

The Policy Proposal for Elder Government Officials Employment in the Public Sector Organizations

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Abstract

Introduction: The global aging population is a recognized trend with significant impacts on societies worldwide, leading to the United Nations' categorization of aging societies into three levels based on population age percentages. The elderly population is increasing both in numbers and proportions globally, projected to reach 16 percent by 2050. This trend results from reduced mortality rates, increased survival rates, and declining fertility levels. Thailand, too, is experiencing a rapid shift into an aging society, with over 20% of the population aged 60 and over. This transition presents challenges and opportunities for economic and social development. However, there is a need to explore policies promoting the employment of elderly government officials in government organizations effectively to harness their experience and skills.

Objectives: This research to develop the policy proposal for employing senior government officials in governmental organizations.

Methods: The research employs a sample of 397 individuals. The study involves two phases: Phase 1 involves formulating initial policy recommendations, and Phase 2 includes an analysis of these recommendations. Data is collected from 17 key informants through policy meetings, following the principles of Ethnographic Delphi Futures Research, which combines Ethnographic Futures Research, Delphi, and Multi-Attribute Consensus Reaching techniques.

Results: The study found significant statistical differences between the traditional employment model and the flexible employment model, as well as between the traditional employment model and the new elderly labor employment model. The proposed policy for employing elderly government officials in public sector organizations consists of four strategies.

Conclusions: significance exists between the traditional employment model and the flexible model ($p < 0.01$) and between the traditional model and the new elderly labor employment model ($p < 0.05$). The proposed policy includes strategies for resource management, capacity development, welfare stability, and improved working environments for elderly government officials in public organizations.

Keywords : Policy Proposal, Elderly Government Officials Employment, Public Sector Organizations

1. Introduction

The aging population has become a major trend. It profoundly impacts all aspects of societies worldwide. The United Nations has recognized the aging society as an important issue today because this is considered the century of older people that will increase greatly. The United Nations (UN) therefore has defined the older person, both male and female populations aged over 60 years and has divided into the elderly society into 3 levels: 1) the level of entering aging society which is a society or country where more than 10 percent of the population aged 60 years or more or more than 7 percent of the population aged 65 or older, 2) aged society is a society or country with a population aged 60 years or over more than 20 percent of the total population or a population aged over 65 years old more than 14 percent of the total population, indicating that the country has entered into an aged society completely and 3) super-aged society, a society or country with a population aged 65 years and over, accounting for more than 20% of the total population which shows that the country has fully entered an aged society (United Nations Population Fund, 2015)

The countries still in the early stages of the demographic shift from eight world regions, namely East Asia, Southeast Europe, North America, Australia, New Zealand, Latin America, and the Caribbean, have the highest percentage of the working-age population between the ages of 25 and 64, representing 56, 54, 53, and 51 percent of the total population respectively. As the population ages, the percentage of working-age people has stabilized or decreased in some regions. Except for Latin America and the Caribbean, where the share of the working-age population is expected to decline between early 2040 and 2050, the aging population is expected to grow at a rate above 3 percent in 2020. The number of people aged 60 are more children under 5 than those under 5. Between 2015 and 2050, the share of the world's population over 60 will almost double to 22 per cent between 2015 and 2050. Thailand's aging society is that more than 20% of the population is 60 years and over. In the next 9 years, it will enter the "super-aged" Society in 2031: a population aged 60 years and over exceeds 28% of the total population. When considering the report on Thailand's population situation, Thailand has stepped into an aging society since 2005. The proportion of the elderly population, which is increasing rapidly and continuously, causes the population of Thailand to age rapidly. But the continued decline in premature mortality among the next generation is the main driver in other countries (United Nations, 2022, p. 7). It suggests that Thailand's demographic structure is aging faster than any other country in Southeast Asia. This will affect the productivity of production and the country's socio-economic development, especially the gross domestic product. GDP is a broad financial indicator of overall economic activity, including all public and private consumption of a country (International Labor Organization, 2010, P15-16).

However, Thailand's entry into an aging society may affect economic and social growth trends. This is consistent with the results of the study in countries with a high proportion of elderly people who have higher economic growth rates. And suppose the country focuses on the policy to develop the elderly labor force. In that case, it may affect the country's production sector structure in the future and help the economy to drive sustainably. For the aforementioned reasons, the researcher was interested in studying policy proposals for employing elderly government officials in governmental organizations. This research uses policy research methods that combine quantitative and qualitative research to obtain complete content coverage by collecting opinions, facts, and suggestions from all stakeholders to develop a policy proposal leading to implementation. And this research can contribute to government agencies as an alternative to promoting the employment of government officials to work after retirement in governmental organizations that are suitable and more efficient in the future.

2. Objectives

This research to develop the policy proposal for employing senior government officials in governmental organizations.

3. Methods

The research on the policy proposal for employing elderly government officials employment in governmental organizations has developed the conceptual framework from policy research methods according to Majchrzak (1984) and Majchrzak & Markus (2014), Scope of the population and sample. The population used in the quantitative research is 51,856 elderly government officials, divided into 49,409 government officials aged 56-60 years and 2,447 government officials aged 60 or older. These elderly government officials must work in governmental organizations in Thailand under the Office of the Prime Minister, ministries, and other government agencies not affiliated with the Office of the Prime Minister, ministries, or bureaus, totaling 20 agencies. The sample group used in this research consisted of 397 people, calculated using Taro Yamane's formula with a tolerance of +5%, and a multi-stage random sampling method and simple random sampling. It is divided into 378 government officials aged 56 to 60 and 19 government officials aged 60 or older. divided into 2 phases: phase 1) develop tentative policy recommendations) and phase 2) an analysis of recommendations researched in phase 1 and the researcher gets the population used in the research in the manner of experts who are 17 key informants for the development of policy proposals and guidelines for developing employment of elderly government officials in government organizations by using policy meeting techniques (policy meeting) according to the principles of EDFR future research (Ethnographic Delphi Futures Research) that combines EFR (Ethnographic Futures Research), Delphi, and Multi-Attribute Consensus Reaching (MACR) techniques together. The conceptual framework of the research is as follows:

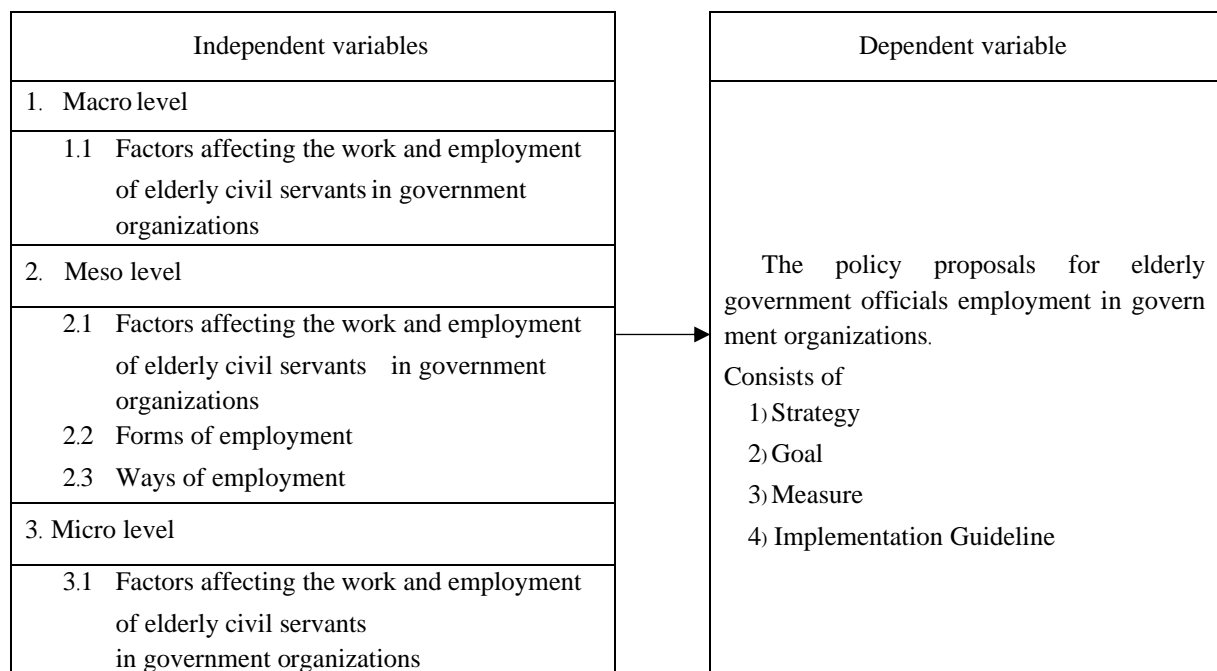


Figure 1.1 Conceptual Framework

4. Results

This results to objective 4 to develop policy proposal for employing elderly government officials in governmental organizations used in-depth interviews from experts with the Delphi techniqu and MACR to assess consistency and suitability according to the scope of components, 1) strategy, 2) goal, 3) measure, and 4) implementation

guidelines and used stakeholder seminar for a public hearing on the policy proposal. The research results can be summarized as follows flexible employment has the average at a high level When considering item by item The average is at the very highest level The elderly government officials are hired as informal workers on a piece-by-piece basis such as per project or per activity has the highest average, followed by the elderly government officials should be given monthly income or income based on the standards set by the organizations. The factors that affect on working and hiring elderly government officials in government organizations Economically, no differences That is because most economic factors affect general employment whether were found they are government officials or whether the job involves the elderly Policy proposals for the employment of elderly government officials in government organizations consist of 4 strategies Strategy 1 is to develop the resource management system for elderly government officials in the government organization to be appropriate and consistent with the context of the aging society, Strategy 2 is to strengthen and develop the potential of retired government officials in government organizations to become competent elders, Strategy 3 is to enhance the stability in service support for flexible work and good welfare for elderly government officials in the government organization, and Strategy 4 is to improve the environment in the government organization suitable for elderly government officials so that they have a better quality of life.

5. Discussion

This results to objective to develop policy proposal for employing elderly government officials in governmental organizations used in-depth interviews from experts with the Delphi technique and MACR to assess consistency and suitability according to the scope of components the research results can be summarized as follows. 1) is to develop the resource management system for elderly government officials in the government organization to be appropriate and consistent with the context of the aging society. It was found that operations in government organizations must understand 20-Year National Strategy (2017-2036) and National Reform Plans (social aspect) to create knowledge and understanding which can be used for benefits, especially the law on employing elderly government officials. 2) Goals are (1) Government organizations that support the aging society for elderly government officials that are flexible, adaptive, efficient and cost-effective and (2) Create a system for assessing the abilities and developing the competencies of the elderly government officials to increase the quality of management of government organizations. 3) Measures is adjust infrastructures and regulations that hinder management of the employment of elderly government officials and Develop policies and processes that facilitate the development of the forms of employment of elderly civil servant employment government organizations. 4) Adjust the infrastructure and regulations that hinder the employment of senior government officials in government organizations to increase flexibility and suitability in management Because if the relevant plans at the national level and government organizations have clearly defined rules, regulations, and guidelines, it will result in legal factors that are beneficial to the employment of elderly government officials, namely the creation of a strong and comprehensive welfare system for elderly citizens to be independent in life and able to participate in social activities and strengthening access to health services and care to promote good health for the elderly. Therefore, the government should look at work in the future that allows the elderly to be able to use their knowledge and skills, and look at the structure and improvement of welfare regulations (Chompoonut Prompak, 2013, p.15).. Strategy 2 is 1) to strengthen and develop the potential of retired government officials in government organizations to become competent elders. 2) Goals are (1) Develop the potential, skill, and competencies of elderly government officials to respond to rapidly changing contexts in all dimensions to their full potential and suitable for government organizations, and (2) Strengthen confidence in elderly government officials in learning and adapting so that they can willingly and effectively participate in activities. 3) Measures are (1). Analyze the needs for skills, competencies, and knowledge necessary for elderly government officials to support changes in all dimensions, and (2) Support and strengthen the role model of the potential retired government officials. 4) Implementation guidelines are Develop mindset and skills required in the organization, so elderly government

officials can work effectively according to their roles and positions Strategy 3 is to enhance the stability in service support for flexible work and good welfare for elderly government officials in the government organization. 2) Goals are (1) Provide a welfare system that covers all groups of elderly government officials, and (2) Provide variety of benefit and welfare for elderly government officials. 3) Measures are (1) Support and promote income collateral for service and welfare for elderly government officials, and (2) Increase productivity and social protection of elderly government officials in government organizations. 4) Implementation guidelines are Improve various laws and regulations conducive to the protection of welfare and benefits that support the employment of elderly government officials in government organizations, Add provisions to the Labour Protection Act. to promote the employment of elderly government officials in government organizations, it shall cover welfare protection and benefits to support the employment of elderly government officials in government organizations. Analyze and synthesize a model of social welfare provision for elderly government officials in government organizations, Develop the pension system and retirement welfare to balance with the employment of elderly government officials. And Strategy 4 is 1) to improve the environment in the government organization suitable for elderly government officials so that they have a better quality of life consistent with the concept Labor (2008) say it is a new employment to replace retired personnel under contract employment. This form helps maintain elderly government officials who have without sacrificing the expertise and experience of valuable personnel. 2) Goal is to create an environment that is conducive to work and strengthen the potential of elderly government officials for well-being and happiness. 3) Measure is to create an environment and innovation that is conducive to working in an aging society. 4) Implementation guidelines are (1) Develop appropriate infrastructure and facilities related to the working environment for elderly government officials, (2) Promote the development/improvement of places, environments, and facilities with quality, standards, and safety (Jirapa Kharapisut, 2003) (3) Develop guidelines for creating and developing good health in government organizations to support the aging society, and (4) Develop a prototype of the physical and ecological working environment for elderly government officials. This is in line with the concept and creating an environment that is friendly to the elderly in government organizations according to the guidelines mentioned above. able to carry out various activities, taking care of and improving the environment to be suitable for the elderly.

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