

FOREIGN WORKER MANAGEMENT FROM MYANMAR IN A FACTORY-TYPE ESTABLISHMENT IN CHONBURI PROVINCE

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Introduction

Statement and Significant of Problem

Currently, the movement of people between states is a dynamic phenomenon and there is a trend in development towards more cross-border nation-state characteristics, especially in the ASEAN Community, which results in free movement of labor between member countries. To create economic solidarity in the region and to increase the role and bargaining power in the world economic trade arena. The migration of people from neighboring countries into Thailand occurred before the year 1976. Due to the threat of war and political and economic problems that occurred in those countries. Causing travel to live and work It is cheap labor in Thailand and there are some jobs that Thai people do not like to do, such as jobs in the agriculture sector, sea fishing, construction, coal mining, work in a rice mill, houseworker which it is a labor intensive and laborious, dirty, risky job. labor shortage in this sector. Foreign workers are therefore an alternative to solving the shortage problem. Employer's labor or entrepreneurs in Thailand therefore accepting foreign workers to work as replacements Thai people, where the employment of foreign workers will reduce costs. Because the wages of foreign workers are much lower than Thai people. Easy to rule, rarely having a problem with leaving home have high endurance can work hard on anything.

However, it was found that foreign workers also brought various problems because it caused the Thai people to compete for jobs. Employers will choose to hire foreigners because labor wages are easily controlled and not a burden. foreign workers may cause problems for security threats Especially foreign workers who do not have a definite place of residence can infiltrate all areas Until causing Thai people to fear and become suspicious of aliens living in the community or in Thai society which from various problems That causes problems. and the impact on Thai workers is enormous. cause public health problems such as tuberculosis elephantiasis respiratory disease and cholera Another common problem is foreign workers become Victims of human trafficking or forced labor due to lack of knowledge and was deceived by the broker process which various problems These make it difficult to control or enforce the law. Chonburi is another province that has problems with the entry of foreign workers as well. Because it is a famous province in the tourism of the country. Each year there will be a large number of tourists traveling to travel. thus, resulting in employment in the tourism industry; and A large number of jobs are related to the tourism business. both directly and indirectly in addition, the cost of living and income are very high. From information from the Office of Foreign Workers Administration (Department of Procurement job. 2018) found that as of November 2017, foreigners who are allowed to work in Chonburi province have A total of 92,802 people, divided into Section 9 alien workers, the nationality verification category amounted to 33,983 people, representing 36.62 percent of the total number of foreign workers. Most of them have Myanmar nationality. Representing 70.93 percent, followed by having Cambodian nationality representing 22.88 percent and having Lao nationality Representing 6.19 percent and Section 9 of the foreign workers imported under the MOU, there are 46,851 people. Representing 50.48 percent of the total number of foreign workers in

Chonburi province. Most of them have Cambodian nationality. accounted for 78.18 percent, followed by Myanmar nationality accounted for 13.24 percent and had Lao nationality accounted for 8.58 percent, it can be seen that Chonburi is another province affected by foreign workers. a lot too Based on the study of information from the Registration and Information Technology Department of the Control System Development Group work of foreigners Department of Employment Office of Foreign Workers Administration Chonburi Province found that in 2022, there were 69,804 foreign workers in Chonburi Province , 48,000 of whom came to work under the MOU and according to the cabinet resolution on February 7, 2023 , 12,457 people . Most migrant workers come from Myanmar. followed by Laos and Cambodia until now the government's actions in the past have used cabinet resolutions as a tool. Implement policies to effectively manage foreign workers Stable to the state and most beneficial to the country's development, although the number of foreign workers is increasing according to the needs of entrepreneurs and the potential for economic development of Thailand with the rate economic growth is high The result of the expansion Such an economy gives Thai people more opportunities to choose to work. Thai entrepreneurs therefore faced with labor shortages Especially in the field of industrial plants and construction. The demand for labor continues to increase. When entrepreneurs have high demand for labor but lack of labor, especially Thai workers While in neighboring countries such as Myanmar, Laos and Cambodia, many workers are unemployed and want to find work. The foreign workers who will come to work in the country. In Thailand, according to Thai law, it is stipulated that 1) Must have a valid passport or a document used in lieu of a government passport. Thailand accepts, that is , it is a passport issued by the central government of that country . Without having to have a passport or documents, use the agreed method. verbally, etc. 3) Foreign workers can apply for work permits. to work and obtain a specific work permit Specify that aliens can only do so according to the law in the ministerial regulations. In this regard, national security is considered. Occupation of Thai people and relying on the need for foreign labor necessary to develop the country. 4) The law gives the power to differentiate between foreign workers who enter the country Legal to foreign workers who enter the country illegally. If it is the case of foreign workers who enter the country Legally, the law requires the adoption of a decree defining occupations and professions that prohibit people. Aliens made 2522 B.E., number 39 occupations come into force, but if it is an alien worker who entered the country illegally Thai law allows a temporary stay in the Kingdom to wait for repatriation under immigration law. According to the Working of Aliens Act B.E. 2008 has set the criteria in the control of foreign workers who receive work permits must comply with such aliens having to work. according to the type or nature of work with employers in the locality or location and in accordance with the conditions prescribed by the Registrar specified in the work permit if wishing to change or add the type of work, the employer the Registrar must authorize the locality or place of work. At the same time, this Act Requires that employers who wish to accept foreigners to work must be foreigners with permits. Work with them to work according to the type or nature of work as specified in the permit, making foreign workers who have entered the country illegally violating the Immigration Act and national security. According to the law, these foreign workers do not have the right to be protected according to the rights of foreign workers. should have been However, foreign workers who come to live in Chonburi Province Nowadays, there are both legal migrant workers and illegal migrant workers living together. The large numbers, which are increasing in comparison to the fertility rate in the area, make it impossible for the government to control the expansion thoroughly and fully in the residence of migrant workers. capacity Office of Foreign Workers Management Department of Employment cannot check or can screen foreign workers, including entrepreneurs who do not register foreign workers because they do not Want to pay social security welfare and other benefits that foreign workers should receive. Problems and impacts on Chonburi Province, such

as a. social impacts of foreign workers who are unemployed or undergoing transition Employers in areas where there are a large number of migrant workers live are often exposed to crime and drug abuse. addicted, including quarrels public health impact foreign workers who have registered correctly according to the law will be entitled to health checks and health insurance cards, but unregistered migrant workers. will not be able to receive medical treatment rights which is considered difficult to access public health services and it is difficult to examine this group of workers. security impact due to foreign workers who enter the country illegally There are many and scattered in various areas in Chonburi province, making it difficult to control. therefore, inevitably affecting the national security etc. Doing business or operating that in the process of accepting foreign workers coming to work in the establishment is considered to have contributed to gaining a competitive advantage production costs and additions labor supply or increasing the country's production capacity Because such workers have Wages are lower than Thai workers, do not have the power to negotiate wages, do not have to pay legal welfare, do not have burdens. bound upon dismissal, including not knowing the language and Thai law, making it easy to control or supervise by Thurow explained that "foreign workers can help increase revenue for the private sector but the social cost Must be used to manage the population density of foreign workers is greater than income. received from the private sector More public services will be required and congestion will increase." Considering the overall picture, if the government sector does not have effective management, it may have a negative impact on unskilled labor and the problem of stealing jobs for Thai people in some occupations as well as problems of theft, unhygienic living conditions, and epidemics of disorder caused by cultural differences. Including the state of mind of the people in the community who are afraid because they see the quarrels and attacks Body and death of illegal foreign workers According to the study, analysis and by the dimension of managing foreign workers in the civil society sector (Civil Society), which is a stakeholder who is directly affected by it There is still no concrete role as it should be. Promoting systematic management of foreign workers will contribute to the determination Management guidelines that are consistent with the context (Context) of the community and government agencies. Along with the people involved in Chonburi to create understanding and prepare the people in the community to adapt to the cultural diversity that will occur in the community. The researcher is therefore interested in studying the management of migrant workers from Myanmar in factory-type establishments. in Chonburi and look forward to bringing that result obtained from the study to be used as information in developing the management of foreign workers for Chonburi Province

Research Question

1. General context of migrant workers from Myanmar in factory establishments in Chonburi Province How is it now?
2. At present, government agencies and related persons (Stakeholders (stakeholders) from coming to work for Burmese migrant workers in factory-type establishments in Chonburi Province) There is a labor management process. Aliens in Chonburi How is it that there are any obstacles?
3. How will there be guidelines for the development of management of foreign workers from Myanmar in factory-type establishments in Chonburi?

Research Objectives

1. To study the general context of migrant workers from Myanmar in factory-type establishments in Chonburi Province.
2. To study the process of managing foreign workers from Myanmar in factory-type establishments in Chonburi Province. of government agencies and related persons
3. To suggest ways to develop the management of foreign workers from Myanmar in factory-type establishments in Chonburi Province.

Scope of Study

This study focuses on the management of migrant workers from Myanmar in factory-type establishments in Chonburi Province. to develop a model for managing foreign workers by conducting qualitative research (Qualitative Research), the details are as follows.

Content Scope To study the management of foreign workers from Myanmar in factory-type establishments in Chonburi 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 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.

1. Key informants' group will conduct in-depth interviews. by semi-structured interview form Which for those who provide information in this section consists of Chonburi Governor President of the Thai Small and Medium Enterprises Promotion Association, Chonburi Province Director of Chonburi Provincial Employment Office Director of Chonburi Immigration Office Labor recruitment operators in Chonburi 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 labor countries and groups residing or affected in the community and academics, as well as people with relevant expertise, totaling 30 people.

Area Scope The study was conducted in medium and small industrial factories in Chonburi Province.

Term Scope In this study, the researcher has used the research period since June 2023. to December 2036 6

Significant of the Research

1. The results of the research will give an idea of the current general context of migrant workers from Myanmar in factory-type establishments in Chonburi Province. This will lead to an analysis to see the trend of the future labor situation.

2. The results of the research will make us aware of the management methods of foreign workers from Myanmar in factory-type establishments in Chonburi Province. which will make known the problems and obstacles in the management of Myanmar migrant workers in Chonburi

3. The results of the research will lead to recommendations for ways to develop the management of migrant workers from Myanmar in factory-type establishments in Chonburi Province.

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

Definition of Term

Migrant worker means a person who has no Thai nationality but has traveled to work in Thailand using his physical strength, knowledge and ability for the purpose of wages or other benefits.

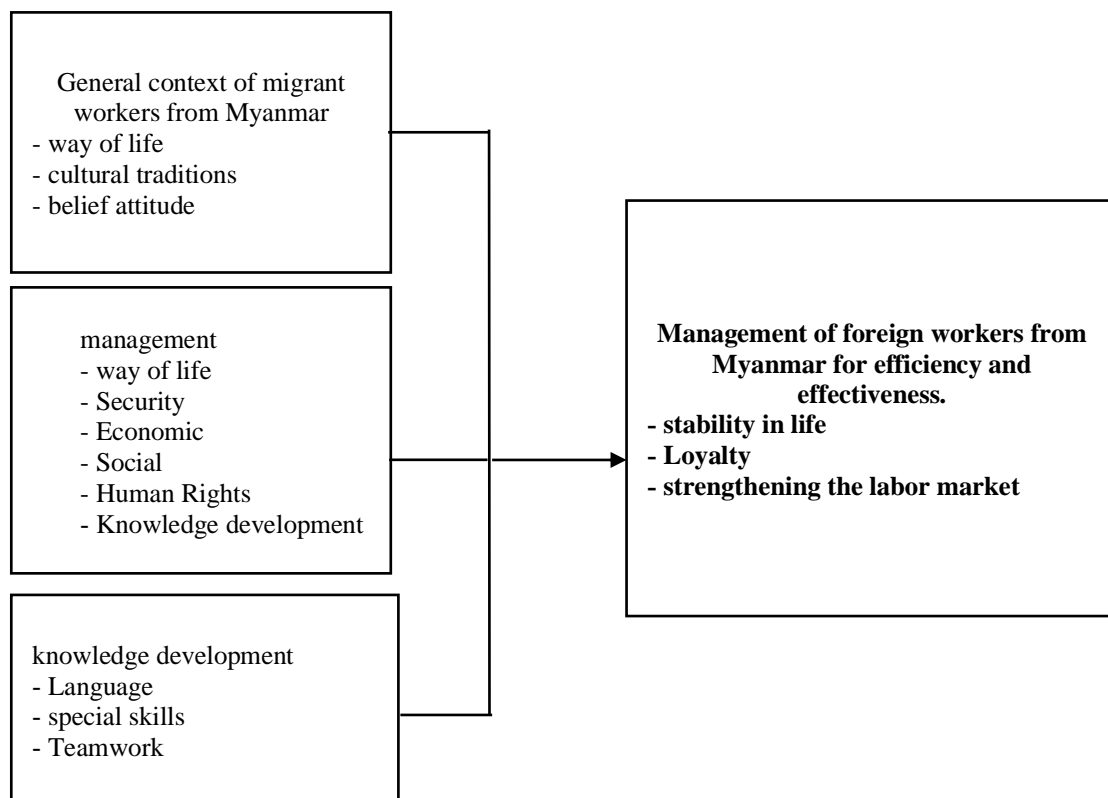
Migrant workers from Myanmar mean workers who hold passports to travel to Myanmar. And work in Thailand according to the MOU or exceptions according to the resolution of the Cabinet.

Factory-type establishment means an establishment that uses a premise building, or vehicles using machinery with a total power of 5 horsepower or equivalent power of 5 horsepower or more (Factory Act B.E. 2512 prescribes 2 horsepower or an equivalent power of 2 horsepower or more) or using 7 workers up, whether or not by machine

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. 1 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



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