

Thailand National Consultation on Decent Work on Care Economy

May 19, 2024, At Best Western Bangkok Thailand

Presentation from small groups discussion

1. Group of Community Health Volunteers (CHV) and Childcare Providers (CCP).

Participants: 7 including 3 CHVs, 2 CCPs, 2 FIT members

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|--|---|--|
| 1. | Non-recognition of care work | Because the government consider this work as volunteer work | Put pressure on the government to recognize the value of care work and develop a system to take care of care workers. |
| 2. | Non-recognition of skills | Working in this area requires skills, ability, and patience. | Make everyone understand and recognize that care work is a job that requires various skills, including having the ability and love to work. |
| 3. | The burden of unpaid care work | Working for family members | Develop universal social security system to cover everyone in society with the same benefits as formal workers but pay contribution fee as informal workers. |
| 4. | Lack of access to care services | Insufficient service providers and servicing period is not relevant to working period. | The government must provide adequate service centers and set conditions for the service centers to be relevant to workers' life. - The government must increase pay for care workers. |
| 5. | Access to social protection | Partly access to existing social protection schemes. | Increase opportunities and channels for care workers to access social protection schemes. |
| 6. | Reduction of long work hours | CHVs and CCPs have long working hours. CCPs start working from 5am. until their parents go back from work. Elderly care workers must take care of elderly people until they go to bed at night. | Give breaks to care workers. The government must step in and help develop protection laws. |
| 7. | Redistributing unpaid care work across genders | Domestic work should be shared between men and women. At present, majority of women and girls take responsibility for household chores. Even though women | Promote gender equality and help each other. |

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|--|--|---|
| | | sometimes earn the same income as men but still take on more domestic work responsibilities. Although there are some families where the man alone does the housework while women work outside. In doing housework, both men and women should agree on and help each other. | |
| 8. | Redistributing unpaid care work across household and state | Households take more responsibility than state | The state must prioritize by making care work a national agenda. |
| 9. | Existence of care policies | Very few policies | The government needs to increase care services, improve the system that is easy to access and universal coverage. |
| 10. | Representation for care work | No. formal representation of care workers. | The government must ratify ILO 87, 98 Care workers need to organize more and more. |
| 11. | Burden of paid care work - who is doing Care? | Domestic workers, CHVs, CCPs and Care Givers are doing paid care work | Everyone who works in care must enjoy their rights and care services equally with other workers. |
| 12. | Reward for Care Workers | Entitle to social welfare and receive fair compensation. | Care workers must be entitled to appropriate social benefits and compensation. The state must improve the care system of care workers to be more efficient in providing care. (Don't do it in a superficial way) |
| 13. | Social Protection for Care Workers | Less schemes, partial coverage, and imbalance with their work. | Provide a universal social welfare system to cover everyone with the same standard. |
| 14. | Impact on Paid Work and Labour Force Participation | -Care work will create a higher employment rate which will drive the national economy (higher GDP). - Care workers will work less and be more efficient (Light workload) - People being cared for will | The government must place importance on care workers and groups of people being cared for on the national agenda, such as children, the elderly, etc. The government must recognize "care work" as "work" |

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|------------|--|---------------------------------------|
| | | receive good care. This is because care workers will work more efficiently. - People being cared for can continue to build the economy. | |
| 15. | Others | The government and care workers must see the essential nature of care work and the state must step in and take care of care workers with universal coverage and same standard. | Care Work should be a national agenda |

2. Formal Workers Group

Participants: 3 trade unionists

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|---------------------------------|---|---|
| 1. | Non-recognition of care work | It is working for the employer. | Should be covered under labour law and having an employment contract. |
| 2. | Non-recognition of skills | Really need skill to work; some cases need special care | Provide special skill training |
| 3. | The burden of unpaid care work | If one must quit her/his job to take care of his/her parents, she/he must sacrifice their care without any compensation. | The state should compensate, so it will not be burden to care workers |
| 4. | Lack of access to care services | Inadequate care services due to the state having no intention to provide services to vulnerable groups. Therefore, they lack access to public social welfare schemes. | The government should allocate sufficient budget to care services to all care workers in all forms. |
| 5. | Access to social protection | No accessibility. Can't enjoy their rights of access to social security for formal workers. | Employers and the state must create guarantees in this profession by having a budget to support care workers. |
| 6. | Reduction of long work hours | Working hours are too long. States and employers must clearly define time frames for their work. | The state must enact clear labour laws. If they work more than 8 hours, they must be paid overtime (OT) and have a day off. |
| 7. | Redistributing unpaid care work | It is necessary to divide the work between men and | Define duties, clearly divide tasks, and have occupational health and |

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|--|--|--|
| | across genders | women to suit their physical needs appropriately. | safety in unpaid care work. |
| 8. | Redistributing unpaid care work across household and state | It is not adequate care services provided by the state, because the state does not pay attention to care for care workers. There are no concrete mechanisms for supporting them. | The state must allocate a budget from pregnancy to death, which can <u>be accessed by all groups of people without discrimination</u> and reduce complicated procedures. |
| 9. | Existence of care policies | There are very few care policies, because the state and employers rarely see the importance of this profession and look down upon care workers. | Employers and the state must develop a training plan, emphasis to capacitate care workers. |
| 10. | Representation for care work | There are few organizations existing, not covering the majority of care workers. The existing care workers' organizations still have no social dialogue with the government. | Need to increase numbers of care workers organizations to push for social dialogue with the government. |
| 11. | Burden of paid care work - who is doing Care? | Employee | An employment contract is required with a clear working frame and fair wages. |
| 12. | Reward for Care Workers | Need a decent wage, overtime (OT) and access to public social welfare services. | The state must enact laws and enforce them in a concrete way. |
| 13. | Social Protection for Care Workers | Very few schemes. | The state must force employers to comply with the law. |
| 14. | Impact on Paid Work and Labour Force Participation | If wages are sufficient and fair, employees will be able to buy goods, pay taxes and make the country's economy circulate. | The state must support care workers. organizations, to access bargaining rights. The government must ratify ILO Conventions 87, 98, 177, 189. |
| 15. | Others | | |

3. Thai domestic workers
Participants; 7 TDWs

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|-----------------|-----------------------|-----------------------------|
| 1. | Non-recognition | The state has not yet | The state must change its |

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|--------------------------------|---|--|
| | of care work | recognized, so no protection provided for us. There is no certificate for DW yet, just experience, but there is no law or international standard to certify our experience. | attitude towards domestic workers. The state must have a certificate, or provide training with a certificate. Training must be accessible, in the past it had limited budget, only few people can be trained. Domestic workers must have access to employment contracts. |
| 2. | Non-recognition of skills | To do anything, one must have skills. cooking, cleaning. For raising children, domestic workers need to know what kind of personality each child has. Caring for children of different ages needs different skills, first aid skills. Raising children requires specific and very difficult skills. Raising each type of animal, each breed, you need to know its character , it is a skilled work. | The government should support training costs, maybe half-half, or fully subsidized so that domestic workers can easily receive training on various skills. The standards of recruitment agencies must be controlled such as commissions and training fees. |
| 3. | The burden of unpaid care work | Family members who have resigned to take care of their parents or elderly people in the home. unpaid care work at home, taking care of children. Domestic work where husband and wife take care of each other. Domestic workers who have to take care of their own homes. The state has money to help people with disabilities, but there is no money to help people taking care of people with disabilities. People doing these jobs should | There should be a remuneration for people who quit their work to take care of others, so that they have income. We proposed 3,000-5000 Baht a month. It may not be enough, but only 3,000 Baht is still difficult to get from the state. The state should understand that their compensation needs to be fair. . |

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|---------------------------------|--|---|
| | | be taken care of. | |
| 4. | Lack of access to care services | Can not access. It's not enough services, I can't think about taking my child to a childcare center. We go to work early and leave late at night. The opening and closing time of the centers are not relevant with daily life and work schedules. | <p>It proposes to open and close childcare centers and other welfare centers in accordance with the daily lives of workers.</p> <p>I would like to extend the working hours of public hospitals and health services to open and close in line with the working hours of workers. It may have extended time lapses, or close on weekdays and open on weekends instead.</p> <p>The state must provide universal social protection to cover all groups of people, all occupations.</p> <p>Increase numbers of primary healthcare units to accommodate demands, (I stay in Silom but must go to the primary health care center at Rama 4, Klong Toey)</p> |
| 5. | Access to social protection | Can't access social security, article 33. Inaccessibility to funding sources. Basic services are not covered. The State Welfare Card can only be used for certain types of transportation. | <p>Extend protection without exception, e.g. extend social security article 33 to cover domestic workers.</p> <p>Actively campaign and enforce ministerial regulations to protect the rights of domestic workers. Care workers are also human being.</p> |
| 6. | Reduction of long work hours | Working hours are inconsistent with personal time and income. Going to work early in the morning. I can't go anywhere during free time. The income does not increase. I have to work | <p>Employment contracts should be enforced by the government.</p> <p>The state must step in to help protect domestic workers' rights.</p> <p>There should be time to rest.</p> <p>The state must enact clear rules</p> |

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|--|--|--|
| | | at least 12 hours a day. | and educate employers first, there is law but not actually enforce it. |
| 7. | Redistributing unpaid care work across genders | Need to redistribute. Women can not do the work alone. Both men and women work outside home but only women do the household chores. Men drink beer with their friends. | It should be clearly divided according to physiology and suitability. Everyone in the house should help each other. At least help taking care of themselves. Do not burden each other. To be equitable, help each other. |
| 8. | Redistributing unpaid care work across household and state | There are insufficient public services. Even taking care of children is impossible. Working people still do not have access to services. Hidden populations cannot get support. The government should make it an important national agenda. | Need registration of domestic workers. The state and employers must recognize our contribution. Allocate the government budget to provide care from birth to death without discrimination. |
| 9. | Existence of care policies | There are some, but people do not have access to it, only some groups of people can access to. Some care works are still missing from policies. More policies must be implemented, and people must be accessed. | The state should not restrict qualification or policy access. It should be accessible to all groups. There should be good communication and publicity. |
| 10. | Representation for care work | No representation. Care workers should be organized as an organization or a network. Care workers need to organize. | Need to mobilize and organize care workers from different occupations. Demand for the right to negotiate. |

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|--|--|---|
| | | The government must ratify ILO Convention 87, 98. | |
| 11. | Burden of paid care work - who is doing Care? | Domestic workers, Physical doctor, Nurse, Community Health Volunteers. Get insufficient wages. Care workers must be taken care of. | Should be paid a decent wage. |
| 12. | Reward for Care Workers | There should be rewards, bonuses, pensions. | Should get pension at the end of their life. Fair wages. |
| 13. | Social Protection for Care Workers | There are some schemes, but it does not coverage all groups. Limited benefits, imbalance, get less and partially protect. | Provide universal welfare schemes with equality, and coverage. |
| 14. | Impact on Paid Work and Labour Force Participation | It has a great impact on the economy. It helps drive the economy such as buying and payouts. | Employment rises, GDO grows. People who get well-taken care of, will go out to create a good economy. If the support is good, the people in the house are good. |
| 15. | Others | | Expected to see employers give value and empathy to domestic workers. Need recognition and greater awareness on care work. "Care work" is "work" |

4. Migrant Domestic Workers
Participants; 7 MDWs

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|--|--|--|
| 1. | Non-recognition of care work | Not yet recognized that “Care work” is “work”. Still has no legal protection. | The state must recognize that “Care work” is “work”. There should be legal and social protection for workers. |
| 2. | Non-recognition of skills | Care work is work that needs a skill set. | - The government should provide skill training to workers. -The state must recognize experienced care workers as skilled workers. |
| 3. | The burden of unpaid care work | Family members take responsibility. | The state must provide compensation to those care workers. |
| 4. | Lack of access to care services | For migrant workers, inadequate service centers provided by the government, e.g. there are only 9 hospitals in Bangkok servicing migrants. | The government must increase care services provided for migrants, with the same standard quality. |
| 5. | Access to social protection | Migrant domestic workers cannot access social protection, e.g. have no entitlement to access social security. | Migrant domestic workers need inclusion in social security article 33. |
| 6. | Reduction of long work hours | At present working with long working hours. | Even though domestic workers 'rights are covered by the new Ministerial Regulation (MR) No. 15 which substituted MR No. 14 but implementation still be big questions. It really needs government enforcement. Employers are forced to comply with the law. |
| 7. | Redistributing unpaid care work across genders | Really need redistributing, both male and female can do household chores. | Raise social awareness about gender equality and equally distributing unpaid care work across genders. |
| 8. | Redistributing unpaid care work across household and state | The state still does not play proper roles in care work, e.g daycare centers and in sufficient social welfare for | Provide recommendations in No. 3 and 4. |

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|--|--|--|
| | | care workers. | |
| 9. | Existence of care policies | The state has clear policies for formal workers but unclear for informal workers. The domestic workers, elderly care workers, still did not have clear government policies. | The state should enact clear care policies for informal workers. |
| 10. | Representation for care work | Currently, we are organized as a network and have representatives, but the government still has not recognized us. | The state should enact/ amend laws and policies for care workers to have rights to organize. |
| 11. | Burden of paid care work - who is doing Care? | The domestic workers, daycare centers' staff, elderly care workers and community health volunteers still have a double burden. | The state must provide social protection to informal care workers as same as formal workers. |
| 12. | Reward for Care Workers | Enforcement of minimum wages law to community health volunteers is still inactive. | The state must provide fair wages to those care workers. |
| 13. | Social Protection for Care Workers | Currently, there is inadequate social protection for care workers. | Informal employees should get social protection the same as their counterparts in formal workers. At least, the domestic workers should be included in social security article 33. |
| 14. | Impact on Paid Work and Labour Force Participation | In the case of care workers e.g. domestic workers, childcare workers, elderly care workers and pets care workers, getting remuneration, it will have a greater contribution to the country's economy. These workers support their employers to work outside the home and earn more. At the same time, when the domestic workers receive income, they will send it back to their families and their families will have enough money to feed other family members. | The state must formalize all types of care workers, to get sufficient remuneration and social welfare. |

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|------------|--|--|
| | | In the case of childcare workers or elderly care workers, if they receive remuneration from the government, they will provide quality care to children and elderly people. | |
| 15. | Others | For migrant domestic workers, they are considered paying indirect tax to Thailand e.g. through transportation cost and buying consumable goods. | The state must provide social protection measures for these groups of workers. |

5. Thai and Migrants domestic workers.

Participants; 6 domestic workers, 3 Thai, 3 migrants.

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|---------------------------------|---|---|
| 1. | Non-recognition of care work | It is not recognized because care workers are perceived as self-employed and cannot include in social security system | The government must provide protection to all types of workers without discrimination. |
| 2. | Non-recognition of skills | Use skills in providing quality care for children, it requires special skills as well as pre-work training. | The government should support skill training. Remuneration is adjusted according to the skill certificate. |
| 3. | The burden of unpaid care work | Mother and girls | Receive minimum wage from the government (in case the caregiver has to leave work) |
| 4. | Lack of access to care services | Yes, because the health treatment rights are far away (upcountry), the treatment is expensive and inaccessible to the service (opening hours are not relevance) | The area for exercising health treatment rights should not be restricted. |
| 5. | Access to social protection | Not access to, because the government does not value care workers equally. | Equal access to all occupations. |
| 6. | Reduction of long work hours | Long working hours exceeding 8 hours | The government needs to take responsibility and administrate. |

| SI No. | Issue Area | Problem Description | Potential/target resolution |
|--------|--|---|---|
| | | | (There should be laws to protect their rights and actively implement) |
| 7. | Redistributing unpaid care work across genders | Need to be redistributing | 1. Adjust men's attitudes towards household chores. 2. Promote holidays for men, such as maternity leave, so that husbands can help take care of their wives and children. |
| 8. | Redistributing unpaid care work across household and state | Not enough yet, because 1.The state has a few policies of caring for grassroots people. 2.Care workers are unaware of the law/rights and do not have connections to enable the use of services. As a result, there is an unfairness in accessing services. | The state must have conditions corresponding to each occupation, so that each occupation group is easily accessible. |
| 9. | Existence of care policies | There is, but it's not enough and it's not comprehensive. | Adjust the policy accordingly and appropriately, and the government should facilitate linking between relevant groups to provide comprehensive protection work. |
| 10. | Representation for care work | There are representatives from some groups but there is a lack of coordination between groups. | The government must encourage all networks to organize without any conditions. |
| 11. | Burden of paid care work - who is doing Care? | Domestic workers | Care work requires government recognition. Access to social welfare and decent income. |
| 12. | Reward for Care Workers | Get remuneration at the minimum wage clause | They should receive more salary according to their workload, skill and should get social welfare from their work. |
| 13. | Social Protection for Care Workers | No, because the state does not recognize care workers as the same as workers with professional certificates. | Provide training and professional certificates to care workers. |
| 14. | Impact on Paid Work and Labour Force Participation | Decrease unemployment rate. Promote a better country's economy. | The government should consider "care work" as "work" like any other work. |
| 15. | Others | - | - |

