Concept Note:

Access to Social Protection for Migrant Workers in Thailand

Background paper of the Social Protection Diagnostic Review for enhancing the social protection contribution to Thailand’s security, prosperity and sustainability
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1. Background

The UN Joint Program – Social Protection for All in Thailand

The UN SDG Fund is funding a UN Joint Program (UNJP) between the Royal Thai Government (RTG) and UN agencies in Thailand on “Social Protection for All in Thailand - Accelerating progress towards an integrated and modernized Social Protection System for All in Thailand”. The UNJP commenced in January 2020 and will run for 2 years until December 2021. One of the key activities under this partnership is a collaboration between the UN team and the RTG to carry out a Social Protection Diagnostic Review (SPDR), i.e. a comprehensive review of Thailand social protection system. The SPDR is expected to include an analysis of the existing social protection system, measuring it versus the current and future challenges faced by Thailand, including the main strategic orientations derived from national key programmatic documents. Its ultimate objective is to generate a set of policy recommendations for a more inclusive, integrated, coherent and sustainable system, including an analysis of the recommendations fiscal implications, which are expected to inform the national debate regarding the future of social protection. In the current context, the role of social protection in supporting households in coping with the social and economic impact of the COVID-19 crisis, as well as its wider role as a key pillar of a human-centred recovery will naturally influence the dialogue on the future of social protection.

Building upon its expertise, IOM together with the UNJP team will advocate and further strengthen the inclusion of Thailand's social protection system for migrant workers and one of the key activities undertaken is to conduct a technical paper on “Access to Social Protection for Migrant Workers and Their Families in Thailand”. This technical paper composes one of the background papers of the Social Protection Diagnostic Review for enhancing the social protection contribution to Thailand’s security, prosperity and sustainability, led by ILO and UNICEF. The aim of this technical paper is to assess the current situation of social protection for migrant workers and their families in Thailand, including level of access to the existing social protection programs and their benefits as well as key challenges, barriers and gaps in policy and implementation levels, while creating feasible reform options based on the extensive review and analysis of the national context and international good practices.

The context - Migrants and Migrant Workers in Thailand

In Thailand, the development of social protection has gained currency especially after the world economic crisis in 2008 and the internal political turmoil in 2010 when the Thai Government begun to recognize social protection as a means to increase economic resilience as well as to reduce social and economic inequality in the long term. Social protection in Thailand thus covers a wide range of schemes from contributory programs to those that are non-contributory, such as social assistance and public welfare.

As of now, Thailand includes social protection in the 20-Year National Strategy (2018 – 2037) which Thailand aims to become a developed country with security, prosperity and sustainability in accordance with the Sufficiency Economy Philosophy. Social protection is also one of the key objectives of the Twelfth
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National Economic and Social Development Plan (2017-2021).\(^1\) According to the Plan, from 2017-2021, Thailand aims to create a more just society by providing economic and social security as well as fair access to resources and quality social services.

There is no single definition of migrants. Normally, migrants refer to those who have moved away from their place of usual residence. This can be within a country or across an international border, temporarily or permanently and for a variety of reasons.

Migrant workers constitute the majority of the migrant population in Thailand. Most of them come from neighboring countries: Cambodia, Lao PDR, Myanmar and Vietnam, and employed in the informal occupations.\(^2\) According to the Emergency Decree on the Foreigners’ Working Management B.E. 2560 (2017) and B.E. 2561 (2018), migrant workers can be divided into different categories as follows:

- Professional and skilled workers.
- Low-skilled workers from Cambodia, Lao PDR, Myanmar and Vietnam. These include:
  - Migrants who have entered Thailand on the basis of Memorandum of Understandings (MoUs) between the Thai Government and the Governments of Cambodia, Lao PDR, Myanmar and Vietnam. These migrants have a regular status and hold a passport, visa Non-LA and work permit valid for 2 years (renewal for an additional 2 years). They can work in the low-skilled occupations and domestic work, as well as to travel anywhere in Thailand.
  - Migrants who have completed the National Verification (NV) Process. NV served as a mechanism to regularize all irregular migrants who have already lived and worked in Thailand. These migrants with a completed NV process will thus turn into a regular status and hold a certificate of identity or a passport and a “pink card” (work permit). They can work in low-skilled occupations, do domestic work and in the agricultural sector. They can also travel anywhere in Thailand.
    ** It should be noted that the Department of Employment, Ministry of Labour, has publicly announced its achievement and completion of the NV Process in regularizing migrant workers’ status. From now on, migrants who wish to be employed in the low-skilled occupations can therefore enter and work in Thailand under the MoUs only.
- Seasonal workers. Seasonal workers are those who hold a nationality of any country sharing a border with Thailand, namely, Cambodia, Lao PDR and Myanmar. They have a regular status and hold a border pass and a work permit valid for 3 months which allow them to work in low-skilled occupations, domestic work as well as agricultural works only in the specific location close to the border between Thailand and its neighboring countries.

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The Scope of Research

Social protection, as defined by the International Labour Organization (ILO), is a set of public measures designed to protect individuals from socioeconomic contingencies threatening their basic living standard. Social protection can be in the forms of social assistance, social insurance and labor market regulation.

- **Social Assistance** consists of tax-financed supporting programs to the most vulnerable individuals or households such as the poor, homeless, or the physically and mentally challenged. These programs can be in all forms of public action, government or non-government such as welfare and social services, cash or in-kind transfers (e.g. allowance, food) and subsidies.
- **Social insurance** consists of contributory programs aimed to protect beneficiaries from life-course contingencies such as maternity and old-age or work-related contingencies such as unemployment and sickness.
- **Labor market regulation** consists of programs to promote employment, efficient operation of labor markets and the protection of workers.

The data collection on the national legal framework of the Research will be limited to existing social protection schemes for migrant workers in Thailand. This does not mean the identified policy options should remain in the existing social protection schemes. Findings and recommendations from this technical paper will provide evidence to mainstream migration into the SPDR.

2. Existing Social Protection Schemes for Migrant Workers in Thailand

There are 4 main pieces of registration governing the social protection scheme available to migrants in Thailand. These are the Social Security Act, the Workmen’s Compensation Act and the Ministry of Public Health Announcement on Health Examinations and Insurance for Migrant Workers and the National Education Act (extension to include children without documentation or Thai nationality by a Cabinet Resolution in 2005).

It is necessary to ensure the ability to access benefits under these legal frameworks. While all migrant children regardless of status are entitled to free basic education for 15 years according to the National Education Act, migrant workers’ accessibility to social protection schemes are varied and fragmented depending on their immigration status and characteristic of work performed. Regular migrants who work in the formal sector are eligible to receive a greater number of benefits than regular migrants who work in the informal sector. Irregular migrant workers are completely excluded from the social protection schemes provided in Thailand.

Table 1: Social Protection for Migrant Workers in Thailand

<table>
<thead>
<tr>
<th>Social Protection program</th>
<th>Benefits</th>
<th>Law/regulation</th>
<th>Responsible organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular migrant workers in the formal sector (Professional workers or workers with MoU and completed national verification)</td>
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</tbody>
</table>

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| Workmen’s Compensation Fund | • Medical treatments for injuries, sickness, death or disappearance, disability, dismemberment or loss of physical ability during or as a result of performing their work duties.  
• Monthly indemnity  
• Rehabilitation expenses  
• Funeral grant | Workmen’s Compensation Act B.E. 2537 and its amendment B.E. 2561. | Social Security Office, Ministry of Labor |
|-----------------------------|---------------------------------|----------------------------------|----------------------------------|
| Social Security Fund        | **Social Security Fund for Insured Persons under Article 33**  
• Medical treatments and cash compensation for non-occupational sickness and injury.  
• Retirement benefits: monthly pensions or a lump-sum payment depending on the retirement age and length of paying contributions.  
• Disability benefits: income replacement, medical care and rehabilitation.  
• Funeral grant and death allowance  
• Maternity benefits: medical expenses for pregnancy care and child delivery as well as cash compensation for maternity leave.  
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<table>
<thead>
<tr>
<th>Unemployment benefits.</th>
</tr>
</thead>
</table>

Regular migrant workers in the informal sector (workers with MoU, completed national verification or seasonal workers)

| Compulsory Migrant Workers’ Health Insurance Scheme | Healthcare services | Ministry of Public Health Announcement on Health Examinations and Insurance for Migrant Workers 2019 | Ministry of Public Health |

2.1 Regular Migrant Workers in the Formal Sector

2.1.1 Workmen’s Compensation Fund

The Workmen’s Compensation Fund (WCF) is established in pursuant to the Workmen’s Compensation Act B.E. 2537 and its amendment B.E. 2561. It aims to provide compensation payments to employees in the formal sector, including regular migrant workers in case of injuries, sickness, death or disappearance, disability, dismemberment or loss of physical ability *during or as a result of performing their work duties*.4

- Contributions

This fund only requires a sole contribution from employers. Contributions will be collected from employers annually and the amount of contributions will be calculated from the total wage of employees for a whole year (not exceeding THB 240,000 per year) multiplied by a contribution rate of a certain type of business in range between 0.2 – 1.0% depending on the risk of business type. This rate will be used for the first four years of contributions. In the fifth year, the contribution rate may be increased or decreased depending on the accident record of employer’s business.

- Benefits

When eligible employees experience work-related injuries or sickness, they are entitled to compensation benefits consisting of medical expense, monthly indemnity, rehabilitation expense and funeral expense.

2.1.2 Social Security Fund’s Benefits for Insured Persons under Article 33

The Social Security Scheme is a contributory social protection scheme established in pursuant to the Social Security Act B.E.2533 and its amendments B.E. 2531, 2542 and 2558. It aims to provide a set of benefits to insured persons in case of injury, sickness, disability or death that is *unrelated to performing their work duties*. Other benefits including maternity, child allowance, old age, and unemployment are also provided.5

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- **Insured Persons under Article 33**

According to the Act and its amendments, employees including regular migrants who work in the formal work establishment with at least one employee, are required to register under Article 33 and make contributions to the Fund on a monthly basis.

- **Contributions for Insured Persons under Article 33**

Contributions will be paid equally by both employees and employers at 5% of the employee’s salary. The computation is based on the minimum wage base, THB 1,650 monthly (THB 83) and the maximum is no more than THB 15,000 (THB 750). The Government also pays an additional 2.75% as a supplement.

**Table 2: Rate of Contribution**

<table>
<thead>
<tr>
<th>Benefits</th>
<th>Employee</th>
<th>Employer</th>
<th>Government</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sickness, Disability, Death, Maternity</td>
<td>1.5</td>
<td>1.5</td>
<td>1.5</td>
</tr>
<tr>
<td>Child allowance, Old age</td>
<td>3</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Unemployment</td>
<td>0.5</td>
<td>0.5</td>
<td>0.25</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>5</strong></td>
<td><strong>5</strong></td>
<td><strong>2.75</strong></td>
</tr>
</tbody>
</table>

*Source: Social Security Office, Ministry of Labour*

- **Benefits for Insured Persons under Article 33**

Insured persons under Article 33 are eligible to receive 7 types of benefits: medical treatments and cash compensation for the loss of income for any injury and sickness that is unrelated to performing the work duties; maternity; child allowance; retirement; disability; death and unemployment.

### 2.2 Regular Migrant Workers in the Informal Sector

#### 2.2.1 Compulsory Migrant Workers' Health Insurance Scheme

Migrant workers in the informal sector will be insured for health benefits under the Compulsory Migrant Workers' Health Insurance Scheme (CMHI). They are required to purchase a health insurance package for 2 years in response to the granted period of work permit. This usually costs THB 3,200 and they might have to pay additionally for insurance for their dependents (if any). Under CMHI, migrant workers are insured for health benefits including in-patient and out-patient medical treatments, emergency care, as well as health promotion and disease prevention services.

### 3. Challenges to Gain Access to Social Protection for Migrant Workers in Thailand

- **Characteristic of Migrant Workers**

Since the social protection status of migrant workers depend on their immigration status and characteristic of work performed, certain categories of migrant workers are partly excluded or not at all...
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included by social protection systems. This is problematic given that the majority of migrants in Thailand work in the informal sector with limited access to social protection coverage. Migrant workers in the informal sector are only given access to the Compulsory Migrant Workers’ Health Insurance Scheme and are excluded from the Social Security Fund that gives them access to necessary protections such as maternity as well as the Workmen’s Compensation Fund that allows them to be covered for work-related accidents and illnesses. This exclusion is partly due to the perception that migrant workers are not permanent and that there is no defined relationship between informal migrant workers and their employers like those in the formal sector.

- Enforcement Gaps

Apart from that, even though some migrant workers, especially those in the formal sector, are covered by social protection they might not be able to draw all the benefits provided.

Table 3: Enforcement Gaps in Providing Social Protection to Migrant Workers

<table>
<thead>
<tr>
<th>Social Protection</th>
<th>Enforcement Gaps</th>
</tr>
</thead>
</table>
| Social Security Fund                      | - Inability to make full use of all benefits provided, such as unemployment and disability benefits. Regarding the former, as Thailand requires migrant workers whose work contract has come to an end to leave the country in short-period of time, they may not have time to arrange for the payment of unemployment benefits. Otherwise, if migrant workers overstay the allowed period according to the law, they become irregular and thus are no longer eligible for unemployment benefits. In term of disability, as migrant workers’ stay in Thailand depends on their work, it is unclear on how they would be entitled to disability benefits if this means they cannot work. Other benefits are also concerned as many required a lot of contributions, such as pension benefits that will only be paid in full in the case of 180 months’ contributions. Although, Thailand has already amended the conditions for old-age benefits under the Social Security Act in 2015 to allow insured persons without Thai nationality who is departing Thailand and whose origin country has concluded an agreement on the old-age benefits with Thailand to be entitled to the lump-sum payment instead of a pension regardless of their amount of contributions and age of retirement (55 years old), there is no such agreement between Thailand and countries of origin yet.  
- Lack of portability of benefits after return to their countries of origin.  
- Exclusion of informal migrant workers to be insured under article 40. |
| Workmen’s Compensation Fund               | - Requirement of a passport or certificate of identity and work permit for making claims on benefits due to work-related injuries or sicknesses.  
- Lack of clear policies to ensure compliance of employers to make regular contributions to the Fund. |
| Compulsory Migrant Workers’ Health Insurance Scheme | - Lack of clear strategies to ensure equal and quality treatments by responsible authorities. |
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- **Administrative Barriers**

There are also additional impediments for migrant workers to access social security benefits. These include a lack of understanding of migrant workers about their rights and how to claim for their benefits, language barriers and concerns about discriminatory treatment by authorities.

4. **International Standards for Social Protection for Migrants**

The ratification or incorporation of the standards promulgated in international treaties is a critical step to strengthen social protection for migrant workers in Thailand. These standards may be applied in the review and amendment of national legal frameworks or through the development of bilateral or multilateral agreements. The five basic principles in extending social protection to migrants through such agreements are the following:

- **Equality of treatment.** All workers engaged in remunerated labour should enjoy equal access to social protection. Having agreed to this principle, nations are obliged to treat migrant workers equally to their own nationals, including family members in some cases.
- **Maintenance of acquired rights and provision of benefits abroad (portability).** Any acquired right to benefits, or right that is in the process of being obtained, should be guaranteed to migrant workers regardless of whether they are still resident in the country where they qualified as eligible.
- **Determination of the applicable legislation.** The social protection of migrant workers should be governed at any given time by the legislation of only one country.
- **Maintenance of rights in the course of acquisition (totalization).** If a right is conditional on the completion of a qualifying period, account should be taken of the total period of contribution or affiliation in all of the countries that are parties to the agreement to allow migrant workers to meet the qualifying period.
- **Reciprocity.** Each country which is a party to an agreement attempts to apply the same mechanisms in order to make its social protection benefits accessible to migrant workers. Reciprocity is also based on the principle that there is reasonable comparability in the obligations that each party assumes as a result of the agreement (Hirose, Nikac, amd Tamagno, 2011; ILO, 2013d).

At the international level, several ILO Conventions establish relevant standards for social protection of migrants. In addition, United Nations declarations and conventions have recognized social protection as a universal right for all members of society (please refer to table 3.1, Thailand Migration Report 2014).

5. **ASEAN Regional Policies and Frameworks on Social Protection in Relation to Migrant Workers**

Apart from the international standards, Thailand is also a signatory of several ASEAN regional policies and frameworks related to social protection and migrant workers. Key of these can be as a reference in the review and assessment of options on the social protection for migrant workers and their families in Thailand.

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6 Page 28, Thailand Migration Report 2014
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ASEAN Declaration on Strengthening Social Protection

- It emphasizes equal access to social protection based on a basis of human rights, including in relation to migrant workers and other vulnerable population;
- It emphasizes gradual extension of social protection coverage in terms of persons covered, availability, quality, equitability, and sustainability;
- It highlights that the task to progressively realize social protection in ASEAN Member States is primarily a governmental responsibility, for which adequate resources should be made available.

ASEAN Declaration and Consensus on the Protection and Promotion of the Rights of Migrant Workers

- It reaffirms the importance of contribution that migrant workers make to the societies and economies of both countries of origin and destination in ASEAN;
- It acknowledges that the fundamental rights of migrant workers and their family members already with them in the destination country must be considered;
- It recognizes the obligations of sending countries, receiving countries, and ASEAN Member countries:
  o Receiving countries have to ensure access to resources and services for migrant workers including the legal and justice system and have to promote protection of employment;
  o Sending countries need to enhance measures concerning the promotion and protection of the rights of migrant workers; ensure access to employment and living opportunities as sustainable alternatives to migration of workers; and have to facilitate migration from their countries through policies and procedures covering recruitment, protection while abroad, and return;
  o ASEAN Member countries have to develop human resource and reintegration programs for returning migrant workers, prevent and suspend human trafficking and smuggling;
- It calls for the intensification of efforts to protect the fundamental rights, promote the welfare, and uphold the human dignity of migrant workers;
- It emphasizes the role of ASEAN Member States in promoting decent, humane, productive, dignified, and remunerative employment for migrant workers.

ASEAN Human Rights Declaration

The declaration emphasizes that “Every person shall have the right to social security, including social insurance where available, which assists him or her to secure the means for a dignified and decent existence” and “Every person has the right to the enjoyment of the highest attainable standard of physical, mental and reproductive health, to basic and affordable health-care services, and to have access to medical facilities.”

Other ASEAN Developments and Recommendations

One of the key ASEAN structures related to the protection and promotion of the rights of migrant workers is the ASEAN Forum on Migrant Labour (AFML), institutionalized and operating under the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the
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Rights of Migrant Workers (ACMW). Some of the AFML recommendations have an impact on social protection for migrant workers in ASEAN, especially the recommendations of the 9th AFML on “Better Quality of Life for ASEAN Migrant Workers through Strengthened Social Protection”. These recommendations cover two main areas of social protection for migrant workers: extending social protection for migrant workers in ASEAN; and working towards the portability of social security for migrant workers in ASEAN. Recently, at the 12th ASEAN Forum on Migrant Labour held on 25-26 September 2019, Bangkok, Thailand, the recommendations also highlight the importance of inclusiveness and portability of the social protection for ASEAN migrant workers.

6. Criteria

There is a range of different approaches to review social protection systems at national level including the Assessment-based National Dialogue (ABND); the multi-agency Core Diagnostic Instrument (CODI); and the OECD’s Social Protection System Review (SPSR). The draft criteria for developing guiding questions are proposed to be based on a mixture of the three mentioned approaches with country specific specificities.

Assessment-based National Dialogue (ABND)

The ABND is a methodology developed by the ILO in collaboration with other UN agencies. The ABND is based on national social dialogue with key stakeholders in the social protection system of a country, including governments, employers, workers, civil society and development partners. The process helps to design a national social protection strategy and advocate for its endorsement. The ABND consists of three steps. First, it reviews the social protection schemes in a country and identifies gaps, challenges, and recommendations. Second, the cost of the recommendations or the cost of completing a Social Protection Floor (SPF) over the next few years is estimated and third, the recommendations are presented to the government for their endorsement and further action.

Core Diagnostic Instrument (CODI)

The CODI is one of the Inter-agency Social Protection Assessment (ISPA) tools developed by over 20 UN agencies and development partners following a rigorous quality assurance protocol. CODI is designed to:

- Map the key elements of a social protection system in a country including national objectives, strategies, policies, programmes and schemes;
- Analyse system performance against national objectives and track progress against a standardized set of performance criteria over time;
- Serve as an evidence base for national dialogue on how to strengthen the social protection system and identify entry-level policy reform options, and;
- Promote exchange and coordination between national and international partners.

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The strength of the CODI lies in its comprehensive and systematic assessment of key areas of national social protection systems against ten performance criteria.

Draft criteria based on the CODI

- **Inclusiveness**
  *Refers to the system’s capacity to protect all members of society along the life cycle with special consideration for the most vulnerable*
  - Are all migrant workers covered in the social protection system in Thailand?
  - Are non-discrimination and special needs of migrant workers taken into consideration in the program design and implementation?
  - Do all eligible migrant workers receive the program benefits in practice?
  - Are there any measures in place to facilitate the enrollment process or claiming the benefits or accessing the services, taking in consideration specific barriers of migrant workers (language barriers, documentation etc.)?

- **Adequacy**
  *Refers to the sufficiency of the system’s benefit levels*
  - How are benefit levels determined (e.g. national SP objective, needs of population, value of necessary goods and services, program sustainability, financing)?
  - Does the program provide adequate benefits to meet social protection needs of migrant workers?
  - Are program benefits adequate to promote productive economic activities of migrant workers?

- **Appropriateness**
  *Refers to the system’s overall arrangements to respond to national context and needs*

- **Respect for right and dignity**
  *Refers to social protection entitlements and implementation arrangements being anchored in law*
  - Are there any complaint mechanisms in place for migrant workers? If yes, are they accessible in practices?
  - Do the program design and benefit delivery mechanism comply with human rights standards and principles to avoid humiliation of person covered (non-discrimination, data confidentiality etc.)?

- **Governance and Institutional Capacity**
  *Assesses the system’s rules, regulations, roles, responsibilities, and related implementation capacities*

- **Finance and Fiscal Sustainability**
  *Refers to the system’s financial and fiscal sustainability*
  - What enforcement mechanisms are there to ensure compliance and prevent non-payment of contributions?
  - Does the design of the financing mechanisms generally take into account the contributory capacity of different population groups (such as in relation to the irregular flows of income and capacity to pay contributions) and demographic structure?
  - Is there a contingency financing mechanism in place for emergency response?
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- **Cost-effectiveness**
  *Refers to cost effectiveness both for those financing and for those benefiting from a program (apply only if evidence exists)*

- **Coherence and Integration**
  *Refers to the alignment and coherence of the system across its policies, program and administrative structures, as well as coherence with related policy areas*
  
  + Are all available social protection policies and programs for migrant workers complement each other, avoiding duplications and inefficiencies?
  + Are the social protection policies aligned and coherent with other related policy areas such as immigration and employment policies?

- **Responsiveness**
  *Refers to the system’s M&E framework and flexibility to adjust / adapt in response to socio-economic crises*
  
  + Is monitoring and evaluation framework in place to assess the program implementation and to revise or adapt the program to evolving needs and socio-economic trends?
  + Are there mechanisms in place to respond to emergency or crisis as well as to long term needs?

- **Incentive Compatibility**
  *Refers to ensuring that the system’s programs do not generate distortionary effects (apply only if evidence exists)*
  
  + Is there any evidence that the program design and benefits influence positive behavior of migrant workers covered to work or participate in the labor market, save, or contribute to the program?
  + Is there any evidence that the program design creates positive incentives for employers to create jobs, register migrant workers, or to collect and pay required contributions?
  + Is there any evidence that the program design creates positive incentives for service providers to identify or register migrant workers in the program and to deliver benefits or provide services?

**OECD Social Protection System Review (SPSR)**

The SPSR is an assessment tool intended to inform developing countries’ efforts to extend and reform their social protection systems. It examines five dimensions of a country’s social protection system:

- **Need**: Forward-looking analysis of risks and vulnerabilities across the life cycle to determine the need for social protection.
- **Coverage**: Identification of existing social protection schemes and gaps in coverage.
- **Effectiveness**: Assessment of the adequacy, equity and efficiency of social protection provision.
- **Sustainability**: Assessment of fiscal policy and the financing of social protection.
- **Coherence**: Assessment of the institutions and political processes for social protection and their alignment with other policies.

Building upon this assessment, the SPSR then goes on to identify key policy responses and explores their potential implementation to create a foundation for a robust social protection system. The objective is to
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enhance the extent to which social protection is comprehensive in terms of its various instruments, institutions and information-sharing platforms.

7. List of Documents on Access to Social Protection for Migrants in Thailand

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<td>Social Security Fund (SSO, 2019). Retrieved at <a href="https://www.sso.go.th/wpr/assets/upload/files_storage/sso_th/e7ac89a170da1bcfe9d254ce91d4556e.pdf">https://www.sso.go.th/wpr/assets/upload/files_storage/sso_th/e7ac89a170da1bcfe9d254ce91d4556e.pdf</a></td>
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<td>Migrant Workers and Thailand’s Health Security System (HISO, 2013). Retrieved at [<a href="https://www.hiso.or.th/hiso/picture/reportHealth/ThaiHealth2013/eng2013_26.pdf?fbclid=IwAR3fZIHoMFqNZnJZIROKwYDfk8_dA5_BYPoXw">https://www.hiso.or.th/hiso/picture/reportHealth/ThaiHealth2013/eng2013_26.pdf?fbclid=IwAR3fZIHoMFqNZnJZIROKwYDfk8_dA5_BYPoXw</a> FnJxmPSEmskvq3KDmST0](<a href="https://www.hiso.or.th/hiso/picture/reportHealth/ThaiHealth2013/eng2013_26.pdf?fbclid=IwAR3fZIHoMFqNZnJZIROKwYDfk8_dA5_BYPoXw">https://www.hiso.or.th/hiso/picture/reportHealth/ThaiHealth2013/eng2013_26.pdf?fbclid=IwAR3fZIHoMFqNZnJZIROKwYDfk8_dA5_BYPoXw</a> FnJxmPSEmskvq3KDmST0)</td>
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Revision of Thailand’s Social Protection Revision for Migrant Workers (2015). Retrieved at https://www.hfocus.org/content/2015/09/10898