

▶ 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 2.2.2 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.

DWCP Priority 2	Ensure social protection for all and inclusive decent work
DWCP Outputs	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.



▶ Thailand Decent Work Country Programme 2023 - 27



▶ 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.



Thai fusion cuisine training in Bangkok. © The Young Futuremakers Thailand Project/ILO



Mechanical skills training in Songkhla province. © Jittima Srisuknam/ILO

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.



A consultation takes place in Yala province. © Jittima Srisuknam/ILO