

Policy/ Vision/ Mission

Vision:

Increasing Potential of Workforce to Enhance Economic Competitiveness. Promoting Work Security and Good Quality of Life.

Mission:

1. Developing workforce and enterprises to have high potential and to be in compatibility in economic sector so as to increase competitiveness in a global level.
2. Promoting work security and good quality of life for workers.
3. Developing effective management systems and labour human resources.

Strategic issues:

1. Enhancing a balance of labour markets and creating sustainability in labour sectors.
2. Increasing capability of labour and entrepreneurs to fit in economic competition.
3. Managing international labour issues.
4. Enhancing work security and good quality of life to workforce.
5. Developing administrative ability of Ministry of Labour to reach best performance.

Policy and Operating Procedures for Fiscal Year 2016.

Ministry of Labour is responsible for labour management which plays critical role in country development. Its function is related to economic, security and social psychology dimensions. At the present moment is the moment of the country reform. All parties must abandon all conflicts, partisanship, color-coded shirts, sectors, and must be working cooperatively with others to perform duties. Also, dedicating, devoting and working against time in order to lay a stable labour foundation which is an important mechanism for country development in a future period. All of departments also have to adopt the Ministry of Labour's policy which consists of 9 Clauses of General Policy and 9 Clauses of Specific Policy as a framework and guideline for working together, in order to develop Thai labour for progress, stability and sustainability as follows.

1. All governmental organizations must emphasize on organizing activities to uphold monarchy.

- In terms of the Royal initiative projects which Ministry of Labour are responsible for or involved in, attention should be paid on the operational plans and follow-up at all times.

- Any training courses or activities must be inserted with basic knowledge of philosophy of sufficiency economy so as to make participants are able to understand the pertinent meaning and the importance of His Majesty the King's initiative projects, which consists of immunity, appropriateness, reasonableness as well as creating consciousness of loyalty to monarchy.

- Instilling 12 Thai values in all courses.

2. Government Policy, Cabinet Resolutions, National Council for Peace and Order (NCPO), Policy and Guidelines and related Laws shall be adhered to performance of duties:

- All of departments have to perform their duties with a firm commitment, emphasising on doing their jobs actively and also create new and beneficial works.

- Analysing systematic plans to perform duties (prescribing in both of specific and invisible tasks). Specific task means main works that are required to be performed, whereas invisible task means secondary works that facilitate to attain the main works.

- Choosing priority actions and deciding on which situation should be acted on immediately or which situations can be at your convenience.

- There must be, during the period of working, situation assessments of any circumstances that might cause problems. All of departments should not be reckless until any problems occur. Also, preparing and planning to solve problems must be implemented in advance. There must be both of reserved and contingency plans.

- Responsible person, goal, timing and clear indicator must be designated and set in order to attain targeted goals efficiently and effectively.

3. Government Organization Heads must understand in both of Government Policy and Reform Plan (NCPO Road map):

- Must be perceivable on actions that have been undertaken by the Government and in which stages of NCPO Road Map and then transfer the pertinent knowledge and understanding to their subordinates.

- Government offices that work in concert with public, they must be able to explain and build and disseminate knowledge on NCPO and Ministry's operations in all venues.

4. All organizations must keep up to date with new information and situations:

- Must make follow-ups on information and situations at all times in both of domestic and international situations.

- Must analyse information and determine as to whichever matter is related to or affected to labour.

- Must be able to analyze information reasonably. Also, be prepared for solving problems.

- Having an information reporting system that is able to report information rapidly, accurately, and reliably. Therefore, executive board members will be able to make timely decisions.

5. Nowadays, Labour Laws have faced new problems which affect the security and labour managements such as foreign worker problems, Trafficking in Persons Report (TIP Report), Illegal, Unreported and Unregulated (IUU) Fishing, etc:

- Keep laws, regulations and rules up to date and will be able to adjust when circumstances have changed.

- Legislating of Secondary Laws of the Acts which have already promulgated such as, Occupational Safety and Health act and Working Environment act, Marine Labour act, and Social Security act must be accelerated.

- Law enforcement and monitoring systems must be developed efficiently as well.

6. Prime Minister Office Regulations on National Security Operation Measures, B.E. 2552 (2009) must be strictly adhered to:

- Designating restricted area and controlled area.
- Entry and Exit system must be clearly implemented.
- On document security system, possibility to access to confidential information or documents must be designated and operated strictly in accordance with Prime Minister Office Regulations on National Security Operation Measures.

7. Anti-corruption policy is a significant matter:

- All position transfers, at all levels, must be considered on the basis of knowledge and ability. Giving special treatment to position transfers based on bribes or favors is strictly prohibited
- There must not be bribes or the acts of taking any tributes from recipients by performing duties
- Any departments that are generating revenues will be checked if there is any corruption involved in.
- Procurements and projects must be transparent and verifiable. Any illegal acts that have been found must be investigated in order to punish offender(s).
- Investigating loopholes that may have led to corruption. Also, amending regulations, laws and so on to prevent such corruption from ever occurring again.
- All departments shall organize activities to create of consciousness to government officers continuously and seriously.

8. Development of personnel of Ministry of Labour which is related to Human Resource Management; all government organizations are therefore requested to take the following actions:

- Emphasising on human resource development to be knowledgeable, capable in performing their duties and also build on virtue ethics to officers.
- Welfares of government service officers, especially subordinates shall be well taken care of, in order to build up their enthusiasm to perform duties.

9. Emphasising on working atmosphere:

- Emphasising on working together with unity and unanimity. They shall be integrate and working together among sections within the Ministry.
- Coordinating with out-of-Ministry government offices, private sectors as well as network members in order to achieve the government goals.

Specific Policy : specific matters which are required to be accelerated, as follows:

1. Actions on labour development must be carried out in a systematic manner:

- Organizations must know their labour market demands in order to develop labour skills to meet the criteria of workmanship skills and number of labour in each field.
- Coordinating with private sectors, business establishments, and educational institutions on trainings for school and university students who are going to complete their education. Therefore they will be ready for working in labour markets and will be skilled in workmanship in order to meet demands of business establishments, which will reduce unemployment and labour migrations into urban areas.
- Labour skill standard is deemed to be an important matter that development and labour skill standard tests must meet the national standard in order to support the payment of wages act and increase Thai labour potentials to be acceptable to labour markets both in domestic and overseas.
- Increasing channels to access to job sources by expanding establishments of Smart Job Centers to thoroughly cover all provinces nationwide, also increasing career guidance and counseling programs to move forward from Smart Job to Smart Job Smart Worker Center.
- In sending Thai labour to work overseas, their immunities must be developed and boost their self-esteem so that they can work with dignity.
- Emphasising on labour protection and welfare, and labour relation systems, also creating social security insurance and enhancing good qualities of life.
- Developing occupational safety and health and also working environment systems.

- Launching campaigns to request cooperation from business establishments and forming up law enforcement inspection teams for serious inspections. Any business establishments who are violating or non-compliant with the laws shall be received strict warning or legal actions in accordance with authorities.

2. Foreign Worker Management: Foreign worker matter is an issue that affects the national security whereas foreign workers are still in needed for the country development. The system must therefore be made in accordance with international standard, which is needed to perform systematically, in order to continue the National Council for Peace and Order (NCPO)'s policy:

- Prescribing Requirements: Labour requirements both in the part of annual basis of business operators and estimated labour requirements of economic sector in the future shall be gathered from Office of the National Economic and Social Development Board, The Federation of Thai Industries, Board of Trade of Thailand, Thai Fishery Association in order to map out qualifications and then submit to original countries.

- Foreign Worker Imports: Previously, foreign workers were illegally imported, therefore a proper channel must be used by going through Foreign Worker Coordination Centres which are established at the Immigration Check-Points where visas and initial screenings are submitted before employers of such foreign workers take the workers to provinces of their business establishments for further processes.

- Foreign workers must be taken care while working in Thailand: Labour used must be suitable to the employment conditions. They must be treated on the aspect of welfares, in accordance with laws and international standards. Also, zoning shall be implemented in order to keep it under control and facilitation shall be provided to them in terms of travelling back and to homelands after completing their terms of employments.

3. Problem on Human Trafficking in Persons, Child Labour and Forced labour: These are the parts of problems which cause Thailand to be ranked in Tier 3 of the US Trafficking in Persons Report (TIP Report), and given a yellow card by European Union (EU) as a result of the illegal, Unreported and Unregulation (IUU) Fishing on which the Government has prescribed the matter in the national agenda. In solving the problems, the following actions must be taken:

- Child labour, forced labour must be absolutely prohibited both on the part of the Thais and foreign workers.

- In suppressing offenders, pertinent laws must be strictly and seriously enforced no matter whether the offender is an influential person or not or is a government officer in whatever level. If he/she has been discovered in human trafficking movement, serious penalties must be taken against him/her without any exception.

- Performing of National Operation Center on Prevention and Suppression of Human Trafficking (NOCHT) shall be in an active manner and produce concrete and tangible outputs.

- Labour inspection and protection must be conducted by integrating processes from related organizations. Emphasising on the urgency in sampling inspections on vulnerable groups and labour in marine fishing business.

- Developing databases which shall be linked to other related organizations such as Command Center for Combating illegal Fishing (CCIF), Thailand Maritime Enforcement Coordinating Center (THAI-MECC), Marine Development, Department of Fisheries.

- Improving domestic and international employment procedural guideline in order to prevent labour exploitation.

- Accelerating on giving definitions on slavery labour and debt bondage.

- Arranging trainings for Labour Inspectors and sub-district labour volunteers, in order to enhance Good Labour Practices (GLP). They emphasis on roles of employers in expressing clear intentions that they are ready to comply with agreements in order to take good care and protect on both of Thais and foreign workers.

4. Improving Labour Management Efficiency.

- Developing information and electronic system in order to facilitate to all kind of recipients e.g. adding channels to provide services on receiving-payment system through e-service.

- Developing information system to provide services for foreign labour.

- Increasing focus on creating and promoting an application for insured employees and employers and public.

5. International Labour Cooperation Development:

- Related organizations shall continuous carry out actions on both of bilateral and multiple frames by emphasising on CLMV countries (Cambodia, Laos, Myanmar and Vietnam) and Asia-Pacific group of countries as priorities.
- Emphasising on collaborative working with international agencies on labour in order to push the government cooperation policy to complete successfully.
- Elevating Thai labour levels to be compatible with international standard.

6. Special Economic Development:

- All government sections shall support establishment on special economic zones by accelerating the OSS to be set up in areas.
- Prescribing foreign labour patterns and processes along border areas in terms of round-trip and seasonal labour.
- Labour skill trainings shall be held in each area in order to increase their skills to be compatible with each cluster (textile and garment, IT and digital, vehicles and parts, electoratal appliances and electronics, petrochemical and chemical substance which are environmentally friendly, agricultural and food process).
- Accelerating an expansion of social security offices in the special economic development zone in 5 southern border provinces.

7. National labour Information Center (NLIC) Management:

- Creating labour database systems which contain details of each region, group, area. Also, keep them up to date at all times.
- Integrating depth information by collecting information in each field such as labour market needs, labour circulation, changing jobs and other related matters in order to process and speculate on labour situations in the future, which facilitate on mapping out works, plans, projects efficiently. Then transferring information from Social Security Insurance Office to National Labour Information Center.

8. Promoting in joining ASEAN Community: Preparation on human resources in order to entry into ASEAN Community, must e made:

- Coordinating information on labour demands of ASEAN markets.

- Accelerating skills training to support important industrial sectors for ASEAN community.

- Increasing knowledge and skills for domestic labour.

- Enhancing and standardizing labour management to migrant labour.

- Enhancing knowledge on social security insurance to insured persons by elevating the level of social security services up to international standard.

- Promoting in exchange knowledge and experiences and inter-cooperation development.

- Developing knowledge that is related to ASEAN and language skills for officers and workers.

9. Organizational Structure Improvement: Organizational structure must be improved to compatible with globalization and suitable to be an efficient and effective labour management:

- All organizations must analyse on their structures, missions. Whether any matters need to be improved or changed. However, all changes that have been made need to focus on efficiency works and good services. Not for benefits of transferring positions in organizations or personal problems.

- All 18 Clauses contain the Policy of Ministry of Labour in 2016 have been mapped out through maturity thoughts and considered from all organizations within the Ministry, in order to get all of us to be the part of it. Therefore, cooperation are hereby requested from all officers and offices in the Ministry of Labour to drive the policy to practical implementations by converting the policy to be as work plans, operation plans in accordance with the scope of your duties and also accelerating those action to achieve successfully. However, in order to achieve works fruitfully, all of departments need to dedicate and devote themselves to their duties to lead Thailand to step forward towards stability, prosperity and sustainability.