

# ICT Skills and Thailand's Economic Competitiveness: A Different Approach

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- Hana Brix, Senior Economist, World Bank (March 2012)

“The acute shortage of skilled labour has emerged as the issue of greatest concern for CEOs of listed companies for the first half of next year.”  
- CEO Survey, Kasikorn Research Centre (April 2012)

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**In a recent English language assessment** of 1,540,785 workers ranging from junior executives to senior managers in Singapore, the Philippines, Malaysia, Indonesia and Thailand, **Thailand ranked at the bottom of the list.**  
- JobStreet.com (June 2013)

✓ Electrical Power

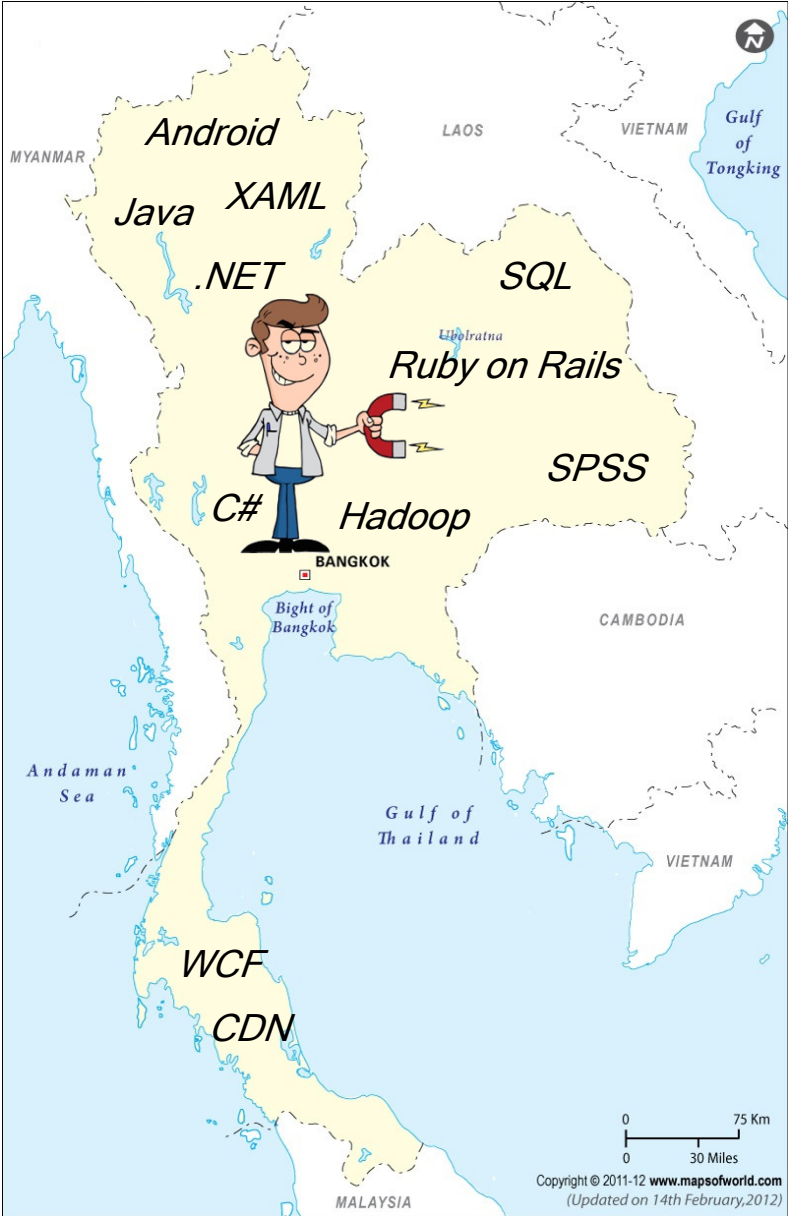
✓ Roads

✓ Ports

✓ Telecommunications



Availability of Skilled Resources



Foreign ICT professionals will not create many Thai jobs

Foreign ICT professionals will train Thai staff in ICT technology

Foreign ICT professionals will contribute to Thai tax revenue

Foreign ICT professionals will spend money in Thailand

Foreign ICT professionals already working here!



## Recommendations

### → Registered Capital

2 million baht paid-up capital  
per work permit

Eliminate registered capital as a metric for work permits / visas, especially for skills which are in short local supply.

### → Staff Ratios

4 Thai employees  
per foreigner hired

Eliminate staff ratios as a metric for work permits / visas, where skilled staff are involved. Encourage skills transfer (to business partners, customers, co-workers).

### → Location limitations

Each location must be documented  
in advance - not appropriate for  
consultants or other client-facing  
technical roles

Change the job definition to rely only on scope of work, not on physical location.

### → Excessive documentation

90-day reporting; Annual submission of  
unchanged documents (tax records,  
workplace photos, health checkup, etc.)

Require notice only if employee's address changes; for renewals, require documentation only of updated or changed information.

*Thank You!*

Questions?

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