



International
Labour
Organization

► Promoting youth employment in Songkhla and Yala, Thailand

A situation analysis



▶ **Promoting youth employment in Songkhla and Yala, Thailand**

A situation analysis

Copyright © International Labour Organization 2023
First published 2023

This is an open access work distributed under the Creative Commons Attribution 4.0 International License (<https://creativecommons.org/licenses/by/4.0/>). Users can reuse, share, adapt and build upon the original work, as detailed in the License. The ILO must be clearly credited as the owner of the original work. The use of the emblem of the ILO is not permitted in connection with users' work.

Attribution – The work must be cited as follows: *Promoting youth employment in Songkhla and Yala, Thailand: A situation analysis*, Bangkok: International Labour Office, 2023

Translations – In case of a translation of this work, the following disclaimer must be added along with the attribution: *This translation was not created by the International Labour Organization (ILO) and should not be considered an official ILO translation. The ILO is not responsible for the content or accuracy of this translation.*

Adaptations – In case of an adaptation of this work, the following disclaimer must be added along with the attribution: *This is an adaptation of an original work by the International Labour Organization (ILO). Responsibility for the views and opinions expressed in the adaptation rests solely with the author or authors of the adaptation and are not endorsed by the ILO.*

This CC license does not apply to non-ILO copyright materials included in this publication. If the material is attributed to a third party, the user of such material is solely responsible for clearing the rights with the right holder.

Any dispute arising under this license that cannot be settled amicably shall be referred to arbitration in accordance with the Arbitration Rules of the United Nations Commission on International Trade Law (UNCITRAL). The parties shall be bound by any arbitration award rendered as a result of such arbitration as the final adjudication of such a dispute.

All queries on rights and licensing should be addressed to the ILO Publishing Unit (Rights and Licensing), 1211 Geneva 22, Switzerland, or by email to rights@ilo.org.

ISBN: 9789220394557 (print); 9789220394564 (web pdf)

Also available in Thai: *บทวิเคราะห์สถานการณ์การส่งเสริมการจ้างงานเยาวชนในจังหวัดยะลาและจังหวัดสงขลา ประเทศไทย*, ISBN 9789220395165 (print), and 9789220395172 (web pdf)

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the ILO concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the ILO of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the ILO, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

Information on ILO publications and digital products can be found at: www.ilo.org/publns.

All photo: © Sansara Management Co., Ltd./ILO
Printed in Thailand

Table of contents

▶ Abbreviations	viii
▶ Preface	ix
▶ Acknowledgements	x
▶ Executive summary	xi
▶ 1. Introduction	3
▶ 2. Economic and social context	7
2.1. An overview of Songkhla	7
2.2. An overview of Yala	11
▶ 3. Provincial labour markets	17
3.1. Songkhla labour market	17
3.1.1. Demographic trends	17
3.1.2. Persons with disabilities	17
3.1.3. Education and training	18
3.1.4. Employment situation	22
3.1.5. Job vacancies	26
3.2. Yala labour market	27
3.2.1. Demographic trends	27
3.2.2. Persons with disabilities	27
3.2.3. Education and training	28
3.2.4. Employment situation	31
3.2.5. Job vacancies	34
▶ 4. Youth labour market situations	39
4.1. Songkhla youth labour market situation	39
4.1.1. Youth labour market overview	39
4.1.2. Youth employment	40
4.1.3. Working conditions for youth	43
4.1.4. Youth unemployment	43
4.1.5. Inactive and discouraged youth	44
4.1.6. Key youth employment challenges highlighted by stakeholders	45
4.2. Yala youth labour market situation	46
4.2.1. Youth labour market overview	46
4.2.2. Youth employment	47
4.2.3. Working conditions for youth	50
4.2.4. Youth unemployment	50
4.2.5. Inactive and discouraged youth	51
4.2.6. Key youth employment challenges highlighted by stakeholders	52

▶ 5. Youth employment policies and programmes	57
5.1. Active labour market policies and programmes in Songkhla	57
5.2. Active labour market policies and programmes in Yala	58
▶ 6. Labour market prospects up to 2027	63
6.1. Estimated Songkhla labour demand and supply from 2023-27	63
6.2. Estimated Yala labour demand and supply from 2023-27	66
▶ 7. Overall youth employment issues in Songkhla and Yala	71
▶ References	73
▶ Annexes	75
Annex I. Ongoing and upcoming labour programmes in Songkhla	75
Annex II. Ongoing and upcoming labour programmes in Yala	77
Annex III. Considerations for future interventions	79
Annex IV. Stakeholder mapping in Songkhla	85
Annex V. Stakeholder mapping in Yala	90

► List of tables

Table 1	Disaggregation of Songkhla’s population by age group, 2007–22 (%)	17
Table 2	People living with disabilities in Songkhla by type of disability, 2022	18
Table 3	Education level of population aged 15 and above in Songkhla, Q3 2022 (%)	18
Table 4	Number of graduates from higher education and vocational education institutions in Songkhla by subject group, 2016–19	21
Table 5	Number of students aged 15–29 in non-formal and informal education in Songkhla by district and sex, 2022	22
Table 6	Productivity growth and employment elasticity in Songkhla by sector, 2017–21 (%)	24
Table 7	Changes in occupational skill level in Songkhla by sector, 2018 versus 2022	25
Table 8	Disaggregation of Yala’s population by age group, 2007–22 (%)	27
Table 9	People living with disabilities in Yala by type of disability, 2022	27
Table 10	Education level of population aged 15 and above in Yala by sex, Q3 2022 (%)	28
Table 11	Number of graduates from higher education and vocational education institutions in Yala by subject group, 2016–19	30
Table 12	Number of students aged 15–29 in non-formal and informal education in Yala by district and sex, 2022	31
Table 13	Productivity growth and employment elasticity by sector in Yala, 2017–21 (%)	33
Table 14	Changes in occupational skill level in Yala by sector, 2018 versus 2022 (%)	34
Table 15	Summary of the youth labour market situation in Songkhla by age cohort and sex, Q3 2022	39
Table 16	Youth employment distribution in Songkhla by economic activity, age cohort and sex, Q3 2022 (%)	41
Table 17	Working conditions for youth in Songkhla by age cohort and sex, Q3 2022	43
Table 18	Decomposition and characteristics of youth NEETs in Songkhla, Q3 2022 (%)	45
Table 19	A summary of the youth labour market situation in Yala by age cohort and sex, Q3 2022	47
Table 20	Youth employment distribution in Yala by economic activity, age cohort and sex, Q3 2022 (%)	48
Table 21	Working conditions of youth in Yala by age cohort and sex, Q3 2022	50
Table 22	Decomposition and characteristics of youth NEETs in Yala, Q3 2022 (%)	52
Table 23	Relevant programmes to promote youth employment in Songkhla, 2022	57
Table 24	Relevant programmes to promote youth employment in Yala, 2022	58
Table 25	Estimated changes in Songkhla labour demand by education level between 2023 and 2027 (%)	63
Table 26	Estimated changes in Songkhla labour supply by education level, between 2023 and 2027 (%)	65
Table 27	Estimated changes in Yala labour demand between 2023 and 2027 (%)	66
Table 28	Estimated changes in Yala labour supply between 2023 and 2027 (%)	67

► List of figures

Figure 1	GPP of Songkhla by sector, 2017–21 (billion baht)	8
Figure 2	Population living below the poverty line in Songkhla in comparison to the regional and national averages, 2011–21 (%)	9
Figure 3	Human Achievement Index of Songkhla in comparison to the regional and national averages, 2022	10
Figure 4	GPP of Yala by sector, 2017–21 (billion baht)	12
Figure 5	Population living below the poverty line in Yala in comparison to the regional and national averages, 2011–21 (%)	13
Figure 6	Human Achievement Index of Yala in comparison to the regional and national averages, 2021	14
Figure 7	New higher education enrolments in Songkhla by subject group, 2018–22	20
Figure 8	Share of GPP and employment in Songkhla, Q3 2021 (%)	23
Figure 9	Number of job vacancies in Songkhla by economic activity, Q2 2020 – Q1 2023	26
Figure 10	New higher education enrolments in Yala by subject group, 2017–21	29
Figure 11	Share of GPP and employment in Yala, Q3 2021 (%)	32
Figure 12	Number of job vacancies in Yala by economic activity, Q1 2020 – Q1 2023	35
Figure 13	Youth unemployment rate in Songkhla by sex, 2018–22 (%)	44
Figure 14	Youth unemployment rate in Yala by sex, 2018–22 (%)	51



A group of young men at an ILO-supported career fair in Yala, Thailand, 11/2023. © Sansara Management Co., Ltd./ILO

► Abbreviations

CVM	chain volume measure
GPI	gender parity index
GPP	gross provincial product
HAI	human achievement index
NEET	not in education, employment or training
NESDC	National Economic and Social Development Council
NSO	National Statistical Office



► Preface

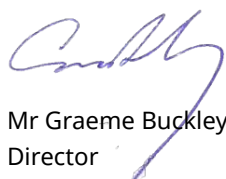
As Thailand's society continues to age, equipping youth with the skills and knowledge demanded in the labour market is crucial to ensuring a productive labour force that will continue to drive Thailand's social and economic development.

Youth in Thailand are considered vulnerable in the labour market with the youth unemployment rate consistently higher than the overall unemployment rate. Youth are seen as vulnerable due to the lack of experience, limited bargaining power, weak social protections, and discrimination. The COVID-19 crisis further exacerbated the situation with youth experiencing disruptions to their education and training, job disruptions through job losses, reduced working hours and earnings, quality of employment and difficulties in transitioning from school to work and moving between jobs.

The ILO along with our tripartite constituents have a long-standing commitment to promote employment for all workers including employment of youth. Supporting economic, social and environmental transitions for a full, productive and freely chosen employment and decent work for all, including youth, is a key area of work in the global ILO results framework for 2022-23. The Sustainable Development Goal (SDG) target 8.6 also aims for a substantial reduction in the proportion of youth not in employment, education or training, with SDG indicator 8.6.1 focusing on NEET youth (aged 15-24 years).

In this connection, the *Promoting youth employment in Songkhla and Yala, Thailand: A situation analysis* shares insight on the socio-economic context, current labour market situation, challenges and opportunities of youth in the provinces of Songkhla and Yala as well as an overview of the availability and quality of training and skills development opportunities available to youth. From the analysis, the youth employment issues identified in the provinces can be categorized into four areas consisting of (1) Lack of professional and up-to-date career guidance; (2) Discrepancy between the educational system and the world of work; (3) Limited collaboration among youth-related initiatives and meaningful youth engagement; and (4) Need to foster integrated approaches for effective labour market programmes. To address these issues, the analysis provides a set of preliminary recommendations that aim to address these issues and simultaneously promote decent work through technical assistance, capacity-building, knowledge sharing, social dialogue and collaboration activities.

Understanding the youth employment situation in the provinces including challenges and opportunities of youth is key in implementing initiatives that fit the needs of young people and response to labour market demands. Therefore, the analysis not only aims to raise awareness about the youth employment issues in Songkhla and Yala but the findings of the analysis can also inform the development of targeted policy recommendations and activities that will support local youth.



Mr Graeme Buckley
Director

ILO Decent Work Technical Support Team for east and South-East Asia and the Pacific and
Country Office for Thailand, Cambodia and Lao People's Democratic Republic

▶ Acknowledgements

The research paper was prepared by the ILO Country Office for Thailand, Cambodia and Lao People's Democratic Republic (CO-Bangkok). Yanika Tueanrat, PhD is the report's main author under the overall technical guidance of Felix Weidenkaff, Jittima Srisuknam, and Kawita Niwatananon. Issaree Sukpornsintham provided administrative support and Chaitda Wiwatchanon provided publication and communication support. Furthermore, John Maloy copyedited this report and Nattawarath Hengviriyapanich formatted the layout of this report.

The research team appreciates the technical inputs and suggestions provided by the following ILO officials: Graeme Buckley (Director of DWT/CO Bangkok), Akiko Sakamoto, Makiko Matsumoto, Julien Magnat, Fredy Guayacan, Dong Eung Lee, and Yuki Otsuji. The research team is also grateful for the academic inputs and comments given by Yong Yoon, PhD from the Faculty of Economics, Chulalongkorn University.

The report received valuable contribution from key stakeholders in the Thai labour market including stakeholders in the provincial labour markets of Songkhla and Yala. We would like to acknowledge the collaborative effort by officials from the following agencies: Boonchob Suttamanaswong, Permanent Secretary of Labour and the Ministry of Labour, Pongsak Yingchoncharoen, Mayor of Yala City Municipality and the Yala City Municipality Office, Yala Provincial Labour Office, Yala Provincial Employment Office, Yala Institute for Skill Development, Yala Provincial Administration Organization, Songkhla Provincial Labour Office, Songkhla Provincial Employment Office, Songkhla Institute for Skill Development, and Songkhla Office of Learning Encouragement. We are also grateful for the contribution from the following entities: Employers' Confederation of Thailand, Federation of Thai Industries in Yala, Children and Youth Council of Yala, Association of Children and Youth for the Peace in the Southernmost Provinces of Thailand, Songkhla Chamber of Commerce, State Enterprises Workers' Relations Confederation, Songkhla Forum, Children and Youth Council of Songkhla, and Equitable Education Fund.

► Executive summary

Young people are central to both the social and economic development of Thailand, as youth represent the future of the labour force. Since transitioning into an aged society, the importance of a productive youth labour force and the availability of youth equipped with the skills needed in the labour market have gained further prominence in Thailand. However, young women and men in the country continue to experience labour market challenges and persisting inequalities, as reflected in those youth not in education, employment or training (NEET), mismatches in the labour market, and the quality of the jobs available to youth.

In Q3 2022, the youth unemployment rate in Thailand was approximately ten times higher than the adult rate, particularly for women and in areas outside Bangkok. There were approximately 1.2 million youth NEETs, and a large number of young women and men faced difficulties during the school-to-work transition. Furthermore, youth are often considered vulnerable in the labour market due to lack of experience, limited bargaining power, weak social protections and discrimination. Hence, it is critical to address the issues related to youth employment in Thailand for youth to be able to grow and compete in a highly competitive and rapidly changing world of work.

The ILO Young Futuremakers Thailand project was launched in 2021 to support youth in the labour market, particularly disadvantaged young persons. The project aims to promote youth employment through the provision of demand-led technical skills training, employability training and employment services. The first phase of the project was implemented in Bangkok, Rayong, Phra Nakhon Si Ayutthaya and Nakhon Ratchasima, with the project having offered technical and vocational trainings to more than 550 young persons (including young persons with disabilities) and having organized multiple events to raise awareness on youth employment, including conducting a joint online job fair with the Department of Employment in Rayong.

Since 2022, the second phase of the Young Futuremakers Thailand project has continued to advance the initial objectives and aims to extend the geographical area of focus to cover the southern region of Thailand, with Songkhla and Yala as the focal provinces. With this intention in mind, this situational analysis was conducted to provide background context, analyse the current youth labour market situation and provide recommendations for future interventions. The data was collected through a series of desk reviews, as well as consultations and focus group discussions with local youth, constituents and relevant stakeholders.

Songkhla's provincial capital of Songkhla City is an important port city and the transportation hub of the Thai southern region. The provincial economy is driven by: (i) manufacturing; (ii) agriculture, forestry and fishing; and (iii) wholesale/retail trade and motor repair activities. In Q3 2022, about six in every ten workers were employed in these three main economic activities. In 2021, the poverty rate of Songkhla was 6.0 per cent, with the income dimension being the most severe feature owing to unemployment, underemployment and low wage issues. However, according to its human achievement index (HAI), Songkhla was outstanding for high availability, accessibility and quality of education. The province was considered an educational destination for many young persons from the neighbouring provinces. About one out of every four youth in Songkhla enrolled in upper secondary education and a third were in vocational training. More young women continue their studies; while many young men leave school to enter the labour force after finishing lower secondary education.

As of 2022, Songkhla had more than 370,000 youths aged between 15 and 29 years, with a labour force participation rate of 53.6 per cent. Fewer young women were engaged in economic activities, and if they were, they were more likely to be unemployed than young men. For the 15-19 age cohort, the agriculture sector was the main employment source of young men, while most young women were in accommodation, food and service activities. However, the employment structure was more equally distributed for the 20-24 and 25-29 age groups. In Songkhla, young women were more likely to be NEETs, and the unemployment rate among young women was significantly higher than that of young men. More than half of female NEETs were widowed and

had a basic level of education. Furthermore, the provincial labour demand in Songkhla is projected to decrease by 1.1 per cent between 2023 and 2027 due to the scarcity of employment opportunities. The influx of new graduates entering the labour force in Songkhla is also expected to decrease from 12,744 in 2023 to 12,043 in 2027, with most of this decrease being among those attaining basic and intermediate educational levels.

The other new focal province of Phase II of the Young Futuremakers Thailand project is Yala, the southernmost province of Thailand. The provincial economy is mainly driven by: (i) agriculture, forestry and fishing; and (ii) wholesale/retail trade and motor repairs, which accounted for 80.0 per cent of employment in Yala in 2021. Yala has been consistently ranked as one of the provinces with the highest proportion of people living in poverty. The poverty rate in Yala was 17.4 per cent in 2021, with economic, education and living standards being the most severe dimensions of poverty. According to the Ministry of Higher Education, Science, Research and Innovation and the Office of the Vocational Education Commission, Yala has a low continual rate of study in higher education and vocational education. In 2022, only 44.2 per cent of Yala youth were in the education system, compared to 74.4 in Songkhla and 79.3 per cent across the whole nation.

Yala is home to more than 150,000 youths aged between 15 and 29 years, less than half of whom were in the labour market as of 2022. The labour force participation rate and the employment-to-population ratio were markedly higher for young men in all age cohorts, compared to young women. While wholesale/retail trade and motor repair was the main economic activity for youth in Yala, a large share of young female workers were also found in accommodation and food services. In addition, numerous young men worked in construction and the agriculture sector. Yala has a high youth NEET rate of 30.8 per cent. Three out of every five youth NEETs in Yala were female. The majority of NEETs in Yala were single and lived in rural areas. Considering the current situation and trends in Yala labour market, the province is expected to experience labour shortages in the agricultural sector and in various economic activities in the industrial and services sectors, particularly for those with basic level of education.

To help young graduates and first jobbers enter and succeed in the labour market, the Ministry of Labour has implemented an active labour market programme to provide basic technical trainings. The regional training centre is located in Songkhla, where welding and mechanic works are its speciality. Although the centre is well equipped with experts and tools, the uptake of courses is challenged by limited promotion, hesitancy among potential beneficiaries on the effectiveness of the programmes, and conditions that prevent the most disadvantaged youth from participating.

Overall, while there are multiple youth employment challenges, the youth employment issues identified in this analysis in Songkhla and Yala could be categorized into four areas:

1. lack of professional and up-to-date career guidance;
2. discrepancy between the educational system and the world of work;
3. limited collaboration among youth-related initiatives and meaningful youth engagement; and
4. need to foster integrated approaches for effective labour market programmes.

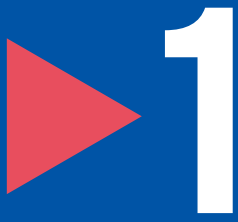
This being so, a set of preliminary recommendations that aim to address these issues and simultaneously promote decent work through technical assistance, capacity-building, knowledge sharing, social dialogue and collaboration activities were developed.

The recommendations for future intervention can be categorized into two areas, aligning with the objectives of the ILO Young Futuremakers Thailand – Phase II Project. The first project outcome is an improvement in employment-related knowledge, skills and labour market transitions among disadvantaged youth. The outcome can be attained in collaboration with key stakeholders through:

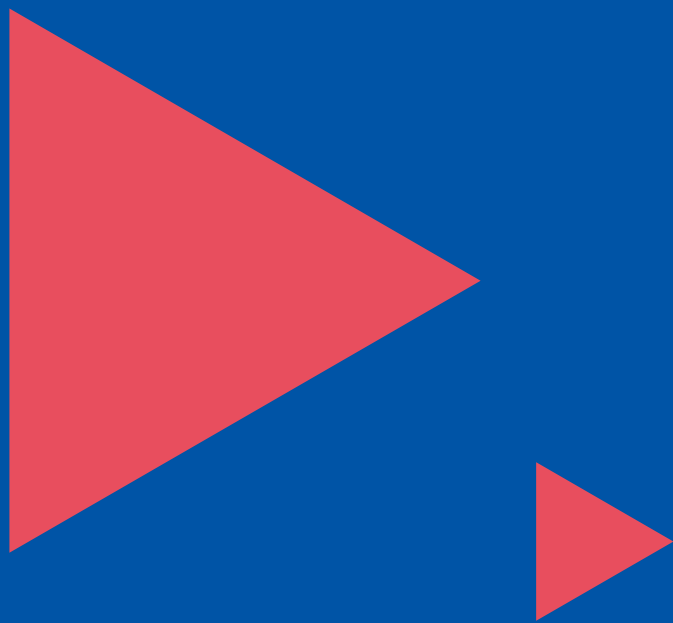
- direct support to young people in developing their career aspirations through the expansion and exploration of different career options;
- direct support to young people in enhancing their employability through demand-led skill training; and
- creation of work-based learning opportunities to improve the school-to-work transition for young people.

The second project outcome is the strengthening of institutional capacities to provide skills development and employment services. Several outputs were suggested as means to achieve the outcome, including:

- ▶ development of professional and standard guidelines for career guidance services in educational institutions and labour market programmes;
- ▶ provision of technical assistance to the Provincial Employment Offices and Institutes for Skill Development to foster partnership and enable an environment for social dialogue;
- ▶ extension of the network and partnerships of the ILO in the area of youth employment in Thailand; and
- ▶ strengthened labour market information on youth NEETs (for example, database).



Introduction





Two young women attending a career guidance session at an ILO event in Yala, Thailand, 11/2023. © Sansara Management Co., Ltd./ILO

▶ 1. Introduction

Young people have the potential to contribute to and drive both the current and future socio-economic development of Thailand. The United Nations generally defines youth as those aged 15 to 24, while the legal definition of youth in Thailand refers to those aged 15 to 18.¹ However, this report has extended the term to consider all individuals aged 15 to 29 for the purpose of this analysis in order to offer a wider view on the youth labour market in Thailand. The expanded age range acknowledges that some young people stay in education for longer periods of time before they transition to the world of work, and for those entering the labour force, continued support is needed through their multiple labour market transitions to productive employment and decent work. As the future labour force, youth are central to both economic and social advancement. The availability of young people equipped with the skills needed in the labour market and access to decent employment opportunities for youth are essential for the Thai economy to grow and compete in a highly competitive and rapidly changing economic and labour market environments. At present, however, many labour market challenges persist for young women and men in Thailand.

As of Q3 2022, Thailand had a total of 14.7 million people aged 15–29, 8.5 million (57.7 per cent) of whom were in the labour force.² The 15–19 years old group had the lowest labour force participation rate (13.5 per cent) among all youth age groups as they were the most likely to still be in school. It was also notable that while engaging in study becomes a less influential cause for youth not participating in the labour force as age increases, engagement in household work is another prominent reason for lack of participation in the labour force among youth. Overall, the main reasons for youth not participating in the labour force were study (73.4 per cent) and household work (15.0 per cent). For youth aged 25–29, non-participation due to household duties was particularly apparent among females, with 80.7 per cent of 25–29-year-old women who are not active in labour force reporting that this is due to their household activities; while this reason accounted for only 12.6 per cent of the inactive male youth from the same age group.

The youth unemployment rate (4.2 per cent) is significantly higher than that of adults aged 30 and above (0.4 per cent), and this is particularly so for young females. In Q3 2022, the adult unemployment rate was 0.4 per cent for both men and women; while the unemployment rate of youth reflected gender disparities, at 3.6 per cent for males and 4.9 per cent for females. Although the unemployment rates in Thailand are relatively low compared to the international context, the statistic does not reflect poor working conditions or underemployment issues in the labour market. Many workers in Thailand are actively engaged in labour because they cannot afford not work. Consequently, the low unemployment rates in Thailand also involve issues related to low-paid employment, low-quality jobs and underemployment.

Youth not in education, employment or training (NEET) has been a persistent issue in Thailand. In Q3 2022, there were approximately 1.2 million young people in NEET status. A little less than two-thirds of the NEET population were women. Furthermore, the issue was also generally more profound for youth with a post-secondary education and among those from low-income and high-income households. The reasons for youth being inactive include: lack of opportunities and financial resources; lack of career aspirations; lack of up-to-date career guidance; low motivation, poor self-esteem; and discouragement. Should their NEET status persist, these inactive youth represent lost opportunities for the future economic development and growth of the country.

1 The section 4 of the Juvenile and Family Court and Juvenile and Family Case Procedure Act B.E. 2553 (2010) has described “youth” as those aged 15 to 18.

2 The labour market statistics that are presented in this section are the author’s calculations from the Q3 2022 Thai Labour Force Survey.

Although COVID-19 adversely impacted the whole labour force in form of reduced working hours, lower wages or even complete job loss, youth was the most affected group among all workers. The number of unemployed young people almost doubled during the COVID-19 outbreak.³ The most affected regions were Bangkok and the southern part of Thailand, where large sections of the labour force were in services and trade. Furthermore, the Bank of Thailand identified skill mismatch and the increased use of automation by companies as the major causes of youth unemployment, especially among new graduates. Despite the improved labour market situation in 2022, the youth unemployment rate has remained higher than the pre-COVID period. The recovery is expected to be slower in regions outside Bangkok due to fewer job opportunities and less labour demand from international players.

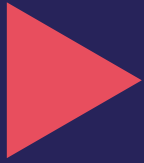
To address youth employment issues in Thailand, the ILO with the support of the Standard Chartered Foundation launched the Young Futuremakers Thailand project to promote youth employment, particularly among disadvantaged young women and young persons with disabilities, through the provision of demand-led technical skills training, employability training and employment services.⁴ The project contributes to Outcome 1.1 of Thailand Decent Work Country Programme (2019-2022) as well as emphasize ILO's focus on youth which is a key area in the global ILO results framework for 2022-23. The first phase of the project focused on Bangkok and the provinces of Rayong, Phra Nakhon Si Ayutthaya and Nakhon Ratchasima. The project contributed to improving employment-related knowledge and skills among vulnerable groups of young people, strengthening institutional capacities to provide customized training and employment services, and engaged workers' and employers' groups to support youth employment. In its current second phase, the project continues its objectives, but with an extended geographic area of focus that also covers the southern region of the country, with a potential focus on the provinces of Songkhla and Yala.

To contribute to the project design of Young Futuremakers Thailand – Phase II, this report aims to provide background context, analyse the current youth labour market situation and make recommendations for future interventions in the potential targeted areas. The creation of this report involved the use of a multisectoral consultative process, including desk reviews and stakeholder consultations and focus group discussions with youth, employers' groups, workers' groups, and government agencies. The approach aims to promote the attainment of coherent, resilient, and sustainable interventions in tackling youth employment challenges.

The remainder of the report presents a situation analysis of Songkhla and Yala. Section 2 gives an overview of the economic and social contexts of Songkhla and Yala, including statistics on gross provincial product, poverty rate and development indexes. Section 3 discusses demographics, education and training, the employment situation and job vacancies to offer a general understanding about the provincial labour markets. Section 4 analyses the youth labour market situation by scrutinizing labour status, economic activities, the unemployment rate and the NEET characteristics of youth in Songkhla and Yala. Section 5 examines relevant youth employment policies and programmes in each province. Section 6 addresses the estimated labour supply and labour demand of Songkhla and Yala over the next five years, while identifying potential labour issues that each province may experience in the future. Lastly, a summary of key challenges of youth employment in the targeted areas, good practices for youth-related projects and recommendations for future actions are listed in Section 7.

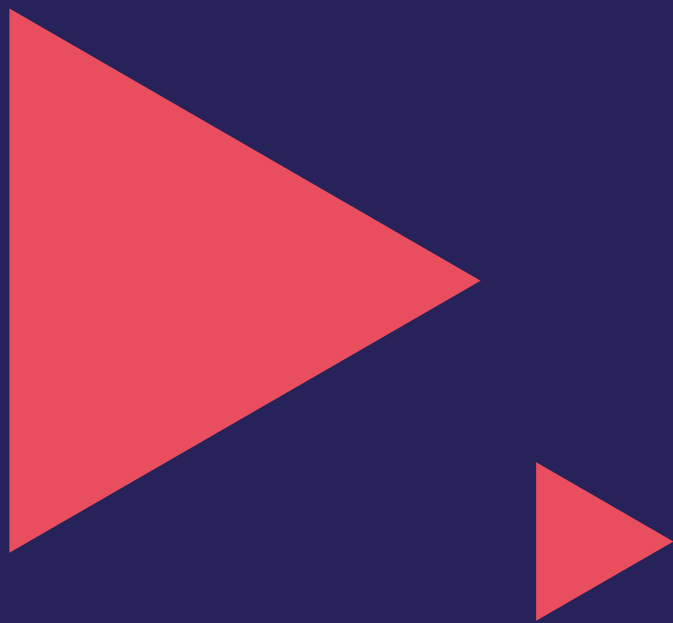
3 The number was calculated by comparing Labour Force Survey data from Q3 2019 and Q3 2021, with the number of unemployed young people aged 15–29 years jumping from 286,790 to 486,600.

4 Further information about Young Futuremakers Thailand project phases I and II can be found at https://www.ilo.org/asia/projects/WCMS_781424/lang-en/index.htm and https://www.ilo.org/asia/projects/WCMS_867638/lang-en/index.htm, respectively.



2

Economic and social context





► 2. Economic and social context

The southern region is the fourth-largest of the six regions of Thailand by area, population and economic activity.⁵ The regional economy is driven by agricultural, fisheries, tourism and services activities. Tourism in the southern provinces accounted for 46.0 per cent of the total tourism revenue of Thailand, but the sector is highly concentrated in provinces located along the Andaman coast, such as Phuket and Krabi, making economic growth and development clustered in specific locations. This heavy reliance on international tourism and foreign demand also contributed to the regional economy being greatly affected by the COVID-19 outbreak. Furthermore, the agriculture sector is also volatile due to its great reliance on a small number of commodities, which are mostly intermediate products such as block rubber, concentrated latex, and crude palm oil. The remainder of this section discusses the economic and social contexts of Songkhla and Yala in further detail.

2.1. An overview of Songkhla

Songkhla is a vibrant and resource-endowed province. The province can be divided into four zones for administrative purposes, namely, cultural districts (Mueang Songkhla, Rattaphum, Khuan Niang and Bang Klam), two-sea districts (Sathing Phra, Ranot, Krasae Sin and Singhanakhon), economic districts (Sadao, Hat Yai, Na Mom and Khlong Hoi Khong) and border districts (Chana, Na Thawi, Thepha and Saba Yoi). The Government has set aside the four subdistricts of Sadao District – namely, Sadao, Samnak Kham, Samnak Taew and Padang Besar – to be developed into Special Economic Development Zones to attract investors. Other than trade and manufacturing activities, Songkhla also has abundant natural resources and rich biodiversity that are suitable for a variety of agricultural and fishing activities.

The availability of infrastructure and its strategic location make Songkhla City an important port city of Thailand. The total trade value of the Sadao border checkpoint, Padang Besar border checkpoint and Banprakob border checkpoint in Songkhla accounted for approximately 54.9 per cent of Thailand's border trade value in 2021. Songkhla shares its borders with the Malaysian states of Kedah and Perlis. This has contributed to the province being an important transportation hub of the southern region of Thailand, with connections via roads, railways, three ports and two airports. The availability and accessibility of the infrastructure and logistics system facilitates the economic growth and activities of the province.

Songkhla has set a goal to become the economic centre of the southern region that connects Thailand to other Southeast Asian nations through sustainable development. According to the provincial development plan (2023–27), the province aims to develop its economy, trade and investment, particularly in relation to medical services, tourism, industrial production and agriculture. Furthermore, the development plan states that the province will promote life-long learning and digital literacy to improve the quality and resilience of its human capital for the twenty-first century world of work. Additionally, Songkhla will support sustainable management of natural resources and the maintenance of peace and order in the community.

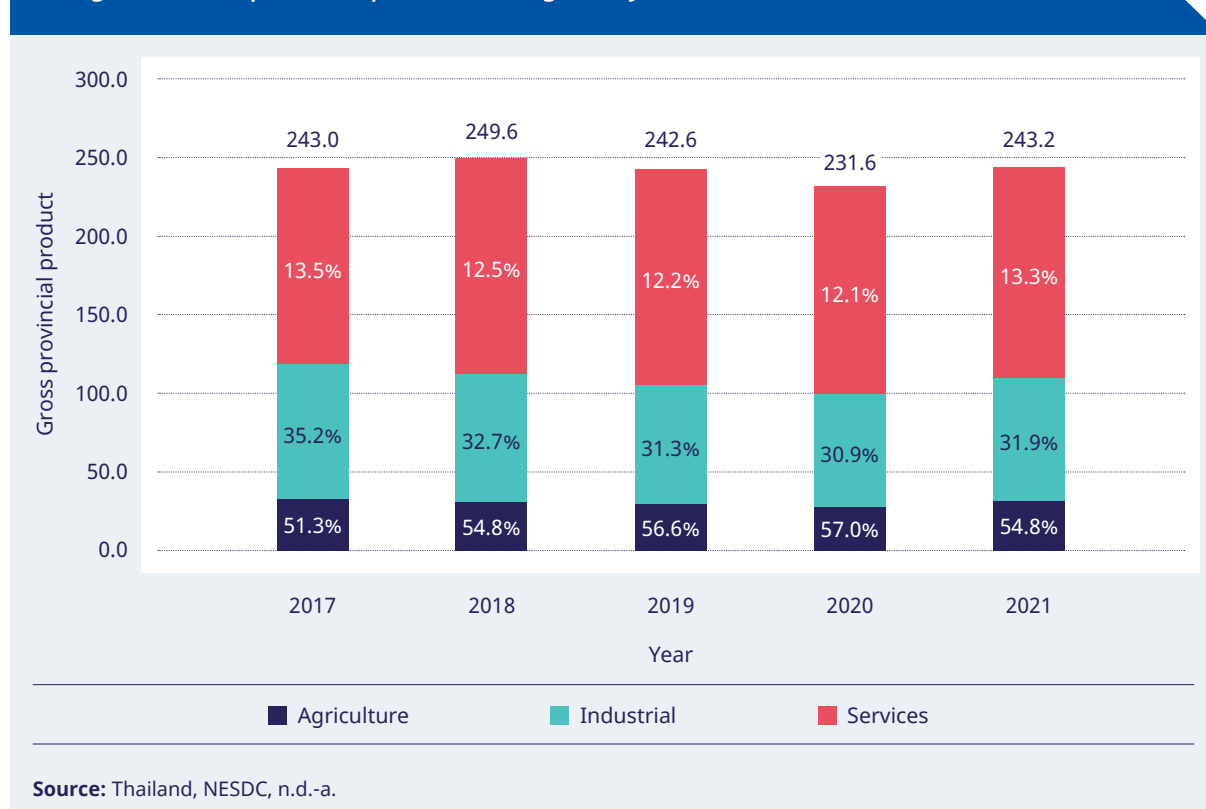
The high value of economic activities in Songkhla is owing to its extensive manufacturing activities and integrated seafood processing industry. The gross provincial product (GPP) of Songkhla is the largest among the 14 provinces in the southern region of Thailand, with a value of 243 billion baht in 2021. The largest economic activities are manufacturing (19.9 per cent), agriculture, forestry and fishing (13.3 per cent), and wholesale and retail trade (11.4 per cent). The significant contribution of the manufacturing sector could be explained by the presence of the Southern Industrial Estate (also known as the Chualung Industrial Estate) and the Songkhla Industrial Estate, the only two industrial estates in the southern part of Thailand. The two

⁵ The Office of the Royal Society of Thailand groups the 77 provinces of Thailand into six regions, namely, Northern Thailand, North-Eastern Thailand, western Thailand, central Thailand, Eastern Thailand and Southern Thailand.

industrial estates house both Thai and multinational companies that are mostly related to the rubber industry. The large-scale production and exportation of rubber has led to Songkhla being known as “Rubber City”. Furthermore, Songkhla is also an important seafood hub in the southern region due to its large integrated industry of seafood processing.

Between 2017 and 2021, the GPP share of the services sector grew by 6.9 percentage points, while the share of the industrial sector declined by 9.2 percentage points. At the same time the agriculture sector’s share of GPP remaining largely constant with a -1.4 percentage point drop. However, if the market price of the outputs had remained constant since 2002, the services sector’s GPP chain volume measures (CVMs) – which solely reflects changes in the quantity of output produced and not changes in prices – increased by -3.7 per cent. The smaller change seen in the GPP CVMs compared to the GPP at current prices suggested that prices in the service sector had risen over the previous five years. By comparison, changes in GPP CVMs and GPP at current prices were largely similar in the agricultural and industrial sectors. Although the GPP of Songkhla has not yet returned to its pre-COVID level, the province has demonstrated positive growth on both the supply and demand sides, especially in the tourism industry due to the return of Malaysian and Singaporean tourists.

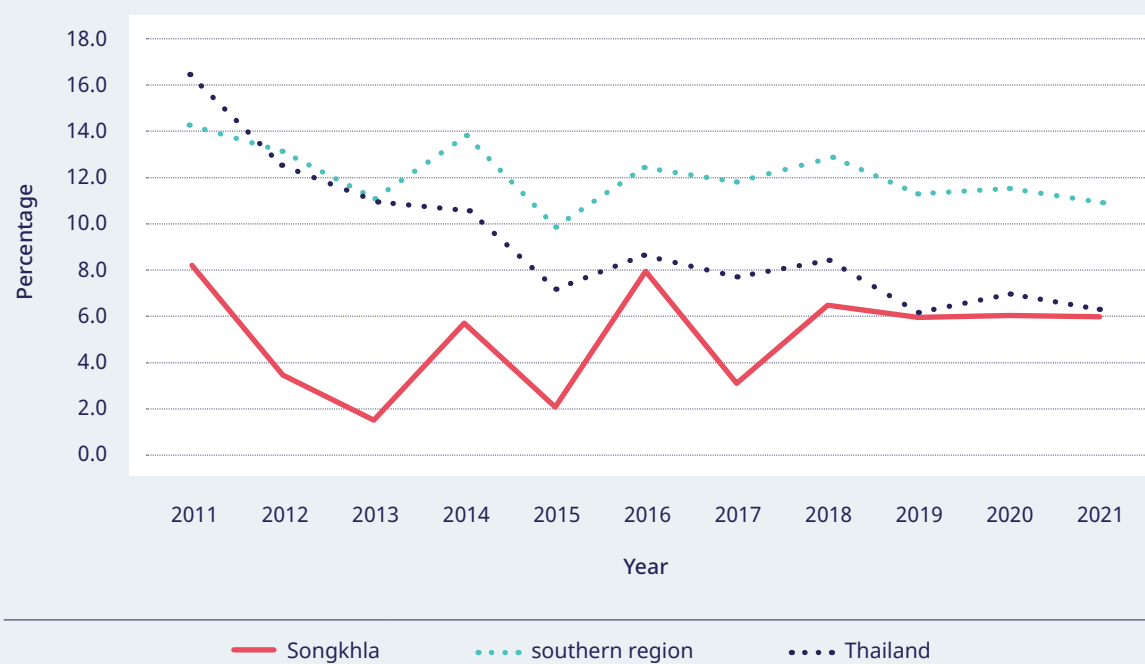
► Figure 1. Gross provincial product of Songkhla by sector, 2017–21 (billion baht)



In 2021, more than 100,000 people living in Songkhla were financially vulnerable. The GPP per capita of Songkhla was 145,123 baht with the daily minimum wage rate in the province was 340 baht. The average monthly household income was 22,691 baht, which was lower than the national average of 27,352 baht. In Songkhla, the number of people living below the poverty line, measured by consumption expenditure, increased from 3.2 per cent in 2011 to 6.0 per cent in 2021. The poverty line reflects the minimum expenses required for a person to obtain food and basic necessities for fundamental human needs. The poverty line of Songkhla rose from 2,600 baht in 2011 to 3,106 baht in 2021, reflecting higher food and non-food prices. The higher costs of living resulted in a higher poverty line and, as a result, a larger share of the population living in poverty. As of 2021, the districts with the highest ratios of people living in poverty were Sathingphra, Rattaphum, and

Krasaesin. By comparison, Bangklam and Hat Yai, where the industrial estates and central business district are located, showed the smallest ratios of people living below the poverty line. The multidimensional poverty index, which captures the multiple hardships that those living in poverty experience, revealed that other than the income dimension (53.3 per cent), which was contributed to by unemployment, underemployment and low wages, people living in Songkhla also primarily suffered from poverty in the form of health (35.9 per cent) and living standards (15.6 per cent).⁶

► Figure 2. Population living below the poverty line in Songkhla in comparison to the regional and national averages, 2011–21 (%)



Note: The poverty line reflects the minimum expenditure that is required for purchasing a basket of goods and services necessary to satisfy basic human needs. The number is adjusted every year to reflect changes in the costs of the basket.

Source: Thailand, NSO, n.d.

Despite the continuous development of the province's infrastructure and education system, Songkhla has encountered several economic and social issues. In 2022, the human achievement index⁷ of Songkhla ranked the province ninth in the country and first in the southern region. The province performed particularly well in relation to transportation and education, due to their availability, quality and accessibility. However, Songkhla has experienced regressive development in the health, education, employment, economic, family and community, and participation aspects of the index over the last five years. These negative results stem from a number of factors, including:

⁶ The multidimensional poverty index analyses the many dimensions of poverty that people face. Each person may suffer with more than one form of poverty. However, the selected dimensions that the National Economic and Development Council (NESDC) and the National Electronics and Computer Technology Center (NECTEC) focus on are health, education, income, living standards and access to public services.

⁷ Human achievement index (HAI) is developed from the concepts of the Human Development Index (HDI) to be more appropriate for the context of Thailand. HAI covers eight human development dimensions, namely health, education, employment, economics, housing, family, transportation, and participation.

- increased unemployment and underemployment;
- severe figures related to occupational safety and health;
- lower household incomes;
- higher proportion of people living below the poverty line; and
- reduced ratio of households that are members of an area-based community group.

Despite these challenges over the last half-decade, Songkhla is aiming to reduce the poverty rate to 2.0 per cent by 2027. As part of this effort, Songkhla has developed an app, called iMed@home, to assist the recording, tracking, and managing data of vulnerable people in the province.

► Figure 3. Human achievement index of Songkhla in comparison to the regional and national averages, 2022



Overall, Songkhla City is an important economic city of the southern region of Thailand in terms of trade, finance, investment and services. The province is readily connected to other provinces across Thailand and to southern countries within the Association of Southeast Asian Nations (ASEAN) through trade, transportation and export, with convenient and efficient costs. The presence of two industrial estates also provides employment and economic opportunities for people living in Songkhla. The three border checkpoints and the development of Special Economic Development Zones also help facilitate and stimulate both domestic as well as international trade and investment activities. However, several challenges remain and impede further development of the province. First, the provincial economy has been heavily reliant on rubber, which has a highly volatile price and low profit margin. Rubber has experienced a continuous decrease in price due to slowing global economic growth and declining commodity prices around the world. Second, there has been limited adoption of technology and innovation to increase production value in the province. Manufacturers in Songkhla are mainly producing low-value intermediate goods, and due to the negative environmental impact, the industry is facing increasing pressure to change its practices to become more environment friendly. Last, the ongoing south Thailand insurgency that is occurring in Pattani, Yala, Narathiwat and four districts of Songkhla – namely

Chana, Na Thawi, Thepha and Saba Yoi – also contributes to uncertainty in the province. Although the ethnic and religious separatist insurgency has settled into a low-level stalemate, the image of violence that has been occurring for more than a decade and the remaining possibility of attacks have adversely affected investor confidence and business expansion.

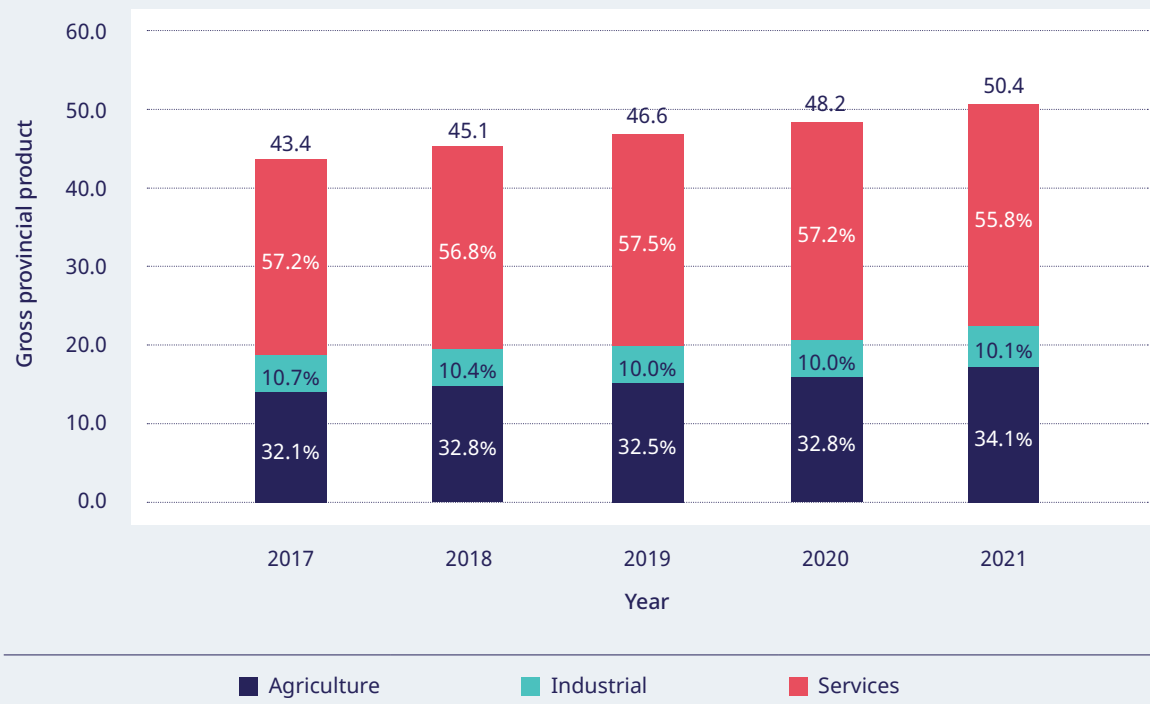
2.2. An overview of Yala

Yala is a resource-rich but largely untapped province. The province is located in the southern-most area of Thailand and shares a border with the Malaysian states of Perak and Kedah. The provincial capital of Yala City is known for its beautiful city plan, with more than 400 roads connected like a spider web and leading to the city pillar at the centre. Most of the people living in Yala are Muslim and speak Kelantan-Pattani Malay. Trains, buses, and airplanes are the three public transportations modes that connect Yala to its neighbouring provinces and other countries. The recently built Betong Airport, which officially began welcoming incoming flights in March 2022, intends to promote growth in the tourism sector as well as trade activities for both domestic and foreign investment. Despite of the ongoing south Thailand insurgency, Yala has great potential in the tourism sector due to its beautiful scenery and diversified cultural resources and unique way of life. Furthermore, the province also has various unique local products and foods that cannot be found elsewhere.

Yala has set its vision towards promoting stability in life, prosperous agriculture, and sustainable tourism. According to the provincial development plan (2023–27), the three focus industries are agriculture, food processing manufacturing, and tourism. Throughout the five-year period of the plan, Yala plans to develop high-value agriculture and processed food products through the adoption and utilization of technology. While the availability and quality of infrastructure will also be improved to advocate for the development of the tourism industry and related services. Under the plan, Yala aims to position itself as a cultural and ecotourism destination, with an emphasis on sustainability and connection with local communities. The provincial Government seeks to mobilize partners from all sectors to strengthen human resources and promote peace and order within the province.

The provincial economy of Yala is mainly driven by agricultural and services activities. In 2021, the GPP of Yala was 50 billion baht. The provincial economy was mainly driven by agriculture, forestry and fishing (32.8 per cent), wholesale/retail trade and motor repairs (12.5 per cent), and educational activities (10.2 per cent). Rubber is the main economic crop of Yala, but the industry is experiencing numerous issues, such as low quality of seedlings, low yields and decreasing prices. On the other hand, the cultivation of durian has been gaining prominence due to growing international demand. However, many durian farmers are older individuals who have limited capacities and knowledge to maximize yields. Overall, Yala experienced growth in all sectors between 2017 and 2021, with 16.2 per cent growth overall. The agriculture sector experienced the highest degree of growth at 23.5 per cent, followed by the services sector (13.3 per cent) and the industrial sector (9.8 per cent). For the industrial sector, the three main clusters of factories are for rubber, wood products and electricity production. The main export destinations of the final products are China and Malaysia. While growth was positive at the sectoral level within the province, three economic activities experienced negative growth over the last five years, namely accommodation and food service activities (-58.0 per cent), water supply, sewerage and waste management activities (-6.8 per cent), and mining and quarrying activities (-3.2 per cent).

► Figure 4. Gross provincial product of Yala by sector, 2017–21 (billion baht)



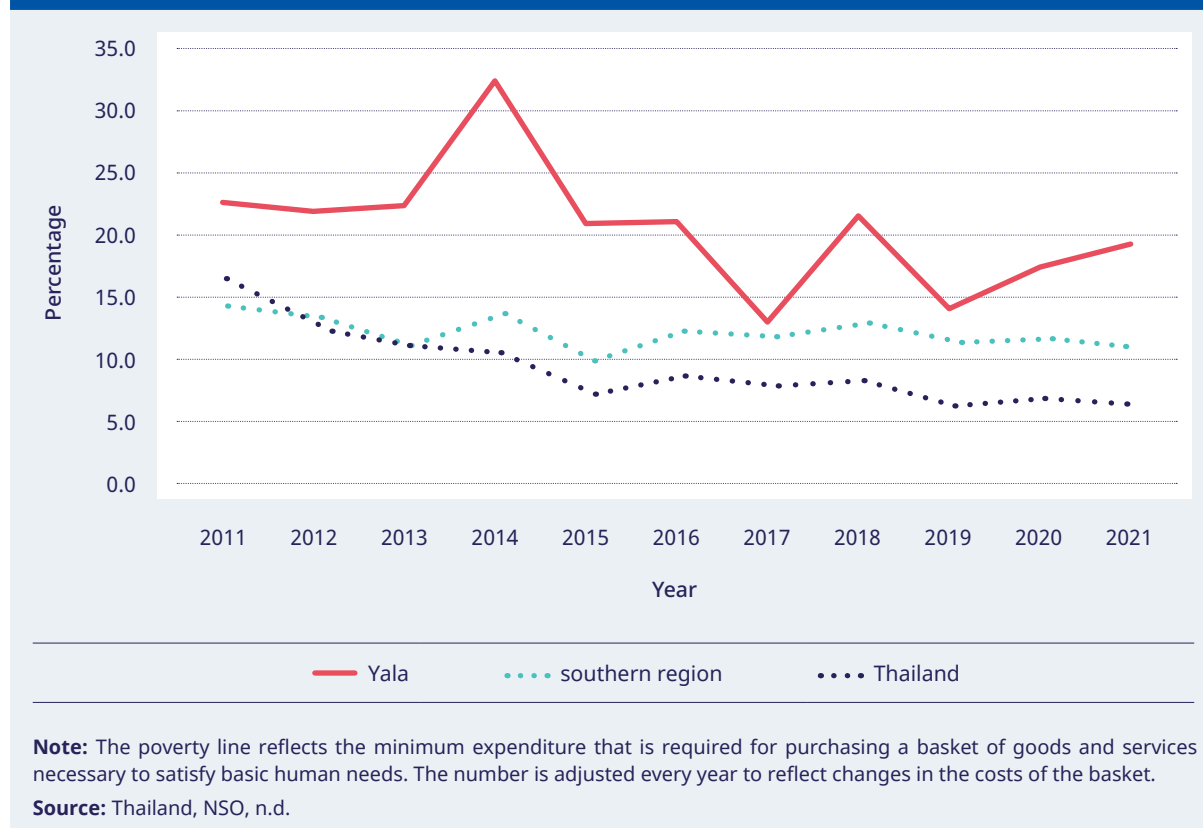
Source: Thailand, NESDC, n.d.-a.

Yala has consistently been ranked as the province with the highest proportion of people living in poverty. The GPP per capita of Yala in 2021 was 105,453 baht and the average monthly household income was 19,182 baht. As of October 2022, Yala was among the provinces with the lowest minimum wage rate, with it standing at 328 baht per day. As agriculture activities contribute a large part of the provincial income, the GPP per capita is susceptible to changes in demand for and prices of agricultural products. The main causes of poverty in the province are related to the insurgency and ineffective anti-poverty policies. Although the poverty rate had been dropping since 2014 as a result of the Government’s commitment to poverty alleviation, the COVID-19 outbreak pushed more people into poverty due to job losses and higher prices of food and other essential goods. In the last decade, the number of people in Yala living below the poverty line, measured by consumption expenditure, increased from 58,221 (13.4 per cent) in 2011 to 82,550 (17.4 per cent) in 2021.⁸ The multidimensional poverty index revealed income (42.6 per cent), education (35.8 per cent) and living standard (28.6 per cent) to be the most prominent aspects of poverty for people in Yala.⁹ The poorest districts of Yala were Krong Pinang and Bannang Sata. While, Yaha district had the smallest proportion of people living in poverty.

⁸ The poverty line of Yala was 2,473 baht per person per month in 2011 and 2,733 baht per person per month in 2021.

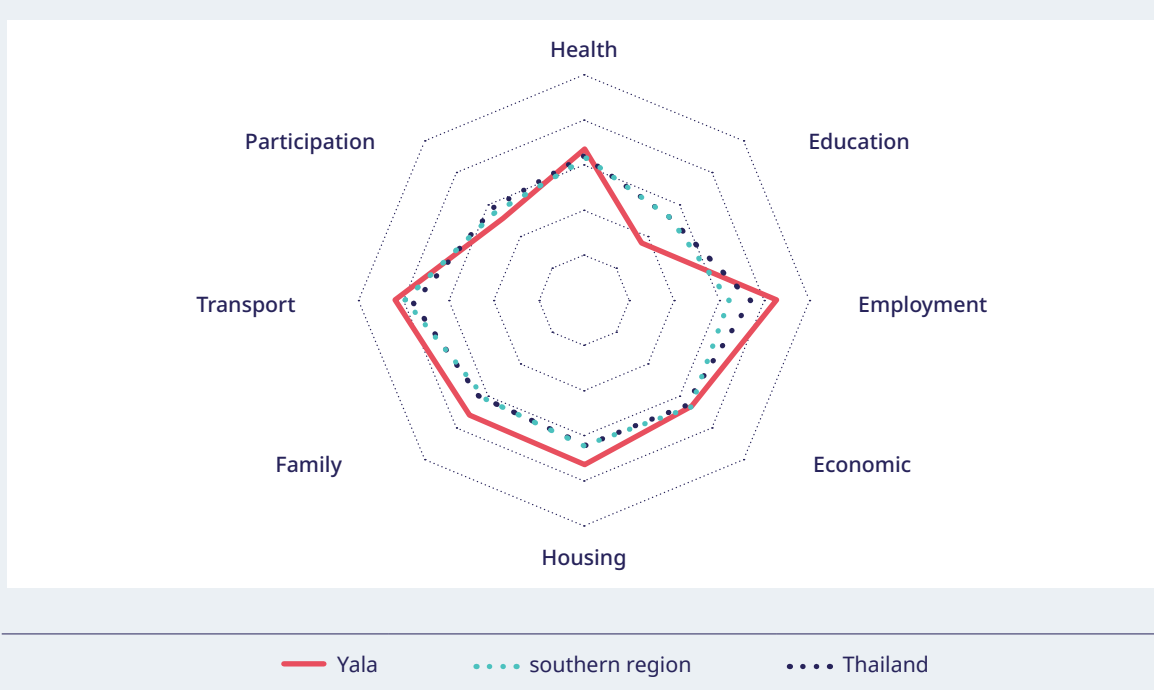
⁹ The total percentage of people suffering from the five dimensions of poverty does not add up to the 100.0 per cent as an individual may be experiencing more than one type of poverty.

► Figure 5. Population living below the poverty line in Yala in comparison to the regional and national averages, 2011–21 (%)



Education and participation are human development dimensions of concern in Yala. In 2021, the human achievement index of Yala ranked the province at 25th in Thailand, with a score of 0.7. The province performed particularly well in the employment aspect, due to a low unemployment rate, a high ratio of workers with social security, and few accidents or illness cases caused by work. The family and community aspect and the transportation aspect also had high scores but the provincial performance in education and participation were of great concern. The low scores of these two dimensions reflected the low enrolment rate in upper secondary education, the low level of appropriate development of children aged 0–5 years old, the low mean ordinary national educational test (O-NET) scores of students in secondary education, the low number of community organizations per 100,000 persons, and the low percentage of household memberships in local groups.

► Figure 6. Human achievement index of Yala in comparison to the regional and national averages, 2021

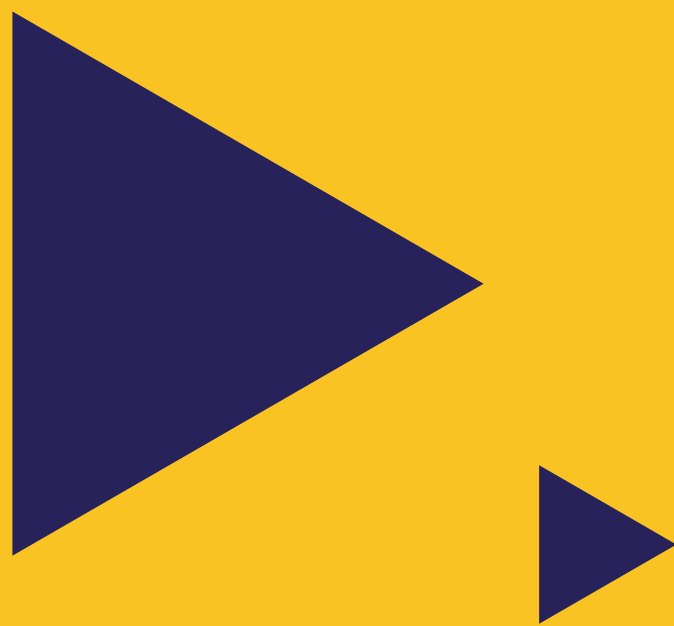


Source: Thailand, NESDC, n.d.-b.

Despite, Yala being affected by a long-running separatist insurgency, the province has several potential advantages that could make it an attractive destination for investment and development. The ethno-religious insurgency in the southern border provinces has existed for over a century and escalated in 2004. The tension has negatively impacted the community, economy, way of life, physical health and mental health of the local people. The resulting unfavourable atmosphere has diverted investors and tourists from picking Yala as a destination. Furthermore, there is a certain level of distrust between the State and the people, which has created gaps in knowledge, information, attitudes, and beliefs that have worsened the existing conflicts and brought about new social issues such as increased teen drug abuse. However, civil society networks have been growing and strengthening over the years to close the gaps between the Government and the people. Yala has great potential for future development due to its abundant natural resources, beautiful scenery, unique culture and the availability of a logistic network that connects it to other provinces and neighbouring Malaysia. Improvement of infrastructure and proper promotion and rebranding of the province away from its history of violence will promote growth of the tourism sector and related services.

▶ 3

Provincial labour markets





► 3. Provincial labour markets

In 2022, there was a total 7,754,005 people aged 15 or above living in the southern region of Thailand, 68.6 per cent of whom participated in the labour force. Slightly more than half of the regional population were employed, primarily in agriculture, forestry and fishing activities (40.9 per cent); wholesale/retail trade and motor repair activities (18.0 per cent); and accommodation and food service activities (8.6 per cent). The regional unemployment rate was 1.9 per cent, marginally higher than the national average of 1.2 per cent. A shortage of skilled labour, skill mismatch and unproductive unemployment remained as threats to the regional labour market.

3.1. Songkhla labour market

3.1.1. Demographic trends

As per the data provided by the Department of Provincial Administration (DOPA), Songkhla has a total population of over 1.4 million people, 21.3 per cent of whom are youth aged 15–29. The population in the province has grown by 8.6 per cent over the past 15 years. However, Songkhla has experienced a continuous decrease in the birth rate, which fell from 14.2 per cent in 2017 to 10.6 per cent in 2020. Although the working age population is still expanding, the size of youth population has been shrinking. With the ratio of older people aged 65 years and above standing at 12.0 per cent, Songkhla is an ageing society. The old age dependency ratio has also increased from 11.3 in 2007 to 17.1 in 2022.

► Table 1. Disaggregation of Songkhla's population by age group, 2007–22 (%)

Age group	Year			
	2007	2012	2017	2022
0–14	23.4	21.8	20.4	18.2
15–24	16.7	15.8	14.8	13.9
25–29	8.6	7.9	7.5	7.5
15–29	25.3	23.7	22.2	21.4
15–64 (working age population)	68.8	69.8	69.4	69.9
65 +	7.8	8.5	10.2	12.0
Old age dependency ratio	11.3	12.1	14.7	17.1

Source: Thailand, Ministry of Interior, Department of Provincial Administration, n.d.

3.1.2. Persons with disabilities

A total of 36,960 persons with disabilities were registered in Songkhla in 2022, approximately half of whom were 65 years old and above. Among those living with disabilities, physical disabilities (45.6 per cent) were the most common, followed by hearing or communication impairment (23.2 per cent). In addition, more than 9 per cent of the registered persons with disabilities in Songkhla were living with more than one type of disability.

► Table 2. People living with disabilities in Songkhla by type of disability, 2022

Type of disability	No. of people	Percentage
Visual impairment	1 999	5.4
Hearing or communication impairment	8 591	23.3
Physical disability	16 862	45.6
Psychiatric or behavioural disabilities	2 654	7.2
Intellectual disability	2 629	7.1
Learning disability	353	1.0
Autism	331	0.9
More than 1 type of disability	3 414	9.2
To be confirmed	127	0.3
Total	36 960	100.0

Source: Thailand, Ministry of Social Development and human Security, n.d.

3.1.3. Education and training

Songkhla is home to a diverse range of educational institutions offering opportunities for students at all levels and in a variety of fields. As of 2022, there was a total of 679 schools, 353 educational institutions under local government organizations, 16 district learning encouragement centres, 1 educational centre for persons with disabilities, 13 vocational institutions, 11 colleges and 5 universities in Songkhla. People living in Songkhla have an average of 9.8 years of education, which is higher than the national average of 8.9 years. Approximately 46.5 per cent of people in Songkhla have completed at least an upper secondary education or post-secondary non-tertiary education.

► Table 3. Education level of population aged 15 and above in Songkhla, Q3 2022 (%)

Level of education ¹	Sex		Total
	Male	Female	
Less than basic	13.1	21.4	17.4
Basic	38.4	31.7	34.9
Intermediate	31.9	20.9	26.2
Advanced	15.2	25.0	20.3
Not stated	1.4	1.0	1.2
Total	100.0	100.0	100.0

¹ Educational attainment has been categorized based on the International Standard Classification of Education (ISCED). The four categories include: (i) less than basic (less than primary education); (ii) basic (primary and lower secondary education); (iii) intermediate (upper secondary and post-secondary non-tertiary education); and (iv) advanced (short-cycle tertiary education, bachelor's, master's and doctoral or equivalent levels).

Source: Author's calculations based on ILO microdata for the Q3 2022 Thai Labour Force Survey.

Although the overall enrolment rate for upper secondary education in Songkhla is high, there are still some significant challenges that need to be addressed. About 75.9 per cent of youth aged 15–17 in Songkhla are enrolled in upper secondary education, and approximately one-third are in vocational training. The primary reasons for youth not continuing upper secondary education are family migration and poverty. The gender parity index (GPI) of upper secondary school students is 1.5.¹⁰ Although the statistics indicate that female youth have more access to upper secondary education, the trend showed a gradual movement toward balance between the sexes. However, the opposite is true for primary and lower secondary education. In the early educational stages, males have slightly more access to education than females, with a GPI of 0.93 and 0.98 in primary and lower secondary education, respectively. However, many male students drop out after their lower secondary education to find a job or help parents, especially in the agriculture sector. Although the data from the time before COVID-19 was not available for comparison, several studies have established the adverse relationship between the pandemic and upper secondary education enrolment (Smith 2021; azevedo et al. 2021).

Despite the lower rate of study in further education after completing lower secondary education in Songkhla, vocational education has been gaining popularity among youth. In 2022, the continual rate of study in higher education and vocational education for youth in Songkhla (74.4 per cent) was only slightly lower than the national average (79.3 per cent). The number of newly registered students in higher education declined by 13.3 per cent, while the new registration in vocational education rose by 13.5 per cent over the last five years. Higher education is more common among females, with a GPI of 1.8; while the opposite was true for vocational education, with a GPI of 0.8. The disparity has remained similar over the last five years.

For higher education, social science, business, and law is the most popular field of study. More than 5,000 students enrol in business, administration and law programmes each year. Comparing the number of new enrolments in 2017 and 2022, the subject areas that have experienced the highest growth are art and humanities (28.6 per cent); education (20.5 per cent); and social science, business and law (7.2 per cent). Conversely, services (-37.2 per cent); agriculture, forestry, fisheries and veterinary (-23.2 per cent); and natural science, mathematics and computing (-7.2 per cent) have received fewer new registrations. Although similar data was not available for vocational education, the total number of registrations showed that commerce and business administration (43.2 per cent) and industrial studies (41.9 per cent) accounted for the majority of Songkhla vocational students in 2022.

¹⁰ The gender parity index (GPI) measures gender equality in education by dividing the female gross enrollment ratio by the male ratio for a specific level of education. A GPI of 1 signifies perfect parity, while less than 1 shows girls being at a disadvantage and greater than 1 indicates boys being at a disadvantage.

► Figure 7. New higher education enrolments in Songkhla by subject group, 2018–22



Source: Thailand, Ministry of Higher Education, Science, Research and Innovation, n.d.-a.

The number of graduates from vocational education institutions in Songkhla is growing faster than the number of graduates from higher education institutions. From 2016 to 2019, higher education institutions and vocational education institutions in Songkhla produced an average of 19,119 graduates per year, 65.3 per cent of whom were from higher education institutions. For higher education, arts and humanities was the only subject with a clear upward trend, with annual graduate numbers growing from 936 in 2016 to 1,134 in 2019 (an increase of 21.2 per cent). Conversely, engineering, manufacturing and construction (-27.2 per cent); services (-26.0 per cent); and social science, business and law (-9.0 per cent) all experienced decreases in the number of graduates over time. In vocational education, manufacturing and construction was the subject group with the largest growth in terms of the overall number of graduates, which translated into a 21.1 per cent increase between 2016 and 2019. Another subject group in vocational education that witnessed higher numbers of graduates was information and communication technology, which saw a 64.1 per cent increase, but from a much smaller base number than that of manufacturing and construction.

► Table 4. Number of graduates from higher education and vocational education institutions in Songkhla by subject group, 2016–19

Subject group	Number of graduates			
	2016	2017	2018	2019
Higher education				
Education	1 181	1 004	1 474	1 143
Arts and humanities	936	1 018	1 098	1 134
Social science, business and law	5 011	4 931	5 362	4 558
Natural science, mathematics and computing	1 247	1 316	1 589	1 242
Engineering, manufacturing and construction	2 377	2 009	1 846	1 731
Agriculture, forestry, fisheries and veterinary	499	551	393	336
Health and welfare	1 096	1 100	1 173	992
Services	465	443	301	344
Total	12 812	12 372	13 236	11 480
Vocational education				
Agriculture	67	75	86	82
Fisheries	107	121	103	124
Manufacturing and construction	2 565	2 736	2 873	3 106
Business and administration	3 276	3 103	2 659	3 272
Information and communication technology	78	83	98	128
Tourism	276	259	112	245
Home economics	110	141	6	186
Fine arts	48	39	23	57
Total	6 527	6 557	5 960	7 200

Source: Thailand, Ministry of Higher Education, Science, Research and Innovation, n.d.-b.

District learning encouragement centres provide free education opportunities for people living in Songkhla, but the centres are facing challenges that include declining interest, lack of responsive curricula, and the vulnerability of many of their students, who often come from disadvantaged backgrounds. The institutions offered several programmes, including literacy, vocational skills and social studies. However since 2017, district learning encouragement centres in Songkhla have been receiving less interest and decreased new enrolments. In the second semester of academic year 2022 (November 2022 – March 2023), there were a total of 14,041 students aged 15–29 registered with district learning encouragement centres in Songkhla. Although the institutions have career development courses, the target group of these courses were older adults. Therefore, youth are only able to register for the career courses if there are extra seats available. Furthermore, the district learning encouragement centres have also worked with the Songkhla Institute for Skill Development in the past. However, this collaboration faced challenges because the students had difficulties with the long training period involved, which interfered with their working hours, and the long travel distance to the training centre. Many students in non-formal and informal education are from skipped-generation households and had limitations in the distance they could travel.

► Table 5. Number of students aged 15–29 in non-formal and informal education in Songkhla by district and sex, 2022

District	Male	Female	Total
Mueang Songkhla	1 522	421	1 943
Sathing Phra	310	131	441
Chana	869	488	1 357
Na Thawi	691	260	951
Thepha	1 002	295	1 297
Saba Yoi	702	297	999
Ranot	457	188	645
Krasae Sin	124	51	175
Rattaphum	490	262	752
Sadao	367	287	654
Hat Yai	1 888	928	2 816
Na Mom	142	79	221
Khuan Niang	87	60	147
Bang Klam	387	179	566
Singhanakhon	437	219	656
Khlong Hoi Khong	342	79	421
Total	9 817	4 224	14 041

Source: Data provided directly by Songkhla Office of Learning Encouragement.

The education system in Songkhla is generally of high quality, but there are some disparities in access and quality between different youth groups and districts. In general, the educational institutions in Songkhla meet quality standards and cover from early childhood education to doctoral or equivalent level. The availability and quality of the education system makes Songkhla an educational centre of the southern region. However, inequality has remained an issue, particularly in the four border districts, which have an inadequate number of teachers, including non-specialized teachers, and difficulties for students to attend school due to health and safety reasons. Furthermore, parents also have negative perceptions regarding the quality of the technical and vocational education, resulting in that pathway having a relatively low level of popularity.

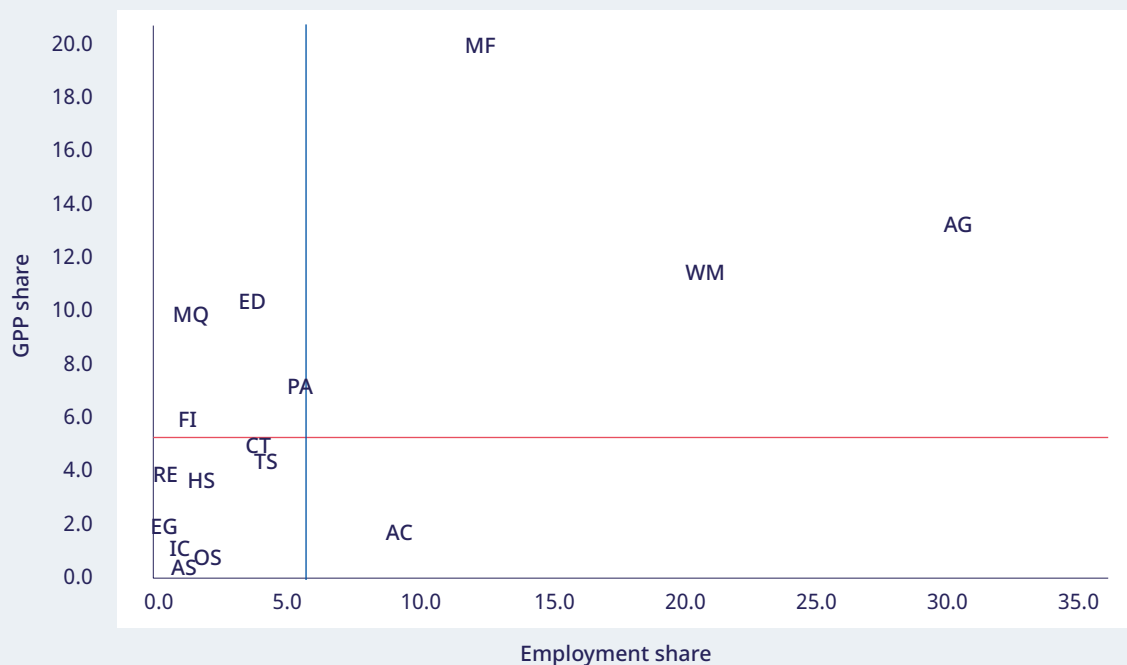
3.1.4. Employment situation

The economic sectors in Songkhla can be divided into four quadrants, each with its own unique characteristics and potential for growth. The GPP and employment share of each economic activity is mapped in figure 8 below. The horizontal line marks the average GPP share, while the vertical line indicates the average employment share. Figure 8 aims to classify and group economic sectors according to their contribution to the provincial economy and labour market. The economic sectors in the upper-right quadrant are employment-rich and contribute large amounts to the GPP. These activities are the economic and employment engines of the province. The upper-left quadrant compiles economic activities that have a high GPP share but relatively low employment, meaning these are high income but low labour intensity activities. Labour looking to enter in these activities may need upskilling and reskilling training to meet the labour demand. Contrastingly, the economic activities that located in the lower right quadrant contribute relatively less to GPP but employ large

numbers of workers. Innovations and new technologies could be invested to enhance the productivity of these sectors, and hence, the earnings of the workers. Lastly, the lower left quadrant of the figure is where economic activities with a low GPP share and a low employment share are located. These activities could have potential but are currently not strengths of the province.

The economic activities in Songkhla are diverse, but manufacturing, agricultural and trade activities were the main economic and employment engines of the province. According to Q3 2021 data, the important economic activities of Songkhla with both a high GPP share and employment share are manufacturing; agriculture, forestry and fishing; and wholesale/retail trade and motor repair. Accommodation and food service activities in Songkhla are also an employment-rich sector, but its GPP share is relatively low. Conversely, mining and quarrying and financial and insurance activities contribute a large proportion of GPP, but they employ relatively few workers.

► Figure 8. Share of GPP and employment in Songkhla, Q3 2021 (%)



AG = Agriculture, forestry and fishing	FI = Financial and insurance activities
MQ = Mining and quarrying	RE = Real estate activities
MF = Manufacturing	PS = Professional, scientific and technical activities
EG = Electricity, gas, steam and air conditioning supply	AS = Administrative and support service activities
WS = Water supply, sewerage, waste management and remediation activities	PA = Public administration, defence and compulsory social security
CT = Construction	ED = Education
WM = Wholesale and retail trade and repair of motor vehicles and motorcycle	HS = Human health and social work activities
TS = Transportation and storage	AE = Arts, entertainment and recreation
AC = Accommodation and food service activities	OS = Other service activities
IC = Information and communication	

Note: The red line marks the average GPP share, while the blue line indicates the average employment share. Water supply and waste management activities, professional, scientific, and technical activities, and arts, entertainment and recreation activities accounted for less than 1.0 per cent of total GPP and employment, and thus, they were removed from the figure to improve readability.

Source: Author's calculations based on ILO microdata for Q3 2021 Thai Labour Force Surveys and data from Thailand, NESDC, n.d.-a.

Labour productivity growth in Songkhla was uneven between 2017 and 2021, with some sectors experiencing significant increases while others saw significant decreases. Labour productivity is an important economic indicator that measures the total output produced per unit of labour. It provides general information about the efficiency and quality of human capital. Between 2017 and 2021, professional, scientific and technical activities (337.3 per cent) and arts, entertainment and recreation (136.2 per cent) showed the highest growth in labour productivity. The big productivity increases in these economic activities were due to the continuous expansion of the output produced of the sectors, despite reductions in employment. On the other hand, the economic activities that had the largest decrease in the labour productivity growth were administrative and support service activities (-35.5 per cent), accommodation and food service activities (-33.1 per cent), and financial and insurance activities (-32.2 per cent).

The employment elasticity of different economic activities in Songkhla varied significantly between 2017 and 2021, with some sectors being very responsive to changes in output value while others were not. The employment elasticity reflects the sensitivity of employment to variations in output. A greater employment elasticity value indicates that a small change in output value is likely to result in a larger change in employment. While employment elasticity that is closer to 1 suggests low responsiveness of employment to changes in output value. Considering the economic changes between 2017 and 2021, the economic activity that was the most responsive to adjustments in the output values was water supply and remediation activities (42.2). The number of employments in the economic activity changed greatly for small alternations in the output value. Some activities in the services sector demonstrated negative employment elasticity, including, education (-18.8), arts, entertainment and recreation (-0.8), wholesale/retail trade and motor repair (-0.7), professional, scientific and technical activities (-0.6), other service activities (-0.6), and human health and social work activities (-0.6). The number of employments in these sectors moved in the opposite direction of the changes in the output value.

► **Table 6. Productivity growth and employment elasticity in Songkhla by sector, 2017–21 (%)**

Economic activity	Productivity growth	Employment elasticity
Agriculture	2.6	0.4
Agriculture, forestry and fishing	2.6	0.4
Industrial	9.1	0.6
Mining and quarrying	-8.2	0.6
Manufacturing	2.5	0.9
Electricity, gas, steam and air conditioning supply	93.6	0.4
Water supply, sewerage, waste management and remediation activities	-18.5	42.2
Services	6.2	10.3
Construction	-0.1	1.0
Wholesale and retail trade and repair of motor vehicles and motorcycle	-20.3	-0.7
Transportation and storage	-24.7	0.0
Accommodation and food service activities	-33.1	2.3
Information and communication	-28.1	0.4
Financial and insurance activities	-32.2	0.1
Real estate activities	17.6	13.7

Economic activity	Productivity growth	Employment elasticity
Professional, scientific and technical activities	337.3	-0.6
Administrative and support service activities	-35.5	3.4
Public administration, defence and compulsory social security	-10.5	0.4
Education	60.5	-18.8
Human health and social work activities	73.7	-0.6
Arts, entertainment and recreation	136.2	-0.8
Other service activities	41.4	-0.6
Whole provincial economy¹	3.8	0.0

– = nil.

¹ The productivity growth and employment elasticity of the whole provincial economy are not the sums of the sectors. Productivity growth is the change in the output value produced by one worker, while employment elasticity measures changes in the number of employees in response to changes in output value.

Source: Author's calculations based on ILO microdata for Thai Labour Force Surveys 2017–21.

The skill level required in occupations in Songkhla is shifting towards high-skill jobs, with female workers being the main beneficiaries of this trend. The structure of the skill level required in occupations in Songkhla shifted over the period from 2018 to 2022 with an overall increase in high-skill jobs and a decrease in medium-skill jobs. The high percentage increases in high-skill jobs were driven by expanded employment of female workers. This trend could partly be explained by the higher educational attainment of females in the province. In general, the highest increases in number of employments were witnessed in low-skill industrial jobs, high-skill industrial jobs, and high-skill services jobs. While the greatest reductions occurred in low-skill agricultural and services jobs.

► **Table 7. Changes in occupational skill level in Songkhla by sector, 2018 versus 2022**

Sector	Occupation (Skill level)	Share in employment			Change in number of employments		
		2018 (%)	2022 (%)	Change (pp)	Male (%)	Female (%)	Total (%)
Agriculture	Low	2.3	1.4	-0.9	-47.0	-19.3	-37.0
	Medium	30.6	29.5	-1.1	3.5	-5.9	-0.6
	High	–	–	–	-100.0	–	-100.0
Industrial	Low	4.4	7.4	3.0	79.6	65.5	72.1
	Medium	12.5	11.9	-0.7	-1.9	-3.4	-2.4
	High	2.0	2.6	0.6	13.3	99.9	34.0
Services	Low	4.9	3.7	-1.1	-35.2	-6.6	-21.3
	Medium	33.7	21.6	-2.0	0.9	-6.5	-3.1
	High	9.6	11.8	2.3	-16.8	62.0	27.3

– = nil; pp = percentage points.

Source: Author's calculations based on ILO microdata for the 2018 and 2022 Thai Labour Force Surveys.

3.1.5. Job vacancies

The job market in Songkhla is dynamic, with manufacturing activities being the main source of employment vacancies most of the time. Despite the number of open positions fluctuating throughout the years, Songkhla had an average of 1,001 job vacancies registered with the provincial employment office in each quarter between Q1 2020 and Q1 2023. Although the annual job vacancy rate had been declining including in 2020 and 2021 due to the COVID-19 outbreak, the number of vacant positions bounced back to reach its peak in the first quarter of 2023. The sectors that had the highest numbers of job vacancies during the period from Q1 2020 and Q1 2023 were manufacturing activities and wholesale/retail trade and motor repair activities, with 474 and 269 registered open positions on average per quarter, respectively. However, the economic activities that had the highest growth in vacancies during the period were accommodation and food service activities (1,141.4 per cent), real estate activities (1,105.3 per cent) and other service activities (1,050.0 per cent). The only sector that experienced a reduction in opening vacancies was public administration and defence (-79.4 per cent), with vacancies determined by government spending and public policies. However, the information should be interpreted with caution, as the numbers were based solely on the job database from the Department of Employment. With multiple recruitment channels available, many employers choose to not work with this government department to hire new workers.

► Figure 9. Number of job vacancies in Songkhla by economic activity, Q1 2020 – Q1 2023



Note: The figure shows the five economic activities that had the highest numbers of job vacancies during the period. All other economic activities were categorized as “Others”.

Source: Author’s calculations based on Thailand, Department of Employment, Labour Market Information Administration Division. n.d.

3.2. Yala labour market

3.2.1. Demographic trends

According to DOPA, Yala had a total population of 541,722 in 2022, 24.8 per cent of whom were youth aged 15–29. Although the population size grew by 16.9 per cent over the last 15 years, the birth rate has been dropping since 2021. The newborn population of Yala decreased by 10.1 per cent between 2007 and 2022, while the number of older people aged 65 and above jumped by 48.9 per cent from 32,350 to 48,173 over the same period. Although Yala had a relatively low old-age dependency ratio compared to that of Songkhla, the province is also an ageing society and experiencing a growing elderly population.

► **Table 8. Disaggregation of Yala's population by age group, 2007–22 (%)**

Age group	Year			
	2007	2012	2017	2022
0–14	29.3	27.4	26.2	24.8
15–24	18.0	18.5	17.5	16.2
25–29	8.6	7.9	7.5	7.5
15–29	25.9	26.5	25.9	24.8
15–64 (working age population)	67.7	65.6	65.6	66.3
65 +	7.0	7.0	8.2	8.9
Old age dependency ratio	11.0	10.7	12.6	13.4

Source: Thailand, Ministry of Interior, Department of Provincial Administration, n.a.

3.2.2. Persons with disabilities

Yala has a significant population of persons with disabilities. As of June 2022, Yala had a total of 14,236 registered persons with disabilities. Of these, 36.0 per cent were aged 60 years or above. Among the province's disabled population, the most common types of disabilities were physical disabilities (46.1 per cent), hearing or communication impairment (15.2 per cent), and psychiatric or behavioural disabilities (12.1 per cent). Furthermore, 7.0 per cent of disabled persons in Yala are living with more than one type of disability. Most persons with disabilities in Yala lived in Yala City, Raman district and Yaha district. Since 1996, the Empowerment for Person with Disabilities Fund has supported 3,475 people with disabilities and their families.

► **Table 9. People living with disabilities in Yala by type of disability, 2022**

Type of disability	No. of people	Percentage
Visual impairment	1 019	7.2
Hearing or communication impairment	2 158	15.2
Physical disability	6 563	46.1
Psychiatric or behavioural disabilities	1 727	12.1
Intellectual disability	1 535	10.8
Learning disability	132	0.9
Autism	103	0.7
More than one type of disability	993	7.0
To be confirmed	6	0.0
Total	14 236	100.0

Source: Thailand, Ministry of Social Development and human Security, n.d.

3.2.3. Education and training

Yala has a diverse educational system. As of 2022, Yala had a total of 500 educational institutions, comprising 334 schools, 147 educational institutions under local government organization, 9 district learning encouragement centres, 1 educational centre for persons with disabilities, 2 vocational institutions, 5 colleges and 2 universities. Approximately 32.3 per cent of people in Yala have completed at least an upper secondary education or post-secondary non-tertiary education.

► **Table 10. Education level of population aged 15 and above in Yala by sex, Q3 2022 (%)**

Level of education ¹	Sex		
	Male	Female	Total
Less than basic	20.4	27.8	24.3
Basic	48.4	38.8	43.3
Intermediate	21.5	18.4	19.9
Advanced	9.6	15.0	12.4
Not stated	0.1	–	0.1
Total	100.0	100.0	100.0

– = nil. ¹Educational attainment has been categorized based on the International Standard Classification of Education (ISCED). The four categories include: (i) less than basic (less than primary education); (ii) basic (primary and lower secondary education); (iii) intermediate (upper secondary and post-secondary non-tertiary education); and (iv) advanced (short-cycle tertiary education, bachelor's, master's and doctoral or equivalent levels).

Source: Author's calculations based on ILO microdata for the Q3 2022 Thai Labour Force Survey.

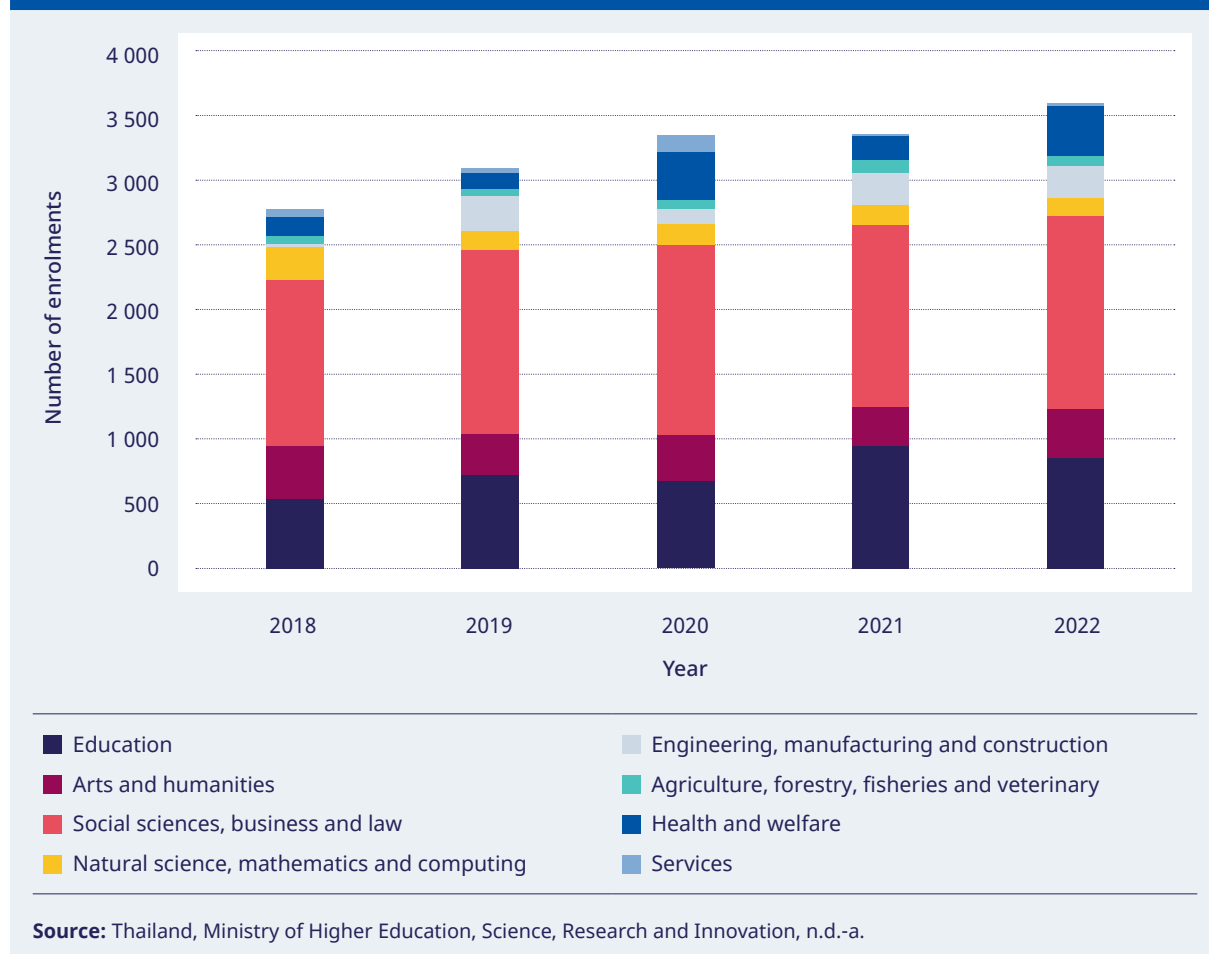
Education in Yala is a complicated issue with a long history, and much work remains to improve educational outcomes for all youth in the province. In 2022, there were a total of 18,502 students in upper secondary education, 14.1 per cent of whom were in vocational education. The upper secondary education enrolment rate of youth aged 15–17 in Yala was 69.2 per cent. Although the latest data from 2022 was not available, the GPI in 2018 was 2.0. Almost twice the number of female youths were enrolled in upper secondary education, compared to male youth of the same age. The constituents explained that many young males prefer to dropout and practice religion after graduating from lower secondary education. However, the low educational participation rate of youth in Yala is a complex issue that also relates to multiple factors including a lack of trust in the Government and the insurgency in the region. Education has been a dimension of concern in the development of the province, with the scores of Yala students on national examinations being below the mean.¹¹ In general, people in Yala aged 15 years and older have an average of 8.7 years of education.

Although the proportion of young people in Yala who pursue further study after completing lower secondary education is low, the province has witnessed significant progress in increasing the number of young people enrolled in higher education. Yala experienced a 29.4 percentage point growth in the number of new higher education enrolments between 2017 and 2021, with the continuation rate of studying in higher education or vocational education among young people aged 15–17 years old standing at 69.2 per cent in 2022. Although this is admittedly still lower than the 74.4 per cent seen in Songkhla and the 79.3 per cent national average. The latest published data (2018) showed that the number of female students enrolled in higher and vocational education was almost double that of male students, particularly in higher education, which had a GPI of 2.8.

11 In 2021, the percentages of the upper secondary education students in Yala who passed the 50 points mark were 8.3 per cent for Thai, 1.8 for mathematics, 1.1 for English, 0.7 for social studies and 1.4 for natural science. While the national averages were 37.7 per cent for Thai, 9.9 for mathematics, 10.6 for English, 6.1 for social studies, and 9.4 for natural science. In the meantime, students in Songkhla outperformed the national average with relatively high percentages of students who passed the 50 points mark (Thai = 53.4, mathematics = 18.8, English = 19.1, social studies = 13.1, and natural science = 17.1).

The most popular programme of higher education in Yala is social science, business and law; almost half (43.6 per cent) of the new student enrolment between 2017 and 2022 was in this subject group. In addition, engineering, manufacturing and construction (764.3 per cent) and health and welfare (160.8 per cent) experienced the greatest growth over the same period. Conversely, services (-64.5 per cent) and natural science, mathematics and computing (-43.0 per cent) had the largest drop in new registered enrolments over the period. Although similar data was not available for the vocational education, the total number of registrations in 2022 showed that commerce and business administration (47.0 per cent) and industrial studies (44.3 per cent) accounted for the majority of Yala vocational students.

► Figure 10. New higher education enrolments in Yala by subject group, 2017–21



The number of graduates from higher education and vocational education increased between 2016 and 2019. Over that period, the higher education and vocational education institutions in Yala produced 15,839 graduates, 58.0 per cent of whom were from the higher education institutions. However, the annual number of graduates from vocational education institutions grew by 47.3 per cent over the four-year period, while their annual graduation numbers for higher education institutions only grew by 29.1 per cent. Regarding higher education graduates, the number of those who graduated with a degree in natural science, mathematics and computing almost doubled between 2016 and 2019; while agriculture, forestry, fisheries and veterinary programmes had the greatest drop (-57.5 per cent) in number of graduates over the same period. For vocational education, all programmes witnessed a continual increase in the annual number of graduates between 2016 and 2019. The programmes that had the highest growth were home economics (86.1 per cent) and business and administration (66.6 per cent). Enrolment in information and communication technology vocational education programmes only began in 2018, and hence, they have no graduates between 2016 and 2019.

► Table 11. Number of graduates from higher education and vocational education institutions in Yala by subject group, 2016–19

Subject group	Number of graduates			
	2016	2017	2018	2019
Higher education				
Education	374	598	564	544
Arts and humanities	218	258	239	215
Social science, business and law	740	957	927	1 022
Natural science, mathematics and computing	222	273	391	442
Engineering, manufacturing and construction	36	32	27	23
Agriculture, forestry, fisheries and veterinary	146	54	45	62
Health and welfare	123	271	98	87
Services	29	97	34	43
Total	1 888	2 540	2 325	2 438
Vocational education				
Manufacturing and construction	624	636	745	784
Business and administration	574	896	936	956
Home economics	72	98	118	134
Tourism	16	20	19	20
Information and communication technology	n/a	n/a	n/a	n/a
Total	1 286	1 650	1 818	1 894

n/a = not applicable.

Source: Thailand, Ministry of Higher Education, Science, Research and Innovation, n.d.-b.

The district learning encouragement centres in Yala are working to improve their programmes to meet the needs of the labour market, but the limited human capital within the centres represents a major challenge. The district learning encouragement centres in Yala provided educational opportunities to 8,678 youth aged 15–29 in 2022. Although the programmes were tuition-free, the number of annual graduates from the basic educational programmes dropped by 36.1 per cent between 2017 and 2021. The province’s district learning encouragement centres have been working to improve their programmes to be more responsive to the demands of the labour market. However, the lack of specialist teachers has been hindering the process.

► Table 12. Number of students aged 15–29 in non-formal and informal education in Yala by district and sex, 2022

District	Male	Female	Total
Mueang Yala	1 018	562	1 580
Betong	513	273	786
Bannang Sata	976	328	1 304
Than To	362	142	504
Yaha	703	432	1 135
Raman	1 607	448	2 055
Kabang	403	212	615
Krong Pinang	177	522	699
Total	5 759	2 919	8 678

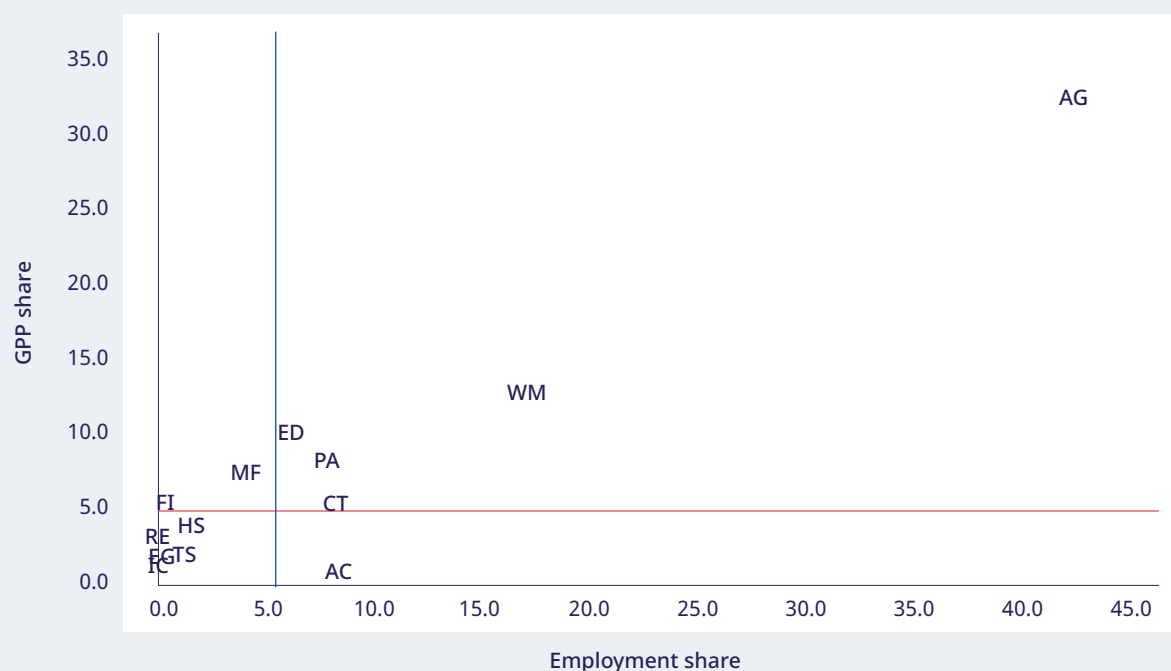
Source: Data provided directly by Yala Office of Learning Encouragement.

The lack of quality education is a major challenge in Yala, and the ongoing ethno-religious insurgency is exacerbating the issues around quality, availability and accessibility of education in the province. Although the majority of the working-age population in Yala has basic literacy skills, the continual rate of studying for an upper secondary education, higher education and vocational education is lower than the national average. Many youth in Yala, particularly young men, prefer to study religion rather than vocational and technical skills.

3.2.4. Employment situation

There is a need to diversify the economy of Yala and create jobs in more sectors. In Q3 2021, the economic outputs and employments in Yala were mainly driven by activities related to agriculture, forestry and fishing and wholesale/retail trade and motor repair. These two types of economic activity contributed 46.6 per cent of GPP and 59.3 per cent of provincial employment in Q3 2021. Educational activities, public administration and defence activities, manufacturing activities, financial and insurance activities, and construction activities also contributed considerably to the GPP, but accounted for much lower shares of employment. Output and employment in educational activities and public administration and defence activities were primarily determined by government expenditures and policies.

► Figure 11. Share of GPP and employment in Yala, Q3 2021 (%)



AG = Agriculture, forestry and fishing	FI = Financial and insurance activities
MQ = Mining and quarrying	RE = Real estate activities
MF = Manufacturing	PS = Professional, scientific and technical activities
EG = Electricity, gas, steam and air conditioning supply	AS = Administrative and support service activities
WS = Water supply, sewerage, waste management and remediation activities	PA = Public administration, defence and compulsory social security
CT = Construction	ED = Education
WM = Wholesale and retail trade and repair of motor vehicles and motorcycle	HS = Human health and social work activities
TS = Transportation and storage	AE = Arts, entertainment and recreation
AC = Accommodation and food service activities	OS = Other service activities
IC = Information and communication	

Note: The red line marks the average GPP share, while the blue line indicates the average employment share. The economic activities that contributed only a small amount of the GPP and employment were removed from the figure to improve readability. The economic activities not shown in the figure include: mining and quarrying activities; water supply and waste management activities; professional, scientific and technical activities; administrative and support service activities; and arts, entertainment and recreation activities.

Source: Author's calculations based on ILO microdata for Q3 2021 Thai Labour Force Surveys and data from Thailand, NESDC, n.d.-a.

Labour productivity growth in Yala has been unequal among economic activities, with the power sector experiencing the most significant growth in recent years. During the period from 2017 to 2021, the economic activities that experienced the highest growth in labour productivity were electricity, gas, steam and air conditioning supply (295.4 per cent); financial and insurance activities (156.1 per cent); other services activities (141.5 per cent); and transportation and storage activities (106.3 per cent). The productivity growth in these sectors was due to continual increases in output production and reductions in employment. For example, the output production of the electricity, gas, steam and air conditioning sector supply grew by 60.3 per cent, but the number of employments decreased by 59.5 per cent. Power producers, such as the Electricity Generating

Authority of Thailand, have been limiting their recruitment since 2018, aiming to increase the agility of the company and to enhance its ability to cope in the face of disruptive technological development. The economic activities that experienced positive productivity growth with an expanded output production and employment were information and communication activities (15.1 per cent) and wholesale/retail trade and motor repair (12.8 per cent). Accommodation and food service activities and administrative and support service activities had the biggest decreases in labour productivity, at -68.7 and -60.1 per cent, respectively.

Wholesale/retail trade and motor repair and agricultural activities were the most sensitive in terms of changes in employment numbers relative to changes in output produced. Wholesale/retail trade and motor repair employment was the most responsive to changes in output produced, with value growth of 3.2 per cent between 2017 and 2022 leading to a 3.4 per cent increase in the number of employments in these activities. Conversely, employments in agricultural activities were also sensitive to changes in output, but in a negative way, with rises in output produced by the sector coming with declines in employment.

► Table 13. Productivity growth and employment elasticity by sector in Yala, 2017–21 (%)

Economic activities	Productivity growth	Employment elasticity
Agriculture	32.2	-3.5
Agriculture, forestry and fishing	32.2	-3.5
Industrial	45.0	-0.4
Mining and quarrying	n/a	n/a
Manufacturing	37.0	-0.2
Electricity, gas, steam and air conditioning supply	295.4	-1.0
Water supply, sewerage, waste management and remediation activities	n/a	n/a
Services	8.7	3.1
Construction	-7.2	0.7
Wholesale and retail trade and repair of motor vehicles and motorcycle	12.8	4.8
Transportation and storage	106.3	-2.1
Accommodation and food service activities	-68.7	-1.7
Information and communication	15.1	2.0
Financial and insurance activities	156.1	-0.1
Real estate activities	n/a	n/a
Professional, scientific and technical activities	n/a	n/a
Administrative and support service activities	-60.1	0.0
Public administration, defence and compulsory social security	46.5	-0.5
Education	-8.9	0.4
Human health and social work activities	46.9	-1.5
Arts, entertainment and recreation	n/a	n/a
Other service activities	141.5	-1.5
Whole provincial economy	20.9	-4.1

Note: The productive growth and employment elasticity of mining and quarrying activities, water supply and waste management activities, real estate activities, professional, scientific and technical activities, and arts, entertainment and recreation activities were not available due to the incomplete raw data on employment.

Source: Author's calculations based on ILO microdata for Thai Labour Force Surveys 2017–21.

Between 2018 and 2022 the distribution of employment in Yala shifted slightly, with the services sector taking an increasing share of total employment, while the employment shares of the agricultural and industrial sectors both shrank. During that period, the number of low-skilled male workers greatly increased in the agriculture and industrial sectors, while there were negative or no changes in the number of female workers in the two sectors. In other words, the increases in the share of employment found in low-skilled jobs in the agriculture and industrial sectors were directly related to male workers, while the reduction in the employment share of medium-skilled jobs in both sectors were more associated with the female workers. However, the number of female workers in the services sector increased almost equally across all skill levels.

► Table 14. Changes in occupational skill level in Yala by sector, 2018 versus 2022 (%)

Sector	Occupation (Skill level)	Share in employment			Percentage change in number of employments		
		2018 (%)	2022 (%)	Change (pp)	Male (%)	Female (%)	Total (%)
Agriculture	Low	0.9	1.7	0.8	111.3	0.0	111.3
	Medium	44.6	40.6	-4.0	8.1	-11.3	-0.9
	High	-	-	-	-	-	-
Industrial	Low	0.2	1.1	0.9	294.9	0.0	396.7
	Medium	13.3	10.9	-2.4	-2.8	-35.4	-10.8
	High	0.6	0.8	0.1	71.4	-100.0	31.8
Services	Low	5.2	3.9	-1.3	-29.6	33.2	-17.4
	Medium	24.7	30.6	5.9	34.4	36.0	35.2
	High	10.5	10.4	-0.1	-16.6	32.1	8.2

- = nil; pp = percentage points.

Source: Author's calculations based on ILO microdata for the 2018 and 2022 Thai Labour Force Surveys.

3.2.5. Job vacancies

The number of job vacancies in Yala was limited, with the agriculture sector accounting for approximately half of all vacancies. Yala had an average of 444 job vacancies registered with the provincial employment office in each quarter between Q1 2020 and Q1 2023. Following the outbreak of the COVID-19 pandemic, the number of vacant positions in each quarter fluctuated between 151 and 692 over 2020–22, but the number spiked in early 2023, reaching a new peak of 1,133 in the first quarter. In general, about half of the reported job vacancies in Yala between Q1 2020 and Q1 2023 were in the agriculture sector. The economic activities that had the highest percentage increases in job vacancies over the period were information and communication (633.3 per cent), wholesale/retail trade and motor repair (520.8 per cent), and transportation and storage (384.9 per cent); while financial and insurance activities (-92.6 per cent) had the greatest percentage drop in job vacancies.

► Figure 12. Number of job vacancies in Yala by economic activity, Q1 2020 – Q1 2023



Note: The figure shows the five economic activities that had the highest numbers of job vacancies during the period. All other economic activities were categorized as "Others".

Source: Author's calculations based on Thailand, Department of Employment, Labour Market Information Administration Division. n.d.

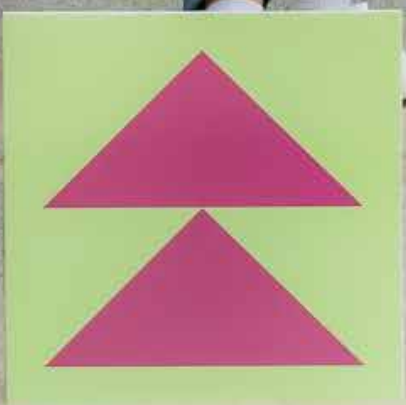


สร้างคุณค่าให้สังคม

สร้างคุณค่าให้สังคม

สนับสนุน
ด้วยพลัง

จ้าง

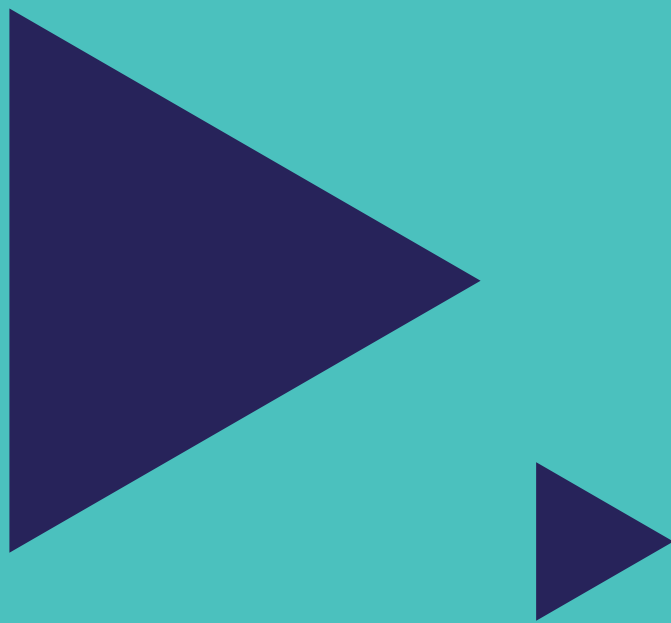


ยะลา

A group of students at the ILO-supported career fair in Yala, Thailand, 11/2023. © Sansara Management Co., Ltd./ILO

▶4

Youth labour market situations





A young man attentively listening to a career guidance session at the ILO-supported event in Yala, Thailand, 11/2023. © Sansara Management Co., Ltd./ILO

► 4. Youth labour market situations

4.1. Songkhla youth labour market situation

4.1.1. Youth labour market overview

According to the Thai Labour Force Survey Q3 2022, Songkhla has a total of 373,677 youth aged between 15 and 29 years. The labour force participation rate of the youth group (53.6 per cent) was significantly lower than that of the adult group (ages 30–64), which stood at 83.6 per cent. Fewer females aged 15–24 were engaged in economic activities, but if they were, they were more likely to be unemployed than young males. Higher percentages of young male workers were also engaged in informal employment. Furthermore, the unemployment rates of female youth aged 15–19 and 20–24 were significantly higher than those of males in those age groups. In addition, female youth were more likely to be NEETs than males.

► Table 15. Summary of the youth labour market situation in Songkhla by age cohort and sex, Q3 2022

	Ages 15–19			Ages 20–24		
	Male	Female	Total	Male	Female	Total
Youth population	59 418	58 041	117 459	63 642	63 789	127 431
Labour force participation rate	16.0%	10.0%	13.0%	55.4%	49.1%	52.3%
Employment-to-population ratio	16.0%	7.8%	11.9%	54.5%	44.0%	49.3%
Informal employment	56.2%	17.2%	43.6%	39.7%	35.1%	37.6%
Unemployment rate	0.0%	22.0%	8.4%	1.6%	10.3%	5.7%
NEET rate	5.1%	7.4%	6.2%	10.0%	15.9%	12.9%
	Ages 25–29			Youth (15–29)		
	Male	Female	Total	Male	Female	Total
Youth population	64 692	64 095	128 787	187 752	185 925	373 677
Labour force participation rate	91.5%	92.4%	92.0%	55.4%	51.8%	53.6%
Employment-to-population ratio	89.0%	90.9%	90.0%	54.2%	48.9%	51.6%
Informal employment	48.2%	29.3%	38.7%	46.0%	30.5%	38.7%
Unemployment rate	2.8%	1.6%	2.2%	2.1%	5.6%	3.8%
NEET rate	n/a	n/a	n/a	7.6%	11.8%	9.7%

n/a = data not available.

Source: Author's calculations from the ILO microdata of Q3 2022 Thai Labour Force Survey.

4.1.2. Youth employment

The employment structure of youth in Songkhla gradually becomes more diverse as youth workers age. In Q3 2022, the Thai Labour Force Survey reported that 192,681 young individuals in Songkhla were employed. The youth employment-to-population ratio was 51.6, while the adult employment-to-population ratio was 85.0. Agriculture, forestry and fishing activities were the main employment sources for young males aged 15–19; while female youth of the same age primarily worked in accommodation and food service activities. The structure of employment by economic activities gradually changed as young workers age. Young males in Songkhla were less likely to be in the agriculture sector and more inclined to work in manufacturing activities as they got older. In the meantime, the employment activities of young women also became more varied among the older youth age cohorts. Wholesale/retail trade and motor repair activities gain prominence as the main jobs for Songkhla female youth as their ages increase. Across all youth age cohorts, males in Songkhla were primarily employed as skilled agricultural and trade workers; while female youth moved away from clerical, service and sales worker roles to hold more positions as managers, professionals and technicians. These tendencies were also reflected in the development of occupational skill levels, where there was less progress for male youth than female youth. This may relate to the fact that female youth in Songkhla are more likely than males to have completed an upper secondary education or higher education degree, as noted in section 3.1.3 above. Lastly, more than half of Songkhla youth were employees; while none were employers.

► Table 16. Youth employment distribution in Songkhla by economic activity, age cohort and sex, Q3 2022 (%)

	Ages 15–19			Ages 20–24			Ages 25–29			Youth (15–29)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Economic activities												
Agricultural sector	64.1	17.2	49.0	36.3	20.5	29.2	30.1	13.9	22.0	35.4	16.1	26.3
Agriculture, forestry and fishing	64.1	17.2	49.0	36.3	20.5	29.2	30.1	13.9	22.0	35.4	16.1	26.3
Industrial sector	13.5	20.0	15.6	25.6	24.6	25.2	27.0	24.3	25.6	25.3	24.2	24.8
Mining and quarrying	-	-	-	6.4	-	3.6	1.3	-	0.6	2.9	-	1.6
Manufacturing	13.5	20.0	15.6	19.2	24.6	21.6	25.7	24.3	25.0	22.4	24.2	23.2
Electricity, gas, steam and air conditioning supply	-	-	-	-	-	-	-	-	-	-	-	-
Water supply, sewerage, waste management and remediation activities	-	-	-	-	-	-	-	-	-	-	-	-
Services sector	22.4	62.8	35.4	38.1	54.9	45.6	42.9	61.8	52.4	39.3	59.7	48.9
Construction	8.2	0.0	5.6	12.9	-	7.1	8.5	2.7	5.6	10.0	1.7	6.1
Trade and repair of motor vehicles and motorcycle	8.1	0.0	5.4	20.0	11.5	16.2	17.5	20.5	19.0	17.4	16.7	17.1
Transportation and storage	-	-	-	-	-	-	2.7	-	1.4	1.6	-	0.8
Accommodation and food service activities	0.0	62.8	20.3	1.4	19.1	9.3	6.0	9.0	7.5	3.8	14.8	9.0
Information and communication	-	-	-	-	-	-	-	1.5	0.8	-	1.0	0.5
Financial and insurance activities	-	-	-	-	-	-	-	-	-	-	-	-
Real estate activities	-	-	-	-	-	-	-	-	-	-	-	-
Professional, scientific and technical activities	-	-	-	-	6.7	3.0	2.7	4.8	3.7	1.6	5.1	3.2
Administrative and support service activities	-	-	-	-	2.5	1.1	0.0	-	-	-	0.8	0.4
Public administration, defence and compulsory social security	6.1	-	4.1	2.1	2.0	2.1	3.3	13.2	8.2	3.1	9.1	5.9

	Ages 15–19			Ages 20–24			Ages 25–29			Youth (15–29)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Education	-	-	-	-	-	-	-	3.6	1.8	-	2.3	1.1
Human health and social work activities	-	-	-	-	13.1	5.9	0.6	1.5	1.0	0.3	5.0	2.5
Arts, entertainment and recreation	-	-	-	1.7	-	0.9	1.6	3.1	2.4	1.5	2.0	1.7
Other service activities	-	-	-	-	-	-	-	1.9	1.0	-	1.2	0.6
Occupations												
Managers, professionals, and technicians	-	-	-	-	13.1	5.9	9.8	21.1	15.5	5.5	17.6	11.2
Clerical, service and sales workers	8.1	62.8	25.8	10.7	41.8	24.6	20.8	38.5	29.7	16.2	40.7	27.8
Skilled agricultural and trades workers	54.6	17.2	42.5	48.3	13.8	32.9	40.7	24.9	32.8	44.6	21.1	33.5
Plant and machine operators, and assemblers	12.0	-	8.1	3.1	-	1.7	5.7	-	2.8	5.4	-	2.8
Elementary occupations	25.3	20.0	23.6	37.9	31.3	34.9	23.0	15.5	19.2	28.3	20.6	24.7
Occupation skill level												
Low	25.3	20.0	23.6	38.0	31.3	34.9	22.9	15.5	19.2	28.3	20.6	24.7
Medium	74.7	80.0	76.4	62.0	55.6	59.2	67.2	63.4	65.3	66.2	61.8	64.1
High	-	-	-	-	13.1	5.9	9.9	21.1	15.5	5.5	17.6	11.2
Employment status												
Employees	61.9	63.2	62.3	57.0	63.1	59.7	50.2	60.7	55.5	53.6	61.5	57.4
Employers	-	-	-	-	-	-	-	-	-	-	-	-
Own-account workers	16.8	-	11.3	20.0	8.1	14.7	22.4	13.3	17.8	21.1	11.1	16.3
Contributing family workers	21.3	36.8	26.4	23.0	28.8	25.6	27.4	26.0	26.7	25.3	27.4	26.3

- = nil.

Source: Author's calculations based on ILO microdata for the Q3 2022 Thai Labour Force Survey.

4.1.3. Working conditions for youth

Songkhla youth worked an average of 41.8 hours per week and earned approximately 11,912 baht monthly. The working hours were relatively similar for different age cohorts, but monthly incomes were higher in the older age groups. Across the entire youth age group (15–29), females earned more than males, which could possibly be explained by the large proportion of young females employed in the services sector, while young males were more likely to be found in the agricultural sector. However, young men in the 25–29 age group earned slightly more on average than their female peers.

► Table 17. Working conditions for youth in Songkhla by age cohort and sex, Q3 2022

	Ages 15–19			Ages 20–24		
	Male	Female	Total	Male	Female	Total
Average weekly hours actually worked	42.2	42.8	42.4	38.9	41.6	40.1
Average monthly earnings (THB)	7 235	9 561	7 997	9 333	10 315	9 796
Multiple job holders	11.1%	–	7.5%	1.7%	2.0%	1.9%
Time-related underemployment	1.8%	–	0.9%	–	–	–
Low monthly pay of employees ¹	68.3%	–	45.9%	21.2%	30.8%	25.7%
	Ages 25–29			Youth (15–29)		
	Male	Female	Total	Male	Female	Total
Average weekly hours actually worked	42.7	42.5	42.6	41.4	42.2	41.8
Average monthly earnings (THB)	13 728	13 640	13 679	11 434	12 378	11 912
Multiple job holders	–	–	–	1.6%	0.6%	1.1%
Time-related underemployment	1.2%	3.4%	2.3%	1.8%	2.4%	2.1%
Low monthly pay of employees ¹	–	8.4%	4.6%	15.1%	15.0%	15.0%

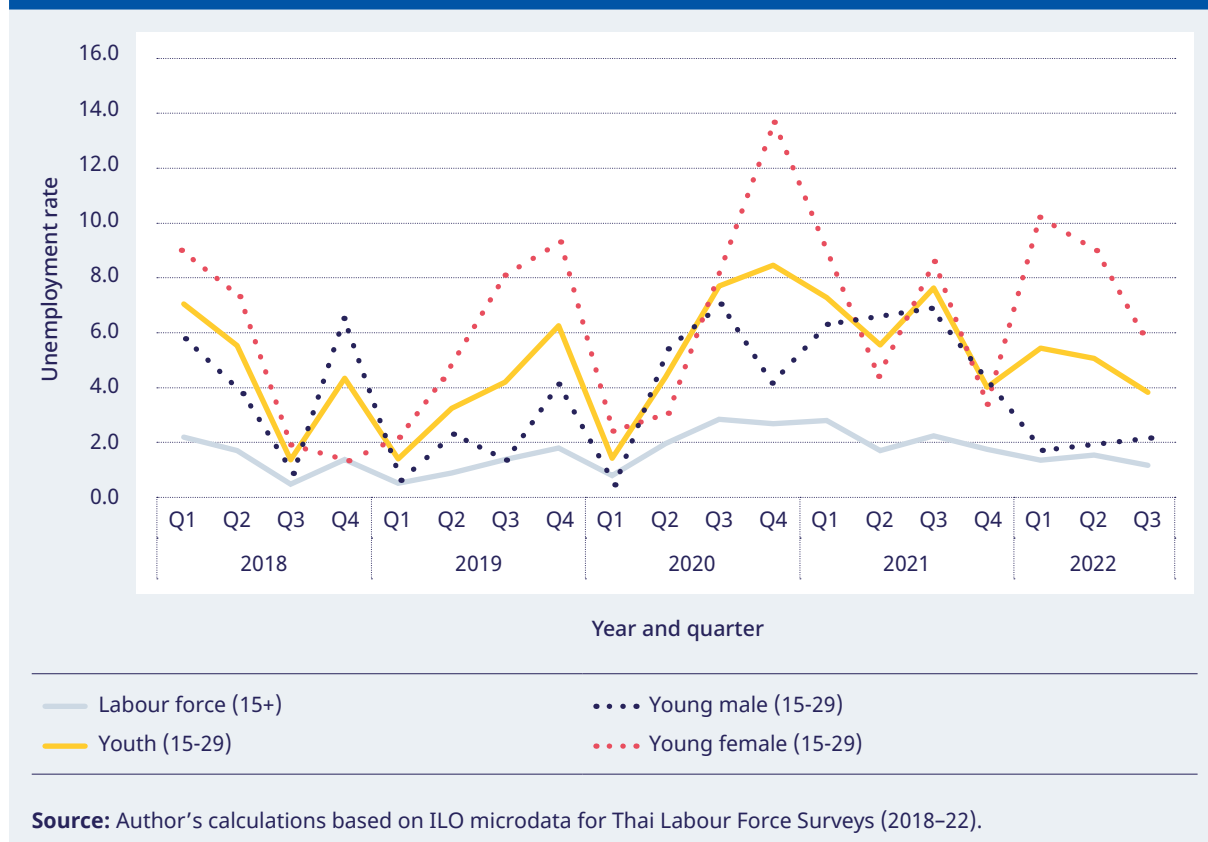
– = nil. ¹ "Low monthly pay of employees" represents the percentage of workers whose monthly earnings at all jobs were below two-thirds of the median monthly earnings.

Source: Author's calculations based on ILO microdata for the Thai Labour Force Survey.

4.1.4. Youth unemployment

The Songkhla youth unemployment rate has generally fluctuated along with the unemployment rate of the province's entire labour force, but to a greater extent. Between Q1 2018 and Q3 2022, the ratio of unemployed youth was approximately three times larger than the rate of the labour market as a whole. In Q3 2022, the youth unemployment rate in Songkhla was 3.8 per cent, while the percentage of unemployed workers in the whole provincial labour market was 1.2 per cent. In general, young females were also more likely to be unemployed than young males, especially those aged 15 to 24. Overall, the high number and volatility of the youth unemployment rate reflected the vulnerability of youth workers, particularly young female workers.

► Figure 13. Youth unemployment rate in Songkhla by sex, 2018–22 (%)



4.1.5. Inactive and discouraged youth

The high NEET rate among young women in Songkhla is a cause for concern. The NEET rate of Songkhla youth in Q3 2022 was 9.7 per cent of the total youth population. The total number of NEET youth in Songkhla was 23,769, with three out of every five being female. The NEET rate for young females and young males in Songkhla was 11.8 per cent and 7.6 per cent, respectively. The vast majority of male NEETs were inactive and not in education; while approximately two-thirds of female NEETs were inactive and not in education, and another one-third was unemployed but had previously been employed. Inactive youth were more likely to live in rural areas, where job opportunities were more limited. The high likelihood for young women living in rural areas to be inactive in the labour market was partly due to the low number of local employment opportunities in accommodation and food services activities and wholesale/retail trade and motor repair activities. Furthermore, the high percentage of widowed female NEETs in Songkhla can also be attributed to the significant concentration of projects that address teenage motherhood in the province. In general, male NEETs in Songkhla are likely to be single and to have graduated from upper secondary education or post-secondary non-tertiary education. While female NEETs in Songkhla tend to live in rural areas, are either single or widowed, and have a basic or intermediate education.

► Table 18. Decomposition and characteristics of youth NEETs in Songkhla, Q3 2022 (%)

	Male	Female	Total
Youth NEET	7.6	11.8	9.7
Inactive and not in education ¹	7.1	7.7	7.4
Unemployed	0.5	3.6	2.1
Unemployed previously employed	-	3.0	1.5
Unemployed seeking their first job	0.5	0.6	0.6
Marginal labour market attachment ²	-	0.5	0.2
Characteristics			
Geographical coverage			
Urban	41.6	33.6	36.7
Rural	58.4	66.4	63.3
Marital status			
Single	100.0	38.7	62.8
Married	-	-	-
Widowed	-	57.4	34.8
Not elsewhere classified	-	3.9	2.4
Educational attainment			
Less than basic	23.6	-	9.3
Basic	18.5	69.4	49.4
Intermediate	51.7	25.1	35.6
Advanced	6.2	5.5	5.7

¹ The term “inactive but not in education” refers to individuals who are not actively in education or training, not seeking work and not available for work.

² The term “marginal labour market attachment” refers to individuals who are not in education or training and who are “unavailable job seekers” – those who would like to work but are not currently available for work – and “available potential job seekers” – those who are available for work but who are not currently seeking employment.

Source: Author’s calculations based on ILO microdata for the Q3 2022 Thai Labour Force Survey.

4.1.6. Key youth employment challenges highlighted by stakeholders

The shrinking working-age population is putting pressure on the next generation of workers and may bring about shortages of unskilled labour in some sectors. Songkhla is an ageing society with a declining birth rate and an increasing old-age dependence ratio. The declining working-age population would have a direct impact on the agricultural and industrial sectors, which are labour-intensive and have a low rate of technology and innovation adoption. Unskilled labour, especially in fishing and manufacturing, is becoming scarce in the labour market. Due to a lack of low-skilled workers, the market has become more reliant on foreign workers.

The educational system is not preparing young people for the demands of the twenty-first century labour market. Although Songkhla is known for its high-quality educational institutions, the educational system of the country is still failing to keep up with the rapid changes in the world of work. This discrepancy has resulted in poor school-to-work transitions and labour market mismatches. Youth career aspirations and career plans have also been affected by the limited interaction of youth with the world of work. Many young individuals are unsure of what they want to do for a living or who to seek advice from. In addition, schools and educational institutions need professionals who are equipped with current labour market information and instruments to guide their students. Due to a lack of professionalized career counselling services, many young people in Songkhla have made uninformed choices about their future options and have unrealistic expectations about various occupations. Overall, there are concerns that the provincial labour force lacks the requisite knowledge, skills and capacity for the future world of work.

The provincial labour market is not able to retain young talent due to a lack of appropriate work opportunities for skilled labour. Despite having good education institutions that are known for their availability, accessibility and quality, the Songkhla labour market does not have enough appropriate work possibilities for skilled labour, causing it to fail in retaining young talent. Consequently, high-skilled workers are prone to relocate to other provinces or countries in search of better employment possibilities. In addition, many of the individuals who choose to stay and work in the province are working in roles that fall below their educational achievement.

Employers prefer to hire adults rather than youth. Young people are perceived by employers to be relatively unsettled and still exploring their job alternatives. This perception leads employers to prefer hiring adults over young individuals since adults are believed to be more likely to stay for a long period and hence provide higher job efficiency. Adults are also seen to be more experienced and have a stronger capacity for logical thinking. Since employers prefer candidates that require little or no training, young individuals are then more likely to secure low-skilled jobs, but these positions are not appealing to many young people. Graphic design, digital platform management and media literacy, however, are skills that will boost the employability of young workers in the province. Furthermore, employers also value soft skills such as a strong sense of responsibility, honesty, persistency, eagerness to learn and a positive attitude towards the work and the organization.

Lack of communication and engagement between stakeholders has limited the effectiveness of youth employment programmes in Songkhla. The province has a strong civil society, active employers' and workers' organizations, and competent government agencies, but stakeholder participation has been limited. Young people and employers believe that the provincial labour office, provincial employment office, and skill development institution are too distant and removed from their concerns. Youth are unaware of current and upcoming active labour market programmes, while companies believe their contributions are absent from the process.

4.2. Yala youth labour market situation

4.2.1. Youth labour market overview

In Q3 2022, the Thai Labour Force survey indicated that Yala had 153,616 young people aged 15 to 29. The labour force participation rate of the youth group was dramatically lower than that of the adult population aged between 30 and 64 years old. Fewer than half (43.8 per cent) of Yala youth participate in labour force, while 78.0 per cent of the adults are active in the labour market. In terms of gender, female youth are less likely to be active in the labour market, and even if they are, the probability that they will be unemployed is higher than that of males of the same age. Additionally, there was also a higher tendency for females aged 15–29 to be informally employed, compared to young males. In Yala, the ratio of female youth outside labour force was almost double (47.8 per cent) that of the young male group (26.5 per cent). This unfavourable gender disparity faced by young females can potentially be explained by religious rules and beliefs that impose more conditions on females who would like to participate in the labour force.

► Table 19. A summary of the youth labour market situation in Yala by age cohort and sex, Q3 2022

	Ages 15–19			Ages 20–24		
	Male	Female	Total	Male	Female	Total
Population	25 946	24 935	50 881	26 336	25 466	51 802
Labour force participation rate	19.1%	3.4%	11.4%	75.6%	43.5%	59.8%
Employment-to-population ratio	12.8%	1.0%	7.0%	53.2%	21.5%	37.6%
Informal employment	36.3%	–	33.9%	27.0%	41.1%	31.0%
Unemployment rate	33.1%	71.5%	38.7%	29.6%	50.5%	37.1%
NEET rate	18.8%	16.4%	17.6%	34.3%	53.6%	43.7%
	Ages 25–29			Youth (15–29)		
	Male	Female	Total	Male	Female	Total
Population	25 721	25 212	50 933	78 003	75 613	153 616
Labour force participation rate	88.9%	62.3%	75.7%	61.2%	36.5%	49.1%
Employment-to-population ratio	82.2%	57.2%	69.8%	49.3%	26.6%	38.2%
Informal employment	25.0%	35.7%	29.4%	26.7%	36.8%	60.3%
Unemployment rate	7.5%	8.1%	7.8%	19.4%	27.0%	22.2%
NEET rate	n/a	n/a	n/a	26.5%	35.2%	30.8%

– = nil; n/a = data not available

Source: Author's calculations based on ILO microdata for the Q3 2022 Thai Labour Force Survey.

4.2.2. Youth employment

Although female youth in Yala are less to be employed overall, they tend to have more career progress than male youth. The youth employment-to-population ratio in Yala is 38.2 per cent; while for adults (ages 40–64) employment-to-population ratio is 78.6 per cent. Motor repair and agricultural activities are the main employment sources for male youth of all age cohorts in Yala. While wholesale/retail trade is the primary economic activity of young females aged 15–19, the share of this activity in female employment decreases in the older age groups. Older female youth are commonly employed in educational activities and agricultural activities. Young men typically begin their careers as skilled agricultural or trade workers; whereas young women begin their careers in clerical, service or sales positions. However, there appears to be limited career progression in terms of skill level for young men in Yala, with male youth workers primarily being medium-skill level workers across all age groups. Females aged 25–29 tend to have a higher share of employment in high skilled occupations than females aged 24 and below. This difference could be related to the main employment sectors of each sex.

► Table 20. Youth employment distribution in Yala by economic activity, age cohort and sex, Q3 2022 (%)

	Ages 15–19			Ages 20–24			Ages 25–29			Youth (15–29)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Economic activities												
Agricultural sector	26.9	-	25.0	20.7	-	14.9	28.2	22.8	26.0	25.4	16.3	22.3
Agriculture, forestry and fishing	26.9	-	25.0	20.7	-	14.9	28.2	22.8	26.0	25.4	16.3	22.3
Industrial sector	-	-	-	10.5	10.3	10.5	4.3	1.5	3.2	6.2	3.9	5.4
Mining and quarrying	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	-	-	-	9.4	10.3	9.7	4.3	0.6	2.8	5.8	3.2	4.9
Electricity, gas, steam and air conditioning supply	-	-	-	1.1	-	0.8	-	0.9	0.4	0.4	0.7	0.5
Water supply, sewerage, waste management and remediation activities	-	-	-	-	-	-	-	-	-	-	-	-
Services sector	73.1	100.0	75.0	68.8	89.7	74.6	67.5	75.7	70.8	68.4	79.8	72.3
Construction	37.6	-	35.1	28.2	-	20.3	25.3	-	15.1	27.4	-	18.0
Trade and repair of motor vehicles and motorcycle	23.3	64.5	26.1	30.2	56.8	37.7	17.5	19.5	18.3	22.6	30.1	25.2
Transportation and storage	-	-	-	0.3	-	0.2	8.3	0.5	5.1	4.7	0.4	3.2
Accommodation and food service activities	12.2	35.5	13.8	3.3	12.6	5.8	4.2	19.7	10.5	4.5	18.0	9.2
Information and communication	-	-	-	-	-	-	-	-	-	-	-	-
Financial and insurance activities	-	-	-	-	-	-	-	1.7	0.7	-	1.2	0.4
Real estate activities	-	-	-	-	-	-	-	-	-	-	-	-
Professional, scientific and technical activities	-	-	-	-	-	-	-	0.8	0.3	-	0.6	0.2
Administrative and support service activities	-	-	-	-	-	-	-	-	-	-	-	-
Public administration, defence and compulsory social security	-	-	-	3.6	8.9	5.1	6.9	6.1	6.6	5.1	6.8	5.7

	Ages 15–19			Ages 20–24			Ages 25–29			Youth (15–29)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Education	-	-	-	3.2	11.4	5.5	-	23.6	9.5	1.2	20.0	7.6
Human health and social work activities	-	-	-	-	-	-	3.1	3.8	3.4	1.7	2.7	2.0
Arts, entertainment and recreation	-	-	-	-	-	-	-	-	-	-	-	-
Other service activities	-	-	-	-	-	-	2.2	-	1.3	1.2	-	0.8
Occupations												
Managers, professionals, and technicians	-	-	-	3.2	32.8	11.5	-	24.9	10.1	1.2	26.8	10.0
Clerical, service and sales workers	22.8	100.0	27.9	27.7	56.9	35.9	25.8	51.2	36.1	26.3	53.4	35.5
Skilled agricultural and trades workers	67.1	-	62.6	59.5	10.3	45.7	53.1	23.4	41.0	56.6	19.4	43.9
Plant and machine operators, and assemblers	7.0	-	6.6	0.4	-	0.2	9.9	0.5	6.1	6.1	0.4	4.2
Elementary occupations	3.1	-	2.9	9.2	-	6.7	11.2	-	6.7	9.8	-	6.4
Occupation skill level												
Low	3.1	-	2.9	9.3	-	6.7	11.2	-	6.7	9.8	-	6.4
Medium	96.9	100.0	97.1	87.5	67.2	81.8	88.8	75.1	83.2	89.0	73.2	83.6
High	-	-	-	3.2	32.8	11.5	-	24.9	10.1	1.2	26.8	10.0
Employment status												
Employees	54.0	35.5	52.7	68.8	76.5	71.0	65.5	65.1	65.3	65.7	67.8	66.4
Employers	-	-	-	-	-	-	0.5	-	0.3	0.3	-	0.2
Own-account workers	10.6	-	9.9	1.6	18.9	6.4	12.4	27.2	18.5	8.3	24.6	13.9
Contributing family workers	35.4	64.5	37.4	29.6	4.6	22.6	21.6	7.7	15.9	25.7	7.6	19.5

- = nil.

Source: Author's calculations based on ILO microdata for the Q3 2022 Thai Labour Force Survey.

4.2.3. Working conditions for youth

Youth in Yala work 40.9 hours per week on average and earn an average of 8,523 baht per month. The average monthly earnings do not markedly increase for older youth. Young female workers earned less than their male peers in the 15–19 and 20–24 age groups. However, the opposite was true for the 25–29 age group, which could be explained by the higher education attainment of female youth.

► **Table 21. Working conditions of youth in Yala by age cohort and sex, Q3 2022**

	Ages 15–19			Ages 20–24		
	Male	Female	Total	Male	Female	Total
Average weekly hours actually worked	40.2	49.6	40.9	41.4	42.9	41.9
Average monthly earnings (THB)	7 598	6 400	7 544	7 135	7 281	7 179
Multiple job holders	–	–	–	–	–	–
Time-related underemployment	–	–	–	–	–	–
Low monthly pay of employees ¹	63.8%	100.0%	65.4%	84.9%	85.6%	85.1%
	Ages 25–29			Youth (15–29)		
	Male	Female	Total	Male	Female	Total
Average weekly hours actually worked	41.2	39.3	40.4	41.2	40.4	40.9
Average monthly earnings (THB)	8 839	10 234	9 403	8 101	9 305	8 523
Multiple job holders	–	–	–	–	–	–
Time-related underemployment	–	–	–	–	–	–
Low monthly pay of employees ¹	61.9%	37.3%	51.9%	70.0%	50.0%	64.4%

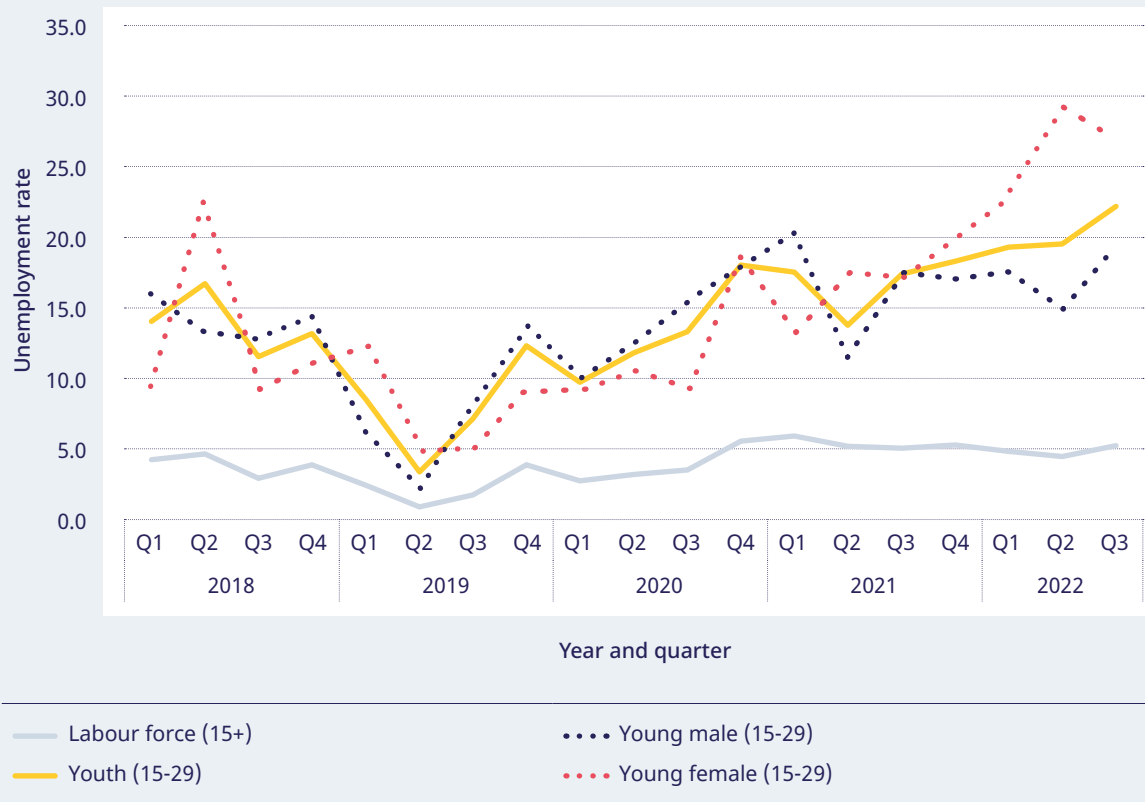
– = nil. ¹ “Low monthly pay of employees” represents the percentage of workers whose monthly earnings at all jobs were below two-thirds of the median monthly earnings.

Source: Author’s calculations based on ILO microdata for the Q3 2022 Thai Labour Force Survey.

4.2.4. Youth unemployment

The youth unemployment rate in Yala is disproportionately high, and the rate for young females is even higher. The degree of variability in the youth unemployment rate in Yala surpasses that of the general unemployment rate in the labour market. Amid the COVID-19 pandemic spanning from 2019 to 2021, the youth unemployment rate was observed to be 3.5 times higher than that of adults (ages 30–64). However, this disparity experienced a further expansion in 2022: according to the Q3 2022 Labour Force Survey, the youth unemployment rate exceeded the overall unemployment rate of the labour market by a factor of 4.2. This wider disparity can be attributed to the challenges faced by the younger segment of the workforce in a period of post-pandemic recuperation. The youth unemployment rate continued to trend upwards, despite the gradual improvement of the general unemployment situation in the province. Moreover, with regard to gender, the unemployment rate among young females also exhibited more variance than among males. During the first three quarters of 2022, the quarterly unemployment rates among male youth were within a range of 1.9 percentage points, while the corresponding figures for female youth were across a 6.2 percentage point range. This volatility in unemployment figures reflects the vulnerability of young females in the provincial labour market. In general, the issue of persistent youth unemployment in Yala is a matter of concern, and in addressing it a particular emphasis must be placed on the disproportionately high rate of female youth unemployment.

► Figure 14. Youth unemployment rate in Yala by sex, 2018–22 (%)



Source: Author’s calculations based on ILO microdata for Thai Labour Force Surveys (2018–22).

4.2.5. Inactive and discouraged youth

The youth NEET rate in Yala was more than twice that of the national average, and the issue was particularly severe among young people in rural areas. In the third quarter of 2022, Yala had a NEET rate of 30.8 per cent, compared to the national rate of 13.2 per cent. Three out of every five youth NEETs in Yala are female, and the majority of female youth NEETs are either inactive and not in education or unemployed and seeking their first job. Most male youth NEETs are either unemployed and seeking their first job or not working but willing to work if a suitable job became available. Youth NEETs are particularly concentrated in the rural areas of Yala, with 82.7 per cent of the inactive youth being residents of these areas. Consistent with the situation in Songkhla, young males who are NEETs tend to be unmarried and have completed either a basic or intermediate level of education. Female youth who are NEETs typically exhibited a range of educational backgrounds and marital statuses.

► Table 22. Decomposition and characteristics of youth NEETs in Yala, Q3 2022 (%)

	Male	Female	Total
Youth NEETs	26.6	35.2	30.8
Inactive not in education	4.2	19.4	11.6
Unemployed	14.5	12.2	13.4
Unemployed previously employed	1.8	2.4	2.1
Unemployed seeking their first job	12.7	9.8	11.3
Marginal labour market attachment	7.9	3.6	5.8
Characteristics			
Geographical coverage			
Urban	10.2	22.8	17.3
Rural	89.8	77.2	82.7
Marital status			
Single	99.5	55.1	74.6
Married	-	29.7	16.7
Widowed	0.5	7.1	4.2
Not elsewhere classified	-	8.1	4.5
Educational attainment			
Less than basic	3.5	14.4	9.6
Basic	56.8	35.0	44.6
Intermediate	31.1	32.8	32.0
Advanced	8.6	17.8	13.8

- = nil.

Source: Author's calculations based on ILO microdata for the Q3 2022 Thai Labour Force Survey.

4.2.6. Key youth employment challenges highlighted by stakeholders

The insurgency has remained a challenge to the provincial labour market. The long-running ethnic and religious separatist insurgency in the deep south of Thailand appears to have a direct negative impact on the region's labour market. The unrest has led to a high unemployment rate and a lower number of new trade establishments in the area (Chongwilaikasaem, Kongcharoen, and amarse 2022). Yala is entering an ageing society with an increasing old-age dependency ratio. However, a large proportion of Yala youth are not enrolled in school, raising concerns about the future labour force's productivity.

The labour market in Yala is restricted due to the limited economic activities and issues related to the ethno-religious separatist movement. With there being few economic activities in the province, employers do not have a high demand for labour in general. This results in few job openings and employment opportunities. Many people are not interested in low-skilled jobs, and if they are, they prefer to work in Malaysia where there are more cultural and linguistic similarities. Furthermore, the separatist tensions in the province have led to biased hiring practices among some employers, who tend to only recruit people who share the same ethnic and religious background.

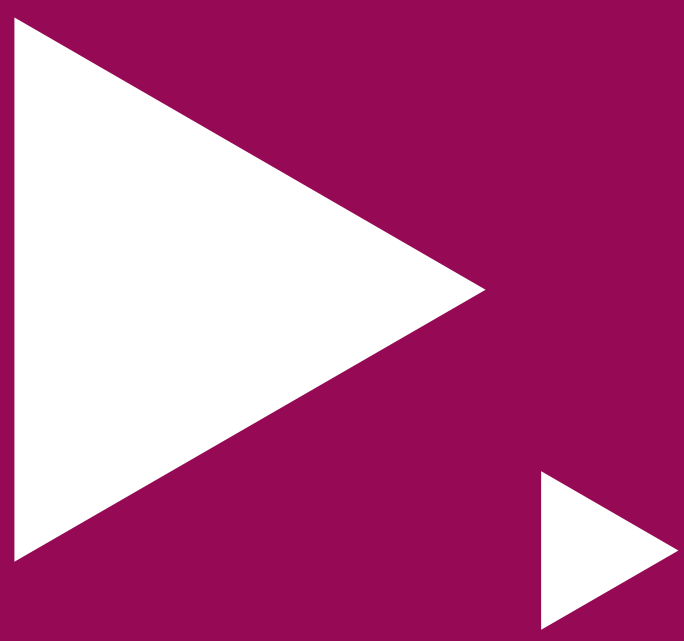
Although there are numerous youth-related programmes in Yala, their effectiveness has been limited. Over the last two decades, the insurgency has resulted in a large influx of youth-related initiatives, which has also had some unintended consequences. Many projects are usually centred around the same skills, or they are not aligned with the interests and situations of the youth in the province, so they did not benefit youth as much as they hoped to. Furthermore, according to a local youth organization, opportunities have been plentiful to the point that youth perceive that they do not need to be persistent and committed to one programme because there is always a new initiative coming in. With this mindset, many young people have had little in the way of career development and are repeating basic skill training courses. As a result, programmes aimed at developing specialized and technical skills would be more beneficial for youth in Yala. In addition, due to an excess of labour supply in some economic activities, training courses, such as for vehicle maintenance, should be revised to be responsive to the labour market.

Yala youth are unsure of their career paths. They face similar challenges to those in Songkhla in terms of career aspirations and career planning, particularly limited exposure to career options and career guidance. Becoming an entrepreneur is one of the first career options that comes to their minds, partly because there are many successful cases touted on social media. The majority of youth also prefer to work in an office rather than in the fields. For example, despite several successful examples that demonstrate how proper management of durian farms can increase farmers' income, many young people are still not interested in such a job. In addition, Yala's young people do not want to leave the area since they prefer to work in the province. Therefore, it is crucial for career development courses to be aligned with the provincial labour market.



▶ 5

Youth employment policies and programmes





A group of young men receiving career guidance at a career fair in Yala, Thailand, 11/2023. © Sansara Management Co., Ltd./ILO

► 5. Youth employment policies and programmes

The Ministry of Labour has launched two active labour market programmes that focus on employment. One aims to assist people in entering the labour market, and the other intends to keep those who are already employed from losing their jobs while also facilitating career progression. This section focuses mainly on the pre-employment courses of the first programme, as they mainly target youth and first-time jobseekers. Furthermore, due to the ongoing insurgency in the deep south of Thailand, the Ministry of Labour has initiated the graduate volunteers programme to hire local people as liaisons in promoting common understanding and cooperation between workers, employers, residents and government agencies in the area. The initiative aims to close the gap between the Government and the people, and thus increase the efficiency of labour services in the four southern border provinces.

5.1. Active labour market policies and programmes in Songkhla

According to the records of the Department of Skill Development, in 2022 Songkhla had ten training centres for developing its human capital, two of which had programmes that target youth and new labour supply. However, due to limited budgets and capacities, the centres are only able to target low numbers of youth enrolments. In 2022, a total of 94 new workers and 365 students completed the trainings.

► Table 23. Relevant programmes to promote youth employment in Songkhla, 2022

Training institution and course	Number of participants who have completed the course
Songkhla Institute for Skill Development	
Basic skill trainings for mechanics	25
Industrial basic skill trainings	28
Basic skill trainings for electricians	17
Basic skill trainings for services	15
Basic skill trainings for construction workers	9
Prince Songkhla University	
Infographic presentation with PowerPoint	68
Science project presentation with the upper secondary education students (Grade 11) of PSU Wittayanusorn School	64
Inspirational programme for the upper secondary education students (Grade 10) of PSU Wittayanusorn School	60
Database management with Excel	54
Arabic language for tourism and hospitality	40
Chinese proficiency test (HSK)	40
Others	39
Total	459

Source: Thailand, Department of Skill Development, n.d.

The Songkhla Institute for Skill Development is the only centre in the southern region that has training programmes for underwater welding, and it is well equipped with experts and tools for various types of mechanic work. However, partly due to limited promotion of the training centre as well as lack of confidence among the youth it does not appear to have a strong reputation among the youth of the province. Young people are hesitant to believe that they will gain employment after completing the trainings. Although the Songkhla Institute for Skill Development has affirmed that there are open positions for welders and the chance of getting employed in the industry is high, the actual statistics or job arrangements to guarantee such employment needs to be explored further. Moreover, many companies also bypass government agencies, including the Songkhla Provincial Employment Office, and directly approach colleges and universities to reduce bureaucratic entanglements and increase the efficiency of recruitment. This lack of engagement with employers, in turn, reduces the opportunity of the provincial employment office to collect comprehensive data on labour demand. Lastly, even though the pre-employment courses are free of charge, provide free meals and offer free accommodation, not all incurred costs are covered. Participants still must handle the cost of transportation to and from the centre and possibly the loss of income that might have otherwise been earned during the training period, making the programme unaffordable for the most vulnerable members of society.

Songkhla has developed a comprehensive plan to promote decent work in the province over the next five years. According to the Five-Year Provincial Labour Plan (2023 – 2027), the Songkhla Provincial Labour Office has set the following priorities: (i) developing and standardizing labour skills to meet labour market demand; (ii) promoting employment, labour protection and social security; and (iii) improving the efficiency of labour management and services. Overall, Songkhla has 44 ongoing and upcoming labour market programmes, 16 of which are related to the provision of demand-led technical skills training, employability training, career guidance or job placement.¹²

5.2. Active labour market policies and programmes in Yala

According to the Department of Skill Development, in 2022 Yala had three training centres for developing its human capital. All of them had programmes that targeted youth and new labour supply. In 2022, a total of 236 new workers completed trainings at these centres.

► **Table 24. Relevant programmes to promote youth employment in Yala, 2022**

Training institution and course	Number of participants who have completed the course
Yala Institute for Skill Development	
Basic skill trainings for electricians	63
Basic skill trainings for mechanics	45
Basic skill trainings for services	12
Industrial basic skill trainings	9
Basic skill trainings for construction workers	6
Basic craftsmanship	1

¹² The list of the relevant programmes is in Annex I.

Training institution and course	Number of participants who have completed the course
Yala Provincial Employment Office	
Career guidance for children and youth in the detention centre	50
Yala City Municipality	
Workshop on online marketplace	50
Total	236

Source: Thailand, Department of Skill Development, n.d.

There is a need to review the existing employment-related programmes in Yala. Basic skill trainings for mechanics and electricians have been the main youth employment programmes in Yala for the past few years. However, growth in demand for these services has not matched the new labour supply, resulting in labour surpluses in these fields. Similar to Songkhla, the Yala Institute for Skill Development has continued to promote training programmes for welders. However, the programmes have not received the desired degree of attention from local young people, due to the need to travel outside the province to Songkhla City for the trainings and the limited labour demand of the occupation at the provincial level.

There are several employment initiatives in Yala province, but their effectiveness in terms of improving employability has remained minimal. In addition to the employment programmes of the Yala Provincial Labour Office and Department of Skill Development, there are several other initiatives in the province. The Yala City Municipality Office has an annual public employment programme that hires youth aged between 15 and 19 years of age to work in the municipal office for one month during the school summer break. The programme offers soft skills and life skills training, and each participant earns 300 baht daily. Unfortunately, there is an annual quota of 200 participants, and each young person can take part in the programme only once. The Phra Dabos School, which is a royal initiative, also offers technical and vocational trainings for vulnerable people free of charge. The school offers skill training for various types of mechanic work. However, the effectiveness of the programmes in term of employability has remained low due to a lack of accreditation. Furthermore, civil societies in Yala have worked closely together to pass on local wisdom and promote employment in communities. And lastly, there have also been numerous training courses for e-commerce run by various institutions over the past few years. However, only a few youths have registered for these, as they do not have business ideas to work with.

Yala plans to enhance its labour management and promote quality of life among workers. According to the Five-Year Provincial Labour Plan (2023–2027), the Yala Provincial Labour Office has set as a priority to promote and develop the potential of workers in the agricultural, manufacturing, trade and tourism industries. The main goal is to improve the labour management system and bolster the quality of life of workers so that they can be self-reliant. Overall, Yala has 46 ongoing and upcoming labour market programmes, 17 of which are related to the provision of demand-led technical skills training, employability training, career guidance and job placement.¹³

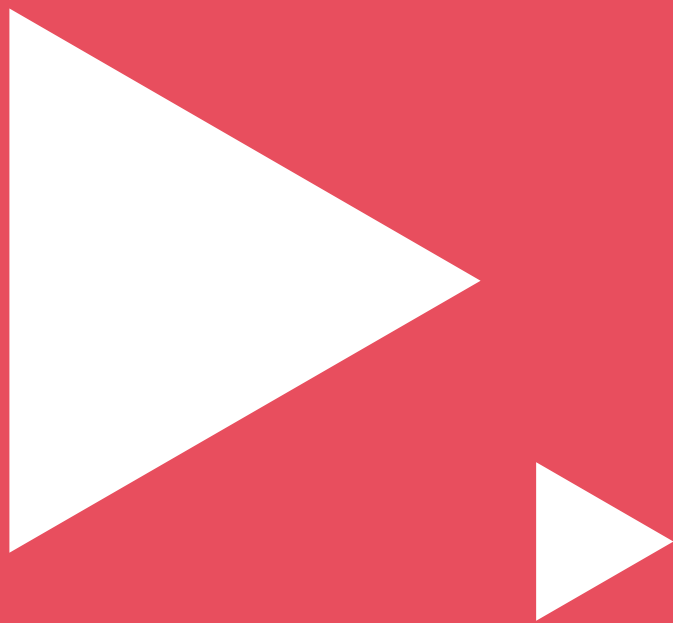
¹³ The list of the relevant programmes is in Annex II.



Two young women waiting to register for the ILO youth-centred event in Yala, Thailand, 11/2023. © Sansara Management Co., Ltd./ILO

▶ 6

Labour market prospects up to 2027





► 6. Labour market prospects up to 2027

The 13th National Economic and Social Development Plan (2023–2027) and the southern regional Development Plan (2023–2027) have laid out strategies to develop and promote tourism, agriculture, rubber manufacturing, and micro-, small- and medium-sized enterprises in the southern region to promote sustainable economic growth and industrial transformation. The Ministry of Labour has reviewed relevant development plans and collected primary data to estimate future labour demand and labour supply for each economic activity.¹⁴ The remainder of this section presents an analysis of this information, with a focus on Songkhla and Yala.

6.1. Estimated Songkhla labour demand and supply from 2023-27

Over the next five years, labour demand in Songkhla is projected by the Ministry of Labour to decrease by 1.1 per cent. It is anticipated that the number of jobs in Songkhla will decrease from 840,945 to 831,351. The projected decline in job openings is expected to be more significant for individuals with a bachelor's degree or higher, as opposed to those with lower levels of educational attainment. This is partly due to the scarcity of employment opportunities that required advanced education in the current labour market. The structure of required educational attainment for jobs is expected to remain similar, with approximately 57.4 per cent of jobs in 2027 requiring a basic education, 25.5 per cent requiring an intermediate education, and 17.1 per cent requiring an advanced education.

Changes in labour demand are expected to be uneven across different economic activities and educational levels. The fields of water supply and waste management (9.9 per cent); administrative and support services (9.1 per cent); arts, entertainment and recreation (8.3 per cent); and transportation and storage (5.0 per cent) are anticipated to exhibit the most significant surges in overall labour demand between 2023 and 2027. The forecasts are in line with the objective of mitigating the adverse ecological consequences of the manufacturing sector and advancing Songkhla's position as the southern region's gateway and transportation centre. During the same period, the economic activities of education (-9.4 per cent), construction (-8.8 per cent), mining and quarrying (-8.6 per cent), and human health and social work (-8.3 per cent) are anticipated to experience the most significant declines in labour demand.

► Table 25. Estimated changes in Songkhla labour demand by education level between 2023 and 2027 (%)

Economic activity	Education level			
	Basic	Intermediate	Advanced	Total
Agriculture, forestry and fishing	1.3	1.3	1.3	1.3
Mining and quarrying	-8.5	-8.6	n/a	-8.6
Manufacturing	0.4	0.4	0.4	0.4
Electricity, gas, steam and air conditioning supply	6.1	6.2	n/a	6.2
Water supply, sewerage, waste management and remediation activities	9.8	10.0	9.8	9.9

¹⁴ The Ministry of Labour has established a database to track the fluctuations of labour demand and supply within the market (<https://ldls.mol.go.th/>). The primary demand data was collected from employers across the nation as part of the annual survey project on employer labour demand.

Economic activity	Education level			
	Basic	Intermediate	Advanced	Total
Construction	-8.7	-8.8	-8.8	-8.8
Wholesale and retail trade and repair of motor vehicles	-4.0	-4.1	-4.1	-4.1
Transportation and storage	5.0	5.0	5.0	5.0
Accommodation and food service activities	0.2	0.2	0.2	0.2
Information and communication	n/a	-6.1	-6.1	-6.1
Financial and insurance activities	-0.3	-0.3	-0.3	-0.3
Real estate activities	-2.8	-2.5	-2.8	-2.7
Professional, scientific and technical activities	n/a	-0.8	-0.8	-0.8
Administrative and support service activities	9.1	9.1	9.1	9.1
Public administration, defence and compulsory social security	-5.3	-5.2	-5.2	-5.2
Education	-9.4	-9.4	-9.4	-9.4
Human health and social work activities	-8.3	-8.3	-8.3	-8.3
Arts, entertainment and recreation	8.3	8.3	n/a	8.3
Other service activities	3.3	3.3	3.3	3.3
Total	-0.4	-1.3	-3.1	-1.1

n/a = not applicable. **Note:** Cells are marked “n/a” in the event that the raw data estimated that there would be no labour demand in 2023 and 2027, so the change cannot be calculated. There is no data on labour demand for workers with a “less than basic” level of education.

Source: Author’s calculation based on Thailand, Ministry of Labour, n.d.

There is an anticipated decline of 5.5 per cent in the influx of new graduates available for employment within the upcoming five-year period. It is projected that the number of new workers per annum will decrease from 12,744 in 2023 to approximately 12,043 in 2027. However, the upcoming labour force in Songkhla is anticipated to achieve a higher level of education, given that the majority of the significant declines in the fresh labour supply are linked to basic and intermediate educational levels.

A projected decrease in fresh labour input is expected to occur across all economic sectors in the next five years, ranging from -4.9 to -6.5 per cent depending on the economic activity. The fields of real estate, mining and quarrying, and human health and social work are anticipated to experience a comparatively significant reduction in fresh labour supply, with projected declines of 6.5 per cent, 6.0 per cent and 5.9 per cent, respectively.

► Table 26. Estimated changes in Songkhla labour supply by education level, between 2023 and 2027 (%)

Economic activity	Education level			
	Basic	Intermediate	Advanced	Total
Agriculture, forestry and fishing	-5.5	-5.3	-5.3	-5.4
Mining and quarrying	-10.0	-	-5.4	-6.0
Manufacturing	-5.4	-5.2	-5.5	-5.4
Electricity, gas, steam and air conditioning supply	n/a	n/a	-5.3	-4.9
Water supply, sewerage, waste management and remediation activities	n/a	n/a	-6.1	-5.4
Construction	-5.1	-4.5	-5.4	-5.3
Wholesale and retail trade, repair of motor vehicles and motorcycles	-5.6	-5.7	-5.5	-5.5
Transportation and storage	-4.5	-5.7	-5.5	-5.4
Accommodation and food service activities	-5.4	-5.6	-5.5	-5.5
Information and communication	n/a	n/a	-5.5	-5.4
Financial and insurance activities	n/a	n/a	-5.6	-5.5
Real estate activities	-14.3	-25.0	-5.3	-6.5
Professional, scientific and technical activities	n/a	-11.1	-5.5	-5.6
Administrative and support service activities	-6.5	-11.1	-5.1	-5.8
Public administration, defence and compulsory social security	-4.0	-4.3	-5.5	-5.4
Education	-7.7	-	-5.6	-5.6
Human health and social work activities	-6.7	-11.1	-5.6	-5.9
Arts, entertainment and recreation	-	-	-8.0	-5.3
Other service activities	-4.7	-9.1	-5.6	-5.7
Total	-5.5	-5.5	-5.5	-5.5

- = nil; n/a = not applicable. **Note:** Cells are marked "n/a" in the event that the raw data estimated that there would be no labour supply in 2023 and 2027, so the change cannot be calculated.

Source: Author's calculation based on Thailand, Ministry of Labour, n.d.

The demand for new labour in the province is projected to vary by sector, with some sectors expected to experience modest growth in labour demand and others expected to experience substantial decreases in demand. In general, however, there is expected to be an overall decrease in labour demand in the province – but importantly the supply of new labour is expected to decrease by an even greater degree. Consequently, it is projected that there will be gaps between new labour supply and demand for new labour in various sectors, either because a lack of new workforce entrants to meet rising (or only moderately decreasing) demand or a because of a surplus of new entrants seeking employment in fields with shrinking labour demand. The fields that are expected to experience the biggest gaps between decreasing inflows of new workers and growing

(or only slightly decreasing) labour demand are real estate activities and administrative and support services activities, with decreases in new workers heavily outweighing the more moderate changes in labour demand in these fields. Conversely the occupations in which the reductions in labour demand will be even greater than the projected reductions in new labour supply are education, mining and quarrying, information and communication activities. At both ends of this spectrum of labour demand versus supply it appears that jobs requiring an intermediate education will be the most affected.

6.2. Estimated Yala labour demand and supply from 2023-27

The projected labour demand in Yala is expected to remain relatively stable, with a marginal decrease of 0.2 per cent from 2023 to 2027. The number of jobs is projected to decline slightly from 230,914 in 2023 to 230,377 in 2027. The educational requirement for employment is also expected to undergo minor modifications. It is anticipated that the proportion of employment opportunities necessitating higher education will decline from 7.2 per cent to 6.8 per cent, while a slight increase from 65.9 per cent to 66.3 per cent is predicted for jobs that necessitate a basic education.

Changes in labour demand were expected to be uneven across different economic activities and educational levels. Activities such as education, construction, mining and quarrying, and human health and social work are anticipated to witness a comparatively substantial decline in labour demand, with percentages ranging from -8.3 to -9.4. In contrast, water supply and waste management will experience growth of 10.3 per cent; administrative and support services will experience growth of 9.5 per cent; and arts, entertainment and recreation will experience growth of 8.4 per cent in labour demand during the aforementioned period.

► Table 27. Estimated changes in Yala labour demand between 2023 and 2027 (%)

Economic activity	Education level			
	Basic	Intermediate	Advanced	Total
Agriculture, forestry and fishing	1.3	1.3	1.3	1.3
Mining and quarrying	-8.4	n/a	-8.4	-8.4
Manufacturing	0.3	0.3	-	0.3
Electricity, gas, steam and air conditioning supply	n/a	6.3	n/a	6.3
Water supply, sewerage, waste management and remediation activities	n/a	n/a	10.3	10.3
Construction	-8.8	-8.7	-8.6	-8.8
Wholesale and retail trade, repair of motor vehicles and motorcycles	-4.1	-4.1	-4.1	-4.1
Transportation and storage	5.0	5.0	5.1	5.0
Accommodation and food service activities	0.2	0.2	0.3	0.2
Information and communication	n/a	n/a	n/a	n/a
Financial and insurance activities	-	-0.6	-0.3	-0.3
Real estate activities	n/a	n/a	n/a	n/a
Professional, scientific and technical activities	n/a	n/a	-1.1	-1.1

Economic activity	Education level			
	Basic	Intermediate	Advanced	Total
Administrative and support service activities	n/a	n/a	9.5	9.5
Public administration, defence and compulsory social security	-5.2	-5.2	-5.2	-5.2
Education	-9.2	-9.5	-9.4	-9.4
Human health and social work activities	-8.1	-8.1	-8.3	-8.3
Arts, entertainment and recreation	8.4	n/a	n/a	8.4
Other service activities	3.4	3.5	2.5	3.4
Total	0.4	-0.4	-5.8	-0.2

– = nil; n/a = not applicable. **Note:** Cells are marked “n/a” in the event that the raw data estimated that there would be no labour demand in 2023 and 2027, so the change cannot be calculated. There is no data on labour demand for workers with a “less than basic” level of education.

Source: Author’s calculation based on Thailand, Ministry of Labour, n.d.

The labour supply in Yala is expected to contract by 5.5 per cent between 2023 and 2027. The influx of new members of the labour force per annum is expected to be 2,265 in 2023 and 2,141 in 2027. Furthermore, the data indicates the possibility of significant reductions in new workers with basic or intermediate levels of educational attainment. The observed trend suggests that the human capital of Yala will have a higher level of educational attainment in the next five years.

Yala’s labour supply is expected to decline across all economic sectors and educational levels. The workforce is expected to shrink the most among new workers with basic schooling for education and transportation and storage activities, with a 33.3 per cent and 16.7 per cent decrease, respectively. Furthermore, new workers with an intermediate education in manufacturing activities are expected to reduce by 16.7 per cent. However, given the scarcity of the provincial labour supply in 2023, it is important to note that even minor changes can result in a significant percentage shift in the market.

► **Table 28. Estimated changes in Yala labour supply between 2023 and 2027 (%)**

Economic activity	Education level			
	Basic	Intermediate	Advanced	Total
Agriculture, forestry and fishing	-5.4	-6.5	-5.7	-5.6
Mining and quarrying	–	n/a	–	–
Manufacturing	–	-16.7	-4.8	-4.9
Electricity, gas, steam and air conditioning supply	n/a	n/a	–	–
Water supply, sewerage, waste management and remediation activities	n/a	n/a	–	–
Construction	–	–	-7.4	-4.3
Wholesale and retail trade, repair of motor vehicles and motorcycles	-5.5	-6.3	-5.7	-5.7
Transportation and storage	-16.7	–	-3.8	-5.9

Economic activity	Education level			
	Basic	Intermediate	Advanced	Total
Accommodation and food service activities	-5.0	-5.9	-5.8	-5.6
Information and communication	n/a	n/a	-8.3	-8.3
Financial and insurance activities	n/a	n/a	-6.5	-6.5
Real estate activities	n/a	n/a	-	-
Professional, scientific and technical activities	n/a	n/a	-	-
Administrative and support service activities	-	n/a	-	-
Public administration, defence and compulsory social security	-	-	-5.3	-5.0
Education	-33.3	-	-5.2	-5.5
Human health and social work activities	-	-	-5.3	-4.9
Arts, entertainment and recreation	n/a	n/a	-	-
Other service activities	-	-	-	-
Total	-5.4	-5.9	-5.4	-5.5

- = nil; n/a = not applicable. **Note:** Cells are marked “n/a” in the event that the raw data estimated that there would be no labour supply in 2023 and 2027, so the change cannot be calculated.

Source: Author’s calculation based on Thailand, Ministry of Labour, n.d.

As in Songkhla, the overall decline in new labour supply in Yala is expected to exceed the overall decline in labour demand. Declines in the supply of new workers are projected to most heavily outweigh the change in labour demand for jobs requiring a basic level of education in education activities and transportation and storage activities, followed by jobs requiring an intermediate level of education in manufacturing activities. Conversely, reductions in employment opportunities are expected to most heavily outweigh changes in labour supply for jobs requiring an intermediate level of education in education activities and jobs requiring basic and intermediate levels of schooling in construction activities.



Overall youth employment issues in Songkhla and Yala





► 7. Overall youth employment issues in Songkhla and Yala

Although Songkhla and Yala are different in some aspects of their socio-economic contexts, provincial labour markets and youth situations, the fundamental youth employment issues in the two provinces demonstrate similarities. While there are multiple youth employment challenges, the challenges identified in this report could be grouped into four main areas:

Lack of professionalized and updated career guidance

The most prominent youth employment issues in Songkhla and Yala, for all youth age groups, are related to the availability, accessibility and quality of career guidance. Many young people do not have career aspirations or a career plan, and educational institutions and public employment services are also not well equipped with knowledge, information and tools to assist in the career planning of young people. These issues are more severe among students in rural areas and students in non-formal education and informal education, where there are no career counsellors in place. Lack of professionalized career guidance services and the unavailability of up-to-date and granular labour market information lead young people to make uninformed career choices or to stick with low-skilled jobs that are readily available in the labour market. Furthermore, the limited exposure of young people to career diversity, the lack of well-trained career counsellors in schools and universities, and insufficient understanding of the future of work also contribute to the issue.

Great discrepancy between the educational system and the world of work

The work environment has been rapidly changing, but the education system has struggled to make timely adjustments and prepare students for the demands of the workforce. The discrepancy between the educational system and the world of work has put great pressure on youth during the school-to-work transition. The issue is particularly bad for youth with disadvantages, who do not have access to accredited and high-quality educational institutions. The labour market programmes that aim to assist youth in entering the job market also have not been responsive to current labour demand and the labour market situation. The perceived low effectiveness of the training programmes has lessened interest among youth in receiving training from the provincial institute for skill development. Furthermore, there are also limited work-based learning opportunities for youth in Songkhla and Yala. Employers and companies are not always engaged in the school-to-work transition process. All of the above have contributed to difficulties among youth in finding a decent job after they graduate.

Limited collaboration among youth-related initiatives and meaningful youth engagement

Numerous organizations and agencies have programmes and initiatives that address various topics related to young people and that could have positive impact on youth employment. For example, some focus on promoting civic engagement and strengthening civil society, while others aim to improve educational opportunities for youth with disadvantages. However, the collaboration and coordination between the organizations and agencies has been limited. The fragmentation of knowledge and the scattered state of databases are restricting the potential impacts that existing programmes and initiatives could have. Furthermore, youth have frequently been excluded from the design process of the interventions. Such a non-participatory process adversely

impacts the relevance, effectiveness and sustainability of these programmes. Therefore, there are needs to encourage partnerships and social dialogue among relevant entities to expand and strengthen the network and thereby allow for more impactful and long-lasting outcomes. The inclusion of the actual beneficiaries in the design process can enhance the alignment between the interventions and existing needs, in addition to fostering a sense of ownership and commitment among the beneficiaries. The sharing of lessons and best practices can also create a pool of knowledge for future inventions.

Need to foster integrated approaches for effective labour market programmes

The provincial employment offices and the provincial institutes for skill development appear to have been working largely in isolation in providing labour market programmes. First, there is a disconnect in the workflow between the department of employment and the department of skill development to support the linkage between job registration, skill training and job placement. Secondly, the government departments have had limited collaboration and communication with the private sector, particularly in Songkhla, where the provincial employment office self-reported that the management of partnerships – particularly in identifying stakeholders – is its weakest point¹⁵. Furthermore, the difficulties and bureaucracy involved in coordinating with the Government has also driven employers to avoid the public employment services and instead utilize private employment agencies to recruit workers, and ineffective promotion of public employment services and programmes has also led to limited awareness of active labour market programmes among youth and communities. Overall, the lack of an integrated approach not only puts distance between the Government and its people, but also makes public employment services unaffordable and inaccessible for the most vulnerable groups in society. Hence, there is a need for the Department of Employment and the Department of Skill Development to take a more active and integrated approach by working more closely with their stakeholders to enhance the effectiveness of the labour market programmes.

15 More information can be found in the ILO's Thailand Public Employment Service Institutional Capacities and Youth Employment Services Diagnostic.

► References

- Azevedo, João Pedro, Amer Hasan, Diana Goldemberg, Koen Geven, and Syedah Aroob Iqbal. 2021. "Simulating the Potential Impacts of COVID-19 School Closures on Schooling and Learning Outcomes: A Set of Global Estimates". *The World Bank Research Observer* 36 (1): 1–40.
- Chongwilaikasaem, Sukampon, chaleamong Kongcharoen, and Nakarin Amarase. 2022. "Relationship between Conflict and Labor Market in the Deep South of Thailand". PIER Discussion Paper No.193.
- ILO. 2012a. *Employment Diagnostic Analysis: A Methodological Guide*.
- . 2012b. *Understanding Deficits of Productive Employment and Setting Targets: A Methodological Guide*.
- . 2017. *Methodology for Conducting Youth Labour Market Analysis*.
- . 2018. *Guide on Measuring Decent Jobs for Youth: Monitoring, Evaluation and Learning in Labour Market Programmes*.
- . 2022a. *Synthesis Review of the ILO's Employment Interventions for the Period 2015–2021: What Works and Why*.
- . 2022b. *Trends, characteristics and COVID-19 Impact on Youth Not in Employment, Education or Training (NEET) in Thailand*.
- Kluge, Jochen, Susana Puerto, David Robalino, Jose Manuel Romero, Friederike Rother, Jonathan Stöterau, Felix Weidenkaff, and Marc Witte. 2017. "Interventions to Improve the Labour Market Outcomes of Youth: A Systematic Review of Training, Entrepreneurship Promotion, Employment Services and Subsidized Employment Interventions". *Campbell Systematic Reviews* 13 (1): 1–288.
- Smith, William C. 2021. "Consequences of School Closures on Access to Education: Lessons from the 2013–2016 Ebola Pandemic". *International Review of Education* 67: 53–78.
- Songkhla Provincial Labour Office. 2022. *แผนปฏิบัติการด้านแรงงาน ปี 2566–2570*.
- Techsauce. 2018. "กฟผ.ไม่รับคนเพิ่ม เตรียมปรับองค์กรบริการ Disrupt ของเทคโนโลยี". 11 May 2018.
- Thailand, Department of Employment, Labour Market Information Administration Division. n.d. "สถิติความต้องการแรงงานรายจังหวัด". https://www.doe.go.th/prd/lmia/statistic/param/site/131/cat/93/sub/129/pull/sub_category/view/list-label.
- Thailand, Department of Skill Development. n.d. ระบบฐานข้อมูลพัฒนากำลังคนระดับจังหวัด. Accessed 31 December 2023.
- Thailand, EGAT (Electricity Generating Authority of Thailand). 2018. "กฟผ. จะมีการปรับลดพนักงานจริงหรือไม่". https://web.facebook.com/EGAT.Official/photos/a.346867302079985.1073741829.346363802130335/1385027438263961/?type=3&_rdc=1&_rdr.
- Thailand, Ministry of Education. 2022. *ดัชนีทางการศึกษาระดับภาค*.
- Thailand, Ministry of Higher Education, Science, Research and Innovation, Office of the Permanent Secretary. n.d.-a. "นักศึกษาใหม่". Accessed 31 December 2023.
- . n.d.-b. "ผู้สำเร็จการศึกษา". Accessed 31 December 2023.
- Thailand, Ministry of Interior, Department of Provincial Administration, n.d. "สถิติประชากรทางทหารทะเบียนราษฎร". Accessed 31 December 2023.
- Thailand, Ministry of Labour. n.d. ระบบฐานข้อมูลอุปสงค์และอุปทานกำลังคนเพื่อรองรับอุตสาหกรรมเป้าหมาย. Accessed 31 December 2023.

- Thailand, Ministry of Social Development and human Security. n.d. *รายงานสถานการณ์ทางสังคม*. Available at: https://www.m-society.go.th/more_news.php?cid=535.
- Thailand, NESDC (The Office of the National Economic and Social Development Council). n.d.-a. GPP Dashboard. Accessed 31 December 2023.
- . n.d.-b. HAI Dashboard. Accessed 31 December 2023.
- Thailand, NSO (National Statistical Office). n.d. "สัดส่วนคนจนเมื่อวัดด้านรายจ่ายเพื่อการอุปโภคบริโภค". สํารวจภาวะเศรษฐกิจและสังคมของครัวเรือน. Accessed 31 December 2023.
- Thailand, Office of the Education Council, Education Council Secretariat. 2021. "การศึกษาความต้องการกำลังคนที่เกี่ยวข้องกับภาคเศรษฐกิจโดยยึดพื้นที่เป็นฐาน (Area-Based)".
- Thailand, Office of the Vocational Education Commission. 2013. ข้อมูลสถิติด้านการศึกษา. Accessed 31 December 2023.
- UNICEF and Sasin School of Management, Sustainability & Entrepreneurship Centre. 2021. *Voices of Youth and Employers on Youth Employability in Thailand: Policy Recommendations to Support You to Access Meaningful Work and to Strengthen Lifelong Learning Systems*. UNICEF.
- UNICEF and Chulalongkorn University, college of Population Studies, Social Research Institute, chula Unisearch. 2023. *In-Depth Research on Youth Not in Employment, Education or Training (NEET) in Thailand*.

► Annexes

Annex I. Ongoing and upcoming labour programmes in Songkhla

Priority 1. Improve and develop labour skills to meet standards and labour market demand	
Outcome 1.1. Improve labour skills to meet the standards and respond to the labour market demand	
Programme	Key responsible agency
A project for the development of skilled labour potential supporting the Thai Special Economic Zone (โครงการพัฒนาศักยภาพแรงงานฝีมือรองรับเขตเศรษฐกิจพิเศษไทย)	Songkhla Institute for Skill Development
A project to develop the potential of Thai welders to meet international standards (โครงการพัฒนาศักยภาพช่างเชื่อมไทยสู่ระดับสากล)	Songkhla Institute for Skill Development
A project to improve Thai labour to meet standards and strengthen their competency (โครงการยกระดับแรงงานไทยให้ได้มาตรฐานฝีมือแรงงานเพื่อรองรับการแข่งขัน)	Songkhla Institute for Skill Development
A project to enhance the skills of workers and entrepreneurs to strengthen business capability (โครงการเสริมทักษะแรงงานและผู้ประกอบการเพิ่มขีดความสามารถการประกอบธุรกิจ)	Songkhla Institute for Skill Development
A project to promote skill potential and workforce competency (โครงการยกระดับเพื่อเพิ่มศักยภาพฝีมือและสมรรถนะแรงงาน)	Songkhla Provincial Labour Office
A project to promote skill potential and workforce competency to support technological change (โครงการยกระดับเพื่อเพิ่มศักยภาพฝีมือและสมรรถนะแรงงานรองรับการเปลี่ยนแปลงเทคโนโลยี)	Songkhla Institute for Skill Development
Outcome 1.2. Develop networks and strength integration and cooperation	
A project to hire graduates as liaisons to increase service efficiency of workers in the southern border provinces (โครงการจ้างบัณฑิตแรงงานเพื่อเพิ่มประสิทธิภาพการให้บริการแรงงานในจังหวัดชายแดนใต้)	Songkhla Provincial Labour Office
Priority 2. Promote employment, labour protection and social security	
Outcome 2.1. Advocate for labour protection, consistent with the labour laws, and for social security	
Programme	Key responsible agency
A project for skill training in the southern border provinces (โครงการฝึกอบรมฝีมือแรงงานในพื้นที่จังหวัดชายแดนใต้)	Songkhla Institute for Skill Development
A project to relieve occupational distress (โครงการแก้ไขปัญหาความเดือดร้อนด้านอาชีพ)	Songkhla Provincial Labour Office
A project to improve quality of life and labour productivity (โครงการยกระดับคุณภาพชีวิตและผลิตภาพแรงงาน)	Songkhla Department of Labour Protection and Welfare

Outcome 2.2. Promote employment and career options for the workforce	
Programme	Key responsible agency
A project to promote workforce readiness (โครงการเตรียมความพร้อมแก่กำลังแรงงาน)	Songkhla Provincial Employment Office
A project to promote decent work for good quality of life (โครงการก้าวสู่งานที่ดี คนมีคุณภาพ)	Songkhla Provincial Employment Office
A training programme for specific target groups of workers to increase their career opportunities (โครงการฝึกอบรมแรงงานกลุ่มเป้าหมายเฉพาะเพื่อเพิ่มโอกาสในการประกอบอาชีพ)	Songkhla Institute for Skill Development
Priority 3. Improve efficiency of labour management and services	
Outcome 3.1. Develop efficient labour management and information technology systems	
Programme	Key responsible agency
A project to develop channels to disseminate labour information (โครงการพัฒนาช่องทางการเข้าถึงข้อมูลด้านแรงงานของประชาชน)	Songkhla Provincial Labour Office
A project to develop an employment service system (โครงการพัฒนาระบบบริการงานจัดหางาน)	Songkhla Provincial Labour Office
A project to manage workers in the informal sector, older workers and workers with disabilities (โครงการบริหารจัดการแรงงานนอกระบบ แรงงานสูงอายุ และแรงงานพิการ)	Songkhla Provincial Labour Office

Source: Songkhla Five-Year Provincial Labour Action Plan (2023–2027).

Annex II. Ongoing and upcoming labour programmes in Yala

Priority 1. Promote and develop potential of agricultural workers	
Outcome: Develop potential of agricultural workers and increase value of agricultural products	
Programme	Key responsible agency
A project to develop modern entrepreneurs to increase the value of goods or services in the community (โครงการพัฒนาผู้ประกอบการสมัยใหม่เพื่อเพิ่มมูลค่าสินค้าหรือบริการในชุมชน)	Yala Institute for Skill Development
Priority 2. Promote and develop potential of workers in manufacturing, trade and tourism industries	
Outcome: Increase potential of workers in the manufacturing, trade and tourism industries	
Programme	Key responsible agency
A project to develop young marketers (นักการตลาดรุ่นใหม่)	Provincial Community Development Office of Yala, ministry of Interior
Priority 3. Promote and improve life quality of workers so they can be self-reliant	
Outcome: Promote social security for and improve the life quality of workers of all ages	
Programme	Key responsible agency
A project to relieve occupational distress through skill trainings and immediate hiring (โครงการแก้ไขปัญหาความเดือดร้อนด้านอาชีพ)	Yala Provincial Labour Office
A project to promote the development of private Islamic schools under the Royal Initiative Project of Her Royal Highness Princess Maha Chakri Sirindhorn through vocational skill trainings for students of Pondok educational institution (โครงการส่งเสริมการพัฒนาโรงเรียนเอกชนสอนศาสนาอิสลามในโครงการตามพระราชดำริสมเด็จพระชนนีสุาภิราชเจ้ากรมสมเด็จพระเทพรัตนราชสุดาฯ สยามบรมราชกุมารี ให้มีคุณภาพ)	Yala Provincial Private Education Office
A project to develop vocational skills for people with disadvantages (โครงการส่งเสริมและพัฒนาทักษะอาชีพให้แก่ผู้ด้อยโอกาส)	Yala Provincial Administration Organization
A project to develop vocational skills for people with disabilities (โครงการพัฒนาทักษะเพิ่มศักยภาพฝึกอาชีพให้คนพิการ)	Yala Provincial Administration Organization
A project to promote employment of females (โครงการส่งเสริมและพัฒนาอาชีพสตรี)	Yala Provincial Administration Organization
A project to promote workforce readiness through activities that aim to increase job opportunities, income and work from home (โครงการเตรียมความพร้อมแก่กำลังแรงงาน)	Yala Provincial Employment Office

Priority 4. Develop a labour management system	
Outcome: Workers, employers and people in the area receive effective labour services and social protection, consistent with the legal framework	
Programme	Key responsible agency
A project to promote employment and increase job opportunities (โครงการบริการจัดหางานเพื่อเพิ่มโอกาสการมีงานทำ)	Yala Provincial Employment Office
A project to promote workforce readiness (โครงการเตรียมความพร้อมแก่กำลังแรงงาน)	Yala Provincial Employment Office
A project to increase skill potential and workforce competency (โครงการยกระดับเพื่อเพิ่มศักยภาพฝีมือและสมรรถนะแรงงาน)	Yala Institute for Skill Development
A project to train technological skills for work in the 21st century (โครงการเสริมสมรรถนะด้านเทคโนโลยีรองรับการทำงานในศตวรรษที่ 21)	Yala Institute for Skill Development
A project to improve Thai labour to meet standards and strengthen their competency (โครงการยกระดับแรงงานไทยให้ได้มาตรฐานฝีมือแรงงานเพื่อรองรับการแข่งขัน)	Yala Institute for Skill Development
A project to collect and report labour data at the provincial and district levels (การจัดทำข้อมูลด้านแรงงานระดับจังหวัดและอำเภอ)	Yala Provincial Administration Organization
Satisfaction survey on public labour services (การสำรวจความพึงพอใจในการให้บริการด้านแรงงาน)	Yala Provincial Administration Organization and Yala Department of Labour Protection and Welfare
A project to promote labour service efficiency in southern border provinces, Yala Province (โครงการเพิ่มประสิทธิภาพการให้บริการด้านแรงงานในจังหวัดชายแดนภาคใต้ จังหวัดยะลา)	Yala Provincial Administration Organization
A survey of informal workers and their quality of life (โครงการจัดทำดัชนีชี้วัดคุณภาพชีวิตแรงงานนอกระบบและสำรวจข้อมูลแรงงานนอกระบบ)	Yala Provincial Administration Organization

Source: Yala Five-Year Provincial Labour Action Plan (2023–2027).

Annex III. Considerations for future interventions

To address the aforementioned youth employment challenges in Songkhla and Yala, considerations for future actions have been developed based on consultations with youth, tripartite constituents and potential partners to foster the relevance, coherence, effectiveness, efficiency, impact and sustainability of the ILO Young Futuremakers Thailand project. The preliminary considerations are discussed under two project outcomes, following the objectives of Phase II of the project. The considerations aim to provide a basis for further dialogue with key stakeholders to inform youth employment programming.

Project Outcome 1: Improved employment-related knowledge, skills and labour market transitions of disadvantaged youth

Output 1.1. Direct support to young people in developing their career aspirations through the expansion and exploration of different career options

Potential interventions in Songkhla and Yala: Career-focused events and activities, such as job shadowing, in Songkhla and Yala that allow young people to have hands-on experience on different career options. Youth could be involved in the project design process to ensure the alignment between the planned events and their interests. Furthermore, workers' organizations can also be invited to these event and activities to share knowledge on the rights of workers.

Potential stakeholders in Songkhla:

- ▶ Children and Youth Council of Songkhla
- ▶ Non-Formal and Informal Student Organizations
- ▶ Student representatives from local schools
- ▶ Songkhla Provincial Labour Office
- ▶ Songkhla Provincial Employment Office
- ▶ Songkhla Institute for Skill Development
- ▶ Songkhla Chamber of Commerce
- ▶ Federation of Thai Industries, Songkhla Chapter
- ▶ ILO
- ▶ Equitable Education Fund

Potential stakeholders in Yala:

- ▶ Yala City Municipality Office
- ▶ Children and Youth Council of Yala
- ▶ Association of Children and Youth for the Peace in the Southernmost Provinces of Thailand
- ▶ Federation of Thai Industries, Yala Chapter
- ▶ ILO
- ▶ Equitable Education Fund

Other remarks: The Association of Children and Youth for the Peace in the Southernmost Provinces of Thailand has strongly suggested that any career events should be in an offline form, to enhance youth engagement.

Output 1.1. (cont.)		
<p>Potential interventions in Songkhla and Yala: The creation of a youth career development platform that aims to help young people find their passion and values in life. The platform could provide information and tools such as career assessment, required skills for the job, life as a worker in the job, career path, related career development courses by the Provincial Institute for Skill Development, and opening entry-level positions in the market. Youth could be involved in the platform development process. Furthermore, youth have mentioned that information such as earnings and other benefits would boost their motivation in finding a job. Additionally, the platform could include area-based occupations, such as managers of durian farms in Yala, to enhance its relevance and expand the job diversity on the platform.</p>	<p>Potential stakeholders in Songkhla:</p> <ul style="list-style-type: none"> ▶ Songkhla Provincial Labour Office ▶ Songkhla Provincial Employment Office ▶ Songkhla Institute for Skill Development ▶ Songkhla Chamber of Commerce ▶ Federation of Thai Industries, Songkhla Chapter ▶ Children and Youth Council of Songkhla ▶ Non-Formal and Informal Student Organizations ▶ Student representatives from local schools ▶ ILO ▶ Equitable Education Fund <p>Potential stakeholders in Yala:</p> <ul style="list-style-type: none"> ▶ Children and Youth Council of Yala ▶ Yala City Municipality Office ▶ Association of Children and Youth for the Peace in the Southernmost Provinces of Thailand ▶ ILO ▶ Equitable Education Fund 	<p>Other remarks: Equitable Education Fund can provide further information about a career development project for managers of durian farms and other career development projects in Surat Thani as case studies.</p>
Output 1.2. Direct support to young people in enhancing their employability through demand-led skill training		
<p>Potential interventions in Songkhla: Support Songkhla Provincial Employment Office and employers' organizations in facilitating job matching in the hospitality sector. Songkhla Chamber of Commerce has pointed out the insufficient labour supply in accommodation and food services activities, and the opportunities for young people to work in catering services. Although the positions do not require previous work experience, training for soft skills, such as accountability, persistence, and thoughtfulness, will improve the overall employability of young people. In terms of technical and vocational skills, training courses can be provided on, for example, canva for graphic design, online marketplaces and communication platforms management, and basic marketing technology, which align with the interests of both youth and employers in Songkhla.</p>	<p>Potential stakeholders in Songkhla:</p> <ul style="list-style-type: none"> ▶ Children and Youth Council of Songkhla ▶ Non-Formal and Informal Student Organizations ▶ Student representatives from local schools ▶ Songkhla Provincial Employment Office ▶ Songkhla Institute for Skill Development ▶ Songkhla Chamber of Commerce ▶ Federation of Thai Industries, Songkhla Chapter ▶ Songkhla Office of Learning Encouragement ▶ ILO 	<p>Other remarks: Transportation difficulties and costs for youth with disadvantages should be taken into consideration to facilitate their participation in trainings. The trainings should take place near the residential areas of the beneficiaries, otherwise proactive measures should be taken to address the barrier of distance. The potential pilot areas are Mueang Songkhla and Rattaphum districts, where skill training centres are located.</p>

Output 1.2. (cont.)		
<p>Potential interventions in Yala: Direct support to young people in Yala could target job creation or entrepreneurship development, due to the limited opportunities in the province to work as an employee. Possible forms of support may include – but not be limited to – skill training, access to networking, access to business development services, access to funding and access to markets. Young females could be the main targeted beneficiaries to address the unfavourable gender disparities in the labour force participation rate, employment-to-population ratio, and unemployment rate in the province. Training courses of interest among female youth include media content creation, beauty-related technical skills (such as skills for eyelash extension artists and make-up artists), and any courses that will create value-added to their basic skills in cooking, baking, sewing and jewellery-making.</p>	<p>Potential stakeholders in Yala:</p> <ul style="list-style-type: none"> ▶ Children and Youth Council of Yala ▶ Yala City Municipality Office ▶ Association of Children and Youth for the Peace in the Southernmost Provinces of Thailand ▶ Yala Vocational College ▶ Yala Technical College ▶ Phra Dabos School of the Southern Border Provinces ▶ Royal Initiative Discovery Foundation ▶ Federation of Thai Industries, Yala Chapter ▶ ILO 	<p>Other remarks: As Yala youth prefer to stay in the province, the training courses should align with career opportunities in the area. To date, there are plenty of training courses in Yala that mostly provide basic skills and general knowledge. The most common course is e-commerce, which has received little interest from the youth. Young people in Yala are interested in specialized and technical skill training that allows them to be experts in particular areas. Although the proposed training programmes are based on the interests of young females, all youth groups should be welcome to register. Discrimination is a sensitive issue in Yala.</p>
Output 1.3. Creation of work-based learning opportunities to improve school-to-work transition for young people		
<p>Potential interventions in Songkhla: Songkhla Chamber of Commerce is open for possible collaborations in providing work-based learning for young people in the province. Although the concept of work-based learning is relatively new and scarce in Thailand, the Songkhla Chamber of Commerce is willing to take initiative, together with the local government, to explore the possibility in establishing a programme to improve school-to-work transition for young people. The initial step can be launching a survey to study the needs and requirements of employers in regard to youth labour. While provincial government offices would take the lead on this initiative, knowledge and good practices can be shared to facilitate and support the creation of work-based learning opportunities in Songkhla.</p>	<p>Potential stakeholders in Songkhla:</p> <ul style="list-style-type: none"> ▶ Songkhla Provincial Labour Office ▶ Songkhla Provincial Employment Office ▶ Songkhla Institute for Skill Development ▶ Songkhla Chamber of Commerce ▶ Federation of Thai Industries, Songkhla Chapter ▶ ILO ▶ Equitable Education Fund 	<p>Other remarks: Phitsanulok is known to provide work-learning learning opportunities for youth. Further information and case studies can be enquired from the Equitable Education Fund.</p>

Project Outcome 2: Strengthened institutional capacities to provide skills development and employment services

Output 2.1. Development of professional and standard guidelines for career guidance services in educational institutions and labour market programmes		
<p>Potential interventions in Songkhla and Yala: Conduct research to develop professional and standard guidelines and share best practices for career guidance services. The guidelines could also provide analyses for future provincial labour market trends, information on necessary skills for the future of work, and mapping of relevant support services and entities. The findings could be shared with all relevant stakeholders, including but not limited to, Provincial Employment Offices, Provincial Institutes for Skill Development, schools and universities. The guidelines can be bilingual – in Thai and Pattani Malay – to foster inclusiveness.</p>	<p>Potential stakeholders in Songkhla:</p> <ul style="list-style-type: none"> ▶ Songkhla Provincial Labour Office ▶ Songkhla Provincial Employment Office ▶ Songkhla Institute for Skill Development ▶ ILO <p>Potential stakeholders in Yala:</p> <ul style="list-style-type: none"> ▶ Yala City Municipality Office ▶ ILO 	<p>Other remarks: Provincial context and stakeholders should be considered and consulted, not only to enhance the relevance of the guidelines but also to foster a sense of ownership.</p>
Output 2.2. Provision of technical assistance to Provincial Employment Office and Institute for Skill Development to foster partnership and enable environment for social dialogue		
<p>Potential interventions in Songkhla: The development of an integrated workflow between Songkhla Provincial Employment Office and Songkhla Institute for Skill Development that enhances the linkages between job registration, skill training and job placement is encouraged. An integrated approach will foster the effectiveness and reputation of the active labour market programmes. For example, the welder training courses by Songkhla Institute for Skill Development are well-equipped with proficient lecturers and advanced tools. Although the Provincial Institute for Skill Development has affirmed that welders are in demand, there is a lack of job guarantee or supporting data. Youth have suggested that the availability of job guarantees will motivate them in applying for the training. The initial step could be to provide technical assistance to the government agencies to study their user journeys and identify pain points in the process.</p>	<p>Potential stakeholders in Songkhla:</p> <ul style="list-style-type: none"> ▶ Songkhla Provincial Employment Office ▶ Songkhla Institute for Skill Development ▶ Children and Youth Council of Songkhla ▶ Non-Formal and Informal Student Organizations ▶ Songkhla Chamber of Commerce ▶ Federation of Thai Industries, Songkhla Chapter ▶ ILO 	<p>Other remarks: Greater understanding of the user journey – that is, the process and experience that users go through and get from interacting with the agencies – will also help the Provincial Employment Office and Institute for Skill Development to potentially identify causes of their current weaknesses.</p>

Output 2.2. (cont.)		
<p>Potential interventions in Songkhla: The Songkhla Provincial Employment Office and Songkhla Institute for Skill Development could be encouraged to work more closely with employers, workers and youth to receive feedback on their active labour market programmes. Such information is valuable for the continuous development of the programmes to be responsive to the provincial labour market. For the initial step, as Songkhla will be one of the host cities for the South East Asian Games in 2025, the government agencies could explore with local employers and young people potential skill development courses and job opportunities for young people in the hospitality sector.</p>	<p>Potential stakeholders in Songkhla:</p> <ul style="list-style-type: none"> ▶ Songkhla Provincial Employment Office ▶ Songkhla Institute for Skill Development ▶ Songkhla Chamber of Commerce ▶ Federation of Thai Industries, Songkhla Chapter ▶ Children and Youth Council of Songkhla ▶ Non-Formal and Informal Student Organizations ▶ State Enterprises Workers' Relations Confederation of Songkhla ▶ ILO 	<p>Other remarks:</p>
Output 2.3. Extension of the network and partnerships of the ILO in the area of youth employment in Thailand		
<p>Potential interventions in Songkhla and Yala: A more extensive network of partners can bring about an integrated body of knowledge, the sharing of good practices and joint databases. Possible collaborations with partners might include but are not limited to: organization of a youth-related forum; an awareness-raising project on youth-related issues in Songkhla and Yala; and a research project to analyse lessons learned from and good practices of youth interventions in Thailand.</p>	<p>Potential stakeholders in Songkhla:</p> <ul style="list-style-type: none"> ▶ ILO ▶ Equitable Education Fund ▶ The Southern Volunteer Association <p>Potential stakeholders in Yala:</p> <ul style="list-style-type: none"> ▶ ILO ▶ Equitable Education Fund ▶ Association of Children and Youth for the Peace in the Southernmost Provinces of Thailand ▶ Yala Provincial Administrative Organization ▶ Yala City Municipality Office 	<p>Other remarks: One of the perceived advantages of the ILO by other youth-related initiatives is the availability and quality of experts and knowledge in youth employment. Other organizations are interested to learn about good practices from other countries.</p>

Output 2.4. Strengthened labour market information on youth NEETs		
<p>Potential interventions in Songkhla and Yala: A data collection tool, such as the School-to-Work Transition Survey, could be launched to collect data on youth NEETs in Songkhla and Yala. So far, there have been limited data and programmes that targeted this vulnerable group. Therefore, the initial step could be to provide technical assistance to strengthen and extend any existing database or survey collection tools to cover this vulnerable youth group. For data collection in the later step, potential pilot areas are Wat Hua Pom community in Songkhla and Yala City in Yala. Furthermore, the data could be collected from students finishing grade 9 and grade 12, as these are the most crucial transitioning periods where they may drop-out from school and become NEETs in the future.</p>	<p>Potential stakeholders in Songkhla:</p> <ul style="list-style-type: none"> ▶ Songkhla Provincial Labour Office ▶ The Southern Volunteer Association ▶ Children and Youth Council of Songkhla ▶ Provincial Community Development Department ▶ Local network of Village Health Volunteers <p>Potential stakeholders in Yala:</p> <ul style="list-style-type: none"> ▶ Yala Provincial Administrative Organization ▶ Yala City Municipality Office ▶ Children and Youth Council of Yala ▶ Provincial Community Development Department ▶ Local network of Village Health Volunteers 	<p>Other remarks: Inactive and discouraged youth have largely been neglected. Many stakeholders have raised their concerns about the lack of a responsible government department for youth NEETs in Thailand. Village Health Volunteers (อาสาสมัครสาธารณสุขประจำหมู่บ้าน) are groups who have granulated, up-to-date and accurate data about people in their local areas, and thus can be consulted for the data collection process.</p>

Annex IV. Stakeholder mapping in Songkhla

Organization	Potential areas of collaboration on youth employment		
	Training and other labour market measures	Policy and coordination	Knowledge and research
Youth			
Children and Youth Council of Songkhla		X	
Non-Formal and Informal Student Organizations		X	
Songkhla Youth Association		X	
Government agencies			
Songkhla Provincial Labour Office			X
Songkhla Provincial Employment Office		X	X
Songkhla Institute for Skill Development	X		
Songkhla Social Development and human Security Office		X	
Songkhla Community Development Office		X	X
Songkhla Provincial Administrative Organization		X	
Songkhla City Municipality Office		X	
Songkhla Statistical Office			X
Workers' organization			
State Enterprises Workers' Relations Confederation of Songkhla	X		
Employers' organizations			
Songkhla Chamber of Commerce		X	
Federation of Thai Industries, Songkhla Chapter		X	
Confederation of Thai SMEs, Songkhla Office		X	
Educational institutions			
Songkhla Office of Learning Encouragement	X	X	
Non-formal private education association of Songkhla	X		
Songkhla Polytechnic College	X		
Songkhla Vocational College	X		

Organization	Potential areas of collaboration on youth employment		
	Training and other labour market measures	Policy and coordination	Knowledge and research
Other youth-related associations			
ILO			X
The Southern Volunteer Association		X	X
Boyang Self-Reliant Centre		X	X
Songkhla Forum		X	X
Equitable Education Fund			X

Note: The stakeholder mapping is based on the Young Futuremakers Thailand – Phase II Project stakeholder consultation, with additional potential stakeholders identified through desk review. Hence, future interventions may use the stakeholder mapping as a guideline, but they need not be limited to the organizations indicated in the table.

Youth

► Children and Youth Council of Songkhla

The provincial office is a part of the Children and Youth Council of Thailand (CYCT), which is the largest youth network in Thailand, and it has a key role in representing young people’s voices to policymakers. The Council also works to promote the rights and interests of children and youth, and to provide opportunities for youth participation in decision-making.

Contact: 088 - 851- 2577 | <https://th-th.facebook.com/SapadekSongkhla/>

► Non-Formal and Informal Student Organizations

Contact: 074 - 440 - 048

► Songkhla Youth Association

Contact: <https://www.facebook.com/profile.php?id=100064759024159>

Government agencies

► Songkhla Provincial Labour Office

The Provincial Labour Office is the government agency responsible for enforcing labour laws and regulations, providing employment services, and promoting the welfare of workers in the province.

Contact: 074 - 325 - 092 | <https://songkhla.mol.go.th/en/>

► Songkhla Provincial Employment Office

The provincial employment office is the government agency that is responsible for providing employment services and promoting the welfare of workers in the province.

Contact: 074 - 314 - 845 | <https://www.doe.go.th/Songkhla>

► Songkhla Institute for Skill Development

The Songkhla Institute for Skill Development is a government agency that is responsible for providing vocational education and training to workers in the province.

Contact: 074 - 336 - 052 | <https://www.dsd.go.th/Songkhla>

► Songkhla Social Development and human Security Office

The Songkhla Social Development and human Security Office is a government agency with the primary goals of promoting social development, ensuring human security and improving the well-being of individuals and communities within its jurisdiction.

Contact: 074 - 311-188 | <https://songkhla.m-society.go.th/>

► Songkhla Community Development Office

The Provincial Community Development Office plays a crucial role in promoting community development and enhancing the well-being of people at the provincial level.

Contact: 074 - 311 - 674 | <https://songkhla.cdd.go.th/>

► Songkhla Provincial Administrative Organization

The Provincial Administrative Organization is a major provider of public services in Songkhla. It is governed by a board of directors, which is elected by the people of Songkhla. The organization plays an important role in improving the quality of life of the people of Songkhla.

Contact: 074 - 890 - 971 | <https://songkhlapao.go.th/>

► Songkhla City Municipality Office

Songkhla City Municipality Office is the local government agency responsible for the administration and governance of Songkhla City. Its primary roles are to provide essential public services, maintain infrastructure and implement local policies and regulations.

Contact: 074 - 311 - 015 | <https://www.songkhcity.go.th/>

► Songkhla Statistical Office

The Songkhla Statistical Office is a government agency responsible for collecting, analysing and disseminating statistical data related to the province of Songkhla. It operates under the Ministry of Digital Economy and Society, in collaboration with the National Statistical Office of Thailand. It has a crucial role in providing reliable and comprehensive statistical data, which contributes to the development and planning of the province and facilitates evidence-based decision-making.

Contact: 074 - 311 - 558 | <http://songkhla.nso.go.th/>

Worker's organizations

► State Enterprises Workers' Relations Confederation of Songkhla

The State Enterprises Workers' Relations Confederation (SERC) is a trade union federation in Thailand that represents workers in state-owned enterprises. SERC's main objectives are to promote and protect the rights and interests of its members, to improve working conditions in state-owned enterprises and to promote social justice in Thailand.

Contact: 02 - 537 - 8973

Employers' organizations

▶ Songkhla Chamber of Commerce

The Songkhla Chamber of Commerce is a non-profit organization that represents the interests of businesses in Songkhla Province. It has over 2,000 members, including businesses of all sizes and across all industries. The Chamber's main objectives are to promote the interests of its members, to improve the business environment in Songkhla and to contribute to the development of the province.

Contact: 074 - 246 - 388 | <https://www.songkhlachamber.org/>

▶ Federation of Thai Industries, Songkhla Chapter

The Federation of Thai Industries (FTI) is a national organization that represents the interests of the Thai private sector. The Songkhla Chapter's main objectives are to promote the interests of its members, to improve the business environment in the province and to contribute to the development of the province.

Contact: 074 - 211 - 902 | <https://www.facebook.com/fti.songkhla/>

▶ Confederation of Thai SMEs, Songkhla Office

The Confederation of Thai SMEs was founded as a hub for Thai entrepreneurs and to be a force in coordinating cooperation with government agencies, professional councils, financial institutions and private organizations to help Thai entrepreneurs establish, survive and thrive.

Contact: 081 - 992 - 2952 | <https://www.facebook.com/SmeThaiSongkhla/>

Educational institutions

▶ Songkhla Office of Learning Encouragement

The Provincial Office of Learning Encouragement is a government agency under the Department of Learning Encouragement, ministry of Education. The provincial office focuses on promoting and supporting 3 types of learning: Lifelong learning, Learning for self-improvement, and Learning for educational qualifications.

Contact: 074 - 440 - 048 | <http://sk.nfe.go.th/sknfe/>

▶ Non-formal private education association of Songkhla

Contact: 083 - 186 - 3755 | https://www.facebook.com/npeasongkhla/?locale=th_TH

▶ Songkhla Polytechnic College

Songkhla Polytechnic College offers two levels of courses, certificate of Technical Vocation and Diploma. The programmes at the college include seven branches of mechanic work.

Contact: 074 - 311 - 590 | <http://www.spc.ac.th/>

▶ Songkhla Vocational College

Songkhla Vocational College aims to provide vocational education that meets both competency standards and demand for the production and development of the country's manpower. The institution offers three levels of education, including Certificate of Technical Vocation, Diploma and Undergraduate programmes.

Contact: 074 - 311 - 202 | <http://www.songkhlavc.ac.th/>

Other youth-related associations

► The Southern Volunteer Association

The main objectives of the The Southern Volunteer Association are to disseminate news, activities and knowledge about volunteer work in the southern region of Thailand. Its initiatives include, but are not limited to, organizing volunteer activities and coordinating help for the vulnerable groups in the southern region. In the future, Ar-sa Sang Suk aims to enhance its volunteer mechanism and produce media to support volunteer in the region.

Contact: 086 – 960 – 8334 | <https://www.facebook.com/arsa.society/>

► Songkhla Forum

The Songkhla Forum is an organization founded in 1993 to promote good citizenship among the people of Songkhla. The organization has been working on youth problems with various agencies, both public and private.

Contact: 098 - 013 – 8929 | <https://www.facebook.com/PannipaSotthibandhu>

► Equitable Education Fund

The Equitable Education Fund (EEF) is a public fund established under the Equitable Education Act B.E. 2561 (2018) to reduce educational inequality in Thailand. The EEF provides financial assistance and other support to students from low-income families, as well as to schools in underserved areas.

Contact: 02 - 079 - 5475 | <https://www.eef.or.th/>

Annex V. Stakeholder mapping in Yala

Organization	Potential areas of collaboration		
	Training and other labour market measures	Policy and coordination	Knowledge and research
Youth			
Children and Youth Council of Yala		X	
Government agencies			
Yala Provincial Labour Office			X
Yala Provincial Employment Office		X	X
Yala Institute for Skill Development	X		
Yala Social Development and human Security Office		X	
Yala Community Development Office		X	X
Yala Provincial Administrative Organization		X	
Yala City Municipality Office		X	
Yala Statistical Office			X
Employers' organizations			
Yala Chamber of Commerce		X	
Federation of Thai Industries Yala Chapter		X	
Educational institutions			
Yala Office of Learning Encouragement	X	X	
Yala Technical College	X		
Yala Vocational College	X		
Phra Dabos School of the Southern Border Provinces	X		
Royal Initiative Discovery Foundation	X		
Other youth-related associations			
ILO			X
The Association of Children and Youth for Peace in the Southern Border		X	X
Equitable Education Fund			X

Note: The stakeholder mapping is based on the Young Futuremakers Thailand – Phase II Project stakeholder consultation, with additional potential stakeholders identified through desk review. Hence, future interventions may use the stakeholder mapping as a guideline, but they need not be limited to the organizations indicated in the table.

Youth

▶ Children and Youth Council of Yala

The provincial office is a part of the Children and Youth Council of Thailand (CYCT), which is the largest youth network in Thailand, and it has a key role in representing young people's voices to policymakers. The Council also works to promote the rights and interests of children and youth, and to provide opportunities for youth participation in decision-making.

Contact: 098 - 013 - 1667 | <https://www.facebook.com/CYCYALA/>

Government agencies

▶ Yala Provincial Labour Office

The Provincial Labour Office is the government agency responsible for enforcing labour laws and regulations, providing employment services, and promoting the welfare of workers in the province.

Contact: 073 - 259 - 240 | <https://yala.mol.go.th/en/>

▶ Yala Provincial Employment Office

The provincial employment office is the government agency that is responsible for providing employment services and promoting the welfare of workers in the province.

Contact: 073 - 362 - 614 - 5 | <https://www.doe.go.th/yala/>

▶ Yala Institute for Skill Development

The Yala Institute for Skill Development is a government agency that is responsible for providing vocational education and training to workers in the province.

Contact: 073 - 203 - 222 | <https://www.dsd.go.th/Yala>

▶ Yala Social Development and human Security Office

The Yala Social Development and human Security Office is a government agency with the primary goals of promoting social development, ensuring human security and improving the well-being of individuals and communities within its jurisdiction.

Contact: 073 - 203 - 509 | <https://yala.m-society.go.th/>

▶ Yala Community Development Office

The Provincial Community Development Office plays a crucial role in promoting community development and enhancing the well-being of people at the provincial level.

Contact: 073 - 212 - 908 | <https://yala.cdd.go.th/>

▶ Yala Statistical Office

The Yala Statistical Office is a government agency responsible for collecting, analysing and disseminating statistical data related to the province of Yala. It operates under the Ministry of Digital Economy and Society, in collaboration with the National Statistical Office of Thailand. It has a crucial role in providing reliable and comprehensive statistical data, which contributes to the development and planning of the province and facilitates evidence-based decision-making.

Contact: 073 - 212 - 703 | <http://yala.nso.go.th/>

▶ Yala City Municipality Office

The municipality office provides a variety of services to its residents, including, water supply, waste management, public transportation, cleaning of public areas, education, public safety and economic development. The municipality also works to promote the city's culture and heritage. It is committed to providing its residents with a high quality of life. It is working to make the city a more liveable, sustainable and prosperous place to live.

Contact: 073 – 223 - 666 | <https://yalacity.go.th/>

▶ Yala Provincial Administrative Organization

The Provincial Administrative Organization is a major provider of public services in Yala. It is governed by a board of directors, which is elected by the people of Yala. The organization plays an important role in improving the quality of life of the people of Yala.

Contact: 073 – 203 - 610 | <https://yalapao.go.th/>

Employers' organizations

▶ Yala Chamber of Commerce

The Yala Chamber of Commerce is a non-profit organization that represents the interests of businesses in Yala Province. The Chamber's main objectives are to promote the interests of its members, to improve the business environment in Yala and to contribute to the development of the province.

Contact: 073 – 211 – 288

▶ Federation of Thai Industries Yala Chapter

The Federation of Thai Industries (FTI) is a national organization that represents the interests of the Thai private sector. The Yala Chapter's main objectives are to promote the interests of its members, to improve the business environment in the province and to contribute to the development of the province.

Contact: 073 – 243 – 613

Educational institutions and training centres

▶ Yala Vocational College

The establishment of Yala Vocational College was aimed at developing medium-skill manpower with programmes that are responsive to the needs of the labour market and labour supply. As of 2023, the college is offering courses in Business Administration and Management, information and communication technology, Home economics, and General Studies.

Contact: 098 - 681 - 2759 | <http://www.yvc.ac.th/>

▶ Yala Technical College

Yala Technical College offers two levels of courses, certificate of Technical Vocation and Diploma. The programmes at the college include nine majors in industrial engineering, two majors in business administration and one major in information technology and communication.

Contact: 073 – 216 - 769 | <http://www.yvc.ac.th/>

▶ Phra Dabos School of the Southern Border Provinces

Phra Dabos School is a non-formal vocational school that offers a variety of courses in fields such as carpentry, masonry, electronics and sewing. The school is a tuition-free institution, and all students are provided with food, housing and uniforms. Moreover, the school also has a variety of support services to students, such as tutoring, counselling and job placement assistance.

Contact: 073 – 257 - 949 | <https://www.facebook.com/people/โรงเรียนพระดาบสจังหวัดชายแดนภาคใต้-จังหวัดยะลา/>

► Yala Office of Learning Encouragement

The Provincial Office of Learning Encouragement is a government agency under the Department of Learning Encouragement, ministry of Education. The provincial office focuses on promoting and supporting 3 types of learning: Lifelong learning, Learning for self-improvement, and Learning for educational qualifications.

Contact: 073 - 212 - 732 | <http://www.yalanfe.com/>

► The Royal Initiative Discovery Foundation

The Royal Initiative Discovery Foundation aims to accelerate and expand rural development work across the country. The foundation is tasked with managing the knowledge and wisdom of royal initiative projects and to promote the use of them while integrating them into the country's overarching development approach.

Contact: 02 - 611 - 5000 | <https://www.pidthong.org/>

Other youth-related associations

► Association of Children and Youth for Peace in the Southern Border

The Association of Children and Youth for Peace in the Southern Boarder, also known as the Luuk Rieang Group, aim to educate children in the deep south about reproductive health and improve access to education. The association is targeting children and youth who have lost family members in the deep south insurgency.

Contact: 081 - 433 - 2495 | <https://www.facebook.com/luukrieang/>

► Equitable Education Fund

The Equitable Education Fund (EEF) is a public fund established under the Equitable Education Act B.E. 2560 (2017) to reduce educational inequality in Thailand. The EEF provides financial assistance and other support to students from low-income families, as well as to schools in underserved areas.

Contact: 02 - 079 - 5475 | <https://www.eef.or.th/>



Promoting youth employment in Songkhla and Yala, Thailand: A situation analysis

With young people representing the future of Thailand, having a productive youth labour force is key to the social and economic development of the country. However, many young women and men face difficulties during the school-to-work transition and experience challenges in the labour market. Hence, these issues must be addressed to support youth's ability to grow and compete in the highly competitive and rapidly changing world of work. This study analysed the provincial labour market situations of Songkhla and Yala and also focuses on the youth labour market. Key findings from the study provide interesting insights into youth employment issues in Songkhla and Yala and propose recommendations for future interventions that can support youth into productive employment and decent work.



FUNDED BY
**STANDARD
CHARTERED
FOUNDATION**

ILO Country Office for Thailand, Cambodia
and Lao People's Democratic Republic
United Nations Building, Rajadamnern Nok Avenue,
Bangkok 10200, Thailand

T: +662 288 1234 (press 1 for ILO)

F: +662 280 1735

E: BANGKOK@ilo.org

W: ilo.org/Thailand

