

Country Report

Globalization and The Future of Youth in Asia

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The idea of presentation on Child employment is particularly studying in the reason of premature working age of children and also working style, allowance, fringe benefits, the way to change the career and their progression. Finally we cannot over look government policies on resolving abuse child employment. For this presentation will focus on the result of study on child employment in the last 17 years. From 1984 - 2000, child employment in Thailand was significantly decreased due to the expansion of education level in secondary and high school that provided by government. But after 2002 till now child employment is increasing, especially in service sections.

Globalization by Mr. Taksin Shinawatra, our Prime Minister, will be related in 4 factors; Man, Money, Products and Service and Technology. I think that everybody realize that those factors are spread throughout the entire world especially for rural to cities, from cities to countries around the world. It works in push-and-pull situation of the people in the country.

Likely the labour, either 13 - 17 years-old-child employment or more than 18 years old, Thailand's Labour Protection Act (1998) rises the minimum age for employment in Thailand from 13 to 15. Persons between the ages of 15 to 18 are restricted to light work in non-hazardous jobs, and must have to record all changing for inspecting in working hours. Not only that, there are many restriction such as during working day, must have not less than an hour for resting for 4 continuously hours. Night-time working between 22.00 - 06.00 and holiday employment of non-adults is prohibited. Children are prohibited to work in some places such as abattoir, casino, pub and bar where sell alcohol or provide girls with service.

The Employment Situation of Youth

The survey shows that during 17 years (1984-2000) the number of child labour in Thai economy was decreased. Let's say, 13-17 years-old children labour decreased 70% or from 3.5 million people in 1983 to 1.04 million in 2000. Because of expansion of secondary schools in rural areas, which made children could prolong their education 1.8 times. The others reasons in macro were the number of people decreased and manufacturing rely on investment not people.

Economy Crisis effected to child labour than adult labours. It was the important factor on employment, allowance and unemployment rate of children. Child labour Employment during 1984-1996, were rapidly decreased. Boy employment dropped 57% while girl employed dropped 64.7%, on the other

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hand highly employed in adult. However after economy crisis in 1997 child employment was decreased slowly than before crisis owe to mostly child labour were from poor family that made them could not pull them back from labour market.

Children work for a variety of reasons; mostly, they begin by relative's suggestion. We are talking about "network" which cannot make them up their salaries because they worked without experience at the beginning. The market was in employer's hand. But the network helps both sides for exchanging information, child labour must not change their job ability and skill, ultimately increased their own future salary.

Considering the progression of children who work in the city, we found that children will be increased their salary 7% per year on average. It's pretty high comparative with private section during 1997-2000. It has shown that child labour has high productivity. However please note that 76% child labour were paid less than 100 baht per day. The important reason that make children were paid higher is because they are growing up and older with more experience and responsibility. Some career allow them improve their abilities and skills such as construction and car repairing.

Thailand has improved Child Labour Protection Act in cooperate with private and government sections launched at least 15 measurements. But implementing policies still is vulnerable. Employers try to act against the law. Moreover, there are under 15 years old children work for themselves and family which the act prohibited under 15 years old children working.

Employment Programmes Focused on Youth

The study shows that from the past till 2002, child employment is unstable depend on circumstance of economy and society in a specific period of time. That was make child labour was not the real factor of Thailand's economy. Government never intends to push children to labour market, but hopefully pushes them to education cycle instead. So that after they graduate, we will have high ability person in labour market. For this reason, Thai government takes some actions on implementing all policies since 2003 is supporting school children work part time (work after school or during weekend or school holiday), which have been achieved. Government still heads the plan to next coming year.

National Statistic Office (NSO) report the number of employment in December 2003, they found from 64.39 million in Thailand population, there are 36.07 million are in labour market, among them there are 35.48 million employed, meantime about 0.54 million are unemployed. The rest is 5 thousand are waiting to come to labour market. Government of Thailand will implement all kind of politics to push labour age people to have jobs. Particularly to school children and university students who are during 15-25 years old will have part time jobs to earn some extra money and to improve their abilities before going into real job market.

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The advantage of supporting them to have part time job are various; such as to help themselves and their own families, resolve economic problems which are from financial problems of families, raise their abilities and disciplines, they will know themselves which job fit to them. Helping them to select proper career path in the future.

So, the Cabinet had made the resolution on 16 September 2003, leads Ministry of labour and Ministry of Finance consider the rate of salary per hour. With cooperate with relevant government sections such as Ministry of Education , Ministry of Interior, the Bureau of the Budget and Bangkok Metropolitan Administration; private sections such as the Federation of Thai Industry, Board of Trade of Thailand, Thai retailer association and Personnel management association of Thailand.

Ministry of Labour Progress

Ministry of Labour set committee to prepare implementing the policies about supporting student, university student to work during school holiday. They have measures as follow :

- For government and private sections, they set the principles and method of employment student and university students. By employment those who are over 15 years old from at least secondary level(graduate the third year of secondary) to work during school holiday, weekends or national days. Those can work in service sections where are neither risky nor hazardous. They will be paid in 3 kinds;

- a) Work at least 7 hours excluding resting will be paid 200 baht/day
- b) Half-day work at least 3 hours (morning or afternoon) 100 baht/day
- c) Hourly working for government section will be paid 25 baht/ hour.

At the meantime 23 baht/hour for private section

- Set the service point for students and university students both in the central (Department of Employment and 10 employment offices) and in provincial by 75 provincials employment offices.

- Sending cooperate letter to manufacturer/employer the Federation of Thai Industry, Board of Trade of Thailand, Thai retailer association and hotels.

- Ask for cooperation for supporting Ministry of Education by employing those students's for part-time working. The companies which require those should list vacant positions to Ministry of Labour and Department of Employment.

- Publicize for vacant positions through the media, particularly via internet www.doe.go.th of Department of Employment. Set incentive measure for companies such as giving certificate or brand where cooperate with us. Including, setting job fairs focus on those students and also setting vocational guidance and self employment.

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The effectiveness of supporting students working on school holiday

On 30 august 2004, Department of Employment has provided 119,688 students to job market. Among them, there are 89,431 students posted in private section, while 30,257 students are in government section

Sections which students work part time during school holiday

section	number	%
Government section	295	41.1
Whole selling, retailing section	196	27.3
Manufacturing section	144	20.1
Financial, insurance, real estate, business section	49	6.8
Social and public service, personnel service	19	2.6
Transportation, warehouse	6	0.8
Agriculture	5	0.7
Building	4	0.6
Total	718	100.0

Problem of students for part time working

	number	%
Lack of basic knowledge	242	33.7
Impatient	213	29.7
Unattention	212	29.5
Irresponsibility	182	25.3
Many day off	163	22.7
Unpunctual	140	19.5
Not creativity	123	17.1
Inefficiency	98	13.6
Complaints	28	3.9

The problem in employment

- We have found that in the manufacturing and retailing section, the students mostly are impatient.

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- For financial, insurance, real estate, business and government section, we found that those are lack of basic knowledge.

The idea of advantage in this program, we found that 935 realized that these programs are advantage. For government section 40.4% satisfied this program, whole selling and retailing satisfied 28.3% manufacturing 19.6% and the rest is service insurance real estate and business are at 7.3%

For problems that those students need improve are lacking of basic knowledge of each field of jobs and attention, impatience included irresponsibility, many day off and unpunctual.

The knowledge development for uneducated children before moving to labour market

The solution for this group of children is probably not amending the law to protect their working status to allow those who are under 15 years old work. Thai law progress so far to restart. However, considering Convention No.138 which determine the lowest age for employment B.E.1973 stated that member countries could employ children during 13-15 years old to work in non-hazardous job, and are not effect school time. So, we should comply our social measurement to resolve this. By using Labour Protection Act 1998, which stated that Minister of Labour can, launch ministerial rule for children under 15 years old are in training jobs under follow these conditions;

- The objective of this program is developing their abilities, knowledge while having fun. Children should have more skill and knowledge to assist them to choose the best career for themselves in the future.

- This initial program would allow children and employers join together with motives. Children who are attend will be trained in their field of jobs such as carpenter, or car fixing. For employers, they can employ the children during age 13-15 for training under some conditions such as less working hours (from 48 to 35 hours per week) and the job should not be dangerous or interrupt their development. Moreover, Ministry of Labour will financially support to NGOs or education institutes by exhibiting the training program that children can work with their employers. Finally. We expect that this program will be advantage to children in development their abilities.

- To attract the children to join this program, we should assign less working hour as well as give them hourly paid. Moreover, make them work with fun are more attractive.

- For employer incentives, we should allow the employers hire children under 15 years old with giving them certificates. Or offer them special interest rate. The last thing is a child labour payment can apply for cutting their yearly tax.

- For children under 15 years old, they should be protected as normal labour. But at the present, they could not be protected by social security law so, we should consider this as well.

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- This program should be created by NGOs cooperate with education institutes, employer and employees which be financially supported by government. Due to this program need more rapidly movement. Administrators or schoolteachers should exhibit this program in school or children favorites places. So, we need experienced NGOs and let them being sub-contact.

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