

8 DECENT WORK AND ECONOMIC GROWTH



**Advocate for the
Meaningful Endeavors
Through Wisdom for
Sustainable Development**

The National Institute of Development Administration (NIDA) has three main missions: teaching, research, and academic services provided to organizations, communities, and societies. Our Institute specializes in the areas related to sustainable development. Many research articles which align with the Sustainable Development Goal 8 (SDG8) have been published in international top-ranked journals and have received a substantive number of citations. For examples, Assoc. Prof. Dr. Peerayuth Charoensukmongkol who have been ranked among the World's Top 2% Scientists list 2021 - 2023 by the Stanford University, have published numerous research articles related to cultural diversity in the workplace, non-discriminatory practices towards international labor, and promoting valuable work through cultural intelligence. An important publication example is 'The effect of cultural intelligence on leadership performance among Chinese expatriates working in Thailand', published in the Asian Business and Management 2022, vol.21, no.1, which was the SCOPUS journal ranked in the top 97th percentile. The article has also received a substantive number of citations based on the Field-Weighted Citation Impact (FWCI).



For the promotion of Thailand's economic development, NIDA has collaborated with the Government Savings Bank for five consecutive years. In 2022, this project boosted the products or services of 5 potential community enterprises, namely, the Herbal Processing Group of Nong Chok Community, Salted Duck Egg with Pandan Leaves Group of Ban Yai Development Community, Flower Cookie Group of the Flower Development Community, Agricultural and Health Tourism Activity Group of the Self-Sufficiency Learning Center, Kusumalai Village, and, Agricultural Tourism Group of the Krudang Village Learning Center.

Moreover, on July 27, 2023, NIDA signed the Memorandum of Understanding with the Yunus Center, Dhaka, Bangladesh. We were honored to have Professor Muhammad Yunus, the Nobel Peace Prize winner, signing the agreement with us. Together, we have established the YUNUS-NIDA Center to promote social innovation, social enterprises, and social capital. These initiatives aim to promote sustainable development through the participation of every economic sector.



One important outcome that reflects the success of NIDA in promoting sustainable development is that the academic staff of the Institute has received national-level recognition for their continuous contributions to teaching, research, and academic services. Notably, Prof. Dr. Banjerd Singkaneti was honored with a royal certificate and a royal medal as a ‘High-Potential Researcher’ for the year 2023. The research project entitled “An Evaluation of Economic Impacts from Covid-19 on the Tourism Sector in Thailand” conducted by Prof. Dr. Piriya Pholphirul, Prof. Dr. Sasatra Sudsawasd, and Prof. Dr. Therdchai Choibamroong, won the “Excellent Level” research award from the National Research Council of Thailand. Moreover, Assoc. Prof. Dr. Adis Israngkura received the “Outstanding Civil Servant” award for the year 2022 and the royal honor bestowed by Her Royal Highness Princess Maha Chakri Sirindhorn in recognition of his exemplary role as a national distinguished educator in the field of Social Sciences for the year 2023.



Employment Practice

ประเภทบุคลากร	เงินเดือนเฉลี่ย (บาท/เดือน)	อายุงานเฉลี่ย (ปี)
สายวิชาการ - แพทย์	60,323	12.69
สายวิชาการ - แพทย์หญิง	59,539	13.41
สายวิชาการ - เฉลี่ยรวม	59,980	13.00
สายสนับสนุน - แพทย์	29,837	13.17
สายสนับสนุน - แพทย์หญิง	33,806	12.77
สายสนับสนุน - เฉลี่ยรวม	32,605	12.89
รวม		12.92

NIDA has regulations that specify the salary accounts for new recruits, high-level salary accounts, and employee rate adjustment accounts. The Institute conducts salary reviews for employees twice a year based on employee’s job performance. The Institute’s salary adjustments do not discriminate based on gender, age, religion, ethnicity, or any other physical or cultural differences. Details on the job types, job levels, and minimum to maximum salary rates are openly and clearly declared (<https://nida.ac.th/policy-6513/>).

Evidently, there is no significant difference between the average earnings of males and females in our Institute for all levels of job tenure. Male and female employees with the same average years of work experience have nearly the same average salary rates.



Academic staff and supporting staff have the average monthly salary about 59,980 THB and 32,605 THB respectively, equivalent to 1,254-2,307 THB wage rate per day (average monthly salary divided by 26 days). These amounts are about 3.55-6.54 times higher than the daily minimum wage across Bangkok areas (353 THB per day). Besides, when considering the job tenure of our employees, there are 673 employees who have been working for more than 2 years, which accounts for 90 percent of our total employees (843 employees including 95 outsourced staff). On average, the job tenure of our employees is 12.92 years.



Our institute also places importance on the well-being of our employees, not just only their physical and mental health, but also their social and economic well-being. Our human capital development plans and the welfares that we provide for our employees are as follows:



1) Human capital development

For employees in academic positions, the compulsory training programs we provide include “new employee orientation” and “teaching and grading techniques”. Moreover, they are encouraged to attend other training programs that they are interested in so that they can apply the knowledge to their teaching and research.

Some examples are “Criteria of educational quality assessment”, “Using new software packages”, “Research publication in international journals”, etc. Besides, they are encouraged to attend the leadership development program for higher education Institutes to prepare themselves for the management positions in the future.

For employees in supporting positions, it is also compulsory for them to attend the new employee orientation. In addition, we encourage them to attend other training programs that can help them improve work performance, such as “The team building program through the WISDOM shared values”, “The training on how to create a training manual/analysis and synthesis”, “Criteria of educational quality assessment”, “Routine to research (R to R)”, “Routine to innovation (R to I)”, and “The leadership development program for their future management position”. In 2022, NIDA also provides the opportunity for our supporting staff to enroll in any course opened at the Institute and take classes during their work hours without considering it as absenteeism. This policy aims to help them gain more knowledge and apply it to work. Furthermore, we offer courses for employees to learn how to use new information technology, such as how to use Microsoft Power Automate to improve work productivity with business process automation.

2) Welfare and benefits for personnel

Welfare and benefits for personnel consist of 12 types, including: 1) Lunch allowance; 2) Quality of life enhancement program; 3) Annual health check-up; 4) Group health insurance; 5) Financial assistance for risk or natural disaster incidents; 6) Financial aid for personnel’s funeral; 7) Maternity allowance; 8) Educational equipment assistance for children; 9) Children’s scholarship fund; 10) Childcare during school breaks; 11) Financial aid for family members death; and 12) Computer purchase loans. In addition, there are other special benefits for personnel, including health care benefits for the personal and their families, social security fund, provident fund, financial support for TOEIC English language skill development, financial support for academic book purchases, scholarships (bachelor’s, master’s, and doctoral degrees) within the country.

Furthermore, the institute also offers loans to personnel through the institute’s cooperative, with the special interest rate of 3-4% in 2022, aimed at helping members in emergencies and preventing loan shark. These loans include: 1) Immediate personal loans; 2) Emergency loans to lessen the impact of the COVID-19 pandemic; and 3) Emergency loans from dividends.

From the results of the survey on the well-being, happiness, and engagement of the personnel conducted every two years from 2015 until 2021, most of the Institute’s personnel were found to have a high level of well-being, happiness, and engagement (scores ranging from 74.00% to 85.34%). For the fiscal year 2023, the Institute hired KINCENTRIC (THAILAND) CO., LTD., a specialized company in personnel development,

to conduct surveys on the employee experience and engagement. The purpose of this is to use the survey results to further enhance the quality of life and development of personnel. It is expected that the results will be summarize by the end of November 2023.

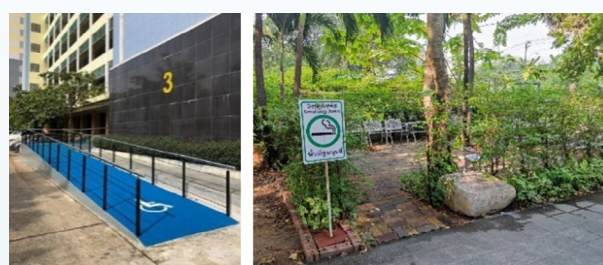
The institute employs external outsourcing personnel in three groups: cleaning staff, security staff, and electrical system and equipment maintenance technicians, totaling 95 individuals. These outsourced employees consist of both men and women, all of whom are over 18 years old. In the process of selecting outsourcing companies, the institute has appointed a committee to evaluate the qualifications of the service providers, including their scope of work and responsibilities. The hiring of these companies must adhere to the institute’s policies which promote gender equality, non-discrimination, and strengthening the rights of women and girls, as well as complying with the Social Security Act of 1990, the Labor Protection Act of 1998 (amended in 2022), Gender Equality Act of 2015, and in line with the Constitution of the Kingdom of Thailand concerning human dignity, rights, freedom, and equality of individuals.

Equality of Personnel

According to the National Institute of Public Administration’s Act 2019, Section 31 and Section 33 specify the establishment of two councils, namely, the Faculty Senate to represent academic personnel and the Staff Council to represent support personnel.

All Institute’s employees, both Thai and foreign nationals, are considered members of these councils from the commencement of their employment. The primary responsibility of these councils is to support work-related activities by fostering good relationships, upholding ethics, and serving as channels for communication of opinions, suggestions, and reporting of various matters. This is aimed at enhancing the quality of life for the personnel.

The presidents of the Faculty Senate and the Staff Council are appointed as members of the institute’s Council by position (Section 19) and as members of the Institute’s Management Council by position (Section 25). They provide recommendations and consultation to the Institute’s Council and the President in the overall management of the institute’s affairs.



The institute emphasizes and promotes equality and equity for all individuals without discrimination in any form, regardless of birthplace, ethnicity, language, gender, age, disability, physical condition, health, or personal status, as stated in the institute's policy on promoting gender equality and non-discrimination (<https://nida.ac.th/policy-1556-2566/>). This commitment begins with the recruitment of the personnel by ensuring that all individuals are treated fairly. In the recruitment process, candidates must be at least 18 years old and fair compensation and benefits are provided based on the value of their work performance. Equal treatment is extended to all employees, promoting upward mobility through a fair and equitable approach and avoiding discrimination. A pregnancy or maternity leave is not a factor in employment decisions. Additionally, the institute has made provisions for the convenience of persons with disabilities within its premises. This includes accessible entrances and exits, accessible restrooms on every floor of each building, designated parking spaces for people with disabilities, and various signage to facilitate access to different areas within the institute. Furthermore, the institute has designated smoking areas outside the buildings to ensure privacy and avoid disturbing others in close proximity.

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Employment Practice Appeal Process

The Institute has established a channel for receiving complaints, suggestions, feedback, and various appeals from all stakeholders. Complaints can be categorized into two types:

1. General complaints/suggestions/feedback can be submitted through the online platform (<https://nida.ac.th/receive-complaints/>) or directly through the Office of Corporate Communications and Social Activities, located on the 3rd floor of the NIDA Samphant Building, or via postal mail or email (complaint@nida.ac.th).

2. Complaints related to corruption and misconduct should be submitted through the online form (<https://nida.ac.th/contact-nida/complaint-corruption/>). The Office of Administration and Human Resource Development is responsible for collecting these complaints and presenting them to the institute's Complaint Review Committee.

The Committee's responsibilities include verifying the facts, conducting investigations, determining the appropriate actions to address the complaints, monitoring progress, and summarizing the results. The findings and recommendations are then forwarded to the President for further action. For minor complaints, immediate investigations and coordination with relevant departments are conducted to address and resolve the issues, with a response provided to the complainants within 3-7 business days. Major complaints are submitted to the Complaint Review Committee, which aims to consider them within 30-90 business days.

Proportion of Students Taking Work Placement

NIDA is a graduate-level university, offering master's and doctoral degrees. Students are divided into two groups: regular students and special (weekend) students. The institute has set criteria for special students, who make up most of the student body. Special students are required to have at least one year of work experience. Most of these special students work while studying. For regular students, some programs include internship courses as electives, and master's students can register for these courses to gain internship experience. In some programs, the curriculum encourages students to take professional certification exams, both nationally and internationally, and offers specific courses to prepare students for these exams. In the fiscal year 2022, a total of 229 students passed the professional certification exams, including those in the market (IC, IP, CISA, CFP), business management, computer science, and human resource management. This helps students secure employment immediately upon graduation. In the academic year 2022, NIDA had an internship student to full-time equivalent student (FTES) ratio of 15.08 percent.

