



# Good Practices: UNFPA Thailand 10<sup>th</sup> Programme (2012-2016)



## Population Dynamics and Policy Responses

Making the public sector  
workforce aware of planning  
challenges resulting from  
Thailand's demographic shift

## Platform for Positive Sexuality of Young People

An innovative approach that  
connects and convinces multiple  
stakeholders on board a common  
goal to reduce adolescent pregnancy

## Thailand-Laos-UNFPA South-South Triangular Cooperation for Safe Motherhood

Mobilizing Thailand-based experiences  
ensuring sustainable management to  
reduce maternal and child mortality in Laos

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## Executive Summary

UNFPA operates in a five year programme cycle, and its country programme for Thailand is in its 10th cycle spanning 2012-2016, coinciding with an interesting period for Thailand indeed as the country has seen a government change, and a landmark law titled Prevention and Solution of Adolescent Pregnancy Problem passed in early 2016 and promulgated in July.

In this programme cycle, UNFPA continues its collaboration and partnership with line agencies namely Ministry of Public Health, National Economic and Social Development Board, Thailand International Cooperation Agency, among others. UNFPA's approach is evidence-led, demand-driven and valuing its partnership. The key pieces of evidence which serve as a basis of its programmatic interventions, as advocacy tools, as well as being widely utilized by line agencies, commissioned during this cycle include the "Impact of Demographic Change in Thailand. (2011), "State of Thailand's Population Report 2013: Motherhood in Childhood," and State of Thailand's Population Report: Changing Features of Thai Families in the Era of Low Fertility and Longevity."

From among the range of UNFPA's work in Thailand, this report captures three aspects of

what could constitute good practice, documenting the process, result and lessons learnt.

In the area of youth sexual and reproductive health and rights, UNFPA strategy employs the "3Cs" approach (Create-Convince-Connect) through the key intervention on "3C4Teen Platform for Positive Sexuality of Young People." This intervention has three actions: platform on the ground for policy advocacy; platform on the media through the establishment of the 3C4teen website; and platform on the move which enables voices of young people and their concerns to make changes at the grass-roots level and at the policy level through policy and programmes related to sexual reproductive health and rights. With the Thai government identifying adolescent pregnancy as the main challenge, adolescent pregnancy is thus the focus of all these three platforms. With the passage of the much-awaited law to address teenage pregnancy, the work that UNFPA has done, and the partnership it has forged, contributes substantially to laying the ground work for the law to deliver what it promises to youth population.

In terms of policy response to demographic change, UNFPA along with NESDB

successfully advocated for the Office of Civil Service Commission to integrate a curriculum on policy response to demographic change into its training courses for public sector workforce from leadership to new recruit levels. With this, awareness will be raised across the entire State apparatus.

Beyond Thailand, the trilateral partnership on south-to-south cooperation on the theme of safe motherhoods has expanded. The UNFPA-TICA-Bhutan partnership has matured now into a bilateral cooperation between the Thai and Bhutanese government counterparts. In this programme cycle, UNFPA, TICA and the Lao government apply the trilateral partnership model to advance the institutional capacity of midwifery education in Lao PDR.

In all three cases, partners express appreciation for UNFPA's role in aggregating international standards and good practices which broaden their horizons as well as helping to stimulate them to adapt certain solutions to the Thai contexts.

In all, UNFPA and partners have worked together to strengthen Thailand in the face of new demographic reality, where the entire population enjoys equal well-beings and quality of life.





## GOOD PRACTICE ONE: POPULATION DYNAMICS AND POLICY RESPONSE

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The Office of the Civil Service Commission (OCSC), which is mandated to provide training for government officials at all levels, has adopted the Policy Response to Demographic Change curriculum into its existing range of training courses. Aimed at making the public sector workforce aware of planning challenges resulting from Thailand's demographic shift, the curriculum is the outcome of partnership between UNFPA, planning agency National Economic and Social Development Board, and OCSC.

## Context

Given the dramatic changes in the context of low fertility rate, ageing population, shrinking workforce and eventual population decline, Thailand has found itself up against pressing need to reconsider its population policy and to formulate strategies and options to deal with implications of demographic change. Changing population structure is a complex issue that touches upon all aspects of human development across a person's lifespan. Managing it effectively – especially when Thailand is aspired to get out of its middle-income country trap to be a more competitive member of the globalized economy, requires effective institutions to design and implement



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programmes and interventions, which in turn require well-informed and competent public sector workforce to operationalize these. Lack of awareness and know-how among policy makers posed a main constraint in formulation of effective response to demographic implications. Signs of population imbalance have in fact started to emerge towards the end of 8th National Economic and Social Development Plan (1997-2001). For a long time, awareness on implications of changing population structure on the future of Thailand has been restricted within planning and certain quarters of line ministry officials. Or even where certain level of awareness existed, it was confined to the narrow view of ageing society hence welfare for the elderly. The substantive awareness that changing population structure affects well-beings and needs actions across life cycle has not permeated across the entire State apparatus.

UNFPA and NESDB have been working in close partnership particularly in the area of evidence on population and development. In 2011, UNFPA and NESDB co-commissioned a report on "Impact of Demographic Change in Thailand." The report has documented the trends of population evolution in Thailand and analysed some significant implications and policy issues. It analyses the impact of demographic changes

on education, labour-force participation, urbanization, migration, and health. It also probes into past population policies, examines recent policy changes and critically discusses different threads of arguments relating to policy implications of Thailand's demographic trends.

The report, which NESDB as planning agency itself utilizes, serves as an advocacy tool and basis for a series of interventions to follow, including an initiative to develop a curriculum on policy response to demographic change for Thai public officials.

## The Process

- **Evidence-led.** UNFPA's strategy emphasizes evidence -- generating it, and with a view to practical application as advocacy tool and as inputs for policy and programme formulation within UNFPA itself and partner agencies. In addition to filling the evidence gap, "Impact of Demographic Change in Thailand" report in 2011 provided an advocacy tool for UNFPA and NESDB to engage and seek entry point into agencies that train public sector workforce. With this mission in mind, the partners approached, among others, the Office of the Civil Service Com-



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mission, and Thailand National Defense College, entities whose main functions are to train public officials.

In 2013, dialogue proceeded among OCSC, UNFPA and NESDB. The public sector employs over 2 million people in its workforce. For civil servants of all levels (new entry, mid-ranked, and top administrators) OCSC is mandated to provide training and capacity building for them to have the competencies required of their positions throughout their service career.

- **Users-oriented.** As a result of the dialogue in which UNFPA and NESDB impressed upon the pressing importance of raising awareness on impact of demographic change in Thailand and following consultation with the Secretary-General of OCSC, OCSC



opened up the opportunity for impact of demographic change contents to be integrated into 4 of its existing training curricula. These are two courses requisite of top administrators at decision-making level, one training course for mid-ranking officers who are division directors and bound to be promoted to the policy-making top rung, and introduction to population and development for junior officers. This means government officials from top to junior operative levels from 20 ministries can get exposure to what demographic changes mean to Thailand and how they are relevant to their work in light of the breadth and depth of its implications.

UNFPA in collaboration with NESDB contracted the Faculty of Economics, Chiang Mai University to develop the Policy Response to Demographic Change curriculum for OCSC training of government officials in 2014 to mid-2015.

The curriculum is built on the premise that high-level administrators think policy response and strategy, mid-ranking officials are then assigned to translate those policies into work plan to achieve the intended outcome. Entry level officials are



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the operatives - new and inexperienced. For junior officials the curriculum is designed as an e-learning course to familiarize them with demographic concepts and measures, impact of demographic shifts from macro to micro level and implications on Thailand and ASEAN. For mid-ranking officials bound to rise in their ranks and for top-level administrators, the Policy Response to Demographic Change curriculum uses problem-based learning approach and hands-on group work to enable them to brain storm, get a grip on situational analysis, impact of demographic change on aspects including economy, financial security, health, environment and family's well-beings. The focus is to equip them to be the breed of civil servants that Thailand needs in dealing with challenges over the next 20 years to bring the country out of middle income trap with its ageing population plus all other segments properly cared for.

## We should bear in mind that population change affects all of us.

Associate Professor Dr. Sasipen Phuangsaijai, Faculty of Economics, Chiang Mai University led the team of faculties and experts to develop the Policy Response to Demographic Change curriculum planned by UNFPA/NESDB for the Office of Civil Service Commission to train officials at top, middle and new entry ranks. Upon completion of the curriculum, Dr. Sasipen had opportunity to join a training course for mid-ranking officials—so called New Wave officials -- where the curriculum was put to use in mid-2015. The approach is group work exercise in which officials from different State agencies mingled, interacted and brainstormed on aspects of policy response to demographic impacts.

Officials from the Transport or from Corrections Department, for instance, were unaware of the population situation. Essentially, they could not picture why demographic shift could be relevant to their work, and they simply did not see why they should care about it at the start.

Dr. Sasipen shared her observation of the course, saying: “We had to be able to point out, these cases as with other public agencies, how what they do are part of the broader demographic response picture. Transport is no longer about the linear responsibility of building roads, in the context of an ageing society.” The group discussion and group work joined up officials from disparate corners of the State mechanism help to broaden their exposure and connect the dots to the big picture, as most of them tend to be specialized and occupied with their own line of work. Through the curriculum, participants found it eye-opening to learn what their peers at the line ministries of Public Health, or Social Development and Human Security are doing.

Moreover, it is eye-opening for the curriculum team development themselves. The contents featured in the curriculum that include good practices from outside Thailand, and impacts of population change on all aspects of living drawn out from the process should be disseminated at the level of local governments too. “We’re trying to find entry points to do so. So now for my other research projects, I try to insert this message of population change impact for our research partners and key informants. This issue is something we all have to bear in mind. We are actually using some of the curriculum contents to teach Economics students at undergraduate and graduate levels. Our Dean instructs that we should also constantly update our manual and international good practice.”





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## Results

- The Office of the Civil Service Commission, which trains public sector workforce from policy-making, planning to operational levels across the government machinery has at its disposal a curriculum that prepares civil servants for policy response to demographic changes, in line with Thailand's 20-year National Strategy to achieve developed country status. Following delivery, the curriculum had been tested at one training course for top level public officials and at the annual training course for 39 mid-ranking officials bound for fast track promotion.
- Increased awareness of population and development among public officials beyond line ministries, through the delivery of policy response to demographic change curriculum through OCSC. The scope and coverage within public sector workforce will be expanded, as in late 2016, OCSC using its own budget commissions the production of e-learning materials to be distributed among civil servants. One of the five subjects of e-learning in the OCSC pipeline is impact of demographic change on national development.

*"For the first time, our strategy formulation uses demographic evidence," said Mr. Sirivit Klinpakdee, Director, Central Land Consolidation Office, Irrigation Department, Ministry of Agriculture and Cooperatives.*

**"T**he last time I studied something about population was during the Master's degree. Thailand's demographic shifts and impacts were never part of the work life picture. So yes, it's new knowledge for me," said Mr. Sirivit. A Level 9- official, Director Sirivit was one of the students in the 2015 OCSC course for high-level government administrators, the first course to have incorporated parts of the Policy Response to Demographic Change curriculum commissioned by UNFPA and NESDB.

The Central Land Consolidation Office is mandated to help land-owning farmers to consolidate their plots to facilitate irrigation for enhanced productivity. "Our line of work has always been strictly about water and engineering. The population aspects we learnt during the course were solid evidence and credible data from real experts. To many of us, we were not aware of the demographic implications in relations to what we do before. At policy level, we really need to be able to see the linkage of line agencies' work with broader contexts including the country's population dynamics. The knowledge on policy response to demographic change is very useful and relevant to my work."

The Irrigation Department recently launched a consultation process to formulate the departmental strategy to be aligned with the 12th National Economic and Social Development Plan (starting from 2017). For the first time, the strategy formulation process utilizes evidence and data from the national population plan. There will be demographic evidence integrated into its analysis of investment in water supply, and how such investment would yield contribution to GDP for respective sectors that are water users.

## Lessons Learnt

### Effectiveness of UNFPA strategy.

UNFPA's strategy works in such a way that it produces evidence to frame a broad and complex issue as the "Impact of Demographic Change in Thailand" report, in collaboration with National Economic and Social Development Board. As a planning agency working around five-year planning cycle, NESDB could be counted among the first State agencies to be acutely aware of and concerned about the situation. With evidence in hand, UNFPA and NESDB utilize it to bring about changes – by raising awareness and stimulating key actors. The fact that the training arm of the government, Office of Civil Service Commission, endorsed and agreed to be part of the initiative to develop "Policy Response to Demographic Change" curriculum generates the outreach impact required within in the 2-million strong public sector workforce to be change agents. Instead of letting the 5-year planning cycle to run along its own course, such proactive advocacy in engaging OCSC, to invest the curriculum into the

existing mechanism to train civil servants helps to speed up the process of raising awareness and stimulating key actors.

"On our own, we cannot possibly do everything and address every aspect of demographic impact. The challenge is how to make everyone aware of what development at each stage and age of population affects the country, policy response is required to step up or modify at which point, so that they can come up with appropriate solutions," said NESDB Senior Advisor in Policy and Planning Jinanggoon Rojananan. Changes will take time, but in the view of Ms. Jinanggoon, encouraging first steps have already been taken. Now the awareness has reached the critical mass within the public sector workforce as they have started acting, be it in education, labour, agriculture, health, etc. The first encouraging signs are tangible, as virtually every agency now refers to and incorporates population and development perspective into their process of formulating strategy and work plan under the 12th economic and social development planning cycle.







## GOOD PRACTICE TWO: YOUTH SEXUAL REPRODUCTIVE HEALTH & RIGHTS

### Platform for Positive Sexuality of Young People

An innovative approach that connects and convinces multiple stakeholders on board a common goal to reduce adolescent pregnancy, abortion, and sexual violence.

预览已结束，完整报告链接和二维码如下：

[https://www.yunbaogao.cn/report/index/report?reportId=5\\_19984](https://www.yunbaogao.cn/report/index/report?reportId=5_19984)

