

# Determinant of Neighboring Migrant Workers to Thailand

Thitiwan Sricharoen

**Abstract**—This paper has purpose to analyze the determinant of migration classified by nationality, Burmese, Cambodian and Laotian migrants. A total of 511 migrants separated into 211 Burmese, 150 Cambodian and 150 Laotian. Analytical tool is logistic regression analysis. The results indicate that determinant of migrant worker to migrate are income before migration of labor, knowledge and attitude toward destination, having own house at home, number of family member living in destination country, difficulties in finding work at home, and career achievement opportunities at home. Variables that have positive relation with demand on migration are income before migration of labor, knowledge and difficulties in finding work at home. Variables that the coefficients of them have negative relation with demand on migration are attitude toward destination, having own house at home, number of family member living in destination country, and career achievement opportunities at home.

**Index Terms**—International migration, burmese migrant, cambodian migrant, laotian migrant.

## I. INTRODUCTION

The phenomenon of millions of people emigrates overseas for many centuries. Since the 1970s, the industrial revolution has attracted the world’s attention of migration. Million migrants left home and most of them headed for the more developed countries, particularly those in North America. However, a new phenomenon has coned to be visible since late the 20<sup>th</sup> century. More and more migrant are heading for the developing countries in Southeast Asia, Latin America, and Africa.

The number of international migrants worldwide has continued to grow rapidly in recent years, reaching 258 million in 2017, up from 220 million in 2010 and 173 million in 2000. Over 60 percent of all international migrants live in Asia (80 million) or Europe (78 million). In 2017, two thirds (67 percent) of all international migrants were living in just twenty countries. Of the twenty largest countries of destination of international migrants worldwide, nine are located in Asia, seven in Europe, two in Northern America, and one each in Africa and Oceania (Fig. 1) (United Nation, 2017).

Large numbers of people entered and settled into Asia. Southeast Asia is one of the region’s main destinations. Migration in Southeast Asia has a dramatically increased. The number of international migrants flow to this region was reached to double in 2017, up from 4.9 million in 2000. About 9.8 million people are living outside their birth country driven by hope, to enhance the living standards; particularly high skilled workers take migration into account. In 2017, the

age of international migrants in Southeast Asia was 35 years, a highly increase from 29 years in 2000. In this region, the migrant population is becoming older. Even though Southeast Asia contain of many countries, Thailand has received the largest immigration flows. The migrants are poor people; poor educated and speak only their own language, from neighboring countries. They are looking for their livelihood abroad (Table I).

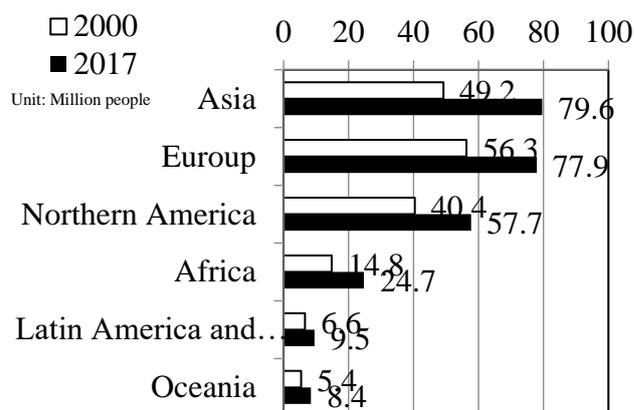


Fig. 1. Number of international migrants (million) by region of destination, 2000 and 2017.

Source: United Nations (2017) [1].

TABLE I: DESTINATION OF MIGRANTS IN SOUTHEAST ASIA

Destination (down)	Number of International Migrants (Thousands)		International Migrants as Percentage of Total Population		Median Age of International Migrants (Years)	
	2000	2017	2000	2017	2000	2017
Southeast	4,92	9,87	0.9	1.5	29.4	34.5
<b>Thailand</b>	<b>1,25</b>	<b>3,58</b>	<b>2.0</b>	<b>5.2</b>	<b>33.7</b>	<b>35.8</b>
Malaysia	1,27	2,70	5.5	8.5	17.9	34.9
Singapore	1,35	2,62	34.0	46.0	25.5	29.8
Indonesia	292	346	0.1	0.1	29.5	36.8
Philippines	318	219	0.4	0.2	27.6	33.0
Brunei	96	109	28.9	25.3	31.7	36.9
<b>Cambodia</b>	<b>146</b>	<b>76</b>	<b>1.2</b>	<b>0.5</b>	<b>31.0</b>	<b>34.0</b>
Vietnam	57	76	0.1	0.1	37.0	39.4
<b>Myanmar</b>	<b>98</b>	<b>75</b>	<b>0.2</b>	<b>0.1</b>	<b>26.1</b>	<b>33.5</b>
<b>Lao PDR</b>	<b>22</b>	<b>45</b>	<b>0.4</b>	<b>0.7</b>	<b>29.7</b>	<b>37.1</b>
Timor-Leste	11	12	1.2	0.9	27.2	36.5

Source: United Nation, 2017, page 27 [1].

The influx of the overseas emigrants to Thailand began for long. The major influx into western Thailand comes from Myanmar. The migration flow into northeastern Thailand comes from Lao PDR and the main route of migration into eastern Thailand comes from Cambodia. Migration to Thailand has intensified. Thailand now hosts approximately 4.9 million non-Thai residents, a substantial increase from 3.7 million in 2014. Most of them come from neighbouring

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Cambodia, Lao People’s Democratic Republic, Myanmar and Viet Nam, accounting for an estimated 3.9 million documented and undocumented migrant workers. Other major groups include an estimated 480,000 stateless persons, 110,000 skilled professionals and 100,000 refugees and asylum seekers (United Nation, 2019) [2].

Major destination for neighboring countries is Thailand. In 2017, there were more than 1.8 million Burmese people, nearly a million of Laotian people and a half million of Cambodian people, migrate to Thailand. A vast majority of immigrants settled in central region including Samutsakorn, Samutpakarn, and Nakornprathom province. These provinces received more than half of all immigrants in Thailand.

TABLE II: TOP TEN DESTINATION OF MIGRANT FROM MYANMAR, CAMBODIA, LAO AND THAILAND IN 2017

Destination (down)	Source country		Source country	
	Myanmar	Destination	Cambodia	Destination
<b>Thailand</b>	<b>1,835,106</b>	<b>Thailand</b>	<b>750,109</b>	
Malaysia	308,337	United States	152,415	
Saudi Arabia	242,510	France	64,306	
Bangladesh	239,742	Australia	36,920	
United States	142,494	Canada	27,618	
India	50,081	Bangladesh	20,109	
China	39,776	Malaysia	17,226	
Australia	32,540	Korea, Rep.	14,550	
Vietnam	11,695	New Zealand	7,007	
United	10,710	Lao PDR	3,568	

Destination	Source		Source	
	Lao PDR	Destination	Thailand	Destination
<b>Thailand</b>	<b>926,427</b>	United States	253,585	
United States	183,894	Malaysia	93,635	
Bangladesh	90,253	Australia	72,250	
France	43,524	Germany	61,000	
Canada	16,631	Japan	47,047	
Australia	11,660	United Kingdom	41,353	
Vietnam	7,272	Sweden	38,792	
Germany	3,606	Korea	34,372	
China	1,373	Cambodia	31,791	
Belgium	1,146	Brunei	25,451	
		Darussalam		

Source: World Bank, 2018 [3].

Table II illustrates the Bilateral Migration Matrix in 2017. Migrants from Cambodia, Lao, and Myanmar were 79 percent out of 4.4 million inflow migrants to Thailand. Within this number, Myanmar is as the greatest source of migrant country, about 1.8 million, follows by Lao and Cambodia. Table III compares the bilateral estimates of migrant stocks in 2017. It is interesting that people around the world migrate to Myanmar around 103 thousand persons, mostly from China and India, whereas there is no any people from Cambodia, Lao and Thailand migrate to Myanmar. Surprisingly, there is a great number of Thai people migrate to Cambodia. In the last column, out of a total of 266 million migrant people around the world, the Burmese migrate to around the world account for 2.9 million, followed by Laotian people with 1.3 million and Cambodian people with 1.1 million.

Migrant workers travel cross the border to Thailand. There are both legal and illegal migrant. The legal migrants have two main processes to facilitate, the MOUs and NV processes. The first is through the memoranda of understanding (MOUs)

with neighboring Cambodia, Lao PDR, Myanmar and Viet Nam, which provide migrants a fully legal channel to access job opportunities in Thailand. The second approach is through the registration system known as the nationality verification (NV) process, which allows undocumented migrants to regularize their status without having to return to their countries of origin. The NV process begins for migrants by registering for an identification card at One Stop Service Centers (United Nation, 2019)[2]. On September 2018, three nationality of migrant worker in Thailand were about 2 million, mainly from Myanmar, Cambodia and Lao. Most type of migrant worker was NV type, about 1.3 million. Most Burmese migrant were NV type, while Cambodian and Laotian migrant were MOUs type. It was interesting that ratio of employee per employer was five times. In addition, only half of the registered migrant participate Thailand social security fund. Therefore, it can be implied that half of them are vulnerability. Many migrants dare to take the risk to immigrate to Thailand although it is the irregular ways normally through the international human smuggling network (Table IV).

TABLE III: BILATERAL ESTIMATES OF MIGRANT STOCKS IN 2017

Source country (down)	Destination Country (across)					
	Cambodia	%	Lao	%	Myanmar	%
Cambodia	0	0.0	3,568	7.8	0	0
Lao	268	0.4	0	0.0	0	0
Myanmar	53	0.1	282	0.6	0	0
Thailand	<b>31,791</b>	<b>41.6</b>	<b>3,428</b>	<b>7.5</b>	<b>0</b>	<b>0</b>
Total	32,112		7,278		0	
World	76,333	42.1	45,489	16	<b>103,380</b>	-

Source	Destination country			
	Thailand	%	World	%
Cambodia	750,109	9	1,114,226	0.4
Lao	926,427	20.9	1,292,295	0.5
Myanmar	1,835,106	41.3	<b>2,947,287</b>	1.1
Thailand	0	0.0	993,253	0.4
Total	<b>3,511,642</b>		6,347,061	
World	<b>4,438,567</b>	79.1	266,143,792	

Source: World Bank, 2018 [3].

Note: Data on April 2018. World Bank staff estimates based on UN Population Division, OECD, the Australian Bureau Statistics, the German Federal Statistical Office, the UK Office of National Statistics, and the US Census Bureau. See World Bank Migration and Remittances Fact book 2016 for definitions, data sources, and 2013 estimates. % is the percentage of migrants compare to world migration.

TABLE IV: MIGRANT WORKER IN THAILAND, DATA ON SEPTEMBER 2018

Type of migrant worker	Employer	Migrant Worker			Total
		Myanmar	Cambodia	Lao	
Nationality verification (NV) Type	364,943	1,038,584	165,480	95,15	1,299,221
Memoranda of understanding (MOUs) type	105,421	385,011	298,045	144,9	828,032
<b>Total 3 nationalities migrants</b>	<b>470,364</b>	<b>1,423,595</b>	<b>463,525</b>	<b>240,1</b>	<b>2,127,253</b>
Migrants who join the social security fund	789,372	266,454	50,87	21.19	1,106,703
<b>Percent</b>		<b>55.45</b>	<b>57.48</b>	<b>21.19</b>	<b>52.02</b>

Source: Foreign Workers Administration Office, 2018. [4].

Although migrant workers face numerous problems both expected and unexpected problem, they are still having the incentive to migrate to Thailand. The choice to migrate is usually a difficult one, and for many, the difficulties continue

throughout the migration process. The vast majority of migrants are doing dirty, difficult, and dangerous (3D) work, the living conditions are often poor, and migrants are generally not welcomed or well treated in the host country. Language and cultural barriers further compound these difficulties and contribute to the marginalization of migrants and migrant communities in many countries around the world (ADB, 2009) [5]. When the migrants start a new life aboard, many migrants have numerous conflicting emotions towards what living in a new environment might bring. An understanding of the causes and consequences of migration is essential, both for addressing the management of effective programs to assist the migrants and also necessary to improve international coordination.

## II. SOURCES OF DATA

This is a cross sectional study involving 511 migrant workers at labor force ages extracted from the migrant workers who participate the legally migrant worker registration at One Stop Service center, Chonburi province, Thailand. Data was collected in 2018. Data sampling apply purposive sampling technique. Data on some selected important socioeconomic, demographic and migration related characteristics have been collected using direct interview method at the time of survey.

## III. METHODOLOGY

This study presents descriptive statistics and logistic regression analysis. Descriptive statistics uses to analyze the patterns of important socioeconomic, demographic and migration related characteristics, and the logistic regression analysis has been applied to identify factors of migration to Thailand. The logistic model was developed by Walker and Duncun (1967) [6]. The logistic regression model can be employed to explore migration factors and also to predict the probability of migration. The model is widely used to identify the influence of various socioeconomic and demographic characteristics for controlling the effect variables on the likelihood of the occurrence of the event of interest. In logistic model, a migrant who has a willingness to migrate in the future as dependent variable which is dummy variable and it is classified in the following way:

$Y = 1$ , if the migrant worker has demand on migration.

$Y = 0$ , if the migrant worker doesn't has demand on migration.

The explanatory variables that are used in this model are explained as the bellowing equation.

$$Pr(Y = 1) = \frac{1}{1 + e^{-x}} \quad (1)$$

$$Y = \beta_0 + \beta_1 SEX + \beta_2 AGE + \beta_3 EDU + \beta_4 DEBT + \beta_5 STATUS + \beta_6 UNEMPLOY + \beta_7 INCOME_{t-1} + \beta_8 INCOME + \beta_9 EMPLOYRT + \beta_{10} ATTITUDE + \beta_{11} OWNHOUSE + \beta_{12} FAMMEMB + \beta_{13} DIFFICULT + \beta_{14} UNEMPLOY_{t-1} + \beta_{15} DRYWEAT + \beta_{16} POOR + \beta_{17} LOWINCOM + \beta_{18} POLITIC + \beta_{19} OPPORTU + \beta_{20} WELFARE + \beta_{21} DISTANCE + \beta_{22} DIFINCOM + \beta_{23} POPDENS + \beta_{24} AREA + \beta_{25} NONFARM + \beta_{26} GETJOB + \varepsilon_i \quad (2)$$

### Personal factors:

1.SEX	Gender
2.AGE	Age
3.EDU	Educational level
4.DEBT	Debt
5.STATUS	Marital status
6.UNEMPLOY	Unemployment of labor
7.INCOME <sub>t-1</sub>	Income before migration of labor
8.INCOME	Present income of labor
9.EMPLOYRT	Ratio of employed worker to total family members
10.ATTITUDE	Knowledge and attitude toward destination
11.OWNHOUSE	Having own house at home
12.FAMMEMB	Number of family member living in destination country

### Factors relate to home country:

13.DIFFICULT	Difficulties in finding work at home
14.UNEMPLOY <sub>t-1</sub>	The unemployment of worker at home
15.DRYWEAT	Arid climate that is not favorable for agriculture at home
16.POOR	Difficulties and poverty at home
17.LOWINCOM	Low wage level at home country
18.POLITIC	Unstable social and political at home
19.OPPORTU	Career achievement opportunities at home
20.WELFARE	Welfare and public utilities at home

### Factors relate to destination country:

21.DISTANCE	Distance between home and destination country
22.DIFINCOM	Income difference between destination and home country
23.POPDENS	Population density between destination and home country
24.AREA	Area size ratio between destination and home country
25.NONFARM	Working on non farm sector at destination country
26.GETJOB	Having a work position at destination country
$\varepsilon_i$	Random error term

## IV. RESULTS

### A. Descriptive Analysis

The descriptive analysis consist of the distribution of socioeconomic, demographic and migration related characteristics of migrant workers. It is observed that migrants are significantly 30 aged, more likely to be women and considerably graduate primary education. The analysis shows up that the migrants are more likely to be married and be employed. An increase of relative income of a migrant compared to prior migration by 235% (from 2,850 Baht per month to 9,554 Baht per month). So, all people who find more attractive income in other country are likely to migrate. The ratio of working family member to total family member is 75%. The majority of them do not have own house at home country.

The significant influence of number of family member living abroad is important for migration analysis. Most migrants have an average of three persons in their family living aboard. They mostly had background about the

difficulties to find work at home country. The average unemployment rates of the studied countries are about 3 percent. Most migrants give the view that dry weather and welfare in the country of origin do not have affected on migration. However, they give an opinion that poverty situation at home, low wage, unstable social and politic, working opportunities have influenced on decision.

TABLE V: DESCRIPTIVE STATISTICS

	Mean (N=511)	Std. Deviat
Gender	Female	0
Age	30 years	9
Education	Primary school	1
Debt of migrant worker	2,078 Baht	
Status	Married	
Be unemployment	No	
Income before migration	2,850 Baht/month	
Income after migration	9,554 Baht/month	
Ratio of working family member to total member	75 percent	26
Knowledge and attitude to destination	High	1
Have own house at home country	No	0
Family members living aboard	3 persons	2
Difficulties to find work at home country	Yes	0
Unemployment rate at home country	3 percent	2
Dry weather not suit for farm work	No	0
Hard and poor at home country	Yes	0
Low wage at home country compare to destination	Yes	0
Unstable social and Politic	Yes	0
Working opportunity in Country of origin	High	1
Welfare and facilities in Country of origin	No	0
Average distance between Thailand by country of origin	865 kms	234
Difference of income between host and home country	6,704Baht/month	5,406
Population density of Thailand divided by country of origin	0.35 people/km <sup>2</sup>	0
Ratio of area between Thailand by country of origin	2 times	1
Migrant labor who work in nonfarm sector	Yes	0
Have working position immediately migration	Yes	0

Source: Own calculation.

In addition, average distance between home and host country is about 856 kilometers. Difference of income between host and home country is about 6,704 Baht per month. In 2017, population density in Myanmar was 53.37 people/km<sup>2</sup>, Cambodia was 16.01 people/km<sup>2</sup>, Lao was 6.86 people/km<sup>2</sup>, and Thailand was 69.04 people/km<sup>2</sup>. Ratio of population density of Myanmar to Thailand was 0.77 people/km<sup>2</sup>, Cambodia to Thailand was at 0.23 people/km<sup>2</sup> and Lao to Thailand was 0.1 people/km<sup>2</sup>. Finally, migrants are more likely to get nonfarm work and they mostly get work immediately arrived (Table V).

**B. Determinant of Migration Demand**

Determinant of demand on migration is the analysis of the relationship of independent and dependent variables by Binary Logistic Model. Table VI represents the classification table of determination of labor migration. It is the checking

of the confidential of the forecast of step 0, which means that there is only the constant. From the data, 289 migrants are not likely to migrate. When use the equation that have only constant, it forecasts that the percentage corrected of the non-demand on migration group is at 78.9%. On the other hand, there are 222 migrants are likely to migrate. When apply the equation that has only constant value to forecast. It forecasts that demand to migrate in the future is correct at 69.8%. Therefore, the average percentage corrected of the model is 75% (Table VI).

TABLE VI: CLASSIFICATION TABLE OF DETERMINANTS OF LABOR MIGRATION

Observed	Predicted			Percentage Correct
	Demand to migrate in the future			
	Yes	No		
Demand on Migration	Yes	155	67	69.8
	No	61	228	78.9
Overall				75.0

Source: Own calculation.

Note: Constant is included in the model. The cut value is 0.5.

Table VII describes the regression function written in equation 3. The table also includes the test of significance of each of the coefficients in the logistic regression model. Wald statistic is basically t2 which is Chi-Square distributed with df=1. Sig. is the significance levels of each coefficient.

There are 3 factors influencing of migration demand that are: 1) Personal factor, 2) Factors relating to country of origin, and 3) Factors relating to destination country. Looking at the table as a whole, only INCOME<sub>t-1</sub>, ATTITUDE, OWNHOUSE, FAMMEMB, DIFFICULT, OPPORTU variables are significant, all other variables are not.

$$\begin{aligned}
 \text{MIGRAT}_{\text{FULLMODEL}} = & \beta_0 - .043\text{SEX} + .009\text{AGE} + .094\text{EDU} + \\
 & .000\text{DEBT} - .510\text{STATUS} + .117\text{UNEMPLOY} + \\
 & .000\text{INCOME}_{t-1} + .000\text{INCOME} - .117\text{EMPLOYRT} - \\
 & .613\text{ATTITUDE} - .803\text{OWNHOUSE} + .283\text{FAMMEMB} - \\
 & .196\text{OPPORTU} - .483\text{WELFARE} + .806\text{DIFFICULT} + \\
 & .055\text{UNEMPLQ}_{-1} + 19.30\text{DRYWEAT} + .408\text{POOR} + \\
 & .619\text{LOWINCOM} + .435\text{POLITIC} + .009\text{POPDENS} + \\
 & .770\text{NONFARM} + .424\text{GETJOB} + \varepsilon_t
 \end{aligned}
 \tag{3}$$

Considering to the coefficient value of the fitted variables, variables that have positive relation with demand on migration are NCOME<sub>t-1</sub>, FAMMEMB, DIFFICULT. Independent variables that the coefficients of them have negative relation with demand on migration are ATTITUDE, OWNHOUSE, OPPORTU variables (Table VII)

TABLE VII: FULL MODEL OF VARIABLES IN THE EQUATION OF DETERMINANT OF LABOR MIGRATION

Variable	β <sub>i</sub>	S.E	Wal	df	Si	Ex p (B)	95% CI for Exp(B)	
							Low	Up
SEX	0.0	0.2	0.0	1.	0.	1.0	0.6	1.5
AGE	0.0	0.0	0.3	1.	0.	1.0	1.0	1.0
EDU	0.1	0.2	0.4	1.	0.	1.1	0.8	1.5
DEBT	0.0	0.0	1.3	1.	0.	1.0	1.0	1.0
STATUS	-	0.3	3.6	1.	0.	0.6	0.4	1.0
UNEMPLO	0.1	0.3	0.2	1.	0.	1.1	0.7	1.8
INCOME <sub>t-1</sub>	0.0	0.0	6.7	1.	.0	1.0	1.0	1.0
INCOME	0.0	0.0	0.4	1.	0.	1.0	1.0	1.0

EMPLOYR	0.0	0.0	1.6	1.	0.	1.0	1.0	1.0
ATTITUDE	-	0.1	17.9	1.	.0	0.5	0.4	0.7
OWNHOU	-	0.2	11.3	1.	.0	0.4	0.3	0.7
FAMMEM	0.3	0.1	15.6	1.	.0	1.3	1.2	1.5
DIFFICUL	0.8	0.3	9.0	1.	.0	2.2	1.3	3.8
UNEMPLO	0.1	0.2	0.1	1.	0.	1.1	0.7	1.6
POOR	0.4	0.3	1.9	1.	0.	1.5	0.8	2.7
LOWINCO	0.6	4.3	0.0	1.	0.	1.9	0.0	8.2
POLITIC	0.4	0.5	0.7	1.	0.	1.5	0.5	4.4
OPPORTU	-	0.1	6.8	1.	.0	0.8	0.7	1.0
WELFARE	-	0.3	3.4	1.	0.	0.6	0.4	1.0
POPDENS	0.0	0.0	1.0	1.	0.	1.0	1.0	1.0
NONFARM	0.8	0.5	2.6	1.	0.	2.2	0.8	5.5
GETJOB	0.4	0.3	2.0	1.	0.	1.5	0.8	2.8
CONSTAN	0.7	2.3	0.1	1.	0.	1.9		

Note: DISTANCE, DIFINCOM and AREA variables are leaved from the model. \* is the significant at the 0.05 level.

TABLE VIII: FITTED MODEL OF VARIABLES IN THE EQUATION OF DETERMINANT OF LABOR MIGRATION

	Full Model $\beta_i$	Fitted Variables (Sig.<0.05) $\beta_i$
SEX	-0.043	
AGE	0.009	
EDU	0.094	
DEBT	0	
STATUS	-0.51	
UNEMPLOY	0.117	
INCOME <sub>t-1</sub>	0	0.000*
INCOME	0	
EMPLOYRT	-0.006	
ATTITUDE	-0.613	-0.617*
OWNHOUSE	-0.803	-0.798*
FAMMEMB	0.283	0.362*
DIFFICULT	0.806	1.012*
UNEMPLOY <sub>t-1</sub>	0.055	
DRYWEAT	1.93	
POOR	0.408	
LOWINCOM	0.619	
POLITIC	0.435	
OPPORTU	-0.196	-0.213*
WELFARE	-0.483	
DISTANCE		
DIFINCOM		
POPDENS	0.009	
AREA		
NONFARM	0.77	
GETJOB	0.424	
CONSTANT	0.657	1.827*

Table VIII present the fitted model of variables in the equation of determinant of labor migration. It illustrates that determinant of labor migration are INCOME<sub>t-1</sub>, ATTITUDE, OWNHOUSE, FAMMEMB, DIFFICULT, and OPPORTU variables. Therefore, the determinant of migrant worker to migrate are income before migration of labor, knowledge and attitude toward destination, having own house at home, number of family member living in destination country, difficulties in finding work at home, and career achievement opportunities at home.

V. CONCLUSION AND RECOMMENDATIONS

This research has focused on the determinants of labor migration. The motives of migration come from various factors. The most important economic factors are wage

difference. Thailand has the highest daily minimum wage around US\$ 9 per day. Thailand is therefore attracting a huge migration flow from neighboring migrants. The second economic factor which is motive of migration is the difference of the unemployment rate between sending country and destination. Thailand’s unemployment rate hit a bottom. Economic growth is expected to be the third economic factor. Thailand’s GDP per capita is highest among these countries. Other factors are geography and country’s development. Since Thailand, Myanmar, Cambodia and Laos are located nearby; it is also the main motives of migration. Finally, human development index (HDI) plays a great role as well. Thailand’s HDI rank at 83<sup>th</sup> refer high human development group, follow by Lao PDR, Cambodia and Myanmar. In this study, it is observed that migrants are significantly 30 aged, more likely to be women and considerably graduate primary education. The analysis shows up that the migrants are more likely to be married and be employed. An increase of relative income of a migrant compared to prior migration by 235% (from 2,850 Baht per month to 9,554 Baht per month). The ratio of working family member to total family member is 75%. The majority of them do not have own house at home country. The significant influence of number of family member living abroad is important for migration analysis. Most migrants have an average of three persons in their family living aboard. They mostly had background about the difficulties to find work at home country.

This paper recommends the policy for foreign workers. First, the migrants request about medical welfare. Only half of legally migrants join Thailand’s social security fund. As a result, more than a million migrants are exclusive. Even government attempt to force the employer and employee by law, therefore, government should reconsider about the willingness to pay and the ability to pay of both sides. Second, a distinctive feature of Asia migration is the migrant prone to migrate in a group. A great number of children are neglecting around the construction camp without accessing to formal education. Government should concentrate on this issue since the increasing of crime rate. It may be significance for the social. Thus, government should supervise the fundamental education for migrant children. Third, the migrants express the opinion about the illegal workers fled into the country. It is the international issue and it has never endless. The destination country and the country of origin of migrant should coordinate to find out the solution. Fourth, the most requests by the migrants which are the talk of the town topic are the migrant want the government to reset the registration system to reduce step and time of registration. Besides, its cost should decrease because it is too high and most of them feel that it is unaffordable. According to the data from the Ministry of Labor in 2018, it was found that about 2 million people registered to work but there were still have about 800,000 foreign workers who have not yet completed their nationality verification according to the period of registration. This cause these foreign workers were an illegal worker, but employers and entrepreneurs still need to hire. The sending labor return to the country of origin according to legal measures may affect the labor shortage situation in the country. Hence, government should reset the system, cutting some processes, increasing the staff to administrative foreign

worker fitting to the number of foreign worker, using computer and technology to manage the process, distributing the power to local government unit to do this work, allowing foreign workers to register throughout the year and saving cost of employer. Finally, the interpersonal relationship between boss and labor is sensitive issue that foreign workers are discussed. Many workers feel under being exploited, at the same time, many employer feel uncomfortable to stand on their employee. It is quite difficult to tune in for both parties to understand each other. Foreign workers will change their employer as hard as that the employer will change the employee. That is why, there should have the intermediate work agencies to work as the clearing house of labor demand and supply. Government should relax the migrant control policy. The migrant should feel free to change the work.

#### CONFLICT OF INTEREST

This submitted work was carried out without a conflict of interest. The authors declare no conflict of interest.

#### AUTHOR CONTRIBUTIONS

The author conducted the research; analyzed the data; wrote the paper; approved the final version.

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