

กลไกการปรับโครงสร้างตลาดแรงงาน จากการถอดบทเรียนเชิงกลยุทธ์ใน 5 ประเทศ



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Mechanism of Labor Market Restructuring

Thailand Labor Market Issue

- Shrinking labor force
- Labor market mismatch
- Lack of mechanism

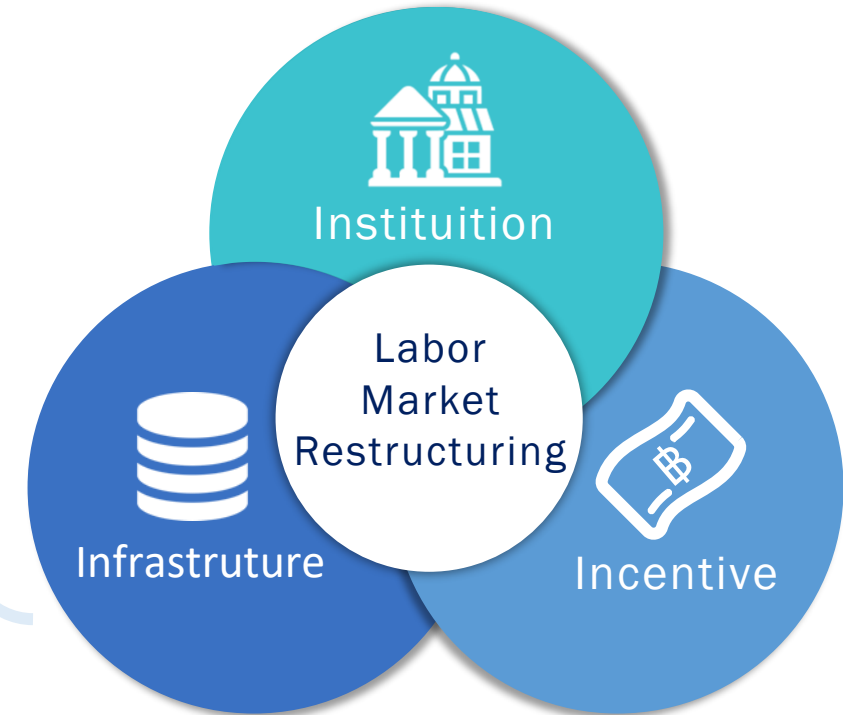
How to help
unemployed/low-skilled
enter labor market?

Methodology



Australia, South Korea,
China,
U.S., Singapore

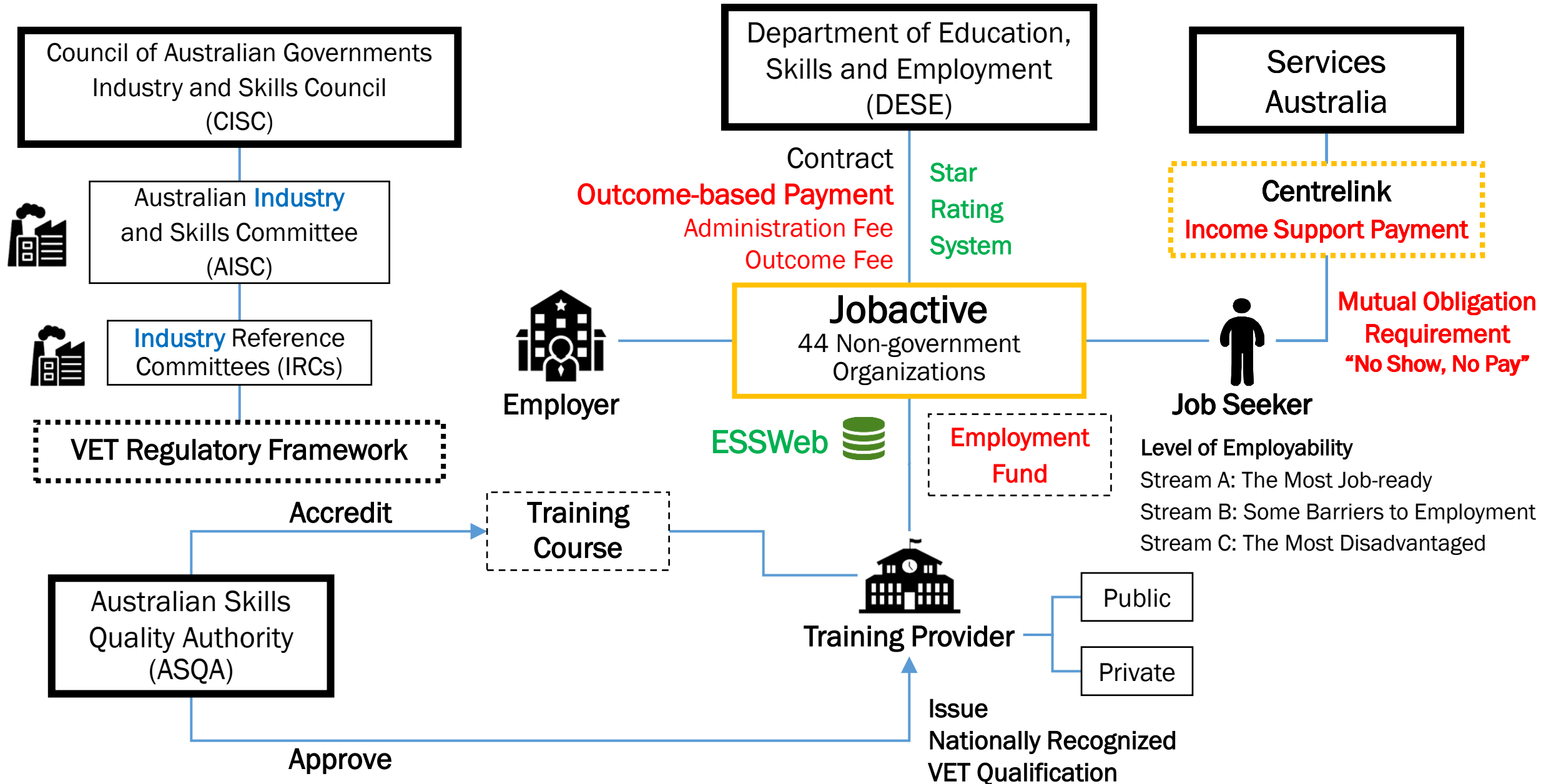
Factor



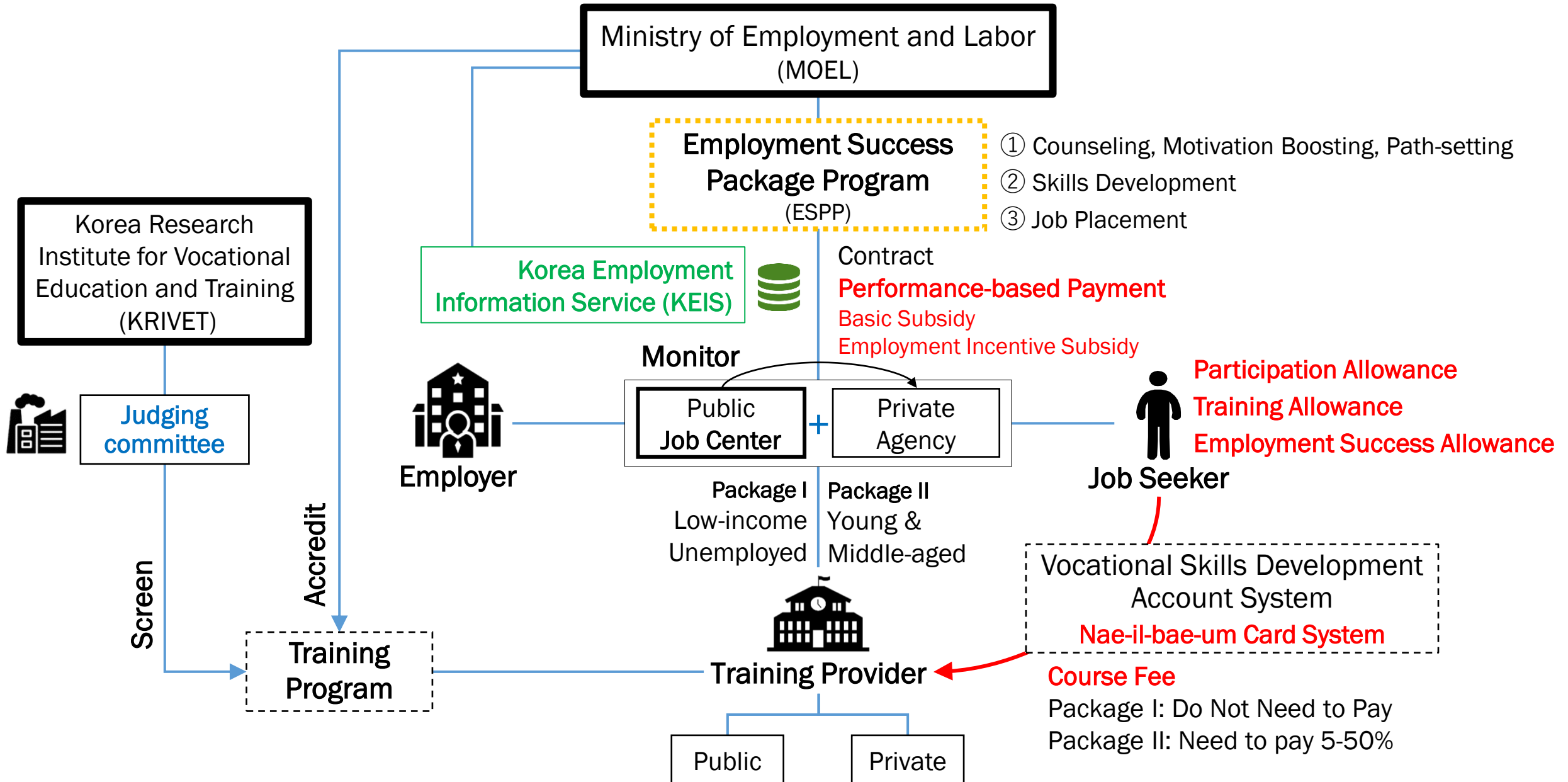
Mechanism of Labor Market Restructuring

- **Institution:** (OECD Reviews on Local Job Creation, 2014)
 - Policy coordination, policy integration, and cooperation with other sectors
 - Collaboration between policy areas at the national, regional and local levels
 - Collaboration with the private sector
 - Flexibility in the delivery of employment and vocational training policies
- **Infrastructure:** (Reimagining workforce policy in the age of disruption, 2020)
 - Collecting comprehensive labor market information
 - Developing a sustainable preschool through workforce data governance structure
 - Building data systems capable of tracking education and workforce program accessibility and outcomes across race, gender and ethnicity
- **Incentive:** (Global Skills Trends, Training Needs and Lifelong Learning Strategies for the Future of Work, 2016)
 - Financial and non-financial incentives targeting individuals and employers for training provision and participation in training
 - Encouraging training participation and steer training towards the development of in-demand skills

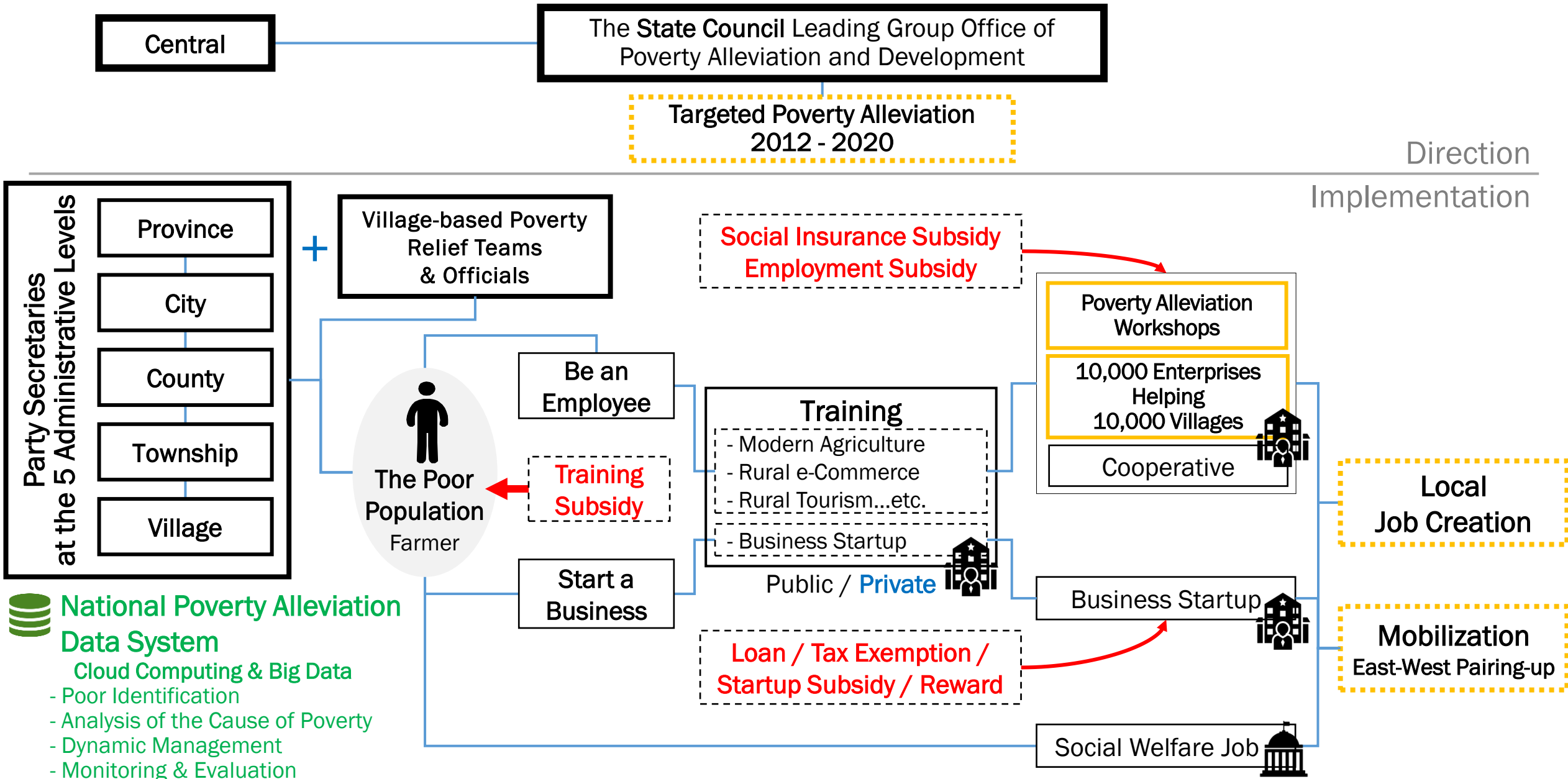
Australia: Market-Based Employment Services



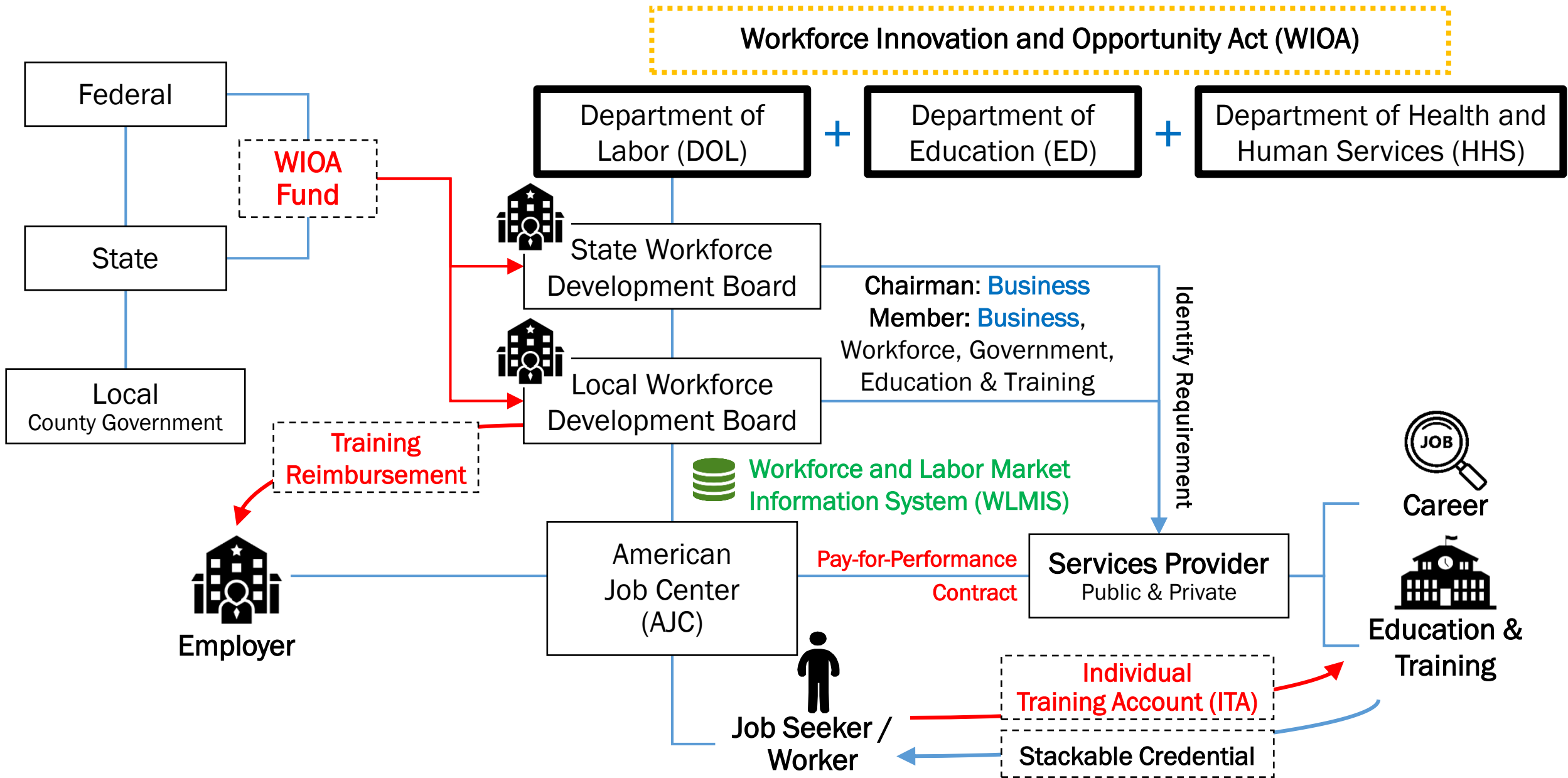
South Korea: Focus on Vulnerable Group



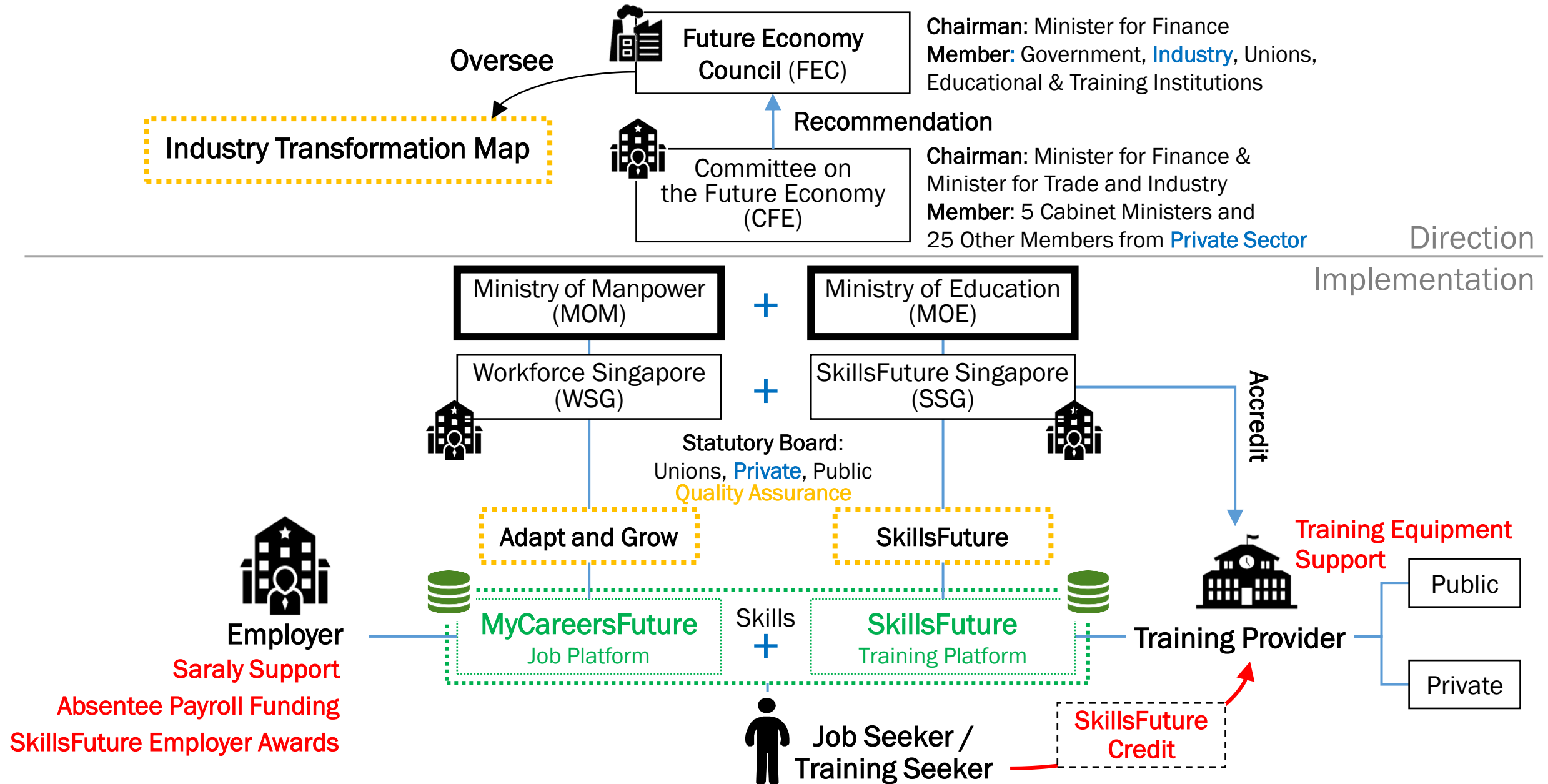
China: Local Job Creation



United States: Business-Led Workforce Development System



Singapore: Lifelong Learning



Labor Market Restructuring in 5 Countries

SOUTH KOREA

Focus on Vulnerable Group

- Employment Success Package Program
- Korea Employment Information Service
- Employment Success Allowance (Employment Insurance)

CHINA

Local Job Creation

- Party Secretaries at the 5 Administrative Levels
- National Poverty Alleviation Data System
- Business Startup Subsidy

SINGAPORE

Lifelong Learning

- Industry Transformation Map
- Platform: MyCareersFuture & SkillsFuture
- S\$500 SkillsFuture Credit

AUSTRALIA

Market-Based Employment Services

- Jobactive Service Provider
- ESSWeb - DESE's Administrative System
- Outcome-Based Payment

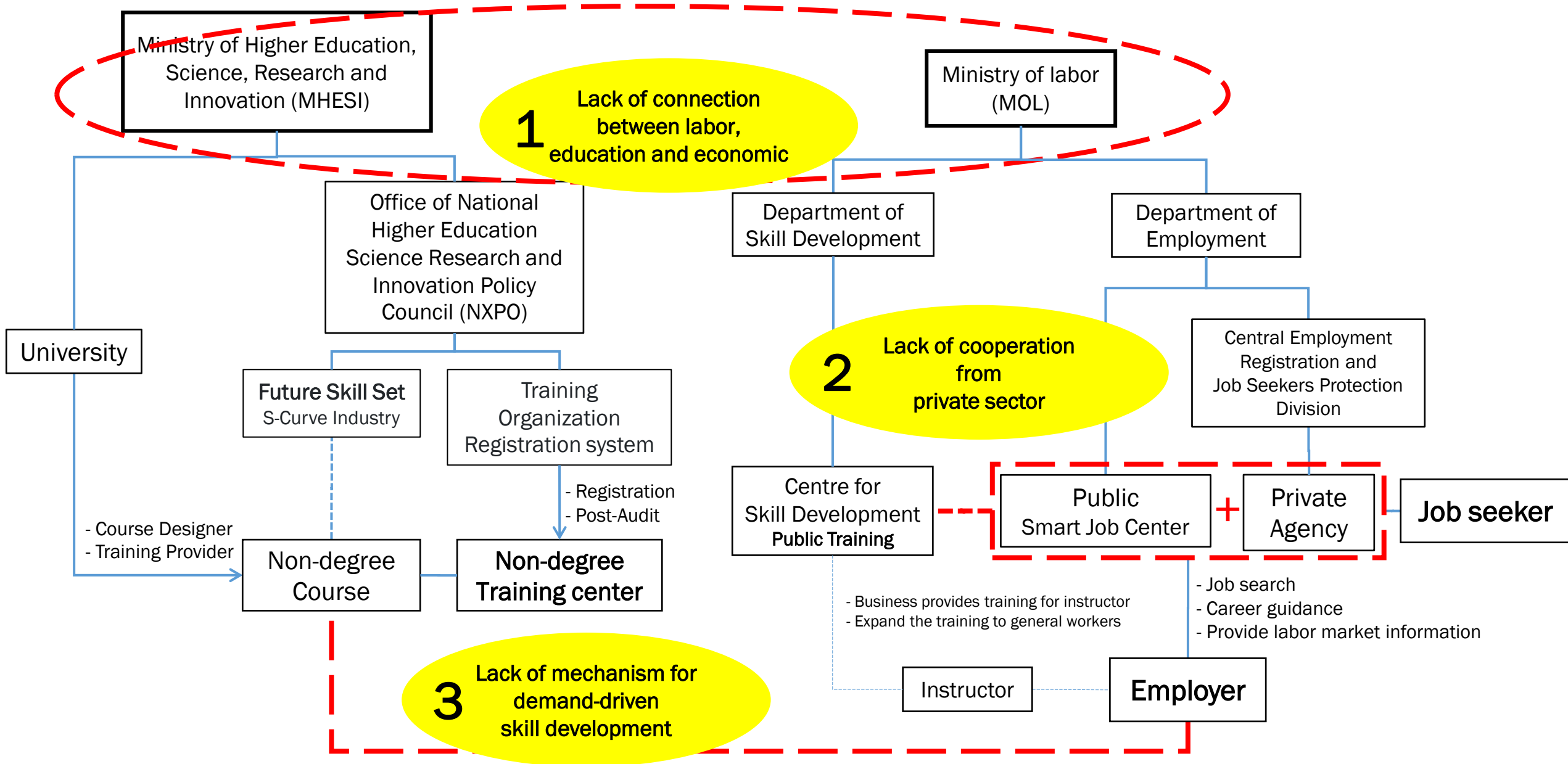
UNITED STATES

Business-Led Workforce Development System

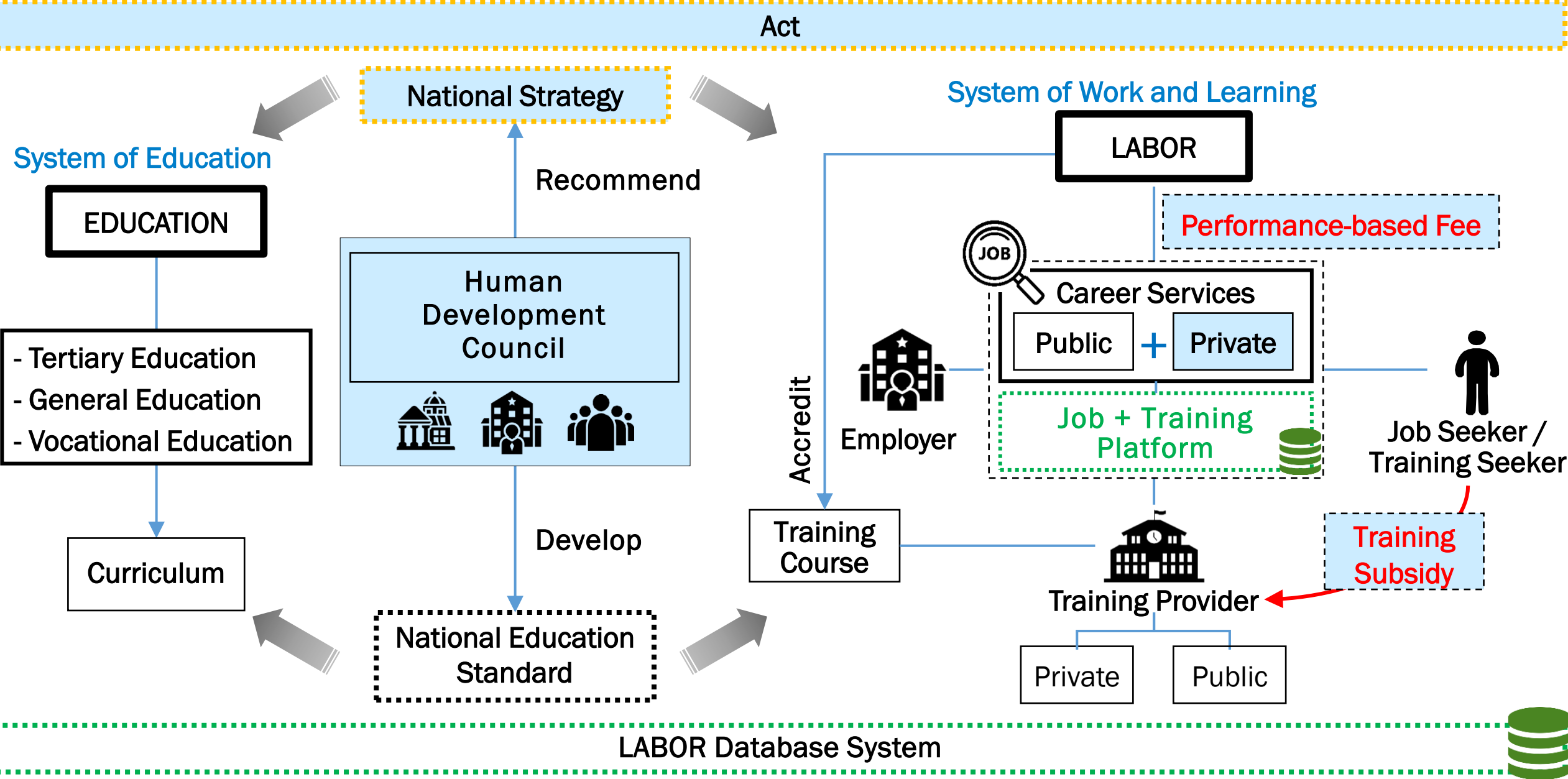
- Workforce Innovation and Opportunity Act
- Workforce and Labor Market Information System
- Individual Training Account

Implication for Thailand Labor Market Restructuring

Current Thailand



Ideal Thailand



Policy Recommendation

1. Effectively aligning education, workforce and economic development strategies.
2. Collaboration between government organizations
3. Collaboration with the private sector at the strategic and practical level
4. Comprehensive labor database system: skills, work and compensation
5. Utilization of data for targeted policies design and evaluation
6. Establishing a nationally recognized labor skill standard system: school, vocational, higher education and training levels and linking to the curriculum quality control system
7. Incentivizing private sector to increase productivity through the development of labor skills and creating incentives for workers to invest in lifelong learning