

**8** DECENT WORK AND  
ECONOMIC GROWTH



**Advocate for Decent Work,  
Cultivate Intelligence &  
Leadership for Sustainable  
Economic Growth**



## OVERVIEW

NIDA is deeply committed to promoting decent work and advancing economic growth through research, education, community engagement, and inclusive policies and practices. All of these efforts aim to ensure the well-being of citizens, support skill development and knowledge exchange for learners of all ages, and guarantee equality and representation for all individuals.

## POLICY

### Promoting decent & productive employment to foster sustainable economic growth

NIDA continues to uphold its commitment to fair employment practices, equality, and compliance with labor laws, in line with its policy on promoting decent work for sustainable development. This policy also extends to employment practices of service contractors.

The institute actively supports the hiring of individuals over the age of 60 who possess valuable knowledge and skills. In 2024, NIDA employed 9 elderly workers (housekeepers and security personnel) aged over 60, accounting for 12% of the total in those roles. Additionally, NIDA renewed contracts for 38 academic staff and 9 support staff aged over 60.

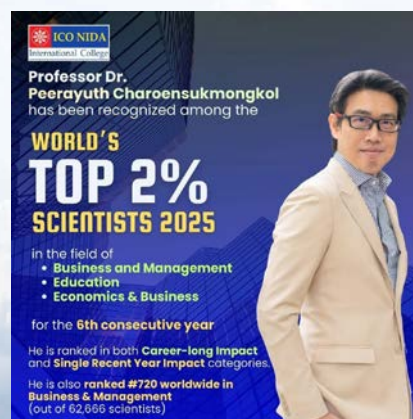
To ensure adequate and equitable welfare for students and staff, NIDA has provided various facilities without discrimination. These include three gender-inclusive restrooms accessible to all and three mother-and-child restrooms equipped for diaper changing in three buildings. These efforts reflect NIDA's dedication to creating an inclusive, respectful, and sustainable working and learning environment.

## RESEARCH

### NIDA's top 2% research excellence in driving sustainable economic growth

NIDA is a global frontier research university with numerous research projects that aim to enhance industrial productivity and economic growth, in line with the 8th Sustainable Development Goal (SDG8). In particular, the works of Professor Dr. Peerayuth Charoensukmongkol, recognized among the Top 2% of scientists worldwide, have made significant contributions to international scholarship. His research encompasses workforce capability development, equitable work environments, and the enhancement of entrepreneurial competitiveness. These studies were published in SCImago Quartile 1 journals, most of which are ranked in the Top 10% globally, including the Journal of Asia Business Studies, Management Research Review, International Journal of Productivity and Performance Management, to name just a few. All publications have demonstrated a Field-Weighted Citation Impact (FWCI) above the world average, underscoring their scholarly quality and international influence.

<https://nida.ac.th/nida-worlds-top-2-scientists-2025>



## TEACHING & LEARNING

### Teaching, academic services & activities designed to enhance workforce competencies in alignment with national needs

NIDA promotes lifelong learning through a diverse range of educational offerings at the master's and doctoral levels, as well as ongoing short- and long-term training programs designed to develop knowledge and skills aligned with industry needs and sustainable development goals.



To begin with, NIDA launched a free lifelong learning platform called “NIDA for Life” in 2024, which offers short online training courses for skill development and personal growth. The platform provides updated knowledge and global trends across five main subject categories: (1) AI & Digital Technology, (2) Environment & SDGs, (3) Language & (Mass) Communication, (4) Management, and (5) Self-Improvement. It caters to learners of all ages, allowing them to freely choose from over 40 online courses and gain new skills and knowledge to support career advancement and income generation. So far, more than 5,000 certificates have been issued to participants.



What is more, on August 21, 2024, NIDA, in collaboration with East China Normal University (ECNU) of the People's Republic of China, hosted the 1st International Sustainable Development Debate. The event brought together student participants from NIDA, ECNU, and Shanghai University of Finance and Economics (SUFE), and was attended by students from various universities across Thailand. The competition provided a platform for students to exchange ideas and gain international perspectives on management and sustainable development. It also helped them enhance their debating skills, language proficiency, and analytical thinking abilities, while fostering professional networks valuable for their future careers, both in Thailand and abroad.





## COMMUNITY OUTREACH

### Enhancing the economic well-being of the community & society in Sikhio District, Nakhon Ratchasima Province

In 2024, NIDA launched a series of initiatives at its Sikhio Campus in Nakhon Ratchasima Province across three key areas—smart farming, community training, and degree-level education. These efforts aim not only to generate income for local residents but also to stimulate economic growth in line with NIDA's master plan for sustainable community development and the provincial development strategy.

In the area of smart farming, NIDA signed an MOU with the Dental Innovation Foundation under Royal Patronage to collaborate on research and academic development. The initiative involves applying NIDA's expertise in vetiver grass cultivation by conducting pilot planting at the Sikhio Education Center and integrating smart farming technologies into demonstration plots. High-quality vetiver grass that meets industry standards can be sold at premium prices for use as a key raw material in the production of mouthwash by the DIF Research and Development Institute for Medical Industry.



In the area of community training, through a collaboration among the Rural Development Volunteer Club, the NIDA YUNUS Student Club, and the Student Union, NIDA organized a project titled “Enhancing the Potential of Lad Bua Khao Subdistrict Community for Sustainability” at the Sikhio Education Center. The project aimed to provide students and community leaders with opportunities to gain knowledge, exchange experiences and ideas, and prepare for the transition to a fully aging society.

In the area of education, NIDA has implemented the Master of Political Science program at the Sikhio Education Center and plans to launch a Master of Laws program in the near future. These initiatives aim to expand access to higher education and promote economic development in the Northeastern region of Thailand.

Importantly, all of these initiatives promote strong and sustainable community economic development and align with the master plan for developing learning potential toward sustainable development for communities in Nakhon Ratchasima Province.

<https://nida.ac.th/nida-mou-dif-on-20240229/>

## OPERATION

### Ensuring equality for all employees within the Faculty Senate & the Staff Council

NIDA has established both the Faculty Senate and the Staff Council as representative bodies for all personnel—regardless of gender, race, or nationality—in accordance with Sections 31–34. Both councils actively promote inclusivity by encouraging employees of all genders, ethnicities, and religious beliefs to be elected as council committee members.

Furthermore, the institute has implemented processes to support collective bargaining for the benefit of both academic and support staff. For example, NIDA ensures representation from both groups on the Employee Welfare Fund Committee, which oversees the equitable allocation of funds for various employee welfare programs.