mobility of people disaggregated by key migration policy domains (SDG indicator 10.7.2 and UNSDCF indicator 22) (1 = Requires further progress; 2 = Partially meets; 3 = Meets; 4 = Fully meets)	2019=4 (Baseline from UNSDCF)	2027=4 (Target from UNSDCF)	MGI assessment and review, GCM review, MFA, MOL	Thailand must continue its efforts towards effective migration governance to ensure safe, orderly and regular migration
DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
2.3.1 Promoted and ensured equal labour market opportunities, participation and treatment for all, including migrant workers, people living with disabilities, women, LGBTQ+, among others, consistent with the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	Indicator 2.3.1 (a) Number of initiatives to promote substantive equality of opportunity and treatment between women, men and LGBTQ+ in the world of work, including equal remuneration for work of equal value (related to P&B indicator 6.2.1).	Discrimination (Employment and Occupation) Convention, 1958 (No. 111) ratified. Training of the DSD trainers on gender equality and barriers to skills development Safe and Fair initiatives and legal groundwork for the ratification of the Violence and Harassment Convention, 2019 (No. 190)	At least four initiatives pursued, including: (1) Violence and Harassment Convention, 2019 (No. 190) ratified (2) Building on previous PRIDE work, a comprehensive study is produced on gender (women, men, LGBTQ+) and labour market opportunity and equity to generate a more nuanced picture of the interaction between gender and opportunity in Thailand	ILO project reports; sex disaggregated NSO labour force statistics	The Thai government is committed to non-discrimination, demonstrated by the ratification of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
Aligns with P&B Outputs: Output 6.2. Increased capacity of Member States to strengthen policies and strategies to promote and ensure equal opportunities, participation in treatment between women and men, including equal remuneration for work of equal value. Output 6.4. Increased capacity of Member States to strengthen legislation, policies and measures to ensure equal opportunities and treatment in the world of work for persons with disabilities and other persons in vulnerable situations.	Indicator 2.3.1 (b) Number of initiatives to ensure equality of opportunities and treatment for persons with disabilities and persons having immune-compromised conditions (related to P&B indicator 6.4.1).	Ratification of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) Initiated Future makers Thailand project on youth and disabilities	(3) Using the study, activities are identified to reduce gender disparities in the labour market (4) At least one unfinished gender-based equity activities from the previous DWCP continued/completed At least two initiatives pursued, including: (1) At least one assessment on long-term impacts of COVID-19 on worker health, productivity and labour market participation and recommend measures for workplace protections and accommodations (2) At least one entrepreneurship training program developed targeted towards persons living with disabilities to improve self-employment opportunities informed by available disability disaggregated statistics (connected to output 1.3.1)	ILO programme documents; disability disaggregated NSO labour force statistics (if available)	The Thai government is committed to non-discrimination as demonstrated by the recent ratification of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
	Indicator 2.3.1 (c) Number of initiatives to enhance equality of opportunities and treatment for migrant workers, including ethnic minorities.	Ratification of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) Programmes and activities under the ILO's migration projects, including Safe and Fair Programme, TRIANGLE in ASEAN Programme and Ship-to-Shore Rights SEA programme	At least one initiative developed to review migrant recruitment policies and recommend simplification of processes to increase employer compliance with the law	ILO programme documents	The Thai government is committed to non-discrimination as demonstrated by the recent ratification of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
2.3.2 Combated unacceptable forms of work (e.g., child labour), precarious work and mistreatment; worked towards ratification of the Violence and Harassment Convention, 2019 (No. 190) and Occupational Safety and Health Convention, 1981 (No. 155) Aligns with P&B Outputs: Output 6.3. Increased capacity of Member States to develop gender-responsive legislation, policies and measures for a world of work free from violence and harassment.	Indicator 2.3.1 (a) Number of activities to support the reduction of the number of children aged 5–17 years engaged in child labour (related to SDG indicator 8.7.1).	Postponed child labour survey	At least two activities developed to support the reduction of child labour, including: (1) Implementation of child labour survey (2) Design of at least one targeted intervention based on the results of the survey	NSO; ILO programme documents	The Thai government and tripartite constituents are committed to reducing the worst forms of child labour, as indicated by the ratification of the Worst Forms of Child Labour Convention, 1999 (No. 182)

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
Output 7.1. Increased capacity of Member States to ensure respect for, promote and realize fundamental principles and rights at work.	Indicator 2.3.2 (b) Number of measures taken towards the ratification and implementation of ILO Convention No. 190 and Recommendation No. 206 (2019) (related to P&B indicator 6.3.1).	Conducted the gap analysis and legal review of the Violence and Harassment Convention, 2019 (No. 190) in comparison to the national law	At least one measure undertaken to organize regular and continued consultation and preparation for the ratification of the Violence and Harassment Convention, 2019 (No. 190)	ILO programme documents	The Thai government is committed to non-discrimination as demonstrated by the recent ratification of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
Output 7.2. Increased capacity of Member States to ensure safe and healthy working conditions.					
Output 8.3. Increased capacity of Member States to integrate social protection in comprehensive policy responses to support and protect workers and employers during their life and work transitions	Indicator 2.3.2 (c) Number of activities taken to support the ratification and implementation of ILO Convention No. 155 (related to P&B Indicator 7.2.1).	The plan for the ratification of the Occupational Safety and Health Convention, 1981 (No. 155) was postponed due to COVID-19	At least two activities undertaken to support the ratification and implementation of ILO Convention No. 155, including: (1) a gap analysis and legal review of the Occupational Safety and Health Convention, 1981 (No. 155) in comparison to the national law; (2) organization of regular consultations and preparation for the ratification of the Occupational Safety and Health Convention, 1981 (No. 155)	ILO programme documents	The Thai government is committed to occupational health and safety of workers in Thailand.

Priority 2: Ensure social protection for all and inclusive decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
2.3.3 Increased labour and human rights protections for migrant workers through strengthening national and cross-border institutions, and worked towards the Private Employment Agencies Convention, 1997 (No. 181). Aligns with P&B Outputs: Output 1.3. Increased institutional capacity and resilience of labour administrations.	Indicator 2.3.3(a) Number of labour migration frameworks or institutional mechanisms to protect the labour rights of migrant workers and promote coherence with employment, skills, social protection and other relevant policies (related to P&B indicator 7.5.1).	Absence of long-term migration governance policy	One research-based long-term migration governance policy in Thailand drafted.	ILO programme documents	Thailand needs to make efforts towards effective migration governance to ensure safe, orderly and regular migration in the context of an aging society
Output 7.5. Increased capacity of Member States to develop fair and effective labour migration frameworks, institutions and services to protect migrant workers. Output 8.3. Increased capacity of Member States to integrate social protection in comprehensive policy responses to support and protect workers and employers during their life and work transitions.	Indicator 2.3.3(b) Number of activities to support bilateral or regional labour migration frameworks, with monitoring and review mechanisms to protect the labour rights of migrant workers (related to P&B Indicator 7.5.3).	Existing MOUs with neighbouring countries	At least one activity developed reflecting interlinked activities under Safe and Fair, TRIANGLE in ASEAN and the Ship to Shore Project that will provide inputs to the policy development, including the development of the MOL's MOUs	ILO programme documents; MOL	Thailand needs to make efforts towards effective migration governance to ensure safe, orderly and regular migration in the context of an aging society



Priority 3: Strengthened data management, communications and tripartite capacity for the promotion of decent work

Outcome 3.1: Government and social partners use database (to be developed) to effectively target and manage the needs of vulnerable populations					
SDGs supported by the Outcome: SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG16 (Peace, justice and strong institutions)					
Links with 13th NESDP outcomes: (8) Thailand has areas and smart cities that are liveable, safe and sustainable; (12) Thailand has a high-performance workforce with a focus on continuous learning to meet the needs of future development; (13) Thailand has a modern, efficient government that responds to the people's needs.					
National partners: Ministry of Labour (Permanent Secretary Office, Department of Employment; Department of Skill Development; Department of Labour Protection and Welfare; Social Security Office); Employers' Confederation of Thailand; State Enterprises Workers' Relations Confederation; Thai Trade Union Congress; Labour Congress of Thailand; National Congress of Thai Labour; the National Economic and Social Development Council, Ministry of Interior, the National Statistical Office					
UNCT partners: UNICEF, UN Resident Coordinator Office, UNESCO, UN Women, IOM, UNFPA, UNIDO, UNDP					
Other international partners and funding partners: EU, US, ASEAN, Japan, China, Korea, banks					
Outcome 3.1	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
	World Bank's Government Quality Index (particularly government accountability and effectiveness) (tied to UNSDCF indicator 28)	2019=0.36, 65.86th percentile in Government Effectiveness Index	2027 in the top 60	World Bank	The Thai government is committed to improving accountability and effectiveness as demonstrated by their commitment in the UNSDCF

Priority 3: Strengthened data management, communications and tripartite capacity for the promotion of decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
3.1.1 Developed inter-departmental/inter-ministerial "big data" database for effective labour market surveillance, beneficiary targeting and information sharing in a way that protects individual privacy while enhancing the efficiency of government services and international partnerships. Aligns with P&B Output: Output 1.3. Increased institutional capacity and resilience of labour administrations.	Indicator 3.1.1 (a) Number of actions taken to strengthen collection and analysis of labour market data disaggregated by at least one of the following: disability status; HIV status or ethnicity (related to P&B Indicator 6.4.2).	Disjointed data management at government agencies that does not allow for effective labour market surveillance	At least four actions taken, including: (1) background research on legal hurdles for inter-departmental/inter-ministerial data sharing and privacy concerns; (2) design of an integrated database for labour market surveillance and enhanced efficiency of services; (3) implementation of database; and (4) development and delivery of database training	MOL and other involved ministries	An integrated database will allow for better surveillance of Thailand's labour market, which will lead to better services for workers and beneficiary targeting
3.1.2 Developed a bilingual ILO-constituent project database with up-to-date project information (i.e., ILO and partner responsible persons) and project progress accessible to directly responsible persons to facilitate project management efficiency. Aligns with P&B Output: Output 1.4. Increased capacity of Member States to improve social dialogue and labour relations laws, processes and institutions.	Indicator 3.1.2 (a) The implementation of a bilingual ILO-constituent project database with accessible up-to-date project information and project progress for all constituents.	Project information and progress is difficult to access for constituents, particularly in Thai language	A bilingual ILO-constituent project database with up-to-date project information and project progress developed and implemented.	ILO programme documents	Easier and more open communication between partners will lead to successful project implementation and increased sustainability

Priority 3: Strengthened data management, communications and tripartite capacity for the promotion of decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
3.1.3 Enhanced digital documentation and dissemination of training tools and other learning resources in Thai (or other target) language for wider public utilization, thus increasing the effectiveness and sustainability of ILO projects. Aligns with P&B Outputs: Output 5.3. Increased capacity of Member States to design and deliver innovative, flexible and inclusive learning options, encompassing work-based learning and quality apprenticeships. Output 5.4. Increased capacity of Member States to support digital transitions of skills development systems and develop digital skills.	Indicator 3.1.3(a) Number of documentation, training tools and other learning resources in Thai (or other target) language available for wider public to access and utilize.	Some trainings were adapted to online platforms during COVID-19 crisis with limited value to the targeted groups	At least one existing training and documentation adapted (where appropriate) and/or new effective online trainings and documentation developed that address the needs of end-users, using up-to-date pedagogy and assessment tools	ILO programme documentation	The COVID-19 crisis accelerated the use of digital resources. Digital resources have the advantage of reaching a wider audience for increased effectiveness.

Priority 3: Strengthened data management, communications and tripartite capacity for the promotion of decent work (Cont.)

Outcome 3.2: Enhanced social dialogue and policy advocacy					
SDGs supported by the Outcome: SDG8 (Decent work and economic growth); SDG10 (Reduced inequalities); SDG11 (Sustainable cities and communities); SDG16 (Peace, justice and strong institutions)					
Links with 13th NESDP outcomes: (7) Thailand has strong and competitive small and medium-sized enterprises; (9) Thailand has reduced cross-generational poverty and adequate social protection; (12) Thailand has a high-performance workforce with a focus on continuous learning to meet the needs of future development; (13) Thailand has a modern, efficient government that responds to the people's needs.					
National partners: Ministry of Labour (Permanent Secretary Office, Department of Labour Protection and Welfare; Social Security Office); Employers' Confederation of Thailand; State Enterprises Workers' Relations Confederation; Thai Trade Union Congress; Labour Congress of Thailand; National Congress of Thai Labour, employer and business membership organizations (EBMOs)					
UNCT partners: UN Resident Coordinator Office					
Other international partners and funding partners: EU, US, ASEAN, Japan, China, Korea, banks					
Outcome 3.2	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
	World Bank's Government Quality Index (particularly voice and accountability) (tied to UNSDCF indicator 28)	-0.083, 24.14th percentile in voice, human rights & accountability index	2027 in the top 60	World Bank	The Thai government is committed to improving voice, human rights, and accountability as demonstrated by their commitment in the UNSDCF
DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
3.2.1 Continued to enhance the bipartite social dialogue mechanisms with increasingly inclusive representation in the dialogue process for increased quality of cooperation and the development of a united front for policy advocacy.	Indicator 3.2.1 (a) Number resolutions of labour disputes and proposals that workers' organizations and EBMOs produced to be considered in social dialogue mechanisms for policymaking (related to P&B indicator 1.2.2).	A social dialogue mechanism has been established with limited success in labour dispute resolution and policy advocacy	Increased number of resolutions to labour disputes using strengthened social dialogue mechanism Policy advocacy using the social dialogue mechanism on at least 1 issue per year advanced at the national level	ILO; workers' organizations; employers' organizations	A united front presented by workers' and employers' organizations is more effective in affecting policy change at the national level

Priority 3: Strengthened data management, communications and tripartite capacity for the promotion of decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
Aligns with P&B Output: Output 1.4. Increased capacity of Member States to improve social dialogue and labour relations laws, processes and institutions.					
3.2.2 Achieved stronger ILO and tripartite advocacy for the ratification of ILO conventions, particularly the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	Indicator 3.2.2 (a) Ratification of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	Fundamental Conventions: 7 of 10 Governance Conventions (Priority): 1 of 4	A tripartite working group set up to consider the plan for the ratification of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) with the mandate to develop action plans and a timeframe towards the ratification Tripartite consultation organized to set up the country priority for the ratification of the ILO Conventions (1 Convention each year if possible) The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) ratified and legal groundwork established to support the implementation	NORMLEX; ILO	Ratification of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) will increase decent work opportunities; workers' and employers' organizations can present a united front to the government to advocate for their ratification; the ILO's technical expertise can facilitate the ratification of the conventions.
Aligns with P&B Outputs: Output 2.1. Increased capacity of Member States to ratify international labour standards.					

Priority 3: Strengthened data management, communications and tripartite capacity for the promotion of decent work (Cont.)

Outcome 3.3: Tripartite constituents, other partners and public are better informed of the progress of DWCP and other linked frameworks (e.g., UNSDCF and SDGs) and are more knowledgeable of how to monitor and evaluate the DWCP					
SDGs supported by the Outcome: SDG3 (Good health and well-being); SDG5 (Gender equality); SDG8 (Decent work and economic growth); SDG9 (Industry, innovation and infrastructure); SDG 10(Reduced inequalities); SDG 11 (Sustainable cities and communities); SDG 17 (Partnerships for the goals)					
Links with 13th NESDP outcomes: (7) Thailand has strong and competitive small and medium-sized enterprises; (8) Thailand has areas and smart cities that are liveable, safe and sustainable; (9) Thailand has reduced cross-generational poverty and adequate social protection; (12) Thailand has a high-performance workforce with a focus on continuous learning to meet the needs of future development.					
National partners: Ministry of Labour (Department of Employment; Department of Skill Development; Department of Labour Protection and Welfare; Social Security Office); Employers' Confederation of Thailand; State Enterprises Workers' Relations Confederation; Thai Trade Union Congress; Labour Congress of Thailand; National Congress of Thai Labour, employer and business membership organizations (EBMOs), National Economic and Social Development Council (NESDC), media					
UNCT partners: UNICEF, UN Resident Coordinator Office, UNESCO, UN Women, IOM, UNFPA, UNIDO, UNDP					
Other international partners and funding partners: EU, US, ASEAN, Japan, China, Korea, banks					
Outcome 3.3	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
	Increased utilization of online platforms by tripartite constituents, other partners and the public to access information about the DWCP	--	10% increase per year in utilization of online knowledge products and DWCP social media visits	Data analytics from ILO official online and social media platforms	Increased access to information about the DWCP by constituents, other partners and the public will support the successful implementation of the DWCP and broaden the DWCP's reach
DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
3.3.1 Increased general understanding of the M&E process and enhanced regular Thai language communications between the ILO and its partners.	Indicator 3.3.1 (a) Number of knowledge-sharing documents and actions taken to ensure common understanding of the M&E process among the ILO and its constituents.	Knowledge of M&E process is limited to the ILO	At least one knowledge product developed on the M&E process in English and Thai to promote common understanding among tri-partite constituents	ILO programme documents	Common understanding of the M&E process will lead to successful project implementation and increased sustainability

Priority 3: Strengthened data management, communications and tripartite capacity for the promotion of decent work (Cont.)

DWCP Outputs	Indicators	Baseline(s)	Target by 2027 (unless otherwise stated)	Data source(s)	Assumptions
Aligns with P&B Output: Output 1.3. Increased institutional capacity and resilience of labour administrations. Output 1.4. Increased capacity of Member States to improve social dialogue and labour relations laws, processes and institutions.	Indicator 3.3.1 (b) Increased quality of Thai language communication through assured availability of Thai-speaking coordinator for every project throughout the course. This includes mechanisms and measures to ensure a smooth transition when there is a change in the responsible person.	Frequent turnover of Thai project coordinators resulting in poor and infrequent communication with Thai constituents	A Thai language communication and transition plan developed and implemented for all partnerships to increase the quality of communication with Thai partners throughout projects	ILO programme documents, including assessments about quality of communication and transition	Open communication between partners and smooth transitions between responsible persons will lead to successful project implementation and increased sustainability
3.3.2 Increased communication and outreach with the public (including workers and firms) regarding programmes and projects under the DWCP with the aim to raise awareness and increase sustainability of the projects.	Indicator 3.3.2 (a) Number of actions taken and programmes to promote peaceful, stable and resilient societies through decent work (related to P&B indicator 3.4.1).	Some publications on DWCP programmes published online with public launch	At least one measure, including a communications plan, developed to disseminate DWCP and programme and project information to partners, potential partners, beneficiaries and the public	ILO programme documents	Wider knowledge of the DWCP and its programmes and projects will garner more support for DWCP programmes and activities
Aligns with P&B Output: Output 3.4. Increased capacity of Member States to promote peaceful, stable and resilient societies through decent work.	Indicator 3.3.2 (b) Number of audiences reached for the ILO's key digital platforms at the global and regional levels (related to P&B Indicator A.3.1).	Limited social media outreach for the DWCP	Social media presence for the DWCP established 10% increase in visits over first year	Google analytics to measure number of visits to web pages. Individual social media account analytics for the number of followers for the two main accounts globally and in each region.	Wider knowledge of the DWCP and its programmes and projects will garner more support for DWCP programmes and activities





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