

Skills development and recognition

*“a universal entitlement for lifelong learning that enables people to
acquire skills and reskill and upskill “*

ILO (2019) Work for a brighter future, p.11

Training and promotion

	Thilawa SEZ	Phnom Penh SEZ	Manhattan SEZ	Tak SEZ
Skills training (%)	20	>80	>90	33
Promotion (%)	2	1	2	63
Average number of years in one job	1.6	2.7	5	3.5

No relationship between number of years of experience and whether or not the respondent said they had been promoted.

No relationship between respondents' current pay and their experience of promotion.

Workers confident of skills, but skills not recognized

- “I put my skills level at 8 out of 10. But my wage is the same as newly joined worker”. (Sophorn in Manhattan SEZ)
- “Skills do not get reflected in pay and I am only paid only at a piece rate. If there is a piece rate, there is no promotion. There is no promotion in the factory. Some worked for 20 years, and were receiving 250 baht. But now their pay is 180 baht per day.” (Tein Wan, Tak SEZ)

Why do we need to recognize skills?

- Heavy dependence on garment industry
- Upskilling/ reskilling
- Employability

We need a change in paradigm

- Women garment factory workers are not “unskilled” workers
- Career development/progression for migrant workers

Recommendations

- Skills recognition programs
- Provide training
 - Not only sewing but also general competencies
 - Training during working hours
- Identify reskilling needs of workers and develop capacity development programs
- Promotion scales and career development/progression