

A New Era of Thai Public Sector toward ASEAN Community : A Comparative Study between the Ministry of Labour and the Ministry of Social Development and Human Security

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Abstract

This research is qualitative research. The research finds that two Ministries, the Ministry of Labour and The Ministry of Social Development and Human Security are preparing to enter the ASEAN community. For the Ministry of Labour, the office of Coordination of Interactional Cooperation in the Ministry of Labour has been assigned to be responsible for establishing the National Board of Vocational Training Coordination (NBVTC) , coordinating with relevant departments to plan manpower development, preparing the Standard Wage labour, developing personnel, researching on the relate subject, and developing the information technology system. For the second case, the Ministry of Social Development and Human Security has been Designated as the coordinating agency in the implementation of ASEAN for ASEAN Socio – Cultural Community in 2009 – 2015, to prepare Strategies regarding Civil Society and the Culture of the ASEAN Community in 2014 – 2016 by creating curriculum and training courses for Ministry is staff according to ASEAN Community plan.

Keywords: New Era , Thai Public Sector, Asean Community

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Introduction

The words "New Public Management." the words which occur approximately the beginning of the year 1990. Designed for use in public sector reform in the Anglo-Saxon countries (Pollitt and Bouckaert, McLaughlin et al, 1999, 2001, Hood, 2000, 2004, and Thynne Wettenhall, as cited in Lane, 2005, p.5). Which brings the concept to manage the New Public Management concept into action. United Kingdom the first country that brings this concept (Rhodes, 1996).

Performance management system that will bring development goals into action, so the country's urgent mission is to improve public sector performance in developing countries. The need for such The Governments of all countries must reform public sector management continuously. The Thailand Government also has set interest and carry out reforms to the Government all along (Laohavichien, 2002) by changing the "paradigm" of Government management is different from traditional forms lead management a new format called popular Managerialism or Entrepreneurial (Nimpanich, 2005), to reform public sector management into New Public Management.

Office of the Civil Service Commission has discussed the concept

of New Public Management, a new concept for the management, that is the main idea of the development of the public sector to bring about a "new era of Bureaucracy" that focused on efficiency, effectiveness, good governance and use of principles-based democracy.

From the importance of the public sector administration reform or development of bureaucracy and pressure from changes in the world that want to keep the public sector functioning as a potent democratic currents, coupled with public sector have expectations from the public sector, including conditions that occur in the system, and the effectiveness of lower public sector as mentioned above. The development of bureaucracy, so it is a cornerstone of the Government of Thailand in developing government systems to continuously develop into "a new era of Thai bureaucracy" with alertness in the ASEAN in the year 2017 this research, therefore, interested in a comparative study of government systems. A new era of Thai Bureaucracy in the ASEAN Economic Community, of the Ministry of labour and the Ministry of Social Development and Human Security. This is because the two ministries such as the Ministry of the newly established both in the Ministry

and the Ministry of Social Development Strategy for the country as well. The results of this study will be useful information for the development of bureaucracy in the ASEAN community in both the government and the other the next.

Research Objectives

This research objective is 3 (1) to study and analyze the new era Thai bureaucracy toward to the ASEAN Community , of the Ministry of labour and the Ministry of Social Development and Human Security. (2) to study the works in a new era Thai bureaucracy toward to ASEAN Community of the Ministry of labour and the Ministry of Social Development and Human Security, and (3) to study trends in the new era Thai bureaucracy toward to ASEAN Community of the Ministry of labour and the Ministry of Social Development and Human Security.

The Scope of Research.

This research study comparing the New era Thai bureaucracy toward to the ASEAN Community of the Ministry of labour to the Ministry of Social Development and Human Security, during 2012 – 2015

Definitions of Technical Terms

1. Bureaucracy refers to the organization that is larger and has a traditional hierarchical supervisor, listed according to the hierarchy. According to the division of knowledge, ability to assign roles and responsibilities clear. Characteristics of the work that is routine practice. Entering position and promoted the merit system in this research refers to the Ministry of labour and the Ministry of Social Development and Human Security.

2. The New era Thai bureaucracy toward to the ASEAN Community refers to the preparation of the Ministry of labour and the Ministry of Social Development and Human Security in the ASEAN Community in 2015

3. The executive refers to the head or deputy head of Department of the Ministry-level government agencies, or the equivalent of the Ministry of labour and the Ministry of Social Development and Human Security.

Literature Review

The literature review in this study. The research presents content in 5 cases: (1) the adaptation of modern government to reform public administration. (2) the development of a bureaucracy to Thai Bureaucracy 4.0 (3) History of ASEAN (4) operating

mechanism of ASEAN in Thailand. And (5) Trends in ASEAN 2015.

Methodology

The research design is qualitative research. Group which is a major contributor of the two ministries, namely the Ministry of Labour was 4 cases, and the Ministry of Social Development and Human Security 3 cases, including 7 cases by means of sampling. specific (purposive sampling) used to collect the data is structured in-depth interviews. The data collected by the study of documents and in-depth interviews of key informants executives and related parties of the two ministries, the oversight and accountability regarding the preparation for the ASEAN community. The data collection On October 18, 2017 - January 29, 2018

Conclusion and Discussion.

In the ASEAN community in preparing the workforce to adapt to the role of ASEAN is adjusted up by the Agency Coordinating Bureau of International Cooperation. Ministry has been designated as the agency responsible for the ASEAN community. This is reflected in the management of the Ministry of Labour has taken delivery of government policy in preparation for the ASEAN community by increasing the

role of the mission assigned to the Office of the Coordination of International Cooperation. Under the Ministry of Labour is responsible for the core. Or hosted directly on the readiness of the Ministry to propel ASEAN community by 2015 has established the National Board of Vocational training Coordination (NBVTC) to prepare for the AEC (ASEAN Economic Community). Preparation Skill Standards Central Asia. Prepared by wage labour. The Department of Labour Workforce Development in foreign languages and cultural traditions of different countries in the region. Use the form to develop a wide variety of scholarships, training, study or research in a relevant subject such as education market demand and supply of skilled labour in ASEAN member countries. Data center development in the labour market and the labour market in the region. Development of information technology to link workforce data and economic information with the relevant authorities and coordination links with ASEAN member countries. Public Relations awareness about the free movement of skilled workers under the Framework Agreement on ASEAN. Including laws and regulations of the countries in the region to the institution. Professionals Contributing to the

development and marketing professionals in each field.

The Ministry of Social Development and Human Security has been commissioned by the Council of Ministers is the main coordinating agency (Focal Point) in the implementation of the ASEAN Socio-Cultural Community ASEAN in 2009-2015. This point reflect that the executive of the Ministry of Social Development and human Security has been commissioned by the government in preparation for the ASEAN Community of property. Sharp and cultural agencies of ASEAN Division (Division Current Affairs) is responsible for the implementation of the plan to establish the ASEAN Socio-Cultural Community. (ASCC) from 2009 to 2015. And the preparation of strategic ASEAN Socio-Cultural Community. Year 2014-2016, to prepare for the ASEAN Community in 2015 as well as to prepare for the ASEAN Community, the economy ministry said above that two ministries. The Ministry has set up an agency responsible directly. Also known is that the host agency. This is consistent with the concept of new public management based on the concept of Graham C. Scott (2000) that the operation of government agencies to effectively and efficiently requires a responsible host or clear. Preparation of Strategic Socio-

Cultural Community ASEAN in 2014-2016 to provide the relevant authorities with the direction and style of operation, according to the plan's coordinators monitor the progress of entities involved in the preparation for the establishment of the ASEAN Socio-Cultural Community. Studies on the social impact of such mergers is an ASEAN Community. Strengthen public awareness to the importance of the ASEAN Community. The mission of the partnership with ASEAN, including the implementation of the ASCC Blueprint readiness goals of the ministry and civil society action plan for the ASEAN Socio-Cultural Community to agencies of the central and provincial ministries. Dissemination of knowledge and preparedness in a variety of channels. They create and customize training courses for civil servants and staff of the Ministry organizes preparatory courses for foreign language skills. Negotiation skills And attendance at the international level to management and staff of the Ministry. Encourage representatives of ASEAN civil society. Development plans for the implementation of the ASEAN Community to provide knowledge about ASEAN Socio-Cultural Community. The training gained a lecturer ASCC networking youth leaders, Promote the participation of the network, Reinforce a

positive attitude about the ASEAN region. The immediate plans Plan rush and long-term plans and improve the mechanism of coordination between the pillars for the ASEAN Socio-Cultural Community more effective.

Suggestion

Executive Secretary of Labour and the relevant authorities should: (1) a plan together to produce manpower, the study defines knowledge of the movement of skilled labour in the curriculum of the Ministry of Education (2) Promotion of mobility for skilled workers across (3) encourages the development of skills in English and other languages of the member countries. ongoing personnel and labor to Thailand to have the ability to communicate, to enhance its ability to compete in ASEAN countries to expand cooperation in ASEAN + 3 and ASEAN + 6 (4) establishment of a data center migration of skilled labour free, with modern information technology can be a link between the relevant authorities to improve laws related to the modernization, especially in the free movement of skilled labor 7 branches. The policy covers both the unified social security. Welfare, education of professionals who come to work, including health care, based on the

principle of reciprocity (5) to release the database market expansion (6) the preparation of performance standards for each occupation (7) building collaboration between government and the private sector (8) public relations to educate employers. Workers and the general public regarding the free movement of skilled labor to the more spacious (9) to increase the productivity of its workers. Branding as their own. (10) Research and development, including the development of a skilled worker / technician to meet the needs of the labour market. Creating a network of organizations and Research about strength of Thailand.

Management of the Ministry of Social Development and Human Security should: (1) promote the development staff to enhance their English language skills. And other languages of the Member States (2) the development of the personnel responsible for the region, both in Bangkok and upcountry. In a variety of formats including education, training and the study continues. As well as improve the use of technology. (3) improve the database of Socio-Cultural Community ASEAN's Secretary of the ongoing modernization and can be linked to the three pillars (4) Research and development related issues, including the issues, challenges and

opportunities of the ASEAN Community. and culture in the next decade The information provided to the Ministry of Planning ASEAN Society and Culture of the Future (5) integration of information Socio-Cultural Community ASEAN of the ASEAN member countries by providing, in the form of websites and applications.

Applications (6). to review the laws relating to the protection of women's rights and children's rights in the context of ASEAN, consistent with the changing situation.

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