



Executive Summary
Promoting Decent Work for Older Persons in ASEAN+3



**The Department of Older Persons,
the Ministry of Social Development and Human Security;
College of Population Studies, Chulalongkorn University**

September 2019

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**“Promoting Decent Work for Older
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Preface

The demographic challenges are playing a critical role in current development globally. Among the ASEAN Plus Three (APT) countries, the share of people aged 60 and older to total population in 2015 was 14.7 percent and by 2035 it will reach 25.4 percent (United Nations, 2017). This challenge coincides with technological disruptions and issues in environmental development toward sustainability.

The APT Cooperation clearly highlights this challenge, through the APT Work Plan 2018-2022. Key measures aim at promoting healthy, active and productive ageing in an enabling and supportive environment. Clearly, one of the key factors in driving active aging is “to promote decent work for older persons”.

Thereby, the Department of Older Persons, Ministry of Social Development and Human Security and College of Population Studies, Chulalongkorn University had jointly developed a study of promoting decent work for older persons. We hosted a Regional Conference on “Promoting Decent Work for Older Persons in ASEAN+3.” This regional conference aimed to share knowledge on policies, current situation and good practices in promoting decent work for older persons in APT; to establish a network among APT in a sustainable manner, and; to foster and develop activities for ATP toward improved quality of life, well-being, and

independence of older persons, in conditions of freedom, equity, security and human dignity.

As a consequence of the conference, we obtain further cooperation and network in this area with ASEAN +3 countries and come up with a set of practical recommendations in three key areas. The results gained from the conference are inputs to a guideline and workplans for APT countries. This also strengthen APT countries relationship and cooperation in the long term and in the sustainable manner.

Rationale

The demographic challenges are playing a critical role in current development globally. Many countries in the ASEAN+3 countries comprise Negara Brunei Darussalam, the Kingdom of Cambodia, the Republic of Indonesia, the Lao People's Democratic Republic, Federation of Malaysia, the Republic of the Union of Myanmar, the Republic of the Philippines, the Republic of Singapore, the Kingdom of Thailand, the Socialist Republic of Vietnam, Japan, the South Korea, and the People's Republic Of China, resided by over 2.2 billion people, are facing the multiple challenges in demographic changes.

The ASEAN Plus Three (APT) Cooperation clearly highlights this challenge, through the APT Cooperation Work Plan 2018-2022. The Plan describes the importance of promoting active ageing through (a) promotion of healthy, active and productive ageing in an enabling and supportive environment; (b) sharing information and experiences of the ageing in APT and exploring how APT can conduct regional cooperation involving non-governmental organisations and the private sector; (c) strengthening the capacities of all stakeholders in delivering adequate care for older persons; (d) development of older people's associations and other forms of networking; (e) promotion of age-friendly communities and cities through sustainable and accessible infrastructures; (f) cooperation in sharing of expertise on designing senior-

friendly environment; (g) support for ASEAN's effort in developing an ASEAN regional action plan on ageing to develop capacities of ASEAN Member States in effectively addressing issues arising from ageing society; and (h) promotion of collaboration in research and development on older persons' health issues identified as priorities by APT countries.

One of the key measures in driving active aging is to promote decent work for older persons. Decent work for older persons is an important measure to maintain long-term capacity and strengthen the potential and dignity of the older persons. Income from decent work can also help alleviate a burden of increasing in government budget for long-term care of the older persons.

To promote decent work for older persons, thereby, the Department of Older Person, Ministry of Social Development and Human Security and College of Population Studies, Chulalongkorn University had jointly developed a study of promoting decent work for older persons, and hosted a regional conference on "Promoting Decent Work for Older Persons in ASEAN+3."

The ultimate goal of the study and the conference is to create collaboration which supports the aging society so that older persons can gain quality of life and access to rights and opportunities. This is anticipated to lessen social gaps and encourage the elderly to be an active part of the society.

As a consequence of the conference, we obtain further cooperation and network in this area with ASEAN +3 countries and come up with a set of practical recommendations in three key areas. The results gained from the conference are inputs to a guideline and workplans for APT countries. This also strengthen APT countries relationship and cooperation in the long term and in the sustainable manner.

Objectives

1. To enhance understanding and share knowledge on policies, current situation and good practices in promoting decent work for older persons for a better policy design and implementation in ASEAN plus three countries;
2. To develop, extend, and strengthen network and operations among ASEAN plus three countries through research networking regarding the promotion of income and employment for older persons;
3. To be a part of driving force to move forward and develop activities for ATP toward improved quality of life, well-being, and independence of older persons, in conditions of freedom, equity, security and human dignity for older persons in ASEAN plus three countries.

Study concepts

Promoting decent work is one of measures in promoting active aging with good quality of life so that older persons have a healthy longevity, can maintain roles in engaging with the family, society and country. Engagement and stability to enhance the quality of life can happen both in individual and group levels. This process allows individuals to be aware of their own physical abilities, social engagement and psychological health throughout the lifetime to contribute to social engagement, and at the same time, society and government require assistance or care when the older persons is in need (WHO, 2002). In addition, it is also important to maintain mental health and social engagement as an important part that makes older persons healthy, leading to longer longevity.

Key factors in promoting active aging of older persons are listed as follows: (1) **Health and service system.** Being older increases the risk of various diseases. For older persons, various outdoor activities are difficult and may lead to higher dependency on others' lives. Therefore, promoting active aging requires a policy to promote health; (2) **Behavioural factors.** A good behaviour is a contributing factor that shape active aging society. (3) **Individual factors.** Biological, genetic, and behavioural characteristics, which are directly related to an aging process, impacts on a physical structure for critical thinking, problem solving, and logical thinking (4) **Physical**

environmental factors. The living arrangement and environment allows older persons to safely live outside their home, promoting their active aging lives and social engagement. (5) **Social factors.** In addition to family support, lifelong learning opportunities, social support, and safety in life, are important supportive factors for older; (6) **Economic factors.** It includes older persons' income, employment and social protection system. The income from work can be a source of self-care, as well as a family member. Promoting decent work for older persons' work is necessary to be flexible and appropriate for older persons' physical and mental conditions, as well as providing decent remuneration and working conditions.

In promoting decent work, 4 key areas to must meet the decent criteria, in which will meet the needs of human and based on the condition of freedom, equality, stability and dignity. The 4 key areas include **(1) Employment Creation and Enterprise Development.** It allows all people to have opportunities to work according to their abilities and conditions. Employment promotion includes economic job, non-paid work, business-own, and work-from-home, focuses on both work opportunities and fair compensation. **(2) Social protection.** The social protection is a measure that not just as safety nets to protect consumption capacity or incomes, but as investments in human capital. **(3) Fundamental principles and rights at work.** It is to emphasize the importance of freedom of association and collective bargaining, equality and non-discrimination, and the abolition of child labour and

forced labour. (4) **Governance and Social Dialogue:** All persons in employment must have the right to negotiate, consult and exchange information in all forms between government, employers and workers in the related issues. Good governance, dialogue and consultation between the partners concerned help ensure maximum participation in the formulation and effective implementation of economic and social policies.

Regional conference

A two-day regional conference on “Promoting Decent Work for Older Persons in ASEAN + 3” aimed to exchange and information in promoting of decent work for older persons in ASEAN+3 countries, to develop recommendations and policies to steer the ASEAN+3 policy in promoting wellbeing through decent work for older persons, and to establish a network of academic collaboration among ASEAN plus three countries.

There were six countries participating in the conference, and all of them agreed to cooperate so as to support active aging and using decent work as a measure.

On the first day, there were keynote speakers and reports from the representatives of each country. The keynote speech included “Decent Work for Older Persons in ASEAN+3” from the International Labour Organization, “Older Persons

and Decent Work: Progress and Policy Frameworks” by Secretariat and “Advancing integrative researches and its linkages to policy in promoting decent work for older persons” by Ms. Atchara Ngamsomchit, Director, Strategy and Planning Division, National Labor Research Center, Ministry of Labour & Collaborating Center for Labor Research, Chulalongkorn University.

The country presentation included the presentations of Cambodia, Lao PDR, Republic of Korea, Malaysia, Myanmar, and Thailand.

Based on those presentations, it is clear that promoting decent work for older persons is the critical measure to enhance country productivity in maintaining a long-term capacity. The income gained by the older persons helps to reduce a burden of the government budget in terms of a long-term care of older persons. The contributions of the older persons can perform in many different ways, depending on the context of each country, such as an employment of the older persons in public sector, an extension of retirement age to keep the older persons be active and productive, and also an improvement of the management system including pension system, and the appropriate allocation of a social welfare system. However, all the above-mentioned measures have to be aligned and consistent with the labour market mechanisms and are subjected to the labour demand and skills needed.

In addition, there was an exhibition from related agencies and workshop discussions to continue collaboration on the issue in the future. Key organizations organized the exhibitions at the forum including Smart Job Center, The Foundation of Thai Gerontology Research and Development Institute (TGRI), Kenan Foundation Asia and Chulalongkorn University (Chula Ari), Department of Older Persons, and older persons clubs.



Pictures: Welcoming Speech by Professor Dr. Narin Hiransuthikul, Vice President of Chulalongkorn University; Report Speech by Mrs. Praiswan Ponlwan, Director – General, Department of Older Persons, Ministry of Social Development and Human Security, Thailand; Opening Remarks by Dr. Porametee Vimolsiri, Permanent Secretary, Ministry of Social Development and Human Security, Thailand; and Group Photo



Pictures: Keynote speeches and country presentations



Pictures: Exhibitions on the first day event

Workshop and Activities

In the latter half of the first day, a workshop was conducted to discuss about the current situation and future of ASEAN+3, critical issues and challenges for promoting decent work in ASEAN+3, policies and practices in promoting decent work for older persons



Pictures: Facilitated by Mr. Alexander Duke and Ms. Panomporn Yapakai, Kenan Institute Asia, Assistant Professor Dr. Ruttiya Bhula-Or, Dr. Chadatan Osatis and Dr. Chonticha Asavanirandorn, College of Population Studies, Chulalongkorn University

On the second day, the participants visited Senior Citizen School Dindaeng District Community Bangkok, Time Bank at Dindaeng Urban Renewal Project Phase 1 (Plant G), and Smart Job Center & Skills Training Center, Ministry of Labour.

According to the field visits, Thailand is one of the countries that have a comprehensive set of policies to promote employment and decent work for older persons. Thailand has initiated a number of formal collaboration among stakeholders (Public- private- civil society-academia). For example, A Social Working Group (E6), a Ruam Palang Pracharat campaign.

Another set of measures to promote decent work for older persons are also implemented. Department of Older Persons, Ministry of Social Development and Human Security has been promoting the elderly's independent professions through the elderly funds, encouraging and developing the elderly potential in the profession of online marketing and promotion of participating into community enterprises. At the same time, the Ministry of Labour provides a multi-channel tools for older persons be in employment. Skills trainings that match the labour demand and older persons' interests and working condition are also defined as appropriate conditions for the older persons. In addition, there are tax measures to promote the employment of older persons by the Ministry of Finance to encourage firms to employ older persons.



Pictures: Field visits

Recommendations

As a result of the regional conference, a set of recommendations to draw policy recommendations and collaborative way forward in promoting decent work for older persons for APT countries were highlighted.

First and foremost, it must be noted that promoting employment must be promoted along with decent working conditions. Key points for older persons include decent remuneration and compensation, appropriated job types and flexible working hours.

Another key points policies were to enhance lifelong learning. For example, establishing social protection centre, draft and enact the laws associated with older persons.

Specific key points included 3 areas, as listed follows:

(1) Data and information development.

- For the short-term measure, all ASEAN plus three countries should contain the database of the older persons in all the dimensions. Each country should be equipped by the national database, responsible by a key national agency.
- For the medium-term measure, there should be a system or a platform designed for data collection that allows each unit to use the information quickly and conveniently.

- For the long-term measure, the international data should be provided with the same standards and information exchanged among the ASEAN countries. However, challenges of some ASEAN plus three countries are lack of budget and lack of technical support.

(2) Promoting working conditions.

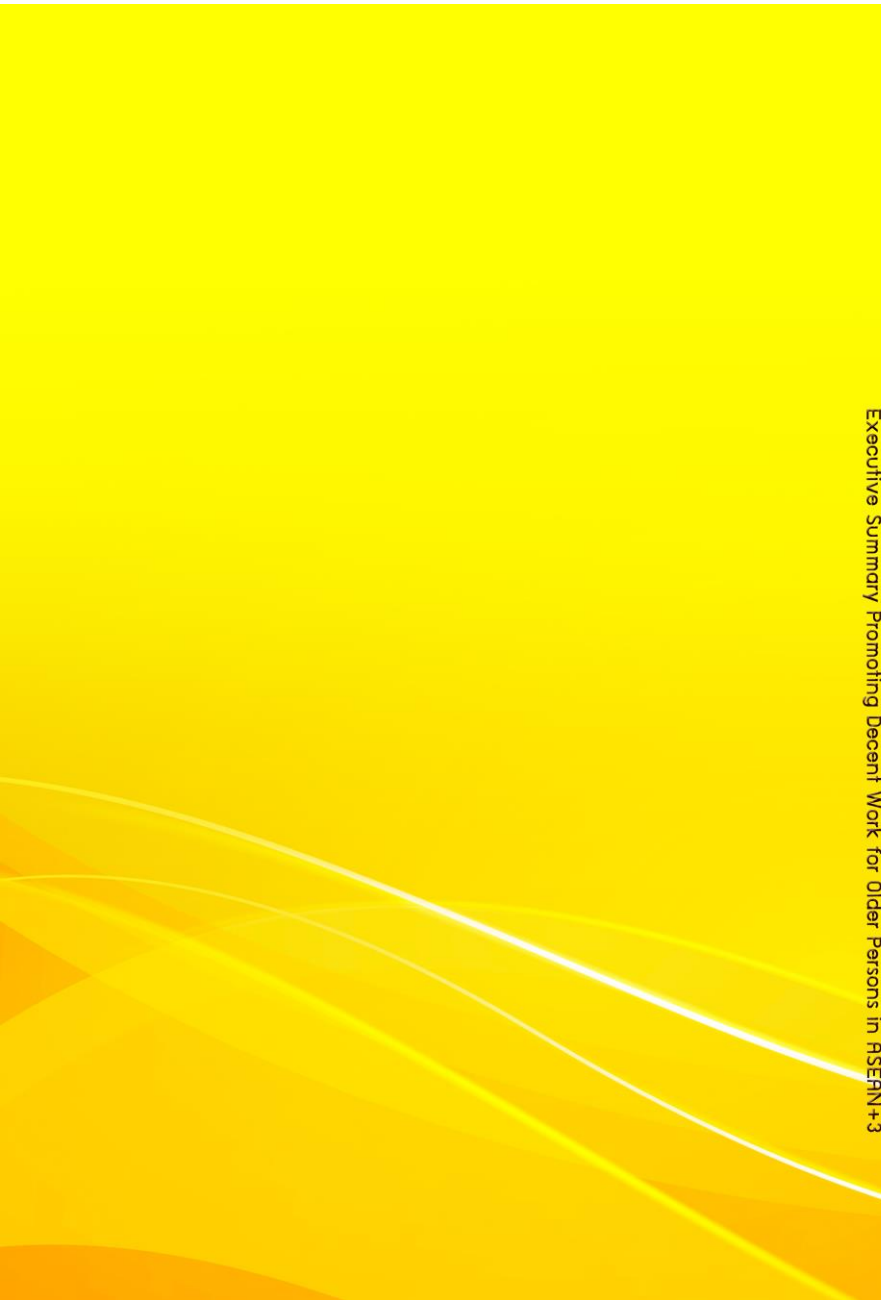
- For a short-term solution, we should prepare for manpower and budget in order to launch the projects to help the older persons be able to work with other generations, to promote relationship among different age groups, to reduce age gap and to enhance a mutual understanding among all age group in the workplace. Therefore, the older persons can work with other generations without any problems.
- For a medium and long-term solution, there should be a policy to promote the employment of the older persons, particularly a development of implementation plan at the regional level where all relevant countries can collaborate to deal with this issue together.

(3) Social protection issue for older persons covering three basic issues: health, income and job opportunities.

- An urgent issue which should be carried out within one or two years is concerned with

income security and pension so that the older persons will have sufficient income for their basic needs. Such income security and pension should be done as a system both in terms of specific schedule and responsible agency, for example pay once a month by the central unit.

- For a medium-term term. It should also address concerns with employment security for older persons. This issue combined all work-related matters including basic earnings, health insurance and free medical care.
- For a long-term, there is a need to set a high level national committee to implement and monitor a set of projects or policies which require both budget and time.





บทสรุปผู้บริหารฉบับสมบูรณ์
โครงการ การส่งเสริมการมีรายได้และมีงานทำของผู้สูงอายุ
ในกลุ่มประเทศอาเซียนบวกสาม



กรมกิจการผู้สูงอายุ

กระทรวงการพัฒนาสังคมและความมั่นคงของมนุษย์
และ วิทยาลัยประชากรศาสตร์ จุฬาลงกรณ์มหาวิทยาลัย

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บทสรุปผู้บริหารฉบับสมบูรณ์

“การส่งเสริมการมีรายได้และมีงานทำของผู้สูงอายุ

ในกลุ่มประเทศอาเซียนบวกสาม”

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โครงการ และนางสาวอลิสา บุญยุท ผู้ประสานงานโครงการ

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คำนำ

การเปลี่ยนแปลงทางโครงสร้างประชากรเป็นปรากฏการณ์ที่ทำ
หายที่เกิดขึ้นทั่วโลกจนถึงกลุ่มประเทศอาเซียนบวกสามด้วย โดยสัดส่วน
ของประชากรสูงอายุในกลุ่มประเทศอาเซียนบวกสามเพิ่มขึ้นจากร้อยละ
14.7 ในปี พ.ศ.2558 เป็นร้อยละ 25.4 ในอีก 20 ปีข้างหน้า (ปี พ.ศ.2578)
(United Nations, 2017) ซึ่งความท้าทายนี้เกิดขึ้นพร้อมกับประเด็นการ
เปลี่ยนแปลงทางเทคโนโลยีแบบชะงักงันและการพัฒนาสิ่งแวดล้อมไปสู่ความ
ยั่งยืน

การรับมือต่อความท้าทายนี้ของกลุ่มประเทศอาเซียนบวกสาม
ดำเนินการโดยผ่านแผนปฏิบัติการกรอบความร่วมมืออาเซียนบวกสามปี
พ.ศ.2561-2565 ซึ่งมีเป้าหมายในการส่งเสริมให้ผู้สูงอายุมีสุขภาพดี มีพถ
พลัง หรือเป็นผู้สูงอายุที่เป็นพลังสำคัญในการพัฒนาประเทศต่อไป โดยหนึ่ง
ในมาตรการที่สำคัญที่จะช่วยส่งเสริมในการเป็นพถพลังของผู้สูงอายุ คือ
“การส่งเสริมการทำงานที่มีคุณค่าสำหรับผู้สูงอายุ”

ด้วยเหตุนี้ กรมกิจการผู้สูงอายุ กระทรวงการพัฒนาสังคมและ
ความมั่นคงของมนุษย์ และวิทยาลัยประชากรศาสตร์ จุฬาลงกรณ์
มหาวิทยาลัย จึงร่วมกันดำเนินโครงการส่งเสริมการมีงานทำที่มีคุณค่าสำหรับ
ผู้สูงอายุ โดยมีการจัดการประชุมระดับภูมิภาคเรื่อง “การส่งเสริมการมี

รายได้และมืงานทำของผู้สูงอายุในกลุ่มประเทศอาเซียนบวกสาม” โดยมีวัตถุประสงค์เพื่อส่งเสริมการแลกเปลี่ยนความรู้เกี่ยวกับนโยบาย สถานการณ์ ปัจจุบัน และแนวปฏิบัติในการส่งเสริมการทำงานให้กับผู้สูงอายุ เพื่อสร้างเครือข่ายความร่วมมือทางวิชาการระหว่างประเทศสมาชิกอาเซียนบวกสาม และเพื่อให้เกิดการขับเคลื่อนและพัฒนาการดำเนินงานด้านผู้สูงอายุของประเทศไทยร่วมกับประเทศอาเซียนบวกสามอย่างเป็นรูปธรรมภายใต้แนวคิดความมีอิสรภาพ ความเท่าเทียม ความมั่นคง และศักดิ์ศรีความเป็นมนุษย์

ผลสืบเนื่องที่ได้จากการประชุมระดับภูมิภาคนี้ คือการสร้างความร่วมมือและการมีเครือข่ายเพิ่มขึ้นสำหรับการดำเนินงานร่วมกันในกลุ่มประเทศอาเซียนบวกสาม รวมถึงการได้ร่วมกันสรุปข้อเสนอแนะที่เป็นประเด็นสำคัญสำหรับการนำไปปฏิบัติทั้งหมด 3 ประเด็น กล่าวคือ การพัฒนาฐานข้อมูลและองค์ความรู้ร่วมกัน การร่วมกันส่งเสริมสภาพแวดล้อมการทำงานที่ดี และความคุ้มครองทางสังคมสำหรับผู้สูงอายุในมิติของสุขภาพรายได้และโอกาสในการทำงาน ทั้งนี้ ผลสรุปที่ได้จากการประชุมจะถูกนำมาพัฒนาเพื่อเป็นกรอบการดำเนินงานสำหรับการส่งเสริมให้ผู้สูงอายุมียาได้และมืงานทำ และเป็นการเสริมสร้างความสัมพันธ์และความร่วมมือระหว่างกันในระยะยาวอย่างยิ่งยั้ง

หลักการและเหตุผล

การเปลี่ยนแปลงทางโครงสร้างประชากรเป็นปรากฏการณ์ที่ท้าทายที่เกิดขึ้นทั่วโลก รวมถึงกลุ่มประเทศอาเซียนบวกสาม ซึ่งประกอบด้วย บรูไนดารุสซาลาม ราชอาณาจักรกัมพูชา สาธารณรัฐอินโดนีเซีย สาธารณรัฐประชาธิปไตยประชาชนลาว สหพันธรัฐมาเลเซีย สาธารณรัฐแห่งสหภาพเมียนมา สาธารณรัฐฟิลิปปินส์ สาธารณรัฐสิงคโปร์ ประเทศไทย สาธารณรัฐสังคมนิยมเวียดนาม ญี่ปุ่น สาธารณรัฐเกาหลี และสาธารณรัฐประชาชนจีน ซึ่งมีประชากรรวมกันมากกว่า 2.2 พันล้านคน ก็กำลังเผชิญกับความท้าทายที่หลากหลายภายใต้การเปลี่ยนแปลงทางประชากรนี้

การรับมือต่อความท้าทายนี้ของกลุ่มประเทศอาเซียนบวกสาม ดำเนินการโดยผ่านแผนปฏิบัติการกรอบความร่วมมืออาเซียนบวกสามปี พ.ศ.2561-2565 ซึ่งมีเป้าหมายสำคัญในการส่งเสริมให้ผู้สูงอายุเป็นพลดีพลัง โดย (1) เน้นการส่งเสริมให้ผู้สูงอายุมีสุภาพดี เป็นพลดีพลัง เป็นผู้สูงอายุที่เป็นพลังสำคัญในการพัฒนาประเทศในสภาพแวดล้อมที่เหมาะสม (2) แลกเปลี่ยนข้อมูลและประสบการณ์เกี่ยวกับประเด็นด้านผู้สูงอายุของกลุ่มประเทศอาเซียนบวกสาม พร้อมทั้งหาแนวทางการพัฒนาความร่วมมือระดับภูมิภาคระหว่างหน่วยงานภาครัฐและหน่วยงานที่ไม่ใช่ภาครัฐ (3) เสริมสร้างขีดความสามารถของผู้มีส่วนได้ส่วนเสียในการดูแลผู้สูงอายุอย่างเพียงพอ (4) พัฒนาองค์กรและเครือข่ายในรูปแบบอื่นๆ ของผู้สูงอายุ (5) ส่งเสริมชุมชน

และเมืองที่เป็นมิตรกับผู้สูงอายุซึ่งมีโครงสร้างพื้นฐานที่สามารถเข้าถึงได้อย่าง
ยั่งยืน (6) ความร่วมมือในการแลกเปลี่ยนความเชี่ยวชาญเรื่องการออกแบบ
สภาพแวดล้อมที่เป็นมิตรต่อผู้สูงอายุ (7) ส่งเสริมให้เกิดการพัฒนา
แผนปฏิบัติการด้านผู้สูงอายุของกลุ่มประเทศอาเซียนบวกสามเพื่อเพิ่มขีด
ความสามารถของประเทศสมาชิกในการจัดการกับประเด็นท้าทายจากการ
เป็นสังคมสูงวัย และ (8) ส่งเสริมความร่วมมือในการทำวิจัยและพัฒนา
ประเด็นสุขภาพของผู้สูงอายุในเรื่องที่ประเทศสมาชิกเห็นว่าสำคัญในลำดับต้น

หนึ่งในมาตรการที่สำคัญในการส่งเสริมให้ผู้สูงอายุเป็นพลคูณพลึง
คือ การส่งเสริมการทำงานที่มีคุณค่าสำหรับผู้สูงอายุ เนื่องจากเป็นมาตรการ
ที่เพิ่มโอกาสให้ประเทศสามารถรักษากำลังการผลิตในระยะยาวท่ามกลาง
สถานการณ์ที่กำลังแรงงานเริ่มลดลง โดยรายได้ที่ได้จากการทำงานนี้สามารถ
เป็นหลักประกันทางรายได้ให้กับผู้สูงอายุ และช่วยลดภาระงบประมาณ
ภาครัฐในการดูแลผู้สูงอายุในระยะยาว

ในการส่งเสริมการทำงานที่มีคุณค่าสำหรับผู้สูงอายุ โดยกรมกิจการ
ผู้สูงอายุ กระทรวงการพัฒนาสังคมและความมั่นคงของมนุษย์ และวิทยาลัย
ประชากรศาสตร์ จุฬาลงกรณ์มหาวิทยาลัย ได้ร่วมกันดำเนินโครงการส่งเสริม
การมีงานทำที่มีคุณค่าสำหรับผู้สูงอายุ โดยมีการจัดการประชุมระดับภูมิภาค
เรื่อง “การส่งเสริมการมีรายได้และมีงานทำของผู้สูงอายุในกลุ่มประเทศ
อาเซียนบวกสาม”

การศึกษาและการประชุมครั้งนี้ มีเป้าหมายสูงสุดเพื่อสร้างเครือข่ายความร่วมมือในการส่งเสริมให้สูงอายุมีคุณภาพชีวิตที่ดี สามารถเข้าถึงสิทธิและโอกาสอย่างเท่าเทียม โดยคาดหวังว่าจะช่วยลดช่องว่างทางสังคมและส่งเสริมให้ผู้สูงอายุมมีส่วนร่วมในสังคมมากขึ้น

ผลสืบเนื่องที่ได้จากการประชุมระดับภูมิภาคนี้ ได้สร้างความร่วมมือและมีเครือข่ายเพิ่มขึ้นสำหรับการดำเนินงานร่วมกันในกลุ่มประเทศอาเซียนบวกสาม และได้ร่วมกันสรุปข้อเสนอแนะที่เป็นประเด็นสำหรับการปฏิบัติการทั้งหมด 3 ประเด็น ทั้งนี้ผลจากการประชุมที่ได้จะพัฒนาเพื่อเป็นกรอบการดำเนินงานสำหรับการส่งเสริมให้ผู้สูงอายุมิรายได้และมีงานทำ และเป็นการเสริมสร้างความสัมพันธ์และความร่วมมือระหว่างกันในระยะยาวอย่างยั่งยืน

วัตถุประสงค์

1. เพื่อเพิ่มพูนและแลกเปลี่ยนความรู้เกี่ยวกับ สถานการณ์ปัจจุบัน นโยบายและแนวปฏิบัติที่ดีในการส่งเสริมการมีงานทำที่มีคุณค่าสำหรับผู้สูงอายุในกลุ่มประเทศอาเซียนบวกสาม
2. เพื่อพัฒนาและขยายเครือข่ายรวมถึงความร่วมมือระหว่างกลุ่มประเทศอาเซียนบวกสาม

3. เพื่อให้เกิดการขับเคลื่อนและพัฒนาการดำเนินงานด้านผู้สูงอายุ เพื่อเพิ่มคุณภาพชีวิต ความอยู่ดีมีสุข และลดการพึ่งพิงของผู้สูงอายุ ภายใต้นโยบายความมีอิสรภาพ ความเท่าเทียม ความมั่นคง และศักดิ์ศรีความเป็นมนุษย์

แนวคิดของการศึกษา

การส่งเสริมการทำงานที่มีคุณค่าสำหรับผู้สูงอายุเป็นมาตรการหนึ่งในการส่งเสริมให้ผู้สูงอายุเป็นพลพลีที่มีคุณภาพชีวิตที่ดี มีสุขภาพที่แข็งแรง และสามารถยังประโยชน์ให้กับครอบครัว สังคม และประเทศ ซึ่งการยกระดับคุณภาพชีวิตที่ดีนั้นสามารถเกิดได้ทั้งในระดับปัจเจกบุคคลและระดับกลุ่มคน โดยอาจต้องพิจารณาจากความสามารถทางด้านกายภาพ การมีส่วนร่วมทางสังคม และสุขภาพใจว่าที่สะท้อนถึงความพร้อมในการเข้ามามีบทบาทในการทำประโยชน์ต่อสังคม แต่ในขณะเดียวกัน สังคมและรัฐบาลเองควรมีหน้าที่ในการช่วยเหลือหรือดูแลผู้สูงอายุในช่วงเวลาที่ผู้สูงอายุต้องการ (WHO, 2002) นอกจากนี้ การรักษาสุขภาพใจและระดับของการมีส่วนร่วมทางสังคมของผู้สูงอายุมีส่วนสำคัญที่ทำให้ผู้สูงอายุมีสุขภาพที่ดี มีอายุที่ยืนยาวมากขึ้น

ปัจจัยที่สำคัญในการส่งเสริมให้ผู้สูงอายุเป็นพลดีพลี ประกอบด้วย (1) **ระบบสุขภาพและบริการ** เมื่อคนเราอายุมากขึ้น ความเสี่ยงในการเกิดโรคต่างๆ มีมากขึ้น เกิดปัญหาสุขภาพต่างๆ ตามมามากมาย ทำให้เป็นอุปสรรคต่อการดำเนินชีวิตประจำวัน การทำกิจกรรมต่างๆ นอกบ้านเป็นไปอย่างยากลำบาก และอาจนำไปสู่การที่ต้องพึ่งพิงผู้อื่นไปตลอดชีวิต ดังนั้น การส่งเสริมการมีศักยภาพของผู้สูงอายุจำเป็นต้องมีการออกนโยบายเพื่อส่งเสริมสุขภาพ การป้องกันโรค และความเท่าเทียมกันในการเข้าถึงบริการสุขภาพพื้นฐานและระบบการดูแลระยะยาวสำหรับคนทุกวัย (2) **ปัจจัยด้านพฤติกรรม** การมีพฤติกรรมที่ดี ใช้ชีวิตให้เหมาะสมกับอายุในแต่ละช่วงชีวิต ย่อมเป็นปัจจัยเอื้อปัจจัยหนึ่งที่ส่งผลต่อความพร้อมในการเป็นผู้สูงอายุที่มีศักยภาพต่อไป (3) **ปัจจัยด้านปัจเจกบุคคล** ได้แก่ ลักษณะทางชีววิทยา และลักษณะทางพันธุกรรม ซึ่งมีความเกี่ยวข้องโดยตรงกับกระบวนการสูงอายุนที่แสดงถึงการเปลี่ยนแปลงโครงสร้างทางด้านร่างกาย นอกจากนี้ยังรวมถึงปัจจัยที่เกี่ยวข้องกับความรู้สึกนึกคิด การเรียนรู้ วิธีการแก้ปัญหา การใช้หลักเหตุผล การปรับตัวต่อสิ่งต่างๆ ที่อยู่รอบตัว (4) **ปัจจัยด้านสภาพแวดล้อมทางกายภาพ** ซึ่งปัจจัยนี้เป็นปัจจัยที่อยู่รอบนอกตัวผู้สูงอายุออกไป ได้แก่ ลักษณะของที่อยู่อาศัยและสภาพแวดล้อมที่เอื้อให้ผู้สูงอายุใช้ชีวิตนอกบ้านได้อย่างปลอดภัย ทำให้ผู้สูงอายุอยากออกมาทำกิจกรรมนอกบ้าน ซึ่งเป็นการคงไว้ซึ่งบทบาทของผู้สูงอายุและสามารถทำประโยชน์ให้กับสังคมและประเทศได้ (5) **ปัจจัยด้านสังคม** หมายรวมถึง การสนับสนุนทางสังคม โอกาสในการเรียนรู้ตลอดชีวิต และความปลอดภัยใน

ชีวิต (6) ปัจจัยด้านเศรษฐกิจ ได้แก่ รายได้ การทำงาน และการคุ้มครองทางสังคม โดยการทำงานนำมาสู่การมีรายได้เป็นของตนเองและสามารถนำมาใช้จ่ายในการดูแลตนเองรวมถึงสมาชิกในครอบครัวได้อีกทางหนึ่ง ดังนั้นการส่งเสริมการทำงานที่มีคุณค่าสำหรับผู้สูงอายุนั้น จำเป็นต้องมีความยืดหยุ่น และเหมาะสม ทั้งลักษณะงาน ระยะเวลาการทำงาน และค่าตอบแทน

งานที่มีคุณค่าจำเป็นต้องเป็นงานที่สามารถตอบสนองความต้องการเกี่ยวกับชีวิตการทำงานของมนุษย์ได้ ซึ่งอยู่บนเงื่อนไขของการมีเสรีภาพ ความเท่าเทียม ความมั่นคง และศักดิ์ศรีของความเป็นมนุษย์ โดยยุทธศาสตร์ของการดำเนินงานให้เกิดการทำงานที่มีคุณค่ามีทั้งหมด 4 ยุทธศาสตร์ ได้แก่ (1) การส่งเสริมการจ้างงาน โดยเปิดโอกาสให้คนทุกคนที่หางานได้มีโอกาสทำงานตามความสามารถและเงื่อนไขของตนเอง โดยการจ้างงานนับรวมทั้งการทำงานเชิงเศรษฐกิจ การทำงานที่ไม่ได้รับค่าจ้าง การทำธุรกิจของตนเอง รวมถึงการรับงานไปทำที่บ้าน ซึ่งมุ่งเน้นทั้งโอกาสในการทำงานและค่าตอบแทนที่เป็นธรรม (2) การคุ้มครองทางสังคม เป็นมาตรการการรองรับความเสี่ยงในกรณีที่ต้องสูญเสียรายได้จากการทำงาน คนทำงานทุกคนต้องมีหลักประกันในการทำงาน และยังหมายรวมถึงมาตรการในการลงทุนเพื่อพัฒนาทุนมนุษย์ด้วย (3) สิทธิขั้นพื้นฐานของแรงงาน เน้นเรื่องการมีสิทธิในการรวมตัวและร่วมเจรจาต่อรองให้ได้รับการปฏิบัติที่ดี ไม่มีการกีดกีดหรือแบ่งแยกในการทำงาน รวมถึงการป้องกันไม่ให้เกิดการใช้แรงงานแบบบังคับและการใช้แรงงานเด็ก และ (4) การส่งเสริม

การเจรจาต่อรอง แรงงานต้องมีสิทธิในการเจรจาต่อรอง การปรึกษา และการแลกเปลี่ยนข้อมูลข่าวสารในทุกรูปแบบระหว่างภาครัฐ นายจ้าง และแรงงานในประเด็นที่มีผลประโยชน์เกี่ยวข้อง ซึ่งประเด็นนี้มีส่วนเกี่ยวข้องอย่างสำคัญกับการดำเนินนโยบายของภาครัฐ รวมถึงกระบวนการแก้ไขปัญหาและความขัดแย้งที่อาจเกิดขึ้น โดยต้องอยู่บนพื้นฐานของหลักความเท่าเทียมกัน

การประชุมระดับภูมิภาค

การประชุมระดับภูมิภาคจัดขึ้นสองวันในหัวข้อ "การส่งเสริมการมีรายได้และมีงานทำของผู้สูงอายุในกลุ่มประเทศอาเซียนบวกสาม" มีวัตถุประสงค์เพื่อแลกเปลี่ยนข้อมูลและองค์ความรู้ในด้านการส่งเสริมการมีรายได้และมีงานทำของผู้สูงอายุ เพื่อพัฒนาและขยายเครือข่าย รวมถึงความร่วมมือระหว่างกลุ่มประเทศอาเซียนบวกสามและเพื่อให้เกิดการขับเคลื่อนและพัฒนาการดำเนินงานด้านผู้สูงอายุ ที่จะช่วยเพิ่มคุณภาพชีวิต ความอยู่ดีมีสุข และลดการพึ่งพิงของผู้สูงอายุ ภายใต้แนวคิดความมีอิสรภาพ ความเท่าเทียม ความมั่นคง และศักดิ์ศรีความเป็นมนุษย์

โดยมีประเทศสมาชิก 6 ประเทศเข้าร่วมประชุม ซึ่งประกอบไปด้วย สาธารณรัฐเกาหลี สหพันธรัฐมาเลเซีย ราชอาณาจักรกัมพูชา สาธารณรัฐ

ประชาธิปไตยประชาชนลาว สาธารณรัฐแห่งสหภาพเมียนมา และประเทศไทย โดยในวันแรก ผู้แทนจากแต่ละประเทศข้างต้น นำเสนอข้อมูลสถานการณ์และแนวนโยบายต่างๆ ที่เกี่ยวข้อง พร้อมทั้งมีปาฐกถาพิเศษ ใน 3 หัวข้อสำคัญ กล่าวคือ “งานที่มีคุณค่าสำหรับผู้สูงอายุในกลุ่มประเทศอาเซียนบวกสาม” โดยองค์การแรงงานระหว่างประเทศ “ผู้สูงอายุและงานที่มีคุณค่า ความก้าวหน้าและกรอบนโยบาย” โดยสำนักงานเลขาธิการอาเซียน และ “การวิจัยเชิงบูรณาการและความเชื่อมโยงกับนโยบายในการส่งเสริมการมีรายได้และมืงานทำที่ดีสำหรับผู้สูงอายุ” โดยคุณอัจฉรา งามสมจิตร ผู้อำนวยการกองยุทธศาสตร์และกองแผน ศูนย์วิจัยแรงงานแห่งชาติ โดยกระทรวงแรงงานร่วมกับจุฬาลงกรณ์มหาวิทยาลัย

ในส่วนของการนำเสนอของผู้แทนแต่ละประเทศที่เข้าร่วมการประชุม ได้ผลสรุปที่สอดคล้องกันเป็นที่ชัดเจนว่า การส่งเสริมการมีรายได้และมืงานทำสำหรับผู้สูงอายุเป็นมาตรการสำคัญในการเพิ่มผลิตภาพของประเทศและรักษาขีดความสามารถได้ในระยะยาว

รายได้ที่ผู้สูงอายุได้รับจะช่วยลดภาระงบประมาณของรัฐบาลในการดูแลผู้สูงอายุในระยะยาว การมีส่วนร่วมในการทำงานของผู้สูงอายุสามารถทำได้หลายวิธีขึ้นอยู่กับบริบทของแต่ละประเทศ เช่น การจ้างงานผู้สูงอายุในภาครัฐ การขยายอายุเกษียณเพื่อให้ผู้สูงอายุยังคงทำงานได้ รวมถึงการปรับปรุงพัฒนาระบบการบริหารจัดการในส่วนของบำนาญ

สวัสดิการสังคม และสาธารณสุขให้สอดคล้อง เหมาะสมและไปในทิศทางเดียวกันกับกลไกของตลาดแรงงานของประเทศ

นอกจากนี้ ยังมีการจัดนิทรรศการจากหน่วยงานที่เกี่ยวข้อง และการประชุมเชิงปฏิบัติการเพื่ออภิปรายและหารือเกี่ยวกับแผนความร่วมมือในอนาคต โดยหน่วยงานที่เข้าร่วมจัดนิทรรศการ ประกอบไปด้วย SMART JOB กรมการจัดหางาน กระทรวงแรงงาน, มูลนิธิสถาบันวิจัยและพัฒนาผู้สูงอายุไทย, KENAN Foundation Asia, โครงการจุฬาอารี โดยจุฬาลงกรณ์มหาวิทยาลัย กรมกิจการผู้สูงอายุ กระทรวงการพัฒนาสังคมและความมั่นคงของมนุษย์ และชมรมผู้สูงอายุ



รูปภาพ: กล่าวต้อนรับโดยศาสตราจารย์ ดร.นรินทร์ หิรัญสุทธิกุล รองอธิการบดี จุฬาลงกรณ์มหาวิทยาลัย (ซ้ายบน) กล่าวรายงานสุนทรพจน์โดยนางไพโรวรรณ พลวรรณ อธิบดีกรมกิจการผู้สูงอายุ กระทรวงการพัฒนาสังคมและความมั่นคงของมนุษย์ (ขวาบน) กล่าวเปิดงานโดย

ดร.ปรเมธี วิมลศิริ ปลัดกระทรวงการพัฒนาสังคมและความมั่นคงของมนุษย์ (ซ้ายล่าง) และรูป
กลุ่ม (ขวาล่าง)



รูปภาพ: ปาฐกถาโดยวิทยากรจากหน่วยงานที่เกี่ยวข้องและการนำเสนอโดยตัวแทนของแต่ละประเทศ



รูปภาพ: นิทรรศการ

การประชุมเชิงปฏิบัติการและกิจกรรม

ในช่วงครึ่งหลังของวันแรก มีการจัดประชุมเชิงปฏิบัติการเพื่ออภิปรายหรือเกี่ยวกับสถานการณ์ปัจจุบัน ประเด็นความท้าทาย รวมถึงนโยบายและแนวทางในการปฏิบัติเพื่อส่งเสริมการทำงานที่มีคุณค่าสำหรับผู้สูงอายุในกลุ่มประเทศสมาชิกอาเซียนบวกสาม



รูปภาพ การประชุมเชิงปฏิบัติการ โดย Mr. Alexandra duke, Miss pahomporn yapakai, kenan foundation asia และผู้ช่วยศาสตราจารย์ ดร.รัตติยา ภูละอ, อาจารย์ ดร.ชฎาธาร โขษธิ์, ดร.ชลธิชา อัศวินันตร วิทยาลัยประชากรศาสตร์ จุฬาลงกรณ์มหาวิทยาลัย

ในวันที่สอง ตัวแทนจากประเทศสมาชิกที่เข้าร่วมประชุม ได้เข้าเยี่ยมชมโรงเรียนผู้สูงอายุ เขตดินแดง กรุงเทพมหานคร โครงการธนาคารเวลา (โครงการฟื้นฟูชุมชนเมืองดินแดงระยะที่ 1 แพลน G) และ SMART job center กรมการจัดหางาน กระทรวงแรงงาน

ผลจากการศึกษาดูงาน พบว่า ประเทศไทยเป็นหนึ่งในประเทศที่มีนโยบายครอบคลุมในการส่งเสริมการมีรายได้และมีงานทำที่มีคุณค่าสำหรับผู้สูงอายุ อีกทั้งยังได้ริเริ่มความร่วมมืออย่างเป็นทางการระหว่างผู้เกี่ยวข้อง

ทั้งภาครัฐ ภาคเอกชนและภาคประชาชน ตัวอย่างเช่น โครงการรวมพลัง
ประชารัฐ (E6)

นอกจากนี้ ยังได้ดำเนินมาตรการอีกชุดหนึ่งเพื่อส่งเสริมการทำงาน
ที่มีคุณค่า โดยการส่งเสริมการประกอบอาชีพอิสระของผู้สูงอายุผ่านกองทุน
ส่งเสริมและพัฒนาศักยภาพผู้สูงอายุในวิชาชีพการตลาดออนไลน์และการ
ส่งเสริมการมีส่วนร่วมในวิสาหกิจชุมชน

ในขณะเดียวกัน กระทรวงแรงงานยังได้จัดทำเครื่องมือเพื่อเพิ่ม
ช่องทางที่หลากหลายสำหรับการส่งเสริมการมีงานทำที่มีคุณค่าสำหรับ
ผู้สูงอายุ การกำหนดเงื่อนไขสภาพการทำงานที่เหมาะสม และการฝึกอบรม
ทักษะที่ตรงกับความต้องการและความสนใจ

นอกจากนี้ ยังมีมาตรการด้านภาษีเพื่อส่งเสริมการจ้างงานของ
ผู้สูงอายุ โดยกระทรวงการคลังเพื่อสนับสนุนบริษัทในภาคเอกชนร่วมส่งเสริม
การจ้างงานผู้สูงอายุ



รูปภาพ: การศึกษาดูงานนอกสถานที่

ข้อเสนอแนะ

จากการประชุมระดับภูมิภาค การประชุมเชิงปฏิบัติการ การจัดนิทรรศการเชิงวิชาการ และการศึกษาดูงานนอกสถานที่ ได้ข้อสรุปที่เป็นข้อเสนอแนะสำคัญๆ ดังต่อไปนี้

การส่งเสริมการจ้างงานควรสอดคล้องกับการส่งเสริมสภาพแวดล้อมการทำงานที่เหมาะสม โดยเฉพาะในส่วนของค่าตอบแทนที่เหมาะสม ประเภทของงานที่เหมาะสม และเวลาการทำงานที่ยืดหยุ่นและเหมาะสม

ประเด็นสำคัญอีกข้อหนึ่ง คือ นโยบายการพัฒนาทักษะและส่งเสริมการเรียนรู้ตลอดชีวิต รวมถึง การจัดตั้งศูนย์คุ้มครองทางสังคม และการร่างกฎหมายที่เกี่ยวข้อง โดยประเด็นที่สำคัญมี 3 ประเด็น คือ

1. การพัฒนาข้อมูลและฐานข้อมูล

- สำหรับมาตรการระยะสั้น กลุ่มประเทศสมาชิกอาเซียน บวกสามควรร่วมมือกันจัดทำฐานข้อมูลของผู้สูงอายุในทุกมิติ ซึ่งควรเป็นฐานข้อมูลระดับประเทศ และควรรับผิดชอบโดยหน่วยงานหลักระดับประเทศ
- สำหรับมาตรการระยะกลาง ควรมีแพลตฟอร์มที่ถูกออกแบบเพื่อเก็บรวบรวมข้อมูล และเปิดให้หน่วยงาน

ต่างๆ เข้าถึง และเข้าใช้ข้อมูลได้อย่างรวดเร็วและสะดวกสบาย

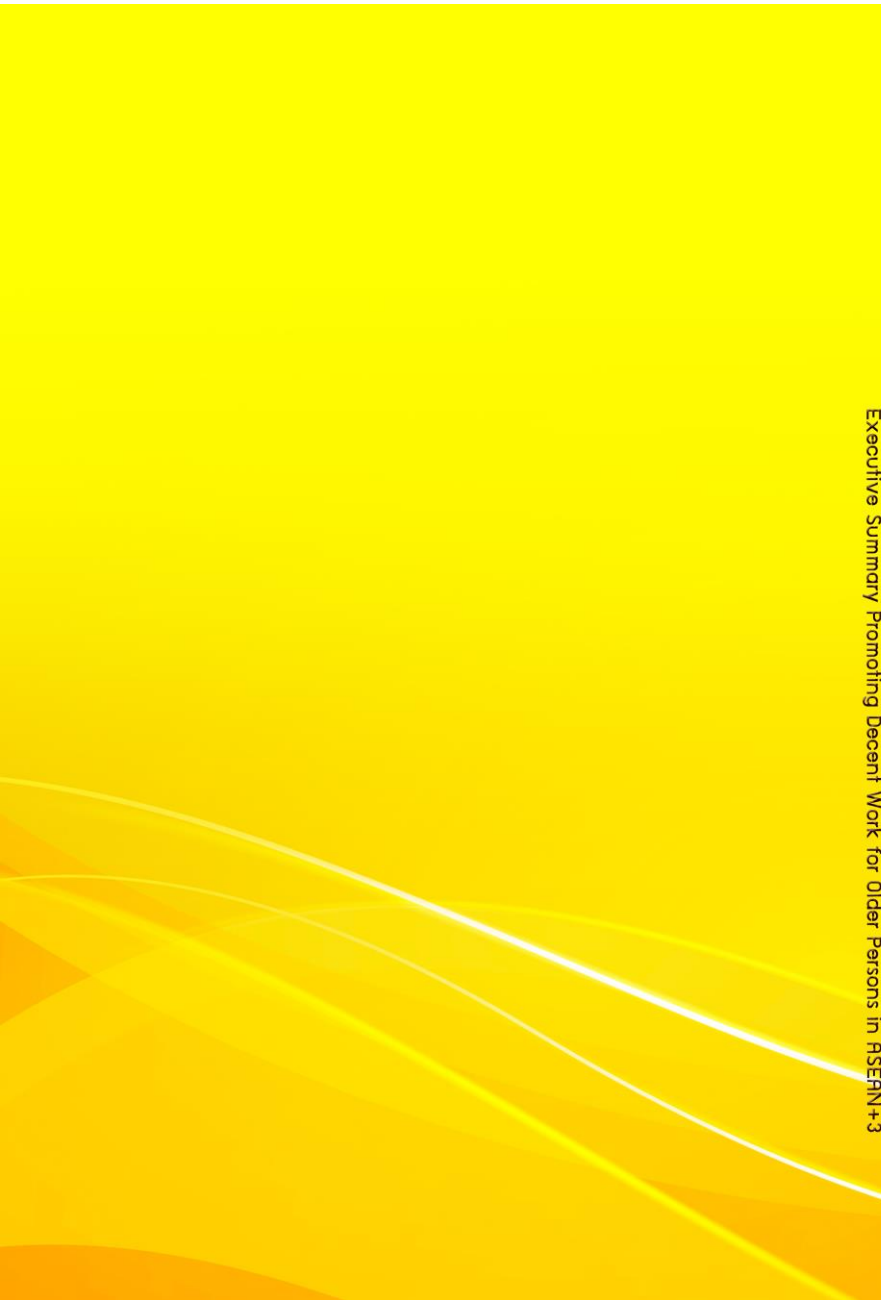
- สำหรับมาตรการระยะยาว ควรจัดทำมาตรฐานของข้อมูลและฐานข้อมูลของแต่ละประเทศให้เป็นมาตรฐานเดียวกัน โดยมีเป้าหมายในการนำข้อมูลมาใช้ และการแลกเปลี่ยนข้อมูลระหว่างกันในกลุ่มประเทศสมาชิกอาเซียน อย่างไรก็ตาม ความท้าทายของกลุ่มประเทศสมาชิกอาเซียนบวกสาม คือ การขาดงบประมาณและขาดการสนับสนุนทางเทคนิค

2. การส่งเสริมสภาพเงื่อนไขการทำงานของผู้สูงอายุ

- สำหรับมาตรการระยะสั้น ควรจัดเตรียมกำลังคนและงบประมาณเพื่อริเริ่มโครงการที่ช่วยให้ผู้สูงอายุสามารถทำงานร่วมกับเพื่อนร่วมงานรุ่นอื่นๆ ได้ พร้อมทั้งลดช่องว่างระหว่างวัย, ส่งเสริมความสัมพันธ์ระหว่างกลุ่มอายุที่แตกต่างกัน และเสริมสร้างความเข้าใจซึ่งกันและกันในทุกกลุ่มอายุในที่ทำงาน
- สำหรับมาตรการระยะกลาง และระยะยาว ควรมีนโยบายส่งเสริมการจ้างงานผู้สูงอายุที่สามารถขับเคลื่อนแผนปฏิบัติการดำเนินงานในระดับภูมิภาค โดยความร่วมมือจากทุกประเทศที่เกี่ยวข้อง

3. ความคุ้มครองทางสังคมสำหรับผู้สูงอายุ ซึ่งครอบคลุมประเด็นพื้นฐาน 3 ประเด็น คือ สุขภาพ รายได้ และโอกาสในการทำงาน

- ปัญหาเร่งด่วนที่ควรดำเนินการภายในหนึ่งถึงสองปี คือ ประเด็นความมั่นคงด้านรายได้และเงินบำนาญเพื่อให้ผู้สูงอายุมีรายได้เพียงพอสำหรับความต้องการขั้นพื้นฐาน หลักประกันความมั่นคงของรายได้และเงินบำนาญดังกล่าว ควรทำเป็นระบบทั้งในแง่ของตารางเวลา (ความถี่ในการจ่าย) และระบุหน่วยงานรับผิดชอบที่เกี่ยวข้อง ตัวอย่างเช่น จ่ายจากส่วนกลาง เดือนละครั้ง
- ในระยะกลาง ควรจัดการแก้ไขข้อกังวลเกี่ยวกับความปลอดภัยในการจ้างงานผู้สูงอายุ ซึ่งครอบคลุมประเด็นรายได้พื้นฐาน การประกันสุขภาพ และการรักษาพยาบาลฟรี
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Final Report
Promoting Decent Work for Older Persons in ASEAN+3



**The Department of Older Persons,
the Ministry of Social Development and Human Security;
College of Population Studies, Chulalongkorn University
September 2019**

Final report
“Promoting Decent Work for Older Persons in
ASEAN +3”

Submitted to
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Preface

The demographic challenges are playing a critical role in current development globally. Among the ASEAN Plus Three (APT) countries, the share of people aged 60 and older to total population in 2015 was 14.7 percent and by 2035 it will reach 25.4 percent (United Nations, 2017). This challenge coincides with technological disruptions and issues in environmental development toward sustainability.

The APT Cooperation clearly highlights this challenge, through the APT Work Plan 2018-2022. Key measures aim at promoting healthy, active and productive ageing in an enabling and supportive environment. Clearly, one of the key factors in driving active aging is “to promote decent work for older persons”.

Thereby, the Department of Older Persons, Ministry of Social Development and Human Security and College of Population Studies, Chulalongkorn University had jointly developed a study of promoting decent work for older persons. We hosted a Regional Conference on “Promoting Decent Work for Older Persons in ASEAN+3.” This regional conference aimed to share knowledge on policies, current situation and good practices in promoting decent work for older persons in APT; to establish a network among APT in a sustainable manner, and; to foster and develop activities for ATP toward improved quality of life, well-being, and independence of older persons, in conditions of freedom, equity, security and human dignity.

As a consequence of the conference, we obtain further cooperation and network in this area with ASEAN +3 countries and come up with a set of practical recommendations in three key areas. The results gained from the conference are inputs to a guideline and workplans for APT countries. This also strengthen APT countries relationship and cooperation in the long term and in the sustainable manner.

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The report, moreover, benefited greatly from substantive technical contribution made by hosts of the field visit, including Senior Citizen School Dindaeng District Community Bangkok, Time Bank at Dindaeng Urban Renewal Project Phase 1 (Plant G), and Smart Job Center & Skills Training Center, Ministry of Labour. In addition, the report also technically gained from the participating exhibitors in the conference, including Ministry of Labour, the Foundation of Thai Gerontology Research and Development Institute (TGRI), Kenan Foundation Asia, Chulalongkorn University (Chula Ari), Department of Older Persons, and older persons clubs.

Chapter 1

Introduction

1.1 Motivation

The Ministry of Social Development and Human Security of Thailand is the main responsible driving force of Thailand in implementing the ASEAN Socio-Cultural Community Development (ASCC), which includes the coordination of policies and operations among various agencies in accordance with Nay Pyi Taw Declaration for the ASEAN Community's Post - 2015 Vision, the Kuala Lumpur Declaration on older persons: Empowering older persons Kuala Lumpur Declaration on Ageing: Empowering Older Persons in ASEAN 2015, ASEAN Socio-Cultural Community Blueprint 2025, and Strategic Framework on Social Welfare and Development 2016 – 2020.

The Department of Older Persons (DOP), Ministry of Social Development and Human Security, which is a primary coordinator at the national and international levels plays a crucial role in organizing knowledge sharing activities, and networking organizations in the ASEAN member countries and the plus three countries (China, Republic of Korea, and Japan). The DOP hosted many events to protect interests and rights of older persons, and to promote collaboration among stakeholders to ensure welfare and better quality of life of older persons. These strategies included a workshop on "ASEAN + 3: Are We Ready for Our Ageing Society" in 2015), technical conference on "ASEAN + 3 Conference on Age - Friendly Environment" in 2016, and the conference on "Care for older persons in ASEAN + 3: the role of families and local and national support systems" in 2017 and 2018. These activities were organized with an aim to share knowledge and develop measures, mechanisms and knowledge to promote welfare and rights protection of older persons for the ASEAN Community since 2015 onward.

Promoting employment for older persons is a part of measures to support the aging society, according to the Cabinet resolution on 8 November 2017. The Department of Older Persons recognizes the importance of promoting older persons to be self-reliant through having employment. The promotion of employment for older persons requires integrative measures and collaboration among agencies to promote decent employment for older persons and suitable environment for older persons.

As the context of older persons and the labour market of each ASEAN plus three-member country is diverse, sharing and exchanging information among ASEAN member

countries is important. The knowledge changing and dialogue can generate patterns to adapt to the other countries, and adaptable to suit the Thai context.

1.2 Objectives

1. To enhance understanding and share knowledge on policies, current situation and good practices in promoting decent work for older persons for a better policy design and implementation in ASEAN plus three countries;

2. To develop, extend, and strengthen network and operations among ASEAN plus three countries through research networking regarding the promotion of income and employment for older persons;

3. To be a part of driving force to move forward and develop activities for ATP toward improved quality of life, well-being, and independence of older persons, in conditions of freedom, equity, security and human dignity for older persons in ASEAN plus three countries.

1.3 Scope of work

The scope of the work is listed as follows:

1. To develop a report to promote income and decent employment for older persons in the ASEAN plus three countries;

2. To organize a regional ASEAN plus three international meeting to discuss and exchange experience and knowledge in promoting income and decent employment for older persons through a forum called "Promoting decent work for older persons";

3. To prepare content to share knowledge to promote income and employment for older persons in the ASEAN plus three countries, as well as to discuss the possibility of continuing academic development in the future;

4. To develop a report regarding the result of the forum so called "Promoting decent work for older persons" in ASEAN plus three countries and the final report, which includes key recommendations.

1.4 Terminology

❖ Employment promotion

Three key dimensions to promote employment are: (1) strengthening the supply side of the labour market, (2) boosting the demand for labour, and (3) improving the functioning of the labour market.

The public sector is a key identity to manage political dialogue, coordinate and implement and to supply services to the markets. This means supplementing market interventions with measures to build capacity in the public sector (Federal Ministry for Economic Cooperation and Development, 2007).

❖ Decent work

Decent work involves “opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men” (International Labour Organization, n.d.)

Decent work has been included in major human rights declarations, UN Resolutions and outcome documents from major conferences including Article 23 of the Universal Declaration of Human Rights (1948), the World Summit for Social Development (1995), World Summit Outcome Document (2005), the high level segment of ECOSOC (2006), the Second United Nations Decade for the Eradication of Poverty (2008-2017), Conference on Sustainable Development (2011) and in the UN’s 2030 Agenda for Sustainable Development (2015) (SDG goal 8).

Chapter 2

Literature review

2.1 Related concepts and theories

2.1.1 Concept of basic decent work

The concept of “Decent work” was firstly discussed in 1999 in International Labour Conference by the International Labour Organization (ILO). A fundamental principle of respect for the fundamental rights of the job opportunity and the work must be appropriated to the individual's needs and conditions. It is based on the idea that decent work can enhance the quality of work life and develop sustainable work (International Labour Organization, 2002).

The decent work refers to a job that can meet the needs of human work life which is based on the condition of freedom, equality, stability and dignity of humanity. The ILO has set 4 strategies of operating a decent work (International Labour Organization, 2002; Ministry of Labour), which are

1. **Promoting employment** by allowing all people who find the job have the opportunity to work according to their abilities and conditions. Employment; including economic job, non-paid work, business-own, and work-from-home, focuses on both work opportunities and fair compensation (monetary and non-monetary).

2. **Social protection** is a measure to lower risks in case of loss of work income. All workers must have collateral to work both in public and private sectors.

3. **Fundamental rights at work** to emphasize the social ties of labour. Whether it is right to gather and negotiate to get good practice. There is no obstruction or separation in the work, as well as preventing the use of forced labour and child labour.

4. **Promoting freedom of negotiation:** Workers must have the right to negotiate, consult and exchange information in all forms between public sector, employers and workers in the related issues. This issue relates mainly to government policy operations included troubleshooting processes and potential conflicts. It must be based on the equality principle.

The decent work issue is also featured by the United Nations as one of the goals of Sustainable Development Goals: SDGs,¹ which is the certification of 193

¹ Sustainable Development Goals 17 Composition (1) Eliminate poverty (2) Eliminate hunger (3) Health and well-being (4) Equal Education (5) Gender equality (6) Water and sanitary management (7) Clean

countries’ members (including Thailand) on September 25, 2015, as a direction for the development of the country to the year 2030, The decent work is the 8th goal of SDGs with a sustainable economic growth goal by full employment and productivity, all of which should be decent work.

Figure 1 Sustainable Development Goals: SDGs



Source: United Nations, 2015

energy that anyone can access (8) decent employment and economic growth (9) Industrial Innovation Infrastructure (10) Reduce Inequality (11) Urban and sustainable human 12) Sustainable consumption and production plans (13) Climate changes management (14) The utilization of ocean and marine resources (15) The utilization of the land ecosystem (16) The peaceful society (17) Sustainable development cooperation

2.1.2 Composition and valuable performance indicators

In 2008, in the 18th International Conference of Labour Statisticians, it was introduced competing a decent work indicator by the International Labour Organization (ILO), which has a composition of 10 indicators under the four core strategies (International Labour Organization, 2013) (Table 1).

Table 1 Elements of decent work, classified by Strategy

Element	Strategy			
	Employment	Social protection	Basic rights of workers	Promoting negotiation
1. Employment Opportunities	/		/	
2. Adequate earnings and productive work		/	/	
3. Decent working time indicators		/	/	
4. Combining work, family and personal life		/	/	
5. Work that should be abolished		/	/	
6. Stability and security of work	/	/	/	
7. Equal opportunity and treatment in employment	/	/	/	
8. Safe work environment		/	/	
9. Social security		/	/	
10. Social dialogue, workers' and employers' representation			/	/

Source: Concluded by the researchers from the International Labour Organization, 2013

In each component, there is a quantitative metric that can be used to calculate statistical calculations in the measurement (consisting of the key indicators, the secondary indicators and future indicators awaiting the development of ILO) and quality that requires the economic and social context, as well as various laws to assess the relevant situation (International Labour Organization, 2013), which contains details of the indicators shown in Table 2.

Table 2 Details of the metrics of decent work classified by composition

Element	Quantitative indicators	Qualitative indicators
1. Employment Opportunities	<ul style="list-style-type: none"> ○ Employment-to-population ratio (Key indicators) ○ Unemployment rate (Key indicators) ○ Youth (15-24), not in education and not in employment (Key indicators) ○ Informal employment (Key indicators) ○ <i>Labour force participation rate (secondary indicators)</i> ○ <i>Youth unemployment rate (secondary indicators)</i> ○ <i>Unemployment by level of education (secondary metric)</i> ○ <i>Employment by status in employment (secondary indicators)</i> ○ <i>Proportion of own-account and contributing family workers in total employment (secondary indicators)</i> ○ <i>Share of wage employment in non-agricultural employment (secondary indicators)</i> 	<ul style="list-style-type: none"> ○ Government employment policy ○ The collateral of those who do not work
2. Adequate earnings and productive work	<ul style="list-style-type: none"> ○ Working poverty rate, two indicators: (1) Working poverty Rate of employed persons (2) Working poverty rate of the labour force (Key indicators) ○ Employees with Low Pay Rate (Key indicators) ○ <i>Mean Hourly Earnings in Selected Occupations (secondary indicators)</i> ○ <i>Mean Real Earnings (secondary indicators)</i> ○ <i>Minimum Wage as a Percentage of the Median (secondary indicators)</i> ○ <i>Manufacturing Wage Index (secondary metric)</i> ○ <i>Employees with Recent Job Training (secondary indicators)</i> 	<ul style="list-style-type: none"> ○ Legal minimum wages
3. Decent working time indicators	<ul style="list-style-type: none"> ○ Employment in excessive working time (more than 48 hours per week) (Key indicators) ○ Employment by weekly hours worked (<i>secondary indicators</i>) ○ <i>Average annual working time per employed person (secondary indicators)</i> ○ <i>Time-related under employment rate (secondary indicators)</i> ○ <i>Paid annual leave (secondary indicators)</i> 	<ul style="list-style-type: none"> ○ Maximum number of working hours as required by law. ○ Number of days
4. Combining work, family and personal life	-	<ul style="list-style-type: none"> ○ Maternity leave (both period and remuneration received) ○ Family-leave
5. Work that should be abolished	<ul style="list-style-type: none"> ○ Child labour rate (Key indicators) ○ <i>Hazardous child labour rate (secondary indicators)</i> 	<ul style="list-style-type: none"> ○ Measures to prevent child labour ○ Forced labour

Element	Quantitative indicators	Qualitative indicators
	<ul style="list-style-type: none"> ○ <i>Rate of worst forms of child labour (WFCL) other than hazardous work (secondary indicators)</i> ○ <i>Forced labour rate (secondary indicators)</i> ○ <i>Forced labour rate among returned migrants (secondary indicators)</i> 	
6. Stability and security of work	<ul style="list-style-type: none"> ○ Precarious employment rate (e.g. low income, risk, etc.) (Key indicators) ○ <i>Job tenure (secondary indicators)</i> ○ <i>Subsistence worker rate (secondary indicators)</i> ○ <i>Real earnings of casual workers (secondary indicators)</i> 	<ul style="list-style-type: none"> ○ Employment termination measures
7. Equal opportunity and treatment in employment	<ul style="list-style-type: none"> ○ Occupational segregation by sex (Key indicators) ○ Female share of employment in senior and middle management (Key indicators) ○ <i>Gender wage gap (secondary indicators)</i> ○ <i>Share of women in wage employment in the non-agricultural sector (Secondary indicators)</i> ○ <i>Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) (secondary indicators)</i> ○ <i>Measure of discrimination by race/ethnicity/of indigenous people/of (recent) migrant workers/of rural workers where relevant and available at the national level (secondary indicators)</i> 	<ul style="list-style-type: none"> ○ Equal employment measures ○ Measures to determine the compensation between gender equality
8. Safe work environment	<ul style="list-style-type: none"> ○ Occupational injury frequency rate, fatal (Key indicators) ○ <i>Occupational injury frequency rate, non-fatal (secondary indicators)</i> ○ <i>Time lost per occupational injury (secondary indicators)</i> ○ <i>Labour inspection (Inspectors per 10,000 employed persons) (secondary indicators)</i> 	<ul style="list-style-type: none"> ○ Benefits or compensation received from work injuries ○ Safety and occupational health measures.
9. Social Protection	<ul style="list-style-type: none"> ○ Share of population above the statutory pensionable age (or aged 65 or above) benefiting from an old-age pension (Key indicators) ○ Public social security expenditure (percentage of GDP) Key indicators) ○ <i>Health expenditure not financed out of pocket by private households (secondary indicators)</i> ○ <i>Share of economically active population contributing to a pension scheme (Secondary indicators)</i> 	<ul style="list-style-type: none"> ○ Measures to pay for elderly or pension ○ Aid measures in the event that they are unable to work
10. Social dialogue, workers' and	<ul style="list-style-type: none"> ○ Trade union density rate (Key indicators) ○ Employers' organization density rate (Key indicators) 	<ul style="list-style-type: none"> ○ Freedom of negotiation and right to organize

Element	Quantitative indicators	Qualitative indicators
employers' representation	<ul style="list-style-type: none"> ○ Collective bargaining coverage rate (Key indicators) ○ Days not worked due to strikes and lockouts (Key indicators/ secondary indicators) 	<ul style="list-style-type: none"> ○ Right to negotiate ○ Consultation
Economic and social context for decent work	<ul style="list-style-type: none"> ○ Children not in school (% by age) ○ Estimated % of working age population who are HIV positive ○ Labour productivity (GDP per employed person, level and growth rate) ○ Income inequality (90:10 ratio) ○ Inflation rate ○ Employment by branch of economic activity ○ Education of adult population (adult literacy rate, adult secondary-school graduation rate) ○ Labour share in Gross Value Added (GVA) 	<ul style="list-style-type: none"> ○ Labor management to create a sustainable environment including support for training education workforce to enhance the skills of creating good corporate culture. Compliance with the law or labor regulations to promote fair competition, etc.

Source: Concluded by the researchers from the International Labour Organization, 2013

2.1.3 Decent work for older persons

Older persons are valuable assets of society and embedded by capability to develop both at the national and international level. A decent work for older persons means that older persons is still part of the economic and social system, which is based on the dignity of freedom, pleased, and stability, not different from other age populations. In addition, we should encourage older persons to work properly and adapt to work environment changes (Fujioka & Thangphet, 2009). Promoting the older persons' work was discussed by ILO since 1930, as a multi-country convention that talked about the specific needs of this group of people in the work and protection of the rights of older persons workers to be treated equally. Moreover, in 2009 the International Labour Conference clearly emphasized on the increasing number of older persons inside and outside the system.

From the above, many countries are aware of the importance of promoting decent employment of the older persons. Japan has been issued the legislation to promote employment in middle-aged and seniors in 1971 and has been modified the legislation several times and transformed into a law on the employment of older persons, who are responsible for both government agencies, private agencies in conjunction with other sectors in the society. As a result of this law, it has postponed the minimum retirement age of 60 years and expanding employment to the age of 65 year. There are also mechanisms of business sectors with the transfer of intercompany workers in Japan, which has two characteristics, first is to make the transfer of employees from one company to another

company. The employee who is transferred to remain an employee of the original company, and second, a permanent transfer of employees, which the transferred employee is affiliated with the new company with such a mechanism. As a result, older persons have been extending the working life from the new workplace before retirement from the original workplace.

For Singapore, The Board of Directors has been established in 2010 to promote employment and financial security among older persons groups as one of the major missions. Tax-deduction is granted to agencies or organizations employing older persons employees. It has both a temporary employment and a flexible working time as an incentive measure to employ a potential elderly and be ready to continue working. The retirement age of 60 years has also been extended to 65 years in some scarce professions, such as nurses and doctors. It is also encouraged to employ older persons to work by designing new work styles, training services for seniors, developing the system that provides benefits to older persons, etc.

2.1.4 Active aging

Another important concept is directly related to the decent work for older persons as an ultimate goal of the older persons in being active older persons with good quality of life.

A concept to issue policies so that older persons have a healthy longevity, can maintain roles in engaging with the family, society and country. This challenge leads to the concept of Active Aging, presented by the World Health Organization in 1999. A policy framework for various countries, including Thailand, applied Active aging that increases the likelihood of healthy health. Engagement and stability to enhance the quality of life can happen both in individual and group levels. This process allows individuals to be aware of their own physical abilities, social engagement and psychological health throughout the lifetime to contribute to social engagement, and at the same time, society and government require assistance or care when the older persons is in need (WHO, 2002). It is not only considered to have strong physical health or economic engagement or in the labour market. It is the process of maintaining the participation in the economy, social, cultural, or psychological activities in the family, community, society and the nation. In addition, it is also important to maintain mental health and social engagement as an important part that makes older persons healthy, leading to longer longevity.

This concept is seen through Life Course Approach that demonstrate changes in each life cycle. At the early stages of life, a person is growing and develop his skills to be able to live in society. Later, in the period of being an adult, a person is full of integrity, the skills and abilities have been developed up to the highest level of ability. At the age of

being old, the body capacity begins to decline, requires a range of self-care to prevent malfunction of the body, which can affect the ability for performing daily life and maintaining physical and mental ability.

Providing older persons with a high quality and value for their own, families and societies are keys (WHO, 2002). Promoting engagement of older persons is largely shaped by the cultural context, which influencing the behaviour of older persons, as well as the perspective of people in society toward older persons. In addition, gender differences are apparently keys to impact the health system. Key factors affecting decent work for older persons are listed as follows:

1. Health and service system. Being older increases the risk of various diseases. For older persons, various outdoor activities are difficult and may lead to higher dependency on others' lives. Therefore, promoting active aging requires a policy to promote health. Prevention of diseases and equality in accessing to basic health services and long-term care systems for people of all ages. The older persons must not be barred from receiving services provided by the public sector.

2. Behavioural factors: How to live a late life depends on the lifestyle of each age period, such as eating, exercise, self-care, non-drinking, non-smoking, and use of the drug. These behaviours are considered to be a healthy body of mind with a good quality of life. A good behaviour is a contributing factor that shape active aging society.

3. Individual factors: Together with behavioural factors, biological and genetic characteristics, which are directly related to an aging process, impacts on a physical structure. It also includes factors related to critical thinking, problem solving, and logical thinking (Smits et al., 1999). If there are good thoughts and good behaviour, these will lead to the preparation of the older persons to be qualified, be able to prepare yourself to be an older person and be the least dependent to other people in the later life.

4. Physical environmental factors. The living arrangement and environment allows older persons to safely live outside their home, such as, a safe foot-path, and a wheelchair ramp. If older persons are living at safe and appropriate premises, they go outside of the house comfortably, help to maintain their roles in the society and be able to benefit society and country. On the other hand, if the environment is unsafe for older persons, it bars older persons from social engagement and may lead to solitary, isolation, and accidents that can lead to bedridden.

5. Social factors. In addition to family support, lifelong learning opportunities, social support, and safety in life, are important supportive factors for older persons. If older persons' family members are unable to take care of older persons, social or governmental systems need to provide an accessible system to help protect or support older persons (Girona and lubben, 2014). For older persons, the lifelong learning enhances

their ability to take care of and protect themselves from physical illness and situations at risk for older persons.

6. Economic factors. It includes older persons' income, employment and social protection system. Physical decline of older persons may result in limited ability to work. Older persons have rights to continue working in a form of work that are suitable for their ability, mental and physical condition. The income from work can be a source of self-care, as well as a family member. In addition, there is a way of economic security from the public sector that can help the older persons. The economic self-preparation from the age of work, such as saving, is important to the economic stability of older persons. The older persons can be a self-reliant and can also provide assistance to their children. Promoting decent work for older persons' work is necessary to be flexible and appropriate for older persons' physical and mental conditions, as well as providing decent remuneration and working conditions.

2.2 Employment policies and practices to promote decent work for older persons

Population ageing is a major global trend that affects all countries in the world. Preparing for an ageing population, particularly a promotion of decent work for older persons is important to the achievement of almost all of the countries' national goals. In the global context, the 2030 agenda for sustainable development highlights ageing issues that cross-cutting issues across various goals including poverty eradication, good health, gender equality, economic growth and decent work, inequality reduction and sustainable cities. Therefore, the older persons should be recognized as the active agents of societal development in order to achieve truly transformative, inclusive and sustainable development outcomes. In other words, it is more important to go beyond treating older persons as a vulnerable or dependent group (HelpAge International 2018).

Therefore, a fundamental policy and attitudinal shifts on ageing and old age is vital to reflect and promote the contributions of older persons to society. Instead of highlighting the negative aspects of ageing, public policies and practices should promote older persons as a solution to many development challenges. The process of reaching out to older persons and overcoming marginalization and intersectional discrimination requires an integrated and multifaceted approach, for example raising an awareness of the society to recognize the positive contribution of the older persons, enforcement of anti-discrimination registration and articulating in a compelling manner of the gains for society if older persons are included in the development process (HelpAge International 2018).

As the proportion of the world's population in the older ages continues to increase, the need for improved information and analysis of population ageing is more important. Data, information and knowledge regarding the promotion of decent work for older persons are essential to assist policymakers to define, formulate and evaluate policies, practices or programs, as well as to raise public awareness and support for required policy changes. A comparative benchmarking of policies and practices among a variety of regions and countries may be helpful.

Therefore, this part clarifies employment policies and practices used to promote decent work for older persons in Thailand, in ASEAN+3 countries and other countries. The first section summarizes the employment policies and practices to promote decent work for older persons in Thailand, which comprises three practices including senior citizen school (Dindaeng district), smart job centre for older persons and time bank project. The second section explains the employment policies and practices to promote decent work for older persons in ASEAN plus three countries and the third section summarizes employment policies and practices used to promote decent work for older persons in other foreign countries.

2.2.1 The employment policies and practices to promote decent work for older persons in Thailand

1) Senior Citizen School, Dindaeng District Community, Bangkok

The "Senior Citizen School" is based on the basic concept which is "the older persons are worthy and potential to contribute to society, particularly when promoting the learning of older persons by associating with their experiences". The Senior Citizen school's activities based on what the older persons are interested, also help increasing knowledge of life skills provided by volunteers or related agencies, as well as the area where elderly people can demonstrate their potential by expressing their knowledge of experiences to multiply their wisdom.

In the first stage, Senior Citizen School may be just for socialize, gathering together, and later continue to a clearer form, depending on the context of the area and the needs of older persons. From the current situation of Thailand, in Aging Society, The Thai Government has taken into account the importance of having a good quality of life of the older persons by operating with multiple sectors and network parties to provide welfare to the older persons in the community, providing the space/area for them to participate in community activities such as meeting and exchange their knowledge, learning, expressing wisdom, or self-development and also to allow the older persons to see their values and to make the community see their capacities.

Senior Citizen School Dindaeng District Community Bangkok was founded by Miss Pimolnari Suttisuwan, a Social Welfare specialist, Health Care Centre 4 Dindaeng and Mr. Tassana Totanakasem, and has been supported by the Dr. Natinee Issara, Director of Health Care Centre 4 Dindaeng, Later on, the Public Hearing was organized to set up the Senior Citizen School on 22nd and 28th October 2015 and 4th November 2015, with the purpose of raising the public opinion to determine the activities with a clear pattern. The curriculum is suitable for the needs of older persons and is appropriate in accordance with the requirements of older persons. Then, on the 4th December 2558, the Senior Citizen School Dindaeng Bangkok was officially opened with the vision of “Value Maturity, Community and Society Development” and with a mission to develop the older persons’ potential to high quality society. And, the philosophy of schools is that “learning to be virtuous, bringing knowledge to the community”

The school community program in Dindaeng District provides "Course 5-5-5" which is 5 months, 5 courses, 50 hours including:

Chapter 1: Health conscious

Chapter 2: General Knowledge

Chapter 3: Promote ethics, moral, cultural traditions

Chapter 4: promotes occupation

Chapter 5: Recreation Activities

Senior Citizen School Dindaeng Bangkok will organize classes every Thursday 2nd and 4th of the month. As of July 2019, the number of students in Senior Citizen School is as follows:

1st generation	30	persons
2nd generation	40	persons
3rd generation	35	persons
4th generation	45	persons
Total	150	persons

2) Thai Job Service Centre (Smart Job Centre)

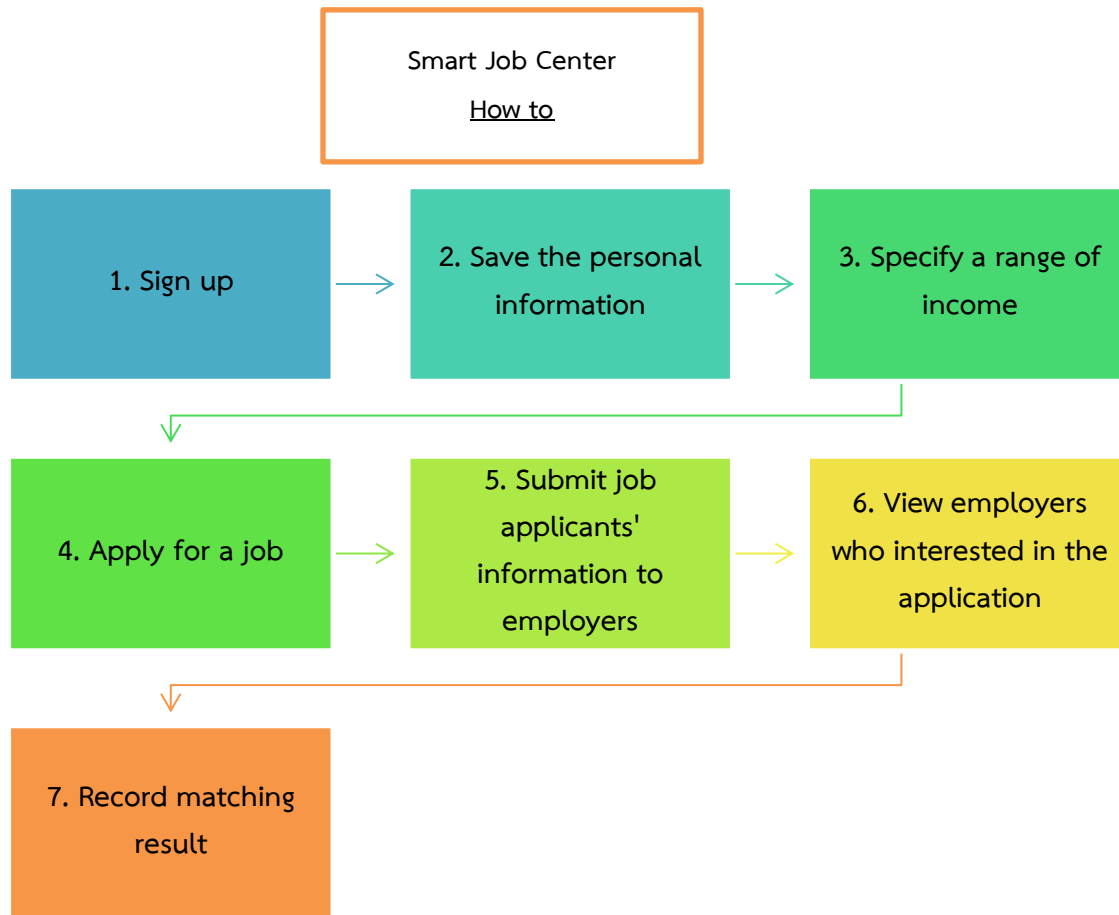
The government has a policy to reduce inequality in the society and create opportunities to access government services by speeding up opportunities for a career and a steady income to the labour market. In 2015, the Ministry of Labour, the Department of Employment has developed a process for promoting the work of the Thai people with the aim for all Thai people to be employed for all ages through the public employment centre for Thai people or the Smart Job Centre, which serves as an employment centre and provides a full range of work-oriented services.

At the smart job centre, there are three main services as follow:

1. Job Procurement Services
 - Apply for jobs with a single ID card
 - Online job support nationwide
 - Provide jobs to all the people
 - Self-guided video clip for job applicants
 - Online interview service
 - Screening a job applicant (Recruit) before meeting with the employer
 - Register and report a guarantor via internet
2. Professional Guidance Service (Career Guidance)
 - Student and general public career guidance
 - Aptitude and career Test
 - Skills training for independent occupations
 - Professional information Service www.doe.go.th/vgnew and professional play role training
 - Promote a group of recipients to work from home and low interest loans.
3. Labour Market Information Service
 - Service for domestic and international vacancies and labour market information

In August 2018, there is a special mechanism to serve the employment of the older persons, with a condition that those who enter the service must be Thai nationality aged from 60 years (according to older persons Act 2003), with the process of providing the services for the older persons as follow:

Figure 2 Process of Smart Job Services for Older Persons



Source: Smart Job Centre (2019).

There are seven steps for older persons to do in order to utilize the process of smart job services. The first step begins with signing up and registering their personal information. Next, they have to specify a range of preferable income and type of preferable jobs. After they submit the applicants' information, the employers will respond to the potential candidates. The final step is the result of the matching process.

In 2019, the Ministry of Labour has increased the promotion of work and enhanced the quality of life of older persons (age 60 - 69 years) by targeting to help 100,000 older persons to be employed. The target to promote jobs is divided into 15,000 private workers, 5,000 government workers or the state enterprises, 70,000 independent professions and 10,000 promoting to work at home. The responsible authorities for the relevant missions are as follows:

Table 3 Related Agencies in promoting employment for older persons

Entities	Issues	Results
Office of the Permanent Secretary, Ministry of Labour	Define the hourly wage rate for older persons.	Same rate across the country, not less than 45 baht per hour.
Department of Employment	Promote senior employment in a career that suits their age and experiences. Independent career and a service centre for older persons.	Type of clerical work (finance, management, travel, information, coordination), trade (wholesale, retail, sales, sales, sale in stores and market, sales staff, product demonstration), Service (hotel, restaurant, Bill, front desk, PR staff), production (simple tasks, regularly on the production of warehouse transportation), folk crafts
Department of Skill Development	To promote and develop skilled workers and older persons potential.	Practice professional skills to 3,651 older persons outside the system to have job and earn income and to have the right skills in accordance with the demands of the labour market, knowledgeable and ability to make money
Department of Labor Protection and welfare	Provide welfare knowledge to prepare to enter the retirement age, Strengthening knowledge of older persons	The working period should not exceed 7 hours a day and no more than 6 days per week, by calculating compensation based on working hours (in the absence of an hour, swipe into 1 hour). Promote appropriate health habits, promote the integration of housing development, development of mid-term care system to provide standard, encouraging and motivating private sectors, performs elderly care, coupled with the development of elderly database systems.
Social Security Office	Adjust the social security system in accordance with the employment of elderly and out-of-health mobile units.	Ongoing employment in the workplace and older persons workers in the system (from information, 44,801 people to insured M.33 work with the employer of social security system

Source: Smart Job Centre (2019). Service Centre for Thai People Department of Management System Development Division smartjob.doe.go.th

3) Thai Job Service Centre (Smart Job Centre)

Department of the Older Persons – The Senior Vocational Loan Fund is divided into 2 types (1) individual loan (Not exceeding 30,000 baht) and (2) Group loans (Not less than 5 persons, not exceeding 100,000 baht) the payment must be paid in monthly installments, Period of 3 years without interest.

4) Time Bank: New volunteer activities in Thailand

Time Bank is a time accumulation in the personal account of a Time Bank member, which can be picked up when required. The Time Bank in Thailand is an activity form that helps encourage people in the community to look after each other by exchanging skills, experiences, and basic services. One can accumulate time in a same way as we save money on our bank account so that when one needs help, you can use the time you were saving.

They can be provided and obtained knowledge by exchanging skills and experiences. Individual experiences help people in the community to take care of each other by giving the value of time with the belief that everyone has equal time, support community involvement to create great things to the community on the trust-based relationship.

Key core values of time bank operations are listed as follows:

- Everyone has a valuable experience. You can share them with other people.
- Change the definition of work from what was done to trade with money for a time
- Change the helping idea from "Anything to do?" to "Would you help someone else?"
- Create social networks through the exchange process makes it possible to know one others and lead to the creation of a strong social network.
- Mutual respect and mutual relationship with happiness among members.

Time Bank was firstly driven as a pilot project at Dindaeng Community restoration Project Phase 1 (G-Convert), a residential development area for low-income people to have a stable in living place. Currently, there are total of 956 people living in the area (435 males and 251 Females). In this total also are a number of older persons by 252 people, with disabilities 12 people and 3 bed-attached patients.

Time Exchange Format: there are two formats between

- Person to Person - exchanging time between members and members.
- Person to Organization - exchange time between members and the organization by the National Housing Authority will be the pilot to support the activities of volunteers (activities that are necessary to improve the quality of life).

There are 12 Time Bank Board Committees (the Ad Hoc Committee) and established a class coordinator representative for 21 story residents of the area G to operate the Time Bank. A monthly meeting with board committee members and board of Directors (1 – 2 times per months). Two pilot activities to earn points for Time Bank members, 1st is a fitness activity every Sunday (first time on 16th June 2019) and 2nd is evening prayers once a month (first start on 25th June 2019).

5) Integrated scheme: The Civil State Project” (E6)

Overall, Thailand has various kinds of practices to promote decent work for older persons, for example senior citizen school, smart job centre and time bank. However, at the scale of whole kingdom, there is one policy called “The Civil State Project” (E6), a cooperation of public-private-CSO-partnership to promote employment of the older persons. In E6 policy, the public sector creates a guideline to employ the older persons in three employment systems: retirement extension, re-employment (part-time employment) and employment through a mechanism of CSR (Corporate Social Responsibility) activities.

The first employment system is a retirement extension. The older persons employed under this system work in a formal sector under the social security fund. Therefore, the point of concern for this group related to the benefits they will get after retirement. To illustrate, if they extend their age of retirement, and extend their work, a period and an amount of their benefits will be reduced or increased.

The second employment system is a re-employment. The older persons who once retired earlier would like to come back to work again. Most companies will employ them as part-time works, which are more flexible. With reference to Regini (2000), there are four types of flexibility including numerical, functional, wages and temporal flexibility.

The third employment system is an employment through a mechanism of CSR (Corporate Social Responsibility) activities. Recently, there is a trend of making changes in the allocation of budgets for corporate social responsibility (CSR) as a budget for promoting decent work for the older persons by employing the older persons in the workplace.

Generally, the older persons themselves face multiple challenges that severely restrict their human rights and their contribution to society. Poverty – that is characterized by income insecurity, malnutrition, poor health and lack of access to clean water and sanitation, as well as adequate housing – is a major threat to the well-being of older persons.

In their later life, older persons reduced their working hours or stop working because of retirement options, health issues or family responsibilities.

Reliance on pensions alone in old age is usually not sufficient to meet their basic need, especially in developing countries including Thailand where the benefits that older persons receive very low or non-existence (HelpAge International 2016; ILO 2014). Another persistent challenges are ageism – prejudice and discrimination towards older persons at both individual and institutional levels – that undermines older persons’ status as rights holders including right to autonomy, participation, access to education and training, health and social care, security and decent employment. Gaps in data and statistics on older persons present another important issue, which not only obscures the challenges older persons face, but also risks at excluding them from basic services to which older women and men are entitled (HelpAge International 2018).

In case of Thailand, therefore, there has been an attempt to build awareness or the correct knowledge and attitude for promoting the employment of the older persons, and urge for urgent action as well as collaboration among public-private-people partnership especially “Civil State Project (E6)” and also the three projects including senior citizen school, smart job centre and time bank project. The next section will explain about the employment policies and practices to promote decent work for older persons in ASEAN plus three countries.

2.2.2 The employment policies and practices to promote decent work for older persons in foreign countries

Table 4 Age-friendly Employment: Policies and Practices

Age-friendly Employment Policies		
Main Areas	Implementation Areas	Key Elements
Reducing age discrimination in the labour market	Age-friendly work environment	Health promotion
		Improving intergenerational relations
	Awareness-raising	Promoting positive images of ageing
		Addressing age discrimination
		Promoting approaches for employing older persons
	Flexible work arrangements	Promoting gradual retirement
		Providing measures for reduction of daily or weekly working hours

Age-friendly Employment Policies		
Main Areas	Implementation Areas	Key Elements
Enabling older persons to participate in the labour market	Lifelong learning	Ensuring work-life balance
		Promoting part-time employment
		On-the-job training
		Encouraging lifelong learning
		Focusing on access to new technologies (computer and Internet literacy), and improving language skills
		Matching skills needs with individual educational status of older employees
		Maintaining skills and experience of older workers
		Providing professional training to assist in job searches
	Gender equality	Developing infrastructure of home and formal care for family members in need
		Preventing gender discrimination and harassment in the workplace
		Involving men in home care duties
		Creating a gender-assessed tax system

Source: United Nations Economic Commission for Europe. 2011.

Table 4 shows the concern lists of age-friendly employment policies and practices with reference to United Nations Economic Commission for Europe. The policies and practices comprise two main areas which are reducing age discrimination in the labour market and enabling older persons to participate in the labour market. In each area, there are a few practices of implementation. The area of reducing age discrimination consists of three practices of implementation including age-friendly work environment, awareness-raising and flexible work arrangements. The area of enabling older persons to participate in the labour market consists of two practices of implementation including lifelong learning and gender equality.

The practice of age-friendly work environment comprises the key elements of health promotion and improving intergenerational relations. In addition, the practice of awareness-raising includes the key elements of promoting positive image of ageing, addressing age discrimination and promoting approaches for employing older persons.

Furthermore, the practice of flexible work arrangements consists of the key elements of promoting gradual retirement, providing measures for reduction of daily or weekly working hours, ensuring work-life balance and promoting part-time employment.

Next, the practice of lifelong learning includes the key elements of on-the-job training, encouraging lifelong learning, focusing on access to new technologies (computer and Internet literacy), and improving language skills, matching skills needs with individual educational status of older employees, maintaining skills and experience of older workers and providing professional training to assist in job searches. Lastly, the practice of gender equality includes the key elements of developing infrastructure of home and formal care for family members in need, preventing gender discrimination and harassment in the workplace, involving men in home care duties, and creating a gender-assessed tax system.

With reference to United Nations Economic Commission for Europe (2011), it is desirable for governments to acknowledge that different age groups contribute positively with different skills to societal development and for governments to define mechanisms for making labour markets equally accessible to persons of all ages. An employment policy without age discrimination would allow staff to be recruited according to their skills, not their ages. Furthermore, employment should be accessible to job-seeking adult, should take place in professional settings with regulated pay and working hours, and pay should be determined according to the employees' skills and market value, whilst always being above the minimum subsistence level.

Older persons may be willing to work for longer, if work-life balance, an age-friendly working environment and further financial incentives are guaranteed. Hence, the question is how to encourage older persons to remain longer to work decently. According to UNECE policy brief on age-friendly employment policies and practices, they suggested three kinds of policies and practices including the enhancement of age-friendly conditions in the workplace, skills and experience of older persons as an important resource and legal framework to make retirement more flexible and gradual.

First, the enhancement of age-friendly conditions in the workplace will help older persons to decide to continue to work voluntarily. The decision of older persons to remain in the labour market depends not only on the financial benefits of working longer, but also on the interaction between individual's functional capacity, the nature of the work, his or her state of health and the possibilities for work accommodations. Therefore, enhancing age-friendly conditions in the workplace may help enable older persons to work well and promote their health, also contribute to older persons' desire to participate for longer in the labour market.

Second, we should consider skills and experience of older persons as an important resource. Older persons may have valuable knowledge and experience and may

be able to train, consult or mentor younger subordinates or less skilled colleagues. In other words, the professional and social skills gained by older persons in the course of their careers represent a special asset. Quality such as accuracy, reliability and the ability to communicate with customers and colleagues characterize many older persons. Therefore, it is important to raise awareness about the fact that the qualifications of older persons are able to meet high working standards.

Third, the legal framework concerning about retirement should be more flexible and gradual. This is because flexible and attractive working arrangements can motivate the older persons to stay longer in working.

Table 5 Practices to promote the employment of older persons from a case study of a foreign country

Policy to encourage companies to hire elderly people and procure jobs suitable for labor, promote employment and increase financial stability		
Singapore	Special Employment Credit	Employees must join the Central Provident Fund, but do not cover self-employed groups.
	Flexible Working Arrangement and Work Pro Program	Designing a work environment that encourages the workforce. In Singapore, the state provides financial support to create a work environment that facilitates the older persons and laborers with families
	Silver support	Seniors receive a grant.
	Central Provident Fund (CPF)	The Government has a major part in planning the allocation of revenue. A balanced expenditure, particularly in the Central provident fund and pension fund that covers medical expenses. Tuition, which is essentially a child insurance and a guarantee for retirement and promotes savings
Japan	Silver Human Resource Centre	To help the older persons to have shorter working or using less physical work.
Education and knowledge development policy to boost up skilling and enhance the re-skilling to the workforce continuously.		
Singapore	Broad-based and Fundamental program, Targeted program	learning the basic format and learning specific skills, specific to suit the needs of the labour market in various branches.
	Skill future program	Job centres and provide a convenient and full services on the platform which supports online planning, lifelong learning that benefits all levels of the students, as well as seniors, both to provide the information the professional needs of the labour market, the average income of different jobs. Career advice to suit the skills of labour. The guidance should learn more skills –

Policy to encourage companies to hire elderly people and procure jobs suitable for labor, promote employment and increase financial stability		
		Skills training courses to suit the career, including discounts on training courses, certain workers, such as low-income and persons with age.
	National Silver Academy	Increase skills and enhance productivity-added the ability to make money in the long run.
Policy incentives workforces		
Singapore	Extensive margin and Intensive margin	The increase in work hours. Effective number of workers and enhance the potential of labour.
The Government's incentive policy.		
Thailand	Taxation and social welfare system before – after retirement.	To support the participation in the labour market, lifelong learning, increase the flexibility of the system and increase the skill, labour, of all ages, including expanded benefits for employment of the older persons, to cover the groups with the skills and also be able to find jobs.
	The social security system and welfare pension	
	Health care and care for older persons comprehensive affordable	
	Increase the motivation, job design, employers to be flexible.	

Source: Collected and compiled by researchers.

Chapter 3

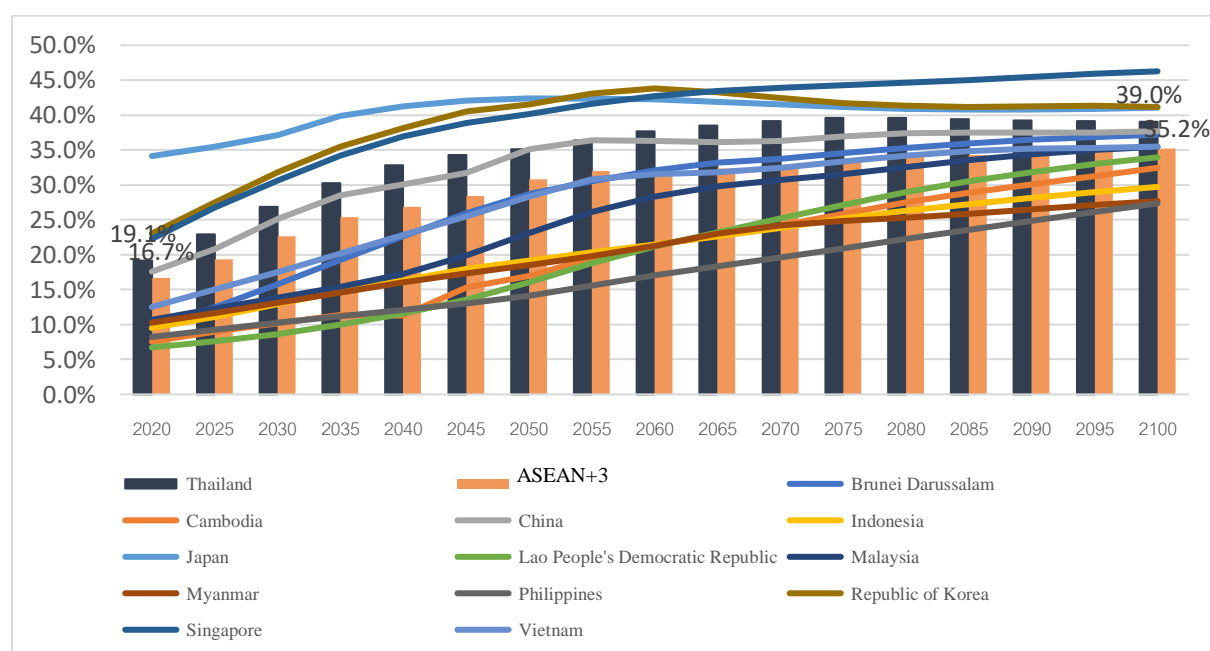
Promoting decent work for older persons in Thailand: Country report

This Chapter presents current situation for Thailand to provide inputs for the country presentation. The sections comprise (1) overview; (2) national policies, laws and regulations in promoting decent work for older persons; (3) decent work indicators for older persons; (4) selected good practices in promoting decent work, and (5) recommendations to move forward and tackle challenges in promoting decent work for older persons.

3.1 Overview

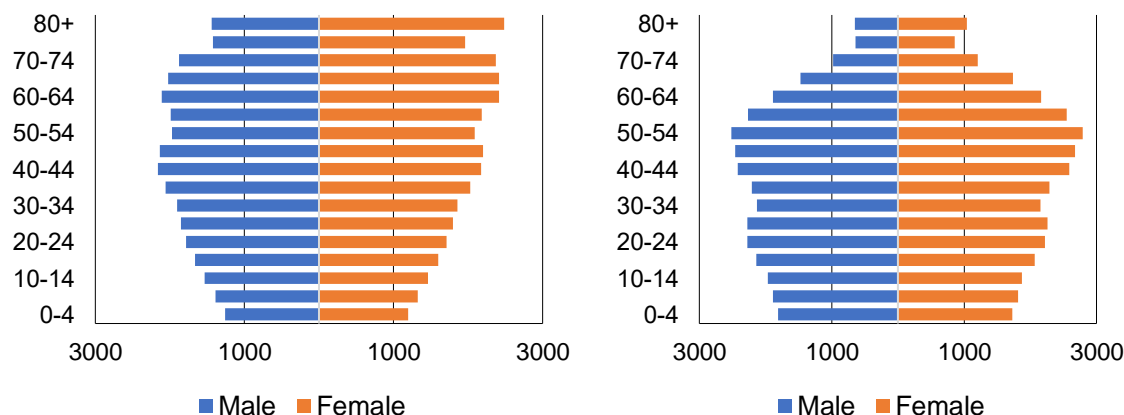
A global trend, especially the rapid decline in fertility, the high contraceptive use and delayed marriage, a healthy lifestyle & better technology results in increasing life expectancy, and high contraceptive use and delayed marriage (Figure 3). The demographic structure complies with the same trend (Figure 4).

Figure 3 Demographic Structure in Thailand and ASEAN countries, by age and sex, 2020 to 2100



Source: World Population Prospects: The 2017 Revision, Medium fertility variant, 2015 – 2100

Figure 4 Population Pyramid in Thailand, by age and sex, 2020 and 2040



Source: NESDB, Population projections for Thailand 2010–2040, February 2013.

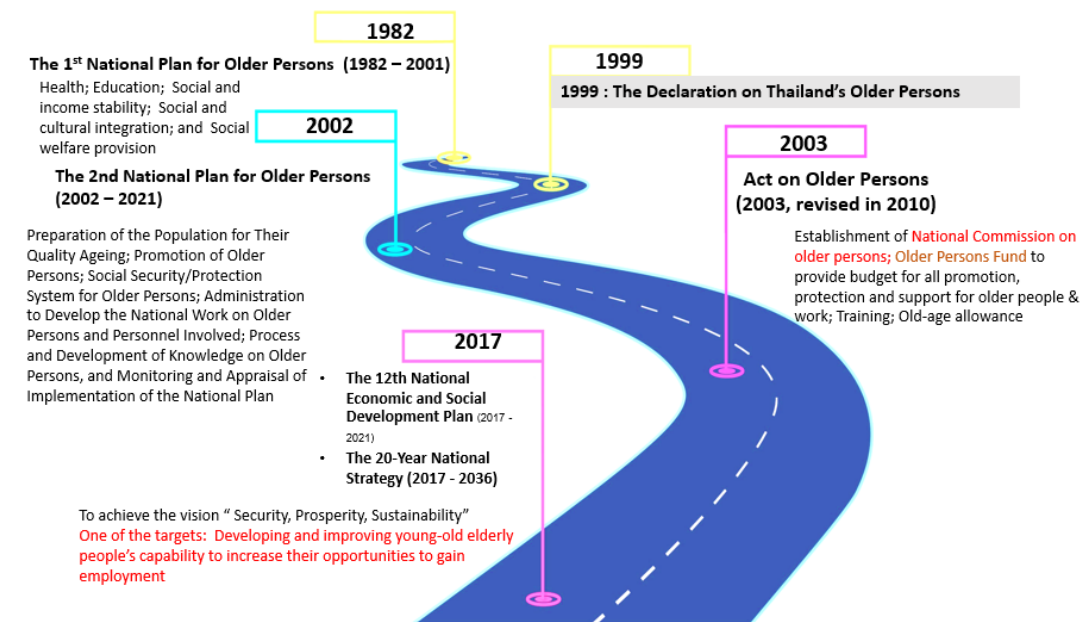
3.2 National policies, laws and regulations in promoting decent work for older persons in Thailand

In order to promote decent work for older persons, national policies, laws and reugulations are important mechanisms to facilitate the relevant activities. Key laws to promote decent work for older persons in Thailand are listed as follows (Figure 5):

- The 1st National Plan for Older Persons (1982 – 2001) with the emphasis on health; education; social and income stability; social and cultural integration; and social welfare provision.
- The 2nd National Plan for Older Persons (2002 – 2021) with the emphasis to preparation of the population for their quality ageing; promotion of older persons; social security/protection system for older persons; administration to develop the national work on older persons and personnel involved; process and development of knowledge on older persons, and monitoring and appraisal of implementation of the national plan.
- Act on older persons (2003, revised in 2010) establish the national commission on older persons; older persons fund to provide budget for all promotion, protection and support for older people & work; training; old-age allowance.

The roadmap of laws and regulations relating to older persons in Thailand as mentioned above is shown in figure 5 as below:

Figure 5 Thai national policies, laws and regulations on older persons



Source: Gudeerat & Bhula-or (June 2019) Country presentation. Regional Conference on "Promoting Decent Work for Older Persons in ASEAN+3", 27-28 June., Bangkok

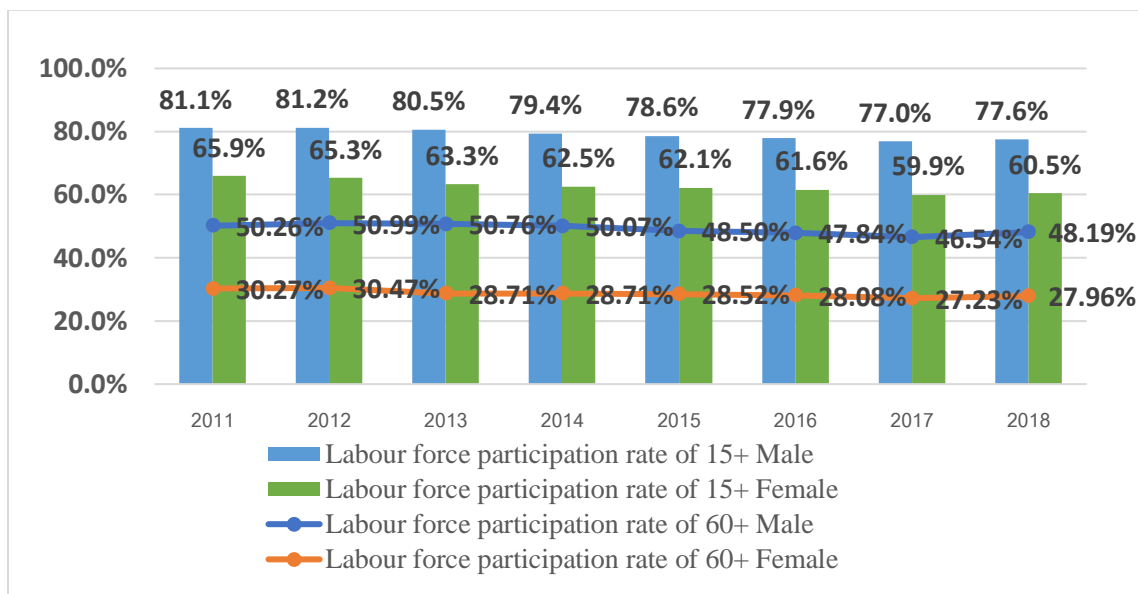
Some key laws & regulations & plans regarding older persons and decent work are presented as follows:

- Labour Protection Act (No 6) 2017 on older persons, provision no 118/1 [The effect that a retirement agreed upon between the employer and the employee or as prescribed by the employer shall be regarded as a termination of employment; as such, the employee shall be entitled to severance pay.]
- Exemption on revenue taxes No. 639 B.E. 2560 (2017) [Tax exemption shall benefit employers, being a company or juristic partnership, which hires persons aged more than 60 years old. The wages paid to older persons can be deducted as expenses in addition to the same type of expense in total 100% but not exceeding 10% of their total employees.

3.3 Decent Work Indicators for older persons

The trend of the Labour force participation rate (LFPR) was declining between 2011 and 2017, before slightly shifting in 2018. It is noticeable that the gender gap is slightly wider after becoming 60 years and older (Figure 6).

Figure 6 Labour force participation rate by sex (60 years old and over), 2011-2018

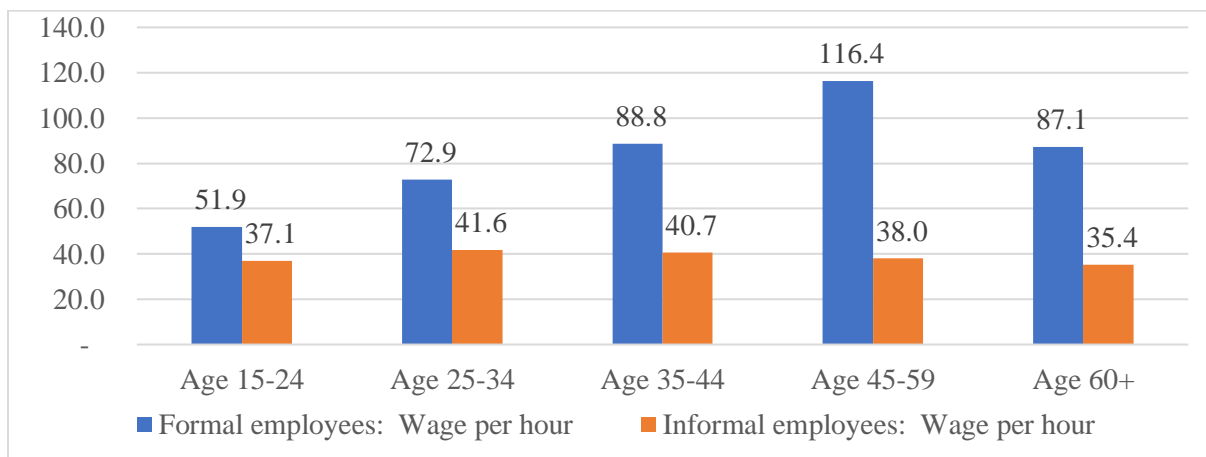


Note: The labour force participation rate is calculated by expressing the number of persons in the labour force as a percentage of their population in the same cohort.

Source: National Statistical Office of Thailand, Labour Force Survey, 2011-2018 Q3 (Author's calculation)

The average wage per hour dropped significantly among formal employees, yet the average wage remains higher than that of informal employees as shown in figure 7.

Figure 7 Estimated average wage per hour of by age group



Note: Wage data is collected only among employees, not other working statuses.

Source: NSO, Informal employment survey, 2017, and owned estimation

The following section will clarify some selected good practices to promote decent work for older persons in Thailand.

3.4 Selected good practices in promoting decent work for older persons

1) The Social Working Group

The Social Working Group (E6) is a quick win strategy to ensuring income and supporting employment for older persons among government agencies, public enterprises, public sectors, private agencies, and supporting organizations for older persons. The committee member is composed of MSDHS (Chair of the public sector); Thai Health Promotion Foundation (Chair of the Civil Society); Federation of Thai Industries (Chair of the private sector).

2) Ruam Palang Pracharat campaign

Ruam Palang Pracharat campaign– The public-private- CSO MOU initiative

In 2019 has 100,000 targets,

- 1) 15,000 private employees
- 2) 5,000 government employees / state enterprises employees
- 3) 80,000 jobs, consisting of [(1) promoting own-account workers for 70,000 people & (2) promoting work at home for 10,000 people]

MOL (Chair of the public sector); Big business operators [Thai Retailers Association, Central Group Company Limited, Berli Jucker Public Company Limited, Ek-Chai Distribution System Company Limited, CP All Public Company Limited, Index Living Mall Public Company Limited, SE-EDUCATION Public Company Limited, Bangchak Green Net Co., Ltd., Business Services Alliance Company Limited, Restaurant company Yum's Restaurant International, Thai Toshiba Company Ltd, and Mezzo.]; CSO The National Municipal League of Thailand, Provincial Administrative Organization Association of Thailand, Subdistrict administration organization association of thailand

3) Accessibility to capital for job creation

Older Persons Fund is an age-Friendly Business Networking Develop suitable jobs for older persons.

The objectives are as follows: (1) To supporting subsidies for promoting elderly activities in the form of a club, service centre, older persons Quality of Life Development and Career Promotion Centres (2) To finance projects for organization working with older persons and with older persons in the community (3) To fund individual and group loans for careers (4) To help older persons who are abuse, being exploited, being abandoned, and experiencing difficulties in accommodation, food and clothing (5)

To support subsidies for organizations that conduct consultations or other actions related to cases Including solving family problems on a case-by-case basis (6) Other matters as the National Committee for older persons to receive the maximum benefit according to the Act on Older Per sons, 2003.

The financial support for a small project is within 50,000 THB; a middle-size project: 50,000 -300,000 THB; and a big project more than 300,000 THB. As of May 2019, 6,628 older persons who are supported by loans for working capital from older persons fund; and 418 elderly products being promoted by older persons Quality of Life Development and Career Promotion Centres to be products of community enterprises.

Even though Thailand has attempted to launch many policies to promote decent work for older persons and tackle with the challenges which might be an obstacle, there still some recommendations to improve the situations.

3.5 Recommendations to promote decent work for older persons

Promoting employment in Thailand is quite successful, yet the challenges remains in quality of work & well-being & gaps, which requires a holistic policy and approach. Encourage lifelong learning to ensure the active aging society and decent employment. Promoting mechanisms/technology to help the older persons live secure and dignified lives with a focus on area-based & community-based approach using a public- private- civil society-academia approach. Encourage dialogues and platforms to promote decent work in multiple levels (e.g. within community, among stakeholders and international platforms)

Chapter 4

Country presentation

This chapter will elaborate the content of country presentation from the six countries including the Republic of Korea, Thailand, Malaysia, Cambodia, Myanmar and Lao People's Democratic Republic. Before delving into each country context and content, the structure of key points of the forum is identified as follows:

4.1 Points for each country presentation was provided for each presenter

Points for each country presentation was provided as follows:

1. Overview of the employment of older persons and trends (e.g. statistics on level of population aging, employment and unemployment rate and, etc.)
2. Overview of conditions of work of older persons in your countries. The conditions of work may include, but not limited to, average wages, employment opportunities, decent working time, save work environment and suitable jobs for older persons.
3. What are roles of each actor in promoting decent work for older persons?
4. Are there national policies, laws and regulations in promoting decent work for older persons?
5. Selected good practice(s) regulations in promoting decent work for older persons in your country.
6. Recommendations to move forward and tackle challenges in promoting decent work for older persons in your country.

4.2 Country presentation

Six countries mentioned above have presented in the forum. Country presentations, except Thailand's which presented in the previous Chapter, are described below:

4.2.1 Cambodia

Older persons in Cambodia are facing a problem of social security. Cambodia does not have National Social Security fund for the general population. Particularly, older persons in Cambodia are lack of information to take care their health and an understanding about retirement is still limited.

However, on January 19th, 2015, Cambodia established National Committee, Cambodia's National Committee for older persons, in particular and has been gradually developed to be November 22nd, 2017 on Managing older persons care centre; Prakas No.052, dated on January 25th, 2018 on the organization and functioning National Social Protection Centre for Elderly. Therefore, currently, the country has 197 Elderly Care Centres (private sector) to open older persons Care Centre. In terms of policy to promote the employment of the older persons, Ministry of Social Affairs has launched National Ageing Policy 2017-2030 to support and promote the well-being for older persons in Cambodia.

4.2.2 Lao People's Democratic Republic

The policy about the promotion of decent work for older persons is mostly related to an improvement of workplace environment safety and health for workers. There is a need for the policy to promote them to transferring their knowledge and skill, especially the person of the retired work for the private sector to be a consultant or be senior consultant for the government.

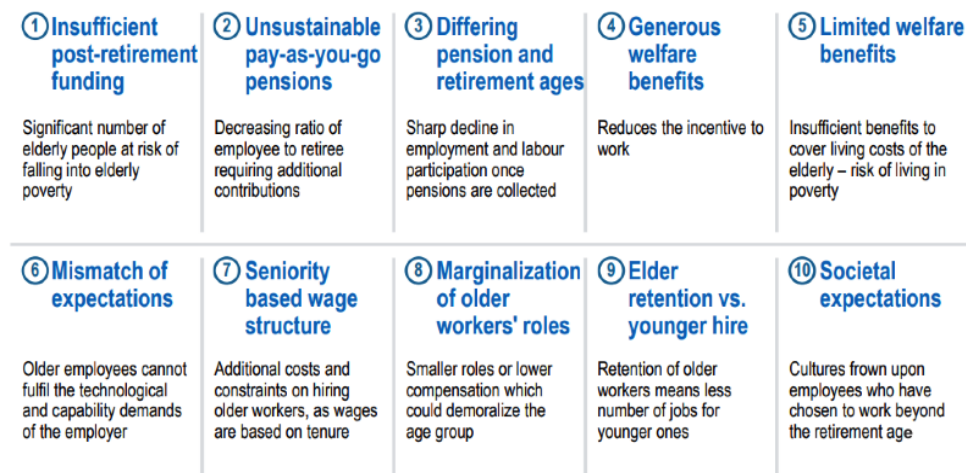
4.2.3 Republic of Korea

The best practice to promote decent work for older persons in Korea is "Silver Success Program" which is a Korean counselling program. This is a service access package program for older persons participating 6 hours per day improving their resume writing to increase a possibility to get their passionate jobs. The programme empowers them to work at their passionate jobs and being confident to search their own careers. The Silver Success Program also includes the lifelong career design and the lifelong vocational training system for your lifetime.

4.2.4 Malaysia

Malaysia do not have specific laws to promote decent work for older persons, but for health and well-being, and also ensures to support aged-friendly environment. Therefore, the policy and practice of Malaysia can be summarized as following Figure 8:

Figure 8 Ten-focused areas to promote employment of older persons



Source: Malaysia representative (June 2019) National Strategic Development Plan on Ageing Population: Inclusion and Employment of Malaysia's Ageing Population Regional Conference, "Promoting Decent Work for Older Persons in ASEAN+3", 27-28 June., Bangkok

The comprehensive plan to promote employment of older persons comprises of ten areas which coming from the obstacles in the promotion of employment among this group. The ten areas include post-retirement funding, pension, customized pensions and retirement ages, welfare benefits, matching of expectations, senior based wage structure, older persons' roles, retention and managing societal expectations.

4.2.5 Myanmar

Recently, Myanmar has initiated "a wellness program for older persons". According to elder people Law, in section 24 stated that, "Companies incorporated to final appropriate jobs for older persons people who are capable and willing to do jobs should do as followings:

- (a) arrange part-time job opportunities and the jobs capable of performing by the older persons.
- (b) arrange to get loans to do vocational jobs for the older persons.
- (c) arrange trainings for vocational education and skilled labour for the older persons.
- (d) arrange tax reduction or exemption for the employers who give job opportunities to the older persons.

Myanmar is giving more respect to the older persons and our social welfare department is support older persons across country, by open day care centre for aged since 2013 and create enabling environment. The country conducts caregiver training for youth and active communities and arranges Older People Self-Help Group since 2009 and

promote active ageing in the communities. Myanmar is one of the member international plan, which is called Madrid International Plan of Action on Ageing 2002-2022 (MIPAA) was agreed by the global community (159 countries).

Currently there are 2 flagship programs: National Social Protection Strategic Plan and Replication of Older People's Self Help Groups (OPSHGs). At the same time, there are two key schemes have just implemented: (1) the Myanmar first pilot cash transfer for the older persons in Kachin State and Ayeyarwaddy Region with the support of HelpAge International, and (2) the first Myanmar National Social Pension delivery starting from 2017 April (10,000 MMK per month, about 7-8 USD per month). Myanmar also reduced eligible age for Social Pension to 85+ in October 2018 and the total number of beneficiaries is about 180,000 in the country.

Chapter 5

Promoting decent work for older persons in Thailand: Exhibition

There was an exhibition from related agencies and workshop discussions to continue collaboration on the issue in the future. The exhibitors in the conference of the first day included as follows: Ministry of Labour, the Foundation of Thai Gerontology Research and Development Institute (TGRI), Kenan Foundation Asia, Chulalongkorn University (Chula Ari), Department of Older Persons. In addition, two older persons clubs presented their products.

This section explains the four organizations organizing the exhibitions at the forum including Smart Job Center, The Foundation of Thai Gerontology Research and Development Institute (TGRI), Kenan Foundation Asia and Chulalongkorn University (Chula Ari).

5.1 Thai Job Service Center (Smart Job Center)

The government has a policy to reduce enhance opportunities to access government services by speeding up opportunities for a career and a steady income to the labor market. In 2015, the Ministry of Labor, the Department of Employment has developed a process for promoting the work of the Thai people with the aim for all Thai people to be employed in all areas and for all ages through the service model of the Recruitment service Center for Thai people or the Smart Job Center, which serves as an employment center and provides a full range of work-oriented services. Whether it is a domestic job supply, professional advice and information services for Thai people to have jobs, stable income and a good quality of life and has the same access to government services. There are three main services as follow:

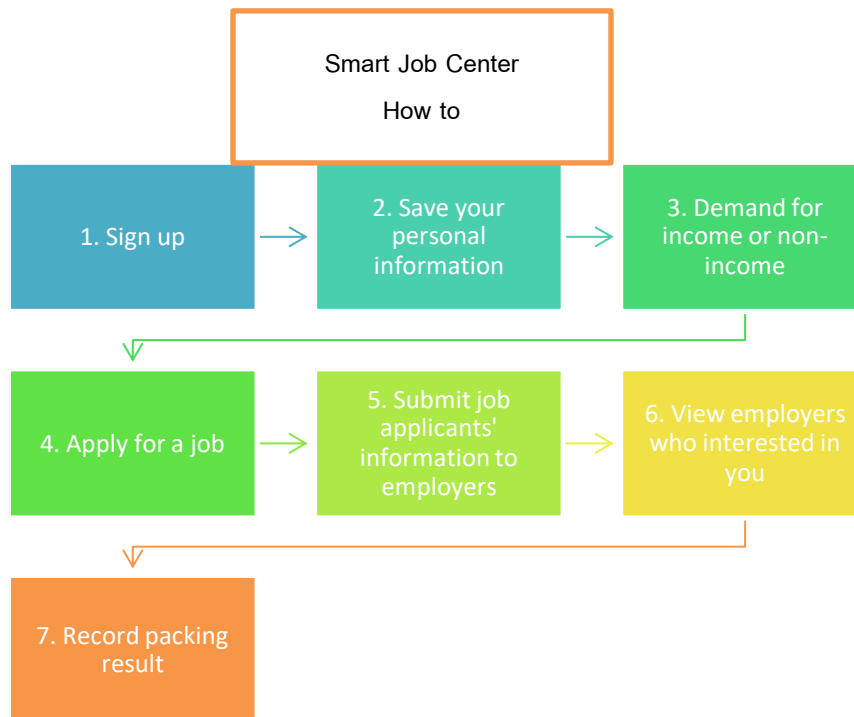
1. Job Procurement Services

- Apply for a job with a single ID card
- Online Job Support nationwide
- Provide jobs to all the people
- Self-guided video clip for job applicants
- Online interview Service

- Screening a job Applicant (Recruit) before meeting with the employer
 - Register and report a guarantor via Internet
2. Professional Guidance Service (Career Guidance)
- Student and general public Career Guide
 - Aptitude and career Test
 - Promote independent occupational
 - Professional information Service www.doe.go.th/vgnew and professional Play Role Training
 - Promote a group of recipients to work from home and low interest loans.
3. Labor Market Information Services
- Service for domestic and international vacancies and labor market information.

In August 2018, there is a special mechanism to serve the elderly, especially those who enter the service must be Thai nationality aged from 60 years to maturity (according to the elderly Act 2003), with the process of providing the elderly as follow:

Figure 9 Process to Register at Smart Job Center



Source: Ministry of Labour

In 2019, the Ministry of Labor has accelerated the promotion of working and enhancing the quality of life of the elderly (age 60 - 69 years) by targeting the number of 100,000 people, divided into elderly people in the system of 20,000 people consisting of 15,000 private workers and 5,000 government workers or the state enterprises and 80,000 elderly people outside the system, which are composed of 70,000 independent professions and 10,000 promoting reception to work from home. The authorities responsible for the relevant missions are:

Table 1: Entities, Issues and Results

Entities	Issues	Results
Office of the Permanent Secretary, Ministry of Labor	Define the hourly wage rate for the elderly.	Same rate across the country, not less than 45 baht per hour.
Department of Employment	Promote senior employment in a career that suits their age and experiences. Independent career and a service center for the elderly.	Type of clerical work (finance, management, travel, information, coordination), trade (wholesale, retail, sales, sales, sale in stores and market, sales staff, product demonstration), Service (hotel, restaurant, Bill, front desk, PR staff), production (simple tasks, regularly on the production of warehouse transportation), folk crafts
Department of Skilled Labor Development	To promote and develop skilled workers and the elderly potential.	Practice professional skills to 3,651 elderly workers outside the system to have job and earn income and to have the right skills in accordance with the demands of the labor market, knowledgeable and ability to make money
Department of Labor Protection and welfare	Provide welfare knowledge to prepare to enter the retirement age, Strengthening	The working period should not exceed 7 hours a day and no more than 6 days per week, by calculated compensation based on working hours (in the absence of an hour, swipe into 1 hour). Promote

	knowledge of elderly workers	appropriate health habits, promote the integration of housing development, development of mid-term care system to provide standard, encouraging and motivating private sectors, performs elderly care, coupled with the development of elderly database systems.
Social Security Office	Adjusts the social security system in accordance with the employment of elderly and out-of-health mobile units.	Ongoing employment in the workplace and the elderly workers in the system (from information, 44,801 people to insured M.33 work with the employer of social security system

Contact: Service Center for Thai People Department of Management System Development Division smartjob.doe.go.th

Related projects

Department of the Elderly Affairs – The Senior Vocational Loan Fund is divided into 2 types (1) individual loans. Not exceeding 30,000 baht and (2) Group loans (Not less than 5 persons), not exceeding 100,000 baht, the payment must be paid in monthly installments, Period of 3 years without interest.

5.2 The Foundation of Thai Gerontology Research and Development Institute (TGRI)

TGRI was established by the National Committee for the Elderly in July 2006. The vision of TGRI is to enhance the well-being of the communities' elderly people through research, training and outreach in the policy and practice arena including government, NGOs, the private sector and other service organizations in Thailand and internationally.

TGRI mission is to disseminate gerontological research knowledge to researchers, to practitioners and to decision makers to promote, support and advocate for aging education striving to improve care for elderly to better meet their needs and maintain their independence and dignity in society.

Since 2006, TGRI has produce “The Situation of Thai Elderly Report” and also support over 60 studies on ageing and gerontology. in April 2014 TGRI received an accolade from the Ministry of Social Department and Human Security as a non-government organization that advocates for the ageing population.

5.3 Kenan Foundation Asia

Kenan was established in 1996 as an independent, locally registered organization with the belief that long-term development can best be achieved through free enterprise mechanisms, boundary-spanning partnerships, and practical expertise. With former Prime Minister Anand Panyarachun serving as founding chairperson, Kenan began by fostering development partnerships between U.S. and Thai organizations.

Today, Kenan is a thriving organization employing over 80 full-time staff at our offices in Bangkok, Thailand and Hanoi, Vietnam. While Kenan’s focus has shifted over the years, in response to Southeast Asia’s transformations, as well as natural and economic disasters, Kenan maintains the same commitment to empowering people with the knowledge, technology and skills necessary for a better future. Currently, Kenan is partnering with a wide variety of organizations, including the Thailand Ministry of Education, the Thailand Ministry of Science and Technology, USAID, the US Department of State, Boeing, the Citi Foundation, Chevron, and the Pfizer Foundation, to achieve its vision.

In the future, within the next decade, more than one out of every five Thai citizens will be at least 60 years old, making the country “super aged” and leading to a host of economic and healthcare challenges. Kenan has identified promoting a healthy aging society as one of its key challenges to be addressed in Thailand.

5.4 Chulalongkorn University Platform for Ageing Research Innovation (Chula ARi)

Chula Ari is research project which integrate lecturers, researchers and students from all fields of study, and other relevant participants to pro-actively support the ageing society including the betterment and quality of life for the Thai population. Chulalongkorn University provides support to Chula ARi under the University’s Development Plan, “Chulalongkorn University’s Empowerment in its second century Phase 2”. This is in accordance with the university’s vision for the creation of knowledge and innovation for sustainable development of the Thai society.

Objectives of Chula Ari are as follows:

- 1) Create researches which have direct and tangible impact on the country's ageing policy
- 2) Create action researches from area-based approach
- 3) Create new knowledge and innovation
- 4) Create researchers specializing in the field of geriatrics

Chula Ari's missions emphasize on economy and participation, population and society, health, environment, including technology and innovation. The first three years' direction is to conduct researches on both country and community levels and the main activities are as follows:

Policy Research

- Create the third National Ageing Plan for a long term pro-active and integrative direction
- Develop policy for family planning and high quality birth
- Develop care system prototype and develop health knowledge for elderly
- Study and develop technology and innovation in medicine for the aging and dementia patient rehabilitation

Ageing Watch

- Monitor aging population trends and present research results to public through appropriate media

Developing multi-dimension system to respond to aging in urban

- Initiate projects of implementable researches at local communities
- Develop and expand the idea of Age-friendly city to Thai communities

Chapter 6

Conclusion and Recommendations

6.1 Conclusion

Promoting decent work for older persons is the critical issue in an aging society, as an important measure to increase an opportunity for country to be able to maintain a long-term capacity in a situation where a number of labor force starts to decline. The income gained by the older persons helps to reduce a burden of the government budget in terms of a long-term care of older persons. The contributions of the older persons can perform in many different ways, depending on the context of each country, such as an employment of the older persons in public sector, an extension of retirement age to keep the older persons be active and productive, and also an improvement of the management system including pension system, and the appropriate allocation of a social welfare system. However, all the above-mentioned measures have to be aligned and consistent with the labour market mechanisms and are subjected to the labour demand and skills needed.

Decent work or work that creates value for the older persons comprises a job that can generate income and compensation with a decent working condition either working in formal or informal economy.

Thailand is one of the countries that have a comprehensive set of policies to promote employment and decent work for older persons. To achieve the goal, Thailand has initiated a number of formal collaboration among stakeholders (Public- private- civil society-academia). For example, A Social Working Group (E6), a Ruam Palang Pracharat campaign have been initiated to ensure substantive income and promote employment for older persons through collaboration of government agencies, public enterprises, public sectors, private agencies, and other civil society organizations.

A set of measures to promote decent work for older persons are also implemented. Department of Older Persons, Ministry of Social Development and Human Security has been promoting the elderly's independent professions through the elderly funds, encouraging and developing the elderly potential in the profession of online marketing and promotion of participating into community enterprises. At the same time, the Ministry of Labour provides a multi-channel tools for older persons be in employment. Skills trainings that match the labour demand and older persons' interests and working condition are also defined as appropriate conditions for the older persons. In addition, there are tax measures to promote the employment of older persons by the Ministry of Finance to encourage firms to employ older persons.

It must be noted decent working conditions are also keys along with promoting employment for older persons. Key points include remuneration compensation, appropriated job types and flexible working hours.

Another set of policies shall be a measure that promote wellbeing of all ages to enhance lifelong wellbeing conditions so that they can stay active at the older age. For example, establishing social protection centre, draft and enact the laws associated with older persons.

The regional conference on "Promoting Decent Work for Older Persons", held at the Berkeley Hotel Pratunam during June 27-28, 2019. The event brought together a total of 181 participants, with 6 representatives from the ASEAN plus three countries (the Republic of Korea, Malaysia, Cambodia, Myanmar, Lao People's Democratic Republic and Thailand). The objective of the conference is to exchange the experience and knowledge concerning about the promotion of decent work for older persons of each country's experience. In addition, there is exhibition from related agencies and workshop discussion to continue an academic collaboration on the issue in the future. All the representatives from ASEAN plus three countries also visited three places including senior citizen school (Dindaeng District), time bank G-area and smart job center.

6.2 Recommendations

Three challenges identified in promoting decent work for older persons are listed as follows: 1. data 2. working condition and 3. social protection (Table 6).

Table 6 Recommendations from ASEAN+3 countries

Group1: Data				Milestones / Dates			Milestones / Dates		
Activity Tracks	Short term (1 years)	Medium term (2-3 years)	Long term (5 years)	Short term (1 years)	Medium term (2-3 years)	Long term (5 years)	Short term (1 years)	Medium term (2-3 years)	Long term (5 years)
Activity / Action	data analysis	design data system, structure	comprehensive data system, data sharing among ASEAN	capacity building program	Develop policy	Develop RPOA/ government system	Pension	Medical insurance	Basic support
People / Team	national census	local community	Key ASEAN cities	community based center	Responsible unit in collaboration	Responsible unit in collaboration	Government	Government, National bank	Government, National bank
Resource needs	budget, skill	fund, technology	sustainable budget, government support	human resource / budget	Laws support on work conditions	Laws support on work conditions	10% from Government budget	20% from Government budget	25% from Government budget
Challenges	Lack of comprehensive data system / Lack of accessibility / Lack of Budget, technical support			generation gap / lack of flexible working hours / discrimination / low income / Low skills			fund / politics / increase awareness		

Source: Summary from the workshop

Recommended activities to achieve the goals of ASEAN + 3 are listed as follows:

1. Data and information

For the short-term measure, all ASEAN plus three countries should contain the database of the older persons in all the dimensions. Each country should be equipped by the national database, responsible by a key national agency. For the medium-term measure, there should be a system or a platform designed for data collection that allows each unit to use the information quickly and conveniently. For the long-term measure, the international data should be provided with the same standards and information exchanged among the ASEAN countries. However, challenges of some ASEAN plus three countries are lack of budget and lack of technical support.

In sum, priority activities should include ASEAN + 3 International Data Sharing Analysis; training for skills development in data analysis and data collection for staff; and technological development in data collection and analysis.

2. Promoting working conditions

For a short-term solution, we should prepare for manpower and budget in order to launch the projects to help the older persons be able to work with other generations, to promote relationship among different age groups, to reduce age gap and to enhance a mutual understanding among all age group in the workplace. Therefore, the older persons can work with other generations without any problems. For a medium and long-term solution, there should be a policy to promote the employment of the older persons, particularly a development of implementation plan at the regional level where all relevant countries can collaborate to deal with this issue together.

In sum, priority activities should include highlight the important of social security by the government; establish an ASEAN community centre development Integrated project, and conduct simple studies in each country to provide baseline studies

3. Social security

An urgent issue which should be carried out within one or two years is concerned with income security and pension so that the older persons will have sufficient income for their basic needs. Such income security and pension should be done as a system both in terms of specific schedule and responsible agency, for example pay once a month by the central unit.

For a medium-term term. It should also address concerns with employment security for older persons. This issue combined all work-related matters including basic earnings, health insurance and free medical care. For a long-term, there is a need to set a high level national committee to implement and monitor a set of projects or policies which require both budget and time.

In sum, priority activities should include develop a comprehensive health insurance system; establish national committee with potential and proactive role in every member countries and develop a service system that is easily accessible.

In promoting decent work for older persons for ASEAN+3 countries, a close collaboration is required to close an existing gap in inequalities. The Senior Officials Meeting on Social Welfare and Development Empowering Older Persons is the key to help foster employment of the older persons in ASEAN +3 countries.

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การมีงานทำของผู้สูงอายุ กรณีศึกษา การจ้างงานผู้สูงอายุในภาคอุตสาหกรรมการผลิต. สำนักงานสภาพัฒนาการเพื่อพัฒนา
แรงงานแห่งชาติ สำนักเศรษฐกิจการแรงงาน สำนักปลัดกระทรวงแรงงาน กระทรวงแรงงาน.

Appendix

Agenda



ASEAN
THAILAND 2019
ADVANCING PARTNERSHIP
FOR SUSTAINABILITY



Agenda
The Regional Conference on
“Promoting Decent Work for Older Persons in ASEAN+3”
27-28 June 2019
The Berkeley Hotel, Pratunam, Bangkok, Thailand

Day 1: Thursday 27 June 2019

Time	Session
08.30 - 08.50	Registration
08.50 - 08.55	Opening Ceremony and Conference Session 1-2 at Mayfair C, 11th floor
08.55 - 09.00	Session 1 - Opening Ceremony
09.00 - 09.10	Welcoming Speech By Professor Dr. Narin Hiransuthikul , Vice President of Chulalongkorn University
09.10 - 09.25	Video Presentation on “Promoting Decent Work for Older Persons in ASEAN+3”
09.25 - 09.35	Report Speech by Mrs. Praiwan Ponlawan, Director – General, Department of Older Persons, Ministry of Social Development and Human Security, Thailand
	Opening Remarks by Dr. Porametee Vimolsiri, Permanent Secretary, Ministry of Social Development and Human Security, Thailand
	Souvenir and Photo Session (Batch 1 & 2)
09.35 – 09.50	Presentation on “Decent Work for Older Persons in ASEAN+3” by Mr. Christian Viegelahn, ILO Labour Economist, the ILO Regional Office for Asia and the Pacific
09.50 – 10.05	Presentation on “Older Persons and Decent Work: Progress and Policy Frameworks” by Ms. Rodora T. Babaran, Director of Human Development of the ASEAN Secretariat
10.05 – 10.20	Presentation on “Advancing integrative researches and its linkages to policy in promoting decent work for older persons” by Miss Atchara Ngamsomchit, Director, Strategy and Planning Division, National Labor Research Center, Ministry of Labour & Collaborating Center for Labor Research, Chulalongkorn University
10.20 - 10.40	Coffee Break
10.40 - 12.00	Session 2 - Country Presentations: Current situations, policies and practices to promote decent work for the older persons in ASEAN+3 Country Presentations, 15 minutes each <ol style="list-style-type: none">1. Republic of Korea2. Thailand3. Malaysia

Time	Session
	Q & A
12.00 - 13.00	Lunch At the Berkeley Dining Room, 10th floor
13.00 - 14.20	Country Presentations, 15 minutes each <ol style="list-style-type: none"> 1. Myanmar 2. Cambodia 3. Lao PDR Q & A Wrap Up & Summary
14.20 - 14.35	Coffee Break
14.35 – 15.35	Chelsea A Meeting Room, 5th floor Session 3 - Group work: Envisioning the current situation and future of ASEAN+3 to mutually step forward together By Mr. Alexander Duke, Senior Manager, International Practices, Kenan Institute Asia, Assistant Professor Dr. Ruttiya Bhula-Or, Dr. Chadatan Osatis and Dr. Chonticha Asavanirandom, College of Population Studies, Chulalongkorn University Identifying <ul style="list-style-type: none"> - Critical issues and challenges for promoting decent work in ASEAN+3: Present and future
15.35 – 16.00	<ul style="list-style-type: none"> - Policies and practices in promoting decent work for older persons * Remark: List of participants in this session as below Summary and report back
18.00 - 19.30	Welcome dinner, The Mulberry Meeting Room A, 10th floor <ul style="list-style-type: none"> - Welcome speech by Mrs. Praiwan Ponlawan, Director –General, Department of Older Persons, Ministry of Social Development and Human Security - Welcome remarks by Professor Dr. Vipan Prachuabmoh, Dean, College of Population Studies, Chulalongkorn University Thai Performance <ul style="list-style-type: none"> - Thai Music and Dancing - Invite guests to perform Thai dance together (Dress Code: National attire or smart casual)

Remarks

- * List of participants in working group session is as follows:
1. The representatives from ASEAN and plus three countries
 2. Employers’ Confederation of Thailand
 3. State Enterprises Workers’ Relations Confederation
 4. Employers’ Confederation of Thai Trade and Industry
 5. Kenan Foundation Asia
 6. Social Security Office, Ministry of Labour
 7. Department of Skill Development, Ministry of Labour
 8. Ministry of Social Development and Human Security
 9. Department of Older Persons, Ministry of Social Development and Human Security

** Please note that the schedule may subject to change.

*** Dress Code Day 1: Lounge Suits
Dress Code Day 2: Smart Casual

Day 2: Friday 28 June 2019

Time	Session
08.15 - 08.30	Meeting at the lobby and departure from the hotel
08.30 - 12.30	Session 4 - Field visit: Promoting employment and decent work older persons - Senior Citizen School Dindaeng District Community Bangkok - Time Bank at Dindaeng Urban Renewal Project Phase 1 (Plant G) - Smart Job Center & Skills Training Center, Ministry of Labour
12.30 - 13.30	Lunch At the Berkeley Dining Room, Fl. 10
13.30 - 15.30	Session 5-6 at Chelsea Meeting Room, 5th floor Session 5 -- Debrief Field Visit & Group work - Policy recommendations and collaborative way forward
15.30 - 15.45	Coffee Break
15.45 - 16.45	Session 6 - Group work presentation - Recommendations & next steps - Reflection
16.30 - 17.00	Closing remarks By Dr. Vipap Prachuabmoh, Dean, College of Population Studies, Chulalongkorn University



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กำหนดการ

การประชุมวิชาการระดับภูมิภาค

เรื่อง “การส่งเสริมการมีรายได้และมีงานทำของผู้สูงอายุในกลุ่มประเทศอาเซียนบวกสาม”

วันที่ 27 – 28 มิถุนายน พ.ศ.2562

ณ โรงแรม เดอะ เบอร์เคลีย์ ประตูน้ำ กรุงเทพมหานคร

วันพฤหัสบดีที่ 27 มิถุนายน พ.ศ. 2562

เวลา	รายละเอียด
08.30 - 08.50	ลงทะเบียน
08.50 - 08.55	พิธีเปิดการประชุมและการประชุมช่วงที่ 1-2 ณ ห้องเมย์แฟร์ซี ชั้น 11
08.55 - 09.05	ช่วงที่ 1 - พิธีการเปิดการประชุม
09.05 - 09.10	กล่าวต้อนรับ
09.10 - 09.15	โดย ศ.นพ.ดร.นรินทร์ หิรัญสุทธิกุล รองอธิการบดี จุฬาลงกรณ์มหาวิทยาลัย
09.15 - 09.25	ชมวีดิทัศน์ เรื่อง “การส่งเสริมการทำงานที่มีคุณค่าสำหรับผู้สูงอายุในอาเซียน”
09.25 - 09.35	กล่าวรายงาน
09.35 - 09.40	โดย นางไพรวรรณ พลวัน อธิบดีกรมกิจการผู้สูงอายุ
09.40 - 09.45	กล่าวเปิด
09.45 - 09.50	โดย นายปรเมธี วิมลศิริ ปลัดกระทรวงการพัฒนาสังคมและความมั่นคงของมนุษย์ (ปพม.)
09.50 - 09.55	มอบของที่ระลึก
09.55 - 10.00	ประกอบด้วย ผู้แทนจากประเทศสมาชิกอาเซียนบวกสาม และวิทยากร จำนวน 9 คน
10.00 - 10.05	ถ่ายภาพหมู่ 2 ชุด
10.05 - 10.10	ชุดที่ 1 ปพม. รองอธิการบดี จุฬาลงกรณ์มหาวิทยาลัย ผู้แทนจากสมาชิกอาเซียน และวิทยากร
10.10 - 10.15	ชุดที่ 2 ผู้แทนชุดที่ 1 ผู้บริหารกระทรวงการพัฒนาสังคมและความมั่นคงของมนุษย์และกระทรวง
10.15 - 10.20	แรงงาน มลนิธิคีนันแห่งเอเชีย วิทยาลัยประชากรศาสตร์ มูลนิธิสถาบันวิจัยและพัฒนาผู้สูงอายุไทย
10.20 - 10.25	การบรรยายพิเศษ หัวข้อ “งานที่มีคุณค่าสำหรับผู้สูงอายุในอาเซียน +3”
10.25 - 10.30	โดย Christian Viegelahn นักเศรษฐศาสตร์แรงงาน องค์การแรงงานระหว่างประเทศ สำนักงาน
10.30 - 10.35	ภูมิภาคเอเชียและแปซิฟิก
10.35 - 10.40	การบรรยายพิเศษ หัวข้อ “ผู้สูงอายุและงานที่มีคุณค่า : ความก้าวหน้าและกรอบนโยบาย ”
10.40 - 10.45	โดย Ms. Rodora T. Babaran ผู้อำนวยการฝ่ายพัฒนามนุษย์อาเซียน สำนักเลขาธิการอาเซียน
10.45 - 10.50	การบรรยายพิเศษ หัวข้อ “การวิจัยแบบบูรณาการและการเชื่อมโยงกับนโยบายในการส่งเสริมการทำงานที่
10.50 - 10.55	ดีสำหรับผู้สูงอายุ”
10.55 - 11.00	โดย นางสาวอัจฉรา งามสมจิตร ผู้อำนวยการกองยุทธศาสตร์และแผนงาน สำนักปลัดกระทรวงแรงงาน
11.00 - 11.05	ศูนย์วิจัยแรงงานแห่งชาติ กระทรวงแรงงาน และศูนย์ความร่วมมือ
11.05 - 11.10	การวิจัยแรงงาน จุฬาลงกรณ์มหาวิทยาลัย
11.10 - 11.15	พักรับประทานอาหารว่าง
11.15 - 11.20	ช่วงที่ 2 - การนำเสนอของแต่ละประเทศ: สถานการณ์ปัจจุบัน แนวนโยบาย และแนวปฏิบัติ
11.20 - 11.25	เพื่อการส่งเสริมการทำงานอย่างมีคุณค่าของผู้สูงอายุของอาเซียน +3

เวลา	รายละเอียด
	การนำเสนอรายงานประเทศ (ประเทศละ15 นาที) 4. สาธารณรัฐเกาหลี 5. ไทย 6. มาเลเซีย การถาม-ตอบ
12.00 - 13.00	รับประทานอาหารกลางวัน ณ ห้องอาหารเดอะ เบอร์กัลรี่ ชั้น 10
13.00 - 14.20	การนำเสนอรายงานประเทศ (ประเทศละ15 นาที) 1. เมียนมา 2. กัมพูชา 3. สปป. ลาว การถาม-ตอบ สรุปประเด็นจากการนำเสนอแต่ละประเทศ
14.20 - 14.35	พักรับประทานอาหารว่าง
14.35 - 15.35	การประชุมกลุ่มย่อย ณ ห้องเซลเซียส ชั้น 5 ช่วงที่ 3 - การประชุมกลุ่มย่อย: การประเมินสถานการณ์ปัจจุบันและอนาคตของ ASEAN+3 เพื่อกำหนดประเด็นที่สำคัญร่วมกันในอนาคต ดำเนินการโดย Mr. Alexander Duke, Senior Manager, International Practices, Kenan Institute Asia, ผศ.ดร.รัตติยา ภูละออ, ดร.ชฎาธาร โอบุทธิ์ และดร. ชลธิชา อัสวนิรันดร์ วิทยาลัยประชากรศาสตร์ จุฬาลงกรณ์มหาวิทยาลัย - ปัญหาและความท้าทายสำหรับการส่งเสริมงานที่มีคุณค่าในอาเซียน +3: ปัจจุบันและอนาคต - แนวทางและนโยบายในการส่งเสริมงานที่มีคุณค่า * หมายเหตุ : โปรดดูรายชื่อผู้เข้าร่วมประชุมกลุ่มย่อยท้ายกำหนดการวันที่ 1
15.35 - 16.00	สรุปผลการระดมความคิดและรายงานกลับสู่ที่ประชุม
18.00 - 19.30	งานเลี้ยงอาหารค่ำ ณ ห้องเดอะมัลเบอร์รี่ ชั้น 10 กล่าวต้อนรับโดย - นางไพรวรรณ พลวัน อธิบดีกรมกิจการผู้สูงอายุ กระทรวงการพัฒนาสังคมและความมั่นคงของมนุษย์ - ศ.ดร.วิพรรณ ประจวบเหมาะ คณบดีวิทยาลัยประชากรศาสตร์ จุฬาลงกรณ์มหาวิทยาลัย รับประทานอาหารค่ำ การแสดง - การแสดงดนตรีไทยและรำไทย - เชิญผู้เข้าร่วมงานเลี้ยงร่วมรำไทย (การแต่งกาย : ชุดประจำชาติ/ผ้าไทย หรือ ชุดสุภาพ)

หมายเหตุ

* ผู้เข้าร่วมประชุมกลุ่มย่อย ได้แก่

1. ผู้แทนจากประเทศสมาชิกอาเซียนบวกสาม
2. สภาองค์กรนายจ้างแห่งประเทศไทย
3. สมาพันธ์แรงงานรัฐวิสาหกิจสัมพันธ์
4. สภาองค์กรนายจ้างผู้ประกอบการค้าและอุตสาหกรรมไทย
5. มูลนิธิคีนันแห่งเอเชีย
6. สำนักงานประกันสังคม

- 7. กรมพัฒนาฝีมือแรงงาน
- 8. สำนักงานปลัดกระทรวงการพัฒนาสังคมและความมั่นคงของมนุษย์
- 9. กรมกิจการผู้สูงอายุ

วันศุกร์ที่ 28 มิถุนายน พ.ศ. 2562

เวลา	รายละเอียด
08.15 - 08.30	เดินทางออกจากโรงแรมไปยังสถานที่จัดงาน (เดินทางโดยรถตู้จำนวน 3 คัน)
08.30 - 12.30	ช่วงที่ 4 - การดูงานนอกสถานที่: การส่งเสริมการทำงานที่มีคุณค่าของผู้สูงอายุ - โรงเรียนผู้สูงอายุชุมชนเขตดินแดง กรุงเทพฯ - ธนาคารเวลาโครงการฟื้นฟูเมืองชุมชนดินแดง ระยะที่ 1 (แปลง G) - ศูนย์บริการจัดหางานเพื่อคนไทย (Smart job center) กระทรวงแรงงาน
12.30 - 13.30	รับประทานอาหารกลางวัน ณ ห้องอาหารเดอะ เบอร์เคลีย์ ชั้น 10
13.30 - 15.30	การประชุมช่วงที่ 5 - 6 ณ ห้องชลชีเอ ชั้น 5 ช่วงที่ 5 - สรุปการดูงานและการประชุมกลุ่มย่อย: การดำเนินการในอนาคต ดำเนินการโดย Mr. Alexander Duke, Senior Manager, International Practices, Kenan Institute Asia, ผศ.ดร.รัตติยา ภูละออ, ดร.ชญาธาร โอษฐ์ิศ และดร.ชลธิชา อัสวานิรันดร วิทยาลัยประชากรศาสตร์ จุฬาลงกรณ์มหาวิทยาลัย - ข้อเสนอแนะของการดำเนินการและการปฏิบัติการร่วมกันเพื่อก้าวไปข้างหน้า
15.30 - 15.45	รับประทานอาหารว่าง
15.45 - 16.45	ช่วงที่ 6 - การนำเสนอผลงานกลุ่มและสรุปการประชุม - ข้อเสนอแนะ และการดำเนินการต่อไป - สะท้อนความคิด
16.45 - 17.00	กล่าวปิดการประชุม โดย ศ.ดร.วิพรรณ ประจวบเหมาะ คณบดีวิทยาลัยประชากรศาสตร์ จุฬาลงกรณ์มหาวิทยาลัย

* กำหนดการอาจมีการเปลี่ยนแปลงตามความเหมาะสม

** การแต่งกายในการประชุมในวันที่ 1 : ชุดสุททาสกาล
การแต่งกายในการประชุมในวันที่ 2: ชุดสุภาพ

Country Presentation

Cambodia



Presentation at Regional Conference on “Promoting Decent Work for Older Persons in ASEAN+3”

JUNE 27-28, 2019

Bangkok, Thailand

By: Mr. SUN HEANG

Deputy Director, Elderly Welfare Department, MoSVY

Email: sunheang115@gmail.com

CONTENT

- I. Current Situation
- II. Challenges
- III. GOVERNMENT POLICIES AND REGULATIONS
TO SUPPORT AGEING POPULATION
- IV. Practice

CURRENT SITUATION

- In 2015, total of population is 15.3 million and will be increase 18.1 million in 2030
- In 2015, Ageing Population is 1.2 million equal 8.3 % of total population
- In 2030, Ageing will be increasing 1.99 million equal 11% of total population
- In 1998, Life expectancy of Male is 54 years old and Female is 58 years old
- In 2013, Life expectancy of Male is 67 years old and Female is 71 years old

CHALLENGES

- Cambodia doesn't have the national security fund for general people (elderly people)
- Disability
- Limited knowledge and participation of elderly people
- Less enabling environment factors such as discrimination toward old people and lack of infrastructures.
- Lack incomes when they are old
- Don't have data of Elderly works (employees, own business, etc.)

GOVERNMENT POLICIES AND REGULATIONS TO SUPPORT AGEING POPULATION

- Royal Constitution of Cambodia (Article 47)
- Sub-Decree No.158, dated on November 15th, 2011 on establishment of Cambodia's National Committee for Elderly
- Decision No.01, dated on January 19th, 2015 on the the appointment of the composition of the Cambodian National Committee for Elderly
- Circular No.804, date 11 June, 2015 on the establishment the secretariat of Cambodian National Committee for Elderly
- Circular No.537, date 20 April, 2015 on the establishment the sub-provincial committees for Elderly which consist of 24 provinces and 1 municipality
- Circular No.008, dated on 22nd June, 2011 on the Guidance of the establishment and management of OPAs.
- Sub-Decree No.197, dated on November 22nd, 2017 on Managing the Elderly Care Center
- Prakas No.052, dated on January 25th, 2018 on the organization and functioning National Social Protection Centre for Elderly in Phnom Penh

- Policy on Pension Fund for Veterans and Civil Servants in 1987. Based on this policy, Ministry of Social Affairs provides social security fund for civil servants, and veterans by using two government agencies (the National Social Security Fund for Civil Servants and National Fund for Veterans)
- National Policy for the Elderly (NPE) adopted in 2003. Currently, this policy has been reviewed and will be endorsed by the government this year. The new policy is called
- National Ageing Policy 2017-2030. MOH, adopted national policy on elderly and disability care in 1999.
- National Population Policy 2016-2030
- Policy Framework for Development of Social Support System 2016-2025.

Practices

- Establishment OPAs in 1646 communes
- Build National Social Protection Centre for Elderly in Phnom Penh
- Draft Law on Elderly

Thank You!

Lao People's Democratic Republic



Older Persons in Lao PDR

Promoting Decent
Work for Older Person
in ASEAN+3

27-28 June 2019



VILAYPHONE XAYSONGKHAM

Department of Policy for Devotee, Disability and the Elderly
Ministry of Labor and Social Welfare

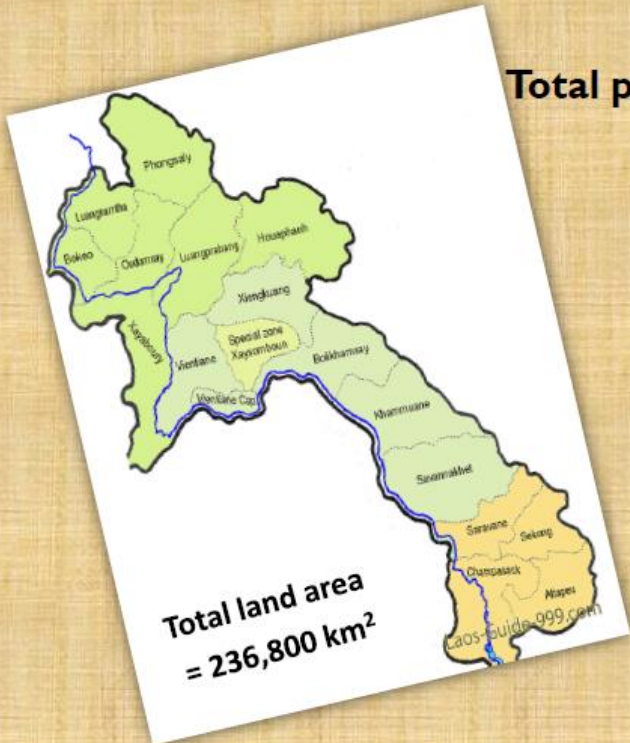
Lao PDR (I/I)



- A landlocked country
- Surrounded by China, Myanmar, Thailand, Vietnam and Cambodia.
- Total land area 236,800 square kilometers.
- 6,000 sq kilometres is water.
- 230,800 sq kilometres is land
- About 70% of the land is mountainous

- 50 Ethnic Group
- 64.7% belief in Buddhist
- 1.7% belief in Christian
- 31.4% no religion
- 2.1% others

Lao PDR (1/2)



Total population = 6,492,228 (2015)

- Urban = 2,137,831 (32.9%)
- Rural = 4,354,397 (67.1%)
- Female = 3,237,458 (49.8%)
- Male = 3,254,770 (50.2%)

Demography of Ageing of Lao PDR

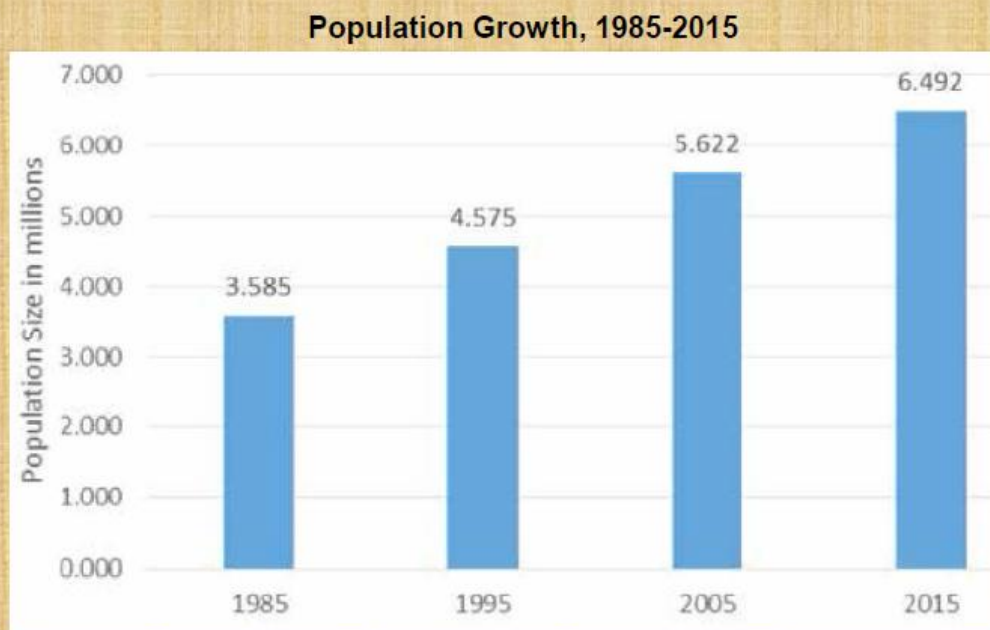
	1995	2005	2015
Population Density (persons per sq.km)	19	24	27

Fertility	1995	2005	2015
Crude Birth Rate, per 1,000 persons	41.3	34.7	28

Mortality, (per 1,000)	1995	2005	2015
Crude Death Rate	15.1	9.8	8.2

Life Expectancy, (years)	1995	2005	2015
Female	52	63	65
Male	50	59	62

Demographic Transition of Lao PDR(1/1)



Source: Lao statistics Bureau

Demographic Transition of Lao PDR(1/2)

Age Group	2015	2025	2035	2045
0-9	1,361,192	1,488,922	1,375,612	1,318,205
10-19	1,417,616	1,515,373	1,476,004	1,367,284
20-29	1,270,025	1,382,065	1,502,652	1,466,938
30-39	916,317	1,226,898	1,362,985	1,487,544
40-49	639,777	904,084	1,196,054	1,336,490
50-59	465,025	612,732	853,705	1,141,481
60-69	246,080	388,398	531,695	758,122
70-79	118,505	170,805	274,640	392,871
80+	57,691	55,972	81,791	139,874
Total	6,492,228	7,745,249	8,655,137	9,408,809

Source: Lao statistics Bureau

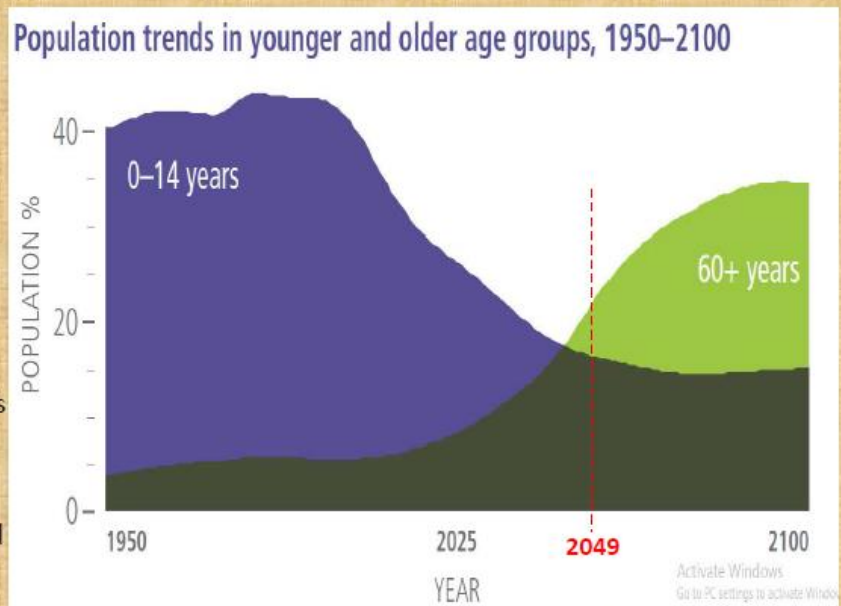
Demographic Transition of Lao PDR(1/3)

	2015	2025	2035	2045
Total Population	6,492,228	7,745,249	8,655,137	9,408,809
Population of 60+	422,276	615,175	888,126	1,290,867
Percentage of 60+	6.5%	7.9%	10.2%	13.7%

[illegible]

Source: Lao statistics Bureau

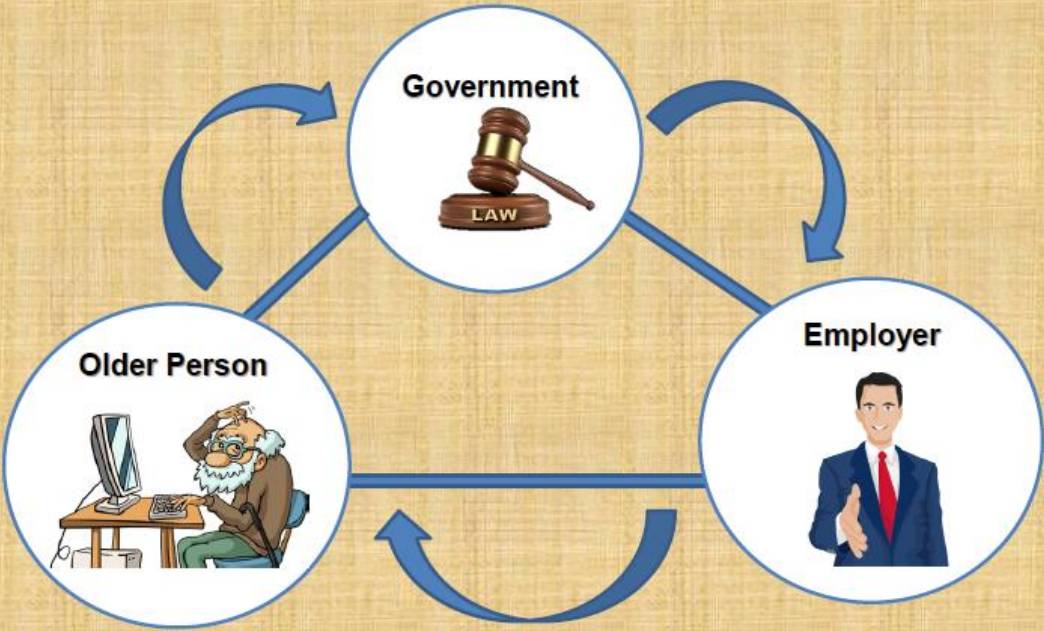
Demographic Transition of Lao PDR(1/4)



The Proportion of the population aged 60 years and above is projected to exceed that of the younger Population aged 0-14 years in 2049

Source: Lao statistics Bureau

Role of Key Actors in Promoting Decent Work for OPs



Relevant Legislations for Older Persons



Law on Social Security
(Just Some Article of this Law which is cover OPs)



Labour Law
(Adopted by President the National Assembly)



National Committee for Disabled People and the Elderly(NCDE)
(Prime Minister's Degree)

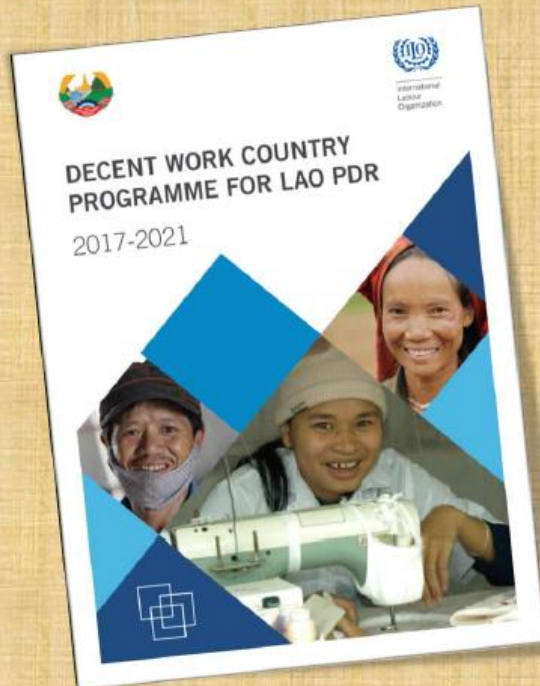


Decree on Occupational Safety and Health
(Prime Minister's Degree)



The National Policy towards the Elderly in the Lao PDR
(Prime Minister's Degree)

Workforce profile shows majority are unpaid family or own account workers



Of the total population aged 10 years and **older**, the 2015 census showed that 68 per cent were “usually employed” and 29 per cent were outside the labour force.

Most employed people in Lao PDR were either unpaid family workers (43 per cent) or own-account workers (38 per cent). Paid employees constituted 19 per cent of the country’s workforce in 2015, of which more than half worked as government employees or in state cooperatives. Less than one per cent of the total workforce were employers.

Source: UN in Lao PDR

Conclusion

Challenges

- Lack of legislation directly to Older persons
- Lack of data on OPs a huge problem.
- Lack of OPs specific support. Such as LTC, the assistance system for OPs, particularly the one who are poor and unable to caring himself.
- The **budget cake** which would be allocate for OPs are still challenges



Plans for the future

- Making a legislation directly to Older persons
- Thinking of renew the national policy, drafting a strategy and action plan for OPs
- Promote cooperation of CSOs and international organization
- Capacity building government officials.
- Strengthen interline agencies





Thank You

Republic of Korea



Promoting Decent Work for Older Persons in Korea

2019

Dr. Sang Hyon Lee
Research Fellow


Korea Employment
Information Service **KEIS** 




Contents




 **Changes of the elderly population**

 **Labour market of the elderly workers**

 **Employment policies for the aged**

 **Silver Success Program**

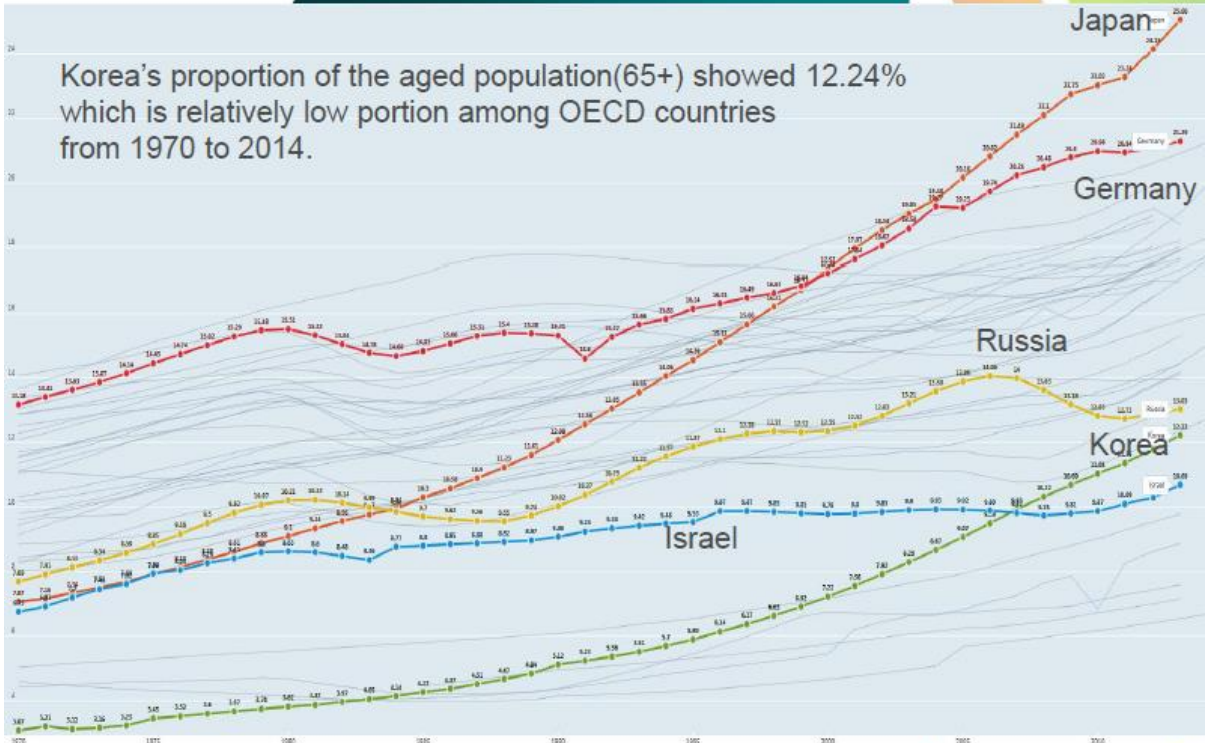
 **Recommendations**

Population and labor statistics of Korea



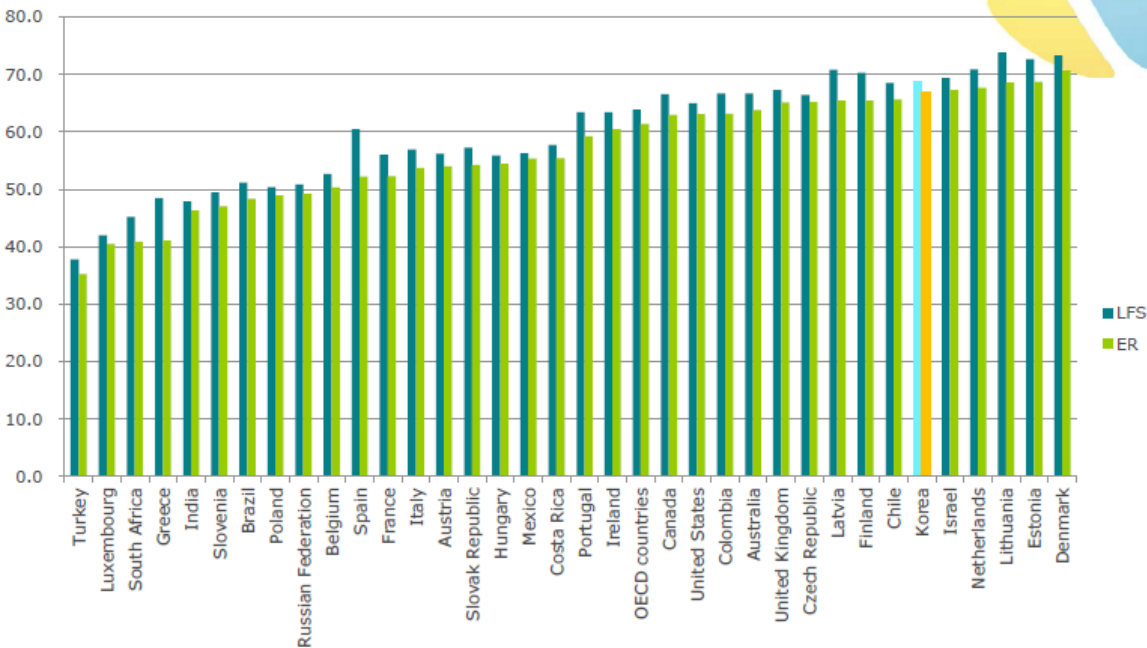
Area : 10,0363km²
Population : 51,709,098(2019)
Proportion of the aged : 14.9%(above 65)
GDP per Capital : 31,346UDS, PPP 41,351USD
Unemployment rate : 4.0% (2019. 5)
Employment rate : 61.5% (2019. 5), 27,322,000
Life expectancy : 82.7 (2017) Male 79.7, Female 85.7
Combined birth rate : 0.977%(2018)

Proportion of the elderly population



<https://stats.oecd.org>

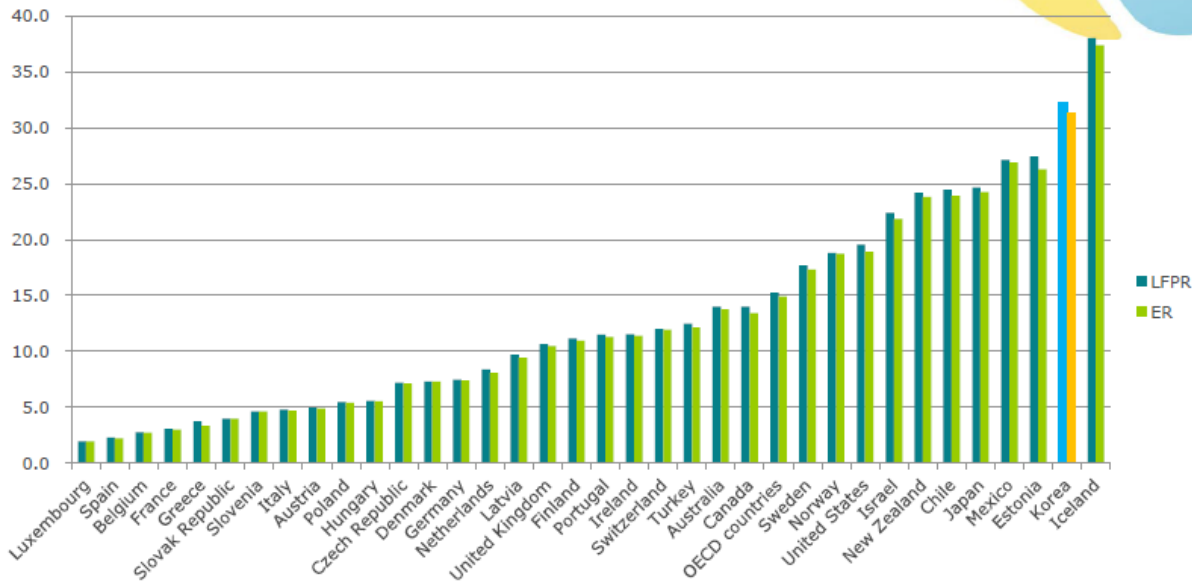
Labor Force Participation Rate and Employment Rate of 55-64 Korea in 2018



Korea LFPR 68.8, ER 66.8

Source: OECD Dataset LFS by sex and age - Indicators,
<http://stats.oecd.org/Index.aspx?QueryId=54218>

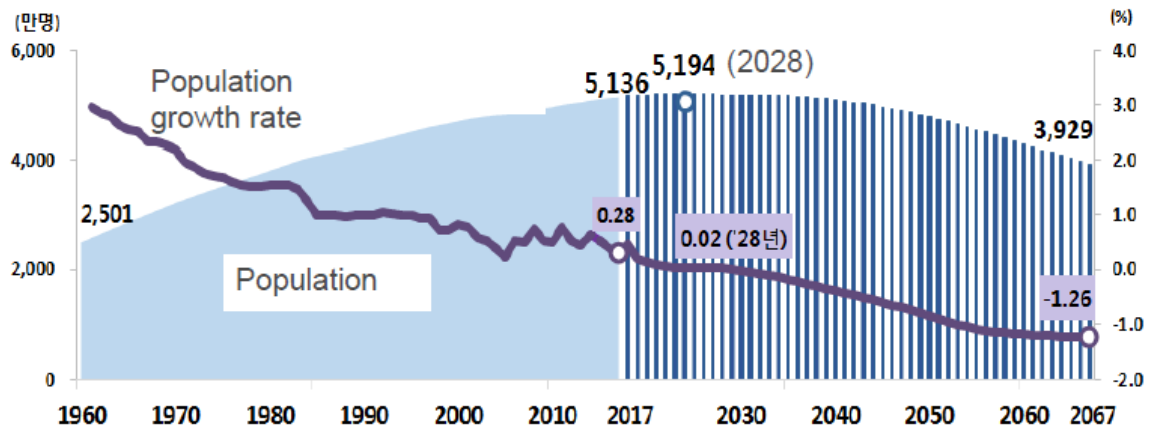
Labor Force Participation Rate and Employment Rate of 65+ Korea in 2018



KOREA LFPR 32.2, ER 31.3

Source: OECD Dataset LFS by sex and age - Indicators,
<http://stats.oecd.org/Index.aspx?QueryId=54218>

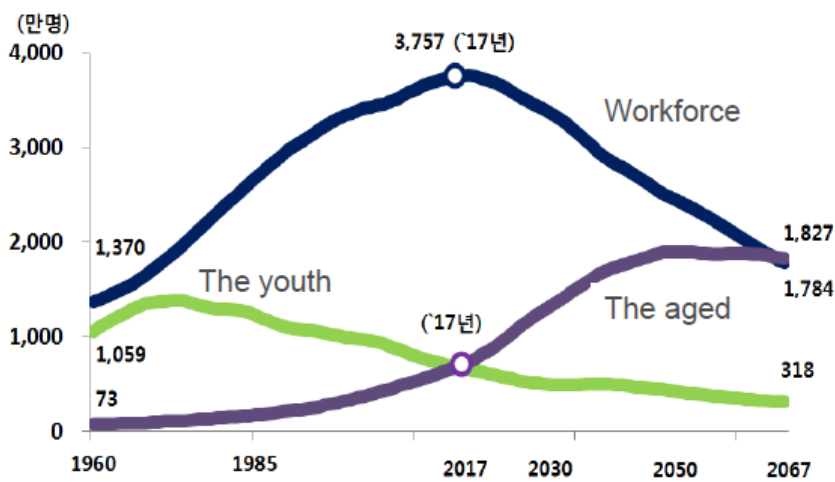
Long term projection of population



Population will reach the peak 51.9 M in 2028
In 2067, population decrease to 39.2 M

Source: Report on the long term projection of population, 2019, Statistics Korea

Long term projection of the proportion of workforce

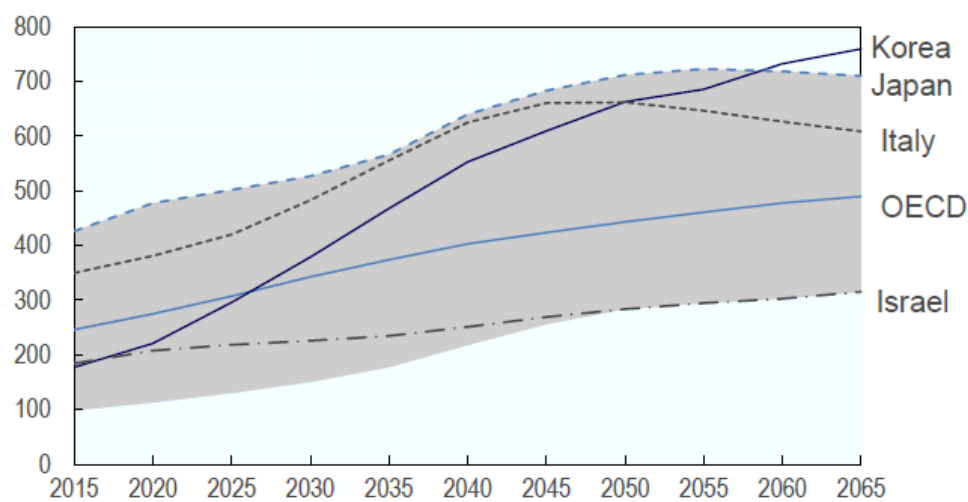


Source: Report on the long term projection of population, 2019, Statistics Korea

Korea will show highest dependency ratio
In the future

Number of people aged 65 or above for every 1,000 of the working-age
population (ages 15-64)

Projections (medium fertility variant) 2015-2065



Source: United Nations, Department of Economic and Social Affairs, Population Division (2017)
World Population Prospects: The 2017 Revision.



Working conditions of the aged

	Korea		OECD	
	2006	2016	2006	2016
Incidence of part-time work, 55-64 (% of total employment)	11.8	11.7	20.3	21.1
Average number of weekly hours worked	18.3	18.6	16.6	16.9
Incidence of temporary work, 55-64 (% of employees)	39.1	32.7	8.9	7.9
Incidence of self-employment, 55-64 (% of total employment)	53.2	38.2	38.0	32.8
Full-time earningsc, 55-64 relative to 25-54 (ratio)	0.90	0.91	1.09	1.10
Unemployment rate, 55-64 (% of the labour force)	2.3	2.8	4.3	4.6
Incidence of long-termf unemployment, 55-64 (% of total unemployment)	1.1	1.0	26.3	44.3

Source : Working better with age : Korea, 2018, OECD



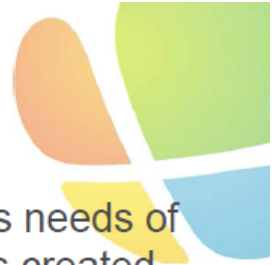
Employment policies for the aged

- 1) Korea entered an aged society in 2017 and is expected to become a super aged society by 2026. Workforces will be quickly decreased. Korea needs to utilize more of the aged in the future and promote current labor force participation and employment rate
- 2) Stay longer at the main career
 - The Act on Prohibition of Age Discrimination and Aged Employment Promotion was amended in May 2013 to make it mandatory for employers to set the minimum retirement age at 60 or above.
 - Introduction of peak wage system and subsidy for employers at the same time to ease the burden of employers(around 3,000 USD per workers above 50)
 - Started to discuss to increase mandatory retirement age from 60 to 65
- 3) Life time career and job matching services for the elderly
 - PES : 100 Employment and Welfare Plus Centers with 5,300 staffs,
 - 46 Senior Citizen Talent Banks, NPOs and training institutes

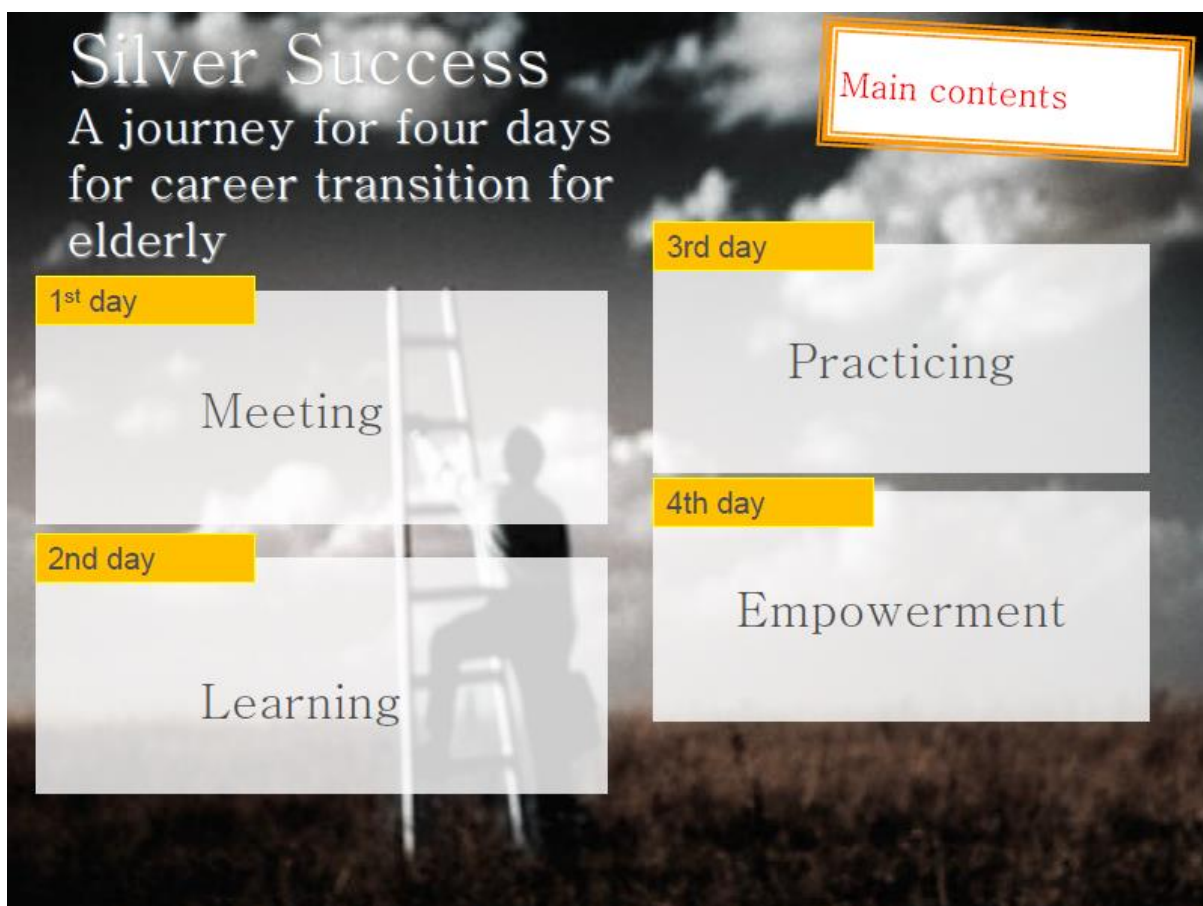
Employment policies for the aged

- 32 Job Hope Centers for Middle-Aged and Old People, Labor Union and Employer Association
 - Compulsory outplacement services for the retirements above 50 from more than 1,000 employed(2019. 4. 19)
 - 55 jobs for elderly
- 4) Life time career support programs for the retirements with 4 tracks
① Reemployment ② Startups ③ Return to rural ④ Volunteers
 - 5) Establishment and implementation of basic plan to promote employment of the aged
 - In 2006, the government established and announced the '1st basic plan to promote employment of the aged', a five-year (2007-2011) plan . As a consequence, during the period of the 1st plan, the employment rate of the elderly increased by 3.8%p from 59.3% in 2006 to 63.1% in 2012.

Good Practice “Silver Success”



- In order to create programs that meet various needs of jobseekers, “group counseling program” was created and provided since 2001
- The content of the program includes activities to encourage their willingness to work, improve abilities for self-development and resume preparation.
- Job Success(unemployed), Alla(Neet), WIND(Female Marital Immigrants), Hi(high school), CAP+, Job Hope, Married Women, V-TAP, Silver, and Happy Job(Prisoner)



Silver Success Program



12-15 participants and 6 hours per day for 4 days.

Day1. Meeting

First meeting
Introduction of program and counselor
View for 100 years old life
Pre-tests
Introduction of participants
Life time curve
The history of my dream
End of meeting



Day2. Learning on Career

Self health check

Find my strength(value, aptitude, skill, personality)

Learning labor market for the aged

Healthy exercise

Introduction of my dream jobs

Understanding job center services

Know how for job searching

Understanding job searching success factors



Day3. Practicing

Finding successful resume

Practice resume writing

Resume clinic


Understanding interview

Making my bright image

Practicing interview



Day4. Empowerment



Healthy exercise
Managing emotion
Communication with the youth
Development of job searching plan
Finding problems
Sharing job searching plan
Writing agreement letter for me
Ending

Recommendation

- Lifelong career design : Promoting the employability of workers for entire life and stay as long as possible in the labor market
Vocational maturity(Super) Vocational guidance → Personalities(Holland) Career development → Constructionalism of career(Savikas) Lifelong career design
- Lifelong vocational education and training
- Support for staying longer on the main career, and provide career transition guidance for the 2nd career for whom retire from main career
- Strengthening public employment services and active labour market policies
- Pay for work policy : broadening income support for older workers



Thank You!



Malaysia



National Strategic Development Plan on Ageing Population: Inclusion and Employment of Malaysia's Ageing Population

Regional Conference on "Promoting Decent Work
for Older Persons in ASEAN+3"

27 – 28 June 2019
Bangkok, Thailand

Introduction

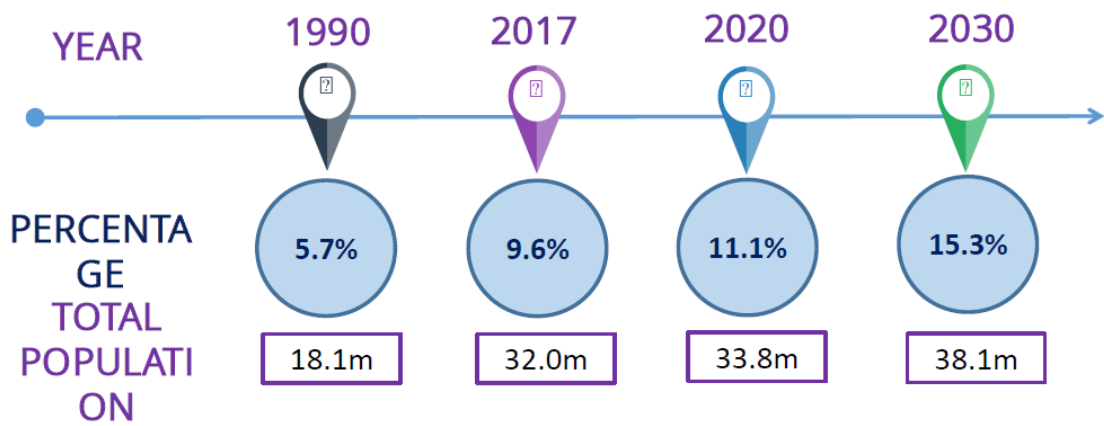


- 1 Malaysia is expected to become an aged nation by 2030
- 2 Policy – National Policy and Plan of Action for Older Persons
- 3 National Legislations – Employment Act 1955, Employees' Social Security Act 1969, Pensions Adjustment Act 1980, Employees Provident Fund Act 1991, Care Centre Act 1993 etc. (Ministry is conducting a study to develop older persons' bill)
- 4 Regional Commitment – The KL Declaration on Ageing: Empowering Older Person in ASEAN
- 5 Governing Structure – National Advisory and Consultative Council for Older Persons

Aged Population in Malaysia

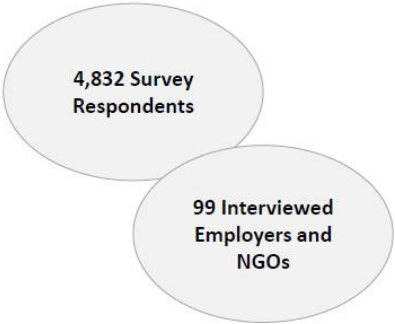
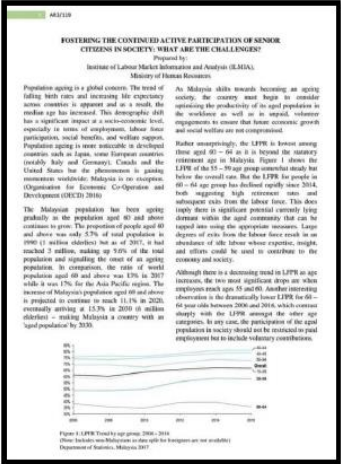


Percentage of population aged 60+



Source: Department of Statistics Malaysia; Roland Berger

A study to develop National Strategic Development Plan: Inclusion and Employment of Malaysia’s Ageing Population



Benchmarks have yielded general issues as a result of having an ageing population



<p>① Insufficient post-retirement funding</p> <p>Significant number of elderly people at risk of falling into elderly poverty</p>	<p>② Unsustainable pay-as-you-go pensions</p> <p>Decreasing ratio of employee to retiree requiring additional contributions</p>	<p>③ Differing pension and retirement ages</p> <p>Sharp decline in employment and labour participation once pensions are collected</p>	<p>④ Generous welfare benefits</p> <p>Reduces the incentive to work</p>	<p>⑤ Limited welfare benefits</p> <p>Insufficient benefits to cover living costs of the elderly – risk of living in poverty</p>
<p>⑥ Mismatch of expectations</p> <p>Older employees cannot fulfil the technological and capability demands of the employer</p>	<p>⑦ Seniority based wage structure</p> <p>Additional costs and constraints on hiring older workers, as wages are based on tenure</p>	<p>⑧ Marginalization of older workers' roles</p> <p>Smaller roles or lower compensation which could demoralize the age group</p>	<p>⑨ Elder retention vs. younger hire</p> <p>Retention of older workers means less number of jobs for younger ones</p>	<p>⑩ Societal expectations</p> <p>Cultures frown upon employees who have chosen to work beyond the retirement age</p>

Note: Benchmarked countries are Canada, China, Germany, Italy, Japan, Singapore, South Korea, Spain, Thailand, United Kingdom, United States
Source: OECD, Roland Berger

5

Contrary to perception of discrimination, employers are fairly receptive towards hiring older persons for a number of reasons



Perception from Senior Citizens

54%

54% of those unwilling to seek work believe that there is no demand for them

58%

58% of those seeking work claim that employers prefer younger workers

Feedbacks from Selected Employers & NGO's

Aged engineers are generally much more productive than younger engineers at solving problems as they have seen more solutions

Mr. M from Engineering sector

We hire older workers to **man
booths and counters** as the
work is simple, hours are
short as staff rotate, and no
IT skills needed

Ms. L2 from Hotel sector

Older workers can be productive as the work is not physical. Workers with experience are more efficient problem solvers.

Ms. J1 from Banking sector

Generally older trainers are preferred as not only do they know the content like their younger counterparts but they are also better able to handle clients

Ms. A from Education sector

We can offer part time roles to workers who are not as physically fit, giving typically 2 hours of outdoor work a day

Mr. B from Agriculture sector

Older workers tend to be better at supervising younger workers. They rely on past experience dealing with difficult workers.

Ms. S from Manufacturing sector

It is common for **aged specialists** to move into primary care **GP clinic practices** where the treatments are **simple and repetitive**.

Ms. L1 from Human health sector

IT projects will require people who can **sell** so older workers with **valuable customer networks** can be attractive

Mr. T from IT sector

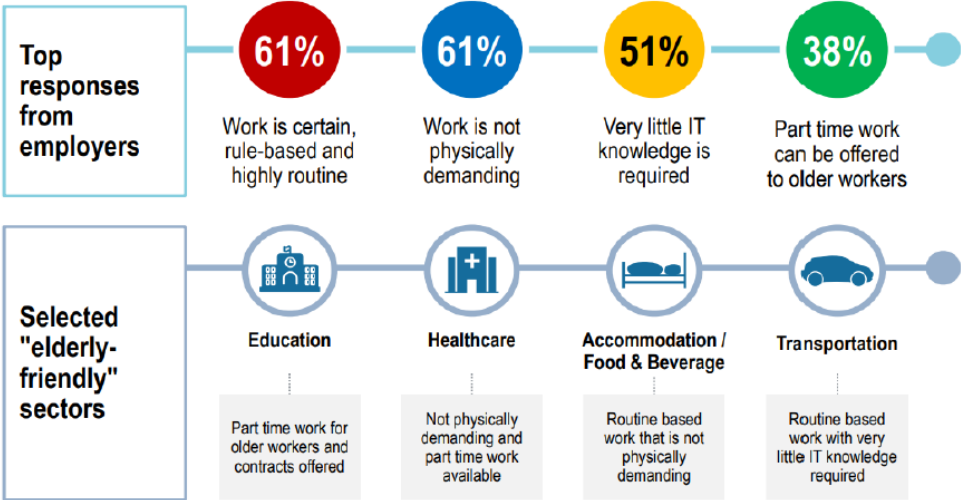
No IT knowledge is necessary, retail workers tend to be on the sales floor and need more people skills rather than IT skills

Ms. J2 from Retail sector

Source: Supply-side survey; Demand-side FGD; Roland Berger

6

Responses from employers/ NGOs reveal sectors accessible for elderlies due to their working conditions and hiring practices

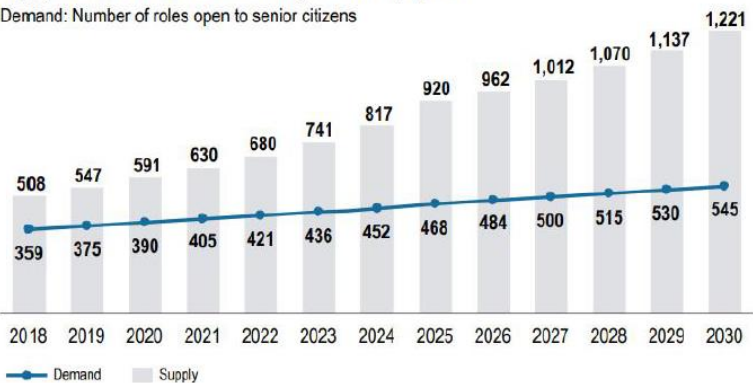


Source: Demand-side FGD; Roland Berger

Towards 2030, it is forecasted that the growth of aged jobseekers will continue to outstrip demand

Demand and supply of senior citizen employees in Malaysia, 2018 – 2030 [000 persons]

Supply: Number of senior citizens seeking salaried employment
Demand: Number of roles open to senior citizens



Source: Department of Statistics Malaysia; Roland Berger

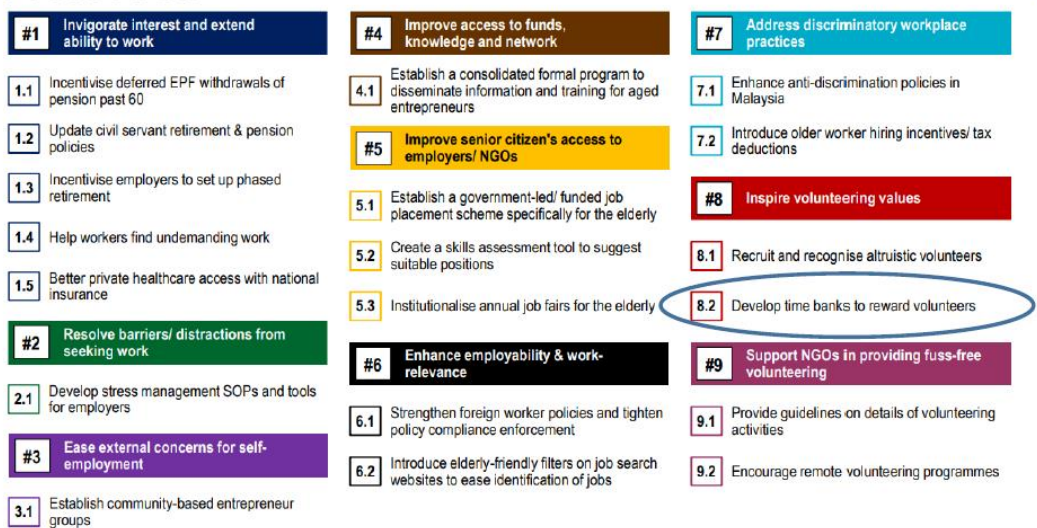
- > Number of senior citizen jobseekers will increase due to:
 - growing population of those over 60 years old
 - desire to supplement savings to keep up with living costs
- > Demand for senior citizen employees will grow slower than supply

Government initiatives for older persons requires support and collaboration across multiple agencies



9

19 initiatives aim to deliver the goals of each Strategic Focus Area



Source: Roland Berger


10

Way Forward




Feasibility Study:
The Implementation
of Time Bank
Volunteering
Schemes for Senior
Citizens in Malaysia


Inception Report



Institute of Labour Market
Information and Analysis
(ILMIA)



Roland
Berger



Cyberjaya, 12 April 2019



THANK YOU

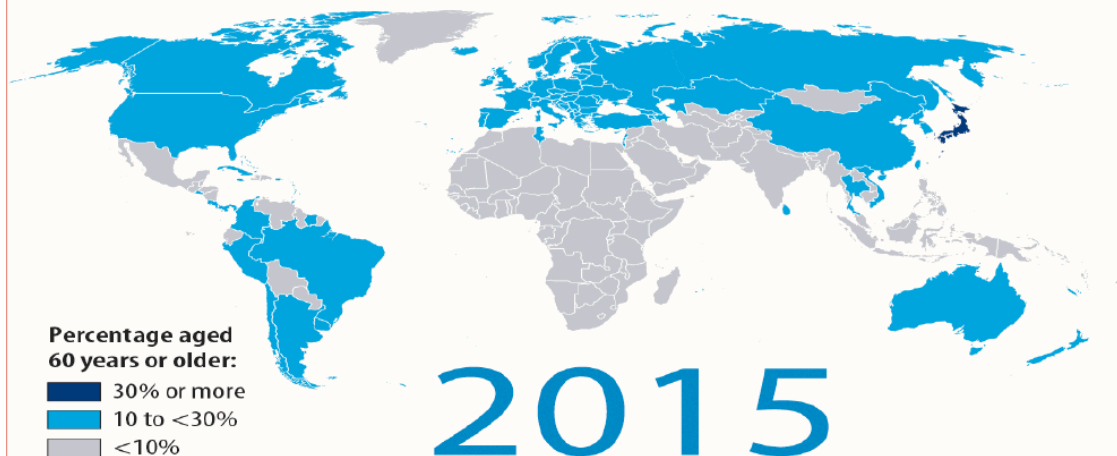
Myanmar



Country Presentation (MYANMAR)

Ms. Yi Yi Shwe
Deputy Director
Social Protection Section
Department of Social Welfare
Ministry of Social Welfare, Relief and Resettlement
The Republic of the Union of Myanmar

Populations are getting older

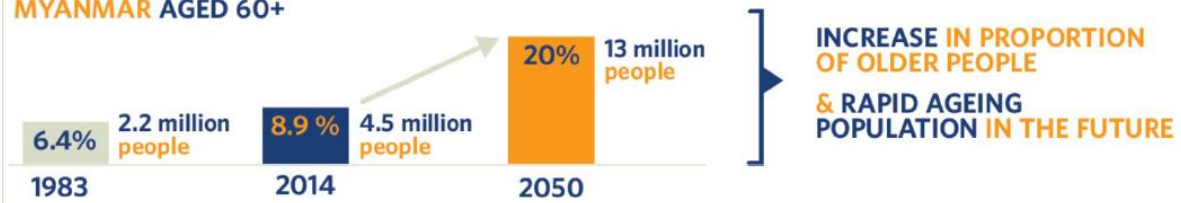


Source: <http://www.who.int/ageing/en/>

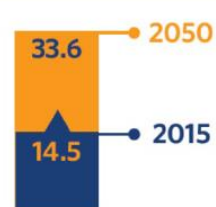


**World Health
Organization**

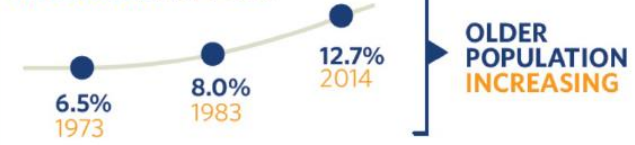
POPULATION IN MYANMAR AGED 60+



OLDER AGE DEPENDENCY RATIO*

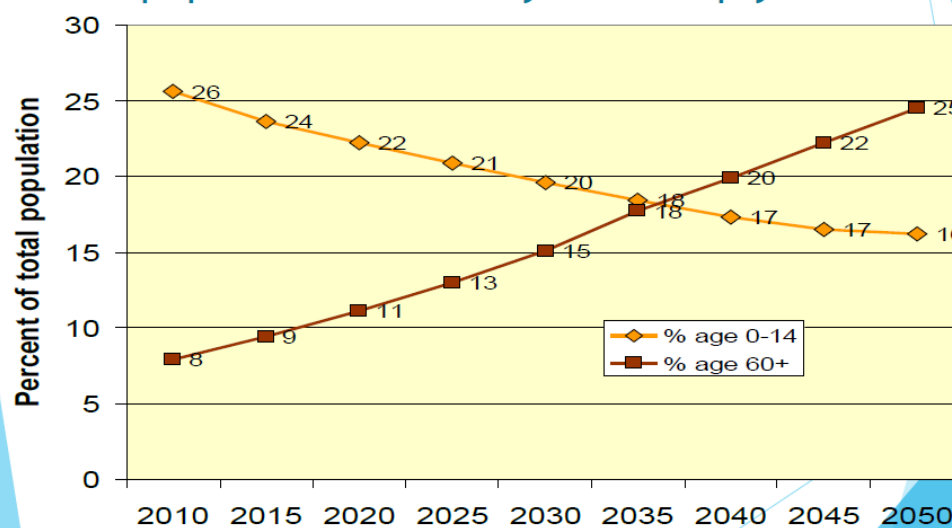


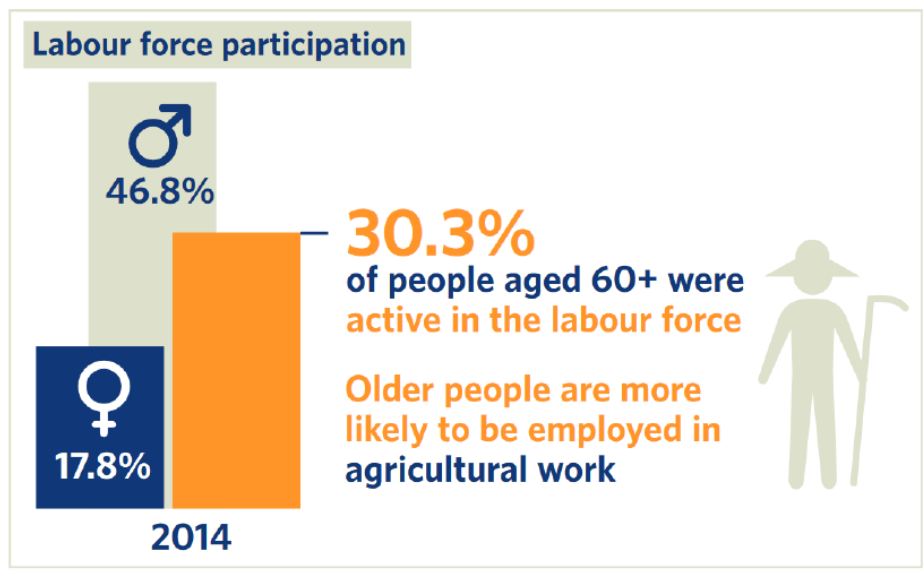
POPULATION IN MYANMAR AGED 80+



Source: Policy Brief on the Older Population, published in 2018, 2014 Census, MoLIP, UNFPA

The population of children will decline and population of elderly will sharply increase





National Policy, Rules and Regulations

- ▶ Elderly People Law was enacted in December 2016
- ▶ Rules to formulate Law Relating to Elderly People and will be finalized this year
- ▶ Consultation process for formulating 20-year National Policy on Ageing and it will be finalized in later this year
- ▶ 5-year National Plan of Action on Ageing is under reviewing process through collaborative plan from different concerned ministries

Under Chapter 8, Section 24 of Elderly People Law 2016

Attaining regular income

Myanmar Elderly People Committee shall co-ordinate with the relevant Union Ministries, Companies incorporated to find appropriate jobs for the elderly people who are capable and willing to do jobs:

- ▶ (a) arrange part-time job opportunities and the jobs capable of performing by the Elderly people.
- ▶ (b) arrange to get loans to do vocational jobs (for elderly people).
- ▶ (c) arrange trainings for vocational education and skilled labour for the elderly people.
- ▶ (d) arrange tax reduction or exemption for the employers who give job opportunities to the elderly people.

Good Practices

- ▶ Give more respect and value Older People
- ▶ DSW support Home for the Aged across the country
- ▶ Volunteer-based home care for older people (1st pilot in 2004 and continue program till now)
- ▶ Day Care Center for the Aged by DSW, MSWRR since 2013 and create enabling environment
- ▶ Conduct caregiver training for youth and active communities
- ▶ Older People Self-Help Group since 2009 in Myanmar and promote active ageing in the communities

Good Practices

- ▶ Madrid International Plan of Action on Ageing 2002-2022 (MIPAA) was agreed by the global community (159 countries) including Myanmar
- ▶ Myanmar has been in all MIPAA review process and improve in-country programme related to older people
- ▶ National Social Protection Strategic Plan 2014 December (including Social Pension and Replication of OPHGs as 2 main flagship programmes)
- ▶ Costed Social Protection Sector Plan 2018-2023 is drafted and submitted to DACU including National Social Pension and Replication of Inclusive Self-Help Groups

Good Practices

- ▶ Cash assistance (one-off) for 90+ and 100+ older people, universal coverage, starting from 2015-16 fiscal year
- ▶ Myanmar 1st Pilot cash transfer for older people in Kachin State and Ayeyarwaddy Region with the support of HelpAge International
- ▶ Historic 1st Myanmar National Social Pension delivery starting from 2017 April as quarterly payment (10,000 MMK per month, about 7-8 USD per month)
- ▶ Reduced eligible age for Social Pension to 85+ in October 2018 and the total beneficiaries is about 180,000 in the country

Challenges and Gaps

- 1. Budgetary constraints of the government**
- 2. Capacity development needs at National/State/Regional /Township levels**
- 3. Inadequate awareness among other key government ministries for mainstreaming older peoples' needs into their annual programmes**

Challenges and Gaps

- 1. HelpAge International is the only organization supporting the Ministry to promote older peoples' rights to income security, better access to health and others in Myanmar**
- 2. Needing attention of other NGOs/CSOs to mainstream older peoples' needs into their current & future programmes (emphasizing decent work in old age)**
- 3. Key donors are yet to put sufficient emphasis on the inclusion of older people, labour participation and decent work**



Recommendation on the areas of regional cooperation

1. Sharing experience & feedback from ASEAN member countries and like-minded organizations
2. Sharing ageing related information/experiences with inter-ministerial stakeholders
3. Initiatives to advocating with key government ministries about the inclusion of older people needs into their programme
4. International aid (technically and financially) to boost the government's initiatives for older people

Thailand



ASEAN
THAILAND 2019
ADVANCING PARTNERSHIP
FOR SUSTAINABILITY



Country presentation

Thailand

Regional Conference on

“Promoting Decent Work for Older Persons in ASEAN+3”

27-28 June 2019

Mayfair Grand Ballroom, 11th floor,

The Berkeley Hotel, Pratunam, Bangkok, Thailand

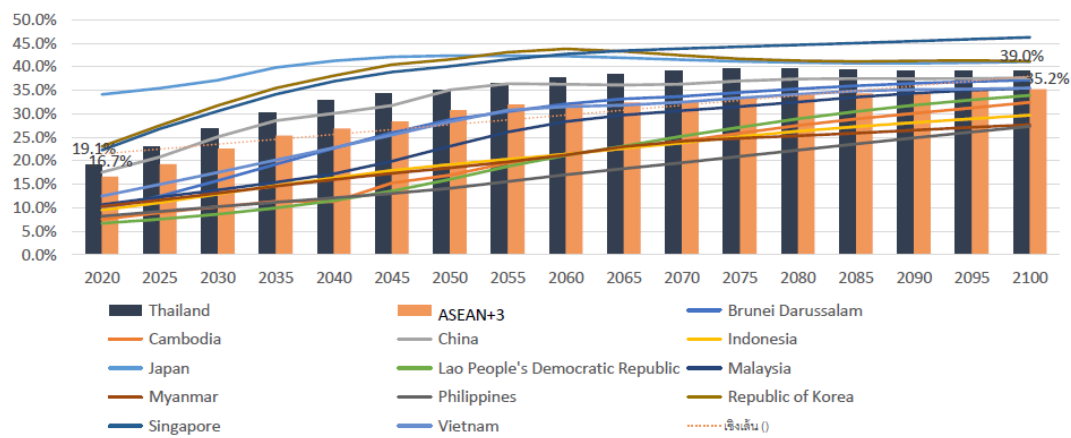
Outline

1. Overview
2. National policies, laws and regulations in promoting decent work for older persons
3. Decent Work Indicators for older persons (Selected)
4. Selected good practices in promoting decent work
5. Recommendations to move forward and tackle challenges in promoting decent work for older persons

1. Overview

Population structure comparing to ASEAN+3 countries

Percentage of population aged 60 and older divided by total population

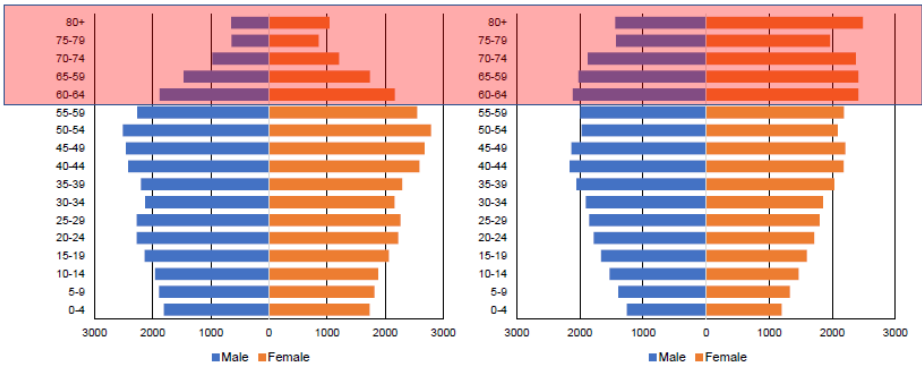


Source: World Population Prospects: The 2017 Revision, Medium fertility variant, 2015 - 2100

1. Overview

Population structure in Thailand

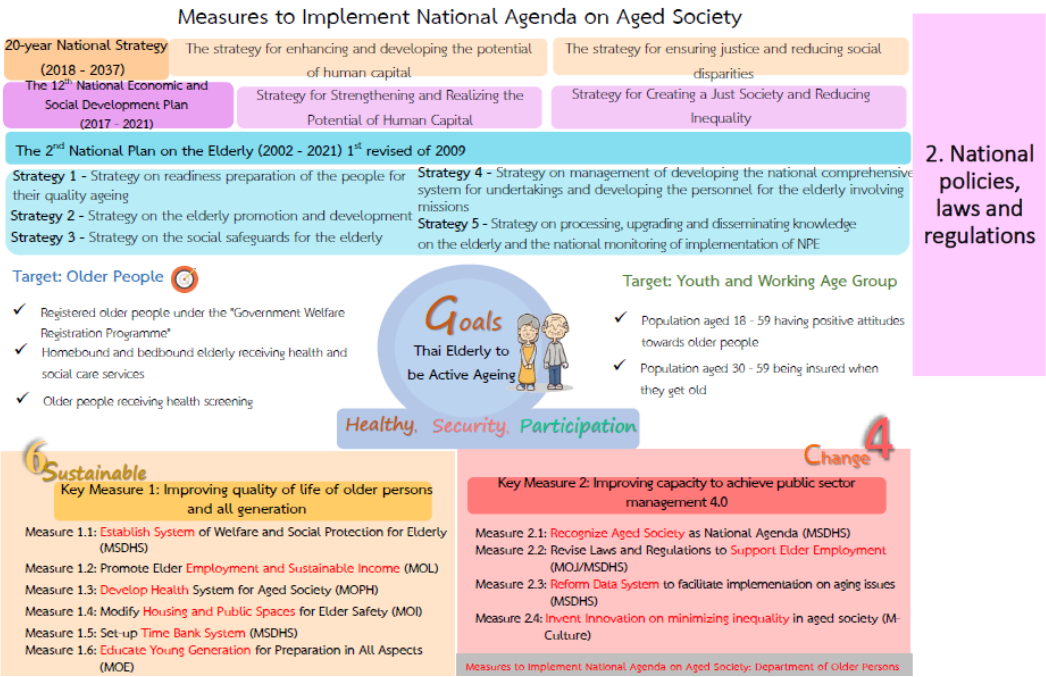
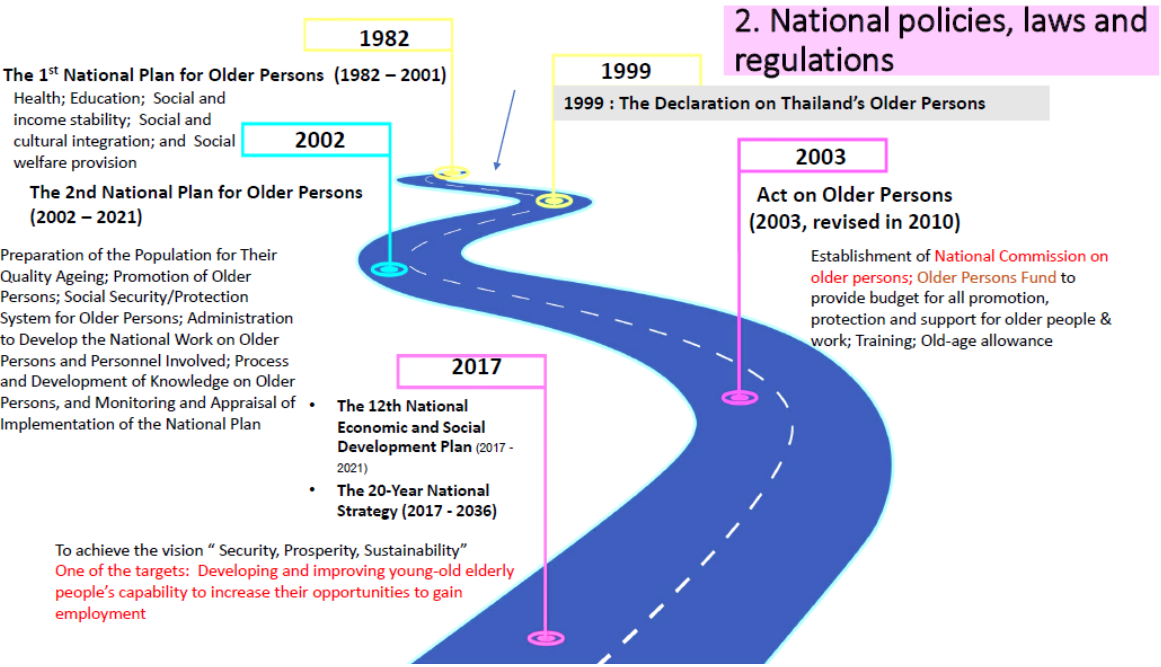
Thai demographic structure, by age and sex, 2020 and 2040



Source: NESDB, Population projections for Thailand 2010–2040, February 2013.

A global trend due to various reasons, especially:

- Rapid decline in fertility
- High contraceptive use and delayed marriage
- A healthy lifestyle & better technology increases life expectancy
- High contraceptive use and delayed marriage



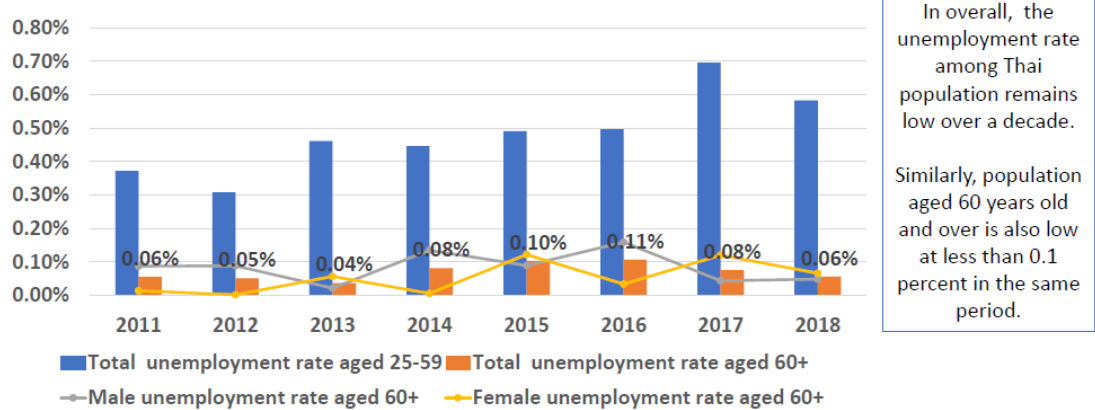
2. National policies, laws and regulations

- Some key laws & regulations & plans regarding older persons and decent work
 - **Labour Protection Act (No 6) 2017** on older persons, provision no 118/1
[The effect that a retirement agreed upon between the employer and the employee or as prescribed by the employer shall be regarded as a termination of employment; as such, the employee shall be entitled to severance pay.]
 - **Exemption on revenue taxes No. 639 B.E. 2560 (2017)**
[Tax exemption shall benefit employers, being a company or juristic partnership, which hires persons aged more than 60 years old. The wages paid to older persons can be deducted as expenses in addition to the same type of expense totaling 100% but not exceeding 10% of their total employees.]

3. Overview: Decent Work Indicators (Selected)

1) Employment opportunities

Unemployment rate (60 years old and over), 2011-2018

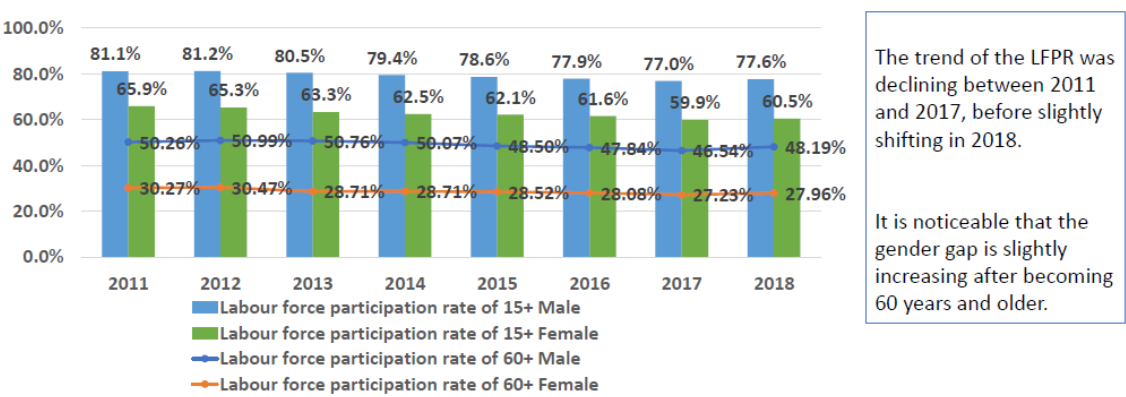


Note: The unemployment rate is calculated by expressing the number of unemployed persons as a percentage of the total number of labour force of the age cohort.

3. Overview: Decent Work Indicators (Selected)

1) Employment opportunities

Labour force participation rate by sex (60 years old and over), 2011-2018

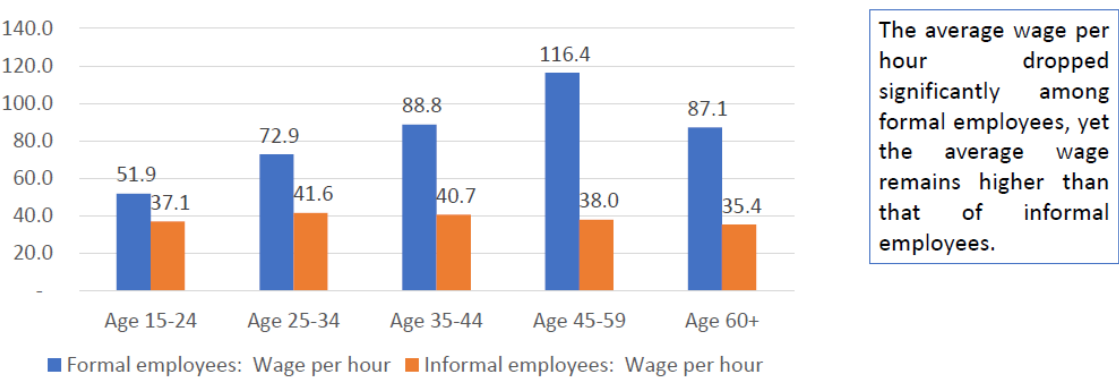


Source: National Statistical Office of Thailand, Labour Force Survey, 2011-2018 Q3 (Author’s calculation)
The labour force participation rate is calculated by expressing the number of persons in the labour force as a percentage of their population in the same cohort.

3. Overview: Decent Work Indicators (Selected)

2) Adequate earnings and productive work

Estimated average wage per hour of by age group

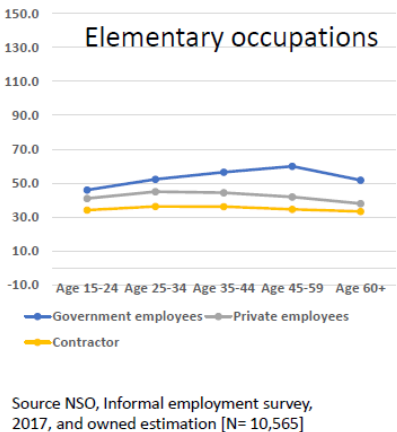
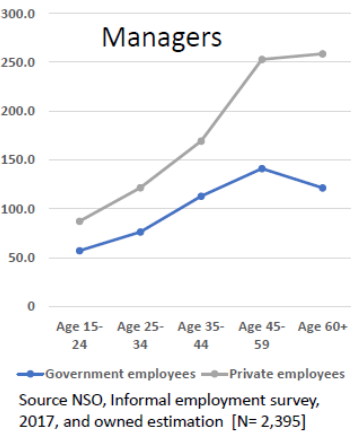


Note: Wage data is collected only among employees, not other working statuses.
Source NSO, Informal employment survey, 2017, and owned estimation

3. Overview: Decent Work Indicators (Selected)

2) Adequate earnings and productive work

Estimated average wage per hour of managers and elementary workers by age group in 2017

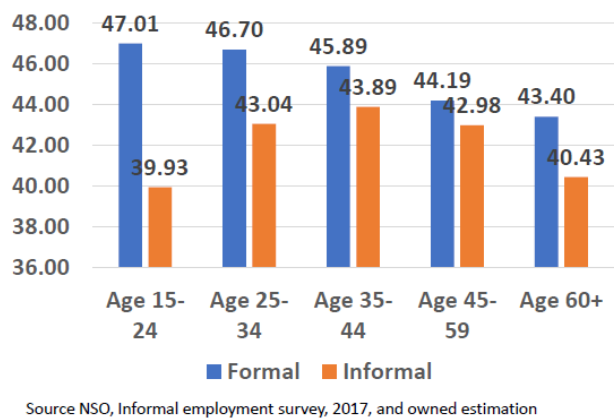


- The average wage per hours dropped once entering into the retirement age in all occupations.
- The average wage has become very low among low-skilled occupations.

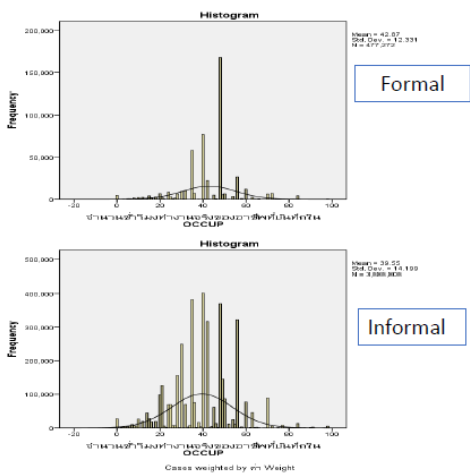
3. Overview: Decent Work Indicators (Selected)

3) Working time

Average working hours per week by age group in 2017



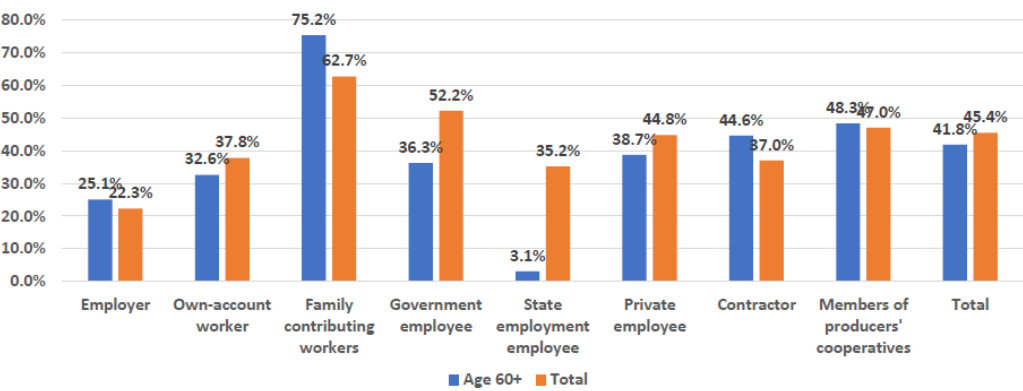
Working hours per week among employees aged 60+



3. Overview: Decent Work Indicators (Selected)

4) Opportunity and treatment in employment

Female share of employment of total employed persons and population aged 60 and over

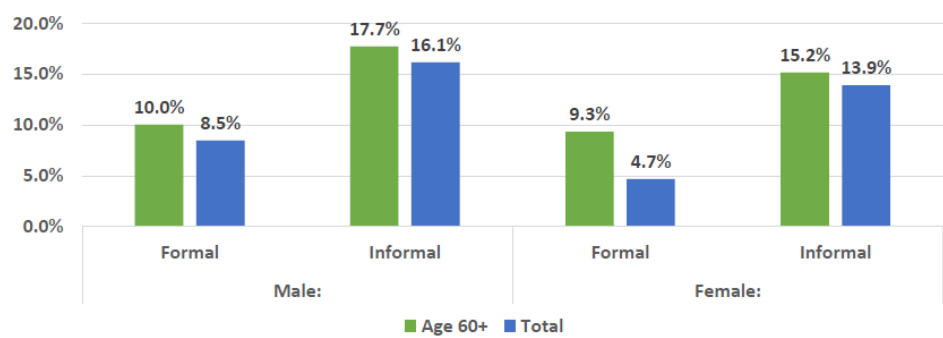


Source NSO, Informal employment survey, 2017, and owned estimation

3. Overview: Decent Work Indicators (Selected)

5) Safe work environment

Incidence of accidente at work of employed persons and population aged 60 and over



Source NSO, Informal employment survey, 2017, and owned estimation

4. Selected good practices in promoting decent work

- A close collaboration among stakeholders (Public- private- civil society- academia) is essential

The Social Working Group (E6):

A quick win strategy:

- Ensuring income and supporting employment for older persons among government agencies, public enterprises, public sectors, private agencies, and supporting organizations for older persons.
- MSDHS (Chair of the public sector); Thai Health Promotion Foundation (Chair of the Civil Society); Federation of Thai Industries (Chair of the private sector)



4. Selected good practices in promoting decent work

Ruam Palang Pracharat campaign– The public-private- CSO MOU initiative

In 2019 has 100,000 targets,

- 1) 15,000 private employees
- 2) 5,000 government employees / state enterprises employees
- 3) 80,000 jobs, consisting of [(1) promoting own-account workers for 70,000 people & (2) promoting work at home for 10,000 people]

→ MOL (Chair of the public sector); Big business operators [Thai Retailers Association, Central Group Company Limited, Berli Jucker Public Company Limited, Ek-Chai Distribution System Company Limited, CP All Public Company Limited, Index Living Mall Public Company Limited, SE-EDUCATION Public Company Limited, Bangchak Green Net Co., Ltd., Business Services Alliance Company Limited, Restaurant company Yum's Restaurant International, Thai Toshiba Company Ltd, and Mezzo.]; CSO The National Municipal League of Thailand, Provincial Administrative Organization Association of Thailand, Subdistrict administration organization association of thailand



4. Selected good practices in promoting decent work

Older Persons Fund

Age-Friendly Business Networking
Develop suitable jobs for the elderly
e.g. Better accessibility to capital for older persons.



MSDHS (Lead organization, DOP)

As of May 2019

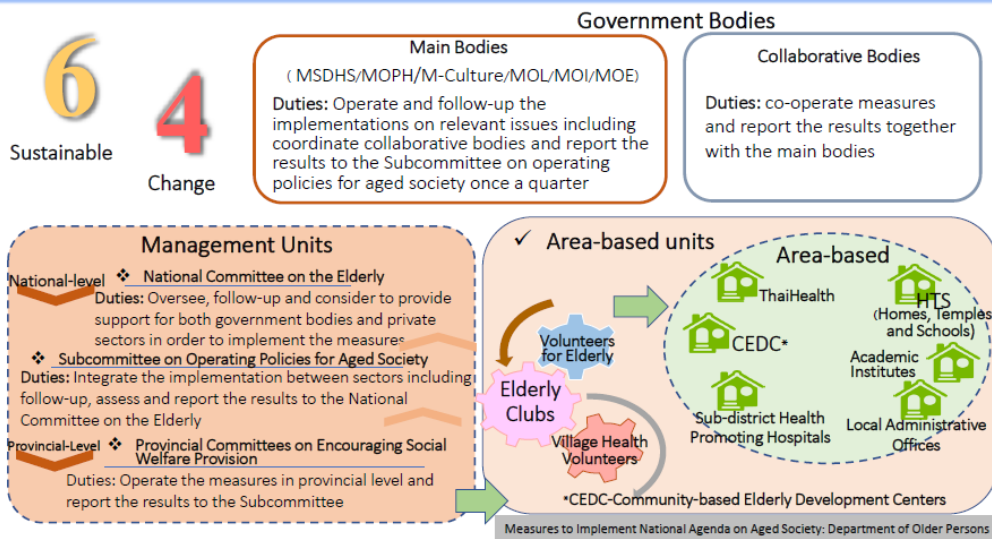
- 1) 6,628 older persons who are supported by loans for working capital from the elderly fund.
- (2) 418 elderly products being promoted by the Elderly Quality of Life Development and Career Promotion Centers to be products of community enterprises.

- To supporting subsidies for promoting elderly activities in the form of a club, service center, the Elderly Quality of Life Development and Career Promotion Centers
- To finance projects for organization working with older persons and with older persons in the community
- To fund individual and group loans for careers
- To help older persons who are abuse, being exploited, being abandoned, and experiencing difficulties in accommodation, food and clothing
- To support subsidies for organizations that conduct consultations or other actions related to cases Including solving family problems on a case-by-case basis
- Other matters as the National Committee for the Elderly to receive the maximum benefit according to the Act on Older Persons, 2003

Small project: with in 50,000 THB
Middle project: 50,000 -300,000 THB
Big project: More than 300,000 THB

4. Selected good practices in promoting decent work

Mechanism of Measures to Implement National Agenda on Aged Society



2. National policies, laws and regulations

5. Lesson learnt & recommendations

- Promoting employment in Thailand is quite successful, yet **the challenges remains in quality of work & well being & gaps, which requires a holistic policy and approach.**
- **Encourage lifelong learning** to ensuring a ensure the active aging society and decent employment.
- Promoting mechanisms/technology to help the elderly live secure and dignified lives with a **focus on area-based & community based approach using the public- private- civil society-academia approach.**
- **Encourage dialogues and platforms to promote decent work in multiple levels** (e.g. among stakeholders and international platforms)

Thank you

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Transcript



ASEAN
THAILAND 2019
ADVANCING PARTNERSHIP
FOR SUSTAINABILITY



THE REGIONAL CONFERENCE ON “PROMOTING DECENT WORK FOR OLDER PERSONS IN ASEAN+3”

27-28 JUNE 2019

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SESSION 1: OPENING CEREMONY

WELCOMING SPEECH

By Professor Dr. Narin Hiransuthikul, Vice President of Chulalongkorn University

Video Presentation on “Promoting Decent Work for Older Persons in ASEAN+3”

MC: Good morning lady and gentlemen. I am the MC of conference today it is a great pleasure to welcome you all to Bangkok and to the conference on promoting decent work for older person in ASEAN plus three countries This event provides an opportunity to share experience of each country explore areas of collaboration and enhance partnership cross nationally and regionally vacation. May I invite Dr. Narin Hiransuthikul, Vice President of Chulalongkorn University, to deliver the welcoming speech.

Dr. Narin Hiransuthikul:

Ladies and gentlemen, it is a great pleasure to welcome you all to Bangkok, and to the Regional Conference on “Promoting Decent Work for Older Persons in ASEAN Plus Three” in Bangkok. I would like to extend a warm welcome to all participants in this event.

The ASEAN Vision 2020, adopted by the ASEAN Leaders on the 30th Anniversary of ASEAN, agreed on a shared vision of ASEAN as a concert of Southeast Asian nations, outward looking, living in peace, stability and prosperity, bonded together in partnership in dynamic development and in a community of caring societies. Later, the ASEAN Plus Three (APT) cooperation process began in December 1997 with the convening of an Informal Summit among the Leaders of ASEAN and China, Japan and the Republic of Korea.

The ASEAN Plus Three has become a main vehicle towards the long-term goal of building an East Asian community, with ASEAN as the driving force. I thank you all for your presence as we mark another momentous milestone in contributing to one of the critical issues in this era. It is about how to elevate well-being of ASEAN+3 communities through decent and productive work, in conditions of freedom, equity, security and human dignity for everyone. In responding to specific needs of older persons, promotion of decent work for older persons is a society-wide issue, which calls for integrative, inter-generational policies with a broader policy framework to achieve the goal to promote well-being as such it is increasingly recognized that implementing evidence-based practices would enhance

effective policy information and monitoring of the effectiveness we would share our experiences and provide idea to produce policy recommendations and prioritize Drive activity that relate to their benefit to the Asia-Pacific countries and have an impact to our development agenda.

We are privileged today to have prominent speakers from ASEAN Secretariat, International Labour Organizations, National Labour Research Centre and Collaborating Labour Research Centre at Chulalongkorn Universities, representatives of ASEAN+3 member countries, and civil society organizations. This event includes the public session today, including keynote speeches, and country presentation session. We will also have workshop sessions and a field visits to the Dindaeng Elderly School, the time bank, and the Smart Job Center. I am really looking forward to the keynote speeches, country presentations of ASEAN+3 representatives, and the workshop sessions. We are expecting recommendations and mutual actions in promoting decent work for older persons, and, thus commitment in moving forward together. On behalf of one of organizing organizations, we, the Department of Older Persons, Ministry of Social Development and Human Security, ASEAN Secretariat, and Chulalongkorn University warmly welcome all of you to this event.

Last but not least, we are grateful to all exhibitors contributed by our key collaborating partners: Ministry of Labour, Kenan Foundation Asia, Foundation of Thai Gerontology Research and Development Institute, and Chula-ARI (Chulalongkorn University Platform for Ageing Research Innovation). I am wishing all of you a very fruitful event and very pleasant stay in Bangkok.

Thank you very much

MC: Thank you for your warm welcoming speech. the video will highlight the issue on promoting you send word for older person in ASEAN plus three countries.

video play (5 mins)

Okay everyone is valuable older person as well lady and gentlemen it's time to invite the director general department of older person, Ministry of Social Development and human security Thailand to report the situation on Decent work for older person in ASEAN plus three countries.

REPORT SPEECH (**THAI**)

by Mrs. Praiwan Ponlawan, Director – General, Department of Older Persons, Ministry of Social Development and Human Security, Thailand

OPENING REMARKS

By Dr. Poramettee Vimolsiri, Permanent Secretary, Ministry of Social Development and Human Security, Thailand

MC: Please welcome Dr. Poramettee Vimolsiri, to present the opening remark speech

Dr. Poramettee Vimolsiri:

It gives me a great pleasure to welcome you all to Bangkok, and to the Regional Conference on “Promoting Decent Work for Older Persons in ASEAN+3” in Bangkok. This event provides an opportunity to share experience of each country, explores areas of collaboration and enhances partnerships cross-nationally and regionally.

Ladies and Gentlemen, the demographic challenges are playing a critical role in current development globally. Many countries in the APT region, resided by over 2.2 billion people/1, are facing the multiple challenges. Based on the estimate of the United Nations, Department of Economic and Social Affairs, the share of people aged 60 and older to total population in 2015 was 14.7 per cent. Within the next 2 decades, the share will rapidly reach one fourth of total population (25.4 percent in 2035). This challenge is consistent with the issue of technology disruption and environmental sustainability.

The World Health Organization established the active ageing concept in 2002. Its aim is at preserving the active role of elderly persons in society, with continued opportunity for health care, social participation, and security. Promoting, preparing, and planning for future ageing may be accompanied by improved quality of life, well-being, and independence, include older persons being able to maintain autonomy. One of the key factors in driving active aging is “to promote decent work for older persons”. Decent work for older persons is an important measure to maintain long-term capacity and strengthen the potential and dignity of the older persons. Income from decent work can also help alleviate a burden of increasing in government budget for long-term care of the older persons. Collaboration from all sectors public sector, private sector, civil society, as well as academia] is very important. The policies or measures to promote employment vary depending on the context of each country. In conjunction

with the improvement of management system, the social welfare system should also be appropriately organized.

Thereby, we are in a critical moment and need to jointly move forward to ensure that we are promoting well-being of ASEAN+3 community in a holistic view, under collaboration with all stakeholders.

Ladies and Gentlemen, the ASEAN Plus Three (APT) Cooperation clearly highlights this challenge, through the ASEAN Plus Three (APT) Cooperation Work Plan 2018-2022. Under the ASEAN PLUS THREE COOPERATION WORK PLAN 2018 – 2022, the SOCIO-CULTURAL COOPERATION describes the importance of Active Ageing. Key measures include, but not limited to, the follows:

- (1) Promotion of healthy, active and productive ageing in an enabling and supportive environment, towards implementing the Kuala Lumpur Declaration on Ageing: Empowering Older Persons in ASEAN and the ASEAN Plus Three Statement on Active Ageing;
- (2) Sharing information and experiences of the ageing in APT and exploring how APT can conduct regional cooperation involving non-governmental organizations and the private sector;
- (3) Strengthening the capacities of governments, corporate bodies, civil society organizations, communities and stakeholders in delivering adequate care for older persons, including the development of human capital and expertise;
- (4) Development of older people's associations and other forms of networking;
- (5) Support for ASEAN's effort in developing an ASEAN regional action plan on ageing to develop capacities of ASEAN Member States in effectively addressing issues arising from ageing society; and in order to achieve those measures, we need to enhance collaboration between government entities, private organizations, and other stakeholders at national and regional level.

That's why we are here today.

- We are here to share experience in advancing decent work for older persons as to enhance wellbeing of the population of ASEAN+3 community.
- We are here to discuss how we should be moving forward together to promote well-being of people resided in ASEAN+3 countries, regardless the complexity of the issue and different characteristics of the country.

- We are here to enhance community engagement & commitment among academia, development partners, civil society organizations, private sector, and other stakeholders in this issue.
- We are here today to show our commitment in moving forward together.

Last but not least, I would like to thank the organizing team, distinguished speakers, and exhibitors for the support in mounting this event. The Most importantly is, the participants, especially representatives from ASEAN countries and from ASEAN Secretariat. Wish you a fruitful and successful conference. Thank you very much.

Souvenir and Photo Session (10mins)

PRESENTATION ON DECENT WORK FOR OLDER PERSONS IN ASEAN+3

By Mr. Christian viegelahn, ILO labour Economist, the ILO Regional Office for Asia and the Pacific

MC: Ok, next session, May I invite a special presentation about decent work for older person in ASEAN plus three countries. Please welcome Mr. Christian viegelahn, ILO labour Economist, the ILO Regional Office for Asia and the Pacific.

Mr. Christian viegelahn:

Good Morning, everyone. Dear attendants and ladies and gentlemen thank you very much for giving ILO the opportunity to give a bit of an introduction into the topic so my presentation and it's going to be about decent work for older persons in ASEAN + 3 and when preparing this presentation, I was thinking about choosing this picture on the first light but I was really thinking very long with this is a right picture Because I was asking myself should this person work? And I think the answer is it depends, and it should depend on him. Because it's this person is healthy and wants to be active then for sure that should be opportunities for him that should be opportunities to contribute to society and this person for sure can contribute to society and I think it is in human nature when we are fit to enjoy a healthy that he wants to be useful if you want to contribute. But in case this person maybe it's not so healthy anymore there should also be something for him, she can get some sort of income that should be an aging. So I think the answers really depends but if this person is healthy and the person looks very healthy and friendly I think for sure it is very important to have decent work opportunities for this person so let me start to introduce you into the topic by highlighting some trends related to aging that

show you how actually important the topic is and how important it is that the organizers that you organized this conference and that you're going to have this exchange about us and work for older persons.

Let me start with some statistics on fertility rates. So there you see the life birth per woman over the past decades and also with projections into the future. What we see the fertility rate is dramatically going down in all countries in ASEAN+ three countries in all countries of the region around 6. In most of the countries that Japan is an exception the number is now close to 1 actually in the Republic of Korea going to just a little bit above 2 in Lao PDR today has been a dramatic change and all those people that were born in the fifties they are now the rich now the age of 60 65 so this is actually the aging challenge that all countries in the region are confronted with innocence. Then let me continue with the dependency ratio so this is basically the share of population aged 65 plus as a share of the prime age working Prime working-age population 15 to 64 in all countries increases over time corsets put some pressure on a social security systems and this is somewhat a challenge that societies face then how fast is aging happening in the region so this sativa basically show with you and when and what year the population reach to share of the population aged 65 + reach the share of 7% in the First Column, second column is when it reach the share of 14% or when it is expected to reach share 14% when you see basically this movement from 7 to 14%, takes whenever it's around 20 years in countries of this region. But I just put Australia and New Zealand as a comparison and they are this process took actually more than 60 years and I think this is also valued for most of European countries or today the us when you look at those countries there's a dramatically difference in the in the speed of aging. And then finally of course on the population becomes older or so the labor force becomes older and yeah this is a trend that is going to continue still for a while so the average worker or the median worker of the labor force is becoming older. This of course brings along some challenges for policies and requires some action in what areas is clearly to expand choices for older workers to perhaps offer some flexible work arrangements so that older workers that don't need to work 40 hours per week or even more. But there's some part-time options are according to the needs of older workers so this is the Liberty Man part so there should be some options where they replace the safe or the four-wheeler persons, then on the other hand we have the labor supply side of course in order to be attractive on the labor market they don't have to be to have a good chance to have a decent job all the workers need to bring it on something and I mean they bring along a lot they bring along for sure experience but also they should have the skills of course to contribute to the work of the Enterprise or wherever they work. So we have Labor demand and supply, and only then if both on both sides actually work well, to stimulate the labor demand and

supply then you will have decent work but this requires something but then you should also have old age security so you should have pension. That people get that actually are not anymore be able to work or for some reason not willing to work maybe they take care of grandchildren so there should be some options there. So what I would like to do is to use this opportunity actually to introduce you into some very recent policy measures adopted or intent, that was a declaration of intent that was just the doctor last week 21st of June which is the ILO Centenary declaration on last week 10th of June basically this year ILO celebrate its 100th birthday and our director-general took this opportunity to launch a future organization which already back in 2015, and that was independent global commission for the future of work that prepared the report and this report is about how to address those challenges that labor market today are facing in the form of technological progress, aging, climate change and also globalization. Based on this report which was discussed in the last weeks at the international labor conference in Geneva our constituent's government workers and employers of ILO members that they agreed to this declaration and I was very curious to see what's supposed to be in the end is in the declaration and in particular in relation to aging and what I find there is basically something on all these free policy areas labor demands labor Supply and old age security. So here you have basically the statement written in the conference declares that the ILO master directed efforts to supporting measures that help older workers to expand their choices optimizing the opportunities to work in good quality productive and healthy until their retirement and to enable active aging so there should be some options for older workers on the labor market then the conference call the pain all its members to do many things but also to strengthen the capacities of all people to benefit from the opportunities of a changing world of work to effective lifelong learning and quality education for all and if you look in the global commission report for the future of work is explicitly relate also to aging to the transition from working life to retirement so prominently as a as a major but it's all you have and security so you have some reference to universal access to comprehensive and sustainable Source protection do we have these three lemons are and you have actually a lot more in there but for reasons of time I won't leave it at that encourage you to look at the Declaration because I think it can be can be a useful background resources for this conference so now I would like to also highlight what is actually the region has three countries already doing on these three policy areas labor demand Supply and old age security so that start with security so they are he had some figures from hour ago to protect to report that the eclipse at the ILO prepared and every two years so closely actually 32% of older persons do not receive a pension and you look at Asia-pacific 45% of older persons do not receive a pension when you focus on a more than two-thirds of older people or the person still receive engine so there's a I think still a lot to do in that area but I

mean what so a lot of progress is made so I think we are moving into the right direction then now its focus on this labor demand and labor supply side and they are basically what we have been doing over the past months is to work on a report preparing for the future of work National policy responses in all time classics very basic you look at those megatrends to book graphic changes technology climate change and actually try to map what are countries already doing and what is perhaps missing in comparison to what is now in the aisle or Centenary declaration and what was proposed Nicole commission report for the future of work actually a lot temperature is very good news so the book here was to create an event or policy strategies plants programs initiatives projects undertaken by ASEAN + 6 countries were able to cover India Australia New Zealand gas the three questions does the country have a strategy or policies that explicitly late to demographic change particularly aging and the answer for each country is yes basically what are the direct and indirect Links of the strategies of policies to the labor market so what are the measures countries to take in relation to the labor market and I know it's about what is the role of social partners and the private sector so we identified several policy areas where countries are already active one area is to find or to provide digital solutions for an aging population what do we mean by that this can be really very different things I mean ranging from allowing for tillable king of promoting working from home to basically have digital devices where the front is larger which might be 10 more suitable for older persons. Another important point is to maximize productive input of potential labor Supply to lifelong learning and access to training, in fact many countries for example of Japan, China, Singapore to Malaysia they refer to lifelong learning and some of them have programs related to lifelong learning but other countries facts don't lie lifelong learning but they also promote access to training for older persons then another area is of course Angelique are so many countries actually struggle to meet the national league for elderly care and some countries are promoting labor migration or seeing labor migration as a means to offset labor shortages in the sector the one example is Japan which just in April this year I had a big reform of off their migration system and basically now encourages migration labor migration into certain sectors and one of those sectors is the care sector in order to meet their National demands then we have also measures to prolong book lives of the elderly such or increase the statutory retirement age in some countries and generally some countries like China at like a Korea Japan or to Singapore they promote flexibility flexible approach to how when and where people work so this refers to yes working from home working part-time providing somehow more flexibility to meet also the needs of older people and to enable them to contribute productively to the country and to the economy so for many countries there is still a long way to go but I'm quite optimistic because you organize this conference here physically to make this

long way shorter and I think this conference. We'll share experiences and you will exchange about your experiences and the different policies that you adopt a strategy that you adopt in the different countries this exchange this is actually very valuable and cooperation on this topic is of course very valuable and I'm really very confident and I'm sure that this conference can make this very long way a little bit shorter charger so that we are finally achieving the place where there is the sun which yeah Rich then provides sufficient and he sent back opportunity opportunities for older people thank you very much!

PRESENTATION ON “OLD PERSONS AND DECENT WORK: PROGRESS AND POLICY FRAMEWORKS “

By MS. Rodora T. Babaran, director of human Development of the ASEAN secretariat

A very good morning everyone, so my brief presentation will cover a run-through of the situation of older persons globally and regionally but basically since almost part that has been covered in the previous presentation, thank you very much for that. So I'll be focusing on the other segments, sharing as well on the policy framework at the regional level that's currently existing in ASEAN, and I'll also talk about how the policy framework at the regional level alliance with the regional and international instruments related to this subject and I will be also sharing about ASEAN and mechanisms in engaging aging population some initiatives and programs, a programmatic approach to address the Aging population issues in ASEAN and finally be talking about challenges in the dressing aging issues in ASEAN. Next slight please, some of these are figures you're already familiar with just to show you the trend how the Aging population is arising globally over the decades and we see that as mentioned earlier in a few decades 1/4 of the population of would be composed of Aging population in ASEAN. This just shows you that by 2050 it is estimated that the ASEAN total population would be 792 million, closely 800. And about 21% of that are 60 years old above, the potential to go down from 11.4% to 24.2% in 2015. It meaning less people would be able to support at the growing demands of an aging population and the oldest old population or the elderly age group above 80s expected to Triple by 2015, if we break that down for ASEAN member states, you see the general trend is that for all as a member countries the Aging population is synthesized in 2050. But in this breakdown you would see which countries are aging sooner than the others, as mentioned a while ago the coverage of pension old age pension globally is at a 60% while in Asia-Pacific is around 55%, and in ASEAN is about 31%. Maybe a little bit more elaboration on this coverage is that old age pensions at the moment, that's not guaranteed income Security in old age in many member states. In fact a by the old older persons cannot rely on this social

pensions alone and therefore they would need to be complemented by other forms of income and basically that's coming from support of other family members. In ASEAN, the way that I see and works is like that basically by The ASEAN Vision 2025, which is detailed in a community blueprints in the political security economic and social cultural showing the sphere of addressing the issues of aging and older persons most of these are address in the social cultural Community blueprint 2025 and the vision of the social cultural Community is for ASEAN to be inclusive sustainable resilient and engages and benefits do people. I will not be going through one by one all these objectives, but essentially the blueprint lights to work of all sectoral bodies they are cross-sectoral and the intention is that there is no single sector that limits it for its work only the particular topic, hopefully the concerns are mainstream across the different sectors in the pillar and in the other pillars of Economic and political security as well. Apart from the social cultural Community blueprint, there were also other key Regional instruments that affirm and promote the rights and Welfare of older persons in ASEAN as early as 2010 and there was this declaration on strengthening family institutions and it's best specifically focus on caring for the elderly , so as early as 2010 as he has already recognized the importance of addressing this issue and strengthen the role of family in the care of elderly. Then in 2012 that was also a human rights declaration and then in 2013 the ASEAN Declaration on strengthening social protection and then in 2015 that was the Kuala Lumpur Declaration on Aging empowering older persons in a decision as well as the original framework an action plan to implement the Declaration on strengthening social protection, then in 2016 we have the Declaration on transition from informal employment to formal employment towards decent work in ASEAN. Some of this declaration do not focus solely on the concerns of aging and older persons, but they are designed to be comprehensive and encompassing in such a way that the concerns of Aging in older persons are encapsulated as well in this policy Frameworks. Now lets me focus more on the Kuala Lumpur Declaration on Aging that was adopted in 2015, so this declaration provides the preparing for aging is a shared responsibility requiring intergenerational solidarity and a community-based right base or needs-based and life cycle approach. Emphasizes the need to develop capacities to provide comprehensive and integrated care for older persons and at the same time and Abel older versions to empower themselves. So I believe the policy areas and in the concerns rose in the presentation by aisle or is somehow forward this well and captured in this Kuala Lumpur Declaration on Aging. This declaration recognizes that an increase in the proportion of older population will require adaptation of healthcare and social systems to meet this emerging Challenge and it is cognizant at the promotion of healthy active and productive Aging in

enabling and supportive environment is key to the well-being of older persons as valuable members of the family community and Society with rules and responsibilities towards self others and Nation.

A while ago I also mention about this ASEAN declaration on strengthening social protection so this declaration highlights that social protection is a cross-cutting issue and therefore it requires coordinated and holistic approach it must be inclusive and participatory planning, programming, budgeting so the entire cycle. And that social protection should be adaptive the different kinds of race as mentioned it has to deal with the demographics, labor market, changes economic shocks, climate change and among others key issues. Still on this declaration, it stipulates that everyone including older persons are entitled to have equitable access to social protection and it cost for the extension of coverage availability quality equitability and sustainability of social protection. Let me just highlight that while there is this Regional Declaration of social protection it also recognizes that among the member states in ASEAN, they have there is a wide variation in terms of policies programs and as I mentioned the coverage availability in the acquittal ability of all this a social protection measures. That is why the Declaration cause for Progressive realization across member states. Now how do this Regional initiatives a line with International initiatives on population in Beijing to all those are Regional policy for Emirates that I have shared with you are complementary with the UN-SDG 2030 pronounce that Vision 2025 is complementary with the UN-SDG 2030. In the work of the ASEAN, particularly in the labor sector, is very confusing align itself a very carefully with the aisle or descent board agenda and most of its initiatives are always geared towards a promoting listen to work. In the region the work in the body frame always designed in a way that they will be cross-sectoral and would involve interfaith cooperation. It is impossible for any single sector to be able to address all the issues in this area and therefore we are seeing words is to engage as many stakeholders as possible within ASEAN and even amount international partners. The work of the ASEAN when it comes to aging, it's also a line with the Madrid plan of action and aging so this table here just shows you are some of the elements in the Madrid plan of action and aging and how these are also reflected in the Kuala Lumpur Declaration on active aging. There are opportunities for ASEAN to contribute to the Madrid international plan of action on Aging particularly in the review process. we as ASEAN, can report on the progress of implementation of the Declarations that I mentioned a while ago in support to the review process of the Madrid plan of action. I mentioned a while ago that sector of bodies in ASEAN are the ones responsible for a caring for wild the work that decisions and the policy of Frameworks on aging in ASEAN. For this concern the ASEAN ministerial meeting on social welfare and development is the one that asked to coordinate and collaborate with all other relevant sectoral bodies in ASEAN, to push forward the realization of

empowering older persons in ASEAN. So there is a ministerial segment as well as a senior official segments are some of the original initiatives that we have, under the social welfare and development sector we have the framework of social welfare and development, and the older persons is one of the key segments of that strategic framework. There is also a skilled labor ministers work program until 2020 and there is also specific initiatives under this work program that deal with the issues of aging and the older persons, for example, there is under the Thematic area of extended social protection that talks about original project on the state of Pensions in ASEAN member states. SOMSWD has actively engaged other ASEAN sectoral bodies and partners, which includes ASEAN Plus Three Cooperation on Active Ageing. They engaging a platform called ASEAN Japan high-level officials meeting on carrying societies. There is also in ASEAN trends, opportunities and policy options, and under your chairperson shape of Thailand for this year, there is this ASEAN Center for active aging, which we hope to see it very soon. Finally, there is a draft Regional action plan of action to implement the Kuala Lumpur Declaration on empowering older persons and this one is led by Malaysia with the support of UN ESCAP and HelpAge.

So I already mentioned to you about this plan to come up with the original plan of action to implement the following for declaration. We hope to see this very soon, Malaysia is leading in this one and hopefully all sectors will be providing their contribution towards the development of this Regional action plan. Let me just highlight that a while I will not be going through each of the areas in this proposed Regional action plan I think it's very useful that the recent ILO declaration during the Centenary will be a valuable resource and looking at the policy areas and how they can contribute to the further development of these Regional action plan. This one I already mentioned at the under the sector of social welfare and development are there is a strategic framework and one of the key areas is about older persons. The final slide, for the challenges highlights, firstly the recognition of the rights of older persons in social economic, political and legal spheres, at the moment, most of the discussions and initiatives on aging and older persons in the socio-cultural pillar are engaging labor or even Education Health, but it's still a challenge to reach out to the other sector body is particularly in the economic pillar. Second is the coverage accessibility and quality of care provided under the public health services will continue to be a challenge in the presentation by ILO you if you recall the advanced countries that developed countries had longer. To prepare for an aging Society 60 years or less, so that puts acid number stated at the disadvantage in preparing for an aging Society. We have to act faster. The third is the process cannot approach with shared goals and Joint resource mobilization, there are so many competing interests and priorities at the regional and National level, and it is a challenge to make

sure that the concerns and the needed resources to address issues of aging and older persons would get as much attention and resources from the government. Then started planning monitoring and evaluation the way we operate out there are so many players and stakeholders, it's a challenge to bring everyone on board and then together to Joint towards on addressing the concerns and older persons, and then finally cleanable policies and programs. We already heard about the need for evidence-based policymaking but making this policy sustainable and then continues until we see the results as a challenge, considering the political and societal changes happening in the countries in ASEAN. I hope this information will be useful to everyone, thank you very much.

PRESENTATION ON “ADVANCING INTEGRATIVE RESEARCHES AND ITS LINKAGES TO POLICY IN PROMOTING DECENT WORK FOR OLDER PERSONS”

by Miss Atchara Ngamsomchit, Director, Strategy and Planning Division, National Labor Research Center, Ministry of Labour & Collaborating Center for Labor Research, Chulalongkorn University

I would like to welcome you come Thailand. First of all, I would like to say welcome to the older person world. Now at the age of all of us and pick up the elderly and pushing now, I think you can count all you how many years , more than 1,000 maybe. Especially, the last one is quite difficult to talk, because to the second speaker cover all issue that very critical to our works, but I would like to say that my speaking is linked to those two person because linkage, because initiative to cover with the situation. So I will introduced you just one initiative that we may have to say a newly come in March we just started together incorporation with Chulalongkron University, so it's kind of collaboration between University. I will spend about 15 minutes to cover our issues, let me start with the background and motivation first and then move on the initiative ,which is new collaboration. The aging society is a big challenge to Thailand as well as the statistics shown that we are going to be aged Society next year, Thailand society and then will become Super aged Society in 2027. So our government and Academia are concerning about his trend long time ago, we set the promotion of the decent work for older person. The first national plan for older person (1982 to 2001), is the first law of Thailand past 20 years. Then the second plan in the year 2003, the national commission on the Elderly, established by the Act on Older Persons, to serve as the national survival mechanism by the Prime Minister that's being prime minister is become a national agenda to take over this challenge. One of the focuses in promoting public-private-people-academia campaigns for jobs and better working condition for older persons, because from our statistics about 94.3 of the other person earn lower-income who is under our poverty line, the reason for set this line for older person, is not all of them needs help or support from government

or social protection so we can break out that who will need more help. have photo person who needs. So some selective initiative to promote decent work for older person in Thailand, mean that in Thailand for promote this is not only the guilty of Ministry of Labour , we have many stakeholders so which are together with the privacy sectors. This is initiative from what in the responsibility of Ministry of Labour, Social security, Employment Services, skills promotion and working condition. For the Departments of these, tomorrow you'll see that in my job center. We focus on old person and then collaboration among public-private and people, now start a new initiative that we have private sector to hire the older person, we make progress together, in the video clip you will see the bookstore also have old person to work in employment service, we try to organize together with all stakeholders. People need more skill training throughout center based on national. You would to see in the community older person, we have what they need, and training center. For example, we move to the Village 20 people come together, all older person then we have training course in 10 days, 20 days or 30 hours that depends on the person needs. Old person who used to new technology they can search around and then learning from online, the skill department have this type of course too. I said that we will try to use new technology to promote job for older person, but they have no skill , then they get training first and then find a job or just work at home. For working condition which the minimum wage per hour for older person because I talked to study on how many is minimum-wage, at least they can get ,but if higher is okay. The flexible hour in work is also a list of circus occupation that suitable hour for older worker. The last thing is with the reform of social security system from Employment Commission in Thailand. The older person in Thailand maybe a little bit different for the Social Security scheme, we set 60+ years old to gain the benefit, to improve this may be in future, we will increased to 65+ as ILO suggested.

But how link with research, because we are supported by the ASEAN aging center, and set the collaboration between Chula University and Ministry of Labour

Now I talk about the methodology of policy development and recycle to formulate policy to make the policy in shock that have like a detail in this Circle. Drive me into this cycle the policy-making process, we want to be able to trust you are the decision-making together from I need what's need. In this I always want to know the old person, and come to formulate the policy for the other person okay to produce a high quality of what is a decision and implementation the policy development process must open it and how we can find record data to prove that our policy is right with the trick, so research will help, many types of research organized and that's being a pro and cons between which University in-house research and Hewitt inside a government. I mentioned is on the first two rows , because this is the way we used to set up this our initiative because of research should co work with practical world as

us. We set up National Labor Resource Center it is setting in Ministry of Labour and then collaborating center of Labor research in Chulalongkorn University , formally in March. There is a 5-years plan and this is the first year of our plan, so this is good for us to introduce this new initiative. It not only be focused on policy in many groups like disability , old person, informal sector, but this year we try to link between the Research . So I would like going to in effective because you can read it later, we have a capacity building the center to get the capacity and identify property to further research enhanced elderly between National and international level.

we can do well in Thailand together , It is also significant because in Thailand many agency to collect data he adapted talk but which one is the best of can we put it together to make like a vest on to formulate a policy together if that Ministry have their own policy. The decent work is of the appropriate words for all who want to work how we can help them to use this end well for all of us like I said we need more study to formulate the policy to make a policy if they agree with our policy so you if you close your eyes and think what you will be? I think we need smart old person so we can fly together, that's what we need to do our Research Center on this labor forecast on an older person. I will hope to have more support from stakeholders and in ASEAN, maybe ILO as academic partner. I hope so, thank you so much.

SESSION 2 - COUNTRY PRESENTATIONS: CURRENT SITUATIONS, POLICIES AND PRACTICES TO PROMOTE DECENT WORK FOR THE OLDER PERSONS IN ASEAN+3

REPUBLIC OF KOREA

MC: Lady and gentlemen we are going to session to with this about presentation of each country on the current situation policy and practice to promote decent work for the older person in Athens last free country is country will have 15 minutes to make a presentation and the country presentation is listed by to share of older person in each country shelter support may I invite Dr. Lee research fellow from Korean employment information service to give a country presentation on promoting this and work for the older person in Korea

Dr. Lee :

Good morning everybody miserable yep it is my chapped hands to introduce the policies around the age it in Korea. today I talked about the changes of the population and the labor market of those aged in Korean and some of the policies that we can share together and it's officially I provide one of the best practice called Silver Success Program which is a Korean counseling program and finally I will go for some about the recommendation of Korea. To overview Koreans, actually I have some fact shown in there, Korea is only 10,0363 square meters, so it's a pretty small country with 51 million people, such packed country, one of the most packed in the world and the population proportion of the Aged is 14.9% above 65, and GDP per capita is 31,1346 USD, the unemployment rate last month was 4.0. 4.0 seems pretty low, but in a Korean standard we are very concerned about this is the increasing unemployment rate is 61.5% since last May 207 million Workforce in Korea. And life expectancy is also growing fast, Man is 82.7years old in 2017 and what's your combined birth rate is one of the lowest now is 0.977%. so we have a big concern about the ages at the same time the low birth rate issues. The proportion of the elderly population, this graph shows how rapidly Korea increased the old populations compare with Germany and Japan. Korea stats from here and now it's lower than Russia, and the proportion of the Korean aged population is about 12.24% so it's not that serious right now but we have still be concerned ahead. In this graph shows This graph shows labor force participation rate as well as employment rate of Korea at the end of the age of a 55 to 64 in 2018 last year as you can see in this is one of the highest employment rate as well as Forrest Patterson light 8% .8 an employment rate was 66.8% so curious one

of the country who has the most working population in the ages how to create a labor market issues that woman is current issues human female workers petition rate is what 50% so that's major concern but we are still wanting about future because Korea is getting hitched and this graph shows the employment rate and labor force participation rate over 65 years old age it's this shows that creates one of the most working population with age people right piece behind Iceland and Estonia Korea labor market is very hard for the Aging and thought, in the long run, we have some issues with Asian people this graph shows long-term projection of the population of Korea we are here in 2017 we have 15 million people but and it's going to reach the peak in the year 2028. Then 52 million or more and then from 2028 our population will decrease rapidly and Italy 40 million 39 million in 2067. This graph shows population growth rate and 1960 reality shows almost 3% of population growth rate and it decreased rapidly and cut down in 2017 at 2.8% and then the year 2067 be minus. Through another graphs for long-term projection or depression of work first year 2017 but it's going to be almost half in 2017 will decrease and increase likely to the youth will be which 17 million people in the lately so we're going to expect very big labor shortage in the short future not even actually long-term projections and this graph shows the number of people aged 65 who are dependent on every 1,000 working populations so you can see that Japan is one of the highest countries. But in 2050 Korea will surpass Japan, and will be the top that because there is some low combined birth rate. we'll get more rapidly aging Society in 20 and 30 years later this is very serious problem right now it looks okay but in the future you want to have a very serious problem and the working conditions for those aged it is table shows that several things about how currently the age of the people in Korea is working to compare with obesity country 1555 to 64 11.7% his half of the voice of the country so we are not as much as many as a part-time workers in comparing with obesity however if you look at the self-employment sure we have a fixed was 53.2% for retired from the main job then they'll make a self-employed okay so the second career is to some business in their own that's why we have a lower part-time worker to compare with OCD and we have a very high Stepping from a rate decreased year 2006 38 2.2% and 32.8% we are expecting decrease this something from right as much as the city average hour is 18.61 hours a bit higher than the average and but there is much higher to compare with always said he'd 7.9% but we are 32.7% so this is how the main you shouldn't we need more regular pomegranate career for crazy people futon awnings to compare the waitress younger age 255 to 64 8 years old now 1.1 the Korea is the Japan light wants to compare with the boys today in as much as Boys CD the wages is important for the Aging, is pretty much high and its really measured by the ocean Market in Korea so there's so much competition in the in the D South employee okay so what we got to do something for that and put the good part is long-

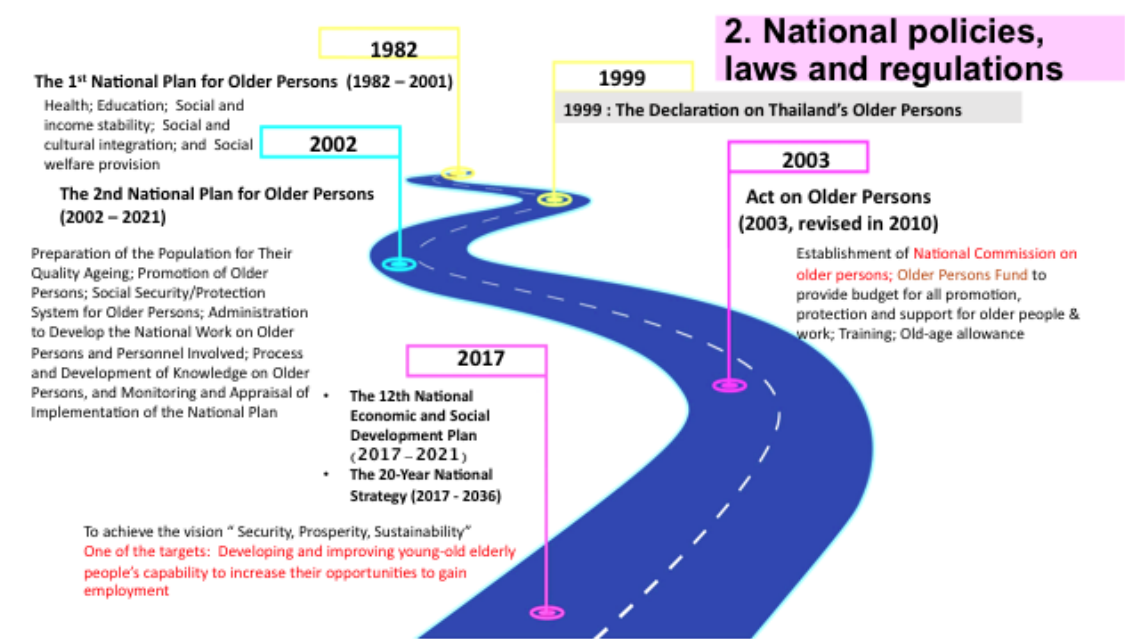
term unemployment rate is extreme low to compare with OECD country so as long as the Korean local market if they want to have a job they can quickly find a job in the labor market and it's fully employed all hands on the deck as you can see but in the future we still want to use this population as a Walker's because crazy kick Lee Hwy to utilize these old people as a walk first because the population change longer like today but the main Korea instead of changing the Korea and make us a pin for a moment but we want them stay longer in the main careers are we commanded the law in 2013 to the mandatory retirement is it from 55 to 60 and now we discussed to increase from 60 to 65 and older in Japan there is no reputation with this mandatory what age is so we want them keep working in the manger as long as they want and also all we have a many organization involved in the hopping these people to get the career center employment.

More than 1,000 employed conditions and we have a lifetime career support with different strategies Reemployment startups return to volunteer manual chest for retired hey since I want to hang out over my credit counseling program you know they all people away from Maine Career need to adapter to quickly change labor market so if you develop this service access package program for elderly participate 6 hours per day and they got together at the job Centre like this and that go first meeting to understand who are there or is still up there a dream and then they'll find their strength and running about the labor market and practice about the resume writing a resume again for the first time in forty years service is not they are men carriers in practice the interviews like that and then finally we Empower at the at the end of the program to get lot of energy or passion or to go out to search their own careers so recommendation lifelong career design this is a very important in the whole time. it's your career get measured and then he retired and that's it but today you have to work 65 70s 80s so your whole life must be designed as a whole careers so we changed our Constable carry designing to the lifelong vocational training system for your lifetime and now we are strengthening the Publican from the service and active at the same time as always to the average miniature a little bit more incentive for this income support for old workers very important. thank you very much.

THAILAND

MC: Thank you so much. May I invite social worker professional-level Department of older person Ministry of Social Development and human security.

Good morning ladies and gentlemen, I am Siriporn, assistant professor doctor. Our presentation include overview, National policy and regulation on decent indicators, selective good practice and recommendation. As you know, Thailand is moving to go to Super aged society in very closed future. So it's clear that the climate of ASEAN +3 Countries has been increasing due to various reasons. For example, fertility rate, healthy lifestyle, better technology increased life expectancy .Next, Thailand has a long history in highlight the importance of old person in 1982, the First National plan for old person. We Implement National policies in 1999, we have the collation on Thailand old person in order to 2002 and later we have implemented Second National plan for the person. Separation of the population for their at social security protection system for older person, social security protection system for older person , Administration to develop the nation book on older person and Personnel involved process and development of knowledge on old person and monitoring and episode of implementation of the national plan and a key of national Commission on older person. The old person fund provides an important mechanism to support the elderly and stay active. Later in 2017, the 20-year national state and reason the security Prosperity sustainability and one of Target is to develop and improve elderly people's compatibility to increase their opportunity to gain employment. Then Integrative measure to implement National agenda on a society, we have at the top of my identity with a clear Target and measure we called this measure to keep on the improving quality of life of old person and organization the old person is improving capacity. Public-sector management, we also have some plans regarding older person. The next station will provide an overview of descent work indicator in Thailand by assistant professor doctor Ruttiya. Thank you very much.



Dr. Ruttiya:

Thank you very much. So this part is about our view of Decent indicators especially related to the older persons will you just selected some indicators to 2% current situation of Thailand the first one is about the employment of Education opportunities the same amount of course about their earnings and work and the rest are about the working condition and decent work including wearing tom opportunity and treatment in apartment and safe work environment as you were saying before that Thailand has long history in terms of promoting order person into than active to stay active , so be really quiet Tests for in terms of the employment promotion. We having a lower unemployment rate is about around 1% of unemployment rate, but I mean to be compared to the older person, that is even lower. However in terms of the labor force participation rate, even the order person has you know High labor force participation rate but mostly among the men and the old men. So for this point, we need to promote especially for the older women. If you turn into another part which is about estimated average weight per hour of age group you can see that the average weight per hours is declining after they reach 86 and is even Lower , I mind it is more than normal employees so importance of arrangement. Actually even those who are staying working in the infirmity employee, employment estate as informal employees for sometimes there is there can see that there is a drop even is not much but still is real or so in terms of the implementation Thailand is has mostly for guys thing or it is however a lot more challenges to go. now is consistent even be compared between those who have been very high level of skills or we can say like a high level up with your patients at the are the time is it which is the elementary occupations you can see that when they reach stick to 60 years old the average of 8 is drop, especially it at the end of government employees and the most importantly among those who are working in elementary occupation, even they drop a little bit but this is really lower average wage. You know, specific programs that we can or tackled for it is challenging slow. And working Time, actually something more important factors for promoting order persons because it has to match to the requirement of the flexible of the old person. When you see the average working hours of those were former employees there are more likely to work for an average around 43 to 47 hours of work per week and is also dropped those were working in the informal as an informal workers, however it is challenges that we have to see in a detail better working informal sector, actually have a better kind of working condition. Because when we talked about in formal workers we're talking about a large number and a warranty of occupations, for example if you even talk about the informal you know about workers working as a vendor, street vendor, we might talking about smaller numbers of all working out, the same time they might work in

the very early morning and the other part in the up to midnight so actually we have to see detail better on how can be tackled. As well it is quite interesting to see that people who are over 60 years and old, likely to work in the more notable categories of work, especially if they're more likely to work and if as a family contributing workers and as the contractor as well as be in the members of producer cooperatives which means that female more likely to work in the lower level of job security. And when we look at the data of accident at work, still some challenges for us. The old person and how can we keep them stay safe in the Working environment.

For this challenge, we have many good practices and I'm currently trying to very much to promote the close collaboration among stakeholders especially have a privacy civil society academia. The first one that I like to say is, it's about the quick win strategy, it's the social working group was called E 6, to enter income and support employment for older persons among other agencies and is one chair by MSDHS and the Thai health promotion foundation and also Federation. This is to make sure that we go hand-in-hand with other stakeholders and that we can promote other decent work for the person by the perspectives. The next one this is very interesting program that we have promote, we target 110,000 old persons to work, that is not just to work with the difficult to say, but we are trying to have a connection with the establishment that have a guarantee on the working condition for everyone including the older persons. And we have the MOU, just we get in this year with many companies, this initiative is to make sure that we have the close collaboration with and we have to get Target together to ensure that the order persons can stay working in there a better working condition. For those old person who might want to be self employed because everyone have different require no different needs right so in order to support this one we are so happy older person funds that I provide a better accessibility to the capital to capital for order person so that they can get loans for career and or so that can get loans to support and promoting the elderly activities in the form of any other activity is that can help them stay active so in the former sector that can also allowed to do so, and they can or so enjoy health and physical health and mental health in the sense that they can think about what they would like to do and they can apply into these the MSDHS fund and you can see that as of this year we have about 6628 old persons who are supported by Lawrence and about 400 old person products being promoted. Right now we're not been challenged by many complications including technology including the environmental changes, so that needs of the elderly himself to collaboration with their homes temples and skills the community bodies, Development Center they kind of make sure that we can live like the area or specific needs of each community. So far as that I think it's was quite successful on promoting employment but still they challenge groups remain in complicated and complex by Nature, so we

require policy and approach and especially among stakeholders and Ministries that make them stay active and can have a decent work I mean I need to encourage them to have a lifelong learning to ensure that they can have a choice either stay active or being really focusing on labor market. Also we will need some promotes mechanisms and if possible the technology to have to order person's life security and dignified life with their specific needs of the generation, you know you know you can imagine that once you become 60 or older would be different to current at the moment, so that I got changed but be dynamic to ensure that it could capture, that means we need to have the dialogues in platform to form of Decent worker in multiple level including at in the International level because of the movement of the people will be greater than before. And the national challenges I think it would be too limited .We can tackle for the shallots in terms of the quality of work for them. Thank you very much.

MALAYSIA

I would like to begin my presentation with introduction on the initiative by government so nation is expected to become an agent Nation by 2030 and depletion of nature is still relatively young as compared to those in the developed countries by changes in the age structure resulting from fertility Decline and increase longevity are contributing to its the 18th of operation for Innovation for older person formulated National policy of older person in October 1995 then it comes with a plan of action of populated in December 1998 but what was the policy and Pinot Noir review to reload into incorporating the Developmental and reintegration of older person in the society in order to do older persons with a high sense of self with the indignity so there if you was approved by the government on 5th of January 2011 addenda National policy for the person and plan of action of older persons incorporates the principal outline in the Madrid international plan of action on Aging dates into account the tri-party area outlined in my power which is older person and development advancing health and well-being into old age and also ensuring and everything and supportive environments. I realized that my part which is older person and development advancing health and well-being into old age and also insurance and everything and supportive environments besides that Malaysia also have several policy related to other person for example National Health policy for representative review of Ministry of Health National family policy and the ministry of women family and Community Development and also several more like National human right etc . For informational registration we don't have a specific act for older person we are working on it as you can see that mystery is conducting a study to develop

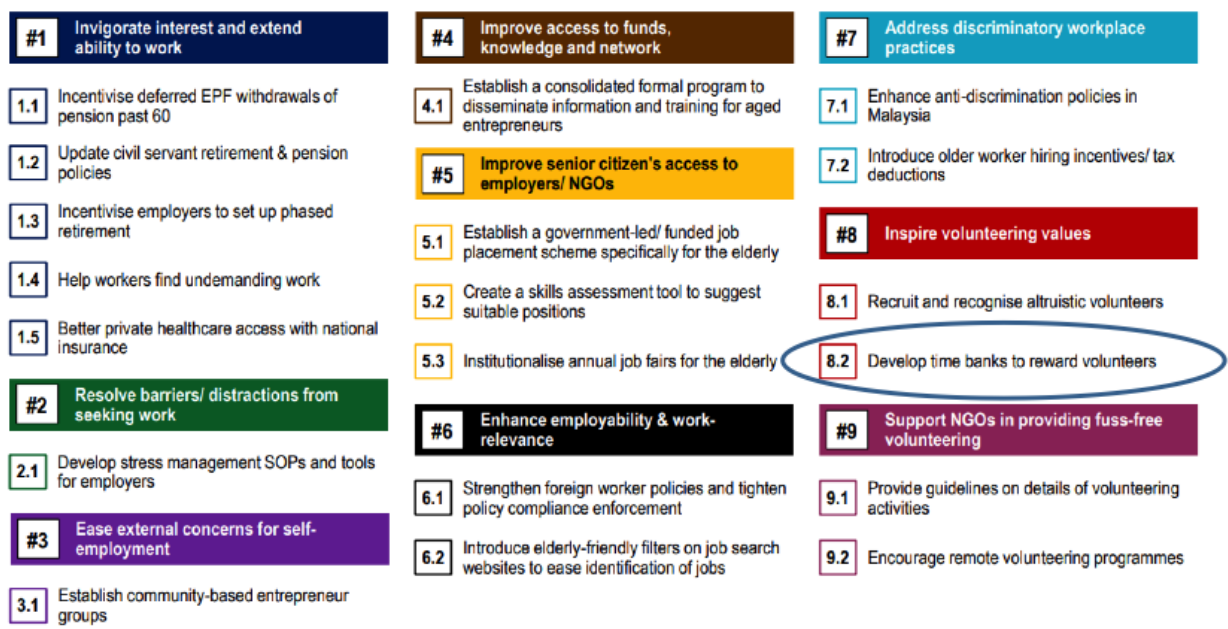
40% speed and we talked at 8 to finish by end of 2025 for the time being Social Security pension adjustment act and Mandy Moore is also considered the well-being of the other person it also includes old person okay for regional commitment I believe that secretary has shed before Malaysia is leading the character creation on Aging. So make sure has proposed initiative in developing original plan of action to implement the king of the creation of Aging during the second some sweat meeting in Yangon Myanmar on October 2017 since I could trip on 28th December 2018 then subsequently the first group meeting Among Us in countries under RPO a draft that we distribute before for the input has been hell on 29 and 30th April in Bangkok Thailand so for the time being over several amendments need to be done and also we are reviewing the second before security it to our bodies for input in July. We have a national advisory in consultative Council for older person this is under the purview of Ministry of women family and Community Development. okay percentage of population age 60 plus from 1990's from Total 18.1 million populations in Asia by 2013 it is projected by Department of Statistics in Asia. The needs to prepare to Nation Ministry of Health has developed a limp and about inclusion and employment of Nations aging population so they already publish issues the reports so maybe you can download it in websites I will give you the link later so they're also articles about this study studies about 4852 survey respondents from older person and also 99 interview employers and NGOs. So this is a bench marking done during the study so benchmarking countries are Canada China Germany Italy Japan Singapore, so they list of 10 general issues as result of having an aging population :

① Insufficient post-retirement funding Significant number of elderly people at risk of falling into elderly poverty	② Unsustainable pay-as-you-go pensions Decreasing ratio of employee to retiree requiring additional contributions	③ Differing pension and retirement ages Sharp decline in employment and labour participation once pensions are collected	④ Generous welfare benefits Reduces the incentive to work	⑤ Limited welfare benefits Insufficient benefits to cover living costs of the elderly – risk of living in poverty
⑥ Mismatch of expectations Older employees cannot fulfil the technological and capability demands of the employer	⑦ Seniority based wage structure Additional costs and constraints on hiring older workers, as wages are based on tenure	⑧ Marginalization of older workers' roles Smaller roles or lower compensation which could demoralize the age group	⑨ Elder retention vs. younger hire Retention of older workers means less number of jobs for younger ones	⑩ Societal expectations Cultures frown upon employees who have chosen to work beyond the retirement age

that is listed based on this a study on the bench marking from the old countries . This about demand and Supply So based on this study as you can see this applies a reception from senior citizens 54 to 58% of those and willing to sit with believe that there is no demand for them and also 58% of The Secret World claims that employers prefer younger workers. From this study, when we see from the focus group discussion feedbacks from the selected Employers and NGOs most of them have their own opinions,

the most of the feedback about them a company that has a thing that holds a person have more experience but they need more flexible time to do work. Okay what is a stock response from the employers as I mentioned before old person need flexibility to get into the working environment again so this is from the employer's. In the contrary, accommodation and food beverage sectors and also Transportation this is from the analysis based on the supply from the perception for senior citizen and also from the employer so this is the forecasted for good object of each job Seeker that will continue to a straight woman as you can see that there will be increase and it will increase in Supply. Some government based on this initiative or what e every agencies of ASEAN in order to achieve this work for old person, for example we must encourage volunteering programs such as intergenerational programs which is we already done several programs from UC students with the old person. And also Ministry of human resource, mobilization of job Malaysia carrier information center which is a center that match the job with the employer-employee and also Ministry of helps to provide a better Healthcare access for senior citizens and also Ministry of Home Affairs this painting for about this policy because we have a lot of foreign workers so maybe if we can strengthen the police's maybe we can chat back whether the work that be done by the older person. Okay this is the findings and recommendations from the study which is found in study, 9 strategy Focus areas and also there is a 19 initiatives under the focus area distraction from seeking where is external concern for self employment improve access to find knowledge and network improve senior citizens access to employers or NGOs and hunts employability and what relevance address discriminatory workplace practices Inspire volunteering values and support NGOs in providing free volunteering. So since this study done by Ministry of human resource will be at work at 9 what do you want to do next in order to prepare to work in 2030.

19 initiatives aim to deliver the goals of each Strategic Focus Area



So and this has visibility study will be in by the end of this year so and also we all Ministries and agencies in order to execute this Initiative for a better future for all your present in terms of descent work. That is all from me, thank you.

MC: Thank you very much okay so next let's move to a Q&A session would anyone like to offer a question, maybe if you want to write your question down on the paper and then gave it to our staff, so we can answer the question.

MYANMAR

Ms. Yi Yi Shwe:

Good afternoon, ladies and gentlemen. I am Yi Yi Shwe, from Myanmar, I would like to present our country report. According to this figure in the world population is aging now, this is a challenge for all country. The total population in Myanmar is about 50 million, and the 60 + aged person was 6.4% in 1983, then increased to 8.9% at 2014, later in 2050, we will have 20%. So increasing of older people in future, and the figure on dependency ratio is 14.5% in 2015 and 33.6% in 2050. It is 80 + is 6.5 %in 1973, and 12.7% in 2004, so older population is a bigger increase. In Myanmar, according to this figure the population of elderly will shapely increase. The labour force participation in Myanmar, Female is 17.8% and men is 46.8% in 2014. The older people ages 50 plus update in the labor force is 30.3%. This year goes Edition process for National policy on elderly since 2016, and the formulate law will be

finalized end of this year, and through the calibration process review process of different departments. According to elder people Law, in section 24 said:

” Companies incorporated to final appropriate jobs for the elderly people who are capable and willing to do jobs:

- (a) arrange part-time job opportunities and the jobs capable of performing by the Elderly people.
- (b) arrange to get loans to do vocational jobs (for elderly people).
- (c) arrange trainings for vocational education and skilled labour for the elderly people.
- (d) arrange tax reduction or exemption for the employers who give job opportunities to the elderly people.”

Our country is giving more respect to older people, and our social welfare department is support older person across country, by open day care center for aged since 2013 and create enabling environment. We conduct caregiver training for youth and active communities and arrange Older People Self-Help Group since 2009 in Myanmar and promote active ageing in the communities.

Myanmar is one of the member international plan, which is called Madrid International Plan of Action on Ageing 2002-2022 (MIPAA) was agreed by the global community (159 countries), so in Myanmar the older people care is progressing, our government is improving country program related to the elder person. There are 2 flagship programs: National Social Protection Strategic Plan and Replication of OPSHG. OPSHG is an international plan that one organization support our Ministry to promote an elder in Myanmar. At the same time, under government budget, Myanmar 1st Pilot cash transfer for older people in Kachin State and Ayeyarwaddy Region with the support of HelpAge International.

And Historic 1st Myanmar National Social Pension delivery starting from 2017 April as quarterly payment (10,000 MMK per month, about 7-8 USD per month), we also reduced eligible age for Social Pension to 85+ in October 2018 and the total beneficiaries is about 180,000 in the country.

For challenge and gaps in Myanmar, is the Budgetary constraints of the government, and Capacity development needs at National/State/Regional/Township levels, also Inadequate awareness among other key government ministries for mainstreaming older peoples’ needs into their annual programmes. So we need to Sharing experience & feedback from ASEAN member countries and like-minded organizations, and sharing ageing related information/experiences with inter-ministerial stakeholders; create the Initiatives to advocating with key government ministries about

the inclusion of older people needs into their programme and the International aid (technically and financially) to boost the government's initiatives for older people. This is the video about our elder person wellness program (3 mins). Thank you very much.

CAMBODIA

Mr. Sun Heang:

Good afternoon ladies and gentlemen, My Name is Sun Heang, I am from Cambodia. I have four main points to share with all of you. Such as current situation government policy and the relation to support Elderly and the last one is the practice of the royal governor. In the past, the Cambodia economic has increasing around 1% every year, to call Finance or social and cultural development, at the same time, the time from National Institutes of statistic and Ministry of planning such as demographic contact, also Chang in 2015 total population 15.3 million and will be increased to 18.1 million in 2030. In 2015 the aging population is 1.2 million equal to 8.3% of total population if this continues, aging population will be increasing 1.99 million equal 11% of total population. In 1998 life expectancy of male is 54, and female is 58 years old, and in 2013 life expectancy of male 67 years old and female is 71 years old. Elderly of Cambodia are facing this problem; Cambodia doesn't have National Social Security fund for the general population. The Elderly, an aging population in Cambodia are lack of information to take care their health and preparing before old and understanding about retirement is still limited. They are living in appropriate environment and not much information about Mental Health. About the loss of income, they used to make when they were working, and nowadays Cambodia doesn't have an unemployment rate of elderly, because we cannot define on that who are working or running their own business. This is government policy and regulation to support aging population, it has a typical problem when is mean that found a soft obligation to take care of their children, to bring them up and took to care them in order to become a citizen. About the Cambodia, we have National Committee, number 158 on establishment of Cambodia's National Committee for Elderly, and Decision No.01, dated on January 19th, 2015 on the appointment of the composition of the Cambodian National Committee for Elderly ; also the Circular No.804, date 11 June, 2015 on the establishment the secretariat of Cambodian National Committee for Elderly; Circular No.537, date 20 April, 2015 on the establishment the sub-provincial committees for Elderly which consist of 24 provinces and 1 municipality; Circular No.008, dated on 22nd June, 2011 on the Guidance of the establishment and management of OPAs; Sub-Decree No.197, dated on November 22nd, 2017 on Managing the Elderly Care Center; Prakas No.052, dated

on January 25th, 2018 on the organization and functioning National Social Protection Centre for Elderly. They have to prepare an action plan for develop for wellbeing for Elderly in Cambodia. We have 197 Elderly Care Center private sector to open the Elderly Care Center, we need to control center in Cambodia and we adopt some degree number 197, and functioning National Center for Elderly in from pan so something Center for Elderly in Cambodia. Now this is policy for support and promote well-being for Elderly, we have policy on pension fund for Policy on Pension Fund for Veterans and Civil Servants in 1987. Based on this policy, Ministry of Social Affairs provides social security fund for civil servants, and veterans by using two government agencies (the National Social Security Fund for Civil Servants and National Fund for Veterans); and National Policy for the Elderly (NPE) adopted in 2003. Currently, this policy has been reviewed and will be endorsed by the government this year. The new policy is called National Ageing Policy 2017-2030. And, adopted national policy on elderly and disability care in 1999. Also the National Population Policy 2016-2030 Policy Framework for Development of Social Support System 2016-2025. For support and promoting well-being for Elderly in Cambodia, is Financial Security First Priority. The Ministry of Social Affairs improves health and well-being living arrangements in an enabling environment. We have national public policy 2016/2017 to promote and support for Cambodian people and the last policy is policy framework for development of social protection 2016 to 2025 we have to join the SWAT stand and social these policy thinking about family pack take for poor people in Cambodia. About the batteries of Cambodia, 1346 commute in Oak Grove in Cambodia, support for Elderly because when we have a program in compounds home they have for their member and they run their small business and we have lots of subjects and Center for elderly. Section Center for elderly process and caregiver for elderly and we have law on Elderly and some degree on social assistance for elderly who stay alone.

That is all from my present, thank you!

LAO PDR

By VILAYPHONE XAYSONGKHAM, Department of Policy for Devotee, Disability and the Elderly
Ministry of Labor and Social Welfare

Good afternoon lady and gentlemen. thank you so much for coming for to the presentation. On my representative from Laos that from Ministry of Labour and social welfare and specifically for the

Department for policy to devote adult disability and elderly and also from the Secretariat for additional committee for disabled people and elderly in Laos. In my presentation will quickly review about Laos in the area of populations especially the populations of the older person and then we'll pretend what the legislation that have a great good practice or and support for the older persons in Laos. My presentation will be for the best Country program on the decent work in the general for the elderly in Laos. The representations represent the challenge the work plan our plan in the future. So long as I would like you to brief about is everyone know well that Laos is surrounded by China Thailand Vietnam Cambodia, and the areas and regarding to the result of the population and household on the census in 2015 that the total population is about 6,492,228 people and the female is 3,237,458. This diagram mention about we divide into the older person seeing the three main groups from the Strategic from the 2015 until 2025. By into three group of age, this table the year in 2035 will face that's Laos to get to promote The Descent works for older persons. In Laos, as a general on the many sector concern the same, the government address in the legislature know how to make the policy of to consent to make the policy or to support more about the on aged event. Talking about specifically for the old person, we have a lot of the legislation, now we have policy toward for the promoter older persons in Lao, to promote on The Descent were what they should do that we expect that they have to improve workplace environment safety and health for employee, more concern for the old person in work place. The last of the key role actor that meaning for the older persons they have more of those of the capacity and skill, they mostly do not want to come to work and they try to how to stay to keep more time with the family and we try to promote them to transferring their knowledge and skill. This is Relevant Legislations for Older Persons, in the five key laws and regulations that are showing in the presentation. We are talking about pensions after retire and also healthcare service to provide for the older person but we still have challenged that the old person who in the social security system, older person who retired with the private sector company or with me to come and is still have challenged for our to think a and have to try to bring them to the Social Security system to cover the normal and wanted persons. About labor law in general, will cover on the person of the retired work for the private sector to be a consultant or be senior consultant for the government, they have to follow on the same law not have specifically for the new policy for the older persons. And we will try and behave like a decree on occupational safety and healthy this one is for all on age that's very concerned. But talking about the older person that we are thinking that is very important that the mostly the older person in Laos, they don't want to work in long hours, they would like to work maybe some few hours to support that like a senior consultant. This one is very good program to support them but we have to look out about the Practical that it will

be good practice for support older person. They have to keep active, because this adopted into to address in 2019, I think we will be bringing to discuss more in the technical on working group to have to add more about thinking more on older persons. For the National Committee of disability people and elderly, we combine into in the field for disabled people and also old persons. So this let's only one National Committee address and respond in older person work. The last one is the national policy to work the older person allow PDR this policy I can say that is too old because we be adopted and used a policy in 2004 and it now do it now in based on the priority work for the Cattleman's specifically for my Ministry we had planned to do to too attractive to promote from Felicity to be the decree and Whitten within July in the speed we expect in a schedule that we will try to present off you need for first draft. This one was just being to sharing that that we have the good partner quote corroborate with the ILO that and we have a lot of support from ILO, they specifically talking about the decent work for Country programs, and information I can I take from the link on our website. As mentioned a bit about decent work and majority unpaid family and this program is not specifically for only the older person but they also mentioned that in 18 years and also the old person in 2009. I would like to conclude my presentation, so talking about the challenges: Lack of legislation directly to Older persons, we only have the policy; and the second that we lack of the data, for that we have to do it immediately, to do the database right away for older persons. And, we lack of the only personal specifically support, Such as LTC, the assistance system for Old persons, particularly the one who are poor and unable to caring himself. This one in Lao, also is facing challenge. And the budget cake that would allocate for older persons is still challenges.

Next for the mixer legislation for the future, they make the legislation that leads to the older person's thinking the renew with the national policy, drafting a strategy and action plan for older persons, and promote cooperation of CSOs and international organization capacity-building to the government official has strengthened the interline agency.

Thank you, this is the end of my presentation.

Q & A

MC: I'd like to thanks for all that we ended up presentations from three countries. Let us give them again with a big applaud. Here, we are in the Q&A session, I would like to encourage you all, either ask question or share your experience.

Guest: Hi, I'm Teresa Devasahayam and I'm foreign professor from Mahidol University, institute for population and social research. Just got a quick question for people here from the different ASEAN countries, like what is your response to the Human Rights Convention that is work going on that's if I can work in group, I believe that at the UN level and they're working on a Human Rights Convention because the opposition is that the respective International conventions do not provide adequate Protection for old persons, so I just thought what do these countries in ASEAN and how do you feel or what is your take on it, what is your position on it, and with that convention for an older person's is useful or not, thank you.

Ms. Yi Yi Shwe:

I am from your Myanmar, our department and the ministry of social welfare, now our ministry is establishing the aging policy and old people law. Now if we prepare to do the national social welfare system. For the elder person, we prepare the aging care agency, including the human right conventions. Thank you.

Mr. Sun Heang:

I'm from Cambodia, about Cambodia my department is establishing a policy that's for old person policy and law for protect and promote and support for elderly welfare in Cambodian. Now today we just draft some Law about elderly right and we get to learn about from other country to know about which country have elderly right and we need to learn and we need to establish a new law for elderly of Cambodia. Thanks.

Ms. VILAYPHONE XAYSONGKHAM:

Yes, in Laos for your question that thank you so much, that it to mention about the decoration on the human rights. As we are working a lot on understand, we have a lot of strategies and policies related to

this but if talking specifically for the older person, that's the older person is a group that we put into social protections and security plan. Now we are doing many years so for this. Concerned about registration and laws for the old person, we promote from the national policy toward for the old person to be the decree, I think that is a good step for the try to promote the rights for old person in Laos. Thank you.

MC: Thank you so much for you question if you like to have a further elaboration on this case and I think it would be worth mentioning however is really a good part about a human right or I think is about an implementation right and an enforcement and we need to have the mutual understanding about human rights and also the elderly rights. That should be hand-in-hand in one composite of the rights of one single people, I mean if you look at the right side in lifetime as a person. Thank you.

Wrap Up & Summary

I would like to thank you and all the distinct which country representatives, thank you so much.

Here would be the end off the panel sections. And if you like to join a workshop session and we will welcome, however if you think that you would like to have more commands or would you like to know for some key point, please feel free to leave the note for our organizing staff. And as our behalf of the organization, I'm going to present my thanks to you all for your present here and thank you for attending this event, and I would like to see you again from other arrangement for this issues, thank you.

SESSION 3 - GROUP WORK: ENVISIONING THE CURRENT SITUATION AND FUTURE OF ASEAN+3 TO MUTUALLY STEP FORWARD TOGETHER

By Mr. Alexander Duke, Senior Manager, International Practices, Kenan Institute Asia, Assistant Professor Dr. Ruttiya Bhula-Or, Dr. Chadatan Osatis and Dr. Chonticha Asavanirandorn, College of Population Studies, Chulalongkorn University

- **Critical issues and challenges for promoting decent work in ASEAN+3: Present and future**

<p>Demographic Trends</p> <p>•Stay alone/independent: Old person will not depend on young generations, especially group of high education older; also there are group of elder who do not care or need children</p> <p>•More active more confident: old person are familiar with technology that create more opportunities to find job on-line and improve their personal health (both physical and mental) as well.</p>	<p>Rules and Regulations</p> <p>•Occupational safety: lack of care on elders health</p> <p>•Working time: need to have varied regulation of working hours, depends on health condition, e.g. poorer countries with health issued older person should have short working hours; for richer and longer life expectation countries may have standard working time as usual</p> <p>•Health condition: the health standard of different type of job (white collar and blue collar)</p>	<p>Economy and Environment Trends</p> <p>•Self employed: older persons can use technology to run or improve their own business instead of finding a job</p> <p>•More help: older persons have more help or assistant from other person or machine, evenly technology of AI</p>	<p>Social and Cultural Context including Gender, Family</p> <p>•Informal sector: lack of formal job provided to elders</p> <p>•Gender gap: women always have to leave their job for taking care family member and children</p>	<p>Employer and worker</p> <p>•Job promotion: Thailand is lacking young labor force due to low TFR, therefore, we should encourage older person active and still attend job market.</p>
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Group 1:

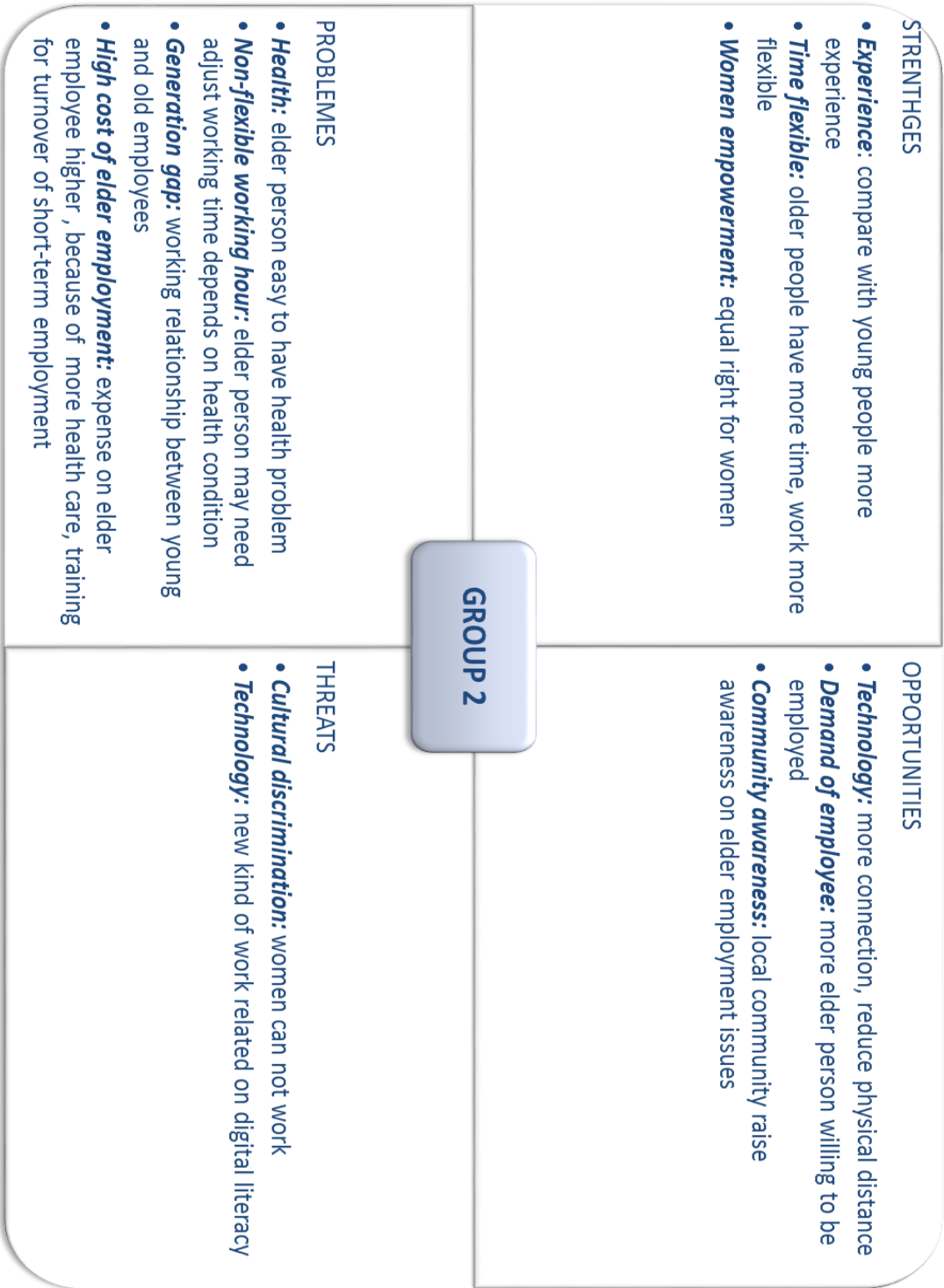
Group 2:

DEMOGRAPHIC TRENDS	<ul style="list-style-type: none"> • Migration increasing: migration from low income to high income • Lack of work: the reason increasing migration • Fertility: cost of raise kid; lower fertility and more elderly • Women education: the higher education will reduce the total fertility rate(TFR) • Low fertility rate: postpone marriage will delay for having child
RULES AND REGULATIONS	<ul style="list-style-type: none"> • Human rights issue: that is real reason why old persons are facing problem on Medicare, education and gender discrimination • Severance pay Thailand:Thailand severance pay on provide pension to people work in very short term (e.g. 3 months), will reduce the opportunity for old person to seek job opportunity • Lack of social protection policy: the risk on health in long-term care, e.g. traffic, pollution • Gender inequality: female professor in university who are over 60 years old, can not get 100% salary • Family back policy: Singapore policy on public awareness of elderly, active people to share family time more
ECONOMY AND ENVIRONMENT TRENDS	<ul style="list-style-type: none"> • Digital economy: older people can not catch up the tech growth, easy to be isolated; on the other hands, in Thailand there are many elders sale food on line successfully • Technology: make people happier • More connection, more activities
SOCIAL AND CULTURAL CONTEXT INCLUDING GENDER , FAMILY	<ul style="list-style-type: none"> • Separated households: children and parents want to have independence, living separately • Dual income family: wife and husband both have job, instead of keeping wife stay at home; • Baby factories: women are no longer "baby factories", more women choose not having baby
EMPLOYER AND WORKER	<ul style="list-style-type: none"> • High cost : expense on elder: employee higher , because of more health care, training for turnover of short-term employment • Formal job and non-formal: job : elder persons do no paid family work, or informal job with lower wage • Lack of demand: employer do not want to have elder employee: • Lack of skill: elder person are lack of skills for labor market • Informal sector: fishing ,agriculture • Positive: public attention on old people is important, in south Korea, people are staying longer, they love decent job . • Young employee: there are difficulty relationship between young and old employees, and there are competitions in labor market with young employee
OLDER PERSONS	<ul style="list-style-type: none"> • Longer life: people live too long and retire too soon • Refuse to die : unhealthy social problem, mobility levels increasing • Health: increase health expectancy • LTC (long term care): when old person are sick

- Policies and practices in promoting decent work for older persons

Group 1:





Group 2:

SESSION 4 - FIELD VISIT: PROMOTING EMPLOYMENT AND DECENT WORK OLDER PERSONS

- Senior Citizen School Dindaeng District Community Bangkok
- Time Bank at Dindaeng Urban Renewal Project Phase 1 (Plant G)
- Smart Job Center & Skills Training Center, Ministry of Labour

SESSION 5 -- DEBRIEF FIELD VISIT & GROUP WORK

- *Policy recommendations and collaborative way forward*

Mr. Sun Heang:

A possibility for them to work I think this one is important for mine, and if they don't have a job or has will be a problem and they'll hopeless, they are feeling alone. Some people I used to interview in my country, they said when they stay at home and have something to do they think society doesn't need them and sometime and especially about elderly in low income.

MC:

We have this perception that work you do only because you need money and what it is because raising a family we have a mortgage on a house which one to save a live. Beyond just for money, I think interested, example of my dad, I think in many different countries or context that meaning for a long time, he knows even work is often meant work since I buy we are having a changing cultural transition in the world so out of communicating about this perception of what Beyond just giving Money, might help recognition biotin busy as a known for promoting that's the way to right.

Ms. Pimporn Huidakul

Okay I think to me is a smart job center is very impressive. I think it's a good start because it just started 2 years ago, I think for old people I mean and so did they have more opportunity to get job though we have some gaps that we still need to be improved but I think is a good start for other people to access to jobs, or get more income. And I think it is a good Center that our neighboring countries can have some ideas to develop or create some plans, in that country as well yeah thank you.

Ms Yi Yi Shwe

Thank you. I have our country had the daycare center for the old persons, daily activity for them. I have a more experience for them; the second one is this smart job center, it is a new one for me, we do not have it in our country, how to get the opportunity to the old people, more opportunity for our country, thank you.

Ms Vilayphone:

For me, that is the 3 places we visit in the morning, very interesting. That I can say for about the smart job center, in Lao, we have same kind of center, but it's not on more look like as Thailand's but like we get a lesson learned from Thailand. As friendship between our two countries, we about to exchange the

knowledge and also a skillset on the field of the labor, and I think in the field of older person that won't interfere of the social welfare, we try to promote the concept of social welfare. So in the future, can be like a senior citizen school what is we have the senior Association like old Association, so we have more support them to become like senior and a decent school because in as I heard that the ILO will have some project with Lao, about home chat or home discussion for old person to chatting or sharing, and this one can be opportunity starting from now. That's why I saw in the morning. The second that I really love that idea on time banking, this one is more inclusive social to be close together Young Generation person with disability, older person. I think many people thinking is just too small but if you thinking it make the people closed and sharing more.

MC:

your experiences remind me when we had a visit we've been doing it in the exchanges between Vietnam and Thailand, around services for people with disabilities but I think what you're picking up and really valuable when you get experiences and other countries. You think about that the principles of what provided and the components that can be adapted to your contexts it doesn't have to be about the infrastructure or the technology but the people that are the services you know if you're talking about connections with Association. Community. These are the important parts to the much more transferable across countries in a cross context, so I'm glad you have that.

Ms Vilayphone:

That's I would like to add more that now this is quite popular, we try to use the structure of CVID this one we start from the group of persons with disability, I think CVID can be useful for the older person also. This one in Lao is very new and that N G Os in Lao try to bring it to be one topic to maintain true support for the person with disability, and also old person. The CVID put the priorities about inclusive opportunity then you got a lot of the same challenges around all the persons as people disability.

Mr. Apatisitang Lumlertjataschai

Good afternoon, everyone. So even though it from Thailand, I'm looking at the Ministry of Social Development. It was my first time to visit this place in this morning. I was very impressed with the old person. It's a best, they have been running for 25 years. I see anything it would be good for the older persons in the world that that's my impression thank you very much.

Mr.Chayaporn Thatauian

Thank you, just introduced myself a little bit, I work for Social Security, what really interests me is that what I see in numbers, I see 40% of people retiring at 55 claiming benefits, then by age 60, 90% of retired. So in this year that I look at the data, I saw only 10% of people work out the 60 in the formal sector. Then I come over and ask what's going on, what can the government do to promote decent work, how, because people ask me all the time I work primarily for the pension fund and they say the funds going to go bankrupt people retire too early yes how the people retire at 55 and they live to 80 then that that is a problem. So increasing retirement age doesn't help, because you increase the time and age, you pay pension later. I bet people have no work then you actually taking away social protection, so I say you cannot ask Social Security office to solve the problem you have to look at the labor market and you will see how can you shelf the behavior people retire 55 to retire at 60, and then I see smart job center, maybe he is a solution to manage the demands and supplies of people, but they're still a big gap like this in a lot of ways and see you there so people not be able to find a work. When I see in this morning then I say okay that's the community is like promoting active aging. it's a good concept that we can build on it but the activities to do that that helps them to be active, but that's not a type of job, nobody is going to employ them. Can we have some new sort of this community training thing to make sure that people can be able to continue working or at least change that perception to connect continue to work. Because we could we see that there is demand from the employer side, there's Supply people into work, but it's a skill gap. 17000 waiting for the job, the only 20,000 got employed. So I think we're moving in the right direction, there are a lot of things to do and if people come ask me again how to solve the pension problem, I say well start employing people in old age. What more can we can we do, perhaps and plans that we can recommend over overtime.

Ms Pimporn Huidakul:

Good afternoon everyone, I come from Department of older person. I think for me, I'm interesting in the smart job center, then today I have learned a lot about a system is very good. They not only finding a job in Thailand but they also have the job for aboard, they can find a job and going aboard as well. So is it very impressive, and for the time banking. I think he's just very good initiative, because I was there at the UK to learn how they work and right now we just start so we try to adapt the concept to Thailand as well, because now we are in the city, community in the city is not closed, I think this one will bring people together so they can help each other.

Ms.Siti Hanipah Binti Ismail:

So we visit three places this morning, so I hope that I can bring back a little bit of everything. back we went to senior citizen schooled in time this week so I can make sure we don't have that school for old person in our country. But we have the older person activity centers are right now, we have plan to build 155 centers by end of this year. So maybe a city bus or any vocational that day that I learned today maybe we can share and bring back that can be implemented at the old person. so the second, time Bank. As my presentation yesterday, I will say this time banking link with my job center and Nation Career Information centers. What impressed me is how does the smart job Center operate with the people with disabilities and also for old persons, and also for self registration in the system. So this is also I will bring back and share with the associated social welfare center, thank you.

Mr. Lee Sang Hyon

Well we visited three places. So let's look up some of information on the web site (www.gcsliver.or.kr) that introduced Korean welfare center for aged people. And I figured it out that top choice, I found itself is big but three story building complex like this and there are 72 steps helping these old people seniors like us. They have 10 social welfare specialists and nutritional specialist, physical therapist, nurses, healthcares. They have like \$1 very cheap or free \$1 lunch so they have many cooks and three bus drivers. They get table tennis, Cafe, Library, Physical Therapist room. I think Thailand and all other Asian country need to invest more for old people, I cannot find places and they use multiple ways because they don't have support from local in a budget way so they're doing volunteer work as great without resource. You're doing great but I strongly believe Thailand with the economy size of Thailand you can put more investment you need you should invest more to compare with this developed country the financial support is something not there so they are doing by themselves with very small shaky area. But it's not my concern but my concern is on the smart job center, I had an international training courses for Asian countries on the job centers, and then there are 2 ladies from the smart job centers, I give them some of the ideas about the Korean job centers and it's amazing they took all the ideas they do like a small operation. So they have a small Career Centers showing the kids can experience about the jobs that you have like a shoes Museum and we put like 300 million dollars to develop the facilities and I bring them to tour and I get to some ideas with a small budget that you still do some sort of operations it cannot compare with those in a services in Korea and services in Thailand. Thailand is one of the fastest catching up among these South Asian countries so we're hoping to establish job centers and then Cambodia is our next partner with these year we are developing the online mobile services for the

Cambodia. So you know it's the job center is something that you need a lot of Economic Development to have such facilities or functions do service people job placement services. But so that the Maybe some countries have ideas today that what is the Thailand going and where you should go to follow and also Malaysia just introduced the job center this year so it's another big breakthrough I hope they can do a lot. Also we need the benchmark each other, so you learn each other together and there's a lot more we all need to go but we are starting to think about it and I also want you to have some ideas developed such center back in your countries. The best for me it's let them participate in the labor market and also be active Leisure but at the same time we have issues programs that bring those old people like a work for 2 hours in a child care centers in the day so it's going to be like 8 hours per week and there's a report said that if you work 8 hours per week to get the happiest so there are many things that we can think more on it, community and government can do more, think about invest more on this issues. thank you.

MC: Thank you, you give me good ideas as well. I will catch my boss on Monday morning and propose an 8 hours a week to maximize my happiness, I'll see what he says...

SESSION 6 - GROUP WORK PRESENTATION

RECOMMENDATIONS & NEXT STEPS

Group 1:

It is the final discussion among of our group that for the priority matrix about impact and ability. Firstly, the challenge I told that we bring to discussion is data of employment. I am talking about this one's the activity people or a resource need, we can conclude that the activity underline the exit data on the hand, every countries that analyze the exit data, some countries do not have, maybe we can come to develop about the activity to improve or create the tool or an instructor form for used. For example, the question in general form of that activity and just have a lot of things that I do not want to talk more. But about people be concerned about who will be key actor to do data collection, I think every County have one national census, in Lao, we have only one. Because I meant to have this to be he acted for the data team and we can drive it began find for the key partner or a good partner to do the data collection or data improvement. For Resource, we thinking about budget in short term and sustainable term, also we think about to use the technology to be more support for our collection data, and to explore the data for another section to use this, it is in general that to be talking about.

For the priority matrix, the high impact that we think this is under the same high impact and also has high to do ability. The comprehensive data that means the National Data System that mean we have a lot of the data exited in our country but it's hard that we have to bring it to manage this, and very hard to do, because we have to deal with many certain sectors who to provide and keep it open to give more exit data for us .That high impact, if we have this data and then all that system on a National Data sources, that means we only issue one to be officially. The next, design the tools or the system. We need this one can be high impact and we can about to do but sometimes, it's hard because to develop this tool, we cannot complete a perfectly in the one time. We have to do maybe how to improve it and evaluated it again, to make it more perfectly support for our data system. The next high impact on training scale for technical staff, we are concerning their National census Institute, if they have the skill on data collection. But they don't have the skill or knowledge about her older persons or old person that's we expect to collected data for us, because they have given that they should have skill and budget. So that is why we have to work harder with them, to make our country data more effective.

Improve the technical development of data acquisition and protection systems. We have concerning that we can able to do but some data that are we cannot provide, because it's confident and we have to

thinking about a hacker even if you would like to be able to use the technology like a put on the website or re-create the app or whatever. This one we have to test which one would be less risk. At the same time it's easy to do and maybe some people thinking is hard, because improve the technology involved in society like a teenager from the school and I think it would be good to them because they have to find information they have to create the how to make the App. And this is high impact, if we have the data analyzes that can use as much as the data, we may think can be worked for doing in the short-term. this one more impactful and easy, Thank you!

Mr.Chayanporn Thatauian:

Yes, this is a very good presentation. I just want to add little bit more, because you talk about census, for example in Thailand, we've had this census for years of data of employment and we as Social Security Office, since last year we started working with Bangkok office, we know the data and they said we've been working with so long and we can't do much. We started to giving them individual Social Security data with 20-plus years every month of employment and then I would also like we have what sector do you work for; where do you work; history of everyone ,their age, of course it's government-to-government, it is private and they have good security but with this kind of Micro Data System. For example if you have a Social Security System you can do a lot with these, but then privacy would be concerned, you have to be very careful that e privatize things but more like in terms of Trends in statistics.

Mr. Lee Sang Hyon

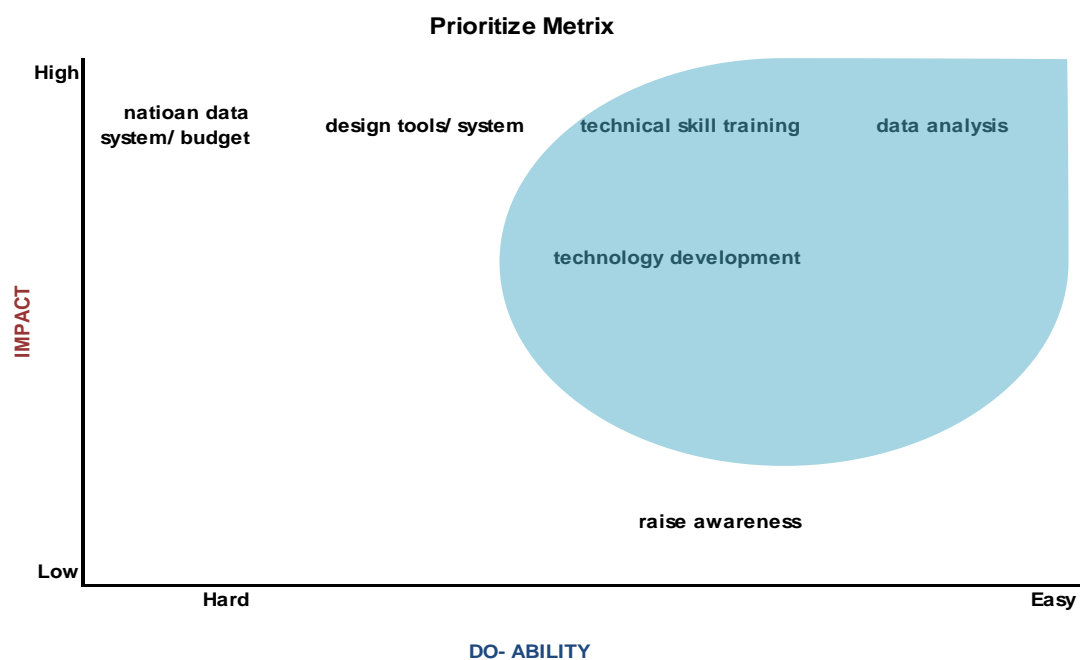
CPS doesn't tell much as we all know it just tell how did the people increase and decrease that's it. So that many countries developed a dynamic changing, so we need a profound datasets so they designed the panel study like a Korea longitudinal study for Aged survey. This is special Survey program collect the data from a certain population and keep finding them in 10 years and 20 years, so that how their house and their lifestyle their mindset is impact on the living and working and having a friendship like that so. You need you want to know how it is related with your policy, you know your policy will work or not and what are the impacts your programs to the old people. You need a lot of research to do it and several country like Korea China United States Japan and Canada already have the Coalition program to call research data other countries with the Aged. The People's panel study and the International Conference and my program service, we have a special research teams for this panel study. We have

several panel study programs not only have one for aged, also one for women and children education, so the panel studies of today is basic thing if you want to know deep inside what are the really the relationship between your policy programs and the impact on the labor of happiness or their health then you have to these research project and it should be done by a special group of people.

Ms Vilayphone:

Make it simple, this is specialized in the study so you didn't you need to have a lot of you have a very good National Statistics office and then we can study and all-conference together like this activity. We have done many programs in the past and maybe we will have two new programs also do about a collection of data research but come back again to keep why that we mentioned as we need some place to put the data together and we sort things as one be confident. This one I have to lean more data to be in the same place that's why I be concerned that we will be collecting thank you so much.

Group1: Data		Milestones / Dates		
Activity Tracks		Short term (1 years)	Medium term (2-3 years)	Long term (5 years)
Activity / Action		data analysis	design data system,structure	comprehensive data system, data sharing among ASEAN
People / Team		national census	local community	Key ASEAN cities
Resource needs		budget, skill	fund, technology	sustainable budget, government support
Challenges		Lack of comprehansive data system / Lack of accessibility / Lack of Budget, technical support		



Group 2:

Ms. Siti Hanipah Binti Ismail

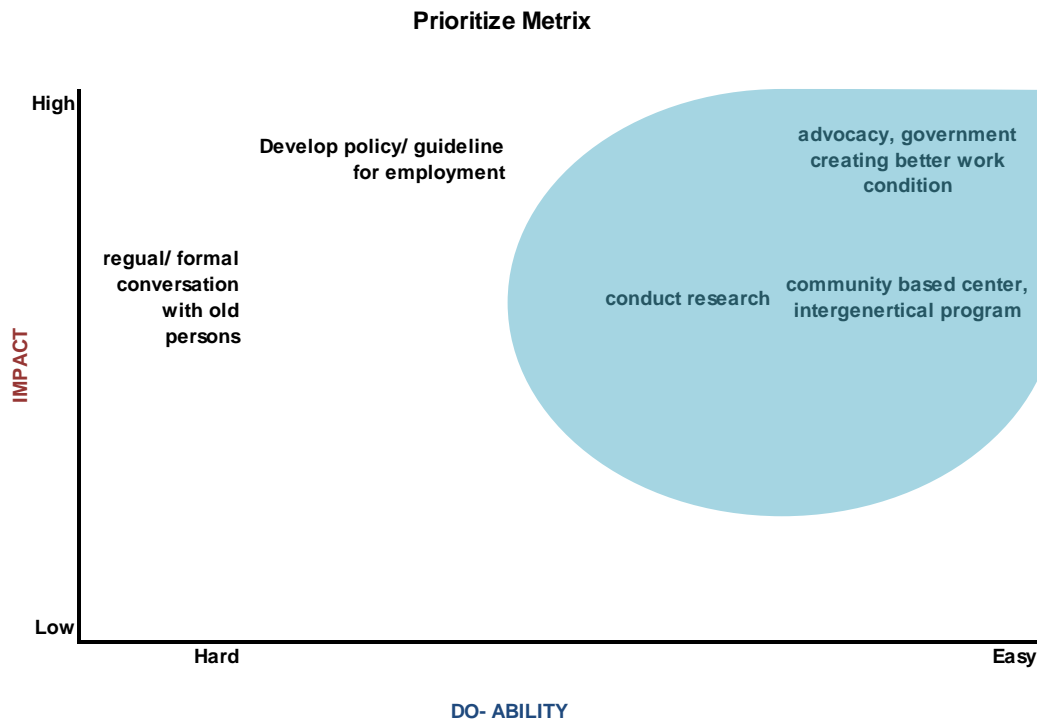
Good afternoon, we are talking about working condition. So we have planed in the short-term, medium-term and long-term, I will discuss it later. And people in team are more to International Organization also the ASEAN. The resource needed is most of it is about money and human resource. So some of our challenges in working condition is lack of flexible working hours, Lack of everything and also discrimination, protection and generation gap. We are very ambitious and also confident on medium-high to high impact. For the easy one, we think that we want to introduce integration program, it is a social program what you mean here is like we do a program intergenerational programs maybe is volunteer it can be any program between our two different a generation that would old person and also younger generation, so that we hope that it can have more understanding among Our Generation. Also by doing advocacy and a check list of good working condition for men and women, we believe that will have high impact and this is also easy to be done. This will be a continuous things to do so for the other issues, we suggest to conduct a research study on how to get reception to introduce a policy so I will plan is every country depends on region of Asia, do your own research based on one guildline from the international body, for example it can be UNDP, because the UNDP can work together to develop a survey or some sort of general questions, so that every country must do their own research and get at least not very different among countries. Because we know it are different cultures may be that way of thinking the way of lifestyle are bringing different, it will have a different perception or every country

to do your own study, but one organization will combine all the information. Based the information, we can develop a policy in medium-term and after that we can develop a policy after we get it all the data based on the study. Next this is our suggestion. We can suggest to do a convention for old person because that's all you know we have commissioned Convention of eliminating us out of form of discrimination against women before disabilities and we also have CRC for children, but we don't have a commission for old person so far. Maybe in a long term, we can suggest this to you and thank you.

Group2:
Working Condition

Milestones / Dates

Activity Tracks	Short term (1 years)	Medium term (2-3 years)	Long term (5 years)
Activity / Action	capacity building program	Develop policy	Develop RPOA / government system
People / Team	community based center	Responsible unit in collabration	Responsible unit in collabration
Resource needs	human resource / budget	Laws support on work conditions	Laws support on work conditions
Challenges	generation gap / lack of flexible working hours / discrimination / low income / Low skills		



Group 3:

Talk about social protection is a very big topic, we want to look at three main things where social protection can enable decent work. So that three things that the first one is the health, for old people we say is a weakness if people are sick they can not work, the social protection can come into that; the next is flexible people want to work part-time , won't work 8 hours a week which means they get low income and if they get low income it's not enough maybe they will face problems ,so social protection help with income so that it had to so with their part-time income and the third is the opportunity to find work for old people is limited, social protection can also commented that by providing employment insurance for people to be able to find works. So we put these three things into it a priority Matrix, also the details of how to get there and then first we have to start by creating some national analysis, National or International benchmarking meeting with stakeholders, so all these starting points of researches and discussion would be put here whether it's pension or health insurance or Employment Insurance you need to start with trading some sort of policy Frameworks. At the end of the implementation of each one, we think what is here a bit hard to do but not so much impact. For us to provide to use technology to help people to work, how to use give people robotic arms so then all the people when they can't move so well but robotic leg enhance ability to be younger again, obviously that's going to be very costly. And did you realize that technology may be only helped a few people that we can afford. So we put it

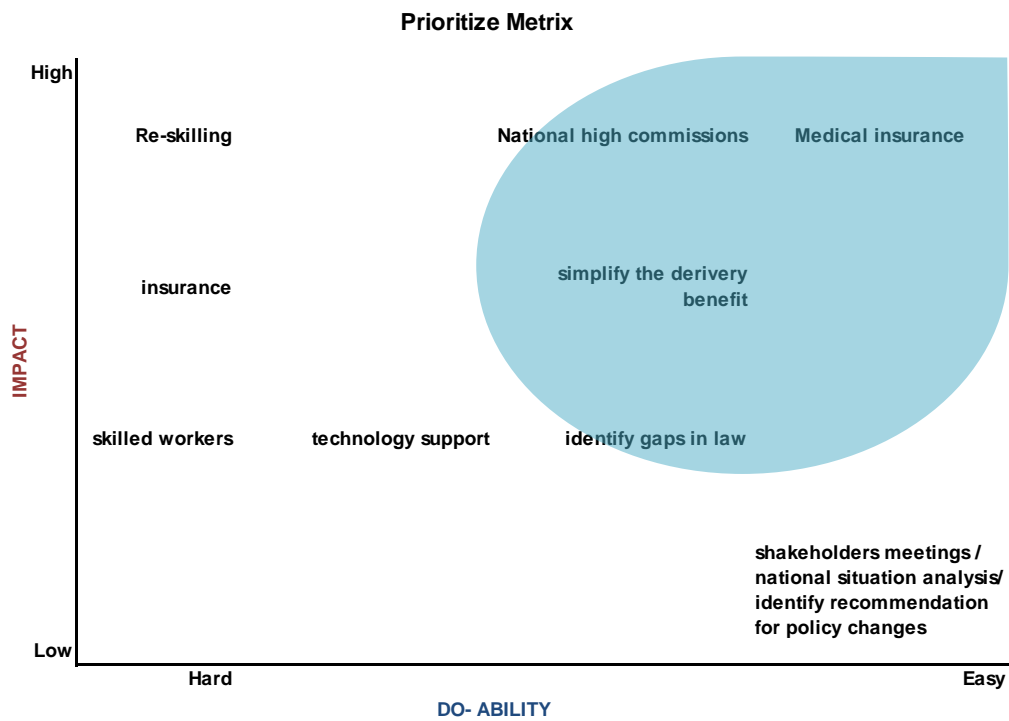
here another one is to train skilled workers , there was nobody there to help professionally to help them do tai chi or are trained to do with them for them to have some skills to work, but we need to have funds and to have professional trainers that government to support them. And I think this is very hard to do because it takes reptile the transformation of trainers and it takes time to build his capacities and one person might not be able to go training so many people so we put it here with hard to do and above-average impact. What we think more high impact and a bit easier to do, these are related to the Law changes. One is to simplify the delivery of pension benefits so we talked about if you want to ensure that people can work at always to have supplemental income then you don't want to give everyone the same amount of money and some people just get basic pension some people may be before they retire they are in so much money they want to replace a percentage of the income so you give them some defined-benefit pension plan for some people to have define contributions been there but I'm not going to go to details. But a lot of scheme, provide people with all its benefits income but you want to make sure, all these payments are paid together every month by one organization, so that and that and also you want to make sure delivery is direct people that way it won't be able to go to 3 office is collecting money you want him to go to one place or better yet you want them to get money into the bank account without you know doing anything and that's going to help a lot of impact because that would mean it's it safe to have time for other people not to have to go to offices. And then there are sort of incentive policies, one we say is to make sure that the pension age that Social Security pay or the country pays with her where it comes from is linked to the retirement age in the employment sector and this is so make sure that everybody then has income before they retired, but then they also have income after they retired. So for example, if you set the retirement age too low but people are working every time is true low but you pay pension later then they'll be caps paper make no money and that's going to be a burden and that's going to be a problem Society. But if you set the retirement age too high and you stop paying the pension age too early, then you can create an incentive, what is incentive, for people to leave the workforce earlier ,even though they can still work. So you want to make sure you link these two policies and in many countries including Thailand are still not linked, we have two different ages. The last one is an incentive for people to work part-time by giving pension, so this is financial incentive is very strong. Say iron set under \$100 a month if I work and then if I retire I get \$50 a month pension but if I continue to work part-time I get \$50 at \$50 a month but if I continued her part-time I don't get pension so it means it doesn't make any sense for me to work after I retired because I lose my pension right I get income that is the same as pension so you want to make sure that you provide incentive for people

to work after they retired by you know earning this low income after retirement but also earning some parts their pension true that they feel like they don't get penalized by working.

Then up here I want to start from the left is like high impact but impossible to do one is the individual work scheme is this like designing for everybody training everything what do they want and what should they do and putting them in the right place and the right time, obviously Employment Insurance that's the concept of perfect Employment Insurance. it's just like a starting point we say it's a high-impact because if you don't start somewhere you don't have anything but it's easy to create the National High committee on all these policies and then we have here high in package to provide saving and basic income scheme. So this is just the implementation of the pension scheme that I mention the implementation themselves if you have the money is not hard and have high impact, but if you don't have the money, that is very hard so it depends it depends whether you have the money or not. On what we think should be done first is here because it's got the highest impact and easiest to do, most countries already have them it's the medical insurance. So you want to make sure that social protection provides everyone the right to be healthy by providing them Healthcare free of charge, maybe shots contribution but make sure it's not a burden for them if they get sick one day and then they lose all the income, you want to make sure the insurer to receive medical benefits and if this is providing a good way, then people who have longer expected years of healthy lives which means they can work longer and be able to do decent work at old age. Thank you.

Group3:
Social Security

Milestones / Dates			
Activity Tracks	Short term (1 years)	Medium term (2-3 years)	Long term (5 years)
Activity / Action	Pension	Medical insurance	Basic support
People / Team	Government	Government, National bank	Government, National bank
Resource needs	10% from Government budget	20% from Government budget	25% from Government budget
Challenges	fund / politics / increase awareness		



REFLECTION

Dr. Ruttiya:

We are talking about social protection so if you think about that Goals for ASEAN + 3, under this topic what should it look like ? or which activity you think would be easy for us, ASEAN + 3 would be able to do?

Mr.Chayanporn Thatauiian:

Go back to the three things I said, you would look through the high impact, high durability so the first recommendation on top would be to ensure that every country in ASEAN + 3 provide medical insurance to its citizen to ensure that people can work when they are older. And the second one would be to ensure that the country provides savings basic income, social pension or pension schemes, you know that when combined provides a decent amount of standard of living in that old people are able to work part-time in the way they desire, because we've been told that you have to work full-time jobs that they didn't have money, so this disorder been enabled him to do decent work not labor-intensive work; and the third of our group recommend about, without a provide employment insurance and this is the hardest one to do in terms of making it successful for everyone. but it's a thing that we have to take steps to ensure that Dan 20 people not just don't get over that people are about to fight works that the government provide opportunities and support for them, to find a work also the training of skills. So then they have the right skills to work.

Dr. Ruttiya:

Thank you. So we are target 3 topics here, but it could be different on the countries context.

Ms Vilayphone:

I think it is not like a question but I need more information and clear from Thai side. You talking about social security, I would like to know that you still have the number of the old person is not in the system of the Social Security or not, because in Lao we have a lot.

Mr.Chayanporn Thatauiian:

In Thailand, according to Law, If you are employed before 60, that will automatically the employer has to enroll you in the social security system and will have to continue to enroll you even if you're older than 60, so you continue in the scheme if you join before 60 and you work a 65 you're still in the scheme. But however the law says if you start being an employee out the 60s, you will not the employer then he's not entitled to put you into this scheme the first place, so this is also a thing that we're looking to

change, right now we're drafting a new law to extend his age without limit to ensure that all the people who decide to work can then have no barrier to not have social protection or social security.

Ms Vilayphone:

I would like to share not sure about Thai, because in Lao on the social security, we focus on 2 groups. One group, the main groups who have the job and retired, with this one we record and put in the system ready, it mean you have the record on about pension or Social Security. But the other group that is out of the system of the social security, we also open the table or counter for them to be the member of the social security fund, but they have to pay by themselves. We have the law to mention that you have to be member at least 15 years, you also have it like us or not?

Mr.Chayanporn Thatauiian:

Yes, we do. According to Law, you have to be a member for at least 12 months and you can continue paying to the scheme.

Ms Vilayphone:

Ok, I mean that's on the group that did not have job before maybe they are working in the family have their own individual business. We put the criteria that you are able to be member less than 15 year, that mean you cannot get the pension but you can use but you can't access Social Security like a medical Retreat. We focus on 2 Groups, one group that in the system group that have job before have the record for from the employer and the other group, this one we record this out of the system, try to bring this basically on the Social Security about the medical health.

Mr.Chayanporn Thatauiian:

I would say to that actually did this presentation for 3 Days in Cambodia two weeks ago. About this voluntary scheme, in Thailand is about five years now and they don't work we have about 10% coverage rate, combine of all the informal sector population. The solution is of all this project is that voluntary schemes don't work in any country and if you really want to provide medical insurance for people you have to make it mandatory or you have to make a tax Finance.

MC:

I want to thank you all for the active participation yesterday afternoon and again this afternoon and I wish have a safe evening.

Summary

Dr. Ruttiya:

So first of all I like to congress to our workshop that this very well. I think it's worth our time, it is a valuable discussion. Since we have a time limitation so we cannot be actually spend as I said years or months discuss more in detail, but at the same time you also need to make sure this effort can be linked to the existing plan or if you can push at least some of your ideas to be in practice. So our task next, of course we will summarize this event and your recommendations and your discussions and then share with you. So that you can come in if you would like to add some key points, so we can commend as the conference result. After we got your final validation, then we will send it off to department and where are you going to do next I put pressure on you already.

We going to report back to the watch meeting out what is the outcome of our conference so if you be on the next time we will be meet again at Lao.

There's an ongoing plan that it was just an original action plan to implement to Kuala Lumpur decoration that 18 empowering older persons. It is actually going on t but of course it's always a good time that we conduct their conference here so this can be in the inputs to the plan. But of course is up on consultation, so we got it pressure on Malaysia already. So looking forward to we can go hand-in-hand to at least improve the decent work for old persons even for a bit, because now it's takes time for sure, and with a difference of the national context, I thing we have to even more have a close collaboration among country is to make sure that we go to the same direction. Thank you, in the sense that I have summaries of our two-day evens just a picture would actually just refresh back about the two-day what did we do together... (Photo display)

*** Remark: List of participants in this session as below**

Group	Name	Nationality	Position
1	Vilayphone	Laos	Technical Officer
1	Sun Heang	Cambodian	Deputy director
1	Pimporn Huidakul	Thai	Social Development worker
1	Chayanporn Thatauian	Thai	Social Development worker
1	Chadatan Osatis	Thai	Professor of CPS
2	Siti Hanipah Binti Ismail	Malaysian	Asst. secretary of MWPCD
2	Yi Yi Shwe	Myanmar	Deputy director, Ministry of social Welafre Relief and Resettiment
3	Chonticha Asaraniandorn	Thai	Researcher
3	Chayaporn Thatauian	Thai	Government officer
3	Apatisitang Lumlertjataschai	Thai	Government officer
3	Siripong Sriarmha	Thai	Foreign relation Officer
3	Napoom Sowarnapoon	Thai	Actuarial analyst
3	Lee Sang Hyon	Korean	Research Fellow

CLOSING REMARKS

By Dr. Vipin Prachuabmoh, Dean, College of Population Studies, Chulalongkorn University

Thank you, I think you must be really tired and I don't want to talk more in closing session. But I'm just want to say a few words that I am very impressed with all your active participation, and I would like to thanks for all your contributions and sharing your wisdom experience information and everything that you do together.

I would like to suggest you something actually, I think it is really good opportunity that I think you should continue your team by sharing information. Now today we have many kind of application that you can work together I would like to suggest you to set up the group via application either line or what apps or something like that and sharing your experience to this network, because when you go back home you will forgetting, I don't trust that it will lead to the policy implication or the Collision or anything but if you have a good team work, you will work together sharing experience. Many things you can do, for example you talk about liking off their data actually we can do some kind of comparative, study together, in the past we used to do a national survey on older person with Vietnam and Myanmar, although Myanmar have difficult to collect the data, but we can do, I mean that we can share experience and we can work together or can even try to find source of fund to do that. I think you be to start from the Nationals survey first, because in our region we are developing regions so it sometime I mean especially ASEAN plus threes, but the other three can be our like mentor, to help us. Because we lack of data and it's very expensive to have longitudinal data, so you just first start from the cross-sectional data first, so we can do like we can chat experience that we were with Myanmar and Vietnam, so we can do this with Lao, Cambodia and other country as well. In the region then we will have the same, so we can share information as the cross-sectional data. But for penal data, even in Thailand, the government would do not like to invest on that, it is very expensive. Okay so anyway I just want we should put together into a team, right so we should have some kind of group teamwork via application. If you can share information, you can chat every day or something like that, so it's have some kind of supporting each other because you will have problems so you can share and the other country can help. Okay so I hope that this is the first thing, which your out put from this event. Okay, so anyway I would like to thank you and hope that you have a safe trip home and keep please keep in touch thank you.