

EXPECTATIONS AND BENEFITS FROM WORKING IN THAILAND: A CASE STUDY OF  
YOUNG LAO MIGRANT WORKERS IN CHANGWAT PRACHINBURI

Miss Sonenaly Nanthavong



จุฬาลงกรณ์มหาวิทยาลัย

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นางสาวสอนนาลี นันทะวงค์

จุฬาลงกรณ์มหาวิทยาลัย

CHULALONGKORN UNIVERSITY

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Thesis Advisor	Assistant Professor Theera Nuchpam, Ph.D.

---

Accepted by the Faculty of Arts, Chulalongkorn University in Partial Fulfillment of the Requirements for the Master's Degree

.....Dean of the Faculty of Arts  
(Assistant Professor Prapod Assavavirulhakarn, Ph.D.)

THESIS COMMITTEE

.....Chairman  
(Professor Siraporn Nathalang, Ph.D.)

.....Thesis Advisor  
(Assistant Professor Theera Nuchpam, Ph.D.)

.....External Examiner  
(Professor Supang Chantavanich, Ph.D.)

CHULALONGKORN UNIVERSITY

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งานวิจัยเรื่องนี้เป็นการศึกษาภูมิหลังและการคาดหวังของผู้ใช้แรงงานวัยหนุ่มสาวชาวลาวที่อพยพมายังประเทศไทย รวมทั้งผลประโยชน์ที่จะได้รับจากการทำงานในประเทศไทย ผู้ใช้แรงงานเหล่านี้ส่วนใหญ่ถูกเกณฑ์มาจากแขวงหลวงพระบางเพื่อทำงานในโรงงานแปรรูปอาหารในจังหวัดปราจีนบุรี นอกจากนี้ งานวิจัยยังศึกษาด้วยว่าผู้ใช้แรงงานอพยพชาวลาวเหล่านี้เดินทางทำงานที่โรงงานแห่งนี้ได้อย่างไร การศึกษาพบว่าผู้ใช้แรงงานอพยพเหล่านี้เดินทางมาโดยผ่านบริษัทจัดหาแรงงาน ซึ่งสามารถช่วยให้การคุ้มครองสิทธิของพวกเขาภายใต้กฎหมายไทยและบันทึกความเข้าใจที่มีการลงนามกันระหว่าง สปป. ลาวและประเทศไทยเมื่อ ค.ศ. 2002 ได้ดีกว่าการเดินทางทางอื่น.

งานวิจัยศึกษาแรงงานอพยพชาวลาว 85 คน (หญิง 55 คน และชาย 30 คน) โดยใช้ทั้งแบบสอบถามและการสัมภาษณ์ การศึกษาพบว่า การคาดหวังหลักของชาวลาวเหล่านี้ส่วนใหญ่จากการทำงานในประเทศไทย คือ การหารายได้ พวกเขาสามารถหาเงินได้มากขึ้นเพื่อสนับสนุนและช่วยเหลือครอบครัวที่บ้าน นอกจากนี้ พวกเขายังได้รับประสบการณ์และทักษะใหม่ๆ ซึ่งสามารถจะเป็นประโยชน์ได้เมื่อพวกเขาเดินทางกลับบ้านเกิดเมืองนอน เงินที่ได้จากการเก็บออมสามารถจะนำไปใช้ในการลงทุนในกิจการบางอย่างของตนเองเมื่อพวกเขากลับไป เช่น ในกิจการสวนยาง พาร์เก็ต และอื่นๆ ผลประโยชน์อีกประการหนึ่งก็คือ แรงงานอพยพชาวลาวที่อยู่ในวัยหนุ่มสาวเหล่านี้สามารถที่จะเรียนรู้จากงานที่พวกเขาทำ รวมทั้งการเรียนรู้เกี่ยวกับกระบวนการในการผลิต.

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ลายมือชื่อนิสิิต .....

ลายมือชื่อ อ.ที่ปรึกษาวิทยานิพนธ์หลัก .....

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This research is a study of the backgrounds and expectations of young Lao migrant workers who migrate to Thailand, as well as the benefits they want from working in this country. Most of these workers are recruited from Luang Prabang province to seek employment in the food processing factory in Prachinburi province. In addition, the research studied how Lao migrant workers came to work in the food processing factory. It was found that they came mainly through the recruitment companies, which could provide better protection for their rights under Thai law and the MOU which were signed by Lao PDR and Thailand in 2002.

The study conducted a survey of 85 Lao migrant workers (55 female and 30 male) through both questionnaires and interviews and found that the main expectations of most Lao migrant workers from working in Thailand were earning money. They could earn more money to support and help their family at home; moreover, they also gained new experiences and new skills that could be useful when they go back home. Money from their savings could be invested in some enterprises of their own when they return, for example, rubber plantations, mushroom farms and so on. Another benefit is that those young Lao migrant workers were able to learn from the job, including the production process.

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Student's Signature .....

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Advisor's Signature .....

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## LIST OF ABBREVIATIONS

AEA	Alien Employment Act
AEC	ASEAN Economic Community
AMC	Asian Migrant Center
ASEAN	Association of South-East Asian Nations
FDI	Foreign Direct Investment
GMS	Greater Mekong Subregion
ILO	International Labour Organization
IOM	International Organization for Migration
MOLSW	Ministry of Labour and Social Welfare
MOU	Memorandum of Understanding
NGO	Non-governmental Organization
Lao PDR	Lao People's Democratic Republic
SME	Small and Medium Enterprises
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UNIAP	United Nation Inter-Agency Project on Human Trafficking in the Greater Mekong Sub-region
UNICEF	United Nations Children's Fund

## CHAPTER 1

### INTRODUCTION

International migration is not a new phenomenon in the age of globalization, but it has happened for long decades. Mostly, people have moved from developing countries to developed countries, because of political, economic and social problems. The inequality between people in society can cause them to find other places to satisfy their needs. People who migrate to work abroad would have as their goal the search for job opportunities that offer better earnings and better lives. Moreover, the remittance to the homeland is another expectation of migrant workers when they have finished their work from their workplace. In a more developed country, migrant workers would have better job opportunities and they can obtain better earnings than their fellow countrymen. Thailand is a destination country with numerous migrant workers from neighboring countries. For example, migrant workers are from Myanmar, Cambodia and Lao PDR. With its fast economic growth, Thailand has a “pull” influence over the neighboring countries, while Thai workers are seeking jobs abroad for earning higher income as a result of limited job opportunities in Thailand. A majority number of Thai migrant workers lead to Taiwan, South Korea, Singapore, Israel and Japan (CDRI, 2009). Some scholars have presented their ideas on issues involving international migration as follows:

*“Socioeconomic problems of migration revolve around socioeconomic development imbalances and the subsequent population shifts they engender”*  
(Goldscheider, 1996).

*“Different economic growth rates in a region can be the cause of population movements; such is the case in China, where the population moved from inland area toward the west and from rural toward urban areas and open zones because those areas had industrialization, employment, and high income” (Cindy, 1999).*

*“Cross-border migration from Laos to Thailand has been occurring for decades, especially, among migrants from provinces along the Mekong River. The most commonly cited causes underlying such population movement include: low incomes at the place of origin and expectation of higher earnings at the destination; unemployment; underemployment or dissatisfaction with present job at place of origin and expectation of better employment opportunities at the destination; search for fertile land; and relative poverty of rural areas in the hills and mountains” (N.C.P. Nepal, 1984).*

### **1.1. Background, Rationale and Statement of Problems**

With ASEAN becoming the ASEAN community in 2015, Thailand is a prime destination for migrant workers from its neighboring countries to find employment. This thesis will focus on Lao workers: most of them come from Luang Prabang province to seek employment in the food processing factory in Prachinburi province in Thailand. These Lao workers come from poor families; they are unskilled workers who lack education. In addition, those migrants have migrated from the agricultural background to the industrial sectors.

According to previous research works, more than two million migrants have moved between GMS countries in the last few years due to economic reasons. It is estimated that Thailand alone has 1.5 to 2 million regular and irregular migrants from

the GMS currently living in the country and is also home to about 150,000 refugees (Revenga, Yves-Fallavier, Larrison, & Nieves, 2006).

In the case of Lao PDR, most people who live in poor conditions like to come and work in Thailand, which is nearer than other countries in ASEAN. Moreover, the cultural and linguistic similarities between two nations cause many young Lao migrant workers to come to search their work opportunities in Thailand. Furthermore, since the implementation of the minimum wage increase across Thailand starting on 1 April 2012, there have been more international migrant workers coming to work in Thailand especially from Myanmar, Cambodia and Lao PDR. Moreover, this policy is a high motivation to push Lao workers to leave their families to find jobs in Thailand because the wage is still low in Lao PDR; there are both legal and illegal migrant workers. Those Lao workers left their family for many reasons; but they all have the same goal – that is, to have a better life.

Thailand is an important destination country where there have been many international migrant workers who are in search of work. Lao PDR is one of the countries of origin of migrant workers; many people from rural areas are looking for work in Thailand because they think that they can earn and save up money if they work in Thailand. Nevertheless, in recent years, there are many studies of the factors influencing child workers' migration (Changpitikoun, 2008), the issues on reproductive health services (Aida, 2006), and occupational prospects of Lao industrial workers when they return to their homeland (Soukhathammavong, 2012). However, these studies only focused on the returnees groups to Laos and only a small number of studies did a research in Thailand about Lao migration. In addition, with the emergence of the ASEAN Community and the AEC in 2015, migrant workers'

expectations and benefits from working in Thailand are another issue of interest in the recent time.

Furthermore, Laos in the current time is a source and primarily area for victims of trafficking, labour and sexual exploitation, particularly child domestic labour. The main cause for child migration in search of work in Thailand is poverty. Moreover, the lack of education and vocational training is another significant factor, which influencing them crossing the border to Thailand. In addition, the limited opportunities for regular cross-border travel provide an environment conducive to irregular migration flows, which in turn lead to smuggling and trafficking in persons, together with increased vulnerability to communicable diseases (IOM, 2013).

Lao PDR is a landlocked country with an estimated population of about 6.8 million as estimated by the international organization for migration (2013). Lao PDR shares borders with China to the north, Myanmar to the northwest, Thailand to the west, Cambodia to the south, and Vietnam to the east. There are 17 provinces (16 provinces; Vientiane Capital), 143 districts and 8,662 villages (Ministry of Labour and Social Welfare, International Labour Organization, & Lao Statistics Bureau :Ministry of Planning and Investment, 2010).

Since the adoption by the Lao government of the New Economic Mechanism in 1986, which focused on cooperating with international economic organizations with other countries, there has been a shift of economic activities from the command system to the market economy. The Lao government boosts local business operators to engage in economic activities, especially encouraging them to produce goods for export instead of focusing on import-substitution. This economic policy is

expected to increase not only foreign investment but also job opportunities for local people especially in the area of garment industry in the city.

The significant factor that influences on both domestic and foreign migration in Lao PDR is a socio-economic one. Lao PDR has the biggest net-migration rate in Vientiane Capital, which has become a major destination of the domestic migration. Moreover, the provinces from which the number of international migrants has been on the increase are namely: Bolikhamxay, Vientiane province, Bokeo, Louangnamtha, Sekong and Xaysomboon Special Zone: these are the provinces with the positive flows rate. However, Houaphanh, Luang Prabang, Xiengkhouang, Phongsaly, Xayabuly, Champasack and Savannakhet provinces are the provinces in the north which have experienced negative net-migration rate. 54 % of migrants from the Northern provinces, 29 % from the central provinces, and 17% from the south move to Vientiane Capital. Apart from the immigration to Vientiane Capital, Lao people move to work in Thailand because of several reasons, namely: economic and social development, high payment, and better living conditions. These people moved to Thailand through personal contacts as well as advanced job opportunity provision. They work in the work areas where Thai people do not like to work. For instance, they engage in such as heavy and dangerous work. Although there are many Lao people moving to work in Thailand each year, the exact number of legal and illegal workers cannot be clearly indicated (Phouxay, 2007a).

After introduced the New Economic Mechanism in 1986, the Lao economy has moved from central planning to market-based economic management. The competition and management issues of small and medium enterprise (SMEs) entrepreneurs in three provinces of Laos have been changed dramatically such as



Vientiane Capital, Savannakhet and Luang Prabang provinces. In addition, the significance of SMEs results showed that Lao economy, with some 74 % of total enterprises being family-owned SMEs. They also focus on food processing, garment production, construction materials, wooden furniture, tourism, education, trading, transportation, internet services and others (Southiseng & Walsh, 2010).

As Thailand has a shortage of labor because Thai migrants prefer to work in a better conditions and work abroad, so they need a number of migrant workers especially from neighboring countries who come to work in Thailand. Most of foreign workers work in the 3 Ds areas: dirty, dangerous and difficult. Therefore, the Thai employers can pay them in a cheap labor.

According to the International Labor Migration, in fiscal year 2011-2012, about 8,105 legal Lao workers work in Thailand and 78 in Japan. And according to the statistics of illegal labor in Thailand for 2011, the number of Lao migrant workers was 116,421. So it can be said that more Lao migrant workers are working in Thailand than other countries. And due to (Gender Resource Information and Development Centre, 2006) indicated that 74 per cent of Lao migrant workers are in the aged between 18 and 35 years.

Luang Prabang is one of 17 provinces in Lao PDR that has SMEs growth and it is becoming a well-known tourist destination. It was officially proclaimed and indexed as one of the UNESCO World Heritage Properties in 1995 (UNESCO, 2004). Luang Prabang is located in the center of northern Laos, which shares a border with several provinces namely: Oudomxay, Phongsaly and Houaphanh to the north, Vientiane and Sayabouly to the south and southwest and Xiengkhouang to the east. It has a

total area of 19,714 square kilometers. The province has a total population of just over 452,900 which includes 12 distinct ethnic groups. The Khmu (Lao Thueng) are the largest ethnic group in the province and make up the majority (about 44%) of the provincial population. They are a Mon-Khmer speaking people known for their knowledge of the forest, and they are believed to be the original inhabitants of Laos. The Hmong (Lao Soung) are the second most populous ethnic minority (16%). Lowland (Lao Loum) Lao comprise 39% of the population and live mostly in lowland valleys and Luang Prabang Town<sup>1</sup>.

This thesis will gather the information about Lao migrant workers who recruits from Luangphrabang province, who have come to work in the food processing factory in Prachinburi province in Thailand. Moreover, the research also examines their background, reasons for their migration and their expectations from their workplace.



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<sup>1</sup> Source: (<http://emsp.monre.gov.la/en/provinces/luangprabang/384-provincial-profile-luangprabang.htm>)

## **1.2. Objectives of the Study**

- 1). To present the background and profile of Lao migrant workers who have come to work in Prachinburi province.
- 2). To examine their working conditions in Thailand.
- 3). To analyze expectations and benefits of these Lao migrant workers have in coming to work in this province.

## **1.3. Hypothesis / Major Arguments**

With the emergence of the ASEAN community in 2015, Thailand is a prime destination for migrant workers from its neighboring countries to find employment. This thesis will focus on Lao workers, most of whom are recruited from Luang Prabang, who come to seek employment in food processing factories in Prachinburi province. It is argued that these Lao migrant workers who come from an agricultural background expect certain benefits from working in the industrial sector. They expect to earn and save money while also improving their occupational skills in order to support their families back home and eventually enhance their opportunities by investing in small-scale businesses in their own country upon their return.

## **1.4. Outcomes of the Study**

The outcomes of this study will provide a better understanding of young Lao workers who have migrated from Lao PDR to work in Thailand in terms of their reasons for coming here, their background and the problems they encounter.

### **1.5. Scope of the Study**

The research will be conducted in Prachinburi province, Thailand; where it is one of the industrial zones. In addition, the Prachinburi area is an ideal location for industry since it is a center of product distribution for export and domestic market.

### **1.6. Organization of the Thesis**

The first chapter presents the background; rationale and statement of the problems, as well as the objectives, hypothesis and the scope of the study are included in this chapter. Chapter 2 provides the theoretical, conceptual framework, and literature reviews, together with the research methodology for the collection of data and information. The Lao Labour national plans, profiles of Lao migrant workers in Thailand are presented in chapter 3: these cover the detail of the patterns, occupational types and factors influencing Lao workers to migrate to Thailand, together with relevant legal matters and policy frameworks in Thailand. Chapter 4 reports the findings from the field research. Finally, chapter 5 concludes the findings in terms of the answers to the research question and the objectives of the study.

## CHAPTER 2

### THEORETICAL, CONCEPTUAL FRAMEWORK, LITERATURE REVIEWS AND RESEARCH METHODOLOGY

In this chapter, the study presents on international migration theories, the conceptual framework for the study, the literature reviews and the research methodology.

#### 2.1. Conceptual Framework

##### 2.1.1. Theory of International Migration

The movement of people across the border from one country to another country is referred to as international migration. It is also a result of demographic, economic, and other differences between countries (Martin, Abella, & Kuptsch, 2006). Migration theory explained that international migration mainly has economic reasons, such as the desire for higher wages. In this study, the patterns of migration will be explained in different points which included the economic situations of both sending and receiving countries. Moreover, the study also used the theory of Massey and his co-authors (Massey et al., 1993), and others as follows:

- **Neoclassical Economics (Macro Theory)**

Neoclassical economics theory focuses on the differential of wages and employment conditions between countries. This theory shows how the movement as an individual decision responds to high wage rates in destination countries and the desire for income maximization. Therefore, migrant workers from sending countries decided to migrate abroad where they thought receiving countries were better and they expected that they could earn higher wages and could save money when they returned to their places of origin.

- **Neoclassical Economics (Micro Theory)**

The most important factors influencing people to migrate abroad are expected earnings and employment opportunities. Moreover, international migration also involves investment in human capital. People can choose where they migrate to gain the benefits and skills from destination countries.

Micro theories also indicate that "individual rational actors decide to migrate because a cost-benefit calculation leads them to expect a positive net return, usually monetary, from movement" (Massey et al., 1993).

Moreover, what the micro theories ignore is that the direction, type and dimension of a particular migratory flow based on contemporary and historical, economic, political and cultural relationships between the sending and receiving countries. It is within these broader macrostructures that potential individual migrants make decisions on the basis of personal networks, practices or beliefs – elements sometimes known as microstructures (Castles & Miller, 1993).

The micro theories of migration also present a push and pull framework on an individual level which looking at both the supply and demand sides of migration. There are positive and negative factors in the countries of origin and destination, which push and pull migrants towards non-migration; that is, the tendency towards migration are hindered by intervening factors (E. S. Lee, 1966).

- **The New Economics of Migration**

This theory summarizes on the migrant's family conditions and the economy of their communities. This means that the lack of incomes in their families pushes them

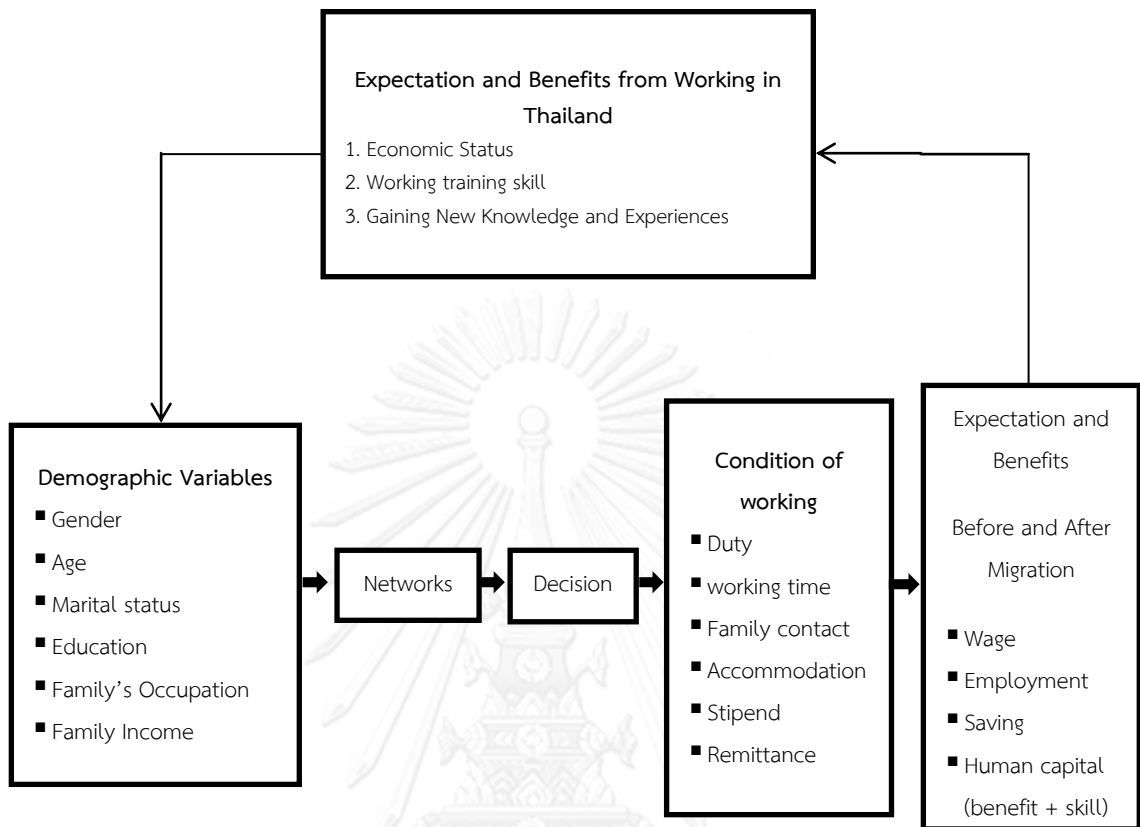
to migrate abroad. Different wages between countries is not a main reason for migration and the level of development in their communities is an important factor influencing migration. International migration would not have more risks if the government provides, or supports the earning of, income for their households.

### **2.1.2. Conceptual Framework**

This study attempts to understand the expectations and benefits of young Lao migrant workers who have coming to work in Prachinburi province. The income may be the strongest motivation for migration since the push factors from their background were poverty, low education and also limited jobs opportunities in their homeland. Furthermore, some migrants might have another requirement; for instance, they want to learn new experiences from abroad.

Apart from the background of Lao migrant workers in Prachinburi province, their social network is very important for their decision to migrate. Those Lao workers come by social networks. Cross-border labour recruitment agencies as well as the laws governing people movements between both countries (Thailand and Lao PDR) are also relevant. Government policies let them decided to migrate to Thailand. Moreover, while working in Thailand, Lao migrant workers have good experiences. The country offers beneficial things to them; for instance, they are able to train for new skills, gain new experiences, have good accommodation, and send remittances home. These things are called push factors from destination country such as Thailand.

## Conceptual Model





## 2.2. Literature Reviews

The literature review for this study of young Lao workers who are working in the food processing factory in Prachinburi province, Thailand, focuses on 3 points, namely: (a) the status of migration; (b) the reasons of migration; (c) the expectations and benefits from migration.

### (a) The Status of Migration

Based on (Phetsiriseng, 2007), a big number of migrations are through illegal channels since Lao PDR and Thailand has a border close together and there are many crossing points. The economic growth in Laos has not contributed substantially to poverty reduction, and the positive effects of economic growth have been largely offset by increases in inequality. As in most countries, the poor are predominantly located in rural areas. The topography and low population density of Lao PDR mean many rural areas are isolated and have few opportunities for poor people to escape poverty. In addition, according to population projections done between 2000 and 2005 and data on the number of “drop outs” in lower and upper secondary schools during 2001- 2002 school year, an estimated of 25,000 youth (aged 15 to 18 years) enter the labour market each year. Many Lao girls have not completed primary school and about one-third cannot read and write. With very limited jobs available in the country, women and girls who are illiterate and poorly educated seek self-employment; migrate to urban areas and/or cross the border to look for work in Thailand. Limited economic opportunities in Lao PDR are the strongest motivating factor in labour migration abroad. Only 6 percent of the Lao PDR labour force is paid employees, with the vast majority being self-employed. Whilst there are job

opportunities in the country, and a set minimum wage offers some level of protection (albeit at a low value), many Lao workers, particularly those working in unskilled sectors, lack written employment contracts and fixed-term employment. Most workers are employed as short-term temporary workers on a daily, weekly or monthly wage with no job security. Thus, many Lao women see more economic opportunities and jobs in Thailand and look for work there, usually through social and illegal recruitment networks. Moreover, many Lao women migrating to Thailand obtain work as domestic workers.

With the same case studies of Lao education (Jalilian, 2012) also stated that the level of Lao migrant workers education was relatively low in comparison to the Thai population and labour force. The results of the survey showed us that over two thirds had only completed primary or lower education, while only a tiny minority had completed upper secondary or higher education. In addition, the most prominent characteristics of Lao migrant workers in Thailand were: being from a rural family, living in an area along the Lao-Thai border, being of relatively young age and having a relatively low level of education.

Nevertheless, in the chapter IV of the synthesis report “Cross Border Migration between Thailand and Lao PDR Migration and its Contribution to HIV Vulnerability” (Supang Chantavanich & et al, 2005), occupational and migration networks explained that the wage of working in Thailand is higher than in Laos. The previous occupation of Lao workers before they migrate to Thailand is mostly in the agricultural sector. When they work in Thailand, they have varied occupations; for example, in the industrial sectors and services, or as domestic and construction workers.

Furthermore, this study importantly provided a statistic indicating that the wage of factory worker in Lao PDR (77-88 Bath) is lower than in Thailand (150-300 Bath).

To sum up the status of Lao migrant workers from the literature review above, firstly, it can be concluded that most of Lao workers come from the rural areas where they suffer from poverty. Moreover, the economic growth in their country of origin is low, where few jobs are available and wages are low. Secondly, most of the migrant workers are very young and have low education. Lastly, the high wages in the country of destination cause them migrate to Thailand.

#### **(b) The Reasons of Migration**

There are push and pull factors that motive Lao labour migrate to work in foreign countries, especially, Thailand. One reason is that, there is limited of opportunity to get a job in Lao PDR.

The International of Migration (IOM) cited that the country has limited job opportunities, particularly in rural areas and it is reported that every year approximately 60,000 individuals at the age of entering the labour market are unsuccessful in finding work at home and as a result are compelled to migrate in search of employment and economic opportunities, mostly in Thailand. The lack of public awareness of laws and legislation makes potential migrants vulnerable to exploitation and human trafficking.

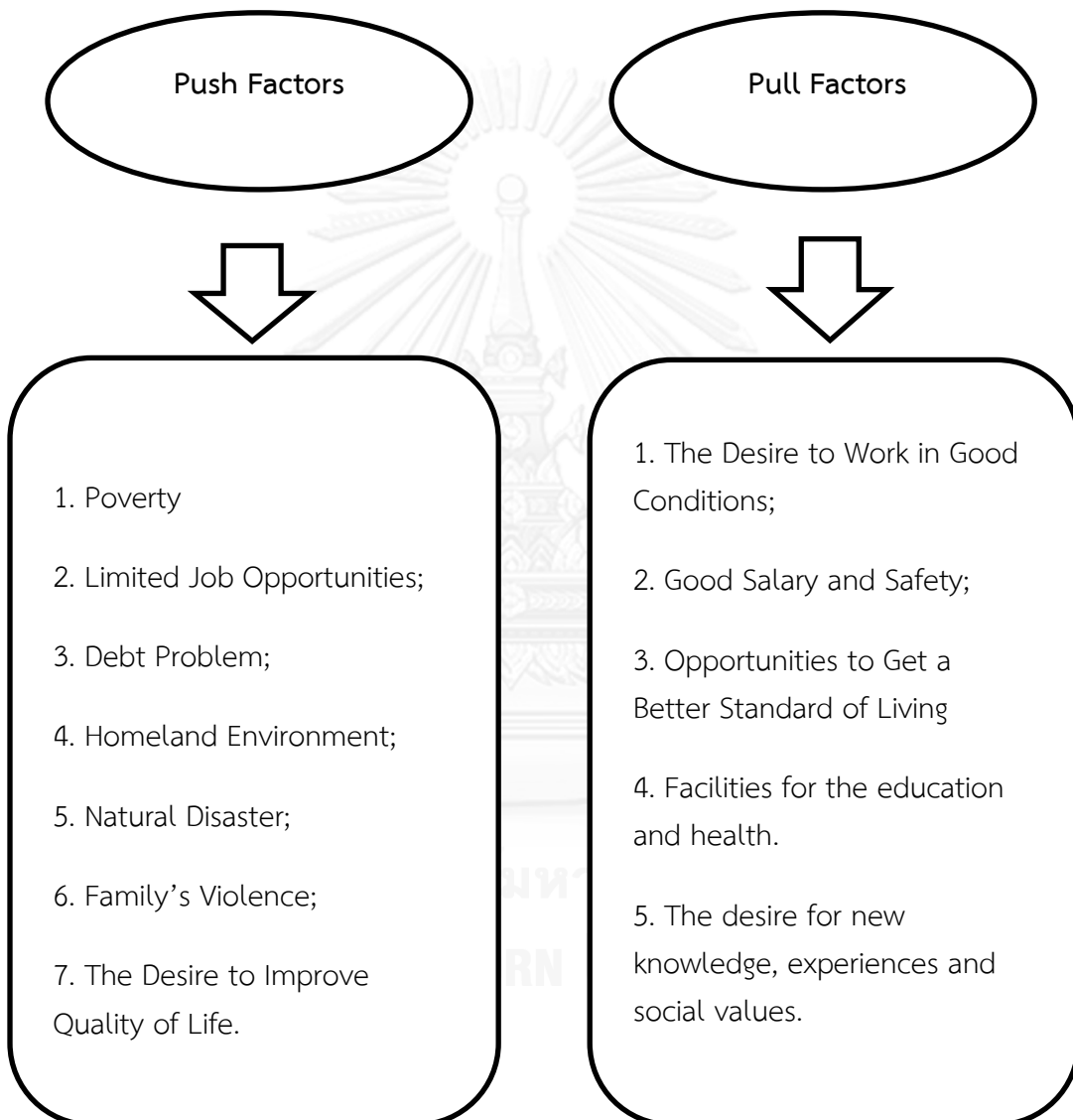
According to (Phouxay, 2007b) showed that Lao migrant workers entered to Thailand in different reasons. Firstly, their household economy, as they would like to helped and supported their family, improved their living condition; for instance, to fix

or build a new house, needed money for parents health care and so on. Secondly, the unemployment from their communities was in bad living condition. Third, friends and relatives who were backing from Thailand also encouraged them to migrate, which they wanted to achieve the benefits things as them. Another point, this studies pointed that Lao migrants were encourage by Thai and Lao brokers by promised them the good chances of working in Thailand. Last reason of migration, most of young girl needed to earn money by themselves and decided to drop out of school; moreover, they demanded to see civilization, light style and stay in Thailand.

(Changpitikoun, 2008) has identified factors influencing child migrant workers from Lao PDR to Thailand. The majority (96.0 %) stated that they could not get other jobs after completing rice paddy fields. Only (4.0 %) of the respondents explained that there are other job opportunities, such as general labour, but the wage was low. It can be seen, therefore, that many preferred to work in Thailand. It can be said that, the reasons of crossing border to work in Thailand are: First, their personal expectations to make a lot of money. Second, Lao migrant workers were curious about modern cities or night life. Another reason is that poverty caused them to migrate and work in Thailand.

In addition, the Lao Ministry of Labour and Social Welfare (2013) reported that the push and pull factors are the main reason for Lao migrant workers to decide to migrate from their poverty to work in Thailand. So the factors influencing migration can be summarized as follows: (1) Push factors are their poverty, limited job opportunities; debt problem; their homeland environment; natural disasters; family's violence and the desire to improve quality of life. (2) Pull factors of Lao migrant workers include the desire to work in good conditions, good salary and safety;

opportunities to get a better standard of living, which is more interesting and challenging than in their hometown; facilities for the education and health; the desire for new knowledge, experiences, and social values.



In conclusion, a result from the demography, social problems and economic reasons influence on Lao migrant workers to work in Thailand. The problem of getting a job after the seasonal work in the rice field is another reason for crossing the border to Thailand. Furthermore, the Ministry of Labour and Social Welfare (MOLSW) has categorized reasons of migration as pull and push factors.

### **(c) The Meaning of the Expectations and Benefits from Migration**

As Thailand is a prime destination country, especially from its neighboring countries. Lao PDR is one of the sources of those migrant workers. The influx of Lao migrant works is due to relatively high wages offered and strong demand for low – skilled workers, as well as the cultural similarities between the two countries. This reason brings many Lao labour come to work in Thailand.

The mobility of people from Laos to Thailand has offered the benefits things to both countries. Lao emigrants not only supplied the demand of Thai labour, but they are also helped their communities' economic, able to remit money home to add resources for families to spend on education, health care and basic necessities; moreover, they are obtained for acquiring skills (Deelen & Vasuprasat, 2010).

According to (Soukhathammavong, 2012), Lao migrant workers who had worked in the industrial sectors in Thailand succeeded in gaining the benefits they wanted when they returned to their homeland. For instance, they could earn money to build their houses and they were also satisfied with the working conditions in agriculture. While they were working in Thailand, they became skilled labour; however, those of returnees had a problem of findings jobs in their homeland when they returned.

However, according to (Vungsiriphisal et al., 2013), the wage factor was the main concern for migrant workers, such as Lao and Cambodian workers who entered to work in different areas in Thailand. Moreover, they would gain minimum wages rate due to the particular area; for instance, the minimum wage rate in Bangkok and its peripheral areas was 191 Baht, while working in Ratchaburi they would gain 154 Baht, and these differences of minimum wage cause the concern. Nevertheless, some migrant workers gain salary, which is higher than the minimum wage rate due to the employers' satisfaction about their labor skill. Although, Lao migrant workers got the same rate as Thai workers, some of them may have some expenses deducted from their wage, which leads to the displeasure of some migrant workers; for example, accommodation fees, social and health insurances. Mostly, migrant workers had been told from the agency that their employer would deducted the pre paid expense from their wage by monthly installments over 10-12 months; this would give workers an opportunity to save some wages. In addition, on the future expectation issue, there will have more migrant workers who are pleased with the recruitment company service. For working prospects, most of Lao workers are willing to continue their work in Thailand. The main reason of choosing recruitment service because of it is legal and safe. Another reason is that the recruitment company can ensure their welfare and is more reliable.

Past research showed economic costs and benefits which indicated that economic reasons influenced the determination of Lao migrant workers to move from their hometown to Thailand. Moreover, the study showed that Lao migrant workers received minimum wage less than the Thai minimum standard wage by about US\$5 per month. Legal and illegal Lao migrant workers faced very different fixed costs,

which included the costs borne before starting working; for instance, documentation costs, travel costs from the country of origin to the place of employment in Thailand, and medical examination costs among others. However, the results of study stated that illegal migrant workers benefits more than legal workers in terms of net earnings. While illegally migrants received on average approximately US\$1,331 for a two-year period, legally migrants received only US\$960 over the same period. This results showed that improvements to labour migration management policies, regulations, and mechanisms were needed to reduce illegal labour migration (Jalilian, 2012).

In a summary, the main expectation of Lao migrant workers was higher income from Thailand. They could gain many benefits from their workplaces since they could save money to buy new houses, new cars and other things when they returned. Some of Lao migrant workers were satisfied with their expectations and benefits they obtain.

### **2.3. Research Methodology**

The research methodology has provided the way of data collection for the study. The aim is to understand the background of Lao migrant workers, factors influencing their decision to migrate, their expectations and benefits they gain from working in Prachinburi province, Thailand. Furthermore, the limitations of the methodology, and the difficulty arising thereof, will also be discussed.



### 2.3.1. The Research Method

This research has relied on both qualitative and quantitative approaches in order to study the background of Lao migrants in their home country, expectations and benefits from working in Prachinburi province, Thailand.

The procedure of research methodology includes the following steps:

- Data and information collection in literature review gathered from the secondary sources, i.e. data collection from government organizations such as the Ministry of Labour and Social Welfare, international organizations, and non-governmental organizations (NGOs).
- The study was conducted in Prachinburi province where one of Thailand's major industrial zones is located. It is not too far from Bangkok, i.e., only around 3 hours' drive from Bangkok. Moreover, the province also has a large flow of Lao migrants into Thailand, according to reports from Thai Ministry of Labour and Social Welfare, (2013). The population for study was 85 Lao migrants (both male and female). In addition, interviews were also conducted of some key informants from the factory.
- The field research on primary data collection was through asking informal questions, in depth structured interviews, and oral interviews with Thai agents from the factory. Furthermore, observations and visits to Lao migrants' living places were also included.
- Data analysis: this research made use of both qualitative and quantitative methods. Furthermore, the explanatory variables were used to explain the relevance of economic and non-economic factors on migrants' destination

choices. This has come from the empirical literature according to which migration rates depend on many push factors at the origin, pull factor at the destination, distances (cultural and geographic) and immigration policies (Beine, Docquier, & Schiff, 2008).

### 2.3.2. The Data Collection

Both primary and secondary data were normally collected and gathered, as follows:

- **Primary Data Collection**

Primary data was mainly collected through personal investigations, informal discussions and structured interviews with 85 migrant workers. Moreover, the agents and Thai workers were also interviewed as key informants, who were responsible for personal information from the factory. Furthermore, the field research also used participant observation in the residential area. The primary data collection during the field research was conducted from the 4<sup>th</sup> January to the 19<sup>th</sup> January, 2014.

The main discussions focused on their background of origin, factors influencing them to migrate, their expectations, living conditions, benefits, satisfactions and future plans based on what they gained from coming to work in Thailand. Moreover, the research tried to gain more understanding about their way of migrating and how those Lao migrants have a quality of life after migrating to work in Prachinburi province.

- **Secondary Data Collection**

The secondary data and information were also gained and collected from different sources: first, collected from some previous studies on factors influencing migration and perception of occupational prospects. Moreover, data collected from the Ministry of Labour and Social Welfare, from the factory, International of Labour Organizations, International Migration Organization and other relevant organizations.

### **2.3.3. Coordination and Collaboration**

The researcher has found out the data supporting the study from the Lao Embassy in Bangkok, which it in turn had obtained from the Thai Ministry of Labour and Social Welfare in Bangkok. The researcher worked in close in collaboration with the factory, trying to ask and get information from the food processing factory in Prachinburi province. Furthermore, the researcher also worked closely with the interviewees from Lao PDR.

### **2.3.4. Research Limitations**

Because there are two kinds of migration, legal and illegal migration, so there also are many illegal migrant workers from Laos to Thailand. In the case of labour that comes by MOU, the migrants need to stick to some rules of both countries. There are some limitations of this research:

- **Major Population**

First, there were more than 100 Lao workers at the factory; however, while doing a research, the researcher found that some Lao migrants went back home of their origin because of the expiry of their contracts and the Thai political problem, which

left the factory with no food for export. Therefore, 85 respondents took part in depth interviews.

According to the background of Lao migrants to Thailand, most of them have low education, lack knowledge and some of them lack skills for working. Although Lao migrants come to work by MOU, they are still afraid to give information, go out alone and so on. As a result, they did not want to actively participate in this study. Some of them did not exactly understand the questions and thereby did not know how to fill the form or even to answer informal questions. Furthermore, the language is also a problem since most of them are from the Lao Theung ethnic group which speaks the language different from that of the researcher.

To solve this problem, this study spent time for many days in doing the field research, to ask and explain the aim to the informants. The study used three weeks before interviews, to observe the area in Prachinburi and discussed with Lao workers. Furthermore, time is quite limited because the researcher could use only the weekend to do a research. The findings needed the population to sit and answer the prepared questions and some of Lao migrants were allowed to answer questionnaires by themselves. In order to understand and receive better information to support the research, the researcher also explained the objectives of the study to the population. Eventually, personal discussions with those Lao migrants made them confident to participate in this study. However, there were some of the key informants who were afraid to answer the questions; some of them hid the truth.

- **Research Time**

The field research was conducted on 4<sup>th</sup> to 19<sup>th</sup> January, 2014. The researcher could engage in the interviews only during the weekend, including oral interviews with some Thai who also worked in the food factory. Usually, the research could be undertaken only on Sunday, because it is their holiday in a week. However, in the second week of the research, the researcher could engage in interviews on Saturday as well, since it is a special occasion.

During the discussion, the researcher walked around their dormitory to observe, sat down in each room and saw their life. There are three buildings where they are staying in Prachinburi province.

- **Secondary Data Collection**

The regulations of the factory made it very difficult to gain information and even to go inside it. Consequently, the secondary data in the form of print material on the factory and its activity are limited. The main source of information was only derived from interviews with Thai staffs who were working at the factory. Websites also provided some information for this study.

- **Interview Guide**

A questionnaire for in-depth interviews consisted of 6 parts and each part was designed for the relevant objective of the study which can describe as following:  
(See Table 1)

Table 1 Questions Guide

No	Description	Objectives
Part 1	Individual and Family Information of Migrants	To find out their personal and family background of respondents, which includes gender, ages, education, occupation, and incomes
Part 2	Background Information Before migrating to Prachinburi province, Thailand	To understand more clearly about Lao migrants before migrating to work in Prachinburi province. This includes how they received information about Thailand, factors influencing them to migrate, and time of working in Thailand
Part 3	Expectations of Lao migrants before migrating to Thailand	To examine their expectations from working in Prachinburi province, Thailand
Part 4	Life and Working Situations in Prachinburi Province	To examine the work conditions of Lao migrant workers which includes training

		for work, working hour, their free time, conditions of living in Prachinburi, the salary they received and the money they sent home
Part 5	Benefits and Satisfactions of Lao workers	To analyze their benefits and satisfactions from working in the food processing factory such as the level of satisfactions and things they gained
Part 6	Future Plans of Lao Migrant Workers	To study the future plans of Lao migrants after completing the contract, what they were planning to do and if they had a chance to work in their home country, and what their decisions were

- **Language Use**

The language which was used for interviewing the migrants was Lao because both the researcher and key informants used Lao as our mother tongue. To receive better and clear information, some interviews were undertaken in Thai; for example, interviews with the Thai staff at the factory.

In the case of Lao Thueng and Lao Soung (ethnic groups), the researcher sat down and did in depth interviews by structured questions. However, Lao Loum were allowed to more freely answer the questions.

In spite of these limitations, this study is very important because it highlights some essential theoretical issues relating to recent migration about which there are many problems both in Laos and Thailand. The findings are very useful because they enable the researcher to see what Lao workers gain from Thailand, especially from working in the factory. In particular, it could be experiences and working skills rather than the money that are most beneficial to Lao migrants.



## CHAPTER 3

### LAO NATIONAL LABOUR PLANS, LAO MIGRANT WORKERS AND POLICY

#### FRAMWORKS FOR LEGAL MIGRANTS

#### RECRUITMENT IN THAILAND

This chapter attempts to provide information about Lao national labour plans, Lao migrant workers in Thailand. The patterns of Lao migrants and factors influencing them to migrate to Thailand are the main themes of this chapter. Lao migrant workers enter to Thailand and work in different sectors, for example, as domestic and construction workers, and in the industrial and service sectors.

#### 3.1. Lao National Labour Plans

There have been attempts to develop the Lao workforce to high qualifications, ability, skills, experiences and good personality, so that they become employable and efficient and observe regulations. Moreover, the workers will be protected and covered by a strong social welfare system. Therefore, the main targets of Lao labour development in 2015 include:

- Lao Labour Development:

(1) Increasing the quality and numbers of the workforce and regularly improving their skills to gradually bring them closer to the regional standards. The aim shall be to build their creativity and motivation for developing themselves. This will be achieved through training professionals in different technical branches;

(2) Building and developing labour skills in both quality and quantity to move effectively towards industrialization and modernization;

(3) Helping create employment and job opportunities so that workers can generate

incomes and obtain their rightful benefits as per the law;

(4) Educating workers about the law and the need to respect it, and about rights and benefits at work. The macro level aim is to manage workers working in Lao PDR and in foreign countries, including managing foreigners working in Lao PDR.

Furthermore, the Lao national plans also attach much importance to the development of each region, including northern, central and southern parts. However, by 2015, it has been projected that the employment ratio would remain more or less unchanged, as follows: approximately 70% in the agricultural sector, 7% in industry and 23% in service.

- Lao Social Welfare Development:

(5) Implementing a policy for persons who have done good deeds for the country properly and adequately;

(6) Developing the existing social insurance schemes into a strong national social insurance system;

(7) Developing a social welfare service system for children, deprived people, and those adversely affected by natural disasters. The system would also address prevention and reduction of risks of disasters.

Moreover, there are some measures that will be undertaken as follows:

(8) Increasing funds from many quarters, including the government and the private sector (internal and external), by which to establish skills-development and job creation funds as stated in the Labour Law, as well as creating preconditions for self-employment;

(9) Expanding cooperation with other parties, both the internal and external country, to create jobs, and additionally to facilitate workers 'exit to foreign countries for jobs;

(10) Skill development: encouraging internal and external businessmen to contribute towards skills and vocational training of Lao workers in different professions. Imparting skills to female workers will be a priority;

(11) Disseminating laws and policies on labour development: there is need to collaborate with the relevant parties in conducting studies for preparing a labour and social welfare strategic plan, and improving the legal instruments and regulations. These must then be disseminated and the concerned sectors be advised to implement them efficiently (Ministry of Planning and Investment, 2011).

### 3.2. Patterns of Lao Migrant Workers in Thailand

Labour immigration to Thailand has a long history. It has brought migrant workers from abroad to work in Thailand especially from neighboring countries. Lao migrant workers can be defined those Lao workers who temporarily enter Thailand and work legally or illegally. Thailand has been attracting low-wage workers from neighboring countries since the early 1990s. Later on, it issued a policy requiring all migrant workers to register; these include workers in low-skilled occupations from Lao People's Democratic Republic, Cambodia and Myanmar now working in every province of Thailand. Approximately one million migrant workers from the three neighboring countries did registration in 2010 (Huguet & Chamrathirong, 2011). There are two different types of Lao migrant workers in Thailand, namely legal and illegal migrant workers.

The first of group Lao migrants enters Thailand in accordance with the Memoranda of Understanding (MOU), which were signed in 2002-2003, between the

Thai and Lao governments, that is, through legal recruitment agencies. However, this group of Lao migrant workers is still small in Thailand. According to the Lao Ministry of Labour and Social Welfare, only 5,400 Lao migrant workers were sent under the MOU, amounting to around 2.7 per cent of the total number of them in Thailand in 2007 (Jalilian, 2012).

The second group, the illegal type, gains employment and works in Thailand through informal channels. This group covers the majority of Lao migrant workers in Thailand. Later on the Thai government has used the registration programme as a tool to enable illegal migrants to work legally in Thailand.

### 3.2.1. Lao Legal Migrant Workers

By Thai law, Lao legal migrant workers are foreigners or aliens who temporarily and legally enter the Thai Kingdom under the Immigration Law<sup>2</sup> and receive a work permit under the Alien Employment Act (AEA) 2008<sup>3</sup>. Furthermore, the draft translation of the Alien Work Act, 2008 has been expedient to revise the law on Alien Work Act in various sections. However, Section 5 of the Act shows that:

- “Alien” or “Foreign” means a natural person who is not of Thai nationality;

<sup>2</sup> Source: The Immigration Act B.E. 2522

<sup>3</sup> The meaning of a migrant worker in the present day in Thailand can be referred to the Alien Employment Acts B.E. 2551 (AEA. 2008). Sometimes called Working of Alien Act (Prakorn Nilprapunt, Office of the Council of State ([www.krisdika.go.th](http://www.krisdika.go.th)) accessed 15/2/2011; this term is used by Sciortino, R. and Sureeporn Punpuing (2009, 21).

- “Work” means engaging in work by exerting energy or using knowledge whether or not in consideration of wages or other benefits;
- “Permit” means a work permit;
- “Holder of permit” means an alien who has been granted a permit;
- “Employee” means the holder of permit subject to Section 9, Section 11, Section 13 (1) and (2), and Section 14 be granted to work as prescribed in the Ministerial Regulation issued under Section 15;
- “Fund” means the fund for deporting an alien out of the Kingdom;
- “Fund Committee” means the committee of the fund for deporting an alien out of the Kingdom;
- “Committee” means the Committee Considering Working of Aliens;
- “Appeals Committee” means the Committee considering appeals of working of aliens;
- “Competent official” means person appointed by the Minister for the execution of this Act;
- “Registrar” means Director-General and the competent officer appointed by the recommendation of the Director-General in order to issue a permit and act on behalf of this Act;
- “Director-General” means the Director-General of the Department of Employment;

- “Minister” means the Minister having charge and control of the execution of this Act<sup>4</sup>.

Factory workers from Lao PDR are the migrant workers who come to Thailand under Section 11 of the Act or on the bilateral MOU on employment cooperation between the two countries. The aims of the MOU are to manage foreign labour migration from neighboring countries into Thailand and to control irregular cross-border migration. The recruitment of these low-skilled workers was based on the three guiding principles of national security, protecting work opportunities for Thai citizens, and establishing a level of labour migration that would support the growth and development of Thailand.

According to Thai Ministry of Labour, in 2013 Lao migrant workers entered Thailand to work in different sectors and areas. The numbers of legal migrant workers in the top 11 provinces are showed in Table 2 (Thai Ministry of Labour, 2013). (See table 2)

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<sup>4</sup> Draft translation – Alien Work Act B.E. 2551 (2008). [www.no-trafficking.org/.../Laws.../Laws.../alien%20work%2...](http://www.no-trafficking.org/.../Laws.../Laws.../alien%20work%2...)

Table 2 Statistics of Lao Migrant Workers in Thailand, 2013

No	Province	Female	Male	Total
1	Bangkok	3,435	5,099	8,534
2	Songkhla	1,034	2,357	3,391
3	Chonburi	709	2,539	3,248
4	Saraburi	1,111	1,430	2,541
5	Khonkean	1,050	1,362	2,412
6	Samutsakhon	226	2,111	2,337
7	Samutprakarn	702	1,318	2,020
8	Nakhonratchasima	646	706	1,352
9	Prachinburi	483	709	1,192
10	Pathumthani	389	777	1,166
11	Prachuap Khiri Khan	460	652	1,112
Total		10,245	19,060	29,305

### 3.2.2. Lao Illegal Migrant Workers

Many Lao migrant workers enter Thailand illegally by looking for employment independently, through brokers and other kinds of social networks. These become an issue of human trafficking and other violence. In the past, the government of Lao PDR had no policy to export Lao labour to work in Thailand; therefore, there were illegal Lao migrant workers in Thailand (Archvanitkul & Guest, 1999). While Thailand

has had a policy to permit foreign or alien labour to register, this action is done in order to control illegal migrant workers.

Moreover, according to (Thongyou & Ayuwat, 2005) indicated that Lao migrant workers enter Thailand by the networks who helped them in traveling and finding jobs in Thailand illegally. Most of them are in the vulnerable conditions and are taken advantages of by both those in the networks and Thai employers. These people live without the protection of the labour law in Thailand. Most of Lao migrant workers are young people with a low level of education. More than 85 percent of the illegal migrant workers have primary school education or lower (CDRI, 2009). However, as Illegal or informal Lao migrant workers, these people did learn about the jobs from personal sources, for example, friends, relatives, words of mouth, and even brokers. Because they have chosen to come through the informal channels, they do not have any requirement in terms of waiting time, traveling documents or any recruitment procedure (Vungsiriphisal et al., 2013).

### **3.3. Push and Pull Factors on Lao Migration to Thailand**

There are many reasons why many people migrate; these include economic, social and physical reasons. These reasons are usually divided into push and pull factors. The factors that are associated with the area of origin are called push factors, while the pull factors refer to, or are the associated with the area of destination. The main motivation of migration is economic which can be described in detail as follows: Pull factors mean better economic opportunities, more jobs, and the promise of a better life in the new country to which people often migrate. Push factors, on the other



hand, mean a lack of economic opportunities and jobs tend to push people to look out of their area of origin for their futures (Riley, 2011).

*“For example, the migration of Mexicans and people from other Central American countries into the United States of America, where they often work low-wage, long-hour jobs in farming, construction and domestic labour. It is difficult to classify this case purely with push factors however, as often the factors associated with the country of origin are just as important as the factors associated with the country of destination.”*

There has been dramatic change in Lao PDR in the relative significance of the majority of the economic sectors. In particular, the contribution of industry to GDP increased from 30% in 2005 to 34% in 2007. On the other hand, the contribution of agriculture decreased from 43% to 40% during the same period (World Bank, 2008). In addition, foreign direct investment (FDI) has played an essential role in the socio-economic development of Lao People’s Democratic Republic ( Lao PDR) since the introduction of the economic transition and business liberalization programme in the late 1980s (Phouxay, 2010).

Many factors contribute to the migration of Lao workers to Thailand. These factors are of two main types indicated above, the push and pull factors. Various studies have pointed out that migration has generally followed the “push” and “pull” hypothesis. The push factors come from the sending country, “pushing” people to migrate from their place of origin, whereas the pull factors come from receiving country to which they migrate with a view to gaining benefits from the economic and other opportunities they hope to find.

Lao migrant workers in Thailand have come here to seek work mainly for economic reasons. Wage in Thailand is higher than they could earn in their hometown. In addition, they may have many other opportunities while working in Thailand, which include opportunities of not only earning money but also gaining new experiences. Moreover, they will have the law to protect them if they are legal migrant workers. Understanding of the background of Lao workers who migrate from their places of origin will shed light on their reasons to migrate and the nature of the push factors, which include poverty, limited job opportunities, and income of their families, among others. The push factors coming from the sending country can be described as follows:

- **Influences of Geography, Occupational Opportunities and Wage Differences**

We understand from the international migration literature that the backgrounds of migrants are mainly related to their educational background, occupational opportunities at home, and wage differences. These factors have brought a large number of migrant workers from Laos to Thailand. Moreover, many poor people from Lao PDR, especially those who live near the Mekong River and in the rural areas. The economic conditions of these areas have motivated them to migrate in the hope of finding higher incomes from the destination country.

Job opportunities and the disparities in incomes between Thailand and Lao PDR are also the cause of Lao labour migration. These motivations have brought many Lao migrant workers across to Thailand by regular and irregular channels. The benefits from working in Thailand include higher wages, good working conditions and

other opportunities; for instance, Lao migrant workers can receive the same minimum wage as Thai workers, and they also benefit from the same legal protection for safety. Even Lao illegal workers gain higher wage than they could obtain in Lao PDR.

- **Cultural Influence**

According to the literature on international migration, the economic reasons seem to be the main motives for people movements from one country to another. However, cultural factors are also important. These explain the link of the areas with economic and cultural ties through common languages, ethnic affinities, and the easy flow of information; for example, the mass media connections between the sending and receiving countries are considered to create favorable conditions for the emergence of population flows between these countries (Faist, 2000). Syvongsay Changpitikoun also cited from the MoLSW and UNIIAP, 2001, p.18, in the case of Laos and Thailand, the similarities they have of language and culture offer Lao people easy access to the Thai media. Therefore, a huge number of Lao people who live in the urban and rural communities are able to gain access to news about events in Thailand via television and radio, particularly in the locations where reception is not a problem and where alternative electrical power is available, such as power generated by small generators or batteries (Changpitikoun, 2008).

- **Influence of Social Networks**

Apart from the strongest factors of low wages and limited job opportunities experienced by Lao migrant workers in their place of origin, other factors are also relevant. While in search of better opportunities in life, these people may also have

other personal reasons, or they may be influenced by those who are called brokers or agents in the migrant movement. Some Lao migrant workers make their own decision to migrate, while others are persuaded by parents. There are several of Lao migrants who are attracted by friends, relatives and traffickers (Changpitikoun, 2008). Thus, in this respect, the social networks of migration are the main key to explain the background of the Lao migrant workers who decide to leave for Thailand.

Several studies from UNIAP, UNICEF, 2004, Phetsiriseng, 2003, AMC, 2002 indicated that there have been many interesting push and pull factors that drive young Lao people to cross border to look for a better life in Thailand. These studies focus on a wide range of factors including village location, modernization, lack of education, lack of employment, materialism, existing links to Thailand, popularity of migration, curiosity, boredom in the hometown, hardship, lack of a market for products, lack of jobs in the locality, lack of electricity, lack of food for the large family and the migrant's desire to have more money and to look "beautiful" (Changpitikoun, 2008).

In addition, there are many examples of Lao migrant workers who have worked in Thailand by themselves or with friends and others from their own villages or people from other villages. When these people return from Thailand, they could save money, bought new consumer products such electrical appliances, and have financial resources to build a house. Seeing the success of these people, some parents encourage their children to migrate (Asian Migrant Center, 2002).

#### **3.4. Policy Frameworks for Legal Migrants Recruitment in Thailand**

Many countries have policies on legal migrant workers recruitment. The ILO has indicated an essential role of such policies in promoting the migrant workers' rights

to protection. The main point addressed by ILO conventions are labour protection and focus on formal recruitment based on the ILO Convention No. 97 on Migration for Employment, No.143 on Migrant Workers and No.181 on Private Employment Agencies. These three conventions have aimed to help migrant workers to find employment, to eliminate abuses and other unfavourable conditions and to ensure equality of opportunity and treatment. Moreover, the ILO convention No. 181 on the Private Employment Agencies is the ultimate mutual international legal framework for the analysis of the recruitment of migrant workers. In addition, Thailand, Cambodia and Lao PDR have now ratified the three ILO conventions.

Furthermore, the guide to Private Employment Agencies is regulated, monitor and enforce compliance with ILO agreements. It is the latest ILO guidance for national legislators in drafting legal frameworks in line with ILO Convention no. 181 adopted in 2007. It also shows the details in codes of practice for overseas recruitment agencies as follows:

1. Minimum qualification of personnel and managers;
2. Disclosure of all charges and terms of business to clients;
3. Private agents should obtain all information about the job (responsibilities, wages and so on) before advertising the positions;
4. Private agents should not knowingly recruit workers for jobs involving undue hazards, risks, abuse or discrimination;
5. Workers should be informed about terms and conditions of employment in a language that they understand;

6. Private agents should not “bid down” wages of migrant workers;
7. With due respect for privacy, agents should maintain a register of all migrants they recruit and make the relevant details available to the authorities for inspection.

However, the policy implementation which focuses on legal system to address the formal recruitment policy depends on their own country such Thailand, Lao PDR and Cambodia. The major of the legal frameworks includes of rules or regulations which are under the MOU on the Cooperation in the Employment of Workers and the existing laws on immigration and labor laws.

In the case of Thailand, before signing the MOU, there were three main laws which applied to foreign labor migration to Thailand; for example, The Immigration Law (1979), Employment of Aliens Law (1978) and Labor Protection Law (1998). The three laws determine the situation of migrant workers, who enter the country and look for employment, jobs' types permitted to foreign workers and the protection of all workers regardless to their nationality. Moreover, after the signing of the MOU in 2002 and 2003, the Thai government initiated more law to agree with the MOU.

Since they signed the MOU in 2002, the senior officials from Lao PDR and Thailand have discussed in five conferences at the senior officials level and two conferences at the ministerial level about practical guidelines on the implementation of the MOU. Later on, the fourth senior officials level meeting in April 2006, a system was established for the regular recruitment of Lao and Cambodian workers in September 2006, and licensed recruitment agencies started to bring Cambodian and Lao workers to Thailand (Vungsiriphisal et al., 2013).

### 3.5. Occupation Types of Lao Migrant Workers in Thailand

Even though Thailand is a destination country for migrant workers from all the neighboring countries of Myanmar, Cambodia and Lao PDR, the total number of Myanmar workers covered at least 80 percent of the total foreign labour population. Most of them are unskilled workers who are employed in 3D jobs, which are shunned by their Thai counterparts (International Organization for Migration, 2006). Most Lao workers used to be farmers or work in the agricultural sector in their homeland. When they work in Thailand, their occupations and incomes vary, as does their occupation after returning to Laos.

There were about one third of the registered Lao migrant workers in Thailand which divided as domestic workers and the balancing two-third work in the construction, agriculture, and a small proportion in the fishing industries (Phetsiriseng, 2007). Bangkok is the main working part of Lao migrant workers, and followed by the areas surround the central Thailand. In addition, Lao male workers importantly work in agriculture and construction while Lao female workers are engaged as domestic helpers (Regional Thematic Working Group on International Migration including Human Trafficking, 2008).

Nevertheless, Lao migrant workers engage in every sectors of work, which are categorized as Labor in agricultural worker, service worker, factory worker, livestock worker, sex worker, domestic worker, truck driver and fisherman (Aida, 2006). In addition, according to the data from Ministry of Labour in 2010, analyzed the top five sectors in which registered migrant workers have been granted work permits include agriculture and livestock (171,857 or 18.4 percent), fishing and seafood processing

(130,767 or 14 percent), manufacturing (115,062 or 12.3 percent), construction (148,211 or 15.9 percent), domestic work (87,926 or 9.4 percent) and services (79,017 or 8.5 percent). These figures do not take into account unregistered migrants, who are particularly prevalent in fishing and seafood processing (K. Lee, McGuinness, & Kawakami, 2011).





## CHAPTER 4

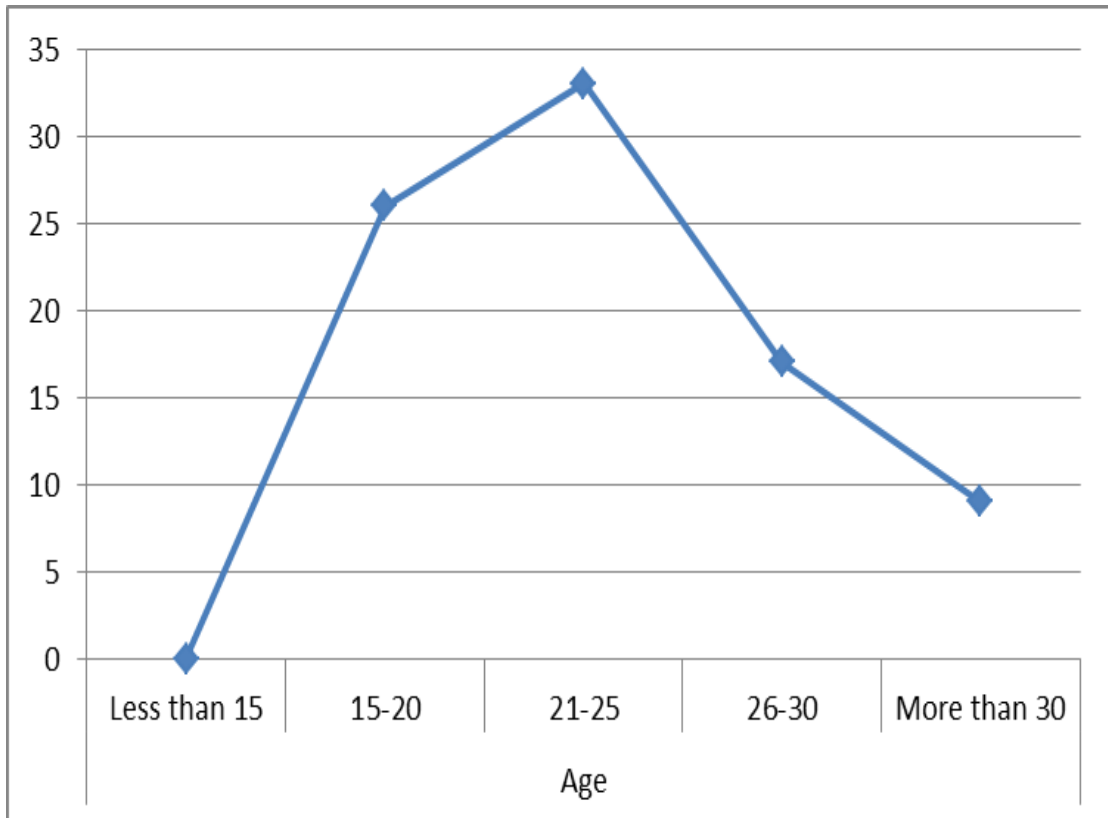
### RESEARCH FINDINGS

The purpose of this chapter is to present the result and analysis of the findings from Lao migrant workers who work at a factory in Prachinburi province, Thailand. The study also analyzes the relevant information from secondary resources. The information covers 6 main points, namely, (1) the demography of Lao migrant workers, (2) how migrant workers migrate to Thailand, (3) the expectations of migrant workers before migration, (4) the conditions and situation of Lao migrant workers, (5) the benefits and satisfactions from migration, and (6) the future plans of Lao migrant workers. The result of findings is summarized as follows:

#### **4.1. Demography of Lao migrant workers in Prachinburi province**

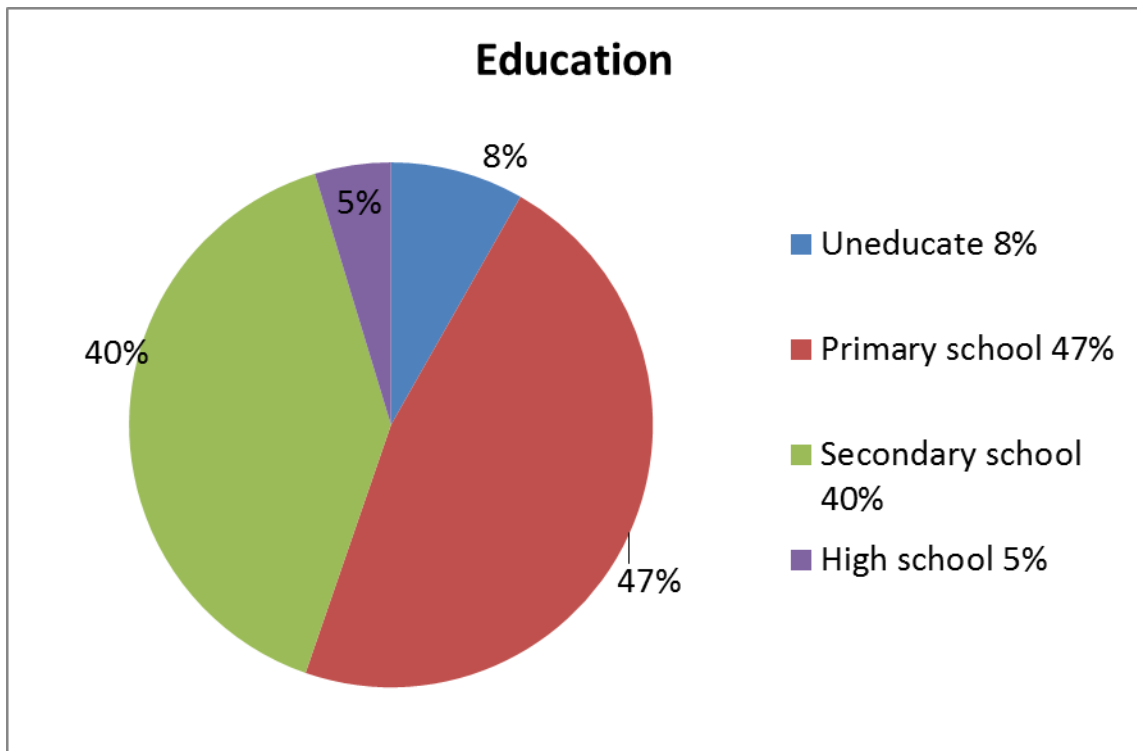
The study was conducted in Prachinburi province, Thailand. The study has a sampled population of 85 respondents who are working in a food processing factory in that province. The majority of them are from Luang Prabang province, which is in the north of Laos. And of these a large number are female (65% of respondents are female and 35% are male). Most of the respondents are in the 21-25 age group; other age groups include those of the age of 15-20 and 26-30. A few of the migrant workers are more than 30 years old (Figure 1).

**Figure 1** The age of respondents from survey



In terms of education levels, of the 85 respondents 47% declared that they finished only primary school, and 40% of the respondents had lower secondary school education, 8% of them are uneducated and 5% of the respondents finished or dropped out of high school (Figure 2).

**Figure 2** The education levels of the respondents from survey

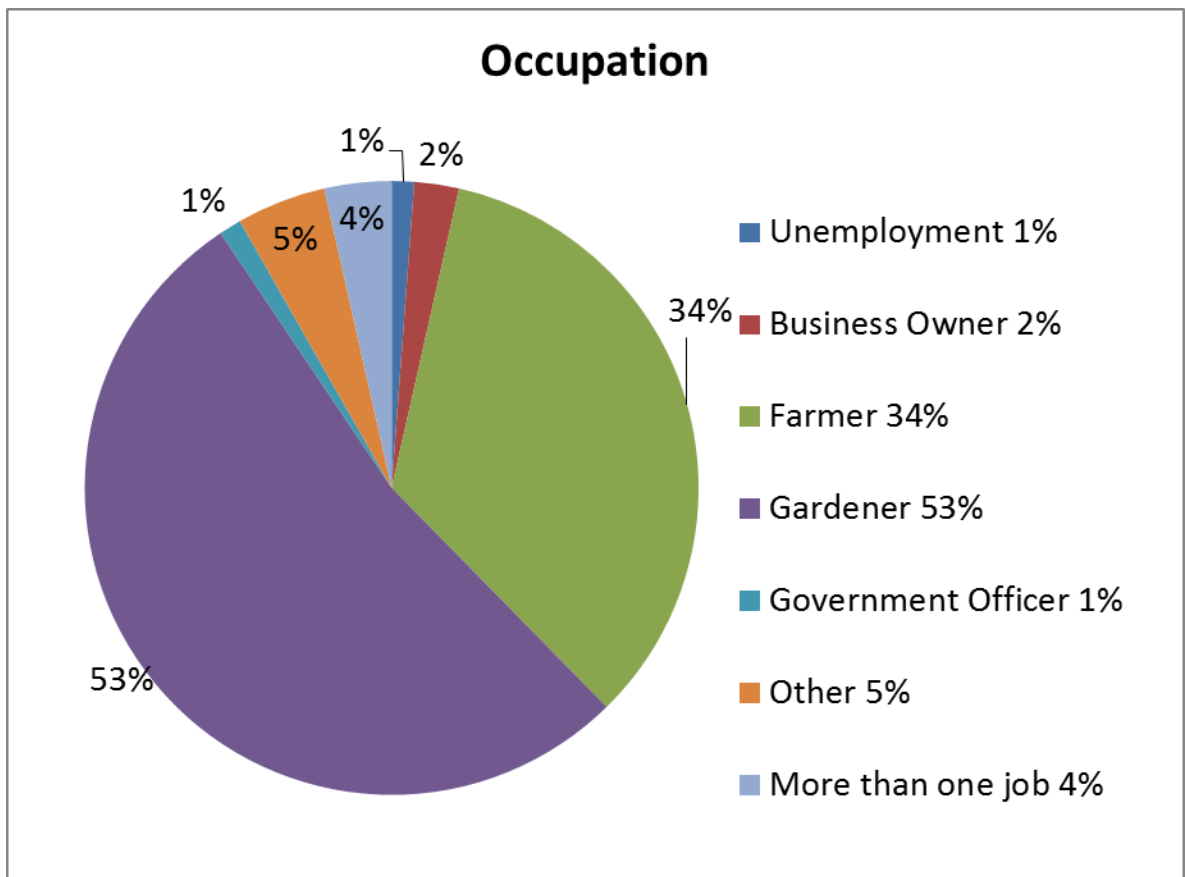


Most of Lao migrant workers are Lao Thueng. This ethnic group accounts for about 67%. 29% are Lao Loum and 4% are Lao Soung. The migrant workers are thus from all three main ethnic groups from Lao PDR. Moreover, from the answers of the respondents, they have big families, plus some problems, so they have to earn more money for their family. Moreover, with regard to their marital status, more than half of the respondents (49) are married, while 36 respondents are single.

53% of the respondents have gardener backgrounds, 34% of them were farmers and 5% were traders, factory workers and staff in hotel. In addition, 4% of the respondents reported that their family members have more than one jobs; for example, working in the farm, garden and government officers. 2% of them had their

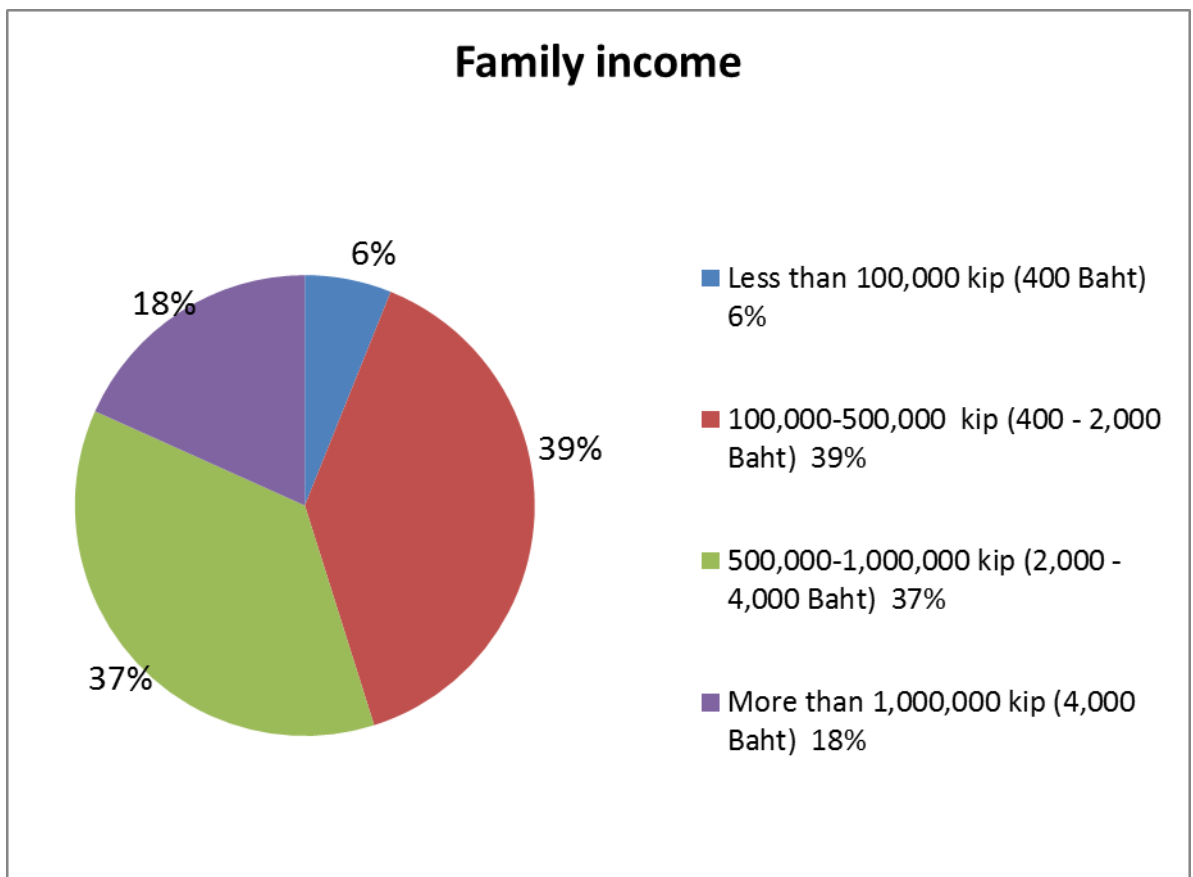
own business, and 1% worked with the government offices and 1% was unemployed (Figure 3).

**Figure 3** The occupation of the respondents from survey



With regard to family income, 39% of the respondents reported that they received an income of about 100,000 – 500,000 kip (400-2,000 Baht) per month, 37% of them earned between 500,000 -1,000,000 kip (2,000 -4,000 Baht) per month, 18% of them earned more than 1,000,000 kip (4,000 Baht) per month, and 6% earned less than 100,000 kip (400 Baht) per month (Figure 4).

**Figure 4** The family income of the respondents from survey



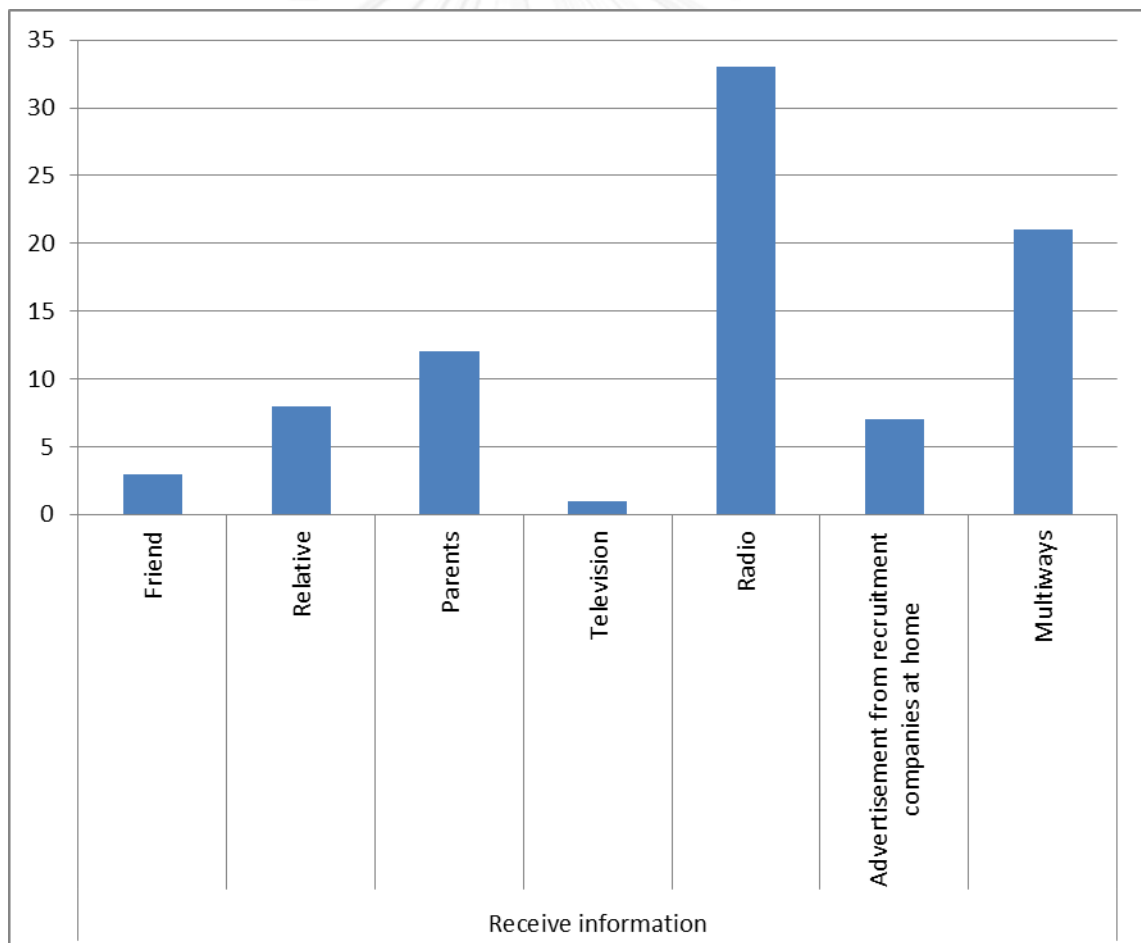
Furthermore, regarding the payments for the cost of living in their hometown, a large number of the key informants (47 Lao migrant workers) paid between 100,000 – 500,000 kip (400-2,000 Baht) per month, while 17 respondents spent less than 100,000 kip (400 Baht). 15 of them spent of 500,000 – 1,000,000 kip (2,000-4,000 Baht) and 3 of the respondents paid more than 1,000,000 kip (4,000 Baht) per month. Three people did not answer the question.

#### 4.2. How Migrants Migrate to Thailand

According to the survey, most of Lao migrant workers (33 participants) received information about working in Thailand through the radio. They explained that in their home place, radio is of popular use; therefore, many of them use it in everyday life.

In addition, the second group of respondents (21) answered that they had various channels for receiving information about Thailand: through radio, parents, relatives, friends and television. The third group (12 respondents) was receiving information from their parents, while 8 Lao migrant workers obtained information from relatives and 7 of them got information from the advertisement of recruitment companies at home. A few of them (3 respondents) knew about Thailand from their friends and 1 respondent was receiving information from television (Figure 5).

**Figure 5** The information received by the respondents from survey



Most Lao migrants in Prachinburi province came legally because there was an agent from the recruitment company which called inter-labor who went to advertise

job opportunities in Thailand among them. Most of them paid for visa and other documents which cost about 19,500 baht. This amount was paid to the company before crossing to work in Thailand. A few of the respondents said that they did not know for sure if they had to pay for the transit to Thailand since they still paid while working in Prachinburi province.

Furthermore, the most important influence on their determination to migrate comes from the migrant workers themselves; other influences include the family, especially their parents and their friends. A majority of the migrant workers work in Thailand for about two years (from 2012-2014 and 2013-2015); while a small number of them (12 respondents) did not answer the questions.

With regard to the reasons for migration, 58 respondents said that higher wages was their main reason of migration, while 11 respondents had family problems (being indebted), big family and so on. 8 respondents cited that finding work in Thailand is easy because there are a lot of workplaces and factories. 5 of them also said that it was easy to communicate with Thai people as both countries have similar languages. Moreover, 2 Lao migrant workers reported that they came to Thailand as it was peer pressure; that is, because they saw their friends migrated to Thailand, so they did (Figure 6).

**Figure 6** The reasons of working in Thailand of the respondents from survey

Reasons	
Reasons	Frequencies
High wage	58
Easy to get a job	8
Easy to communicate	5
Family problems	11
Peer pressure	2
No answer	1

Note: Respondents can choose more than one reason.

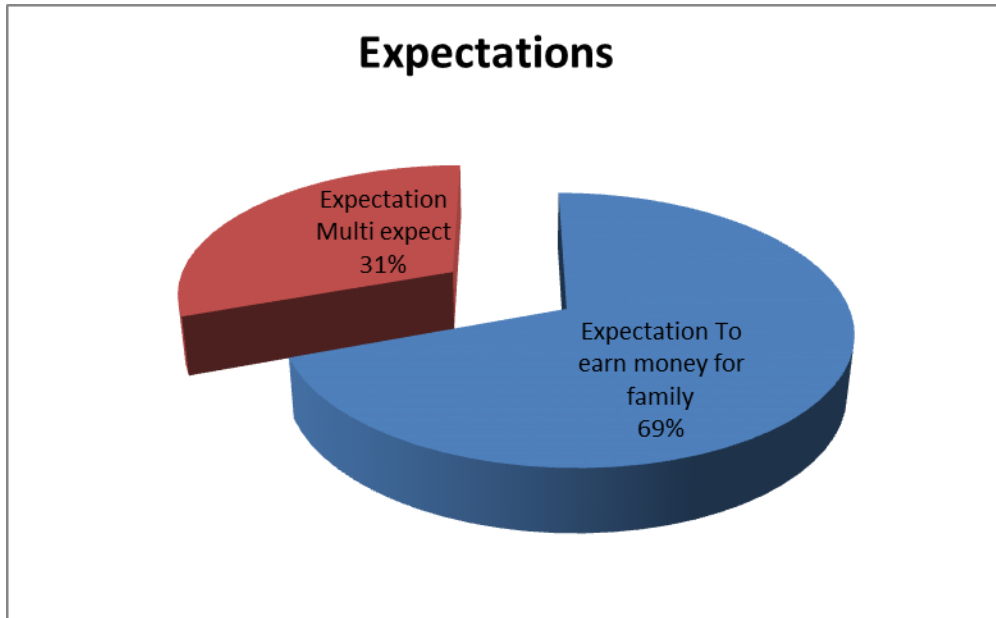
With regard to the agents of migration, a large number (33 respondents) came to Thailand with the help of the brokers, and 27 participants said that they relied on agents from recruitment companies. 19 respondents reported that they came to Thailand with friends, brokers and agents from the recruitment company. Three of Lao migrant workers stated that they came with their friends while one of them came to Thailand by themselves. A few of the informants did not answer. In addition, a huge number of Lao migrant workers paid for the fare of migration and a few of them said that they did not pay for the transportation fee.

#### 4.3. Expectations Before Migration

69 % of the respondents told that earning money was their expectation because they were poor, while 31% of them reported that they would like to earn money and they also wanted to learn new skills and gain new experiences. Besides that, some of Lao workers were trained as skilled workers while staying in Thailand (Figure 7).



**Figure 7** The expectations of the respondents before migrating to work in Thailand from survey



However, during interviews, it was found that some of Lao workers could not earn money as much as they had expected, this was because of some problems that they encountered with the environment and from their working place in Thailand; they therefore went back home before the expiry of contractions.

One man reported that “there were some Lao migrant workers who went back home. They came at the same time with him but some of them could not work because they could not stand in a line all day.”

#### 4.4. The Conditions and Situation of Lao Migrant Workers

According to the survey and interviews, Lao migrant workers in Prachinburi province are working in different sections, for instance, packing, cleaning, peeling, and so on. Before doing in each part, they have to undergo training for 4 days or a week. With regard to working periods, normally, they work for eight hours and OT for two or

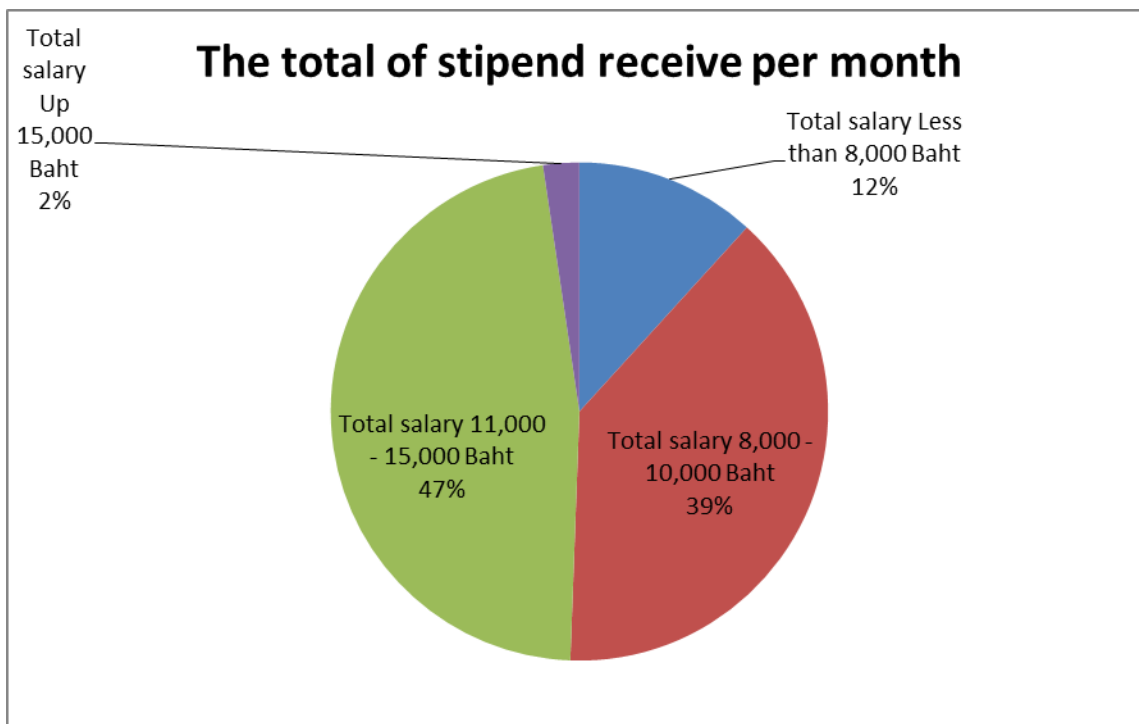
three hours (depending on work). It can be said that they work about 12 to 13 hours per day.

Most of them contact their family or children through mobile phone. Many respondents said that they make such contacts about once a week, some migrants do so once a month and a few of them get in contact when they have free time. While Lao migrant workers are working in Prachinburi, they do not go out much for travel since they only have a day, Sunday, for holiday. However, some of them told that they sometimes go shopping and a few go to their friends' home.

According to in-depth interviews and asking informal questions during the field survey, the majority of Lao migrant workers in Prachinburi province live in accommodation provided by their employer; they do not pay for room, but they pay for water and electricity (a policy for Lao workers only), because Thai workers have to pay all. Lao migrants pay for water and electricity about 300-700 Baht per month. Moreover, the transport to the workplace is also provided by the employer; they are everyday picked up to the workplace and sent back to the dormitory.

With regard to the wage Lao migrant workers can earn, 47% of the respondents receive a total wages of between 11,000 – 15,000 Baht per month, 39% of interviewees reported they earn 8,000 – 10,000 Baht per month, the figures being followed by 12% of them receiving less than 8,000 Baht and 2% of migrants getting over 15,000 Baht (Figure 8).

**Figure 8** The total of stipend receive per month of the respondents from survey



Some Lao migrants have raised their position from general workers to become the leaders of the line, given their experiences from working. Therefore, they get higher wages than those of others. 70 respondents said that the wage they earn is enough and 15 of them said it is not enough.

In addition, regarding their remittances it was found that 78 migrants can send money home and seven of them do not send because they have to pay back to the employer for fee before they came to Thailand. Most of them send money home once per two months, and some of them send once per month through banks, brokers, and friends; moreover, a few of them do this when they have time and send with their friends when they go back home. A large number of the respondents send home about 5,000-10,000 Baht, some between 11,000-20,000 baht, a small number

of them less than 5,000 Baht per time and a few of them more than 20,000 Baht per time.

#### 4.5. Benefits and Satisfactions from Migration

The study found that the highest benefits which the Lao migrant workers gain is income since the majority of workers (73% of the respondents) are earning money for their family, 21% of Lao migrants have multi-expectations because they can gain more than the money they earn; that is, they also gain new experiences while working in the factory. They said that they understand more about the production process and some of them have improved their skills from working. 4% of interviewees gain new skills and experiences, and only 2% of the respondents did not need training on the job to increase skills since they had some background before. Anyway, while they are working in Thailand, they have also improved their skills (Figure 9).

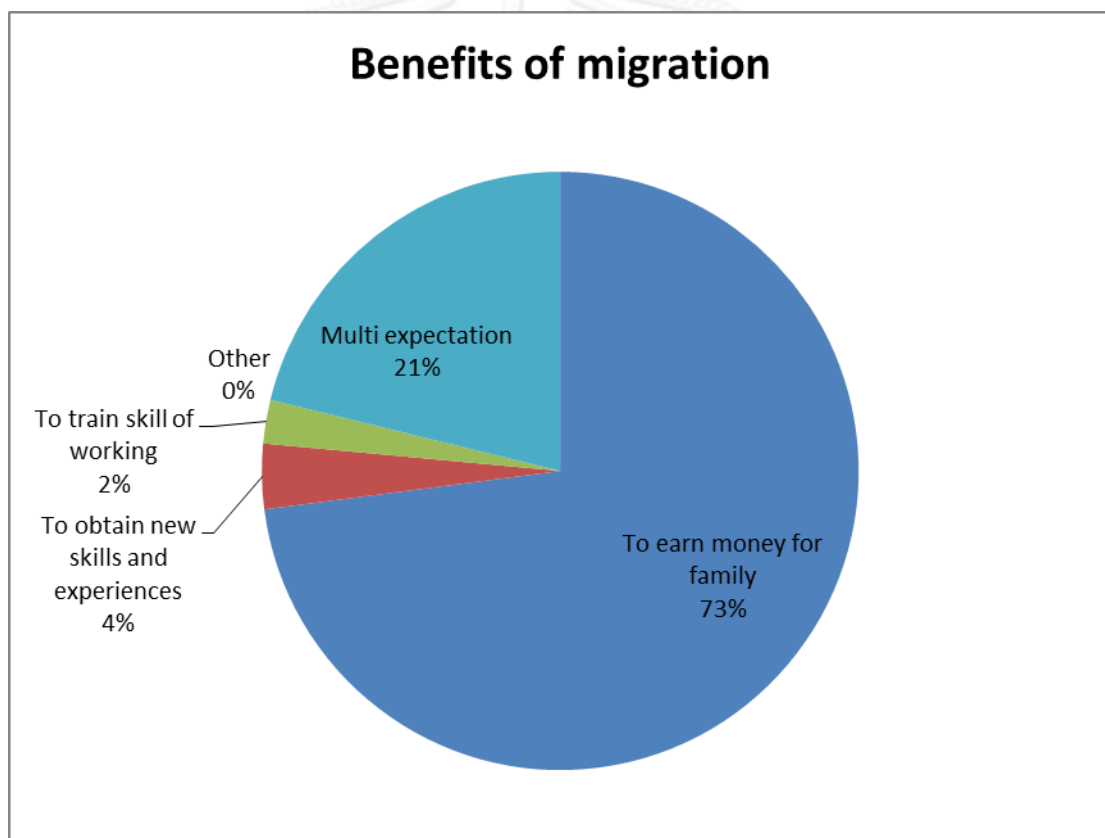
In addition, some Lao migrants reported that the money they gain is saved for investment in farming in their homeland.

One couple said: *“I have had the rubber plantation at my hometown and my parents divided the plantation for us; but we did not have enough money to invest in it. Therefore, I and my wife decided to work in Thailand in order to save some money.”*

Another girl said: *“I also wanted to invest in mushroom garden .....Now I have saved money for the future...”*

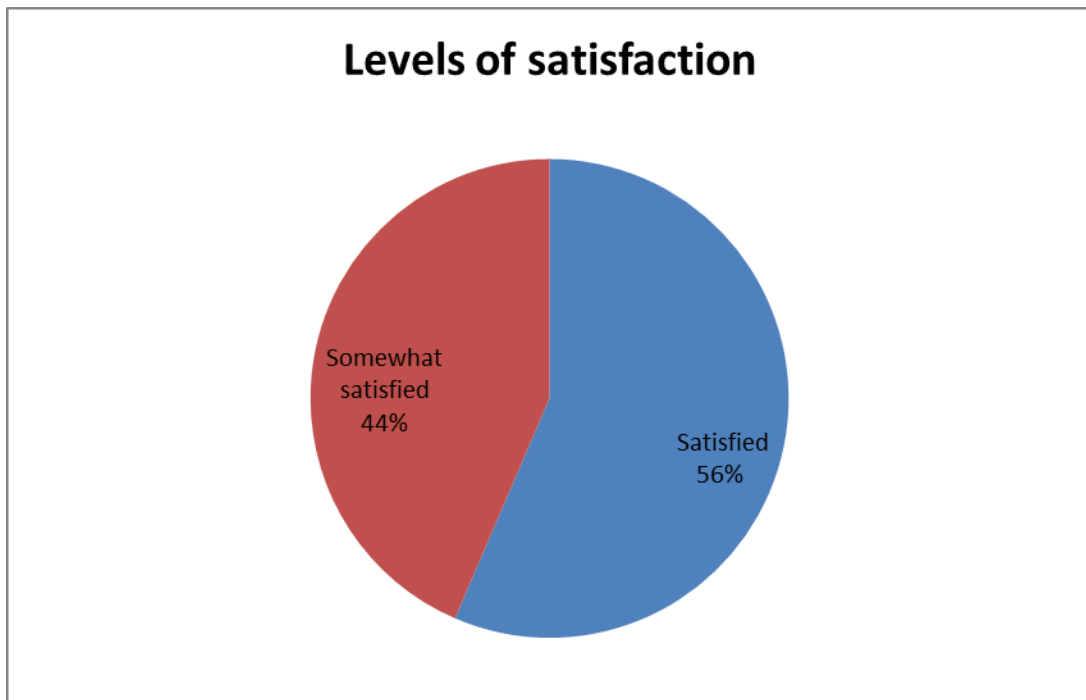
Two agents from the factory stated: *“the employers of the factory prefer Lao people to work because, unlike other neighboring countries such as Myanmar and Cambodia, we have the same culture, tradition and similarity of languages. More importantly, while these Lao migrant workers are working here, they understand the processing of factory and they can gain these good experiences which will enable them to have a better job in the future”*.

**Figure 9** The Benefits of the respondents from survey



In terms of the levels of satisfaction, it can be summarized that the majority of Lao migrant workers 56% of the respondents are satisfied with working in Thailand; while 44% of the respondents are somewhat satisfied with their income, learning new experiences and improving working skills (Figure 10).

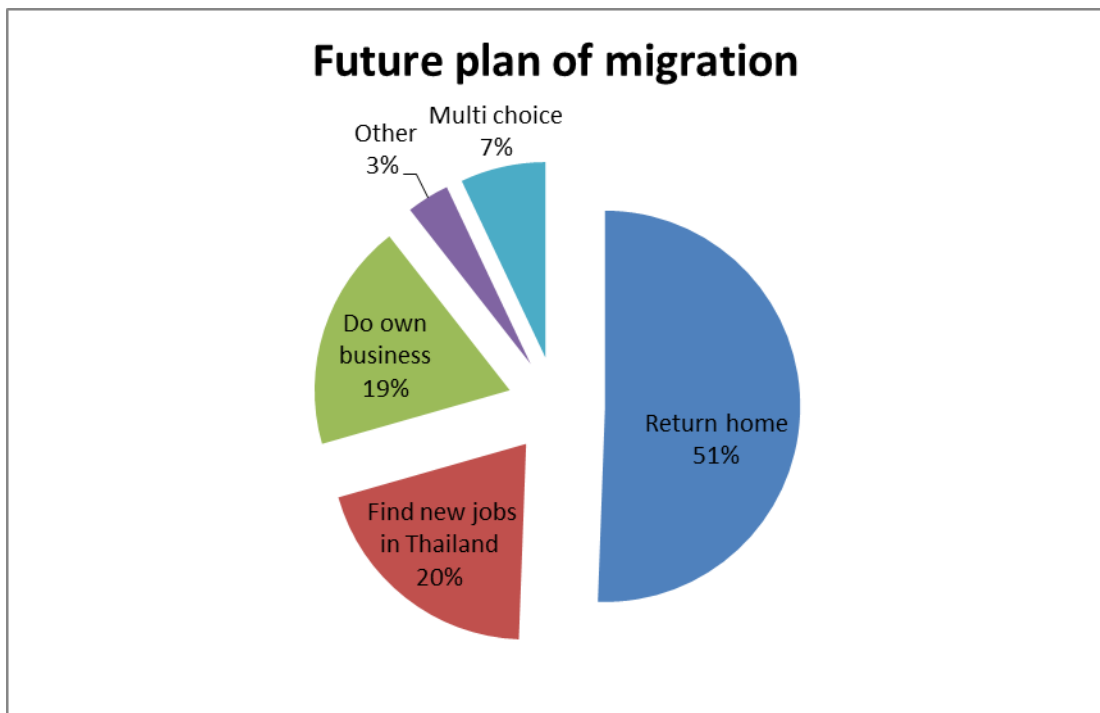
Figure 10 The Levels of satisfaction of the respondents from survey



#### 4.6. Lao Migrant Workers Future's Planning

According to the survey and interviewing, most of the respondents are planning to go back home after finishing the contract (2 or 4 years). 51% of the respondents were planning to go back to their homeland after completing the contract with the factory. 20% of them want to come back to Thailand again and find new jobs. 19% of the respondents would like to have their own business in Laos, for example, investing in rubber growing, mushroom farm, shops and so on. 7% of the respondents would like to go home and do their own business, and 3% of the respondents want to continue their education; therefore, they have saved money at the bank or send it to family for saving (Figure 11).

Figure 11 The future plan of the respondents from survey



In addition, most of the respondents would like to work in Laos when they return if jobs are available since it is near their family and their home, and it is convenient to travel. Some of them do not want to go back because of the low pay in Lao PDR.

In conclusion, the research results showed how young Lao migrant workers have migrated to work in Thailand especially in Prachiburi province. These Lao workers came to Thailand as legal workers because they went through the recruitment companies and under the conditions set out in the MOU. In addition, the Lao migrant workers' expectations are not only to earn more money but also to gain other benefits when they return; for example, to learn new experiences and be able to understand the process of working, and the money that they have saved would be their capital to invest in some their own businesses in their home country.

## CHAPTER 5

### CONCLUSION, DISCUSSION AND RECOMMENDATION

This chapter of thesis presents conclusion, discussion and recommendations which are reflected in the research findings.

#### 5.1. Conclusion of Findings

The results of study indicate that most Lao migrant workers in Prachinburi, were recruited from Luang Prabang province. The ages of those Lao migrants range from 18 to 35 years old; moreover, the highest number of ethnic group is Lao Thueng. Many Lao migrant workers finished or dropped out of school during the primary, secondary and higher level. In addition, a small number of the participants are uneducated and/or unemployed in Laos; therefore, they went out of their homeland to earn more income in Thailand. A majority of Lao migrant workers are married, and a small number of them are single.

According to the research, a large number of Lao migrant workers in Prachinburi are from the agricultural sector; for instance, they were gardeners or farmers, and some of them had their own business. Some of the key informants were working in the hotel, factory, or as government officials; furthermore, a few of them were unemployed. The incomes that Lao migrants earned in Laos were about 100,000 – 500,000 kip (400 – 2,000 Baht) and 500,000 – 1,000,000 kip (2,000 – 4,000 Baht) per month; some of the respondents earned more than 1,000,000 kip (4,000 Baht) per month and a few earned less than 100,000 kip (400 Baht) per month.

In regard to the pattern of receiving information about working in Thailand, this study shows that Lao migrant workers have known from the radio, parents, relatives,



friends and television. As to the reasons for migration, the high wage is their most important motivation, and other reasons include family problems, following other Lao migrants (i.e. working in Thailand has become peer pressure), and easiness to communicate with Thai employers. This means that, Lao migrant workers' expectations prior to their migration were primarily to earn money and some of them expected many other benefits such as gaining new experiences and learning new skills.

Lao migrant workers in Thailand normally work for 2 or 4 years; they undergo training for skills for four or seven days before starting working. They work for six days a week, about eight hours plus OT of about three hours per day. In addition, most of participants receive the wage twice per month; many of them earn between 11,000 and 15,000 Baht per month; 8,000 and 10,000 Baht per month or less than 8,000 Baht. A small number of Lao migrants could earn more than 15,000 Baht because of their work experiences.

With regard to the satisfaction with migration, a large number of the respondents are satisfied with the income they receive and some are somewhat satisfied. Remittances are very important for migration; consequently; those Lao migrants in Prachinburi send money home once per two months, once per month and a few occasionally send money home, depending on the time they have for this.

Most of Lao migrant workers are satisfied with the money that they earn because it is their main expectation before migrating to Thailand. Moreover, those migrants are satisfied with their new experiences that they have obtained and also the improvement of skills. The income they have earned can be their capital for

investment in the future, for example, investing in farming and some businesses of their own.

Lao migrant workers would like to go back home after finishing the contract of normally two years' duration because they get homesick during their stay in Thailand. Furthermore, some of them would like to come back to Thailand since they say they lack opportunity to work in their homeland and also get less payment. Another reason for migration is that they want to have their own business after they go back home.

## 5.2. Discussion

The research results generally confirm the arguments of this study:

- 1) The income from working in Thailand meets expectations of Lao workers because they can earn, save up money and send it to their family. Higher wages and a better opportunity of getting jobs are the main motivations for those young Lao workers from Luang Prabang province. This experience thus provides a motivation for others to seek similar opportunities.
- 2) Lack of education also influences the decision of Lao workers to migrate to Thailand; that is, since most of them lack opportunities to study and obtain knowledge from the school or higher level, they expect to have better opportunities to find jobs in Thailand than in Laos. And while working in Prachinburi province, especially if they have an opportunity to work at the factory, they can expect to improve their skills which would enable them gain a better job when they return to Luang Prabang province, even though some of them also expect to invest in some

business of their own. The benefits they have derived from working in Thailand thus become relevant to their expectation in the future.

3) Improved working skills through training on the job and gaining new experiences are expectations of Lao workers in Thailand.

4) Ethnicity is one dimension of the study which showed that there are more Lao Thueng than Lao Loum and Lao Soung who are working in the food processing factory in Prachinburi province. Since the education of Lao Thueng ethnic group are lower than other ethnic groups in Luang Prabang province - a majority of them only finished or dropped out from the primary school.

Evidently, the expectation of better income, plus their low educational level, provides the main motives for Lao migrant workers to come to work in Thailand. Their experiences here meet their expectations; in particular, they earn and save money more than they can do in Lao PDR.

However, one argument is not confirmed by the research results: that is, the expectation to gain working skills. The results of the study clearly indicate that only a small number of those Lao migrants expect, apart from earning money, also to improve their working skills. The skills they acquire while working in the factory are their main expectations for the present or the future, because most of them focus now on saving income and sending it to family, though some also expect to invest their savings in some business of their own in the future.

The study has found that most of Lao migrant workers come from the agricultural sector before coming to work in the food processing factory. However, despite their

background, those Lao migrant workers can adapt themselves well to the new work environment, that of a processing factory. It seems that Lao workers in the factory sector can not only earn more benefits but also become more protective than the Lao workers who are domestic workers. It might thus be assumed that the factory environment is better than a household, where Lao domestic workers find themselves. If a factory could serve as a training ground for Lao workers, we may also assume if it might not be better if future Lao migrant workers come as a whole community or village from one province. When they return they would form an important workforce for Lao PDR.

In addition, it is important to consider the cultural background of Lao migrant workers to Thailand. The linguistic and cultural factors are important in making them feel accepted in a new host country. By the same token, many employers also prefer Lao workers more than those from other neighboring countries such as Myanmar, or even Cambodia; because they find it easier to understand Lao workers and also due to the ease they find in communicating with Lao workers who can communicate with them in their language. They are also able to adapt to a new environment more easily.

This study is also an attempt to understand the current situation of labour migration in Thailand especially the case of migrant workers from neighboring countries. As a result, it is very significant and useful to know and learn for both Thailand and Lao PDR. This study contributes to the body of knowledge on Thai Studies in terms of migration studies, economic and cultural studies. Since Thailand is becoming more dependent on foreign migrant workers particularly those from neighboring countries, studies such as this will shed light on the push and pull

factors leading to such migration, and the various dimensions from which one can consider this phenomenon.

### 5.3. Recommendations

The research has found many Lao migrant workers have been recruited from Luang Prabang province to work at factories especially in Prachinburi province. Based on the research results, some recommendations may be proposed, as follows:

1. As Lao PDR is one of the ASEAN countries, and as ASEAN is becoming AEC in 2015, the Lao government should work with Thailand and other member states to improve the system of payment for those migrant workers before they migrate to work abroad. This is to prevent the exploitation of those laborers.
2. There should be more research on Lao migrant worker recruitment in Thailand.
3. The Lao government should provide better employment opportunities for the skilled or semi-skilled Lao migrant workers when they return to Lao PDR.
4. The differences in wages between the two countries influence young Lao people to migrate to Thailand, but there should be more research and clearer understanding of migrants' rights and protection.
5. There should be further research which discusses international migration challenges in AEC 2015, especially Lao migrant workers. How will skilled labour and semi skilled labour be expecting from working in other ASEAN countries in two years coming.
6. With regard to the policy on legal Lao labour recruitment, the government should provide better understanding about their contracts, rights and obligations. Efforts

should be made to increase their awareness of the potential benefits and costs of migrating.



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APPENDIX 1

QUESTIONS STRUCTURE

The question guide on Lao workers

The age of interviewees is from 15-35 years old when they migrate to work in the food processing factories, in Prachinburi Province.

Name and Surname:.....

From Village:.....; District:.....

Province:.....; Mobile:.....

Please tick (✓) and answer the questions below:

I). Personal and Family Information of Migrants.

1. Gender:  Male  Female

2. Age:  15-20  21-25  26-30  More than 30

3. Education:

Uneducated

Primary School

Secondary School

High School

Others: (Please Specify) .....

4. Ethnic group:

- Lao Loum                       Lao Theung                       Lao Soung

5. Number of Household Members:

- 1 person       2 persons                       3 persons                       More than 3 persons

6. Marital status:

- Single                       Married                       Divorced                       Others: .....

7. What is your family' occupation?

- Unemployment                       Business Owner                       Farmers
- Gardeners                       Government Officers                       Others: .....
- More than one job

8. How much of your family's income? (Please give an amount of money)

- Lower 100,000 kip                       100,000 – 500,000 kip
- 500,000 – 1,000,000 kip                       More than 1,000,000 kip

9. How much do your family pay per month? (Please give an amount of money)

- Lower 100,000 kip                       100,000 – 500,000 kip
- 500,000 – 1,000,000 kip                       More than 1,000,000 kip

## II).The Patterns of Migrants before Migrate to Prachinburi Province, Thailand.

1. How did you receive information about working in Thailand? (Multiple answers)

- Friends                       Relatives                       Parents                       Television
- Radio                       Newspapers                       Others: .....
- Multi ways

2. What is your reason for coming to work in Prachinburi province?

(Multiple answers)

- High wage                       Easy to get a job                       Easy to communicate  
 Family problems               Peer pressure                       Multi reasons

3. Who do you come to work with during the trip?

- Alone                       Friends                       Agent from enterprise company  
 Broker                       Others: .....

4. Did you pay for your transportation?

- Yes                       No

- If yes, (Please specify amount of money).....kip/baht

5. Influencers for working decision in Prachinburi Province.

- Yourself                       Friends                       Parents                       Others: .....

6. Length of working in Prachinburi province from year .....to.....

**III). Expectations before Migrate to work in Prachinburi Province. (Multiple answers)**

1. What were your expectations for working in Prachinburi province?

- To earn money for family                       To gain new skill and experiences  
 To obtain new skill of working                       Others: .....

**IV) The Conditions and Situations of Working in Prachinburi Province.**

1. What is your duty in this factory? (your responsible)

.....

2. Did you train this job before start working?

Yes  No

- If yes, how long?..... Days

3. How many hours do you work per day?

8 hours  9 hours  10 hours  Other:.....

4. What time do you start working in each day? From: .....to.....

5. Do you have OT?

Yes  No

- If yes, how many hours? .....

6. Do you contact with your family?

Yes  No

7. How often do you contact your family?

Once a week  Once a month  Others: .....

8. How do you contact them?

By phone  By letter  By email  Other: .....

9. Do you have a holiday in a week?

Yes  No

- If yes, what day? .....

10. What would you like to do for your holiday?

Stay home  Go shopping  Meeting friends

Go back to your hometown  Other:.....

## 11. Accommodation

Employer apartment                       Rent house                       Other:.....

## 12. Do you pay for your accommodation?

Yes                       No

- If yes, how much? .....Baht

## 13. How do you get stipend?

Once a month       Twice a month       Others: .....

- If you receive twice a month, how much do you get per 2 weeks? .....Baht

- Total of money you receive in a month: .....Baht

## 14. Is your salary enough for living in Prachiburi province?

Yes                       No

## 15. Do you send money home?

Yes                       No (If no, please go to part V)

## 16. How often do you send it?

Once a month       Two months/ time       Other: .....

17. How much do you send per time? .....Baht

## 18. How do you send it?

By friends                       Through banking                       Broker                       Relatives

Other: .....

### V). Benefits and Satisfaction from Working in Prachinburi Province.

1. What are the benefits from working in Prachinburi province? (Multiple answers)

To earn money for family                       To gain new skill and experiences

To improve skills training of working       Others: .....

Combine benefits

2. Level of satisfaction?

Satisfy       Somewhat       Unsatisfy       Other: .....

### VI). Your Future's Planning

1. What is your future plan after finish working?

Go back home and find a job in Laos

Come back to Thailand again and find a new job

Do own business                       Other: .....                       Multi choices

2. If there are more factories in your country or your hometown, would you like to work there?

Yes                       No

- If yes, why? .....

- If no, why? .....

Appendix 2  
ແບບສອບຖາມ

ຊື່ແລະນາມສະກຸນ: .....

ມາຈາກບ້ານ: .....ເມືອງ:.....

ແຂວງ:.....ໂທລະສັບ:.....

ກະລຸນາຫມາຍ (✓) ໃສ່ໃນບັອກແລະຕອບຄໍາຖາມລຸ່ມນີ້, ທີ່ທ່ານຄິດວ່າແມ່ນສໍາລັບຕົວທ່ານເອງ:

1. ຂໍ້ມູນສ່ວນຕົວແລະຄອບຄົວຂອງແຮງງານ

1.1. ເພດ:  ຊາຍ  ຍິງ

1.2. ອາຍຸ:  ຕໍ່າກວ່າ 15  15-20 ປີ  21-25 ປີ

26-30 ປີ  ຫຼາຍກວ່າ 30

1.3. ການສຶກສາ:

ບໍ່ໄດ້ຮຽນ  ປະຖົມ  ມັດທະຍົມ  ອຸດົມ

ວິທະຍາໄລ  ມະຫາວິທະຍາໄລ  ແລະອື່ນໆ(ຈົ່ງລະບຸດ້ວຍ) .....

1.4. ກຸ່ມຊົນເຜົ່າ:  ລາວລຸ່ມ  ລາວເທິງ  ລາວສູງ

1.5. ຈໍານວນສະມາຊິກໃນຄອບຄົວ:

1 ຄົນ  2 ຄົນ  3 ຄົນ  ຫລາຍກວ່າ 3 ຄົນ

1.6. ສະຖານະພາບການແຕ່ງງານ:

ໂສດ  ແຕ່ງງານແລ້ວ  ຢ່າຮ້າງ  ແລະອື່ນໆ .....



## 1.7. ອາຊີບຄອບຄົວຂອງທ່ານ:

- ບໍ່ໄດ້ເຮັດວຽກ     ທຸລະກິດສ່ວນຕົວ     ຊາວນາ     ຊາວໄຮ່ຊາວສວນ  
 ເຈົ້າໜ້າທີ່ພະນັກງານຂອງລັດ     ແລະອື່ນໆ.....

## 1.8. ລາຍໄດ້ຄອບຄົວຂອງທ່ານ ຕໍ່ເດືອນ

- ຕໍ່າກວ່າ 100,000 ກີບ     100,000 – 500,000 ກີບ  
 500,000 – 1,000,000 ກີບ     ຫຼາຍກວ່າ 1,000,000 ກີບ ຂຶ້ນໄປ

## 1.9. ຄ່າໃຊ້ຈ່າຍໃນການຄອງຊີບຢູ່ລາວຂອງທ່ານ ຕໍ່ເດືອນ

- ຕໍ່າກວ່າ 100,000 ກີບ     100,000 – 500,000 ກີບ  
 500,000 – 1,000,000 ກີບ     ຫຼາຍກວ່າ 1,000,000 ກີບ ຂຶ້ນໄປ

## 2. ຂໍ້ມູນປະຫວັດຂອງແຮງງານກ່ອນຍ້າຍມາເຮັດວຽກຢູ່ ຈັງຫວັດປາຈີນບຸລີ, ປະເທດໄທ

## 2.1. ທ່ານຮັບຮູ້ຂໍ້ມູນກ່ຽວກັບການເຮັດວຽກໃນປະເທດໄທໃນຊ່ອງທາງໃດ (ເລືອກຕອບໄດ້ຫຼາຍກວ່າ 1 ຂໍ້)

- ເພື່ອນ     ພີ່ນ້ອງ     ພໍ່ແມ່     ໂທລະທັດ  
 ວິທະຍຸ     ໜັງສືພິມ     ແລະອື່ນໆ.....

2.2. ເຫດຜົນໃດທີ່ເຮັດໃຫ້ທ່ານມາເຮັດວຽກໃນ ຈັງຫວັດປາຈີນບຸລີ? (ເລືອກຕອບໄດ້ຫຼາຍກວ່າ 1 ຂໍ້)

- ເງິນເດືອນສູງ
- ໄດ້ເຮັດວຽກງ່າຍ
- ການສື່ສານເຂົ້າໃຈກັນງ່າຍດີ
- ບັນຫາທາງຄອບຄົວ
- ເຮັດຕາມຄວາມນິຍົມ
- ແລະອື່ນໆ .....

2.3. ທ່ານເດີນທາງເຂົ້າມາເຮັດວຽກນຳຜູ້ໃດ?

- ມາຄົນດຽວ
- ມາກັບເພື່ອນ
- ຕົວແທນຈາກບໍລິສັດ
- ນາຍໜ້າ
- ອື່ນໆ .....

2.4. ທ່ານໄດ້ຈ່າຍຄ່າເດີນທາງມາປະເທດໄທບໍ່?

- ຈ່າຍ
- ບໍ່ໄດ້ຈ່າຍ

- ຖ້າທ່ານຈ່າຍ, (ໃຫ້ບອກຈຳນວນເງິນທີ່ໄດ້ຈ່າຍ).....ກີບ / ບາດ

2.5. ຜູ້ໃດທີ່ມີອິດທິພົນຕໍ່ການຕັດສິນໃຈໃນການມາເຮັດວຽກຂອງທ່ານ ໃນຈັງຫວັດປາຈີນບຸລີ

- ຕັດສິນໃຈເອງ
- ເພື່ອນ
- ພໍ່ແມ່
- ແລະອື່ນໆ:.....

2.6 ໄລຍະເວລາການເຮັດວຽກຂອງທ່ານ ໃນຈັງຫວັດປາຈີນບຸລີ ນັບແຕ່ປີ .....ເຖິງປີ.....

3. ຄວາມຄາດຫວັງຂອງທ່ານໃນການມາເຮັດວຽກ ໃນຈັງຫວັດປາຈີນບຸລີ

3.1. ຄວາມຄາດຫວັງໃນການມາເຮັດວຽກຂອງທ່ານ ໃນຈັງຫວັດປາຈີນບຸລີ ຄືຫຍັງແດ່?

(ເລືອກຕອບໄດ້ຫຼາຍກວ່າ 1 ຂໍ້)

- ຫາເງິນສົ່ງໃຫ້ຄອບຄົວ
- ເພື່ອຫາທັກສະແລະປະສົບການໃໝ່
- ເພື່ອມາຝຶກທັກສະໃນການເຮັດວຽກ
- ອື່ນໆ .....

4. ສະພາບການການດຳລົງຊີວິດແລະການເຮັດວຽກ ໃນຈັງຫວັດປາຈີນບຸລີ

4.1. ຫນ້າທີ່ການເຮັດວຽກຂອງທ່ານໃນໂຮງງານອາຫານ:

.....

4.2. ທ່ານໄດ້ຝຶກກ່ອນບໍ?

- ເຄີຍ
- ບໍ່ເຄີຍ

- ຖ້າເຄີຍ, ທ່ານໃຊ້ເວລາເຝິກດົນປານໃດ?.....ມື້

4.3. ທ່ານເຮັດວຽກຈັກຊົ່ວໂມງຕໍ່ມື້?

- 8 ຊົ່ວໂມງ
- 9 ຊົ່ວໂມງ
- 10 ຊົ່ວໂມງ
- ແລະອື່ນໆ.....

4.4. ທ່ານເລີ່ມເຮັດວຽກຈັກໂມງເຖິງຈັກໂມງ ໃນແຕ່ລະມື້? ຕັ້ງແຕ່ .....ໂມງເຖິງ.....ໂມງ

4.5. ທ່ານໄດ້ເຮັດວຽກນອກເວລາບໍ?

- ເຮັດ
- ບໍ່ເຮັດ

- ຖ້າເຮັດ, ເຮັດຈັກຊົ່ວໂມງ.....

4.6. ທ່ານໄດ້ຕິດຕໍ່ກັບຄອບຄົວທາງບ້ານແຕ່ບໍ?  ຕິດຕໍ່  ບໍ່ໄດ້ຕິດຕໍ່

4.7. ທ່ານຕິດຕໍ່ໄປຫາຄອບຄົວເລື້ອຍໆບໍ?

- 1 ຄັ້ງຕໍ່ອາທິດ
- 1 ຄັ້ງຕໍ່ເດືອນ
- ແລະອື່ນໆ.....

4.8. ທ່ານຕິດຕໍ່ກັບພວກເຂົາທາງໃດ?

- ທາງໂທລະສັບ
- ທາງຈົດໝາຍ
- ທາງອີເມລ
- ແລະອື່ນໆ .....

4.9. ໃນອາທິດໜຶ່ງທ່ານມີວັນຢຸດພັກຜ່ອນບໍ?  ມີ  ບໍ່ມີ

- ຖ້າມີ, ມີໃດ?.....

4.10. ທ່ານມັກເຮັດຫຍັງໃນວັນຢຸດພັກຜ່ອນຂອງທ່ານ?

- ຢູ່ບ້ານຊຶ່ງ
- ໄປຊື້ຂອງ
- ໄປຫາເພື່ອນ
- ກັບບ້ານເກີດ
- ແລະອື່ນໆ.....

4.11. ທີ່ພັກພາອາໄສ

- ຫໍພັກນາຍຈ້າງ
- ບ້ານເຊົ່າ
- ແລະອື່ນໆ .....

4.12. ທ່ານຈ່າຍຄ່າທີ່ພັກດ້ວຍຕົນເອງບໍ່ ຈ່າຍສ່ວນໃດແດ່?

- ຈ່າຍ
- ບໍ່ໄດ້ຈ່າຍ

- ຖ້າຈ່າຍ, ຈ່າຍສ່ວນໃດ ແລະ ຫລາຍປານໃດ?.....ບາດ ຕໍ່ ເດືອນ

4.13. ທ່ານໄດ້ຮັບເງິນຕໍ່ເດືອນແນວໃດ?

- 1 ຄັ້ງຕໍ່ເດືອນ
- 2 ຄັ້ງຕໍ່ເດືອນ
- ແລະອື່ນໆ.....

- ຖ້າທ່ານໄດ້ຮັບສອງຄັ້ງຕໍ່ເດືອນ ຄັ້ງໜຶ່ງ ທ່ານໄດ້ຮັບຫຼາຍປານໃດ?.....ບາດ

- ຈຳນວນເງິນເດືອນທີ່ທ່ານໄດ້ຮັບທັງໝົດຕໍ່ເດືອນ:.....ບາດ

4.14. ເງິນເດືອນພຽງພໍຕໍ່ການຄອງຊີບຢູ່ຈັງຫວັດປາຈີນບຸລີບໍ່?

- ພຽງພໍ
- ບໍ່ພຽງພໍ

4.15. ທ່ານໄດ້ສົ່ງເງິນໄປໃຫ້ກັບຄອບຄົວແດ່ບໍ່?

- ໄດ້ສົ່ງ
- ບໍ່ໄດ້ສົ່ງ (ຖ້າບໍ່ໄດ້ສົ່ງ, ໃຫ້ທ່ານຂ້າມໄປຕອບຄໍາຖາມພາກ

ທີ 5)

4.16. ທ່ານສິ່ງເລື້ອຍໆປານໃດ?

- 1 ຄັ້ງຕໍ່ເດືອນ       2 ເດືອນຕໍ່ຄັ້ງ       ແລະອື່ນໆ.....

4.17. ທ່ານສິ່ງແຕ່ລະຄັ້ງຫຼາຍປານໃດ? .....ບາດ

4.18. ທ່ານສິ່ງເງິນໂດຍທາງໃດ?

- ຝາກເພື່ອນ       ຜ່ານທະນາຄານ       ນາຍໜ້າ  
 ພີ່ນ້ອງ       ແລະອື່ນໆ.....

5. ຜົນປະໂຫຍດ ແລະ ຄວາມເພິ່ງພໍໃຈ ຕໍ່ຄວາມຄາດຫວັງຂອງການເຮັດວຽກຂອງທ່ານ ໃນຈັງຫວັດປາຈີນບຸລີ

5.1. ຜົນປະໂຫຍດທີ່ທ່ານພໍໃຈໃນການເຮັດວຽກ ໃນຈັງຫວັດປາຈີນບຸລີ

- ໄດ້ຫາເງິນຊ່ອຍເຫລືອທາງຄອບຄົວ       ໄດ້ຮັບທັກສະແລະປະສົບການໃໝ່  
 ໄດ້ຮັບການພັດທະນາຝຶມໃນການເຮັດວຽກ       ແລະອື່ນໆ.....

5.2. ລະດັບຄວາມເພິ່ງພໍໃຈ?

- ພໍໃຈ       ທຳມະດາ       ບໍ່ພໍໃຈ       ແລະອື່ນໆ .....

## 6. ຄວາມປາຖະໜາໃນອະນາຄົດ

6.1. ທ່ານວາງແຜນໃນອະນາຄົດແນວໃດຫຼັງຈາກໝົດສັນຍາໃນການເຮັດວຽກແລ້ວ ?

ຫາວຽກເຮັດໃນລາວ  ກັບມາປະເທດໄທອີກແລະຫາວຽກໃໝ່ເຮັດ

ເຮັດທຸລະກິດສ່ວນຕົວ (ໃນລາວ)  ແລະອື່ນໆ.....

6.2. ຖ້າມີໂຮງຈັກໂຮງງານຢູ່ປະເທດຂອງທ່ານເພີ່ມຂຶ້ນ, ທ່ານຢາກເຮັດວຽກຢູ່ປະເທດຂອງທ່ານບໍ່?

ຢາກເຮັດ  ບໍ່ຢາກເຮັດ

- ຖ້າຢາກເຮັດ, ຍ້ອນຫຍັງ?.....

- ຖ້າບໍ່, ຍ້ອນຫຍັງ?.....

### Appendix 3

#### Memorandum of Understanding

#### Between the Royal Thai Government and the Government of Lao PDR on Employment Cooperation

Both Governments, hereinafter called “the parties” are concerned with the widespread trafficking in human due to common illegal unemployment, and accept the principles in the Bangkok Declaration on Illegal Migration 1999, agree to:

#### Objectives and Scope

##### Article I

The Parties will take action to realize:

- 1.1) appropriate procedure in employment
- 1.2) effective deportation and return of migrant workers who have completed the duration of their work permit
- 1.3) appropriate labour protection
- 1.4) Prevention and intervention in illegal border crossing, illegal employment services and illegal employment of migrant workers

The MOU does not include other measures currently in force in national legal frameworks.

#### Authorized Agency

##### Article 2

MOL of Thailand and MOL of Lao PDR are authorized to carry out this MOU.

### Article 3

The parties can organize regular high-level meetings at least once a year to discuss matters related to this MOU.

### Authority and Procedures

#### Article 4

Employment of workers must be authorized by competent authorities. The competent authorities may cancel work permits issued to individual workers as per the agreement above whenever appropriate within the purview of the parties' respective national laws.

The cancellation will not affect any action already completed prior to the announced date of cancellation.

#### Article 5

The competent authority of each party can inform its counterpart of labour needs, number of desired workers, duration, qualifications, employment conditions and wages as proposed by concerned employers.

#### Article 6

The counterpart competent authority will respond by sending a list of potential workers (name, hometown, reference, education, and other experiences).

#### Article 7

The competent authorities will work with national immigration services to process:

7.1) visa/other travel document/arrangement

7.2) work permit issuance



7.3) insurance or health insurance

7.4) contribution to the deportation fund

7.5) other taxes as per national regulations

#### **Article 8**

Both parties will maintain a list of workers benefited from this MOU. The list will be kept and record the return of the workers until 4 years after the recorded date of return.

#### **Return and Deportation**

#### **Article 9**

Unless otherwise specified, each worker will receive a two-year work permit. If renewal is necessary, for whatever reasons, the total term of permit shall not exceed 4 years. Thereafter, the person shall be ineligible for work permit. Also, the work permit will expire when the employment of the worker concerned is terminated.

Workers who have completed the terms of their work permit can re-apply for work again after three years have passed between the date of the expiration of the first term and date of the reapplication. Exception shall be made when the worker concern had his or her employment terminated under the conditions not of their faults.

#### **Article 10**

The parties will collaborate in sending workers home.

#### **Article 11**

Workers will contribute 15% of their salary to deportation fund set up by the host country.

### **Article 12**

Workers who wish return home can claim their contribution to the fund in full amount with interest. The request must file 3 month before the return date and the money will be paid to the workers within 45 days after the date their employment ends.

### **Article 13**

Home visit during the period of work permit does not end the employment.

### **Article 14**

The host country will determine the procedure and required documents as per the steps/application mentioned in Article 12.

### **Article 15**

A worker will forfeit his or her right to receive his or her contribution to the deportation fund unless he/she reports him/herself to the designated authority in his/her home country upon his/her return.

### **Article 16**

The competent authority of the host country can use the deportation fund to cover the cost of deportation of workers.

## **Protection**

### **Article 17**

The parties will apply national laws to protect the rights of workers (to whom this MOU applies).

### **Article 18**

Workers will receive wage and benefits at the same rate applied to national workers based on the principles of nondiscrimination and equality on the basis of gender, ethnic identity, and religious identity.

### **Article 19**

Labour disputes will be governed by the host country's national laws and by its relevant authorities.

### **Measures on Illegal Employment**

### **Article 20**

The parties will take necessary measures to prevent and intervene in illegal cross-border labour practices and employment.

### **Article 21**

The parties will share information with regards to human trafficking, undocumented entry, unlawful employment, and unlawful labour practices.

### **Amendment on the MOU**

### **Article 22**

Amendment of this MOU requires consultation through diplomatic channels.

### **Dispute Intervention**

### **Article 23**

Any conflict arising from this MOU shall be settled through consultation between the parties.

## Enforcement and Cancellation

### Article 24

The agreements in this MOU are in force upon the date of signing by the representatives of the parties. Cancellation requires written notification and will be in effect 3 months after the date of notification.

This MOU is signed at Vientiane, Lao PDR, on 18 October 2002, in the Lao and Thai version. Both versions have similar values.

For the Government of Thailand

For the Government of Lao PDR

*Original Signed*

*Original Signed*

Suwat Liptapanlop

Sompan Pangkammee

Minister of Labour

Minister of Labour and Social

Welfare

Royal Government of Thailand

Lao PDR

จุฬาลงกรณ์มหาวิทยาลัย  
CHULALONGKORN UNIVERSITY

## VITA

Sonenaly Nanthavong was born in Vientiane Capital, Lao PDR, in 1983. She graduated with a BA in English from the Faculty of Letters, National University of Laos in 2005. After her graduation she has been teaching English at the Faculty of Law and Political Science since 2006. She is also interested in the gender role in group activities with the law students and teaches English for special purposes, including for ASEAN and English for law subjects. During her English teaching career, she attended the TESOL conferences in Thailand and Vietnam, where she had an opportunity to share her experiences in teaching English with other teachers.

