

OCCUPATIONAL PROSPECTS OF LAO INDUSTRIAL WORKERS WHO
RETURNED FROM THAILAND TO LAO PDR: A CASE STUDY OF
SAVANNAKHET PROVINCE

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วิทยานิพนธ์นี้เป็นส่วนหนึ่งของการศึกษาตามหลักสูตรปริญญาศิลปศาสตรมหาบัณฑิต
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สมพร สุชะท่ามวงว:ลูทางการประกอบอาชีพของคณงานลาวภาคอุตสาหกรรมที่กลับจากประเทศไทยไปสททลละยงแขวงสะหวันนะเขต (OCCUPATIONAL PROSPECTS OF LAO INDUSTRIAL WORKERS WHO RETURNED FROM THAILAND TO LAO PDR: A CASE STUDY OF SAVANNAKHET PROVINCE) อ. ที่
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หลังจากที่รัฐบาลลาวได้นำแนวทาง “จินตนาการใหม่” มาใช้ใน ค.ศ. 1986 ก็ได้พยายามปรับปรุงเศรษฐกิจของลาวให้ดีขึ้น ใน ค.ศ. 2002 การลงทุนโดยตรงระหว่างประเทศได้ไหลเข้ามาในแขวงสะหวันนะเขตอย่างมากมาย แต่ปัญหาหลักที่พบในแขวงนี้ก็คือ การขาดแคลน ทั้งแรงงานฝีมือและแรงงานที่ไม่มีฝีมือ ดังนั้น การศึกษาเรื่องนี้ จึงมุ่ง พิจารณา ปัจจัยที่มีอิทธิพลต่อการตัดสินใจ ย้ายกลับมาบ้านเกิด ของแรงงานลาวในแขวงสะหวันนะ เขต รวมทั้งระบุโอกาสและปัญหาของแรงงานที่กลับมาเหล่านี้ในการหางานทำในสปป.ลาว นอกจากนี้ การวิจัยนี้ยังศึกษาสภาพการทำงานของแรงงานที่กลับภูมิลำเนาและสามารถได้งานใหม่ในแขวงสะหวันนะเขต

การศึกษาเรื่องนี้ใช้ทั้งวิธีการเชิงปริมาณและเชิงคุณภาพ โดยมีการสำรวจแรงงานที่อพยพกลับมาจำนวน 100 คน โดยในจำนวนนี้ผู้วิจัยได้สัมภาษณ์แบบเจาะลึกจำนวน 51 คน ซึ่งเคยทำงานในโรงงานในประเทศไทย นอกจากนี้ ผู้วิจัยยังได้ จัดการสนทนากลุ่ม 1 ครั้งใน 4 หมู่บ้าน ซึ่งมีความหลากหลายทั้งในส่วนของชาวบ้านในท้องถิ่นและคณงานที่เดินทางกลับมา

การวิจัยได้ระบุปัจจัยอธิบายการตัดสินใจเดินทางกลับมาบ้านเกิดของแรงงานลาวที่ได้ทำงานในประเทศไทย ข้อค้นพบแย้งกับสมมุติฐานของการศึกษาเรื่องนี้ กล่าวคือ เหตุผลในการเดินทางกลับเกี่ยวข้องของปัจจัยส่วนตัวและสภาพทางสังคมในประเทศที่เดินทางไปทำงานเป็นสำคัญ แรงงานเหล่านี้ไม่ได้คิดถึงการเติบโตทางเศรษฐกิจในสะหวันนะเขต เพราะมีความยากลำบากในการประเมินข้อมูลเกี่ยวกับโอกาสในการได้รับการว่าจ้างแรงงาน ยิ่งไปกว่านั้น การศึกษายังพบว่า ผู้ที่เดินทางกลับมีความพอใจกับสภาพชีวิต เพราะได้ประสบความสำเร็จในการหาเงินมาสร้างบ้าน และยังมี ความพอใจกับสภาพการทำงานในภาคการเกษตร การศึกษาเรื่องนี้ยืนยันว่า แรงงานที่เดินทางกลับเป็นแรงงานฝีมือที่เคยทำงานในภาคอุตสาหกรรมในประเทศไทย แต่เมื่อกลับมาแล้วมีปัญหาในการหางานทำในบ้านเกิดเมืองนอนของตนเอง เพราะโอกาสในการรับการว่าจ้างยังมีจำกัดในแขวงสะหวันนะเขต

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After it had introduced “New economic Mechanisms” in 1986, the government of Laos attempted to improve the Lao economy. In 2002 FDI shubstantially flowed to Savannakhet province, but the main problem facing this province was the shortage of both skilled and unskilled labour. Therefore, this study is aimed to examine the factors influencing the Lao migrant workers’ decision to return home, as well as to identify opportunities and problems of Lao returnee migrant workers in finding jobs in Lao PDR. The study also proposes to examine the working conditions of the returnee migrant workers who have found new jobs in Savannakhet province in Lao PDR.

This study relied on both quantitative and qualitative methods. It surveyed 100 returnees and I engaged in in-depth interviews with 51 of these people, who used to work in factories in Thailand. I also conducted one focus-group discussion in four villages, with diversity of both local villagers and returnees.

The study identified the factors accounting for the return of Lao migrant workers in Thailand. The findings contradict the hypothesis of this study because the reasons for the return were mainly related to personal factors as well as social conditions in the destination country. They did not have in mind economic growth Savannakhet; this mainly was due to the difficulty in assessing information on employment opportunities. Furthermore, the study found that the returnees are currently satisfied with their life conditions because they have succeeded in finding money to build their houses, and they are also satisfied with the working condition in agriculture. The study has confirmed that the returnees in the industrial sector in Thailand are skilled labour, but they have problems in find jobs in their hometown because the employment opportunities are still limited in Savannakhet province.

Field of Study : Southeast Asia Studies Student’s Signature

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CONTENTS

	Page
Abstract (Thai)	iv
Abstract (English)	v
Acknowledgement.....	vi
Table of Contents	vii
List of Tables.....	viii
List of Figures	x
List of Abbreviations	xi
Chapter I Introduction	1
1.1 Background and Rational.....	1
1.2 Literature Review	3
1.3 Key Words	7
1.4 The Objectives	7
1.5 Major argument /Hypothesis Literature review	7
1.6 Research Methodology	8
1.7 Significance/Usefulness of Research	9
1.8 Scopes of Study	9
1.9 The Structure of Thesis	10
Chapter II Regional Framework, National Plan and the Conceptual Framework	11
2.1 Regional Framework	11
2.1.1 ASEAN Framework	11

2.1.2	GMS Framework with Migration.....	14
2.2	National Plan.....	16
2.3	Push and Pull Factors and the Conceptual Framework.....	18
2.3.1	Migration Theories	19
2.3.2	The Conceptual Framework.....	21
Chapter III	Research methodology	25
3.1	Research Method	25
3.1.1	The Research Procedure	25
3.1.2	Guideline of Instruments	26
3.1.3	Sample Area	29
3.1.4	Sample Size.....	29
3.1.4.1	Participate of stakeholder.....	30
3.2	The Data Collection	30
3.2.1	Primary Data Collection	30
3.2.2	Secondary Data Collection.....	31
3.3	Data Analysis.....	31
3.4	Limitation	32
3.4.1	Sampling	32
3.4.2	Timing	33
Chapter IV	The Results of Studying	34
4.1	Demography	34

4.2	Pattern of Migration.....	38
4.2.1	Influencing Factors of Migration	39
4.2.2	Influencing Factors for Decision-Making to Migrating	41
4.2.3	Situation of Returning	43
4.3	Human Capital	45
4.4	The Employment Situation and Satisfaction of Returnees.....	49
4.4.1	The employment Situation	49
4.4.2	Satisfaction of Returnees	49
	Chapter V Conclusion and Recommendation	54
5.1	Conclusion on the Lao Migrant Workers	54
5.2	Discussion	56
5.3	Recommendation	57
	Reference	59
	Appendices	64
	Appendix A.....	65
	Appendix B.....	75
	Appendix C.....	89
	Appendix D.....	89
	Appendix E	89
	Appendix F	90
	Appendix G.....	91
	Biography	92

LIST OF TABLES

Table	Page
Table 1 The process of research	25
Table 2 The objective of the instrument	28
Table 3 Sampling villages of 3 districts	29
Table 4 Sampling participation.....	29
Table 5 The number of returnees that workers in factories in Thailand	30
Table 6 The demographical data.....	37
Table 7 Occupations and income.....	37
Table 8 Factors and ages	43
Table 9 The influencing factors of decision –making of returning	44
Table10 Capitals	47
Table11 Work experiences	48
Table12 The situation of returnees in their hometowns.....	51
Table13 Current occupation with satisfaction and supporting.....	52

LIST OF FIGURES

Figures		Page
Figure1	Conceptual Framework	24
Figure2	Influencing Factor	41
Figure3	The Decision –Making Factors to Migrating	43
Figure4	The Period of Factorial Workers stayed in Thailand	46
Figure5	The Situation of the Returnees	49
Figure6	The Percentage of Current Occupation	52
Figure7	The Model of the Returnees in this Study	55

LIST OF ABBREVIATIONS

ADB	Asian Development Bank
ASEAN	Association of Southeast Asian Nations
BAN	Village
FDI	Foreign Direct Investment
GOL	Government of Lao
GMS	Greater Mekong-Subregion
ILO	International Labour Organization
IOM	International Organisation for Migration
MDG	Millennium Development Goals
NGO	Non-Government Organisation
NGPES	National Growth and Poverty Eradication Strategy
SME	Small and Medium Enterprises
UN	United Nation
UNDP	United Nations Development Programme
UNICEF	United Nations

Chapter I

Introduction

1.1 Background and Rationale

International migration, which involves the movement of people from their original countries to other, sometimes distant countries, is not a contemporary phenomenon, but it has assumed increasing prominence and attention today because it is now related to many important issues. Now not only the plight they face in the receiving countries (working and health conditions, and in some cases a whole range of human rights problems) is at issue, but the fate awaiting them when they go back home is also of much interest now.

The situation of returnee migrant workers is a phenomenon that has been an issue for research efforts in several countries. In the case of Laos, the issue of returnee migrant workers has become a topic for a small number of research projects, especially those focusing on their occupational prospects after their voluntary return. This study proposes to examine the situation of Lao migrant workers who have returned from Thailand to Savannanet province.

This province has been selected as a case study because it is a place where the industrial sector is growing. The returnee migrant workers might thus find that the skills they have acquired “on the job training” in Thailand are needed there. The province, in other words, can be presumed to represent a good occupational prospect for these workers. As indicated by its objectives below, the study wants to know the situation of returnee migrant workers, especially their occupational problems and/or opportunities in Laos after their return from Thailand, as well as whether the skills they have acquired “on the job training” in Thailand are relevant at home.

International labour migration has become a major factor enabling poor countries to relieve unemployment and to reduce poverty. In the case of Lao workers migrating to work in Thailand, their remittances and their skills resulting from their “on the job training” have made important impacts on economic development and welfare of individual migrant families, their community and the nation.

Since 1986, Lao PDR has pursued a reform policy with the adoption of “New Economic Mechanism”, and the government of Lao (GOL) has increasingly focused on private sector development, in particular the development of SMEs, as is evident in the National Growth and Poverty Eradication Strategy (NGPES). The private sector development is seen as the engine of growth, employment and poverty reduction.

However Lao SMEs has obstacles in the lack of skilled labour 2.55%, and the lack of labour 2.57%¹ (Nittana Southiseng and Walsh, 2010:57-72). This is the primary issue of SMEs in 2007. And in 2012, the number of SMEs and the volume of foreign direct investment (FDI) are increasing; therefore, labour force is of prime importance, and the skilled labour force is of moderate importance. According to UNICEF estimates, more than 100,000 Lao workers are employed in Thailand, many of them being there illegally as undocumented workers. According to the International Labour Organization, around 180,000 Lao workers registered for employment in Thailand in 2004 compared with the Lao population of approximately 6 million; thus, the Lao migrant workers are a vital factor in developing and integrating the Lao economy. However, according to an estimate, 76%-80% of the Lao migrant workers return home every year. The number of Lao workers in Thailand was 110,854 according to Thai Ministry of Labour during 2009(Huget,Aphichat Chamrathirong, Richter,2011:7-15).

The “New Economic Mechanism” has also focused on international trade, and developments of all levels of the economy, including the local level, together with the economic strategy and management. Laos is a country that has a high migration rate. After 1975 there was a large migration flow out of the country to Thailand and third countries. Most of these were young and of working age, with at least a secondary school qualification. A study on the return plans from Assam University of India suggested that only one-fifth of the emigrants want to stay abroad; the others want to return. The primary reasons for this migration were economic. Because of the economic difficulties in that period, many people saw better opportunities abroad. If that really was the main reason for the migration, then a back flow of returning migrants was to be expected in the last few years

¹ These are the number of obstacles in SMEs in Vientiane Municipality, Savannakhet and Luangphabang province.

A survey of sectoral distribution of workers in Laos demonstrated the trend of a decrease of the workforce in agriculture; that is, 85% of the workforce was in this sector in 1995, but in 2005 the number was reduced to 78.5 (Phonesaly Souksavath, 2009).

Savannakhet is one of the special economic zones of Laos. Located near the Mekong River, it is also one of the country's logistic centres. Savannakhet has a population of about 826,000. Both GOL and international development organizations realise that Savannakhet province is rich in forest and mineral resources and is abundant in fertile land and water resources. The province also has a long and rich cultural heritage. However, it has a high record of migration of people to work in Thailand. The number of migrant workers was 48,831 in 2005 (Table 4)(Phonesaly Souksavath, 2009). Agriculture is the main occupation of almost 57% of the total population in Savannakhet, which is the largest producer of rice in Laos. Rice farming is not just an occupation, and rice is not just an economic cash crop, but it was also the subsistence staple and the only real insurance against food deficit. The people can cultivate only one crop a year and during the dry season from December to May very little agricultural work is carried out (Haughton, 2006); this is therefore, the main economic fact of this area.

1.2 Literature Review

The review represents a synthesis of studies of international migration and return migration with the case of return migration to Laos from Thailand. The review focuses on 4 points: (1) the situation of the migration, (2) the definition of the returning and returnee migrant worker, (3) the reasons for decision-making to return, and (4) working conditions after returning.

(1) The situation of the migration

According to Phetsiriseng (2007), migration is mostly through illegal channels. Economic growth 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 located predominately in rural areas. The topography and low population density of Lao PDR mean many rural areas are isolated and reduce opportunities for the poor, who have to escape poverty. With very limited jobs available

in the country, women and girls who are illiterate and with low education, seek self-employment, migrate to urban areas, and/or cross the border looking for work in Thailand. Limited economic opportunities in Lao PDR are the strongest push factor for labor migration abroad. Only 6% of the Lao PDR labor force is paid employees; the vast majority is 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 a short term temporary basis for a daily, weekly or monthly wage with no job security. Therefore many Lao women see more economic opportunities and jobs in Thailand and look for work there, usually through social and illegal recruitment networks. The main occupation that Lao women assume in Thailand is domestic work.

But, chapter 4 of the synthesis report “Cross Border Migration between Thailand and Lao PDR Migration and its Contribution to HIV Vulnerability” (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. Furthermore, this study importantly provided a statistic indicating that the wage of factory worker in Lao PDR (77-80 Bath) is lower than in Thailand (133-167 Bath).

(2) The definition of the returning and returnee migrant worker

The issue of returning migrant workers or “temporary movement” (Tharan, 2009) is related to many other issues and have been explored in several disciplines. For example, according to Bretell and Hollified (2007), the migration movement has been studied in disciplines such as anthropology: here the focus is on how migration can bring about cultural change and affect ethnic identity on the micro- and individual levels, households, and groups the migration theories purport to explain. Most research works on the Lao migrant workers have focused on their integration into the destination country; not many of them study Lao returnee migrant workers from Thailand and their life after they return to their hometown. Their life after their return is normally mentioned in a few parts of these works.

According to Souza (2006), returnee migrant workers refer to those who voluntarily return to their home countries with a view to contributing to the latter's development. Especially, if the returnees are skilled labourers, they are considered vital by their government for this purpose; they are therefore integrated into the formal labour market. Tharan, on his part, also stresses this voluntary return to the home country as a central aspect of returnee migrant workers.

(3) The reason for returning

Phouxay (2007) studied the returnees that include both those who had been arrested and were repatriated and those who voluntarily returned. The researcher mentioned that 6% of the migrants returned home in 2006, 78% in 2000-2005, and 20% of them voluntarily returned to Laos. The study also explored the push factors explaining their return. These include their being bored with the exploitation and violence, as well as suffering with daily work because employers forced them to work hard all the time; getting low wage; being unsuitable for the work; and being deceived by the brokers. Furthermore, they had no time for resting and sleeping, and were arrested by police many times and had to be fined many times at least 5000 bath per time. Besides, the study indicated that Savannakhet has the highest number returnee of 331 (according to IOM report from 2001-2006).

The causes of return, the factors motivating the workers to return also include financial or economic considerations. In the neoclassical and the new labour economic theories, if the original country has high job opportunities, and the wage is good enough, the worker will be motivated to return home.

As Southiseng and Walsh (2010) have pointed out in their study on the Lao returnee migrant workers, there are two types of these people. The first group consists of skilled labourers returning from many countries including Japan, USA, Australia, France, and Canada; and the second type is comprised of unskilled labourers returning from Thailand. The reason for the return of both types of workers involves job opportunities arising from the increase in FDI at home. Many investment projects in agriculture and forestry, industry and handicrafts, and wood products provide the great opportunity for skilled labour that has the ability in English. There is less opportunity for unskilled labour, but according to their study, the respondents had confidence in their lives and

they felt their ability had improved to such an extent that it would provide them with new opportunities.

Dustmann and Weiss (2007) studied temporary migrations and the decision of the migrants to return. They developed a simple model that rationalizes the decision of a migrant to return to his/her home country, despite a persistently higher wage in the host country. Furthermore, they raise a vital point on the possibility of accumulating capital abroad, which enhances the migrant's earnings potential back home. Finally, Borjas (1985 and 1987) has shown that migrants may be non-randomly drawn from the skill distribution in their home countries, and that this has important implications for studying migrants' earnings accumulation.

(4) Working condition after returning

Concerning the occupations returnee migrant workers assumed after returning home, nearly half (42.6%) of the respondents said that they helped their parents on rice cultivation, gardening and animal raising; 16.8% ran their own business at homes or at district markets; and 5.9 % worked as cooks and opened their own restaurants. 20 respondents had no jobs after marriage and moved to their spouses' families. 5.0 % of the respondents did weaving and sewing clothes and bamboo baskets; 4.0% owned beauty parlors; and 2 participants worked in foreigners houses as a maid (Please refer to table 15 for all types of jobs).

The problem of the returnee migrant workers was that they were initially jobless after they had come back from working in Thailand. These people solved their problems differently, the problems being economic as well as social in nature. Their situations at home thus need to be explored in detailed. The benefits they had received in Thailand are the remittances and skills they acquired, among others.

In the case of child migrant workers, Changpitikoun found that they could find jobs easily after returning back home. 16 respondents reported that it was easy to find jobs and the rest, 84.2% of the respondents, revealed that it was difficult to find jobs with the same salary they had earned in Thailand in the local communities (except working in rice paddy fields, growing vegetables, planting and poultry raising).

In conclusion, while GOL need skilled workers and many of these migrants have acquired skills in Thailand, not employing them appropriately in the workforce is a case

of missed opportunities (Phonesaly Souksavath, 2009). This is mainly due to the lack of detailed information on the Lao migration issue. Though the analysis of this issue has been integrated into the Action Plan of GOL, the information still remains unclear.

1.3 Key Word: Returnee migrant worker, skilled labour shortage, occupational prospect, Lao PDR

1.4 The Objective

- 1 To study the factors influencing the Lao migrant workers' decision to return home.
- 2 To identify opportunities and problems of Lao returnee migrant workers in finding jobs in Lao PDR.
- 3 To examine the working condition of the returnee migrant workers who have found new jobs in Lao PDR.

1.5 Major Arguments / Hypothesis

- 1) There are two main factors influencing Lao migrant workers' decision to go home, namely, personal factors and economic development in Savannakhet province. Personal factors include homesickness and the success in saving some satisfactory amounts of money.
- 2) The money they have saved, together with the skills they have acquired in Thailand provide them with new opportunities in Lao PDR. The skills they have acquired are likely to land them on new jobs in the industrial sector in Savannakhet, and the money they have saved may also enable them to set up their own businesses in this economically growing province.
- 3) They may nevertheless find some problems in this province. In particular, the skills of some workers might not match the level of its industrial development, and they might have to compete with their fellow countrymen who require lower pay.
- 4) Anyway, it can be expected that most returnee workers would be happy at home especially if they get new jobs, if they fail to do so, this is because they are overqualified. It is necessary for the Lao national and provincial government to upgrade the level of development especially to match the skills of these people.

1.6 Research Methodology

This study has the plan to use both the qualitative and quantitative approaches to examine Lao returnees into occupational prospects at Savannakhet province. The sampling group has the specific characteristics as some of them have no education, and it is difficult to answer the questions by the questionnaire, but the data from questionnaires are necessary data for analyzing information in my research, therefore, the study has to use in depth interview, or the focus group discussion with some sampling who have no education, as well as, they will be used with the interested informants.

The main focus is a study of their occupational experiences in Thailand and their occupational prospects in Laos after they returned. To understand the occupational prospects of the returnees, the research will use several methods including life stories, focus group discussion, interviews, and dialogues with the returnees as the key informants. Besides, the researcher will engage in interaction with local authorities and civil society organizations.

Life stories are the way to analyze deeply the experiences of the migrant workers (Tharan 2009). Therefore, the life stories to be used in this study are not only those of the returnees. The civil society organizations, people in their communities, and local authorities will be covered by the study.

(1) Sample Area

Every village of Savannakhet has villagers who have come to work in Thailand, but this research focuses on 4 villages of Chumphone, Songkhone, and Outhumphone districts.

(2) Sample Size

The total number of samples is expected to amount to 120 key informants, comprising 100 returnee migrant workers (male and female), 5 Local authorities from the province, the districts, and villages, and 1 civil society organizations including NGOs.

(3) Tools

- **Questionnaire**

Questionnaire is the way to find the data for a research, and in my study it will be used as the tool rapidly to find the interested cases. The limitation of the questionnaire is “prejudice” and the expected answers to the questions (Gillham, 2007).

- **In depth interview**

This will be used in the interview of the key informants to supplement the survey by the questionnaire. The advantage of this research technique is that it enables the researcher to explore from the respondents their particular and detailed ideas and information on their working situations in Thailand as well as in Lao PDR. Furthermore, it is a good way for respondents to tell their life story. However, it still has limitations, for example bias and being time-consuming, and it could annoy the respondents if they are not interested in a conversation.

- **Focus group discussion**

It will be conducted on the field work for collecting opinion, perspective, and attitudes of sampling on the migration issue in villages in Savannakhet province.

(4) Data Collection

The data for this research are collected from both secondary resources and fieldwork at 3 Districts, Champhone, Songkone, Outumphone.

1.7 Significance/Usefulness of Research

1. This thesis will provide a better understanding of Lao workers and the job situation in Laos.
2. The result of the study is beneficial to the industrial planning of Lao PRD

1.8 Scope of Study

The goals of the study were to study and examine the current situation of the returnees after they moved back to Laos. However, the study of the pattern of migration is also crucial to our understanding of the problems in their hometowns, which could affect their migration in the future. The main components of this research activity are as follows.

- First, the study focused on a sampling of 100 returnees in Savannakhet province, where the field work lasted from 20 January 2013 to 23 February 2013.
- Secondly, it used qualitative and quantitative research techniques; these included survey, in depth-interview, and focus group discussion.
- Finally, it also examined the pattern of migration, including how the returnees gained knowledge from working daily in Thailand, and what their situation was when they came back home.

1.9 The Structure of Thesis

The thesis has been structured to study the different research objectives. In this first chapter, the background and rationale of the study is provided and specific themes are introduced on international migration contextualize. Furthermore, it identifies the problem of the issue and the motivation of the study that the problems were from previous studies, and the scope of the study. The discussion on the framework of migration in the terms of ASEAN and GMS, and the national plan are identified, which areas that support international migration. As further, research methodologies used in the research are presented in Chapter 3. The processes of data collection are from the fieldwork. Chapter 4 is the result of the study, that the data from the field work was divided by sub-topics. And finally, Chapter5 involves finding the answers to the research question, and the objectives of the study.

Chapter II

National Plan, Regional Framework and the Conceptual Framework

The return of Lao migrant workers is a result of many factors, regional as well as national. Therefore, for a clear understanding of the issue, this chapter considers some of these factors, including the national plan, the GMS framework, the regional framework, as well as the push and pull factors, as the basis for the conceptual framework for this study. Migration also involves many factors, including education, life condition, income condition, and etc.

2.1 Regional Framework

This review of the regional frameworks on the migration focuses on the ASEAN and GMS, whose objectives include economic stability, protection of human rights, and the problem of human trafficking as it is related to workers' migration. Because migrant workers are significant, and they have many significant factors in common, such as demographic situations, income disparities, human security²; therefore, the decrease in violence to migrant workers must be promoted by governments in GMS and ASEAN by bilateral and regional approaches. Building the capacity of governments in regulating migration is also very important.

2.1.1 ASEAN Framework

During the ASEAN inter-Parliamentary Assembly conference on 3-6 April 2011, the overview of labour migration in member countries in ASEAN was mentioned. The main framework of ASEAN was “protection and promotion of the rights of migrant worker”, whose implementation focused on four areas: 1) the protection and promotion of rights of migrant workers; 2) the strengthening of good governance in the recruiting process; 3) countering human trafficking; and 4) the development of the “instrument” for the protection and promotion of the migrant workers' rights (Maloni,2011).

² www.ilo.org/asia/whatwedo/projects/WCMS_193023/lang--en/index.htm

Laos lacked experiences in tackling the migration issues, which include labour migration control and countering human trafficking; therefore ASEAN has to provide support in the form of an “instrument” for improving authorities’ capability. The role labour migration in the integration in AEC is generally accepted.(TF-AMW,2013). The “Vientiane Action Programme 2004” provided the government of Laos with some recommendations regarding worker migration.

1. Policy and framework for migration, with the participation of all stakeholders
2. Occupational opportunities to support “sustainable livelihood” for migrant workers in the form of alternative occupational opportunities
3. All stakeholders’ assistance for the comprehension of their rights to employment and decent living conditions in the destination countries by the assistance process³
4. The government of Laos and partners should prepare the information by a handbook for migrants in the case of emergency in the receiving country.
5. The government of Laos and recruitment agencies should have to conduct training through the handbook for migrants.
6. The government of Laos should provide the guideline in the case of not security for their passports.
7. The government of Laos should have two new passport centers in two provinces, namely Luangphabang and Champasack.
8. The government of Laos should monitor and regulate the recruiting process of companies, seeing to it that they did not violate labour law and regulations
9. The government of Laos should ensure the safety of the transportation to their working places and returning back to Lao PDR. And recruitment firms should report working conditions in each case to Ministry of Labour and Social welfare.
10. The government of Laos should support senior workers in providing leadership and assistance to other Lao workers.
11. The government of Laos should make arrangements for bilateral and multilateral Memorandums of Understanding (MOUs) on sending of Lao workers abroad on

³ The detail of 5 steps in assistance process is ability to find in “Civil Society Proposal: ASEAN Framework Instrument on the Protection and Promotion of the Rights of Migrant Workers Task Force on ASEAN Migrant Workers of (TF-AMW), in the section of Lao PDR National Consultation on the Protection and Promotion of the Rights of Migrant Workers Vientiane, Lao PDR October 2-3, 2008. [Asian Forum on Human Rights and Development \(Forum-Asia\)](#), S. S. P. S. R. Jr. 246 Time Square Building, 12 Floor, Unit 1201 Sukhumvit Road, Klongtoey, Bangkok 10110,Thailand: 56-59.

the basis of protection and promotion of workers' rights.

12. The government of Laos should set up representative offices to which Lao migrant workers who work far away from home can have easy access in case they seriously need help.
13. The protection of Lao workers in each country is supported by Lao Embassies
14. The government of Laos should set up a system of collecting information on Lao migrant workers, together with their situations in the destination countries.
15. The government of Laos should improve the appropriate framework for foreign migrants crossing border to work in Laos.
16. The government of Laos should ensure that the return of illegal workers to their hometown should be free of charge at all levels.

Furthermore, ASEAN suggested governments of Lao and Thailand on the following three points:

17. The government of Laos and the Thai Royal government should conclude an MOU to ensure the protection for Lao workers in Thailand.
18. The government of Laos should reduce the cost of temporary passport, and provide for an easier national verification process. And the Thai government should also facilitate the process of work permit issuing and reduce the costs to migrant workers
19. Lao PDR and Thailand should consider domestic work as an important area in their next Senior Labour Officials Meeting.

ASEAN also recommended to its members to participate in formulating policies on the protection and promotion of the rights of migrant workers, and an MOU should be reached on a consensual basis as the Instrument on the Protection and Promotion of the Rights of Migrant Workers. The employers in the member countries of ASEAN should be promoted to respect the rights of the migrant workers and follow the principles of decent work and rights at work on labour standards set by the ILO. All ten ASEAN nations should be encouraged to consider domestic work as "employment" that is included in their national labour laws, and the quality of the migrant work force should be developed by supporting vocational training. And, finally, a program of migration management and prevention of human trafficking should be formulated to support Lao PDR government officials in the areas. The migrant worker from the CLMV countries are important to their economies; therefore, ASEAN should discuss how to recognize

the priorities for placement of migrant workers from the CLMV countries. And the important role of ASEAN in the labour migration development should be recognized by developing a migration information base through research on this in each member to understand the situations and problems that migrant workers face, and the information should be translated in the languages of migrant workers, including those who stayed in Thailand.

The migration is not new issue, but it is always the impact issues for the destination and the original countries, thus the policy and the framework of this regional has to corporate for the actions in the case of immigration, emigration, the anti-human trafficking. As the members of ASEAN, and with bilateral and multilateral MOUs of both ASEAN and the GMS, Laos is pushed to consider the migration from many perspectives. The framework of ASEAN is a clear focus on the migration rights, anti-human trafficking. ASEAN thus plays the role of the protector, which is slightly different from that of the GMS framework that focuses on the labour migration with economic factors as the driving force.

2.1.2 GMS Framework with Migration

Great Mekong Sub - region is comprised of 6 countries,⁴ and it is a link area to the development of many fields. The growing openness of the GMS economies is creating opportunities for enterprise in the Greater Mekong to become part of larger regional production networks. These region-wide production networks are generally on the rise in Southeast Asia from advantages of locating in the region and integrating with ASEAN through the ASEAN Free Trade Area and the ASEAN Investment Area (AIA). In the GMS, small and medium enterprises (SMEs), the basic production units, could benefit from these developments if they are made more competitive. Efforts to develop SMEs through an enabling policy environment, access to credit and long-term finance, and training in product development and marketing assistance are essential to helping SMEs participate in global production networks, thus expanding production capacities and trade.

⁴ Cambodia, China ,Myanmar, Laos, Thailand, and Vietnam

Labour migration has also tended to improve in the framework of the 2012-2022 “fourth strategic thrust” that has aimed to solve the problems of education and skilled development, labour and health(ADB,2011).The vision of “A strategic framework for next ten years” based on ADB report, of 2011 on migration issue related with human resource development. GMS pointed to provide the terms “integration” and “cooperation”, the interesting of GMS framework and plan⁵ were managing labour migration, and enhancing the corporation in anti-human trafficking.

The estimate of factors influencing migration in the GMS was explained by economic reasons, the migration provided the benefits of both original and destination countries (Daneil ,R. L, Nuarpear, L., Irena,V.S, Federico, S and Claudia,N, 2010:1-2).

The estimates of the trend of migration in the GMS in the future bases on the GMS policy mentioned that, in next 5 years, the flow of GMS will not be slowly following the pattern of the world. The first destination country for receiving migrant workers, such as Thailand, is evaluated as needing zero new migrants. However, the migration movement still occurs in Thailand. This is because, as some previous migrants become successful success, their relatives and friends will come as they expect new opportunities. Furthermore, the estimates projected that in the next five year, the growth of new jobs in Thailand will reach 2.3 million, and the domestic labour force has 2.3 million. Based on this data, Thailand would create 150,000 new jobs, or 1 % per year. The economic growth was at 5%, and there were new jobs 3.6 million jobs in the past five year. The economy of Thailand is strongly significant for migrated workers in GMS, especially migrants from Cambodia, Myanmar, and Laos. Thus, the Thai economy is a part to drive the employment in the region, especially the case of income

⁵ The action plan covers five areas 1) promoting regional cooperation on education and skills development, including building the capacity of GMS government officials in development management through further phases of the Phnom Penh Plan for Development Management and developing and piloting a framework for the mutual recognition of technical and vocational skills in the GMS; 2)facilitating safe labor migration within the sub-region, including upgrading labor migration management systems, enhancing social protection for migrant workers, and improving labor market information systems; 3)supporting communicable disease control (including HIV/AIDS, malaria, and dengue) in the sub-region and improving food and drug safety;4) enhancing regional cooperation for social development, including strengthening sub-regional cooperation in anti-human-trafficking activities, improving the capacity of vulnerable groups including women, and conducting research on the social impacts of increased sub-regional connectivity; and enhancing the sense of community in GMS youth; and 5)strengthening regional institutional links and mechanisms for HRD cooperation in the GMS.(Page 18)Bank, A. D. (2011). "The Greater Mekong Subregion Economic Cooperation ProgramStrategic Framework 2012–2022."

of migrant workers; the GMS policy concerning Thai economy in the case of slowing that the slow would impact with migrant, if the slow to 0 percent growth for one year, 750,000 potential jobs will be lost. And if the slow still continuous to 0 percent on 2 a total of 1.5 million potential jobs will be lost; which the case of 1997 was clearly evidence in economics of Thailand.

In the next ten years, the demand of the migrant labour will be slow down because if the wage is still at the current rate, the Thai unskilled labour will get this benefit, and the labour supply and labour demand in Thailand will be balance. The growth of Thai economy could provide 150,000 jobs of growth at 1 percent of GDP each year. The trend of migration in the future has not only from Cambodia, Myanmar, and Laos, but in the meantime and the future, migrant workers from China and Vietnam will also flow to the GMS countries but the migrant workers from China and Vietnam will stay in the large infrastructure projects around GMS.

If the trend of migrant workers focus on the growth of Thai economy has still increased, and the wage is the same rate, 3.6 million new jobs will be created in the following five years, thus, the study of GMS predicts that there are 850,000 migrants to Thailand, that the number is higher than past five years, 645 thousand. However, the prediction mentioned that the high rate wage for unskilled workers in Thailand will result in the unbalancing of demand and supply labour in Thailand, and the competition on economic because the living cost is follow higher. The real future of migrant workers will has the opportunity to change, and the migrant workers will reduce to Thailand, as some small countries in GMS has growth of economic, the demand of skilled workers are higher and unskilled worker will reduce to outward migration in the future.

GMS predicts that in the future the differences of economies in this region will not dramatically be reduced. But Vietnam will be a great labour importer following its economics' activities. The wage is important to look at especially in Thailand.

2.2 National Plan

In 1986, Laos has changed in its economic vision from centrally planned to become Market oriented economy, and there were various policies in an economic and a trade.GOL has continuously attempted to reform its economy at all levels since 1997, when Laos became the member of ASEAN. After 14 years, base on the Seventh Five-year National Socio-Economic Development Plan, (2011-2015) (Committee for

Planning and Investment, 2011) indicated that the plan of 2006-2010, the integration of Lao economy with regional and international ones has been “highly successful.”⁶ Furthermore, “social development –poverty eradication” the evaluation on the plan of sixth set up its plan that it was called “the Vientiane Action Plan for 2009-2012” with GMS Framework. As attempts of GOL in developing the country, the preparing to cooperation to the international organizations such as, WTO forces GOL to have improved human resource in multiple sectors for example, industrial sector, agricultural sector, service sector and telecommunications.

The targets of labour of 2015, GOL provided to consist of increasing of the numbers 2.77 million workers (55,400 workers per year), that it included of the 15,000 workers in the processing industrial sector and construction, this number was dramatically lower compared with agricultural sector (2, 10 million workers) and service sector (52,000 workers), furthermore, qualitative of the labour was concentrated by building the vocational center in provinces.

National plan of 2010-2015 has 3 projects that indicated to dial with human resource development and reduced migrated issue, as project on “protection children from human trafficking and sexual abuse”, “Improving labour deployment and reducing labour migrant”, and “development sustainable living in community of Savannakhet Province”. The target of GDP rate of aims to grow at least 8% per year, 23% of GDP agricultural sector at 2015.the growth rate (3.5%) annually. 39% of GDP was industrial sector by 2015. The growth rate was 15% annually the service 38%.GDP in 2015 US\$1,700⁷. Export and import are estimated to increase by 18% and 5% per each year (Investment 2011)

Average export value increases by 18% and import increase by 5% per annum; manufacturing industry and handicraft sectors have growth rates at maximum 13% per annum and account for 15% of GDP respectively; establish household economic cooperation unit to cover 50% of total kumbans⁸; and strive to increase the foreign

⁶ Page 44 of The seventh Five –year National Socio-Economic Development Plan (2011-2015).

⁷ (Exchange at US\$ 1/8,500 kip according to Seventh Plan).

⁸ It is larger areas, and it includes many villages.

currency reserves for meeting import requirements for at least 6 months. Economic structure moves toward the direction, It is estimated that private consumption expenditure will be about 75% of the GDP, public expenditure (consumption) 8%, investment (state and private, combined) about 32%, import about 50% and export about 35% by 2015. The plan aims to ensure rational a balance of payments (BOP) and current account balance; control inflation to keep it at less than the economic growth rate; and maintain an exchange rate (currency) stability. By 2015, the budget revenue target (including grants) is estimated to be at least 19- 21% of the GDP, domestic revenue about 16-18%, and the budget deficit does not exceed 3-5% of the GDP per annum. The target is to increase money deposit by 25.6% annually, or 39.5% of the GDP. When compared the Sixth Plan and Seventh Plan enhanced to focus on social sector 35% (US\$ 1,050 million per year) of the national budget for the Millennium Development Goals (MDG).

Savannakhet province is important as the area has the second of FDI of Laos in 2002, which the foreign investors and domestic investors are interested to go because the special policies of GOL for this area (Keomixaya 2011). Furthermore, the study on the FDI mentioned that FDI assists the great opportunities for employment in the local areas despite the increase in FDI in Savannakhet province, almost all migrant workers from Laos to Thailand was from Savannakhet province (Kabmanivanh Phouxay, 2007) (PHOUXAY 2007), therefore the main problem was the lack of skilled and unskilled labour.

2.3 Push and Pull Factors and the Conceptual Framework

Migration is activity of moving by different reasons; therefore, the migration was studied to consider by “one place to another place (international or national)”, the condition of resident place (force or voluntary), and the size of migrants (by group or individual). The difficulty in studying migration involves the types of migration. The different types of migration mentioned below were derived from the definitions from National Geography Society (Society 2005).

- 1) “Internal Migration” is migrating in a domestic country.
- 2) “External Migration: is migrating to a new different state, country, or continent (international migration).
- 3) “Emigration” is the departure from one country to another.

- 4) “Immigration” is the arriving into a new.
- 5) “Population Transfer” the movement was happened by a government forces a large group of people move out from a region, usually this will happen with minority group or /and religion, or it was called “involuntary or forced migration”.
- 6) “Impelled Migration (“reluctant” or “imposed” migration)”, this is not the movement forced by a government, but Individuals did not like situations in their hometowns, such as political problems, religious persecution or economic condition.
- 7) “Step Migration” A series of shorter, less extreme migrations from a person's place of origin to final destination—such as moving from a farm, to a village, to a town, and finally to a city.
- 8) “Chain Migration” this movement happened from one family member who sends money to bring other family members to the new location
- 9) “Return Migration” the movement back of the migrants to their original countries. This is also known as “circular migration”.
- 10) “Seasonal Migration” is defined to the moving for find jobs in cities after the cultivate season.

To sum up, the type of the migration in this study is study “international migration” with 2 actions, the migrating from Savannakhet province, Lao PRD to Thailand, and the returning of vice versa. However, the definition of returning is defined as voluntary to return, but in the practice, ILO mentioned that the returning is not 100% voluntary.

2.3.1 Migration Theories

The theories on the migration issue in the case Savannakhet province were explained via the summary of Massey and his co-authors(Massey, Arango et la,1993). The migrant issue did not use only one theory to explain because the migration pattern included social conditions, and the economic situations in both original countries and destination countries.

- 1) Neoclassical economics: Macro theory

The main point of this theory is the differential “wage” in the destination country and original countries. In the case of human capital, this is explained

that skilled labour would migrate to places that provided the higher wage, and the way that a government need to stop the migration is to support the demand of domestic labour market.

2) Neoclassical economics: Micro theory

The earning and the employment were important factors motivating people to migrate. Migration also involves the investment in human capital. Other points are individual characteristics and social conditions. Moreover, technology that easily reduces migration costs also supports increasing migration.

The decision of migrating was from the inequality on need of labour.

The migration would halt when the earning was not reasonable for migrant workers to stay in the places where they migrated to work and stay.

The government needs to control the migration need to increased earnings in a domestic country.

3) The new economic migration

This refers to the migrants' family conditions and the economy of their communities. It means the lack of income of families, and the families' obstacles which support the decision to migrate. The wage is not important to force migration, and the local economic development was important to control the migration, whereas the government is able to reduce the migration if it supports the households by better income.

4) Cumulative causation

Social, economic, and cultural changes brought about in sending and receiving countries by international migration give the movement of people a powerful incentive during times of domestic unemployment and joblessness. Governments find it difficult to curtail labor migration and to recruit natives back into jobs formerly held by immigrants. A value shift has occurred among native workers, who refuse the "immigrant" jobs, making it necessary to retain or recruit more immigrants. The social labeling of a job as "immigrant" follows from the concentration of immigrants within it; once immigrants have entered a job in significant numbers, whatever its

characteristics, it will be difficult to recruit native workers back into that occupational category.

5) Migration systems theory

As political and economic conditions change, systems evolve, so that stability does not imply a fixed structure. Countries may join or drop out of a system in response to social change, economic fluctuations, or political upheaval.

The theories attempted to explain the relation of the both original countries and destination countries.

2.3.2 The Conceptual Framework

My study attempts to understand the phenomenon of returning of migrant workers in the international migration through micro-level⁹ focus on the returned workers in their occupation condition, and the impact of their return to their community. The first concern was the factors that conducted the migrant workers move back to their hometowns. The study called that “Pull Factor”, which was the situation in countries where they stayed and worked in the specific times in this case mentioned on the situation that occurred in Thailand. According to the summary of the literature review on the pot of “the reason for returning “on the chapter 1 summed up by 4 points

- 1) Political condition explained immigrant policy, and instability of politics.
- 2) The importance of economic condition explained job opportunity, wage, and skills in destination countries.
- 3) Social condition said about changing of the culture in the society, and absorbing of migrants workers in the destination society.

⁹ Micro level is studying an individual as a local. Meso-level is study people in large group, such as communities, villages. Macro-level is studying population in nations, international interaction. Gardner, G. F. D. J. R. W., Ed. (1981). Migration Theory: Talking Across Disciplines Multidisciplinary Approaches to Microlevel Studies in Developed and Developing Countries.

- 4) Working condition mentioned migrants' being bored with working in long hours and hard work (3D work¹⁰).

The analysis of labor migration considers factors that occurred in places from which they leave, and to which they move to. The context of the places is the motivations for returning by the relative links between an original country and a destination country affected by pull factors and push factors.

The pull factors involve social condition including the families' factor; economic condition, job opportunity, and high wage in hometowns of original countries. In the context of labor migration, pull factors are often provided by job opportunities and economic opportunities present in original areas or countries.

Push factors occurs at a destination country. These include political conditions (policy of the destination country on the migrated workers, or etc), economic conditions including the wage differential, job opportunities between an original and a destination countries, as well as, social condition is not changing. And the working conditions in the destination country makes some bored with on daily working.

The push and pull factors are part of the study of migration in the case of the returning. The importance of the concept of retuning was the impact of returnees to their communities, and their work condition after they returned from Thailand in the case of Laos. The study of the returnees has not focused on an impact of returnees in their hometown, thus, this study used the case of the study of Reynolds¹¹ that his study explained the returning action by 2 theories "migration-development nexus" and transnationalism". The result of his study found returning impact on original areas of

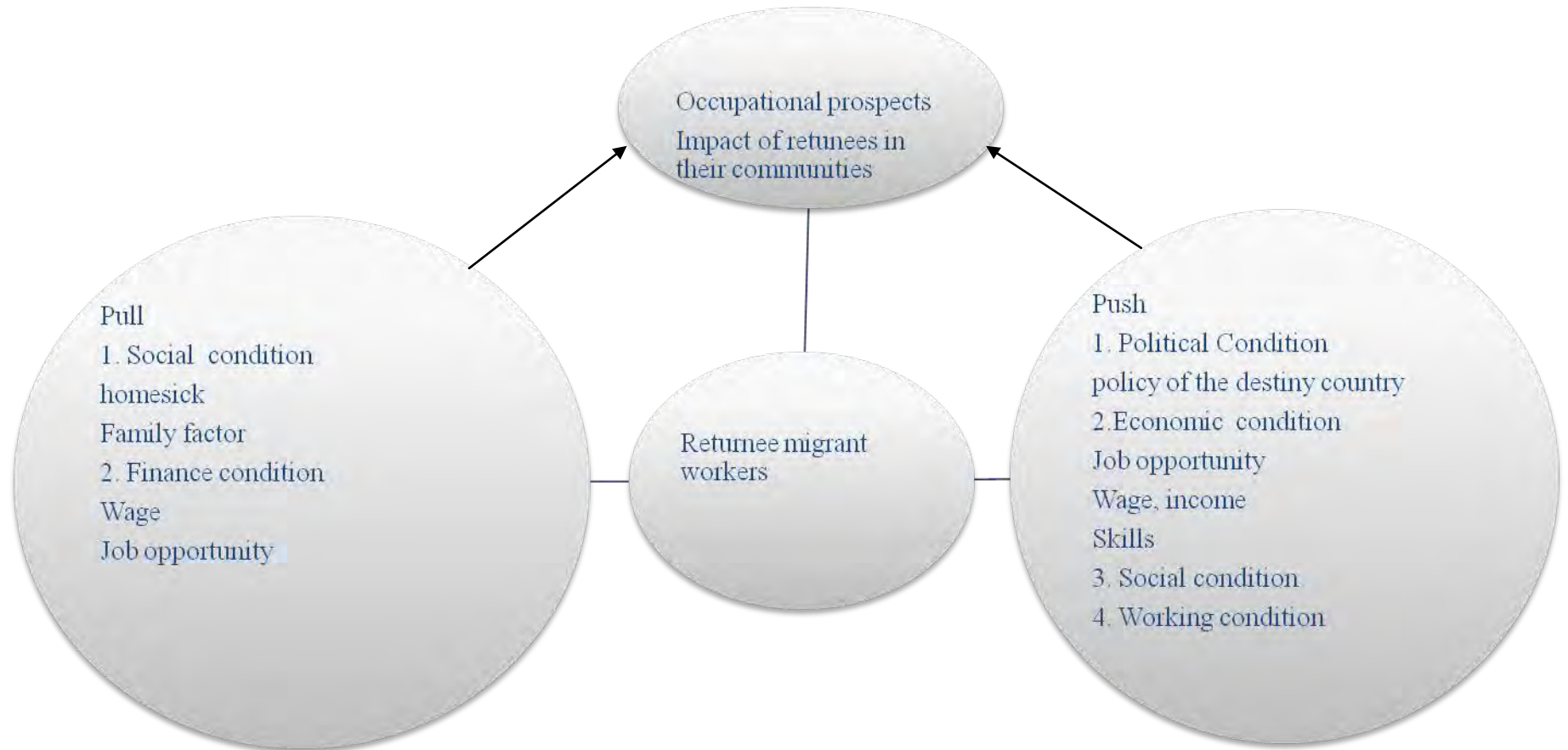
¹⁰ 3 D work mention to dirty, difficult, and dangerous works. Sophal, C. 2009. Review of Labour migration management, policies and management, policies and legal framework in Cambodia. ILO Asia Pacific Working Paper Series.

¹¹ Reynold, T. 2008. Ties That Bind: Families, Socail Capital, Socail Capital and Caribbean Second-Generation Return Migration. Families & social Capital Research Group Working paper NO.23. Reynolds, T. (2008). "Ties That Bind: Families, Social Capital and Caribbean Second-Generation Return Migration." Families & Social Capital Research Group Working Paper No. 23.

migrants because they gained human, economic and social capital in their destination country, and they got their knowledge back to their hometowns.

Therefore, the flow of migrants' returning back from places where they worked to their original countries is dependent on the number of employment opportunities, and obstacles of each places, especially the true situation for labour migration. And returnees have impacted on their communities, in terms of indicating of economic development, high wage, political situation, and social condition between original countries and destination countries.

Figure1: Conceptual Framework



Chapter III

Research Methodology

The research methodology was briefly introduced in chapter 1. In order to understand the migration issue in Laos, in the case of Savannakhet province, the study was conducted during 20th January to 10 February, 2013 aimed at studying the factors influencing the Lao migrant workers' decision to return home, indentifying problems of Lao returnee migrant workers in finding jobs in Lao PDR, and examining the working condition of the returnee migrant workers who have found new job in Lao PDR. This chapter explains the step by step of conducting this study; in addition, the limitations and the obstacles appeared in the methodology which will be discussed.

3.1 Research method

This study used combined approaches between qualitative research and quantitative research. The study began by interviewing 10 key informants, the data from the key informants was developed a questionnaire, after that the questionnaires were applied to larger target group.

3.1.1 The research procedure

The plan of conducting this research was divided into 3 parts: firstly, the study reviewed information from government documents, the reports of INGO and NGO, the related reports of institutions for designing tools; secondly, it designed the tools, which, in this research, used the questionnaire, interviewing, and focus group discussion. The result was guideline for the conduct the research.

Table1: The process of research

	Activity	Outcome
Part 1 Preparing	Literature review	Guideline for interview 10 Lao migrant workers in Bangkok, Thailand. Guideline for the criteria for villages

Part 2 Pre- survey	Interview 10 Lao migrant workers in Bangkok, Thailand	Designed questionnaire
Part3 Provide , Fieldwork	1. Survey 2. Interview 3. Discuss	Data from 4 Bans

The review of the previous thesis that studied the migrant issues in Laos, GMS, and the regional area is an effective plan for this research. Several researches conducted by many instruments, popularly used in-depth interview for evaluating sampling's emotion, and it could assist to estimate the clear and correct of key informant's answers, which are opposite to the questionnaire. However, because of the reviews, a questionnaire is contemporary to rapidly find target key informants. The key point of the review was to provide this study with a guideline question. Therefore, the next process was to find the Lao workers in Thailand for testing the guideline question (Appendix), and there were 10 informants, and then the questionnaire was designed by their answers. And then the study used these questionnaires in the fieldwork.

In the field work, the first step was the observation and the discussion with provincial coordinator¹, anti-human trafficking policemen to scope the overview of target districts. In the second step, the questionnaires were applied to sampling in selected villages, while the survey process was running, the in depth interview simultaneously occurred in the cases of workers in factories in Thailand, as the study has limited time, and the some sampling are illiterate. The focus group discussion is difficult to provide in this research, which it took a long time to set the group for discussion. Therefore the group discussion consisted not the returnees only, but it must include some local people, some local authorities for consisted of having dinner, or lunch depending on the real appropriate times.

3.1.2 Guideline of Instruments

The guideline instruments discussed the tools that were used in fieldwork to collect data. The tools were of 3 types; first, the survey was divided in five sections. The survey of this study aimed to use the face to face survey, thus, the survey had a

¹ This is mentioned the local person, who share provincial information and participated during the period of this study

lot of questions, and the good points of the survey, the research could find quickly the industrial workers. As well as, the questions had diversities, multiple choices, close- questions (Yes- No Questions), and opened questions.

Section	Objective
I	<ol style="list-style-type: none"> 1. To check the returnees' socio-economic background(education, occupation , income) 2. To determine the influencing factors in communities and their decision-making.
II	To examine gained capitals included <ol style="list-style-type: none"> 1. The period that they stay in Thailand. 2. Wage of working 3. Remittance 4. Work experience 5. The influencing factor to returning hometowns
III	To explain the situation of returnees <ol style="list-style-type: none"> 1. Saving money (the returnees use their money for which objectives?) 2. The new knowledge 3. The life condition
IV	To explain <ol style="list-style-type: none"> 1. Returnees' satisfactions with their lives and livelihood.
VI	To check about the migrated information with the target group.

The second tool was the in depth-interview consisting of interview of 51 industrial workers of 100 returnees with the survey, as well as, the interview conducted by discussion by emphasizing data that the survey got from them. This tool used a lot of time for respondents.

In depth interview		
1	51 industrial workers of 100 returnees	<ol style="list-style-type: none"> 1) The working daily? 2) The process of they were working in Factories? 3) The opinion to the educational

		condition, employment condition, in their hometowns
Focus group discussion		
1 st Village	8 people - 2 returnee - 3 members of returnees' families - 2 neighbours of returnees - 1 teacher	<ol style="list-style-type: none"> 1) The experience in working and life stories in Thailand. 2) The context of migration was in their understanding. 3) The opinion to the educational condition, employment condition, in their hometowns
2 ^{sd} Village	5 people - 1 returnees - 2 neighbours of a returnee - 1 teacher - 1 officer of INGO	
3 rd Village	5 people - 3 returnees - 1 teacher - 1 member of one returnee's family	
4 th Village	7people - 2 returnees - 3 neighbours of returnees - The officer of INGO who used to participated in focus group discussion of the second village - 1 member of one returnee's family	

While the focus-group discussion was the third tool that was informal discussion needed for examining the reflection among local villagers and returnees. The tool included minimum 5 – 8 in 4 villages of 3 districts; there 14 women, and 11 men. The main questions focused on the experience in working and life stories in Thailand, and then the context of migration was in their understanding, and the last point was their opinion to the educational condition, employment condition, in their hometowns.

Table2: Objectives of the instrument

Tools	Output	Objective
Questionnaire	Observation	Find interested cases - The reason to go to work - The reason to returnee - The remittance
In –depth	Discussion	Gain the interested point from Their life

Interview	Listening Analysis	stories
Focus group discuss	Listening Analysis	Find their perspective of What their think about their community

3.1.3 Sample Area

The first concern of this study is the sample area, as the area provided an effective plan for the sample size and budgets. Savannakhet was selected from among the eighteen provinces of Laos, about which reports of local government and GOL were used for this study. The information from police authorities responsible for anti-human trafficking of Savannkhet province mentioned that Savannkhet is the highest number of workers migrating to work in Thailand. They seriously emphasized Champhone, Songkhone, and Outhumphone districts; therefore, this study was conducted in 4 villages in 3 District. In the Champhone District, the study focused on 2 villages, as they are larger in terms of area and population, and there are many villages from which people migrated to work in Thailand.

Table3: Sampling villages of 3 districts

District	Ban
Champhone	Thout , Khengkok
Songkhone	Sabuxay
Outhumphone	Xeno

3.1.4 Sample Size

According to the study of Kabmanivanh, there are 331 returnees from Thailand; therefore this study calculated 30% of the number of returnee, which it is approximately 100 returnees who used to work in factories in Thailand.

Table4: Sampling participation

District	Ban	Male	Female	Total
Champhone	Thout	11	19	30

Champhone	Khengkok	9	8	17
Songkhone	Sabuxay	9	21	30
Outhumphone	Seno	9	14	23
Total		38	62	100

To sum up, the people participants were from the returnee group including 100 of 38% returnees in the service sector, while 11% was from the agriculture sector, and 51% of factory workers. As well as, 21 local authorities participated together with one officer of INGO, 12 local villagers who were a representative of people in their communities, and 8 teachers. Thus, the total participants represented a variety of 142 people in Lao society.

Table5: The number of returnee that worker in factories in Thailand

Occupation	Total
1. Service: Seller, Waitress, Domestic worker	38 (29)
2. Factory worker	51(30)
3.Agricultural worker	11(3)
Total	100

3.1.4.1 The Participation of the Stakeholders

This study was greatly supported by Lao embassy in Thailand, and authorities in Savannakhet by providing the documents, sharing information, and guiding the local people in the target districts, and villages, that include the head of the anti-trafficking , and vice –head of an authority policemen of Savannakhet province , the authorities of Labour Division of Savannakhet province, the authority of Labour and welfare office of Champhone District, the authority of Education Department of Champhone District and 2 teachers of each village. Moreover, some members of returnees’ families, local governors and INGOs agency also provided support. For all this support this study had a diversity of migration in their communities.

3.2 The data collection

In this study, the process of data collecting was analyzed from 2 resources;

3.2.1 Primary Data Collection

Primary source provides evidences of the research by survey, observation, in depth – interview, and focus –group discussion in the “direct access” phenomenon. The survey was the main analysis for finding the raw data, including a total of 100 returnees from three main sectors. The main function of the survey was to find three points: the numbers of industrial worker, the working experience, the influencing factors to migration, and the influencing factors to returning back homes. The result of the analysis was explained by statistics, and the numbers.

The social science studies provide seriously complicated explanations. An observation, in depth-interview, and a focus group discussion were effective data collection techniques to assist the analysis of the consequence of returnee’s occupational prospects. In this research, the data collection techniques were conducted with variety groups including the returnees, their families’ members, their neighbors, the people in their communities, local authorities in villages and the province, which the result was qualitative way.

3.2.2 Secondary Data Collection

The analysis of the data with secondary data of this research was to focus on the researches, journal, and reports of GOL, and the report by the corporation between or among of GOL INGO, NGO, and institutes conducted in Laos, as they are the directed internal perspective. However, the reports, and researches of GMS, and UN agencies were to support the analysis of this study also. GOL has every 5 years plan; it was called Five-year National Socio-Economic Development Plan. This research focused on the 5 years plan of 2011 -2015. Furthermore the GMS policies, the framework of UN agencies were also gathered in development frameworks of workers, and migration in the case of Lao PDR.

3.3 Data Analysis

The data analysis was conducted with the following procedures,

- 1) To understand the variety of the influencing factors that happened in their communities and their decision to migrate to work in Thailand, the demography was analyzed by the survey (section 1) in 100 returnees.

- 2) To ensure the communities and the problems for forcing the villagers migrated to work in Thailand, the section 1(the point of 1.3, 1.4, and 1.5) in the survey was
Cross-analysis, and showed them by graphs and tables
- 3) To examine their gain capitals in Thailand, the section 2 and the section 3 of the survey was determined data for getting the information of remittances, saving of money, and wages, as well as, the working experience.
- 4) To ensure the factors of returning, the in-depth interview and focus-group discussion were the tools for explain the depth information.
- 5) To examine their satisfactions of livelihood and their lives condition, the survey and the focus-group discussion were good processes for ensuring these issues.
- 6) To combine data of local government, GOL, and the data from the observation for interpreting the employment situation of Savannakhet province.
- 7) To interpret the importance of international migration in Savannakhet province, Lao PDR, articles of migrating policies of ASEAN, GMS, and national plan of Laos were reviewed for interpreting.
- 8) The good process for checking all of the data of this study, the in-depth interview and the focus-group discussion with all stakeholders in communities can explain the depth –information.

3.4 Limitations of the Research and Solutions

3.4.1 Sampling

This research conducted fieldwork by seeing the limitation of previous research of (Changpitikoun, 2008), and found that the sampling is the main concern, especially such a sensitive issue as migration. This issue has a hidden fear, and the respondents would refuse to reply, and discuss with a researcher. The solution for this, the first plan, the researcher had to set up a small team, including finding the person who know well about Savannakhet province and the sampling areas, who was called provincial coordinator, and four village coordinators. The team shared good relationship with respondents as they are local people, and they trust each other. The honest participating in survey, in-depth interview and focus group discussion are important, and this study needs to make the respondents feel free to share their experiences.

One point of the respondents, some of them are not able to write and read which it is highly occurring in the group of unskilled migrated worker. And the weak point of the

survey has 5 sections, which the researcher must find the target respondents in the case of industrial and assist them to answer and simultaneously conducted the in –depth interview together.

3.4.2 Timing

The study was started a field work on 20 January to 20 February, 2013. The schedule was set up for 2-3 days for a village, but it was not enough because the public transportation was not convenient on time, it took a 4-7 hours from one sample area to others. Therefore, the researcher worked from 8 a.m to 10 p.m, and the survey and the in depth interview were set up to inquire about their sampling's life in the place where they worked.

Chapter IV

The Results of Study

The purpose of this chapter is to presents the result of the analysis of data from fieldwork in 4 villages in Savanakhet province, Lao PDR and the data from secondary resources. The information was divided by 3 main points 1) the pattern of migration, 2) the human capital, 3) the satisfaction of returnee with their livelihood, and their life's condition. The main finding conducted with returnees who returned in Thailand since 2000-2011, and now they are staying in Savannakhet province, Lao PDR.

4.1 Demography

Demographic analysis was to identify and understand the characteristics of migrant in the target communities .It concerned the study of the foundation of the influence factors.

The report of Lao labour force in 1992¹² indicated the urban labour force of 470,000 of Lao PDR. In 2005¹³, Laos had a total population of 5.62 million of which 2.82 million were females and 2.80 million were males, and the growth of Lao population of , ILO(2013) mentioned the number at 5,818,447, and 2,913,989 were female.

Definitions of labour force differ from country to country. In the case of Laos in 1992, the number of working age population (15+) was 280,944. This included the labour force¹⁴ of 198,247 including 19% of the labour force of the 15-19 age group. The additional information of the labour force of Lao 2013 illustrated that more than two

¹² Labour, T. D. o. (1992). Lao Urban Labour Market Lao , the suvey in 1992t.

¹³ http://www.nsc.gov.la/Products/Populationcensus2005/PopulationCensus2005_chapter1.htm

¹⁴ Economically active population (Labour force) is defined to Total labor force comprises people ages 15 and older who meet the International Labour Organization definition of the economically active population: all people who supply labor for the production of goods and services during a specified period. It includes both the employed and the unemployed. While national practices vary in the treatment of such groups as the armed forces and seasonal or part-time workers, in general the labor force includes the armed forces, the unemployed, and first-time job-seekers, but excludes homemakers and other unpaid caregivers and workers in the informal sector.(<http://data.worldbank.org/indicator/SL.TLF.TOTL.IN>)

million people, or almost two-fifths of the population, are under 18 years of age, out of 3,886,000 persons aged 15 or over 3,080,000 were in the labour force.

In this study unemployment refers to the share of the labor force that is without work but available for and seeking employment. In 1992, the unemployment rate was average 3 %, (Labour 1992). Of this labour force, 58,600 were registered as unemployed. The highest levels of unemployment are found in the province of Xiengkhouang (6.3 %) followed by the capital, Vientiane (5.5 %) and Borikhamxay (3.6 per cent). In urban areas overall unemployment is 3.2 %, while rural areas without road access reported the lowest unemployment rate, of 0.7 per cent. Nationally, the unemployment rate stands at 1.9 per cent (male 1.8 per cent, female 2.0 per cent) (ILO, 2013).

In 1992, the monthly earning of worker was average 30,000 kip. The condition of average working hours per week were 47 hours, and the longest working hours were over 50 worked in mining, agriculture, construction and hotels, while the shortest working hours were 41-42 in finance and government. With regard to trade union affiliation, 12 % were the members of Lao Federation of Trade Union. Two-thirds of them worked in the government, Another interesting statistics of labor force in 2011 of Laos indicated that the ages of 16 and 65 is 3.7 million¹⁵ people, with the majority of them in agriculture 76.6 percent of labour force was in the agriculture and forestry sectors, 7.8 percent in industry and construction and the remaining 15.6 percent in service industries. 300,000 people are working for business units and almost 167,100 people for the government.

The child labour in many national labour force surveys mentioned that the minimum age for measuring economic characteristics is set at 15 or above, the meaning of child labor referred to the people who are working under the age 15 years old. (Huijsmans and Baker, 2012)

Therefore, in this study the people in the target areas are that

- 1) 62% of participants were females, and the rest (38%) were male. The study found that, of the 62 (62%) of respondents who were female, 38 were married,

¹⁵ www.aseanaffairs.com/laos_news/politics/laos_labor_force_is_3_7_million

21 were single, and three were divorcees. Of the 38 male participants, 14 were married, 22 were single, and two were divorcees. The survey showed that 53 % of proportion was married and they had to assist their families, and/or their own families in payment in households.

- 2) 92% of the respondents were labour force. Among these 66% had net primary school, 35% net secondary school, and 5% net upper secondary school, while those with no school attendance and or with qualifications lower than the primary school level constituted 34% of the respondents (19% no school attendance and 15% with qualifications lower than the primary school level).
- 3) Unemployment rate of this group before migrating to work in Thailand was 97%.
- 4) Furthermore, this study found that child labour was 8%, which they completed schools 7%, and only 1% that no attendance in a school. The participants had the age 15-21 (23%) was lower compared among 26-30 (24%), 21-25 (25%), and they were higher than 30 (20%).
- 5) Almost participants had the combined occupation, 81% .The participants, who only were an Animal raising ,a farmer, and gardener had a few number, and their income scales was lower 34¹⁶\$ (272,000 kip) covered by 85%, 1% had an income about 34\$-120\$ was from the sewing clothes worker, and 2% had an income about 34\$-300\$ from the carpenters. And 12 % of no income was from jobless condition (2%) and students (10%).
- 6) The plan of GOL, the people has to complete at least primary school, and the expected achievement by 2015 is 98% net primary school. However, some remote areas, poverty, and the lacking of schools made the assessment of the schooling difficult. 61 % of respondents with the primary level following the regulated educational system of Laos. Those with secondary school (31%) were not dramatically lower .And the number of the respondents in upper secondary school was 5%. In the research, the observation on the areas in Savannkhet province found that Savannakhet Municipality and Ban Kengkok had the basic school system and the employments that the migrations were decreased events compared with Ban Thout and Ban Saybuxay and Ban Seno.

¹⁶ 1\$ is equaled 8,000 kip

- 7) This study attempted to compare their income with new minimum wage and found that their income was from 290,000 kip to at least 348,000 kip per month (85%). However the living cost in the remote areas was not higher compared with cities, but their income was not enough for supporting the basic needs (basic education, medicine fee, and food fee)

Table6: The demographical data

		%
Gender	Male	38
	Female	62
	Total	100
Age	Less 15	8
	15-20	23
	21-25	25
	26-30	24
	more than 30	20
Marital status	Single	43
	Married	52
	Divorced	5
Education	No school	19
	Lower primary school	15
	Primary school	30
	Secondary school	31
	Upper secondary school	5

The objective of the study of demography of Lao returnees in Savannakhet Province is to find the basic information of the respondents and the study background of returnees before they migrated to work in Thailand. This information indicated the main problems of their communities. A study of the characteristics of Lao migrant workers in Thailand will enhance our understanding of their lives. Most of them, for example, have low education; they used to work in agriculture, but when they were in Thailand they were employed in service sector and the industrial sector.

Table7: Occupations and income

Occupation ¹⁷	No	Income (Monthly)
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¹⁷ The occupation of the returnees did before migrated to work in Thailand

	Famer	2	Lower \$ 34
	Gardener	1	Lower \$ 34
	Carpenter	2	\$ 34 (272,000 kip)- \$300
	Animal raising	1	Lower \$ 34
	Jobless	2	No
	Sewing clothes	1	\$34-\$120
	Student	10	No
Combined occupations	Famer , Gardener	4	Lower \$ 34
	Farmer, Animal raising	12	Lower \$ 34
	Farmer, Animal raising , and Gardener	65	Lower \$ 34

4.2 Pattern of Migration

Migration refers to the act of workers from the original countries to destination countries by the reason of balancing their life. The migration of Lao people to work in Thailand is almost illegal pattern, in some villages; Lao returnees are subject to fines when they arrive in their village, with amounts varying per location. Some Bans, returnees are fined 200,000 kip , if they have stayed in Thailand illegally up to six months, and 100,000 kip if under three months, returnees are fined average 20,000 kip for the first occurrence, 50,000 kip for the second, 100,000 kip for the third, and 450,000 kip for the fourth. In the case of fine, the returnees would pay. And however, during in-depth interview of those who had been arrested was politely explored to returnees, as it is the sensitive issue. They had passports, but they did not understand the work permit. As the employment agencies mentioned have pointed out,

“The illegal migrants did not understand that passport is not used as a work permit; if they need to stay in Thailand for worked they need work permit.”

However, the migration to Thailand and their returning to Laos after they worked in Thailand, both of their movements have impacted their communities in the terms of economic, as well as, in the terms of community security (disease controlling and management, human trafficking).The influencing factor on migration of Lao workers to Thailand occurred in many research of INGOs and institutions. However, the study of influencing factor was a part of understanding international migration issue.

This study thus looked at 2 contexts of their community as the reasons to force them to move and the factors influencing them to decide to return to their hometown. The research of (Chanthavysouk, 2006) mentioned that the interest of themselves covered 43.80%, thus this study need to understand the context of the “self interest of migrants”.

4.2.1 Factors Influencing Worker Migration

The influencing factor indicated the reasons why 100 workers migrated to work in Thailand. In the survey, the respondents could answer maximum 3 reasons, and the result from the survey found that

- 1) The migration of Lao workers who were temporary migration .The outcome of factors of migration indicated in economic theory explains that people will migrate to work in the areas where there are employment opportunities and higher wages, while it related with the first factor of this study was jobless condition in hometown. This reason was selected by 80 respondents because the focused areas had low economic opportunity, such as Ban. Thout had a wood mill, a rice mill, and a few small shops. Most villagers’ main income received from cultivation. Furthermore, Ban Thout has no arable land (the dry season, the weather is hot, and no water for living) and Ban Sabuxay had one brick factory which required only 20 workers, and Sabuxay had 300 households. The land in Sabuxay was worse than Ban Thout because during the raining season Ban Sabuxay had flooding in some years.

- 2) But the second factor had not a high percentage as the first one. 76 respondents told their friends, relatives and family members about good stories and the experience in the big cities in Thailand. This issues was discussed in the focus group discussion in Ban Thout, they agreed that

“Friends and neighbors who have worked in Thailand when they come homes, they have some things new for example, mobile phone, clothes, and they can build large homes. ”

- 3) The exciting experience in the Bangkok and other provinces of Thailand that villager received was not as important as the remittance that the migrants sent to

their families to build houses. The communities of remote areas of Laos were narrower, people in Ban Thout had similar understanding for working opportunity in Thailand because in their hometown the lack of SMEs, and factories, employment were lower opportunity, therefore, 48 respondents provided the employment opportunity (48).

- 4) Need experience in the big cities, 34 respondents answered this reason, this issue was provided to the focus–group discussion, this study found that media is important to them.

Some of the returnees mentioned that

“They got the information about Thailand through Thai TV programmes; in addition, the rumors were from their friends and members of their families about the places in Bangkok”.

One case of the girl, 14 years olds motioned that

“I wanted to go there because I saw many places in music video. These are good views, so I told my mom, and my mom told me if I need to go, let’s go and stay with your sister in Bangkok and look for work.”

- 5) 30 respondents mentioned low wages in their hometown as the factors influencing their decision to migrate. This showed that they had information and working experience in their hometowns. An interview with a returnee of Ban Kangkok yielded the following information:

“During the last 3 years, I worked as general worker in the city of Savannakhet, my salary is 37, 0000 kip (37\$) and after that I moved back to work with a guest house in Ban Kangkok. I got 40,0000 kip (40\$), and finally I moved to work with higher wages as my friend had suggested to me.”

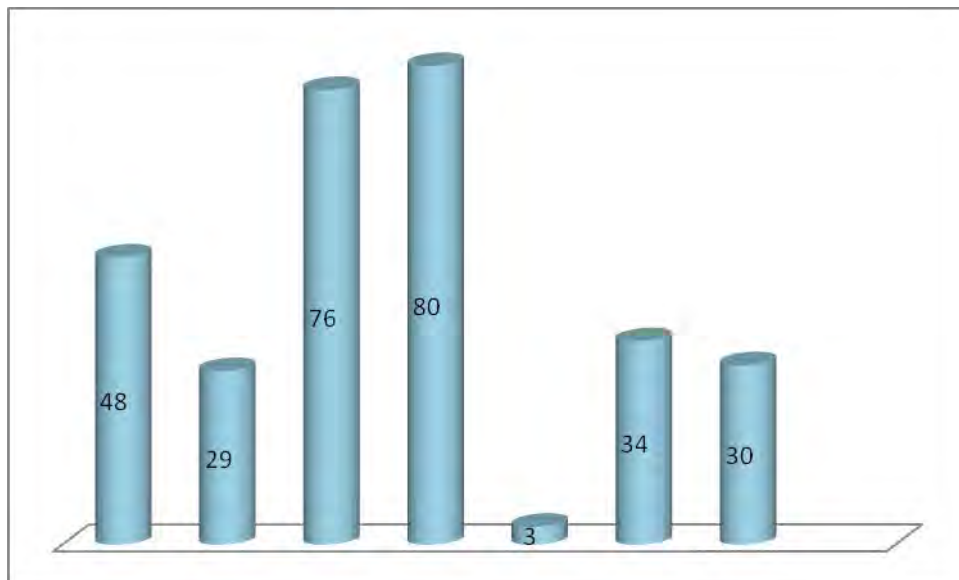
- 6) The interesting point was how they knew about the high wage in the destination country (15). 97% of respondents were concerned about their lower wage (US\$34) in their hometown, and they also had family members who worked in Thailand. However, though the role of remittance is important in their

community, the wage factors were not the most influential factor. According to a discussion with teachers in Ban Thout on the role of remittance,

“Not every family member wanted to go, but at least one person in one family in Ban Thout did go.” “If you did not go, you will not have money to build homes” they added.

These are the phenomena and the situation of the sampling that represent the reasons for their migration: the living conditions, the lower employment condition, the society that explain why villagers and neighbors migrate for working in Thailand. Their stories were similar.

Figure2: Influencing factor



4.2.2 Factors Influencing Decision to Migrate

The influencing factor is a factor that 100 returnees could answer only one choice, the survey found that

1. First factor, direct factor was no income and no supporting education covered by 33%
2. Second factor, jobless in the hometown was 25%.
3. Third factor, had 2 factors, fashionable, mate network and families support to work in aboard were 21%.

The result mentioned the reflection the situation and people in communities; the first factor could provide into 2 points, no income and no supporting education, they showed

the unemployment and the education assessment and education management in the areas, the 2 points were commonly happened in remote areas in Laos not only in remote areas of Savannaket, that NGOs, INGOs, UN agencies and government agencies attempted educational projects in some remote areas of Laos. The observation in Ban Seno and Ban Kengkok found that there are few primary schools and secondary schools Ban Thout and Ban Saybuxay, and they lacked upper secondary schools, compared with Ban Khengkok and Ban Seno, which are large communities; they have completed basic education system.

An interesting point from this research is that the higher numbers of villagers who had migrated gained experiences that became known in their own society. This involved mate network that provided information on the demand of the labour market in Thailand and the assessment of information about working in this country. A focus group discussion conducted in Ban Kengkok consisting of 3 returnees, 2 educational officers of Champhone district, and 3 villagers gave the following point:

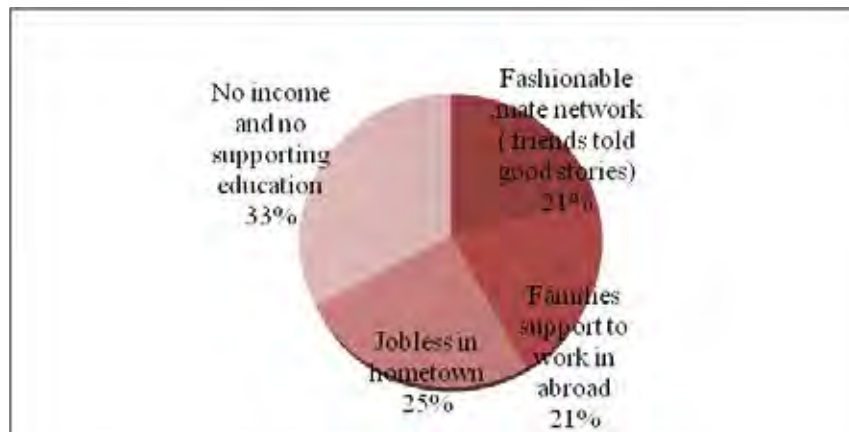
“People in remote areas of Champhone district understand the migration to work in Thailand. When they were born, it quite a common issue. Although there are cases of human trafficking and abuses, the movement of migrating and returning has still occurred because many persons went to work in Thailand, and they got new houses”

One officer additionally explained:

“The objective of working of migrants was to earn money to build houses, and after that they return their hometown. Most of the villagers in Ban Thout and Ban.Sayuxay used to work in Thailand. Another important factor is that the role of schooling has limitation for both villages,

In the survey and in-depth interview, the respondents replied it was very difficult, as every choice is similar in their eyes.

Figure3: the factors influencing the decision to migrate



The age and education factors seem to be important than the income and job problems. This involves the lack of the opportunity to continuously study, and the aging in general, and this is in turn related to income and job; that is, “No job, no money”. However, in this study, the meanings of income and job are different, as the job in this study means the activity one engages for living, wherea income means the products from the activity. 33% of the respondents referred to the lack of income to support education. 2 factors are involved in the decision to migrate.

Table8: Factors, and ages

	< 15(8)	≥15-20 (23)	≥21-25(25)	≥26-30(24)	≥30(20)
Fashionable ,mate network (friends told good stories)	1	3	6	7	4
Families support to work in abroad		7	8	4	2
Jobless in hometown	3	3	2	8	9
No income and no supporting education	4	10	9	5	5

4.2.3 Situation of returning

In the situation of returning, the 100 participants were offered to choose only one of 3 main sets factors; personal factors, economic factors in their hometown, and the society of in the destination country (Thailand). The study divided the returnees into 3 groups to identify their respective situations, namely, the service sector, the agricultural sector, and the industrial workers.

1) Personal factor versus Society in the destination country

The factors that made them returnee to their hometowns because the working condition covered by 43% of total of them were answered boring working condition, and 23% of respondents answered harder working, both of those factors made them got homesick(47%), furthermore some of them migrated by illegal channels, so they did not have work permits (and they were arrested for deporting .In the research of (Migration, 2005) conducted last 5 years mentioned that the returnees would come back to their hometown for getting married, and they would not migrant to work in Thailand again, in this study oppositely mentioned that they would migrate to work in Thailand again, if they did not achieved their goal for having money for building their house in their hometowns, and they would bring their families for migrating together.

2) The objective of the study the factor of retuning for this research was the study to understand the returnees for their economic situation in their hometowns, and it found that they could not assess the working recruitment information in Savannkhet province, and in the observation, their hometown had nothing for capacity to employed them, the economic situation was low employment, and they did not mention to migrate to work in Savannakhet municipality or Vientiane Capital or another provinces of Laos. Some areas of Laos have enough abilities for high employment. The interesting point was the opportunity for information assessment.

Table 9: The influencing factor of decision –making of returning

	Service Worker	Factorial Worker	Agricultural Worker	Total (%)
Personal Factors				
Homesick	20	19	8	47
Get married	12	22	2	36
Parents' illness	6	10	1	17
Economic Factor in hometown				
Employed increasing	0	0	0	0
Wage's increasing	0	0	0	0
Welfare's appropriate	0	0	0	0
Society in the destination country				
Fined and arrested	17	0	9	26

Being human trafficking' s case	3	0	0	3
Lacked of work permit	6	1	0	7
Boring with working	10	30	1	41
Harder working	2	20	1	23

4.3 Human Capital

In the global issue, the human capital is raising to consider as key development of the new society and economic. The human capital was criticized on the main ideal for the definition of human capital is “ skilled ” in health , management , knowledge, and education and they have reasonable wage (Leeuwen,2007), as well as, the overview of human capital is quality of human abilities, and it is not only the body of knowledge, and abilities that a human has, at the same time human capital involves acquired knowledge as well to use in this or that area of social activity that contributes to growing productivity of labour and production.(N.I, 2006).

The “human factor ¹⁸” in Laos, labour was not possible to achieved the effective in working, as the educational techniques assessment has been shortage in system(Phonesaly Souksavath 2009), it mean that the basic of skilled worker had completed “ Technical and Vocational Education” (TVE), in the case of Lao migrant was a low-skilled group, as their abilities were complete TVE. However, the study found that the returnees who worked in the manufacturing had some knowledge in working line that they could explain for in-depth interview.

The 8% of Lao labour force was in Thailand; their remittances were 7% of GDP of Laos (Phonesaly Souksavath 2009), in addition, the report of National development report of 2009 said that “ they got the skills in Thailand, but Lao labour market missed the opportunities to used them.”

¹⁸ EMPLOYMENT AND LIVELIHOODS Lao PDR, 2009 The 4th National Human Development Report. d. o. s. Ministry of Planning and Investment.

The research conducted with the 3 working groups, the worker in service sector, the worker in industrial sector, and agricultural sector, but the studying focused to examine abilities of industrial sector(51persons), as this sector need workers in Laos, it was particularly demanded in Savannakhet (Keomixaya 2011).

According to the data from the field work, the study criticized that

- 1) The numbers of the migrants who worked in manufacturing in Thailand covered by only small numbers of Lao worker worked in factories such as pork sausage factories or slaughterhouses(Ayuwat 2007), from the report of Savannakhet province, the returnees of 2011 was 47,207(the report of (Unpublished report of 30octorber 2012), but the report did not indicated the numbers of the Factoryworkers , however ,the study told from the survey that the migrants who worked in factories of Thailand included 51 workers from Ban. Thout (23) Ban. Saybuxay (20) Ban Seno (5) and Ban. Kengkok(3) . The percentage of the returnees who worked 1-2 years was 51% that it was higher than the worker who stayed 1-<12 months (22%) and 3-5 years (22%). And 6% was the workers who work more than 5 years.
- 2) The numbers of workers who stayed in Thailand 1-2years was higher, they explained that they were still enjoying to work, but the work started boring, and they missed their hometowns, therefore the numbers of workers of who stayed 3-5 years decreased, and the years of more than 5 seriously decreased down.

Figure 4: The periods of factories workers stayed in Thailand



- 3) The study did not only concentrated to examine the human capital, but the capital that they gained, as the main reasons that they migrate to work in Thailand because they need money, the remittance and the wage that they received was the analysis, it found that the industrial workers stayed one month less twelve months had the wage 2,000-3,000 (Baht), and the remittance was 1,000-2,000 (Baht), but they did not send to their family in hometowns for every month, they would send 2 months for one time, and when they returned homes, they had money 2,000-6,000 (Baht). Furthermore The respondents mentioned that they got 4,000-6,500 (Baht), and their saving money was 2,000-8,000(Baht), when they stayed 1-2 years, when it was compared with the workers who stayed 3-5 years got 6,000-9,000(Baht), and 2,000-15,000(Baht), but both of 2 groups sent the remittance about 1,000-4,500 (Baht).

Table 10: Capitals

	Saving money (Baht)	Remittance(Baht)	Wage(Baht)
1-<12 months	2,000-6,000	1,000- 2,000	2,000-3,000
1-2 years	2,000-8,000	1,000- 4,500	4,000-6,500
3-5years	2,000-15,000	1,000- 4,500	6,000-9,000

As the mentioning in the influencing of their migrating to work in Thailand was to archived to building their house, according to the information, they could save money for building their house in the term of their current wage and their remittances.

Some respondents accepted that they did not worked in Thailand by themselves, their members in their family, whole of them helped saving money.

In the pattern of migration showed that if the villagers from one community went to work in Thailand they would invite and tell their friends and relatives to join for working together.

- 4) The gain knowledge that worker got from Thailand, in the survey, respondents could select maximum 3 choices.
- Work discipline was defined a system of rules of conducts or method of practice replied by 49 respondents.

- Machine skills were referred to the method to use machines in producing covered by 27 respondents' answers.
- Net work was information from mate workers for general knowledge of factories, (the process of working of the sectors in factories) and /or Network is mean as when you worked in here you can know another person who can help you the job in the future occupational covered by 12 respondents.
- Time management was defined the analysis of how working hours are spent hours are spent personal efficiency in the workplace and they had time for relaxing was revealed by 10 respondents.
- Personal –motivation and self –developed management was referred the thinking and self personal for future occupations , and /or the occupation after retuning back to hometown replied by 5 respondents.

The cases of industrial workers found that

In the case of the bakery, they known the process of packing as well, and they understand of the machine for making bakery.

In the case of the worker in Shoes factory, they known how to product the shoes, they mentioned the steps, of combined to be the sport shoes.

Furthermore, in the survey, 16 respondents answered that they had no skill, the emphasized their answers, the in depth interview with 6 key informants, found that they got working line, they understand the working process.

Table11: Work experiences

	Factory worker (51)
Machine Skills	27
Net working	12
Work Discipline	49
Personal-motivation and self-developed management	5
Time management	10
No skill	16

The objective of the study the experiences in working of who used to work in industrial sector in Thailand was considered as semi-skilled workers, the result from in depth- interview with 51 found that they had skills on “the job training”, in the case of

the respondents, they could tell the line process of working, the sample almost worked in a garment factories, bakery factory, and shoe factory.

4.4 The Employment Situation and Satisfaction of Returnees

The interpretations to the situation of the migrant worker in their homes, shows the high opportunity of migration to work in Thailand because of the period of returnees stayed in their homes from 2000-2013, Lao policy on the remote areas, and invest policy had not dramatically change. However, when the study looks at the satisfaction of workers mentions that occupation satisfaction has many conceptualizations. The first aspect is the emotional individuals for their jobs. The second aspect is their happiness about their jobs. Elton Mayo the researcher who studied on job satisfaction during 1924-1933 found that the satisfaction relates with worker's work condition that it supports to increase the productivity. In the case of Laos, the migrant worker who return to their homes, they are not in the Lao labour market, but they have their own working to earn their income.

4.4.1 The Employment Situation¹⁹

Based on the increasing of employment relates with the GDP raised. The goal of Lao GDP need to achieves in every years from 2010-2015 at least 8%(Phonesaly Souksavath 2009) , therefore , in the meantime , the employment in Lao has the trend to increase , the background of employment situation in ten years from 1995-2005, 85.4% of labour force was in agricultural sector, compared with 2005, the participants of labour force in agricultural sector reduced to 78.5%, which the larger number of female (8%) was higher than males (5.5%). Industrial sector (manufacturing, wood processing, and garments, mining, electricity, and construction) was from 4.8% to increasing every years, and the service sector 16.7% (government, retail trade, education, and health sector).

Savanakhet province is the increased area; the need of labour for free positions had 1,706, included 942 positions in industrial sector. Free workers need job covered

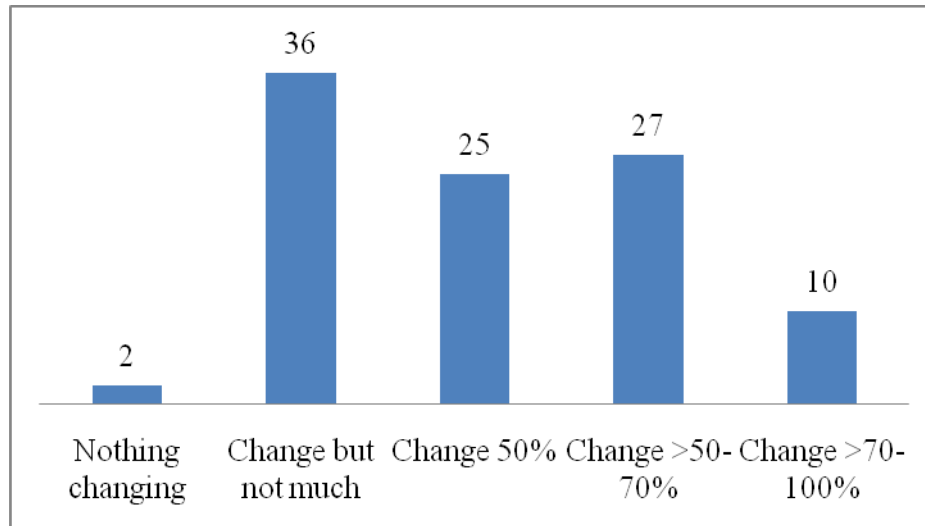
¹⁹ Employment refers to the engagement of a person in an economically meaningful activity. A person could be self-employed or be employed for a wage/salary. Words like 'job' and 'employment' are interchangeably used.

by 3,465 people had employment, included 712 agricultural workers, 1,630 industrial workers, and 1,123 service workers, that local government need to support workers to labour market by 30,000 workers, and the achieved supply for employment in annual was 14,775 worker in 5,817 agricultural workers, 9,245 industrial workers, and 1,299 (Savannakhet province's report on 30 October, 2012(Unpublished report)).

4.4.2 Satisfaction of Returnees

The study the satisfaction of returnees was on 2 attitudes, the satisfaction with their lives, and the satisfaction with their current occupations, thus , the objective of study the situation of returnees was survey covered 100 returnees by the estimate the through their life situation and income condition, they estimates that their life's change, but not much 36%, they felt to worked in Thailand as their responsibilities for 25% of respondents answered change 50%, 27% of respondents answered change >50-70%, and nothing change 2%, the answer change >70-100% covered by 10%.

Figure5: the Situation of the Returnees



The show of the above number provides many interpretations on the situation of Lao migrant workers. In addition, when the study deeply looked to the factors of every choice found that the respondents who mention their life change, but not much as they have 2 reasons. The first reason involves unemployment, but they success in building their houses. The second reason mentions that they have occupations, and they success

in building their houses, but they need sustainable jobs and the high wages as they worked in Thailand.

The study concluded that they life changed in term of having the money for building houses, and they can find income around their villages. The returnees were impacts in their community, in the case of building the fashionable thinking of better situation after returning .100 returnees, members and people in the target communities were interviewed, almost of the answer, that they replied that they used the remittance and saving money for building the houses, they did not use for using for capital for their occupation.]

Table12: the situation of the returnees in their hometown

	Service worker	Industrial worker	Agricultural worker
Nothing changing	0	1	1
Change but not much	15	18	3
Change 50%	9	12	4
Change >50-70%	8	17	2
Change >70-100%	6	3	1

4.4.3 Satisfaction of Returnees' Current Occupation

The current occupation²⁰ of industrial workers after they had returned to their hometown indicated that they worked as farmers 33%, and 10 respondents of the 33% were satisfied with their livelihood. 25% of respondents engaged in animal raising, and 14 of the 25% were satisfied with their livelihood. Furthermore, 12% of respondents were general workers, and four of them were satisfied with their livelihood. Some of them were gardeners and 10% of them were satisfied with their work (3 respondents). The service workers constituted 8%, with 4 respondents being satisfied with their livelihood, and they were shop owners and carpenters by 4%, and both of them have the satisfaction by 2 respondents, and jobless (4%) with no satisfaction.

²⁰ The respondents had to select only one occupation that made main income for them.

With regard to support of fund and training, the respective needs are as follows. farmers and the animal raising: 14 and 8 respondents, respectively; animal raising: 5 respondents; general workers: 5 respondents; and gardeners: 4 respondents.

Figure6: The percentage of current occupation

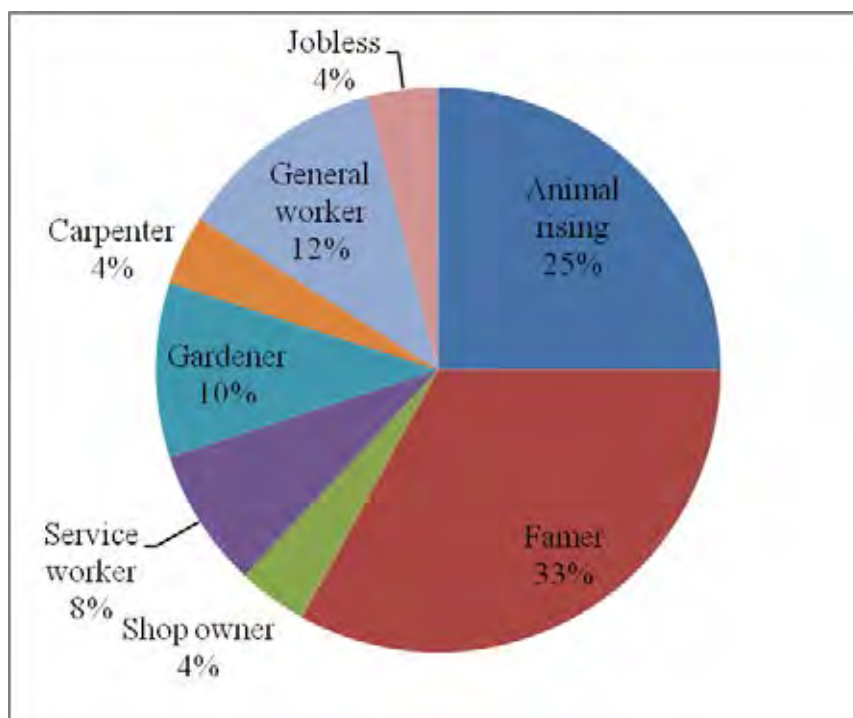


Table13: Current occupation with satisfaction and supporting

Occupation	No (industrial worker) 51	Satisfaction with livelihood	Supporting	
			Training	Fund
Animal raising	13	10	5	8
Famer	17	14	3	14
Shop owner	2	2	0	2
Service worker	4	4	0	4
Gardener	5	3	4	1
Carpenter	2(1)	2	0	2
General worker	6(3)	4	5	1
Jobless	2(1)	0	2	0

The results of study the returnees regarding their demographic factors found the following interesting information: no schooling (19 %) and the lower primary school (15%). A combination of the two figures amounted to 34. These figures are indicative

of both the delivery of education by the government of Laos and the opportunity of local people in remote areas.

- Difficult condition because they have low educational levels and low income.
- They choose to migrant to work in Thailand as their livelihood because their member of families, relatives, friends, and neighbors community looks the migration phenomena is easier and the greater way more than looking for jobs in Savannakhet municipality and Vientiane municipality or /and other provinces of Laos.
- They are semi-skilled labour , but they were assessed into labour market.
- After they return to their hometown, most of them did not attempt to find jobs in Savannakhet municipality and Vientiane municipality or /and other provinces of Laos.
- They satisfied with their life condition because they had some money for building their houses.
- Almost their income received from cultivation and animal raising.

Chapter V

Conclusion

This chapter is a highlight of the analysis of this study of migrant workers from Savannakhet province to Thailand. It provides both a conclusion and recommendation. This study was conducted with quantitative and qualitative methods, which include surveys and in-depth interview. These were simultaneously conducted, as the respondents had limited time. The survey could not be undertaken under self-management by the respondents, and some aspects of the migration issues are also sensitive ones. The selection of 100 returnees sampling was based on the information of previous research that 100 people covered 30% of returnees of Savannakhet province, and the research had the objectives for study as below,

- 1 To study the factors influencing the Lao migrant workers' decision to return home.
- 2 To identify opportunities and problems of Lao returnee migrant workers in finding jobs in Lao PDR.
- 3 To examine the working condition of the returnee migrant workers who have found new jobs in Lao PDR.

5.1 Conclusion on the Lao migrant workers

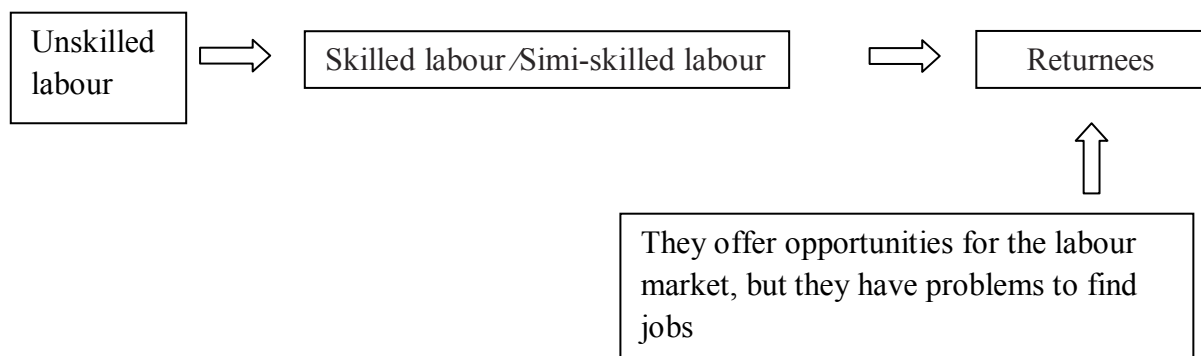
First of all, the trend of the migration has rapidly grown as the difference between both countries. Although FDI and the employment opportunities of Savannakhet province have increased, these have been increasing mainly in Savannakhet Municipality, and the returnees and local villagers have difficulty in assessing information on employment opportunities such as distances and communication (television, Radio) compared with the Thai Television, and the information on the work in Thailand that the local villagers got from their people in their communities.

Therefore, this study illustrates the model of the case of the returnee that the migration happened in their communities as the general sense, and they absorbed it by the solution of against the poverty, and they migrated to work in the destination country by their objective to find money for building their houses. But because they had the homesick-syndrome, and they got bored with the working conditions in the destination country, they decided to return to their homes. While they were working in the destination country, they became skilled

workers in the case of working in factories. When they came back to their hometowns, the situation in their hometown did not offer job opportunities to them, or to integrate them into its economy. They thus lacked the motivation to find employment opportunities, and that mean they still mainly work on the field. However, they are satisfied with their livelihoods because they like to stay with their families, and the working in cultivation for them was the satisfying working.

The aspect of “the self interest of migrants” for migrating is not correct with this study in so far as the reasons of migration are concerned. They faced the problem of lacking employment condition, and the education opportunity in their community. These factors are a great problem of inequality between the big cities and the remote areas.

Figure7 : The model of the returnees in this study.



Based on the information of the returnees’ situation of this study indicated that

- 1) The migrant workers were female labour force (62%), they completed the net primary school that the achievement MDG was 66% that is probably the good number but they attended vocation trainings, therefore the study indicate d that they are unskilled labour.
- 2) The result of the migration (both migrating and returning) discussed that it is the one oldest of action against poverty(McMANUS,2009), and the balancing of their livelihoods Migration because – economical condition in their hometowns were high unemployment, which this ideal occurred in their remote areas of Savannakhet province as their common activity, therefore, the study found that this becomes “ social psychology of migration” in the communities.

- 3) Their migration to Thailand has enhanced their abilities specifically indicated in workers of the industrial sector.
- 4) The respondents were satisfied by 76.5%, as they achieved to build their house by their remittances.

5.2 Discussion

According to initiated major argument of this study that,

- 1) There are two main factors influencing Lao migrant workers' decision to go home, namely, personal factors and economic development in Savannakhet province. Personal factors include homesickness and the success in saving some satisfactory amounts of money.
- 2) The money they have saved, together with the skills they have acquired in Thailand provide them with new opportunities in Lao PDR. The skills they have acquired are likely to land them on new jobs in the industrial sector in Savannakhet province, and the money they have saved may also enable them to set up their own businesses in this economically growing province.
- 3) They may nevertheless find some problems in this province. In particular, the skills of some workers might not match the level of its industrial development, and they might have to compete with their fellow countrymen who require lower pay.
- 4) Anyway, it can be expected that most returnee workers would be happy at home especially if they get new jobs, if they fail to do so, this is because they are overqualified. It is necessary for the Lao national and provincial government to upgrade the level of development especially to match the skills of these people.

Therefore, based on the consequences of this study can proved that,

The first major argument is correct in personal factors include homesickness and the success in saving some satisfactory amounts of money, but economic development in Savannakhet province is not related factor to the returning of Lao migrant workers.

While, the second one is not correct as Lao migrant worker when they came back to Laos, they have the skills, and they have some savings. But because their area condition is still not conducive to a boom of the industrial sector, they have not been employed by factories.

In addition, the third one is correct, because they have problems to find new jobs because of the conditions in their areas. Hence, they have to work in their farming. In case they move to industrial bloom areas, they have opportunities to be hired by employers.

The final one is not correct because they are happy; however, they have not gotten new jobs. In this aspect of they are overqualified because they fail to find jobs. This study cannot indicate clear situation. But the study found that the role of GOL and its policy do not have significant influences on Lao migrant workers' decision to migrate and return.

The conceptual framework of this study is based on several theories and research results. These include the Massey perspective and the previous researches. These mainly provide definitions and cover the patterns of migration but do not include and explain 1) opportunities and problems of Lao returnee migrant workers in finding jobs in Lao PDR, and 2) the working conditions of the returnee migrant workers who have found new jobs in Lao PDR.

5.3 Recommendations

According to the study of the returnees in the Savannakhet province, this study proposes to recommend the following:

- 1) The migration between 2 countries has still accrued, as the differences between the wage and employment opportunities still exist. Thus, the process of understanding information of migrant's rights, and the solution when they are the human trafficking cases, which the local government and GOL should have an important part in providing training on migration rights for them.
- 2) This study can definitely mention 5 skilled that the returnees got from working in Thailand, but it lacked of the technical evaluation as standards for examining their abilities, that the future researches need to study their abilities should provide the standards.
- 3) The assessment information on the recruitment of employment from all of sectors' need for labour force is difficult for local people because the role of media such as Lao television, newspaper in Lao society is not popular. Thus, the information is not effectively provided for local people in areas.
- 4) Future researches should focus on local villagers with "social psychology of migration" in their communities.
- 5) There should be researches on the policy-makers on the migration issue of Laos.

- 6) There should also be researches on the roles of recruitment agencies in Laos that find Lao people to work in Thailand.

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APPENDICES

Appendix A

Questionnaire (English Vision)

Gender: Male Female

Age: less 15 15-20 21-25 26-30 more than 30.....

Marital status: Single Married Divorced

The marital status before migration: Single Married Divorced

1. The condition before migrant to Thailand

1.1 Socio-economic background

Education:

- No School
- Lower than primary school
- Primary school
- Secondary school
- Upper secondary school
- Vocational or Training school
- University

Occupation

- Famer
- Gardener
- Animal raising
- Cook
- Sewing clothes
- Fisher
- Shop seller
- Cleaner
- Carpenter
- Mechanic
- Driver
- Painter
- Student
- Factory worker (In.....)
- Mining Worker (In.....)
- Service worker (In.....)
- Jobless
- Others

Income : (month)

- Lower \$ 34
- \$ 34 (272,000 kip)
- Higher \$ 34

Estimate the income

1.2 How is your Life before migration to Thailand

- Poor
- Good
- Not poor
- Very good
- Not good
- Excellent

1.3 Reasons/motives for working abroad (Maximum 3 points)

- Employment opportunity in the destiny country
- Jobless condition in hometown
- Need experiences in big cities
- Need experiences in working in abroad
- Escape from family
- Higher wage in the destiny country
- Lower wage hometown
- Friend's influencing
- Other

1.4 Decision-making for working abroad (Choose only one)

- Fashionable ,mate network (friends told good stories)
- Families support to work in abroad
- No income and no supporting education
- Jobless in hometown
- Other.....

1.4 What sectors do you prefer to do?

- No ideal
 - Service sector
 - Industrial sector (Factory)
 - Agricultural sector
- Why.....
-

2 The situation during living in Thailand

2.1 How long did you stay in Thailand?

- 1-12 months
- 1-2 years
- 3-5 years
- More than 5 years

From

to.....

2.2 Wage of working

Wage/day (Baht)	Days (working day/week)	Monthly
Less 100		
100 -200		
200-300		
More 300		

2.3 Remittance

Amount of saving (Baht)	month
None	
Less 1000 -10,000	
10,000-20,000	
20,000-30,000	
40,000-50,000	
More than 50,000	

2.3 What sector that Lao migrant worker do in Thailand?

(When Lao migrant workers moved n Thailand, they maybe not work in factory sector, at firstly)

- Service sector
- Agricultural sector
- Industrial sector (Factory)

How long.....

2.4 Work experiences

- o Machine Skills
- o Net working
- o Other
- o Work Discipline
- o Personnel management
- o Time management
- o Personnel management

.....

2.5 Relationships with employers

- o Very unsatisfied
- o Satisfied
- o unsatisfied
- o Very satisfied
- o Quite satisfied

2.6 Significant experiences

Work experience	Personal experience	Modern experience

2.7 What factors make Lao migrant worker return to their hometown? (their motivation), chose only one in every column

- | Personal Factors | Economic Factor in hometown | Society in the destiny country |
|--|--|--|
| <ul style="list-style-type: none"> ○ Homesick ○ Get married ○ Parents' illness ○ Other | <ul style="list-style-type: none"> ○ Employed increasing ○ Wage's increasing ○ Welfare's appropriate ○ | <ul style="list-style-type: none"> ○ Fined and arrested ○ Was human trafficking' s case ○ Lacked of work permit ○ Boring big cities ○ |

2.8 The reasons to return their home (why did you decide to return to the hometown)? every columns you can choose only

<ul style="list-style-type: none"> ○ Have enough money, and ○ Have some money, and ○ Have not enough money, but ○ Have not enough money, and ○ Other..... 	<ul style="list-style-type: none"> ○ Boring to stay in big cities ○ Boring with working condition ○ Missing hometown ○ Missing Family ○ Voluntary to return ○ Other..... 	<ul style="list-style-type: none"> ○ I suddenly decided to return ○ I used months for decision –making ○ I used years for decision –making ○ I consulted with friends, and then I used time for decision –making ○ Other..... ...
---	--	---

2.9 When did you decide to return to the hometown?

After,

2.10 What happened in the destiny country that make you consider to return?

.....

.....

3 The situation after returned migration

3.1 Saving money as the fund

Amount (baht)/year	Years
None	
Less 10,000	
10,000-20,000	
20,000-30,000	
30,000-40,000	
40,000-50,000	
50,000-60,000	
Other	

3.2 What are your experience overseas, what is the most important remember for your life (For example it can change your mind or thinking)? What is the most valuable?

.....
.....
.....

3.3 What lessons have you learned from your experience working Thailand?

.....
.....

3.4 Did you gain any new knowledge or skills? Any changes in yourself? In your outlook in life? In your relationships?

.....
.....
.....

3.5 How were your earnings utilised?

.....
.....
.....

3.6 What kind of occupation do you expect to have when you go back?

- The previous job before migration
 Owner shop
- The similar job as used to work in Thailand
 Owner business
- Every jobs that can find
 Other

3.7 Discuss life after migration (questions also used in focus group discussions)

.....

.....

.....

3.8 Describe your overall condition of living after migration?

- Nothing Changing
 Change more than 50-70%
- Change but not much
 Change 70-100%
- Change 50%

How?.....

4 The current situation

4.1 What are you doing now?

4.2 Are you satisfied with your current situation?

<input type="radio"/> Yes	<input type="radio"/> No
---------------------------	--------------------------

Why or Why not?

.....

.....

4.3 What have you expected from the government or NGOs in terms of support for resettling after migration?

- More training
- Supporting fund to help in the case if they want to do their own business
- Others

How?

- Farmer
- Shop owner
- Constructor
- Factory worker
- Service
- Jobless
- Business owner
- Gardener
- Others.....

5.The knowledge of labour and return	Yes	No
5.1 Do you know, you are labour?		
5.2 Do you know, when you are return home, you have skills?		
5.3 Do you know you are working in Thailand; you have to save your wage for being your fund in starting your life in Laos?		
5.4 Do you know, if you would like to be skill labour, What do you training?		
5.5 Do you think, your working in Thailand is opportunity ? Why, why not		

.....		
5.6 If your hometown has many factories and employment opportunities, will you migrant to work in Thailand? If yes, indicated your reasons?.....		
5. 7 What is your daily life, after you are working in Thailand? How do you rest?		

AppendixB ແບບສອບຖາມ

- ເພດ: ເພດຊາຍ ເພດຍິງ
- ອາຍຸ: ຕໍ່າກວ່າ15 15-20 21-25 26-30 ຫລາຍກວ່າ30.....
- ສະຖານະພາບ: ໂສດ ແຕງງານ ຍ່າຮ້າງ
- ສະຖານະພາບກ່ອນການຍ້າຍໄປເຮັດວຽກຢູ່ໄທ: ໂສດ ແຕງງານ ຍ່າຮ້າງ

1. ສະພາບການກ່ອນທີ່ຈະເຄື່ອນຍ້າຍເຂົ້າມາເຮັດວຽກຢູ່ໃນປະເທດໄທ

1.1 ປະຫວັດທາງດ້ານເສດຖະກິດ-ສັງຄົມ

ການສຶກສາ:

- ບໍ່ໄດ້ເຂົ້າໂຮງຮຽນ
- ຕໍ່າກວ່າລະດັບປະຖົມ
- ລະດັບປະຖົມ
- ລະດັບມັດທະຍົມຕົ້ນ
- ລະດັບມັດທະຍົມປາຍ
- ລະດັບຝຶກອົບຮົມວິຊາຊີບ
- ລະດັບມະຫາວິທະຍາໄລ

ອາຊີບ

- ຊາວນາ
- ຄົນເຮັດຄວາມສະອາດ
- ພະນັກງານໂຮງງານ
(ໜ້າທີ່ຮັບຜິດຊອບແມ່ນ.....)
- ຊາວສວນ
- ຊ່າງໄມ້
- ພະນັກງານເມືອງແຮ່

○ ລ້ຽງສັດ	○ ຊ່າງສ້ອມແປງຕ່າງໆ	(ໜ້າທີ່ຮັບຜິດຊອບແມ່ນ.....)
○ ພໍ່ຄົວ	○ ຄົນຂັບລົດ	○ ພະນັກງານໃນສາຂາບໍລິການ
○ ຕັດຫຍິບເຄື່ອງນຸ່ງ	○ ຊ່າງທາສີ	(ໜ້າທີ່ຮັບຜິດຊອບແມ່ນ.....)
○ ຄົນຫາປາ	○ ນັກຮຽນ	○ ຫວ່າງງານ
○ ຄົນຂາຍເຄື່ອງໃນຮ້ານ		○ ອາຊີບອື່ນໆ
	
ລາຍໄດ້: (ຕໍ່ເດືອນ)		
○ ຕໍ່າກວ່າ \$ 34	○ \$ 34 (272,000 kip)	○ ສູງກວ່າ \$ 34
ຄາດການຕໍ່ເດືອນ		-.....
	

1.2 ຊີວິດການເປັນຢູ່ຂອງເຈົ້າເປັນຢ່າງໃດ ກ່ອນທີ່ເຈົ້າຈະເຄື່ອນຍ້າຍເຂົ້າມາເຮັດວຽກຢູ່ໃນປະເທດໄທ

- ລຳບາກ
- ບໍ່ລຳບາກ
- ບໍ່ລຳບາກແຕ່ກໍບໍ່ສະບາຍ
- ສະພາບການເປັນຢູ່ດີ
- ສະພາບການເປັນຢູ່ດີຫລາຍ

1.3 ເຫດຜົນ ຫຼື ສິ່ງທີ່ຈູງໃຈຢາກມາເຮັດວຽກຢູ່ຕ່າງປະເທດ

- | | | |
|---|--|---|
| <input type="checkbox"/> ໂອກາດໃນການຖືກຈ້າງງານໃຫ້ເຮັດວຽກ
ໃນປະເທດທີ່ຕ້ອງການຍ້າຍໄປເຮັດວຽກ | <input type="checkbox"/> ສະພາວະການຫວ່າງງານໃນ
ບ້ານເກີດ | <input type="checkbox"/> ຕ້ອງການປະສົບການໃນເມືອງ
ໃຫຍ່ |
| <input type="checkbox"/> ມີຄວາມຕ້ອງການປະສົບການໃນການເຮັດ
ວຽກໃນຕ່າງປະເທດ | <input type="checkbox"/> ໜີຈາກຄອບຄົວ | <input type="checkbox"/> ຄ່າແຮງສູງໃນປະເທດທີ່ຈະ
ຍ້າຍໄປເຮັດວຽກ |
| <input type="checkbox"/> ບ້ານເກີດມີຄ່າແຮງຕໍ່າ | <input type="checkbox"/> ໝູ່ເພື່ອນຊັກຈູງ | <input type="checkbox"/> ເຫດຜົນ ຫລືແຮງຈູງໃຈອື່ນໆ |

.....
.....

4.4 ການຕັດສິນໃຈເພື່ອມາເຮັດວຽກຢູ່ຕ່າງປະເທດ (ເລືອກພຽງອັນໜຶ່ງ)

- | | |
|--|---|
| ○ ຄ່ານິຍົມ, ໝູ່ເພື່ອນມີເຄີຍມາເຮັດວຽກແນະ
ນຳໃຫ້ໄປເຮັດ | ○ ຫາວຽກເມື່ອຮຽນຈົບປະຖົມ |
| ○ ຄອບຄົວສະຫນັບສະຫນູນໃຫ້ໄປເຮັດວຽກ
ໃນຕ່າງປະເທດ | ○ ຫາວຽກເມື່ອຮຽນຈົບມັດທະຍົມຕົ້ນ |
| ○ ບໍ່ມີວຽກເຮັດໃນບ້ານເກີດ | ○ ຫາວຽກເມື່ອຮຽນຈົບມັດທະຍົມຕົ້ນຕອນປ້າຍ |
| ○ ບໍ່ມີລາຍໄດ້ແລະບໍ່ໄດ້ຮັບການ | ○ ຫາວຽກເມື່ອຮຽນຈົບໂຮງຮຽນຝຶກອົບຮົມວິຊາຊີບຕ່າງໆ |

ສະຫນັບສະຫນູນໃນດ້ານການສຶກສາ

- ການຕັດສິນໃຈອື່ນໆ.....
- ຫາວຽກເມື່ອຮຽນຈົບມະຫາວິທະຍາໄລ
-

4.5 ພວກທ່ານຢາກຈະເຮັດວຽກຂະແໜງໃດ?

- ຂະແໜງບໍລິການ
- ຂະແໜງກະສິກໍາ
- ຂະແໜງອຸດສະຫະກໍາ (ໂຮງງານ)

ດ້ວຍເຫດຜົນ

.....

2. ສະພາບການໃນຄະນະທີ່ດໍາລົງຊີວິດຢູ່ໃນປະເທດໄທ

2.1 ຈັກປີທີ່ເຮັດວຍກ ແລະອາໄສຢູ່ໄທ?

- 1-12ເດືອນ
- 1-2 ປີ
- 3-5 ປີ
- ຫລາຍກວ່າ 5 ປີ

ຈາກປີ ຫາ.....

2.2 ຄ່າແຮງງານໃນການເຮັດວຽກ

ຄ່າແຮງງານ /ມື (ບາດ)	ມືໃນການເຮັດວຽກ /ອາທິດ	ລາຍໄດ້ຕໍ່ເດືອນ
ຕໍ່າກວ່າ100		

100 -200		
200-300		
ຫລາຍກວ່າ 300		

2.3 ເງິນທີ່ສົ່ງກັບບ້ານ

ຈຳນວນເງິນ(ບາດ)	ຈຳນວນເດືອນ
None	
ຕໍ່າກວ່າ 1000 -10,000	
10,000-20,000	
20,000-30,000	
40,000-50,000	
ຫລາຍກວ່າ 50,000	

2.3 ວຽກຂະແໜງໃດທີ່ກຳມະກອນຄົນລາວເຮັດຕອນຢູ່ປະເທດໄທ?

(ເມື່ອກຳມະກອນລາວຍ້າຍໄປເຮັດວຽກຢູ່ໄທ,ພວກເຂົາບາງເທື່ອຈະບໍ່ໄດ້ເຮັດວຽກໃນໂຮງງານທັນທີທຳອິດ ຄຳຖາມນີ້ເຈົ້າຕ້ອງຈັດອັນດັບ ຈາກຮຽນທີ່ໄປເຮັດທຳອິດແມ່ນ1ແລະ ລຽນລຳດັບໄປຫາ3

ຂະແໜງບໍລິການ ດົນປານໃດ.....

ຂະແໜງກະສິກຳ ດົນປານໃດ.....

ຂະແໜງອຸດສະຫະກຳ (ໂຮງງານ) ດົນປານໃດ.....

2.4 ປະສົບການໃນການເຮັດວຽກທີ່ໄດ້ຈາກການເຮັດວຽກໃນໄທ

<ul style="list-style-type: none"> ○ ຄວາມຊຳນານດ້ານເຄື່ອງຈັກ 	<ul style="list-style-type: none"> ○ ຄວາມມີວິໄນໃນການເຮັດວຽກ 	<ul style="list-style-type: none"> ○ ການບໍລິຫານເວລາ
<ul style="list-style-type: none"> ○ ເຄືອຂ່າຍຂອງການເຮັດວຽກທີ່ສາມາດເຮັດໃຫ້ໄປຫາວຽກອື່ນໄດ້ງ່ານ 	<ul style="list-style-type: none"> ○ ການເຮັດວຽກກັບຄົນໝູ່ຫລາຍ 	

○ ປະສົບການອື່ນໆ

2.5 ຄວາມສຳພັນກັບນາຍຈ້າງ

- ຄວາມສຳພັນບໍ່ພໍໃຈຫລາຍ
- ພໍໃຈ
- ບໍ່ພໍໃຈ
- ພໍໃຈຫລາຍ
- ຄ່ອນຂ້າງພໍໃຈ

2.6 ປະສົບການເຮັດວຽກທີ່ມີຄວາມສຳຄັນ

ປະສົບການໃນວຽກ	ປະສົບການກັບຄົນ	ປະສົບການທີ່ທັນສະໄໝ

2.7 ປັດໃຈອັນໃດທີ່ເຮັດໃຫ້ກຳມະກອນຄົນລາວກັບຄືນເມື່ອບ້ານຂອງພວກເຂົາ? ເລືອກພຽງຄຳຕອບອັນດ່ຽວໃນແຕ່ລະແຖວ? (ແຮງຈູງໃຈ).

ປັດໃຈສ່ວນຕົວ

- ຄິດຮອດບ້ານ
- ກັບໄປແຕ່ງງານ
- ພໍ່ແມ່ປ່ວຍ
- ປັດໃຈອື່ນໆ
-

ປັດໃຈເສດຖະກິດໃນບ້ານເກີດ

- ມີການຈ້າງງານເພີ່ມຂຶ້ນ
- ຄ່າແຮງເພີ່ມຂຶ້ນ
- ປະກັນສັງຄົມທີ່ເໝາະສົມ
- ປັດໃຈອື່ນໆ.....
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ປັດໃຈທາງດ້ານສັງຄົມໃນ
ປະເທດທີ່ໄປເຮັດວຽກ

- ຖືກປັບໄຫມ ແລະຖືກຈັບ
- ເປັນກໍລະນີການຄ້າມະນຸດ
- ບໍ່ມີໃບອະນຸຍາດເຮັດວຽກ
- ເມືອງໃຫຍ່ວຸ້ນວາຍ
-

2.8 ເຫດຜົນທີ່ພວກເຂົາກັບບ້ານຂອງພວກເຂົາ (ເປັນຫຍັງເຈົ້າຈຶ່ງຕັດສິນໃຈກັບບ້ານ?) ທຸກໆແຖວເລືອກໄດ້ພຽງຄຳຕອບອັນຫນຶ່ງ.

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|----------------------|------------------------|---|
| ○ ມີເງິນພຽງພໍແລະ | ○ ເບື້ອຢູ່ເມືອງໃຫຍ່ | ○ ຂ້ອຍຕັດສິນໃຈກັບບ້ານທັນທີ |
| ○ ມີເງິນບາງຈຳນວນແລະ | ○ ເບື້ອສະພາບການເຮັດວຽກ | ○ ຂ້ອຍໃຊ້ເວລາຫລາຍເດືອນໃນການຕັດສິນໃຈກັບບ້ານ |
| ○ ບໍ່ມີເງິນພຽງພໍ ແຕ່ | ○ ຄິດຮອດບ້ານເກີດ | ○ ຂ້ອຍໃຊ້ເວລາຫລາຍເດືອນໃນການຕັດສິນໃຈກັບບ້ານ |
| ○ ບໍ່ມີເງິນພຽງພໍ ແລະ | ○ ຄິດຮອດຄອບຄົວ | ○ ຂ້ອຍປຶກສາກັບຫມູ່ເພື່ອນ, ແລະ ຫລັງຈາກນັ້ນຂ້ອຍໃຊ້ເວລາໃນການຕັດສິນໃຈ |
| ○ ອື່ນໆ..... | ○ ເຕັມໃຈກັບບ້ານເອງ | ○ ອື່ນໆ..... |
| | ○ ອື່ນໆ..... | |

2.9 ເຈົ້າຕັດສິນໃຈກັບບ້ານຕອນໃດ, ເມື່ອໃດ ຫລັງຈາກເກີດເຫດການໃດຂຶ້ນ?

ຫລັງຈາກ,

2.10 ເກີດຫຍັງຂຶ້ນໃນປະເທດທີ່ເຈົ້າເຮັດວຽກຢູ່(ໄທ) ທີ່ເຮັດໃຫ້ເຈົ້າຄິດຢາກກັບບ້ານ?

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3. ສະພາບການຫຼັງຈາກທີ່ກັບບ້ານ

3.1 ເງິນທີ່ເກັບໄວ້ເປັນຕົ້ນທຶນ

ຈຳນວນເງິນ(ບາດ)/ປີ	ຈຳນວນປີທັງໝົດ
ບໍ່ມີເງິນເກັບ	
ຕໍ່າກວ່າ 10,000	
10,000-20,000	
20,000-30,000	
30,000-40,000	

40,000-50,000	
50,000-60,000	
ອື່ນໆ	

3.2 (ປະສົບການຢູ່ຕ່າງປະເທດໄດ້ຫຍັງ?; ຄວາມສິ່ງຈໍາທີ່ສໍາຄັນທີ່ສຸດສໍາລັບຊີວິດຂອງເຈົ້າແມ່ນຫຍັງ?
 (ຕົວຢ່າງວ່າ ສິ່ງທີ່ມັນສາມາດປ່ຽນແປງແນວຄິດ ຫຼື ຄວາມຄິດຂອງເຈົ້າ); ສິ່ງທີ່ມີຄ່າທີ່ສຸດແມ່ນຫຍັງ?

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3.3 ເຈົ້າໄດ້ບົດຮຽນຫຍັງແດ່ຈາກປະສົບການເຮັດວຽກຢູ່ປະເທດໄທ? ຜູ້ຕອບຕ້ອງຂຽນ3 ຫາ5 ອັນ

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3.4 ເຈົ້າໄດ້ຮັບຄວາມຮູ້ ຫຼື ທັກສະໃໝ່ໆບໍ່? ມີການປ່ຽນແປງຫຍັງບໍ່ໃນຊີວິດຂອງເຈົ້າເອງ?; ຊີວິດໃນອະນາຄົດຂອງເຈົ້າ?; ໃນສາຍສຳພັນຂອງເຈົ້າໃນການເຮັດວຽກກັບຄົນອື່ນ?

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3.5 ເຈົ້າໃຊ້ເງິນຂອງເຈົ້າທີ່ຫາມາໄດ້ໃຫ້ເກີດປະໂຫຍດແນວໃດ?

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3.6 ວຽກປະເພດໃດທີ່ເຈົ້າຄາດຫວັງທີ່ຈະເຮັດເມື່ອເຈົ້າກັບມາບ້ານເກີດ?

- ອາຊີບເກົ່າກ່ອນຈະຍ້າຍໄປ
- ວຽກທີ່ຄ້າຍຄືກັບທີ່ເຄີຍເຮັດຢູ່
- ທຸກທອາຊີບທີ່ຫາໄດ້

- ເຮັດວຽກຢູ່ບ່ອນອື່ນ
 - ເຈົ້າຂອງຮ້ານ
- ເມືອງໄທ
 - ເຈົ້າຂອງທຸລະກິດ
- ອາຊີບອື່ນໆ.....

3.7 ກະລຸນາອະທິບາຍຊີວິດການເປັນຢູ່ຫຼັງຈາກທີ່ກັບບ້ານ

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3.8 ມາເວົ້າຮອດມາດຕາຖານການດຳລົງຊີວິດລວມທັງໝົດ ພາຍຫຼັງທີ່ເຄື່ອນຍ້າຍ)

- ບໍ່ມີການປ່ຽນແປງ
- ມີການປ່ຽນແປງຫລາຍກວ່າ50-70%
- ມີການປ່ຽນແປງແຕ່ບໍ່ຫລາຍ
- ມີການປ່ຽນແປງຫລາຍກວ່າ 70-100%
- ມີການປ່ຽນແປງ 50%

5.ຄວາມຮູ້ກ່ຽວກັບແຮງງານ ແລະ ການກັບຄືນຖິ່ນ	ຖືກ	ບໍ່ຖືກ
5.1ເຈົ້າຮູ້ບໍ່ ວ່າເຈົ້າຄືແຮງງານ ?		

<p>5.2 ເຈົ້າຮູ້ບໍ່, ວ່າການທີ່ເຈົ້າໄປເຮັດວຽກ ແລ້ວກັບມາບ້ານ ເຈົ້າມີຄວາມຊຳນານຫລາຍຢ່າງ?</p>		
<p>5.3 ເຈົ້າໄດ້ຄິດບໍ່ວ່າ ການໄປເຮັດວຽກຢູ່ປະເທດໄທ, ເຈົ້າຕ້ອງເກັບເງິນທີ່ເປັນຄ່າແຮງເພື່ອເປັນເງິນທຶນໃນການດຳລົງຊີວິດໃນບ້ານເກີດ?</p>		
<p>5.4 ເຈົ້າຮູ້ບໍ່ວ່າ ຖ້າເຈົ້າຕ້ອງການເປັນແຮງງານທີ່ມີຄວາມຊຳນານ, ເຈົ້າຕ້ອງການການຝຶກອົບຮົມປະເພດໃດ ແນວໃດ?</p>		
<p>5.5 ເຈົ້າຮູ້ບໍ່ ການເຮັດວຽກໃນໄທເປັນໂອກາດສຳລັບເຈົ້າແມ່ນບໍ່? ສາເຫດຍ້ອນ ຫຍັງ?.....</p>		
<p>5.6 ຖ້າບ້ານເກີດຂອງເຈົ້າເປັນບ່ອນທີ່ມີການຈ້າງງານຫລາຍມີທັງໂຮງຈັກ ແລະໂຮງງານ, ເຈົ້າຈະເຮັດວຽກຢູ່ໄທບໍ່? ຖ້າຕອບວ່າຈະຍັງໄປເຮັດຢູ່, ກະລຸນາບອກເຫດຜົນຂອງເຈົ້າ?.....</p>		

5. 7 ຊີວິດປະຈຳວັນຫລັງຈາກເຮັດວຽກແລ້ວໃນແຕ່ລະມື້,ເຈົ້າມີວິທີການພັກຜ່ອນແນວໃດ?

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Appendix C: The population of 3 districts with their decision –making factor

	Champhone		Songkok		Outhumphone			
	B.Thout		B.Khengkok		B. Sabuxay		B.Xeno	
	M	F	M	F	M	F	M	F
Fashionable ,mate network (friends told good stories)	2	1	0	4	4	2	6	2
Families support to work in abroad	3	5	2		3	4	0	4
Jobless in hometown	4	5	2	3	1	6	2	2
No income and no supporting education	2	8	5	1	1	9	1	6

Appendix D: The workers with their educational levels

	Serviced worker	Factorial worker	Agriculture worker	Total
No school	11	11	0	22
Lower the Primary school	9	5	5	19
Primary school	8	15	4	27
Secondary school	7	12	2	21
Upper secondary school	3	8	0	11
Total	38	51	11	100

Appendix E: The reason for migration

	Total
Employment opportunity in the destiny country	48
Lower wage hometown	29
Friend, relative, and family's influencing	76
Jobless condition in hometown	80
Escape from family	3
Need experiences in big cities	34
Higher wage in the destiny country	30

Appendix F: The questions in the interview, in depth –interview, and the focus – group discussion

Interview		
1	51 industrial workers of 100 returnees (In depth interview)	The working daily? The process of they were working in Factories?
2	22 Local authorities, and one officer of INGO <ul style="list-style-type: none"> - 3 Policemen - 8 teachers , 2 teachers for each Bans - 2 heads of villages in 2 Bans - 2 authorities in Labour Division of the province - 2 authority of Labour department of Champhone District. - 4 educational authorities of Districts - 1 officer of INGO 	<ol style="list-style-type: none"> 1) The situation of Savannakhet province 2) The areas that people migrated to Thailand? 3) Which sector that Lao workers did in Thailand? 4) Why did they migrant? 5) In your opinion, the migration has the impacted with villages and Savannakhet province? 6) What do they do after come back to their hometown?
3	3 elders , that minimum age of 40 years Local villagers in sample communities	How do you feel for the migration, and the returnees?
Focus group discussion		
1 st Village	8 people <ul style="list-style-type: none"> - 2 returnee - 3 members of returnees' families - 2 neighbours of returnees - 1 teacher 	<ol style="list-style-type: none"> 1) The experience in Thailand 2) The context of migration in their understanding
2 ^{sd} Village	5 people <ul style="list-style-type: none"> - 1 returnees - 2 neighbours of a returnee - 1 teacher - 1 officer of INGO 	
3 rd Village	5 people <ul style="list-style-type: none"> - 3 returnees - 1 teacher - 1 member of one returnee's family 	
4 th Village	7people	

	<ul style="list-style-type: none"> - 2 returnees - 3 neighbours of returnees - The officer of INGO who used to participated in focus group discussion of the second village - 1 member of one returnee's family 	
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Appendix G: Total participants

Participants	Number
Returnee	100
Local authorities, one officer of INGO	22
Local villager	12
Teacher	8
Total	142

BIOGRAPHY

Somphone Soukhathammavong likes working for the development of her country. In 2005-2006 she worked as a volunteer in several non-government organizations, as a community facilitator and a teacher assistant. Moreover, when she studied in fourth year of undergraduate level, she found that she has a talent and a love for creating and designing magazines when she had an opportunity to work as a journalist with UPDATE Magazine: she not only got income, but also discovered that education is the foundation of the Lao community. Therefore, in April-July 2009 when WORLD VISION LAO needed a volunteer for Program Quality, Somphone was selected to assist in translating documents from English to Lao and participated in the HIV/AIDS program. After she got her bachelor from National University of Laos in 2009, she started working as an editor of MEEDEE BOOK Publishing, where she had the responsibility for Education Projects (libraries and schools). This assignment allowed her to contribute to the significant role of education for Lao children. Somphone then received a scholarship to study in Thailand, which helped her to further pursue her objectives to improve her knowledge. She also gained new experience from the field work she conducted in Thailand and Southeast Asian countries, as well as from her friendships with Southeast Asian and Western friends. Studying at Chulalongkorn University has given Somphone the valuable opportunity to develop her knowledge, outlook and abilities to face the professional world