

THE ROLES OF LOCAL ADMINISTRATION IN THE PROMOTION OF EMPLOYMENT OF THE INFORMAL ELDERLY LABORERS AMPHOE KHO WANG, YASOTHON PROVINCE

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Abstract - The research on “The Roles of Local Administration in the Promotion of Employment of the Informal Elderly Laborers, Amphoe Kho Wang, Yasothon Province” has its main objectives as follows: 1) To study the roles of local administration in the promotion of employment of the informal senior workers in Kho Wang District, Yasothon Province, and 2) To study the guidelines of the promotion of employment of the informal senior workers in Kho Wang District, Yasothon Province. The study found that most of the elderly have been working since they were young. These people work on a continuous basis and they have a strong intention to continue working as long as their physical conditions allow them to do so. They utilize their former knowledge, and experience in which it is a part of the local wisdom that has been passing from generation to generation. The characteristics of work that belong to the old both in group working and individual working is job independence. For the guidelines of the employment promotion, the study found that: 1) the local administrations are the major supporters of the employment promotion for the old, 2) the support is in the form of current capital used in production group, 3) the support is in the form of a “mentor,” 4) the establishment of occupational network in the areas, 5) the coordination with other related units to provide raw materials, 6) the provision of jobs that are suitable for the old, 7) the coordination with health care and sanitation units to look after the old, 8) the promotion of learning process, local wisdom transformation, and occupation skills on the handicraft products that identify local identity of the old, and 9) the promotion of savings among the old.

Keywords - The roles of local administration, Employment promotion, Informal elderly laborers

I. INTRODUCTION

Thailand has been already entering the Aging Society since B.E. 2548 (A.D. 2005). The number of the elderly people who are 60 and more years of age has been increasing as reported by various related units. The average life expectancy of the Thais is also increasing while the birth rate in the country is moving towards an opposite direction. The Office of the National Economic and Social Development Board has estimated the changing Thailand's demographic trend that the ratio of senior people of 7.2 percent in the year B.E. 2533 would become 15.3 percent in the year B.E. 2563. The data obtained from the Civil Registration shows that at the end of the year B.E. 2547, Thailand had 6.2 million older people in which it represented 10 percent of the total population of 62 million people. The estimated number of population by the Office of the National Economic and Social Development Board describes that, in the middle of the year B.E. 2547, Thailand would experience 6.5 million of senior people. It is also predicted that in the year B.E. 2568 the senile people will double in both terms of number and ratio.

That will be 14 million people and it is equivalent to 20 percent of the total population. As a result, Thailand is one of the countries in the world that shows the fastest speed rate in moving towards the Aging Society (The Board of Grievance and Coordination, 2002).

In the year B.E. 2548, Thailand had approximately 10.5 percent of older people in the country. The fact is that the birth rate in Thailand has been declining continuously. The estimated Thai population as forecasted by the Office of the National Economic and Social Development Board found that the number and proportion of the elderly who are 60 years of age or more are increasing steadily. It is foreseen that by the year B.E. 2573, the estimated number will be 17.7 million people or 20.0 percent of the whole population (Institute of Population Studies, Chulalongkorn University, 2008). The Institute for Population and Social Research, Mahidol University (2014) conducted a survey on the senior population and came up with the number of 16,406,001 people or 25 percent out of the total population of 64,806,509 people. These numbers show a 5 percent

increase when compared with the numbers found in the year B.E. 2547 (The Office for National Statistics, 2011).

The most interesting demography in the world right now would be the changing population structure that is approaching towards an Aging Society. These phenomena are happening everywhere around the world. This specific incident makes every country well aware and prepare for the changing situation. On the occasion of the International Year of the Elderly, the United Nations has officially defined that "country with 10 percent of the older population who are 60 years of age and above or with 5 percent of older population who are 65 years of age and more is considering as an Aging Society. When such a country experiences 20% of older people who are 60 years of age and above or 14% of older population who are 65 years of age and above, country is becoming an Aged Society. From the past following decades, Thai senile population are continuously increasing in number. According to Thailand's National Economic and Social Development Plan, the estimated trend of the Thai population between B.E. 2543-2568 is moving into the same direction when compared with the world population in which it is increasing and so as the number of aging population. In contrast, the number of child population is decreasing. In the year B.E. 2543, the world population was about 6,070 million of people. Out of this, 30.10 percent was children who have age between 0-14 years old, and about 10 percent was the elderly who were 60 years old and above. In the year B.E. 2553, the world population reached 6,830 million, out of this number, 27 percent was children and 11.10 percent was older people. It has been estimated that in the year B.E. 2563, the world population would be 7,540 million of people, out of this amount, 25.20 percent would be children and 13.60 percent would be senile. The number of older people is expected to become 15 percent of the global population in the year B.E. 2568. There is no exception in Thailand. Thai population structure is also changing. Based on the United Nations' definition, Thailand was approaching an aging society since the year of B.E. 2543 onwards. Out of 62 million of Thai population, 24.70 percent was children, and 9.40 percent was the older people. In the year B.E. 2553, the Thai population became 67 million of people, in which 21.20 percent was children and 11.70 was the senile. It is expected that in the year B.E. 2563, the Thai population would be 70 million of people, where 19 percent would be children and 16.80 percent would be the older people. In the year B.E. 2568, the foreseeable number of elderly would reach 20 percent of the overall Thai population. By then, the Aged Society begins.

The important problem facing Thailand in the very near future is a changing population structure heading

towards an Aged Society. This will cause a ripple effect on both economic and social structures. The macro-economic dimension would include the changing in Gross Domestic Product (GDP), per capita income, savings, investment, government's budget, employment, replacement workers, and social welfares. The number of working people is lesser in proportion. As a result, these people have to work harder in order to bear the burden. The promotion of employment for the senile people is seemed appropriate and the idea has been supported by many units concerned. This will lead to a more decent and a well balance of economic perspective.

Thailand has to pay her attention and finds every possible way to create jobs for the elderly. In the past, the senile people were seen as a burden. In term of economic perspective, the working people have to support the poor old. Part of the problem may come from the international definition of the retirement age of 60 years old. TikhampornPunluekdej (2016) argued that there are a lot of senior populations living in the communities throughout the country. These people have meager or no income at all. The development and occupational promotion is usually done after the retirement in which they always come in forms of recreational activities or more like a hobby instead of having a serious promotion in order to create employment in term of economic value. The fact is known that most of the older people in Thailand especially those who live in rural areas throughout the country are very poor and they have to work in order to support themselves, and probably, in the worst-case scenario, their family. These people never experience retirement age. They usually work until their body cannot move anymore.

From the sociological literature review on labor force, it was found that there are 7 groups of workforces that are 1) formal labor, 2) informal labor, 3) cross-country labor, 4) senile labor, 5) woman labor, handicapped labor, and 7) oversea Thai labor. Based on this data, the informal elderly workforce is a very specific group of workers. They are both informal labor and, at the same time, they are old. According to the National Statistics B.E. 2555, it was found that there are 24.80 million of people who are informal labor. Most of them or approximately 15.50 million was in agricultural businesses and the rest of 9.30 million was in other various types of works. From the same particular data, it was discovered that 3,45 million of workers was older people. Out of this same number, 3.10 (or more than 90%) million was an informal labor. These informal and old labor were in agricultural and fishery activities. They were also in service-rendering businesses, sale-executives, craftsmanship, selling businesses, law-makers, senior officers, factory workers, mechanics, and professional businesses respectively. Many of them are ready to work and are self-reliant. But there are many of these

old people still need a support in order to stand up steadily in the labor market such as those informal labor in the far rural areas, those in community enterprises, and those in OTOP groups to name just a few.

Based on the demographic information of Yasothon province, there are 539,284 people in which 106,317 people (19.71 percent) are children who are between 0-14 years old, 116,664 people (21.63 percent) who are between 5-19 years old, and are in compulsory education period, 373,396 (69.24 percent)

People are in working age with 15-60 years old, 332,225 (61.60 percent) people are working with respective income and are between 20-60 years old, and finally, 59,571 (11.05 percent) people are older people who are 60 and more years old (w.yasopho.in.th/yasopho/yaso_plan/intro_plan1_3.pdf).

The summary on social dimension and quality of life, it was found that, for the strength, there are enough educational institutions in the areas, there are varieties of local wisdoms, there are appropriate number of public-health services, peaceful society, plenty of labor force, appropriate infrastructure, and appropriate water systems. The weaknesses include people are lacking of continuous learning process, low educational quality when compared with national standards, less number of medical staff or public health personnel, people have unhygienic behaviors, epidemic, low quality of life, 712 households with income lower than 23,000 per person, per year, people are with a lot of debts, there is labor migration, unskilled and undisciplined labor force, woman and child problems, handicap and the increasing number of elderly to become an increasing real burden (<http://www.yasothon.go.th/web/manage/manage7.html>).

Therefore, the measures from governmental units, local administrations, NGOs, communities, and other sectors to promote, support and to bring back those informal labor into the labor market in order to create income for themselves and their families are necessary. The promotion is aimed to create jobs and work that could be done by the senile people. This promotion is not for a creation of leisure or hobby for the elderly, but to build real income for those who participate in the programs whether on a group basis, such as community enterprises and cooperatives, or on individual basis. At present, these types of promotion and support are undertaken in various areas of the country. As a result, there should be a learning attempt on the promotion of employment for the elderly in order to find out the processes, important factors, and mechanisms that link all the related events together to produce the good or best

practice continuously. This lesson learned would be used to synthesize into mechanisms or measures as well as alternative policies pertaining to the employment for the elderly, and to propose them to those authorities concerned.

II. RESEARCH OBJECTIVES

The research on “The Roles of Local Administration in the Promotion of Employment of the Informal Elderly Laborers, Amphoe Kho Wang, Yasothon Province” has its main objectives to:

1. To study the roles of local authorities in the promotion of employment of the informal elderly laborers, Amphoe Kho Wang, Yasothon Province.
2. To find out the guidelines for the promotion of employment of the informal elderly workers, Amphoe Kho Wang, Yasothon Province.

III. THEORETICAL CONCEPTS AND RELATED THEORY

This study is intended to find out definition and meanings of groups of occupation that belong to the elderly in which it becomes successful in term of income generating and participating in the labor market. To study the lesson undertaken by the local administrations in the promotion of jobs for those capable senile people who wish to work with respective income through the activities designed for the informal older workers.

Nongnuch Soonthorn-chawakarn (2552) conducted a research on creation of occupation for the elderly by studying the employment structure and the estimated need for employment of the elderly in various economic sectors including the study of various laws, regulations and various requirements that are considered obstacles for the employment of the elderly and discrimination towards elderly. The study concluded operational guidelines and motivational measures in order to promote the opportunities for the elderly to work in both with and without social security system. These included 1) an approach to the development of capability and employment surrounding factors of the elderly, and 2) an approach to the laws, regulations, and various requirements pertaining to the employment of the elderly.

1) An approach to the development of capability and employment surrounding factors of the elderly

1.1 The provision of an ample of opportunities for and the support of the elderly to be able to work in service businesses that require high workmanship, basic occupation on retailing and wholesaling industry, hotel and restaurant industry, in addition to the most traditional work on agricultural and fishery

businesses in which there is a concentration of elder workers. The examples of favorable jobs include 1) retailing and wholesaling activities, bicycle and motor-cycle repairing, personal belongings fixing, and kitchen appliances repairing, 2) production industry, hotel and restaurant industry in which the possible types of work include bus-boy or waiter, shop seller, seller in the market, sale executive, product consultant, and 3) basic occupations on selling, service rendering, laboring, workmanship, machine operator, and assembly worker.

1.2 The government should support any other activities on top of what was mentioned in the above 1.1 that are suitable for the elderly, for instance, to create occupations that develop and transfer local wisdom, or to gather a group of people to perform works that require workmanship with no employer.

1.3 There must be a campaign to change a traditional attitude and to publicize that employment does not stop at the age of 60 years old. There should be an adjustment in working time in order to give convenience to the old, especially those who work as law makers, senior officers, factory managers, retailers and/or wholesalers, automobile technicians, motor-cycle and/or personal belongings repairmen, kitchen appliances repairmen, production industry workers, or any other jobs that require high experience in which the elderly can handle them well.

1.4 To promote and support the concept of "flexible time" for the elderly to perform their work.

1.5 To promote and support the concept of job rotation.

1.6 The government should provide a special training program, for example, the needed skills for the 21st century, or any other knowledge and/or skills for new occupations for the elderly. These efforts are to provide choices of occupations for the elderly. Besides, the employers should provide training programs for their employees when the employees reach their 50s.

1.7 The state should provide green areas and/or parks for the old and general public to use for recreational activities. There should be more of organized activities undertaken by various sectors. And, more importantly, there should be a legislation on the enforcement of green areas.

1.8 To promote the health of the elderly. The promotion may include a campaign for regular exercise programs among children, youngsters and the old. The investment on human health is the most effective investment of all. The government should

encourage more of an individual exercise such as swimming in the physical education subject. At the same time, local administrations should provide more of public locations for exercise.

2) An approach to the laws, regulations, and various requirements pertaining to the employment of the elderly.

2.1 The addition of the protection law for the elderly in order to prevent them from possible hazards that may come from performing the work and/or from working conditions.

2.2 There should not be a specification of 60 years old of retirement age as specified by the law. People should be able to decide by themselves to work or not to work. As long as their physical and mental health is still in good conditions, they should be able to work.

2.3 There should not be a limitation of 60 years old of age in order to participate in the social security program as specified in the Social Security Act B.E. 2533.

2.4 There should not be a specification on age in order to receive a pension allowance. The insured person should be able to choose by himself or herself when it would be the right and perfect time to collect the pension. As long as the person can work, he or she does not need to receive his or her own pension. The insured person should have the right to choose to receive only part of his pension while he is still working.

2.5 There should be a legislation on discrimination against the old. There should also be other measures such as a publicity or training programs to convince the employers to recognize the advantages of hiring the old who have gained a lot of experience and are highly committed to the organization where they work.

2.6 There should be an amendment in the law that allows officers to take leave of absence for their additional education and/or occupational training.

2.7 There should be a reduction in working hours, such as 8 hours a day or 48 hours a week as specified in the Labor Protection Act B.E. 2551, Clause 23. The purpose is to provide more time for the old to look after their health.

2.8 The state should provide a tax incentive for the employers who hire the elderly. For example, the employment compensation of the old can be classified as expenses that can be used to deduct from company's income before tax twice.

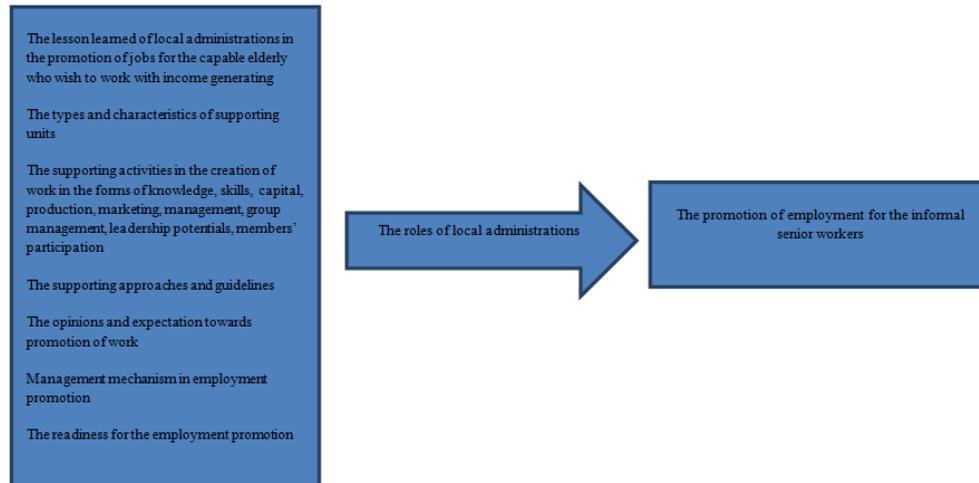


Figure 1: Conceptual Framework

IV. RESEARCH METHODOLOGY

The research on the “Promotional Mechanisms for the Employment of the Senile Informal Laborers, Amphoe Kho Wang, Yasothon Province” is a qualitative research and there is also a questionnaire in which the interview is conducted on individual informers who are elderly informal laborers. The performance measurement (PM) is used to evaluate the performance effectiveness that focuses on results (good/best practice) in accordance to the framework of the key performance indicators of elderly activities, groups of occupation, and the roles of supporting units.

The Scope of the Research

1. The content scope of research includes:

- 1.1 To define the meaning of occupation group or activities of the elderly in which they are good/best practice. This includes good management, working conditions, working process, welfares management, and the support from communities and related units.
- 1.2 To find out mechanisms and possible factors contributed to the success and sustainability of work performed by the elderly. For examples, management, activity structure, leadership, continuous development and adjustment, fairness on labor protection in order to provide an appropriate income in proportion with the working conditions and life subsistence.
- 1.3 To study the demand of work that requires the craftsmanship and it should be in relevant to the supply of the elderly who are willing to work.
- 1.4 To study the factors and obstacles towards the support of local administrations, NGOs, communities, and/or other related sectors.

2. The population

The population is divided into 2 groups:

- 2.1 The occupation group in which its members are 60 years old and above.
 - 2.1.1 The elderly can earn income in which it is used for life subsistence and not for leisure.
 - 2.1.2 The groups are successful and become good/best practice and they are considered as informal laborers.
 - 2.1.3 The study groups include micro or small enterprise, community enterprise, cooperatives, OTOP, or individually owned business enterprises.
 - 2.1.4 The groups are promoted and supported by local administrations, NGOs, communities, and/or other sectors (both private and public organizations).
 - 2.1.5 There are 5 selected studied groups located in Amphoe Kho Wang, Yasothon province.

These selected 5 organizations are:

1. Kho Wang Sub-district Municipality
2. Fa Huan Sub-district Administrative Organization
3. Kut Nam Sub-district Administrative Organization
4. Nam Orm Sub-district Administrative Organization
5. Kho Wang Sub-district Administrative Organization

2.2 The organizations provide support in terms of the creation of work, knowledge and skills, capital, production, marketing, group management, leadership, and participation.

3. The scope of time

This research was conducted from May, B.E.2560 - March, B.E.2561.

4. Research tools

The interviews were conducted with the 5 occupation groups of the elderly and the officers within the organizations that promote and support the employment of the elderly. The 2 separated semi-structured or guided interviews were used with the 2 groups of key informers mentioned above. The focus group discussions were also conducted with the samples. The structured or standardized interviews were conducted with groups of 92 senile people in the surrounding contexts in order to understand working conditions of informal senile workers who were members and were not members of the working groups.

The research tools however were tested for their reliability and validity with a group of senile informal workers. The adjustment was done to improve the quality of the questions.

5. Data collection, data processing, and data analysis

The interviews were conducted with the 2 groups of informers; senile informal workers and officers who work at local administrations that promote and support the employment of the old. The content analysis was used to derive the information on:

1. The definition of occupation/activity groups of the elderly in which they become good/best practice.
2. The demand of work that requires the craftsmanship and it should be in relevant to the supply of the elderly who are willing to work.
3. The factors and obstacles in the promotion and support of occupation groups of senile people to become successful in the creation of income and participation in the economic labor market being performed by local administrations, NGOs, communities, and other related sectors.
4. The mechanisms, measures and alternative policies in the promotion and support of the employability of elderly to become successful and sustainable.

V. RESEARCH FINDINGS

The researchers collected information from the two target groups; the senile informal laborers and the supporting local administrations. The occupation groups were the senile informal workers who were considered as good/best practice. These groups had the following characteristics of 1) the elderly provided a main source of income for the family, 2) they were self-reliant, 3) the work characteristics showed the appreciation for the old, a conservation and transformation of culture and/or local wisdom, 4) the elderly could continue working as long as they wanted, 5) the work could be performed by groups or individually performed. The qualitative research methods were applied in conducting the research. The lesson learned was decoded according to the framework of key indicators set for the senile informal workers and the local supporting units. The 2 separated questionnaires were used to collect data in order to understand activities undertaken by the old and to see the supporting efforts of local administrations, NGOs, communities and other related sectors. The data obtained was very useful to understand the phenomena and was used to develop practical guidelines. The data was then synthesized with data collected from 5 supporting local administrations in order to come up with policies, mechanisms, and measures that promote the employability of the elderly who were informal laborers. The research found that:

1. The roles of local administration in the promotion and support of work through the activities and occupation groups of elderly informal laborers in

which they are good/best practice, Amphoe Kho Wang, Yasothon Province.

The characteristics of senile informal workers are those who work on a continuous basis, these people start working since they were young and they have an intention to continue working as long as their body is still in a good condition. Even though they are more than 60 years old, they still can use their accumulated knowledge and life-long valuable experience to apply with their work. This may include the utilization of local wisdoms that are transferred from one generation to the next generation. There is less number of them who start to perform the new kind of work that they have never done before. It was found that the old people do not change their work very often. Most of their works are non-competitive. There is no expansion of work beyond the capacity. The work focuses on mere income that can support the family. Those senile people who live in the city are more likely to earn a decent living more than those who live in the rural areas.

From the research, it was found that the characteristic of work that belongs to the senile people whether it was performed on a group basis or individual basis was a work freedom. Freedom here means that the elderly can decide by themselves upon the type of work they prefer and the period of time that seems convenient to them. The elderly works every day but not all-day long. They can definitely utilize their very own experience and accumulated skills to apply with their work to create steady income. The job characteristics are also suitable with the age and physical capability of the old. These jobs include, for example, handicraft (cloth weaving, mat weaving, and basketry, etc.), retailing (catering, beverage selling, and grocery), and service rendering (Thai massage, tri-cycle or tuktuk driving, and motor-cycle driving for hire, etc.).

2. The guidelines for the promotion of employment of the informal elderly workers, Amphoe Kho Wang, Yasothon Province. The research found that 1) the local administrations have the major roles in the promotion of employment for the informal elderly workers both in a group and individual basis, 2) the promotion of current capital in the production group in order to continuously obtain raw materials and buy the products from the members, 3) the support through various related units in the form of a "mentor" to provide the assistance in terms of production process, product design, management and marketing as well as any other help as requested, 4) the support for the establishment of networks in the areas and the provision of capital for the management of these networks, 5) the support for the coordination of various related units in order to solve the problems of raw materials, to reduce the production cost so the price can be competitive in the market, 6) the other related local units should promote suitable works for the old people, and should increase the number of members, 7) the promotion of public health and

sanitation in which it can be done by those related units, 8) the promotion of learning process and local wisdom and skills transformation concerning handicraft products that are the identity of the location, and 9) the promotion of savings behaviors among the elderly, such as savings for the production, savings for the social welfare and community, the efforts are aimed to have enough money to pay for personal and family expenses and to reduce the amount of debts.

CONCLUSION

1. The roles of local administration in the promotion and support of work through the activities and occupation groups of elderly informal laborers in which they are good/best practice, Amphoe Kho Wang, Yasothon Province. The characteristics of senile informal workers are those who work on a continuous basis, these people start working since they were young and they have an intention to continue working as long as their body is still in a good condition. Even though they are more than 60 years old, they still can use their accumulated knowledge and life-long valuable experience to apply with their work. This may include the utilization of local wisdoms that are transferred from one generation to the next generation. There is less number of them who start to perform the new kind of work that they have never done before. It was found that the old people do not change their work very often. Most of their works are non-competitive. There is no expansion of work beyond the capacity. The work focuses on mere income that can support the family. Those senile people who live in the city are more likely to earn a decent living more than those who live in the rural areas. The research shows that the informal senior workers both in a group basis and in an individual basis are enjoying the work independence.

2. The guidelines for the promotion of employment of the informal elderly workers, Amphoe Kho Wang, Yasothon Province. The research found that 1) the local administrations have the major roles in the promotion of employment for the informal elderly workers both in a group and individual basis, 2) the promotion of current capital in the production group in order to continuously obtain raw materials and buy the products from the members, 3) the support through various related units in the form of a "mentor" to provide the assistance in terms of production process, product design, management and marketing as well as any other help as requested, 4) the support for the establishment of networks in the areas and the provision of capital for the management of these networks, 5) the support for the coordination of various related units in order to solve the problems of raw materials, to reduce the production cost so the price can be competitive in the market, 6) the other related local units should promote suitable works for

the old people, and should increase the number of members, 7) the promotion of public health and sanitation in which it can be done by those related units, 8) the promotion of learning process and local wisdom and skills transformation concerning handicraft products that are the identity of the location, and 9) the promotion of savings behaviors among the elderly, such as savings for the production, savings for the social welfare and community, the efforts are aimed to have enough money to pay for personal and family expenses and to reduce the amount of debts.

DISCUSSION

1. The roles of local administrations in the promotion of work for the informal elderly workers, Amphoe Kho Wang, Yasothon Province, is congruent to the research conducted by WilailakPromsen and AchariyaKrutharaj (2560) that studied 1) the promotion and support of employment and income generation of the elderly, 2) the factors and conditions that affect the employment and income generation of the elderly, and 3) the guidelines to develop the potentials of local administrations in the promotion and support of employment and income generation of the elderly. The units of study are: 1) 83 local administrations, 2) 400 elderly in Lam Pang province, 3) 8 units of groups, organizations and related entities that provide employment and income generation services for the old, Lam Pang province. The research tools are the questionnaires, interviews, and focus-group. The data analysis includes percentage, mean, standard deviation, and content analysis. The results show that local administrations provide the employment and income generation services but the said services are within a limited area. The major factors and conditions necessary for the effective operations are the budget. The development guidelines for the operation of local administrations include 1) the availability of knowledge and understanding together with the delegation of work concerning employment and income generation services of the elderly for the personnel, and the establishment of management information system (MIS), 2) the coordination with related units in terms of budget and personnel or an MOU with educational institutions in order to develop the potentials.

2. The guidelines for the promotion and support of employment for the informal older laborers, Amphoe Kho Wang, Yasothon Province is in the same direction to the work of PakkapolSalathong (2558) on "Promotional Mechanism for Quality of Life Development Towards Service Employment of the Informal Laborers: A Case Study of Taxi Drivers in Bangkok." The research is also in the same line with the Office of the National Economic and Social Development Board. These include: 1) the promotion of work on a continuous basis so the elderly can be

self-reliant, 2) the promotion of income generation for the people, 3) the promotion of savings consciousness, 4) the development of effective financial mechanisms, and the promotion of different savings schemes for different groups of people, 5) the development of governmental pension, tax advantages for savings, and monetary support for ad hoc financial institutions, 6) the strengthening of social networks to look after those without savings or the promotion of community organizations to provide welfares to the local residents (ChompunuchPrompak, 2556). The research is also in line with the work of JaranyaWongprom and associates (2558) on "Promotional Mechanism for the Employability of the Informal Elderly Laborers." Lastly, the research is in the same line with the work of WatcharapornJantanukul (2560) that studied the level of roles and the elderly opinion on the roles of local administrations towards the development of quality of life of the elderly, Amphoe Muang, UbonRatchathani province. The results show the moderate level. When consider each dimension separately, it is found that the environmental factor is at the highest level, following by health, mental, and social relationship factors respectively.

SUGGESTIONS

1. There should be a promotion of employment of the elderly who have knowledge, capability, and special skills on handicraft and occupation at community level. These elderlies should transfer their body of knowledge in order to gain income. In doing so, they have a chance to provide promotional mechanisms for the employment of the informal elderly laborers, and to preserve cultural heritage as well as local wisdom. This is the way to conserve local handicraft in a particular location and to create continuous and sustainable income in the community.
2. There should be a promotion towards public and private organizations to organize training on the development of knowledge and skills that are already available in the areas or to develop new occupational skills that are relevant to the capability, need, and interest of those who are in the community and are getting older in order to provide more occupations for them.
3. The public and private organizations should employ more of the informal elderly laborers. The work provided should be suitable for the physical conditions and skills of the local older people.
4. There should be a financial support in the forms of tax advantages for those organization hiring the old people or occupational groups with a majority of older people.
5. There should be a promotion on public relations and communication on products made by the elderly. The public and private organization should develop marketing mechanisms that focus on products made by the old.

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