

# MANAGEMENT OF MIGRANT WORKERS FROM MYANMAR, LAOS, CAMBODIA, LAOS, CAMBODIA IN THE INDUSTRIAL SECTOR IN SAMUT PRAKAN PROVINCE

**Vinai Buranasing<sup>\*</sup>, Tawatchai Chuansomboon<sup>\*\*</sup>**  
*Department of Management and Resource Development*  
*Faculty of Agricultural Production, Mae Jo University*

## **Introduction**

### **Statement and Significant of the Problem**

The picture of the labor market in Thailand changes according to the global context. It saw the migration of labor from the agricultural sector to the manufacturing and service sectors. Structural problems facing the Thai labor market include the rapid development of technology that has brought automation to replace labor in the manufacturing sector. Entering an aging society with an increasing proportion of the elderly and from the labor force survey data of the Thai population. National Statistical Office This reflects the rising trend of going out of the labor force among middle-aged people in recent years. causing labor-intensive sectors such as agriculture Fisheries and construction face severe labor shortages. Especially in jobs that Thai people do not like to do because they see that it is challenging work, dirty and dangerous, resulting in foreign workers playing a key role in the Thai economy.

Nowadays, Thailand has a high demand for labor. which situation in the current labor market, only for Thailand, it was found that Thailand still lacked labor in terms of quantity. and qualitative and tends to intensify in addition, Thailand's production structure still requires a large number of non-skilled workers with cheap wages, and informal workers account for up to two- thirds of the total workforce. Especially workers in the agricultural sector. and low-level workers the number of working-age people in Thailand has decreased while the dependent age has increased. and the birth rate has decreased. There is a shortage of labor in the lower levels of Thailand. The Thai labor market is increasingly reliant on skilled migrant workers. Much higher, most of the jobs in the 3D category are difficult job, dirty job, and dangerous job, which are jobs that Thai people do not like to do and has also expanded the scope to many more activities in addition, it was found that companies that rely on migrant workers are high. They are usually medium-sized enterprises. and small (SMEs) with intensive labor Including these companies have distinctive characteristics. clearly in each type of business picture of the labor market in Thailand change according to context The world has witnessed a large movement of labor from agriculture to manufacturing and service sectors. More structural problems facing the Thai labor market. whether it is the development of technology A leap forward in bringing automation to replace workers in the manufacturing sector. entering an aging society with the proportion of the elderly has increased and inconsistent compensation system with labor productivity from the data survey of the working conditions of the Thai population The National Statistical Office reflects on issuing trends. to the increase in the non-labor work force of the middle-aged group in the latter make the field labor intensive in the agricultural sector Fisheries and construction face severe labor shortages. Especially in jobs that Thai people do not like to do because they see it as challenging work, dirty and dangerous (jobs in type 3 D) , thus resulting in migrant workers playing a key role in the Thai economy. various sectors of the economy Thailand need to rely on migrant workers to production, especially migrant workers from 3 nationalities: Myanmar, Laos, Cambodia, Laos, and Cambodia. transnational 3 such nationalities are migrants entering Thailand according to the Memorandum of

Understanding (MOU) on employment between Thailand and Myanmar, Laos, Cambodia, Laos, Cambodia for replacement shortage of Thai labor Including illegal immigrant workers have been adjusted to legal immigration status, allowed to work (or as foreign workers under Section 9 and Section 14 of the Working of Aliens Act 2008 ) , therefore, the management of foreign workers is an important part and is involved in many sectors especially government agencies such as the government, the Ministry of Interior ministry of labor National Police Agency, etc. (Department of Welfare and Labor Protection , 2018 ) In 2018, the Cabinet approved the principle of managing foreign workers in Thailand as proposed by the Ministry of Labor In matters relating to migrant workers of Myanmar, Laos, Cambodia Laos and Cambodia, for example, allowing foreign workers to work in Thailand under Section 17 of the Immigration Act, 1979 , the establishment of a committee to prepare Foreign workers database to unity as one base Preparation of history records and cards Identification of people who do not have Thai nationality under the law on civil registration for foreign workers living Stay in Thailand for work or setting up an information system for organizing the database system of foreign workers with the Ministry of Labor as the main agency in the operation and coordinate cooperate with relevant agencies, etc. under the epidemic situation of contagious viral diseases Corona 2019 The following groups of migrant workers can apply for a permit in the country. Including 1. Foreigners who come to work according to the Memorandum of Understanding on Labor Cooperation (MoU) under the Memorandum of Agreement on Employment (Agreement) for a full 4- year employment term , which still in the kingdom and there are employers who want to hire foreigners to work. 2. Foreigners who come to work in accordance with the Memorandum of Understanding on Labor Cooperation (MOU) under the Memorandum of Agreement on Employment (Agreement) at the end of the work permit. Due to being laid off and unable to find a new employer in time within the time required by law According to Section 50, Section 53 and Section 55 of the Work Management Emergency Decree Aliens B.E. 2560 and its amendments which is still in the kingdom and there are employers who want to employ foreigners to work. Travel documents or identification documents which is allowed to stay in the kingdom and the work is allowed to end from September 30, 2019 to June 30 , 2020 , but the employer did not apply for a list of requirements for hiring foreign workers according to the resolution. Cabinet on 20 August 2015, 2019, which is still in the Kingdom and there are employers who want to employ foreigners for work . Rights of an alien whose father or mother is over eighteen years of age upon completion then able to work until March 31, 2022 , in which such workers usually must make a return. country of origin and implementing a new MOU

Causes and factors that cause migrant workers Popular to work in Thailand There are many reasons such as differences in the country's economy. compensation for work Thailand's labor shortage Thai labor welfare including geographical factors in Thailand It is a country with a border area contiguous. Crossing the border into Thailand is convenient, etc. The management of foreign workers under the situation of the spread of the Coronavirus Disease 2019 inevitably causes both advantages and disadvantages of migrant workers to Thailand. and the economic system of Thailand the advantage is that migrant workers increase the value of the gross domestic product. or help maintain a short-term competitive advantage using cheap labor. In contrast, unskilled Thai workers young workers Including workers in the agricultural sector may Affected by the entry of migrant workers to work, although at present the administration migrant workers in Thailand has been set a framework to adhere to the 20 -year national strategy in conjunction with the 1st 3rd. National Economic and Social Development Plan for government agencies, including related agencies used as a guideline framework Strategy or project plan and budget for carrying out related missions in accordance with However, nowadays, the situation of the world has changed rapidly according to the current of Globalization Thailand still needs to rely on migrant workers. especially the labor from the

nationality of Myanmar, Laos, Cambodia, Cambodia, and Laos to replace the demand for labor in the labor market used. different skills Relevant agencies, both government and private sectors, should work together to promote, monitor, and prevent the management of migrant workers in Thailand at all levels. side to achieve Balance and create stability for the establishment, business, country, including the economy of the country. Thailand to move forward sustainably.

For Samut Prakan Province have an establishment that plays a key role in the development of the country's economy. Because it is a source that many investors are interested in. There is convenient transportation. There is a transportation system is the center of machinery and technology .Therefore, there is a contribution entrepreneurs choose to start their business as one of the top sources in Thailand. Government support to have a distribution prospered into various parts of the country and source of demand for domestic labor around the capital able to employ workers and support entrepreneurs to increase production potential.

From the number of foreign workers in the group of workers from Myanmar, Laos, Cambodia, Laos, and Cambodia. in Samut Prakan Province Found that the number is clearly increasing. In the year 2018, foreign workers permitted to work under the MOU are Myanmar, Laos, Cambodians, 12,797 people, Laotians 1,908 and Cambodians. 16,029 migrant workers with nationality verification and work permits Myanmar, Laos, Cambodia 31,403 people , Laos 1,708, and Cambodia 5,200 total 69,045 people and from the report In January 2023, Samut Prakan province has migrant workers, Laos, Myanmar, Laos, Cambodia, and Cambodia who came under the MOU . There are 40,207 employers and according to the cabinet resolution on July 13, 2021, 58,386 people, a total of 98,593 people, of which 90 percent work. in an industrial factory the researcher is therefore interested in How to manage these workers? in accordance with the labor law There is a proper care system in terms of public health and society, including receiving appropriate development.

### **Research Question**

1. General context of migrant workers from Myanmar, Laos, and Cambodia in the industrial sector in Samut Prakan Province. How is it now?
2. At present, government agencies and related persons (Stakeholders ) from coming to work for migrant workers from Burma, Laos, and Cambodia in the industrial sector in Samut Prakan Province. There is a labor management process. Aliens in Samut Prakan Province How is it that there are any obstacles?
3. What is the guideline for developing the management of foreign workers from Myanmar, Laos, and Cambodia in the industrial sector in Samut Prakan Province?

### **Research Objectives**

1. To study the general context of migrant workers from Myanmar, Laos, and Cambodia in the industrial sector in Samut Prakan Province.
2. To study the process of managing foreign workers from Myanmar, Laos, and Cambodia in the industrial sector in Samut Prakan Province. of government agencies and related persons
3. To suggest guidelines for developing the management of foreign workers from Myanmar, Laos, and Cambodia in the industrial sector in Samut Prakan Province.

### **Significant of the Research**

1. The results of the research will inform the current general context of migrant workers from Myanmar, Laos, and Cambodia in the industrial sector in Samut Prakan Province. This will lead to an analysis to see the trend of the future labor situation.

2. The results of the research will make known how to manage foreign workers from Myanmar, Laos, Cambodia in the industrial sector in Samut Prakan Province. which will make known the problems and obstacles in the management of migrant workers from Myanmar, Laos, and Cambodia in Samut Prakan Province

3. The results of the research will lead to recommendations for ways to develop the management of migrant workers from Myanmar, Laos, and Cambodia in the industrial sector in Samut Prakan Province.

4. The results of the research will lead to adjustments in the management of foreign workers of other nationalities and in other provinces.

### **Scope of Study**

This study focuses on the management of migrant workers from Myanmar, Laos, and Cambodia in the industrial sector in Samut Prakan Province. to develop a model for managing foreign workers by conducting qualitative research the details are as follows.

**Content Scope** To study the management of foreign workers from Myanmar, Laos, and Cambodia in the industrial sector in Samut Prakan Province. both in terms of current form and suggestions to develop a management model for foreign workers to meet the needs of Thai entrepreneurs and according to the law Including taking care of foreign workers properly. It covers the working environment, workplace, and residence of foreign workers. benefits from employers' development of skills, knowledge and competence of workers Including the process of gathering information from other relevant documents.

**Population boundary** as it is qualitative research The study has therefore defined the population or sample as follows.

Key informants' group will conduct in-depth interviews. by semi-structured interview form Which for those who provide information in this section consists of Governor of Samut Prakan Province President of the Thai Small and Medium Enterprises Promotion Association, Samut Prakan Province Director of Samut Prakan Provincial Employment Office Director of Samut Prakan Immigration Office Labor recruitment operators in Samut Prakan Province, including 5 people.

2. Organizing seminars for relevant groups (Focus Group) , including personnel under the Ministry of Labor. Department of Employment, Provincial Administration, Communities, Employment Agency Establishments, or employers involved in the use of foreign workers and groups living or affected in the community and academics, as well as people with relevant expertise, totaling 30 people.

**Area boundary** the study was conducted in medium and small industrial factories in Samut Prakan Province.

**Term Scope** In this study, the researcher has used the research period since June 2023. to December 2036

### **Definition of Term**

**Foreign workers** Means migrant workers means a person who does not have Thai nationality but has come to work in Thailand by using his physical strength, knowledge and ability for the purpose of wages or other benefits.

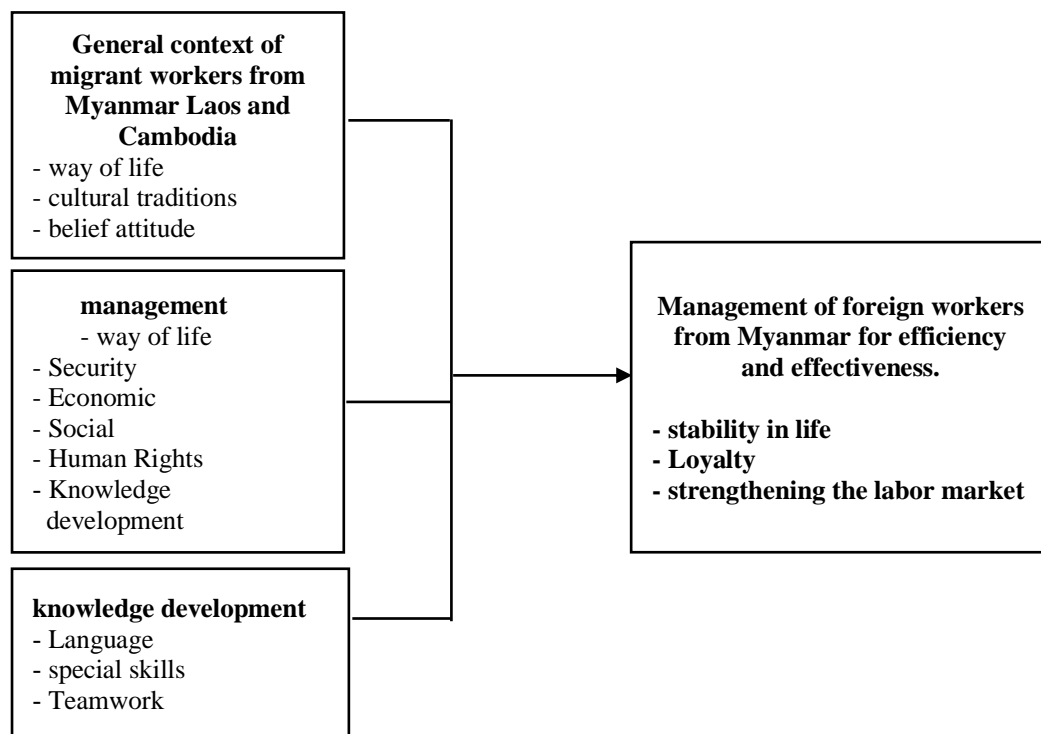
**Migrant workers from Myanmar, Laos, and Cambodia** mean workers who hold passports to Myanmar, Laos, and Cambodia and come to work in Thailand according to the MOU or exemptions according to the Cabinet resolutions.

**Industrial factories in Samut Prakan Province** Refers to industrial factories in the provinces that accept foreign workers to work legally.

## Theoretical concepts used in research

1. The concept of development management theory
2. Theoretical concepts of human resource development
3. Theoretical concepts of labor management
4. The concept of social role perception
5. Concepts, theories about migration or international labor migration
6. The concept of human security
7. The concept of labor security
8. The concept of national security
9. Laws relating to the employment of foreign workers
10. Laws relating to the benefits of foreign workers
11. Related Research
12. Conceptual Framework

## Conceptual Framework



## Bibliography

- Chalee Kongyen (2015). Opinions on Factors Affecting Foreign Employment of Entrepreneurs in Hat Yai District. Songkhla Province Master of Public Administration Thesis in Public and Private Management Hat Yai University, Songkhla.
- Charamporn Holamyong and Sureeporn Punpueng (2016). Migrant Workers in Thailand: What Thai People Should Know. Thai Alien, Thao, Foreign Land. Bangkok: Chulalongkorn University Press.

- Chatma Poolsawat (2015). Factors Affecting Decision to Employ Foreign Workers of Agricultural Entrepreneurs in Nikhom Phatthana District, Rayong Province. This thesis is a study according to the Master of Business Administration Program in Global Business, College of Commerce. Burapha University, Samut Prakan International Department of Disease Control. (2021). Chatri Department of Labor Protection and Welfare. (2018). Management of foreign workers. Retrieved from <https://www.labour.go.th>. Bangkok Business (2022).
- Kritsada Thirakosolpong (2017). Labor migration and the role of the International Labor Organization. Journal of Humanities and Social Sciences. University of Phayao, 5(2), 59-80.
- Krittaya Archavanijkul. (2011). The status of knowledge about migrant workers in Thailand and the research directions under consideration. Nakhon Pathom: Institute for Population and Social Research, Mahidol University, Bangkok, Special Governed District of
- Matichon Online (2021). Problem solving and solutions for foreign workers in the COVID crisis. Retrieved from <https://www.matichon.co.th/Mahachai>, Samut Sakhon Province. Independent Study, Master of Business Administration Degree Bangkok University, Bangkok, et al.
- Migrant Working Group (MWG). (2021). Network of Migrant Population Organizations...Situation. Migrant Workers and Border Crossing During the COVID-19 Pandemic Nov. 2021. <https://www.mwgthailand.org/th/publication>
- Moonsathan (2011). Management of Lao migrant workers in Thailand in 2020. This thesis Doctor of Philosophy Program Department of Public and Private Management graduate school Christian University, Nakhon Pathom. Thanakorn Sirithorn. (2016). Working behavior, working environment and personality that affect safety in the work of migrant workers: a case study of migrant workers from Myanmar, Laos, and Cambodia in a factory in Thanet area Sriwichai Lamphun (2015). Labor Economics. Textbook of the Faculty of Economics, Chiang Mai University.
- Office of Foreign Workers Administration. (2018). Statistics of the number of aliens who have been allowed to work the balance throughout the Kingdom for the month of March 2018, accessed from [https://www.doe.go.th/prd/assets/upload/files/alien\\_th/ac6cfafc34b3f6d6dbb72a21da544d3a.pdf](https://www.doe.go.th/prd/assets/upload/files/alien_th/ac6cfafc34b3f6d6dbb72a21da544d3a.pdf)
- Office of Foreign Workers Administration. (2021). The number of foreign workers in the Kingdom of Thailand before and after the outbreak of the disease. COVID-19. Retrieved from <https://www.doe.go.th>.
- Office of Foreign Workers Administration. (2021). Retrieved from <https://www.doe.go.th/alien>. Situation of Coronavirus Disease 2019 in Thailand. <https://www.thaigov.go.th/news/contents/details/53354>. Thailand
- Sirirat Sukantha (2014). Migration of Burmese migrant workers in the upper northern region of Thailand. economics journal Chiang Mai University, 18(1), 44-63.
- Sukpinarat Wongsin Sirikun (2011). Labor shortage problem. Bangkok.
- Sumalee Pityanon. (1996). Labor Economics. (2nd edition). Bangkok: Chulalongkorn University Printing House.
- Yongyut Chalamwong. (2021). Final report (final report) data storage efficiency project. Labor market and manpower planning. Bangkok: Thailand Development Research Institute.