

Appendix A: Questionnaire

You can complete this questionnaire by:

- Simply placing an 'x' in the space in front of the provided answer(s), or
- Write down (or type) your answers for open-ended questions

A. Personal Details

1. Gender:

- ☐ Male
- ☐ Female

2. Age (years old):

- ☐ 18–24
- ☐ 25–34
- ☐ 35–49
- ☐ 50–65
- ☐ Over 65

3. What is your current marital status?

- ☐ Never married [**skip to 6.**]
- ☐ Married
- ☐ Divorced/ Widow/ Widower [**skip to 6.**]
- ☐ De Facto (live with a partner without marriage)

4. What is the citizenship of your current spouse/partner?

- ☐ Thai
- ☐ Same as mine (please specify:)
- ☐ Different from mine (please specify:)

5. Is your spouse/partner with you in Thailand?

- ☐ Yes
- ☐ No

6. Do you have children?

- ☐ Yes.
- ☐ No, [**skip to 9.**]

7. Did you bring children to Thailand with you?

- ☐ Yes. [**skip to 9.**]
- ☐ No.

8. If you have children who have *not* come to Thailand with you, please state where they are:

- ☐ With relatives in home country
- ☐ With my friends in home country
- ☐ At boarding school in home country
- ☐ At boarding school somewhere else (please specify in what country they are:)
- ☐ Other (please specify:)

9. What is your country of citizenship?

Please state your answer here:

10. Have you ever been (or are currently) a citizen of any other country?

☐ Yes. Please specify of what country(s):

☐ No.

11. What is your level of formal education?

☐ None

☐ Primary

☐ Secondary

☐ College/University

☐ Other (please specify:)

B. Occupation Details

12. Have you ever worked in another country beside Thailand and your country(s) of citizenship?

☐ No.

☐ Yes. Please specify number of other countries you have worked in: country(s)

Please list countries and length of time spent there:

1) For how long?month(s)year(s)

2) For how long?month(s)year(s)

3) For how long?month(s)year(s)

4) For how long?month(s)year(s)

13. Before you came to Thailand, what was your main occupation or profession?

Please state your answer here: (including *Student*)

14. What is your current *main* occupation or profession?

Please state your answer here:

15. On this main job, what is your current work status?

☐ Private/government employee *with* a written contract

☐ Day labour or casual work

☐ Paid apprentice

☐ Unpaid apprentice or other unpaid worker

☐ Self-employed or business owner

☐ Other (please specify:)

16. Please specify how many hours you work (on average) per day: hour(s)

Please specify how many days you work per week: day(s)

Please specify how many weeks you work per month: week(s)

17. And please specify how many days-off you have per week: day(s)

18. Are you a member of a labour union or similar employee's association in Thailand?

☐ Yes.

☐ No.

19. What benefits do you receive from your employment (you *may choose more than one answers*)?

☐ None

☐ Free or subsidised housing

☐ Free or subsidised food

☐ Free or subsidised medical care or health insurance

☐ Provision of life or accident insurance

☐ Right to maternity benefit

☐ Right to paid overtime

☐ Right to paid sick days (30 days per year)

☐ Right to severance pay (or termination benefits)

☐ Right to at least 13 national holidays a year with full pay

☐ Other (please specify:)

.....
.....)

20. How much are you paid for this job?

Per day: Baht (or)

Per month: Baht (or)

Per year: Baht

21. Did you have a job waiting for you before you came to Thailand?

☐ No. **[skip to 23.]**

☐ Yes.

22. Did you have to pay a commission to someone to get the job?

☐ No.

☐ Yes. Please specify how much the commission was: Baht

And please state who you paid the commission to:

23. How did you get your Work Permit?

☐ By myself from the Department of Employment

☐ By myself from the 'One Stop Service Center'

☐ Through labour recruiter, contractor or lawyer

☐ Through the so-called 'Clause 12' for illegal migrant

☐ Through the 'Illegal Migrant Worker' registration

☐ Through other intermediary (please specify:)

24. Do you do (or have you done) any other extra or casual work beside your main job?

☐ No.

☐ Yes. Please specify number of extra jobs you do (did) at one time:job(s)

And please state the reasons for doing the extra job(s):

.....

.....

.....

C. Process of Migration

25. Can you speak and understand Thai?

- ☐ No, not at all [**skip to 27.**]
- ☐ Yes, fluently
- ☐ Yes, medium fluency
- ☐ Yes, a little

26. When did you learn Thai (language)?

- ☐ Before coming to Thailand
- ☐ After coming here

27. When did you come to Thailand (most *recently*)?

Please specify the *month* and *year* of your entry (e.g. January 04):

28. Do you know how long you intend to stay in Thailand (this time)?

- ☐ No, I don't know.
- ☐ Yes, I do. Please specify the intended length of stay:
.....week(s).....month(s).....year(s)

29. How did you enter Thailand?

- ☐ By air (through an immigration check point)
- ☐ By land (through an immigration check point)
- ☐ By sea (through an immigration check point)
- ☐ Did not pass an immigration check point (please explain how.....
.....) [**skip to 31.**]

30. What kind of visa do you have?

- ☐ Tourist or transit visa
- ☐ Non-immigrant visa
- ☐ Permanent residence
- ☐ Other (please specify:)

31. What was the *main* reason you left home or the former place of residence?

Please state the reason here:

32. What was the *main* reason you chose to come to Thailand?

Please state the reason here:

33. Beside the main reason, what were the *other* reasons you chose to come and work in Thailand?

Please state the other reasons here:
.....

34. Who *most* influenced the decision for you to come and work in Thailand (only *one* answer)?

- ☐ Myself
- ☐ Spouse
- ☐ Parent(s)
- ☐ Employer
- ☐ Other (please specify)

35. How would you rate the importance of the following reasons/factors influencing your decision to come and work in Thailand?

Note: Please place an 'x' in the space in front of a number for each of the reason/factor below, using the following scale:

1 = Very important

2 = Important

3 = Neutral

4 = Unimportant

5 = Not important at all

i) To escape natural disasters at home	<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u> </u> 5
ii) To escape political difficulties at home	<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u> </u> 5
iii) To accompany or join my spouse/parents	<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u> </u> 5
iv) No jobs available at home	<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u> </u> 5
v) Higher wages here than at home	<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u> </u> 5
vi) Motivated by the financial improvement of neighbours with family members working here	<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u> </u> 5
vii) Better work conditions here than at home	<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u> </u> 5
viii) Have friends and relatives here	<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u> </u> 5
ix) To find a life partner/spouse here	<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u> </u> 5
x) To gain work experiences in an other country	<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u> </u> 5
xi) Previous visits to Thailand	<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u> </u> 5
xii) Live style and social activities here	<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u> </u> 5
xiii) Company or job transfer	<u> </u> 1	<u> </u> 2	<u> </u> 3	<u> </u> 4	<u> </u> 5

D. Social Life and Social Network in Thailand

36. In Thailand, who do you normally turn to for (*non-financial*) assistance when needed (*you may choose more than one answers*)?

 1) No one [**skip to 38.**]

 2) Friends and relatives from home living here in Thailand

 3) New friends met here (also from the same country/origin)

 4) New friends met here (but from the different country/origin)

 5) Employer

 6) Labour recruiter or contractor

 7) Special community (e.g. ethnic association) (please specify

 8) Welfare-related Thai government department (please specify

 9) Non-government organisation (NGO) (please specify

 10) Other (please specify.....)

37. And please specify which of these people you seek for help *most* (only *one* answer)

38. Beside the payment from your current main employment, do you normally seek any other financial support?

☐ No [**skip to 41.**]

☐ Yes

39. What is your other *main* means of financial support (you *may choose more than one answers*)?

☐ 1) Friends and relatives at home

☐ 2) Friends and relatives from home living in Thailand

☐ 3) New friends met in Thailand (also from the same country/origin)

☐ 4) New friends met here (but from the different country/origin)

☐ 5) Loan from a financial institution

☐ 6) Loan from a private moneylender

☐ 7) Employer

☐ 8) Labour recruiter or contractor

☐ 9) Special community (e.g. ethnic association) (please specify:)

☐ 10) Non-government organisation (NGO) (please specify:)

☐ 11) Government agency (please specify:)

☐ 12) Other (please specify:)

40. And please specify which of those sources you seek for support *most* (only *one* answer):

41. Since coming here, have you ever looked for a job or a new job?

☐ No [**skip to 44.**]

☐ Yes

42. What were the main methods that you normally used to find work (you *may choose more than one answers*)?

☐ 1) Friends and relatives from home living in Thailand

☐ 2) New friends met here (also from the same country/origin)

☐ 3) New friends met here (but from the different country/origin)

☐ 4) Thai government employment agency

☐ 5) Private employment agency

☐ 6) I advertised (e.g. in a newspaper or on the internet)

☐ 7) Advertised jobs openings in newspapers and printed materials

☐ 8) By asking or visiting potential employers

☐ 9) Other (please specify:)

43. And please specify which of those methods was *most* efficient so far (only *one* answer):

44. Since coming here, are you still in touch with your friends and family at home?

☐ No. [**skip to 46.**]

☐ Yes.

45. What is the *main* means of your communication with your friends and family at home (only *one* answer)?

☐ Telephone call

☐ Mail

☐ E-mail and/or internet 'chat' program

☐ Other (please specify:)

46. What do you *normally* do in your spare time (only *one* answer)?

- ☐ Associate with people from my home country
- ☐ Associate with people from other country
- ☐ Associate with local Thai
- ☐ Associate with my co-workers
- ☐ Stay with my family or by myself
- ☐ Other (please specify:)

E. Remittance

47. Please specify about how much your *total* earning in Thailand (per *month*) is (including paid jobs and other income): Baht

48. What are the 3 main uses of your earning in Thailand?

Please state your answers here:

- 1)
- 2)
- 3)

49. Please specify about how much money you save (or have left) per month: Baht

50. Do you send some of your earnings back to your family or home country?

- ☐ Yes
- ☐ No. Please state the reasons **[skip to 54.]**

51. What methods do you use to send the money to your family or home country?

- ☐ Bank transfer (e.g. cheques, drafts, etc)
- ☐ Through friends and relatives
- ☐ Carried by agent or labour recruiter or contractor
- ☐ Other (please specify)

52. Please specify approximately how much money you send back home (per *month*): Baht

53. What are the 3 main purposes of sending money back to you home country?

Please state your answers here:

- 1)
- 2)
- 3)

54. Do you send goods back to your family or home country?

- ☐ No **[skip to 56.]**
- ☐ Yes. Please specify the sort of items that you sent home:
 - 1).....
 - 2).....
 - 3).....

55. What method of sending the goods?

- ☐ Post office
- ☐ Shipping
- ☐ Air freight
- ☐ Through friend and relatives
- ☐ Carried by agent or labour recruiter or contractor
- ☐ Other (please specify:)

F. Post-migration

56. Do you intend to remain in Thailand permanently?

- ☐ Yes. Please state the reasons:
.....
.....
- ☐ No. Please state the reasons:
.....
.....

57. Compared to other people in your home town (country), by working here in Thailand, would you see yourself are:

- ☐ Much better off than most
- ☐ Better off than most
- ☐ Just average
- ☐ Worse off than most
- ☐ Much worse off than most

58. What would you recommend your friends and relatives about coming to work in Thailand?

- ☐ Nothing
- ☐ Encourage them to come and work here
- ☐ Discourage them to come and work here
- ☐ Other (please specify:)

59. For some reasons, if you had to go home now, would you return to work in Thailand again?

- ☐ Yes. Please state the reasons:
.....
.....
- ☐ No. Please state the reasons:
.....
.....

60. In what country would you like to settle down after retirement?

- ☐ My home country
- ☐ Thailand
- ☐ Have not decided yet
- ☐ Other (please specify:)

THANK YOU VERY MUCH
YOUR TIME AND PARTICIPATION ARE GREATLY APPRECIATED

Appendix B: A Cover Letter



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email: fharding@metz.une.edu.au

Internet: <http://www.une.edu.au/febl/Economics/indix.htm>

1 December 2004

Dear Worker,

I am a student of the School of Economics, at the University of New England in Australia, conducting a survey as part of a thesis to be submitted for a Doctor of Philosophy degree. If you are a foreign national working in Thailand and are over 18 years of age, you are invited to participate in a questionnaire survey for my dissertation, the aim of which is to gather relevant information for the analysis of the causes of international labour migration to Thailand.

Participation is voluntary and confidential. There is no foreseeable risk associated with your involvement in this project. There will be no penalty should you decide not to participate in this study. You may withdraw at any time. To protect your privacy the questionnaire is anonymous (the research questionnaire does not ask for names and addresses of participants) and it will not be possible to trace a completed questionnaire to you or your business.

If you choose to return your survey by mail, responses will be totally anonymous. Confidentiality of emailed and faxed questionnaires cannot be guaranteed. However, all identifiers will be removed immediately on receiving of the returned questionnaire and the information will be kept confidential and the origin of the information will not be able to be identified through its use. All data will be kept for 5 years in a locked filing cabinet. After 5 years the data will be destroyed.

The information contain in the questionnaire will be used only for the purpose of this research project. It is your choice whether you wish to participate in this project. Your responses are important and will assist me with my research. The information you provide may assist in the long-term planning for future state policy on foreign labour recruitment in Thailand and lead to a better understanding of the nature of labour movement.

If you decide to participate in this study, you will be asked to fill out the attached questionnaire that will take about 25 minutes to complete. It is hoped that the completed questionnaire will be returned as soon as possible or no later than 1 April 2005 to the researcher by mail, email or fax (see contact details in the box below).

Mail	: Gorawut NUMNAK 20/42 Rangsit-Nakhonnayok Rd., Tanya Buri, Pathum Thani 12130
Email	: gnumnak@pobox.une.edu.au
Fax	: 02 9909984

If you have any queries about my research or its use, you can contact:

Researcher:

Gorawut NUMNAK

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(From 1 December 2004 to 1 April 2005)

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Thank you very much for your cooperation and for taking the time to complete and return this survey.

Yours sincerely,

Gorawut NUMNAK

This project has been approved by the Human Research Ethics Committee of the University of New England (Approval No. HE04/178, Valid to 18/11/05).

Should you have any complaints concerning the manner in which this research is conducted, please contact the Research Ethics Officer at the following address:

Research Services

University of New England

Armidale, NSW 2351.

Telephone: (02) 6773 3449 Facsimile (02) 6773 3543

Email: Ethics@metz.une.edu.au

Appendix C: Confidential Agreement Form



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Confidentiality Agreement

Project: Foreign Workers in Thailand: Characteristics, Causes and Consequences

Researcher: Gorawut NUMNAK

The nature and general purpose of the research project: The main purposes of the project are to gather relevant information via a designed questionnaire for the analysis of the causes of international labour migration to Thailand and, to collect data about the migration experience from two groups of labour migrants to Thailand, skilled workers and unskilled construction workers. Participation in this study is voluntary and confidential. Because many unskilled construction workers are illiterate, the researcher will conduct the survey as a formal interview and will record responses. Interpreters will be used to assist where necessary.

I,, have read the information above and undertake to keep confidential between myself and the person responsible, any information I have access to as a research assistant for this project.

.....
Research Assistant

.....
Date

.....
Researcher

.....
Date

Appendix D: Business Barred to Foreigners

Category 1

Business not permitted for foreigners to operate due to special reasons:

- a) Newspaper, radio broadcasting or television station
- b) Rice farming, farming or gardening
- c) Animal farming
- d) Forestry and wood fabrication from natural forest
- e) Fishery for marine animals in Thai waters and within the specific economic zones of Thailand
- f) Extraction of Thai herbs
- g) Trading and auctioning Thai antiques or national historical objects
- h) Making or casting Buddha images and monk alms bowls
- i) Land trading

Category 2

Business related to national safety or security or affecting arts and culture, tradition, folk handcraft or natural resource and environment

- a) Group 1: Business related to the national safety or security
 - i) Production, selling, repairing and maintenance of:
 - (1) Firearms, ammunition, gun powder, explosives
 - (2) Accessories of firearms, ammunitions, and explosives
 - (3) Armaments, ships, air-craft or military vehicles
 - (4) Equipment or components, all categories of war materials
 - ii) Domestic land, waterway or air transportation, including domestic airline business
- b) Group 2: Business affecting arts and culture, traditional and folk handcraft:
 - i) Trading antiques or art objects being Thai arts and handicraft
 - ii) Production of carved wood

- iii) Silkworm farming, production of Thai silk yarn, weaving Thai silk or Thai silk pattern printing
 - iv) Production of Thai musical instruments
 - v) Production of gold-ware, silver-ware, niello-ware, bronze-ware or lacquer-ware
 - vi) Production of crockery of Thai arts and culture
- c) Group 3: Business affecting natural resource or environment:
 - i) Manufacturing sugar from sugarcane
 - ii) Salt farming, including underground salt
 - iii) Rock salt mining
 - iv) Mining, including rock blasting or crushing
 - v) Wood fabrication for furniture and utensil production

Category 3

Businesses where Thai nationals are not yet ready to compete with foreigners:

- a) Rice milling and flour production from rice and farm product
- b) Fishery, specifically marine animal culture
- c) Forestry
- d) Production of plywood, veneer board, chipboard or hardboard
- e) Production of lime
- f) Accounting service
- g) Legal service
- h) Architecture service
- i) Engineering service
- j) Construction, except for
 - i) Construction rendering basic services to the public in public utilities or transport requiring special tools, machinery, technology or construction expertise having minimum foreign capital of 500 million baht or more
 - ii) Other categories of construction as prescribed by the ministerial regulations
- k) Broker or agent business, except:
 - i) Being a broker or agent for underwriting securities or services connected with future trading of commodities of financing instruments or securities

- ii) Being a broker or agent for trading or procuring goods or services necessary for production or rendering services amongst affiliated enterprises
- iii) Being a broker or agent for trading, purchasing or distributing or seeking both domestic and foreign market for selling domestically manufactured or imported products, and having foreign capital more than 100 million baht
- iv) Being a broker or agent of other category as prescribed by the ministerial regulations
- l) Auction, except:
 - i) Auction in the manner of international bidding not being the auction of antiques, historical artefacts or art objects which are Thai works of arts, handicraft or antiques or having the historical value
 - ii) Other categories of auction as prescribed by the ministerial regulation
- m) Internal trade connected with native products or produce not yet prohibited by law
- n) Retailing all categories of goods having the total minimum capital less than 100 million baht or having the minimum capital of each business less than 20 million baht
- o) Wholesaling all categories of goods having minimum capital of less than million baht
- p) Advertising
- q) Hotel, except for hotel management service
- r) Guided tour
- s) Selling food or beverages
- t) Plan cultivation and propagation
- u) Other categories of service except that prescribed in the ministerial regulations

Source: Royal Thai Government (1999a), p 17-22.

Appendix E: List of Occupations and Professions Barred to Foreigners

- 1) Manual labour (except labour work in marine-fisheries under 2.);
- 2) Work in agriculture, animal husbandry, forestry or fishery (except specialized work in each particular branch or farm supervision or labour work in marine-fishing-boats);
- 3) Masonry, carpentry and other construction work;
- 4) Wood carving;
- 5) Driving of motor vehicles and non-mechanically-propelled vehicles (except piloting aircraft internationally);
- 6) Front shop attendant;
- 7) Auctioneer;
- 8) Supervising, auditing or giving services in accountancy (except ad hoc internal auditing);
- 9) Gem cutting and polishing;
- 10) Haircutting, hairdressing or beautician;
- 11) Cloth weaving by hand;
- 12) Mat weaving or making products from reed, rattan, hemp, straw or bamboo pellicle;
- 13) Manual fibrous paper fabrication;
- 14) Lacquer-ware fabrication;
- 15) Thai musical instrument fabrication;
- 16) Niello-ware fabrication;
- 17) Goldsmith, silversmith or gold-and-copper alloy smith work;
- 18) Bronze-ware fabrication;
- 19) Making Thai dolls;
- 20) Mattress or padded blanket fabrication;
- 21) Alms bowl fabrication;
- 22) Manual silk fabrication;
- 23) Buddha image fabrication;
- 24) Knife fabrication;
- 25) Paper or cloth umbrella fabrication;
- 26) Shoemaking;
- 27) Hat making;
- 28) Brokerage or agency (except in international trading);

- 29) Engineering work in civil engineering branch concerning design and calculation, systemization, analysis, planning, testing, construction supervision, or consulting services (except that involving special skills);
- 30) Architectural work concerning design, drawing-making, cost estimation, or consulting services;
- 31) Dressmaking;
- 32) Pottery or ceramics making;
- 33) Cigarette rolling by hand;
- 34) Tour guiding or tour conducting;
- 35) Hawking of goods;
- 36) Thai character typesetting by hand;
- 37) Silk unwinding and twisting by hand
- 38) Clerical or secretarial work;
- 39) Legal (excepting some litigation services as interpolated in 2000).

Source: Royal Thai Government (1979b; 1993; 2000a)

Appendix F: Characteristics of Under-Clause-12 *Personae non gratae*

- 1) Foreign nationals who are under a deportation order who have been permitted to engage in profession at a place in lieu of deportation or while awaiting deportation
- 2) Foreign nationals whose entry into the country has not been permitted under the law on immigration and who are awaiting deportation
- 3) An individual who is born within the territory of the country but have not acquired Thai nationality under the Announcement of the National Executive Council No. 337, dated the 13th of December 1972 or under other law
- 4) An Individual whose Thai nationality has been revoked under the Announcement of the National Executive Council No. 337, dated the 13th of December 1972, or other laws.

Source: Royal Thai Government (1978), p. 18-19

Appendix G: Registrations of Illegal Migrants Under Cabinet Approval

	Procedure and conditions	Countries of origin	Authorised provinces	Authorised sectors and/or occupations
1992 Registration	In March 1992, under a Cabinet Resolution 1992, the government announce an unprecedented amnesty and registration, permitting employers in four provinces of the country's 76 provinces (and later extended to ten provinces along the Thai-Myanmar border) to legalise their migrant workers from Myanmar to work in one of the 27 occupation listed in the Government Gazette. The registration ended on 12 October 1993. There was a deposit of 50,000 baht bond (or guarantee money, which was refundable) per worker required by the Immigration Bureau, MOI. Employers could lose the bond money if their foreign workers fail to present themselves at the end of the authorised period. After paying the bond money, the DOE would issue a maximum one-year period work permit in a return for a 1,000 baht application fee.	Myanmar	4 provinces: Chiang Rai, Tak, Kanchanaburi, and Ranong 10 Provinces: Chaing Mai, Chaing Rai, Chumphon, Kanchanaburi, Mae Hong Son, Prachuap Khiri Khan, Ranong, Ratchaburi, Surat Thani, Tak	27 occupations and profession listed in the Government Gazette: 1) Bicycle repair, 2) Vehicle-seat assembly and repair, 3) Vehicle-body assembly and repair, 4) Vehicle-exhaust-pip assembly and repair, 5) Tinsmith, 6) Furnisher carpentry, 7) Carpenter in construction site, 8) Timber processing, 9) Mason, 10) Painter, 11) Door and window assembly and repair, 12) Window screen installation, 13) Dyer, 14) Clothing production (except for women's cloths), 15) Laundry, 16) Vegetable and fruit farming, 17) Animal husbandry (except silkworm farming), 18) Retail work (except for pharmaceutical products, chemical products, communication devices, televisions, cameras, video cameras, firearms, explosive devices or explosives related items), 19) Food and beverages vending, 20) Food and beverages production, 21) Shoes making and repairing, 22) Repairing of watches, pen and grasses, 23) Sharpening of knives and utensil, 24) Picture framing, 25) Goldsmith, silversmith, and other smith of other valuable metal, 26) Knitting, weaving, and manual Weaving (except silk fabrication and making all kind of silk products), 27) Manual labour
1994 Registration	In 1994, the government announced a similar registration (ended after one month of extension on 21 September 1995). However, the 50,000 prohibitive guarantee money was lowered to 5,000 baht per foreign worker.	Myanmar	10 provinces: Chaing Mai, Chaing Rai, Chumphon, Kanchanaburi, Mae Hong Son, Prachuap Khiri Khan, Ranong, Ratchaburi, Surat Thani, Tak	27 occupations and profession listed in the Government Gazette (as listed above)
1997 Registration	Between 1 September 1996 and 28 February 1997, the government announce a new registration exercise, allowing foreign workers, not only from Myanmar, but also from Laos and Cambodia (those who enter the country before 25 June 1996) to register and apply for a work permit. This time, the government allowed employers to employ foreign workers (up to 50 percent of their work force) in one of 43 selected provinces as labours in seven sectors for a period of one year, with the possibility of another year	Myanmar, Laos, and Cambodia	43 provinces: Chachoengsao, Chanthaburi, Chiang Mai, Chiang Rai, Chon Buri, Chumphon, Kalasin, Kamphaeng Phet, Kanchanaburi, Khon Kaen, Krabi, Krung Thep Mahanakhon (Bangkok), Lampang, Lop Buri, Mae Hong Son, Nakhon Pathom, Nakhon Ratchasima, Nakhon Sawan, Nakhon Si Thammarat, Nan, Narathiwat, Nonthaburi, Pathum Thani, Pattani, Phangnga,	7 sectors: 1) Agriculture, 2) Fishery, 3) Fishery related activities, 4) Construction, 5) mining, 6) Porter of goods from water to land, 7) Production (shrimp paste, fish sauce, squid drying, filleting fish, tobacco, sweet and salty fish production, dry tapioca, storage of agricultural products in silos, storage of goods in warehouses, timber mill, stone mill, rice mill, salt production, rain jar production, and brick making), and 8) Others (for the consideration of the MLSW - and at the recommendation of the Committee for Deliberation of Migration Labour)

	extension, and as domestic helper for two years. The required bond money was 1,000 baht. The employers and foreign workers must report themselves to the Immigration Bureau every three months; failure to report would also cause forfeiture of the 1,000 baht bond money. In order to register, there was a three-step-procedure that employers and foreign workers had to follow. First, migrant workers must pass a health check at specified local hospital or health centres. Second, employers and workers must present all required document and deposit bond money at the Immigration Bureau. Then they would receive a Temporary Resident Permit for Immigrants Awaiting Deportation (<i>Tor Mor 69</i>). In a final step, employers and workers, together with the <i>Tor Mor 69</i> and an additional 1,000 baht for application fee, can apply for a work permit at the DOE.		Phetchaburi, Phitsanulok, Phra Nakhon Si Ayutthaya (Ayutthaya), Phuket, Prachuap Khiri Khan, Ranong, Ratchaburi, Rayong, Samut Prakan, Samut Sakhon, Samut Songkhram, Sara Buri, Satun, Songkhla, Suphan Buri, Surat Thani, Tak, Trang, Trat, Uthai Thani	
1998 Registration	In 1998, the Cabinet sanctioned another registration, using the same procedure as the previous one. However, the government expanded the authorised area to 54 provinces and opened up 47 occupations.	Myanmar, Laos, and Cambodia	54 provinces: Chachoengsao, Chai Nat, Chanthaburi, Chiang Mai, Chiang Rai, Chon Buri, Chumphon, Kamphaeng Phet, Kanchanaburi, Khon Kaen, Krabi, Krung Thep Mahanakhon (Bangkok), Lamphun, Lop Buri, Mae Hong Son, Mukdahan, Nakhon Nayok, Nakhon Pathom, Nakhon Phanom, Nakhon Ratchasima, Nakhon Sawan, Nakhon Si Thammarat, Narathiwat, Nonthaburi, Pathum Thani, Pattani, Phangnga, Phayao, Phetchaburi, Phichit, Phitsanulok, Phuket, Prachin Buri, Prachuap Khiri Khan, Ranong, Ratchaburi, Rayong, Sa Kaeo, Samut Prakan, Samut Sakhon, Samut Songkhram, Sara Buri, Satun, Sing Buri, Songkhla, Sukhothai, Suphan Buri, Surat Thani, Surin, Tak, Trang, Trat, Udon Thani, Uthai Thani.	47 activities: 1) Fishery, 2) Fishery related activities, 3) Vegetable and fruit farming, 4) Vegetable fruit and crops cultivation, 5) Vegetable Fruit and tobacco plantation, 6) Vegetable fruit tea and flowers cultivation, 7) Fruit and palm farming, 8) Maize and cassava cultivation, 9) Cassava coffee sugarcane and maize cultivation, 10) Crops plantation, 11) Sugarcane cultivation, 12) Rubber plantation, 13) Tobacco production, 14) Sun-drying and storage of products in silos, 15) Storage of agricultural products in silos, 16) Storage of goods in warehouse, 17) Animal husbandry, 18) Animal husbandry (except silkworm farming), 19) Piggery, 20) Mining, 21) Gem polishing, 22) Sand production, 23) Construction, 24) Construction tools production and vending, 25) Furniture making and vending, 26) Timber vending, 27) Ice making for fishery, 28) Beverages and ices production, 29) Brick making, 30) Dry-fish production, 31) Rock crushing, 32) Timber milling, 33) Rice milling, 34) Prawn (shrimp) pasteurising (boiling), 35) Cloth weaving and clothing production, 36) Toy making, 37) Pottery and ceramics production, 38) Goldsmith Silversmith and other metal-smith, 39) Electronic part making, 40) Making of leather product, 41) Making of fish container, 42) Granite cutting, 43) Retail work and delivery, 44) Food and

				beverages vending, 45) Food and beverages production, 46) Porter of goods in land, 47) Porter of goods from water to land.
1999 Registration	Again in August 1999, with an approval from the Cabinet, the government announced a similar registration. This time, however, there were only 37 authorised provinces and 18 types of jobs. The registration ended on 3 November 1999.	Myanmar, Laos, and Cambodia	37 provinces: Chachoengsao, Chai Nat, Chanthaburi, Chiang Mai, Chiang Rai, Chon Buri, Chumphon, Kamphaeng Phet, Kanchanaburi, Krabi, Krung Thep Mahanakhon (Bangkok), Lamphun, Mae Hong Son, Nakhon Pathom, Nakhon Phanom, Nakhon Sawan, Nakhon Si Thammarat, Pathum Thani, Pattani, Phangnga, Phetchaburi, Phuket, Prachuap Khiri Khan, Ranong, Ratchaburi, Rayong, Samut Prakan, Samut Sakhon, Samut Songkhram, Sara Buri, Satun, Songkhla, Suphan Buri, Surat Thani, Tak, Trang, Trat	18 activities: 1) Fishery, 2) Fishery related activities, 3) Rubber plantation, 4) Vegetable and fruit farming, 5) Construction, 6) Rice milling, 7) Piggery, 8) Porter of goods from water to land, 9) Sugarcane cultivation, 10) Prawn (shrimp) farming, 11) Crops and coffee cultivation, 12) Mining, 13) Palm farming, 14) Brick making, 15) Storage of goods in warehouse, 16) Pottery and ceramics production, 17) Dry-fish production, 18) Boat-roof making
2000 Re-registration	On 29 August 2000, with a quota of 106,684 workers, the government announced a one-year-extension re-registration for the previously registered migrant workers. The re-registration ended on 30 November 2000.	Myanmar, Laos, and Cambodia	37 provinces as authorised in the 1999 registration	18 activities as authorised in the 1999 registration
2001 Registration	On 28 August 2001, the Cabinet approved the government's proposal to register another group of illegal migrant workers from Myanmar, Laos and Cambodia to engage in ten categories of type of jobs. This time the government also allowed <i>self-employed</i> foreign workers to participate in the program. The registration began on 14 September 2001, until 23 October 2001. The registered foreign workers were given a six-month work permit in exchange for a 3,250 baht fee (1,200 baht for a photo ID card, 900 baht for the six-month work permit, and 1,000 for the bond money). In order to extend the work permit to another six-month period, a second 900 baht work permit fee and an additional 300 baht health insurance were required.	Myanmar, Laos, and Cambodia	37 provinces as authorised in the 1999 registration	10 categories of jobs: 1) Vegetable, fruit, sugarcane, rubber, palm, crops, or coffee cultivation, 2) Mining, 3) Brick, pottery, or ceramic production, 4) Construction or boat-roof making, 5) Rice milling, 6) Pig, prawn, and other animal farming, 7) Fishery, fishery related activities, or dry-fish production, 8) Storage of goods in warehouse, 9) Domestic helpers, 10) Other (both employed and self-employed work).

2002 Re-registration	Between February and March 2002 and between September and November 2002, the government allowed the previously registered foreign workers to re-register for extensions of their right to stay and work in Thailand (for a six-month period a 900 baht work permit fee and an additional 300 baht health insurance were required).	Myanmar, Laos, and Cambodia	37 provinces as authorised in the 1999 registration	10 categories of types of jobs as authorised in the 2001 registration
2002 Re-registration (Nov 2002 – Jan 2003)	On 25 September 2002 and 1 October 2002, the Cabinet sanctioned two incidental re-registrations exclusively for Tak province to be held separately between November 2002 and January 2003 and between December 2002 and January 2003. The November-January registration allowed previously registered workers in Fishery to partake. The December-January registration was arranged for previously registered illegal workers (mainly Burmese) who missed out the preceding re-registration (held between September and November 2002) to be able to extend their work permits.	Myanmar, Laos, and Cambodia	Tak	Fishery
2002 Re-registration (Dec 2002 – Jan 2003)		Myanmar, Laos, and Cambodia	Tak	10 categories of types of jobs as authorised in the 2001 registration
2003 Re-registration	Between August and September 2003, the government allowed the previously registered foreign workers to re-register for extensions of their right to stay and work in Thailand (for a six-month period a 900 baht work permit fee and an additional 300 baht health insurance were required).	Myanmar, Laos, and Cambodia	37 provinces as authorised in the 1999 registration	10 categories of types of jobs as authorised in the 2001 registration
2004 Registration	On 27 April 2004, the government announced a new registration for Myanmar, Laos and Cambodia. This time, the government implemented a new four-step-precedence. First, employers were required to submit a request for the number of needed foreign workers to the DOE before 31 July 2004. After a review of the requests, the government allocated a 'quota' of 1,512,587 foreign workers that could be employed by 245,113 employers. Second, foreign workers were	Myanmar, Laos, and Cambodia	Nationwide	10 categories of activities: 1) Vegetable and fruit farming, 2) Mining, 3) Brick, pottery, or ceramic production, 4) Construction or boat-roof making, 5) Rice milling, 6) Pig, prawn, and other animal farming, 7) Fishery, fishery related activities, or dry-fish production, 8) Storage of goods in warehouse, 9) Domestic helpers, 10) Other (both employed and self-employed work).

	required to register with, and to be photographed, and fingerprinted at the DOE between 1 and 31 July 2004. Unemployed migrants were also allowed to take part; however, a work permit would not be issued unless they found an employment before the end of the registration period. Third, registered foreign workers were required to have a medical check-up at specified local hospitals or health centres between 22 July and 31 October 2004. They were also required to pay 1,300 baht for medical insurance. In a final step, employers and workers must apply for a work permit at the DOE before 15 November 2004. The application fee for a one-year worker permit was 1,800 baht; for a six-month work permit was 900 baht; and for a three-month work permit was 450 baht.			
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Appendix H: Major Labour-related Laws

Labour-related Acts	Aims and Coverage	Exclusions
I) Labour Relations Act B.E. 2518 (1975)	It aims to protect the rights of workers and employers (in the private non-agricultural sector with no less than ten workers) in relation to the establishment of unions, associations, federations and councils. It, also, aims to set out comprehensive procedures with respect to labour negotiations (strikes and collective bargaining), resolution of demands between employers and employees, and arbitration and adjudication by related government departments.	Even though the general provisions of the Act do not exclude non-Thai national workers, under Clause 69 and 101, the Act allows only Thai nationals to become affiliates of the committee of unions, associations, federations or councils.
II) Social Security Act B.E. 2533 (1990) and its 1994 and 1999 Amendments	It aims to provide comprehensive social security scheme for workers in case of non-work-related injury, malady, disability, death, as well as covering maternity leave, child allowances, old-age pensions, and unemployment benefits through a so-called 'social security fund'. However, the unemployment benefits are not yet fully implemented in practice (as of 2004). The law requires three parties – employers, workers and the government – to contribute to such a fund at a rate specified under Ministerial Regulations. This is currently applicable to private-sector enterprises with one employee or more and this has been extended to self-employed and informal-sector workers who are disposed to participate in the scheme.	This Act, however, leaves out a number of workers, including government officials and regular, hourly, daily or short-term employees of the central, provincial, and local government authorities; employees of foreign governments or of international organisations; employees of the employer having an office in Thailand but working regularly overseas; teachers and head masters of private schools under the law on private schools; students, student nurses, undergraduate and medical trainees working for school, university or hospital; employees with age less than 15 or over 60 years old, and other employees as prescribed under Royal Decree – such as workers of farming, forestry, fishing and animal husbandry companies that do not employ workers on a regular basis, and employees working on a temporary, casual or seasonal basis.

III) Compensation Act B.E. 2537 (1994)	It aims to ensure security and benefits due to workers in case of accident, illness, disability, death, or loss during the normal course of their employment. In accordance with the Act, employers are necessitated to pay annually a percentage of their workers wages (between 0.2 and 1 percent, depending on the risk involved in the business activity) into a so-called 'compensation fund' that in turn pays injured workers or their next of kin appropriate benefits, covering medical, work rehabilitation and/or funeral expenses.	The provisions of the Act, however, do not apply to employees of central, provincial and local administrations and of state enterprises, teachers and head masters of private schools, employers of non-profit organisations, as well as other employers as prescribed under the Ministerial Regulation.
IV) Labour Protection Act B.E. 2541 (1998)	It aims to provide the basic and up-to-date comprehensive labour legislation, comprising a greater deal of provisions. Some of these relate to workplace discrimination, working periods and conditions, female and child labour, payment of wages, and occupational health and safety. This law initially concerned all individuals working for remuneration (accepts employees of government administrations and state enterprises). The Labour Protection Act repeals the previous Announcement of National Executive Council No. 103 (dated the 16th of March B.E. 2515) or commonly known as the 'Labour Law'.	However, by virtue of Clause 22 and under the Ministerial Regulations No. 9 and No. 10, agricultural workers, domestic helpers, most of workers employed in fishing with less than twenty employees, and workers working in sea-fishing boats off-shore for over a year, are excluded from the provisions of the Act on the grounds that, as noted in the Ministerial Regulations, the nature of employment of these activities is somewhat anomalous.
V) State Enterprise Labour Relations Act B.E. 2543 (2000)	It aims to facilitate the forming of trade unions of state enterprise workers. The State Enterprise Labour Relations Act B.E. 2543 (2000) revokes the State Enterprise Relations Act B.E. 2534 (1991), which banned workers in state enterprises from forming unions.	However, some state enterprises may be excluded (as prescribed in the Royal Gazette). In addition, the Act stipulates clearly in Clause 41 that only Thai nationals are allowed to form State Enterprise labour unions.

Source: Royal Thai Government (1975; 1990; 1994a; 1994b; 1998a; 1998b; 1998c; 1999c; 2000b)

Appendix I: Standard Minimum Wages, as of 1 January 2004

Minimum Wages Rate (baht per day)	Provinces Within Which the Stated Minimum Wages Rate Applies
170	Bangkok, Nakhon Pathom, Nonthaburi, Pathum Thani, Samut Prakan, Samut Sakhon
168	Phuket
153	Chon Buri
151	Sara Buri
145	Chiang Mai, Nakhon Ratchasima, Phangnga
143	Ranong, Rayong
142	Ayutthaya
140	Chachoengsao, Krabi
138	Ang Thong, Chanthaburi, Kanchanaburi, Phetchaburi, Ratchaburi, Samut Songkhram
137	Chumphon, Lamphun, Sa Kaeo, Sukhothai
136	Buriram, Kamphaeng Phet, Khon Kaen, Lop Buri, Prachin Buri, Sing Buri, Suphan Buri, Trang
135	Amnat Charoen, Chai Nat, Chaiyaphum, Kalasin, Lampang, Loei, Mukdahan, Nakhon Phanom, Nakhon Sawan, Nakhon Si Thammarat, Nan, Narathiwat, Nong Bua Lamphu, Nong Khai, Pattani, Phatthalung, Phetchabun, Phichit, Phitsanulok, Prachuap Khiri Khan, Roi Et, Sakon Nakhon, Satun, Sisaket, Songkhla, Surat Thani, Tak, Trat, Udon Thani, Uthai Thani, Uttaradit, Yala
134	Nakhon Nayok,
133	Chiang Rai, Mae Hong Son, Maha Sarakham, Phayao, Phrae, Surin, Ubon Ratchathani, Yasothon

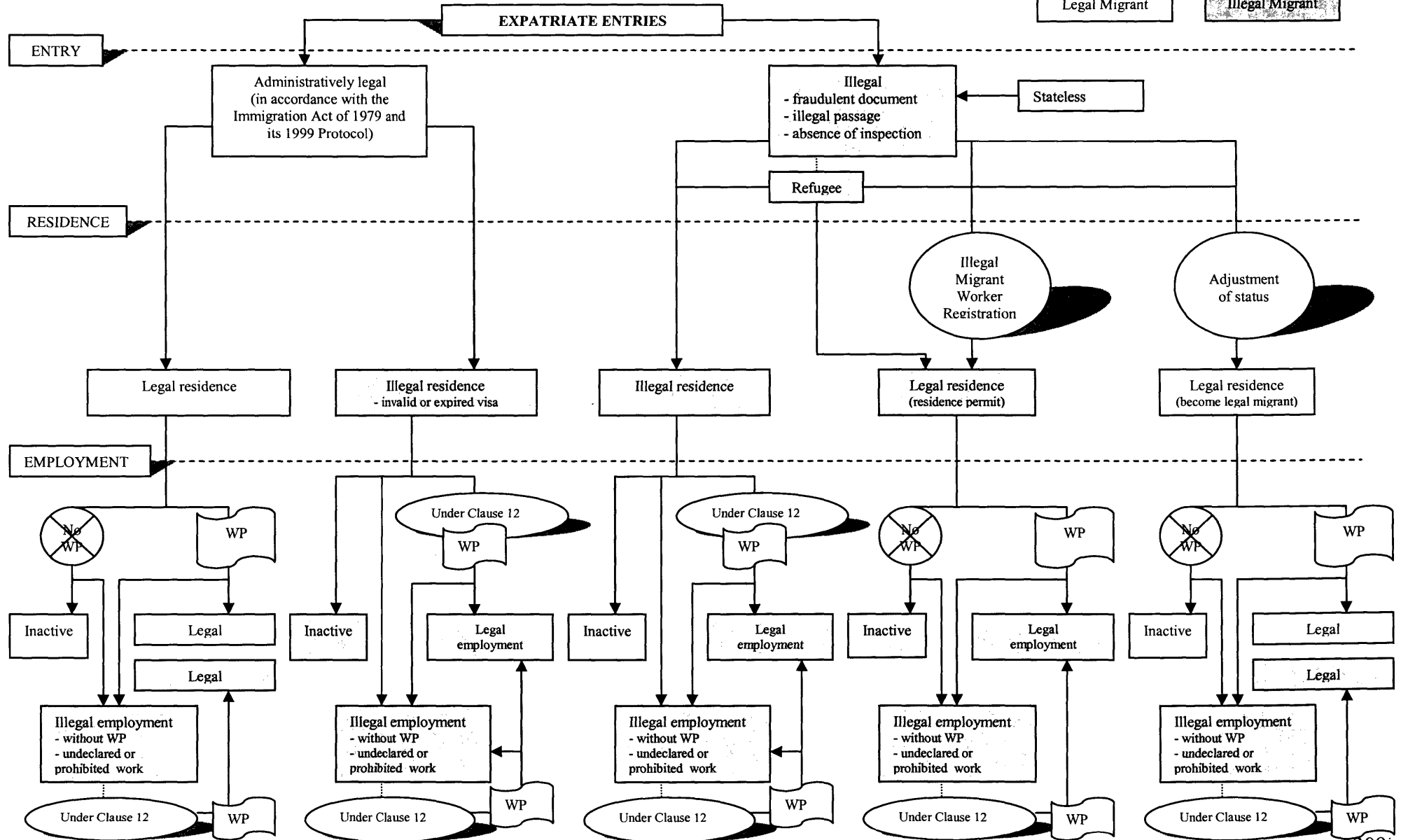
Source: Bank of Thailand (2004), online.

Appendix J: Legal and Illegal Migrants

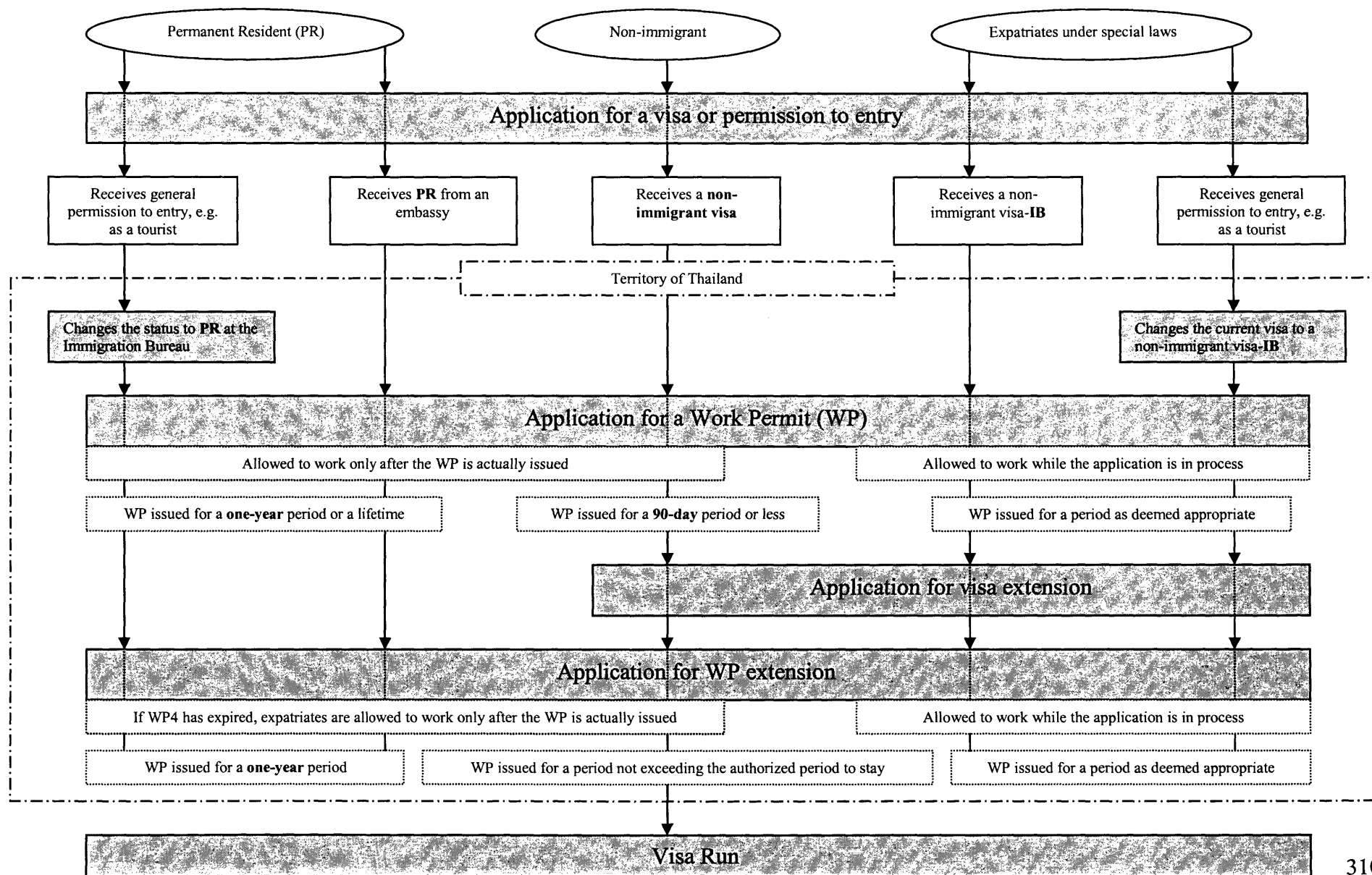
Note: WP stands for Work Permit

Legal Migrant

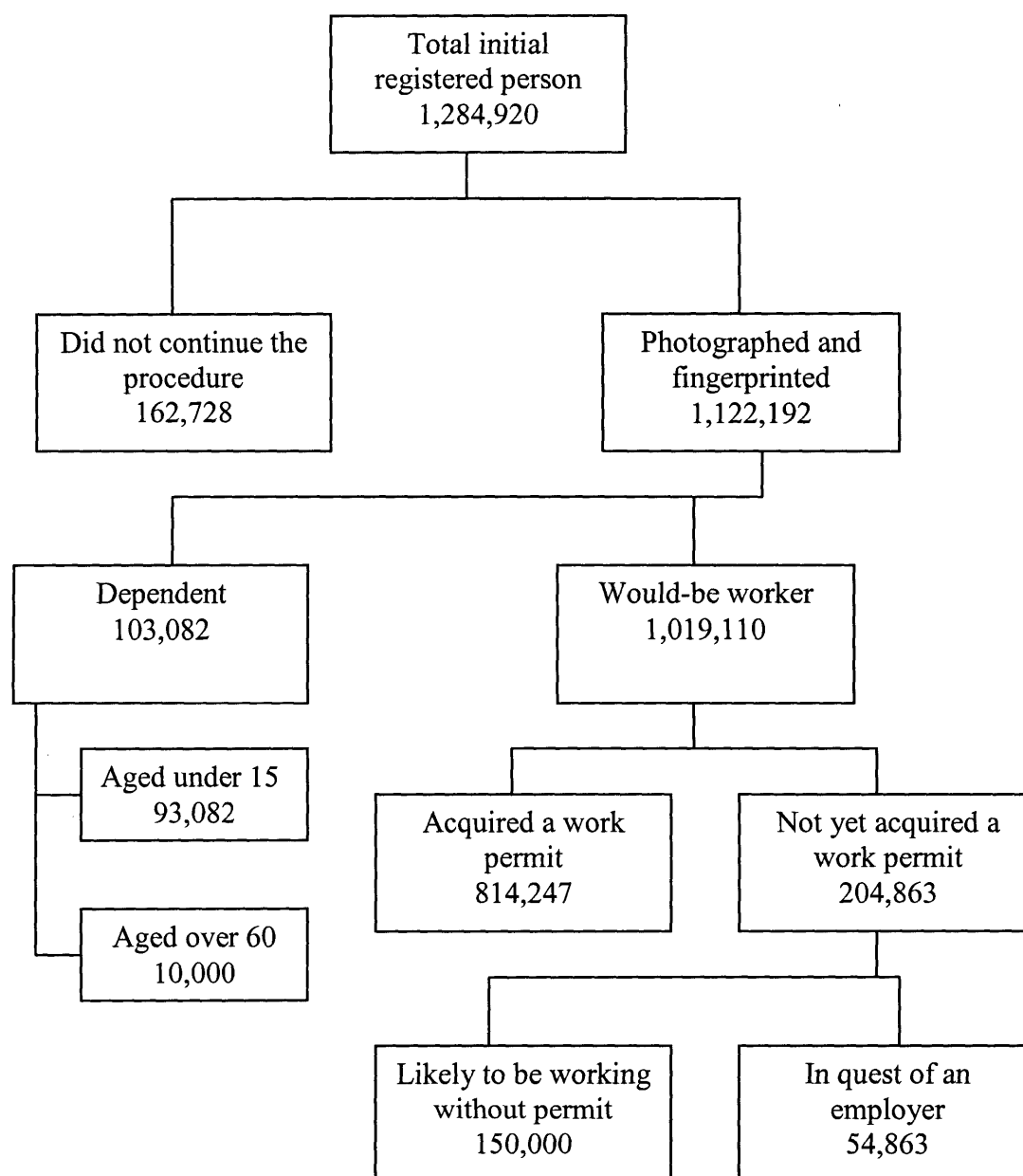
Illegal Migrant



Appendix K: A Schematic Diagram of the Process of Employment of Legal Migrants



Appendix L: Number of Registered Illegal Migrants from Myanmar, Cambodia and Laos, 2004 (as of 15 December 2004)



Source: Alien Occupational Control Division (2005)

Appendix M: Number and Percentages of Authorised Foreign Workers by Economic Industrial Group and Nationality, 2002

National Industry	Total		Japanese		English		Indian		Chinese		Burmese		American		Taiwanese		Filipin		Australian		German		Others	
Total	71165		13677	100%	5150	100%	5144	100%	4883	100%	4559	100%	4099	100%	3682	100%	2337	100%	2090	100%	1783	100%	23761	100%
Education	6549		470	3.4%	1461	28.4%	213	4.1%	209	4.3%	230	5.0%	1328	32.4%	31	0.9%	639	27.3%	438	21.0%	108	6.1%	1422	6.0%
	100%		7.2%		22.3%		3.3%		3.2%		3.5%		20.3%		0.5%		9.7%		6.7%		1.6%		21.7%	
Retail distribution	6170		610	4.5%	161	3.1%	1326	25.8%	417	8.5%	724	15.9%	104	2.5%	227	6.2%	48	2.1%	48	2.3%	113	6.3%	2392	10.1%
	100%		9.9%		2.6%		21.5%		6.8%		11.7%		1.7%		3.7%		0.8%		0.8%		1.8%		38.7%	
Food and drink manufacturing	5281		1763	12.9%	156	3.0%	289	5.6%	497	10.2%	190	4.2%	187	4.6%	557	15.1%	102	4.4%	97	4.7%	108	6.1%	1335	5.6%
	100%		33.4%		3.0%		5.5%		9.4%		3.6%		3.5%		10.5%		1.9%		1.8%		2.1%		25.3%	
Hotel and catering	4830		441	3.2%	345	6.7%	167	3.3%	145	3.0%	110	2.4%	145	3.5%	37	1.0%	569	24.3%	192	9.2%	244	13.7%	2435	10.2%
	100%		9.1%		7.1%		3.5%		3.0%		2.3%		3.0%		0.8%		11.8%		4.0%		5.0%		50.4%	
Constriction	4555		502	3.7%	157	3.1%	47	0.9%	127	2.6%	564	12.4%	74	1.8%	59	1.6%	77	3.3%	97	4.6%	45	2.5%	2806	11.8%
	100%		11.0%		3.5%		1.0%		2.8%		12.4%		1.6%		1.3%		1.7%		2.1%		1.0%		61.6%	
Wholesale distribution	3599		388	2.8%	148	2.9%	573	11.1%	398	8.1%	336	7.3%	110	2.7%	254	6.9%	36	1.6%	59	2.8%	66	3.7%	1231	5.2%
	100%		10.8%		4.1%		15.9%		11.1%		9.3%		3.1%		7.1%		1.0%		1.6%		1.8%		34.2%	
Agriculture, hunting and related activities	3188		17	0.1%	6	0.1%	7	0.1%	55	1.1%	1402	30.8%	9	0.2%	40	1.0%	2	0.1%	4	0.2%	4	0.2%	1642	6.9%
	100%		0.5%		0.2%		0.2%		1.7%		44.0%		0.3%		1.3%		0.1%		0.1%		0.1%		51.5%	
Furniture and other manufacturing	3004		1229	9.0%	51	1.0%	358	7.0%	211	4.3%	108	2.4%	102	2.5%	247	6.7%	43	1.8%	22	1.0%	31	1.7%	602	2.5%
	100%		40.9%		1.7%		11.9%		7.0%		3.6%		3.4%		8.2%		1.4%		0.7%		1.1%		20.1%	
General business activities	2745		385	2.8%	540	10.5%	92	1.8%	76	1.6%	47	1.0%	337	8.2%	69	1.9%	82	3.5%	233	11.1%	105	5.9%	779	3.3%
	100%		14.0%		19.7%		3.4%		2.8%		1.7%		12.3%		2.5%		3.0%		8.5%		3.8%		28.3%	
Supporting and auxiliary transport activities	1806		300	2.2%	140	2.7%	20	0.4%	99	2.0%	17	0.4%	49	1.2%	32	0.9%	14	0.6%	44	2.1%	153	8.6%	938	4.0%
	100%		16.6%		7.8%		1.1%		5.5%		0.9%		2.7%		1.8%		0.8%		2.4%		8.5%		51.9%	
Others	29438		7572	55.4%	1985	38.5%	2052	39.9%	2649	54.3%	831	18.2%	1654	40.4%	2129	57.8%	725	31.0%	856	41.0%	806	45.2%	8179	34.4%
	100%		25.7%		6.7%		7.0%		9.0%		2.8%		5.6%		7.2%		2.5%		3.0%		2.7%		27.8%	

Source: Department of Employment (2003a), online

Appendix N: The Illegal Migrant Workers Re-registration Programme, 2002-2003

Economic Activities	The Re-registration Under the 27 Aug 2002 Resolution of the Cabinet (Nationwide) Between 15 Sept and 6 Nov 2002															
	Burmese				Laotian				Cambodian				Total of the November 2002 registration			
	Male	Female	Total		Male	Female	Total		Male	Female	Total		Male	Female	Total	
General Labourer	44,988 27%	15,974 73.8%	60,962 20%	100%	2,775 21.8%	1,132 71.1%	3,907 12.2%	100%	4,443 24.8%	1,546 74.2%	5,989 23.1%	100%	52,206 26.5%	18,652 11.3%	70,858 19.5%	100%
Fishery worker	28,632 17.2%	22,568 55.9%	51,200 16.8%	100%	670 5.3%	258 72.2%	928 2.9%	100%	7,749 43.2%	745 91.2%	8,494 32.8%	100%	37,051 18.8%	23,571 61.1%	60,622 38.9%	100%
Factory worker	35,246 21.1%	33,171 51.5%	68,417 22.4%	100%	5,007 39.3%	5,324 48.8%	10,331 32.2%	100%	2,067 11.5%	1,596 56.4%	3,663 14.1%	100%	42,320 21.4%	40,091 51.4%	82,411 48.6%	100%
Domestic helper	6,704 4%	43,030 13.5%	49,734 16.3%	100%	1,128 8.8%	10,935 56.8%	12,063 37.7%	100%	530 3%	2,725 16.3%	3,255 12.6%	100%	8,362 4.2%	56,690 12.8%	65,052 87.2%	100%
Agricultural worker	51,207 30.7%	23,667 68.4%	74,874 24.5%	100%	3,171 24.8%	1,608 8.4%	4,779 15%	100%	3,144 17.5%	1,360 69.8%	4,504 17.4%	100%	57,522 29.1%	26,635 68.4%	84,157 31.6%	100%
Total	166,777 100%	138,410 54.6%	305,187 45.4%	100%	12,751 100%	19,257 39.8%	32,008 60.2%	100%	17,933 100%	7,972 69.2%	25,905 30.8%	100%	197,461 100%	165,639 54.4%	363,100 45.6%	100%
Economic Activities	The Re-registration Under the 25 Sep 2002 Resolution of the Cabinet Between 22 Nov 2002 and 15 Jan 2003 (only in Tak province)				The Re-registration Under the 1 Oct 2002 Resolution of the Cabinet Between 25 Dec 2002 and 15 Jan 2003 (only in Tak province)				Total of the Three Re-registrations							
	Burmese		Laotian		Cambodian		Total		Burmese		Laotian		Cambodian		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
General Labourer	0 0%	0 0%	0 0%	0 0%	0 0%	480 4.3%	0 0%	0 0%	61,442 18.1%	3,907 12%	5,989 16.3%	71,338 17.4%	0 0%	0 0%	0 0%	0 0%
Fishery worker	23,575 100%	484 67.4%	10,913 100%	34,972 31.2%	0 0%	0 0%	0 0%	0 0%	74,775 22%	1,412 4.4%	19,407 52.7%	95,594 23.3%	0 0%	0 0%	0 0%	0 0%
Factory worker	0 0%	0 0%	0 0%	0 0%	0 0%	9207 81.7%	0 0%	0 0%	77,624 22.8%	10,331 31.8%	3,663 10%	91,618 22.4%	0 0%	0 0%	0 0%	0 0%
Domestic helper	0 0%	0 0%	0 0%	0 0%	0 0%	309 2.7%	0 0%	0 0%	50,043 14.7%	12,063 37.1%	3,255 8.8%	65,361 16%	0 0%	0 0%	0 0%	0 0%
Agricultural worker	0 0%	0 0%	0 0%	0 0%	0 0%	1,271 11.3%	0 0%	0 0%	76,145 22.4%	4,779 14.7%	4,504 12.2%	85,428 20.9%	0 0%	0 0%	0 0%	0 0%
Total	23,575 100%	484 67.4%	10,913 100%	34,972 31.2%	0 100%	11,267 100%	0 0%	0 0%	340,029 100%	32,492 83.1%	36,818 7.9%	409,339 9%	0 100%	0 100%	0 100%	0 100%

Sources: Re-registration under the Resolution of 27 August 2002: Alien Occupational Control Division (2002), p 93.

Re-registration under the Resolution of 25 September 2002 and re-registration under the Resolution of 1 October 2002: Vatanathon, Porntip (2003), p. 62.

Appendix O: The Illegal Migrant Workers Registration Programme, 1996-2002

Year Industry	1996 - 1997	1998	1999-2000				2001				March 2002			
	Total	Total	Burmese	Laotian	Cambodian	Total	Burmese	Laotian	Cambodian	Total	Burmese	Laotian	Cambodian	Total
Agriculture	78,665	31,326	35892	603	925	37,420	112571	9218	11162	132,951	85969	6286	6611	98,866
	26.8%	34.4%	40.2%	51.8%	9.7%	37.4%	25%	15.5%	19.4%	23.4%	24.6%	14.9%	17.1%	23%
Fishery and related activities	51,923	43,704	40230	499	6749	47,478	80029	2102	21244	103,375	59592	1307	15045	75,944
	17.7%	48.1%	45%	42.9%	71.1%	47.5%	17.7%	3.5%	36.9%	18.2%	17.1%	3.1%	39%	17.6%
Mining and quarry	1,653	632	716	1	0	717	1305	48	34	1,387	1137	16	9	1,162
	0.6%	0.7%	0.8%	0.1%	0%	0.7%	0.3%	0.1%	0.1%	0.2%	0.3%	>0.1%	>0.1%	0.3%
Manufacture	22,547	7,672	4199	22	33	4,254	9209	309	225	9,743	7349	260	149	7,758
	7.7%	8.4%	4.7%	1.9%	0.4%	4.3%	2%	0.5%	0.4%	1.7%	2.1%	0.6%	0.4%	1.8%
Construction	101,484	2,631	7020	27	211	7,258	39856	2133	5331	47,320	31010	1389	3255	35,654
	34.5%	2.9%	7.9%	2.3%	2.2%	7.3%	8.8%	3.6%	9.2%	8.3%	8.9%	3.3%	8.4%	8.3%
Wholesale and retail trade	0	2,604	0	0	0	0	0	0	0	0	0	0	0	0
	0%	2.9%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Transport, storage and communications	3,097	2,342	1261	12	1574	2,847	9743	899	3448	14,090	7022	655	2508	10,185
	1%	2.6%	1.4%	1%	16.6%	2.8%	2.2%	1.5%	6%	2.5%	2%	1.5%	6.5%	2.4%
Private household services	34,283	0	0	0	0	0	61381	16828	4180	82,389	47536	12681	3100	63,317
	11.7%	0%	0%	0%	0%	0%	13.6%	28.4%	7.3%	14.5%	13.6%	30.1%	8%	14.7%
Other or Special jobs (Miscellaneous)	0	0	0	0	0	0	137241	27821	11932	176,994	109649	19602	7937	137,188
	0%	0%	0%	0%	0%	0%	30.4%	46.9%	20.7%	31.2%	31.4%	46.5%	20.5%	31.9%
1. Special jobs with employers	0	0	0	0	0	0	117350	23614	9318	150,282	99738	17551	6452	123,741
	0%	0%	0%	0%	0%	0%	26%	39.8%	16.2%	26.5%	28.6%	41.6%	16.7%	28.8%
2. Special jobs w/o employers	0	0	0	0	0	0	19891	4207	2614	26,712	9911	2051	1485	13,447
	0%	0%	0%	0%	0%	0%	4.4%	7.1%	4.5%	4.7%	2.8%	4.9%	3.8%	3.1%
Total	293,652	90,911	89318	1164	9492	99,974	451335	59358	57556	568,249	349264	42196	38614	430,074
	100%	100%	100%	89.3%	100%	9.5%	100%	79.8%	10.8%	10.1%	100%	81.2%	9.8%	9%

Sources: From 1996 to 2000: the Alien Occupational Control Division (2000), p. 58-71.

From 2001 to March 2002: Vatanathon, Porntip (2003), p. 52-57.

Appendix P: Distribution of Foreign Workforce by Province, as of February 2004

Province	Permanent Work Permit Holders	Temporary Work Permit Holders	Workers Under Special Laws	Under- Clause-12 Foreign Workers	Foreign Workers Under the Resolution of the Cabinet				Total Authorised Foreign Workers in Thailand
					Burmese	Laotian	Cambodian	Total	
Total	14423	53153	19480	17341	340029	32492	36818	409339	513736
Bangkok	7306	31393	10197	1704	53704	14567	4540	72811	123411
Bangkok Metropolitan	269	4347	2283	529	64758	5325	4718	74801	82229
Nakhon Pathom	33	608	137	216	8972	912	303	10187	11181
Nonthaburi	24	739	76	26	4079	1075	311	5465	6330
Pathum Thani	0	990	1400	101	5393	976	647	7016	9507
Samut Prakan	138	1359	511	0	10670	1141	3275	15086	17094
Samut Sakhon	74	651	159	186	35644	1221	182	37047	38117
The Central	1191	4924	5506	3575	49762	5468	21394	76624	91820
Ang Thong	282	3	33	2	191	36	13	240	560
Chachoengsao	5	347	777	8	2765	452	1098	4315	5452
Chi Nat	6	12	0	0	225	4	2	231	249
Chanthaburi	224	163	3	5	1002	1010	1112	3124	3519
Chonburi	442	2593	1489	165	6788	1288	3062	11138	15827
Kanchanaburi	0	95	4	2810	6849	67	60	6976	9885
Lop Buri	13	47	66	1	580	103	38	721	848
Nakhon Nayok	0	62	2	0	438	78	88	604	668
Phetchaburi	24	104	34	0	2212	276	49	2537	2699
Ayutthaya	27	282	1620	34	1309	304	262	1875	3838
Prachin Buri	0	105	266	21	290	129	337	756	1148
Prachuap	3	215	14	62	5296	154	550	6000	6294
Ratchaburi	93	118	63	421	7792	268	44	8104	8799
Rayong	9	530	1075	12	2198	725	5510	8433	10059
Sakaeo	0	7	0	3	37	5	1315	1357	1367
Samut Songkhram	1	12	2	1	4779	166	52	4997	5013
Sara Buri	24	167	48	3	1433	228	173	1834	2076
Sing Buri	13	9	9	1	233	13	3	249	281
Suphan Buri	25	28	0	9	2451	100	77	2628	2690
Trat	0	25	1	17	2894	62	7549	10505	10548
The North	921	2661	554	10377	78861	724	112	79697	94210
Ching Mai	0	1510	54	3550	22042	78	3	22123	27237
Ching Rai	0	554	5	3251	6487	131	3	6621	10431
Kampaeng Phet	137	24	1	6	1544	39	20	1603	1771
Lampang	57	123	1	15	315	115	1	431	627
Lamphun	0	101	462	78	1480	4	0	1484	2125
Mae Hong Son	0	15	0	2273	2121	0	0	2121	4409
Nakhon Sawan	47	41	9	17	1648	51	19	1718	1832
Nan	123	33	0	1	19	34	0	53	210
Phayao	32	29	0	23	51	75	0	126	210
Phetchaburi	38	13	0	1	198	50	12	260	312
Phichit	24	10	0	0	407	7	18	432	466
Phitsanulok	152	68	12	4	368	40	14	422	658
Phrae	8	19	0	1	95	38	2	135	163
Sukhothai	276	8	2	5	250	18	5	273	564
Tak	23	100	6	1149	41526	1	1	41528	42806
Uthai Thani	0	1	2	3	191	13	12	216	222
Uttaradit	4	12	0	0	119	30	2	151	167
The Northeast	2069	820	351	309	1413	4772	403	6588	10137
Amnat Charoen	17	6	0	0	16	50	1	67	90
Buriram	284	20	4	1	57	32	60	149	458

Chaiyaphum	0	6	0	1	72	70	7	149	156
Kalasin	0	7	0	0	40	84	5	19	136
Khon Kaen	141	199	61	1	146	277	15	438	840
Loei	168	18	1	1	31	438	4	473	661
Maha Sarakham	142	26	2	1	50	84	4	138	309
Mukdahan	12	4	1	77	4	684	2	690	784
Nakhon Phanom	484	8	0	152	4	581	3	588	1232
Nakhon Ratchasima	163	151	272	15	602	218	137	957	1558
Nong Bua Lamphu	0	7	0	0	27	51	7	85	92
Nong Khai	73	49	0	24	13	807	3	823	969
Roi Et	8	19	1	1	84	59	4	147	176
Sakon Nakhon	11	24	0	6	10	51	1	62	103
Sisaket	14	25	0	2	43	170	22	235	276
Surin	466	36	0	0	56	40	115	211	713
Ubon Ratchathani	82	98	0	1	75	653	7	735	916
Udon Thani	4	114	9	18	61	340	4	405	550
Yasothon	0	3	0	8	22	83	2	107	118
The South	2667	9008	589	847	90531	1636	5651	98818	111929
Chumphon	485	23	0	8	10052	210	253	10515	11031
Krabi	0	192	6	2	1128	28	1	1157	1357
Nakhon Si Thammarat	947	101	4	7	4855	117	501	5473	632
Narathiwat	21	61	1	5	263	17	6	286	374
Pattani	36	48	1	1	2045	205	3732	5982	6068
Phangnga	0	158	1	0	8116	21	6	8143	8302
Phatthalung	3	5	0	0	25	5	0	30	38
Phuket	40	5127	296	92	15982	131	220	16333	21888
Ranong	0	41	2	185	22395	7	0	22402	22630
Satun	0	19	0	1	839	17	25	881	901
Songkhla	1135	1137	256	232	3548	64	759	4371	7131
Surat Thani	0	1986	15	5	20680	757	14	21451	23457
Trang	0	48	4	3	1441	46	125	1612	1667
Yala	0	62	3	306	162	11	9	182	553

Sources: Permanent work permit holders, temporary work permit holders, workers under Special Laws, and Under-Clause-12 workers: Department of Employment (2004b), online.

Foreign workers under the Resolution of the Cabinet: Vatanathon, Porntip (2003), p. 63-65.

Appendix Q: Descriptive Statistics and Analysis of Variance Summary of Earnings of Various Groups of Construction Workers

Q1. Descriptive Statistics									
		N	Mean	Standard Deviation (SD)	Standard Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Gender	Male	56	177.68	16.431	2.196	173.28	182.08	140	220
	Female	44	135.57	10.795	1.627	132.29	138.85	130	180
	Total	100	159.15	25.337	2.534	154.12	164.18	130	220
Age	18-24	40	153.50	19.813	3.133	147.16	159.84	130	180
	25-34	33	162.42	28.644	4.986	152.27	172.58	130	220
	35-49	26	164.81	27.331	5.360	153.77	175.85	130	220
	50-65	0	0	-	-	-	-	-	-
	Over 65	1	130	-	-	-	-	-	-
	Total	100	159.15	25.337	2.534	154.12	164.18	130	220
	Total*	99	159.44	25.293	2.542	154.40	164.49	130	220
Education	None	25	153.60	23.386	4.677	143.95	163.25	130	200
	Primary	60	160.25	25.585	3.303	153.64	166.86	130	220
	Secondary	14	162.86	28.197	7.536	146.58	179.14	130	220
	University	1	180.00	-	-	-	-	-	-
	Total	100	159.15	25.377	2.534	154.12	164.18	130	220
	Total**	99	158.94	25.377	2.551	153.88	164.00	130	220
Skill	Labourer	66	149.47	22.086	2.719	144.04	154.90	130	200
	Semi-skilled	34	177.94	20.342	3.489	170.84	185.04	135	220
	Total	100	159.15	25.337	2.534	154.12	164.18	130	220
Citizenship	Burmese	43	148.60	23.282	3.550	141.44	155.77	130	210
	Cambodian	55	166.27	23.377	3.152	159.95	172.59	130	220
	Laotian	2	190.00	42.426	30.000	-191.19	571.19	160	220
	Total	100	159.15	25.337	2.534	154.12	164.18	130	220
	Total***	98	158.52	24.831	2.508	153.54	163.50	130	220
Q2. ANOVA									
		Sum of Squares	Degrees of Freedom	Mean Square	F ratio	Probability Level (p)			
Gender	Between Groups	43693.740	1	43693.740	215.619	0.000 (0.001)*			
	Within Groups	19859.010	98	202.643					
	Total	63552.750	99						
Age**	Between Groups	2454.345	2	1227.173	1.956	0.147			
	Within Groups	60240.099	96	627.501					
	Total	62694.444	98						
Education***	Between Groups	1030.672	2	515.336	.797	0.454			
	Within Groups	62082.964	96	646.698					
	Total	63113.636	98						
Skill	Between Groups	18190.428	1	18190.428	39.298	0.000 (0.001)*			
	Within Groups	45362.322	98	462.881					
	Total	63552.750	99						
Citizenship****	Between Groups	7533.271	1	7533.271	13.834	0.000 (0.001)*			
	Within Groups	52277.188	96	544.554					
	Total	59810.459	97						

Note: * The Probability Level (p) is adjusted from 0.000 to 0.001 to indicate that there is possibility that the result could be mistaken.

** Omits those aged between 50 and 65, and over 65.

*** Omits those with university education.

**** Omits Laotian.

Appendix R: Descriptive Statistics of and Correlation Coefficients between Total Monthly Income, Estimated Saving, and Estimated Remittances of Construction Workers

R1. Descriptive Statistics				
	Mean	Standards Deviation (SD)	N	
Total Monthly Income	4031.31	1157.464	99	
Estimated Monthly Saving	2426.77	1252.596	99	
Estimated Monthly Remittance	2970.00	1005.497	85	
R2. Correlations				
		Total Monthly Income	Estimated Monthly Saving	Estimated Monthly Remittance
Total Monthly Income	Pearson Correlation (r)	1	0.583	0.511
	Probability Level (p)		0.000 (0.001)*	0.000 (0.001)*
	N	99	99	85
	Degree of Freedom (df)	97	97	83
Estimated Monthly Saving	Pearson Correlation (r)	0.583	1	0.557
	Probability Level (p)	0.000 (0.001)*		0.000 (0.001)*
	N	99	99	85
	Degree of Freedom (df)	97	97	83
Estimated Monthly Remittance	Pearson Correlation (r)	0.511	0.557	1
	Probability Level (p)	0.000 (0.001)*	0.000 (0.001)*	
	N	85	85	85
	Degree of Freedom (df)	83	83	83

Note: * The Probability Level (p) is adjusted from 0.000 to 0.001 to indicate that there is possibility that the result could be mistaken.

Appendix S: Descriptive Statistics of and Correlation Coefficients between Sending Remittances and Marital Status, Parental Status, Gender, Age, Education, and Skill Level of Construction Workers

S1. Descriptive Statistics				
		Mean	Standards Deviation (SD)	N
	Having send remittances	0.86	0.350	99
Spouse/Partner	Spouse/Partner also in Thailand	0.72	0.451	58
	Spouse/Partner not in Thailand	0.28	0.451	58
Children	Children in Thailand	0.39	0.492	49
	Children at home	0.61	0.492	49
Gender	Male	0.56	0.499	100
	Female	0.44	0.499	100
Age	18-24	0.40	0.492	100
	25-34	0.33	0.473	100
	35-49	0.26	0.441	100
Education	None	0.25	0.435	100
	Primary	0.60	0.492	100
	Secondary	0.14	0.349	100
Skill	Labourer	0.66	0.476	100
	Semi-skilled	0.64	0.476	100
S2. Correlations				
		Having send remittances		
	Having send remittances	Pearson Correlation (r)	1	
		Probability Level (p)		
		N	99	
		Degree of Freedom (df)	97	
Spouse/Partner	Spouse/Partner also in Thailand	Pearson Correlation (r)	-0.247	
		Probability Level (p)	0.062	
		N	58	
		Degree of Freedom (df)	56	
	Spouse/Partner not in Thailand	Pearson Correlation (r)	0.247	
		Probability Level (p)	0.062	
		N	58	
		Degree of Freedom (df)	56	
Children	Children in Thailand	Pearson Correlation (r)	-0.285	
		Probability Level (p)	0.047	
		N	49	
		Degree of Freedom (df)	47	
	Children at home	Pearson Correlation (r)	0.285	
		Probability Level (p)	0.047	
		N	49	
		Degree of Freedom (df)	47	
Gender	Male	Pearson Correlation (r)	0.220	
		Probability Level (p)	0.028	
		N	99	
		Degree of Freedom (df)	97	
	Female	Pearson Correlation (r)	-0.220	
		Probability Level (p)	0.028	
		N	99	
		Degree of Freedom (df)	97	
Age	18-24	Pearson Correlation (r)	-0.147	
		Probability Level (p)	0.145	
		N	99	
		Degree of Freedom (df)	97	
	25-34	Pearson Correlation (r)	0.041	
		Probability Level (p)	0.687	
		N	99	
		Degree of Freedom (df)	97	

	35-49	Degree of Freedom (df)	97	
		Pearson Correlation (r)	0.176	
		Probability Level (p)	0.081	
		N	99	
		Degree of Freedom (df)	97	
Education	None	Pearson Correlation (r)	-0.031	
		Probability Level (p)	0.761	
		N	99	
		Degree of Freedom (df)	97	
	Primary	Pearson Correlation (r)	-0.039	
		Probability Level (p)	0.703	
		N	99	
		Degree of Freedom (df)	97	
	Secondary	Pearson Correlation (r)	0.082	
		Probability Level (p)	0.423	
		N	99	
		Degree of Freedom (df)	97	
Skill	Labourer	Pearson Correlation (r)	-0.110	
		Probability Level (p)	0.277	
		N	99	
		Degree of Freedom (df)	97	
	Semi-skilled	Pearson Correlation (r)	0.110	
		Probability Level (p)	0.277	
		N	99	
		Degree of Freedom (df)	97	

Note: Each of these non-quantitative variables is treated as a 'binary' or 'dichotomous' variable as, in the correlation analysis, 1 and 0 indicate the presence and absence of a characteristic, in that order.

Appendix T: Descriptive Statistics and Analysis of Variance of Remittances of Various Groups of Construction Workers

T1. Descriptive Statistics									
		N	Mean	Standard Deviation (SD)	Standard Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Spouse/ Partner	Spouse/Partner also in Thailand	34	2836.76	1169.000	200.482	2428.88	3244.65	450	5000
	Spouse/Partner not in Thailand	16	2875.00	826.640	206.660	2434.51	3315.49	2000	5000
	Total	50	2849.00	1062.942	150.323	2546.92	3151.08	450	5000
Children	Children in Thailand	15	2833.33	994.030	256.657	2282.86	3383.81	1000	5000
	Children at home	29	2860.34	1088.690	202.165	2446.23	3274.46	450	5000
	Total	44	2851.14	1045.783	157.658	2533.19	3169.08	450	5000
Gender	Male	51	3205.88	949.613	132.972	2938.80	3472.97	1000	5000
	Female	34	2616.18	996.108	170.831	2268.62	2963.73	450	5000
	Total	85	2970.00	1005.497	109.061	2753.12	3186.88	450	5000
Age	18-24	31	3000.00	1103.026	198.109	2595.41	3404.59	1000	5000
	25-34	29	2808.62	989.956	183.830	2432.06	3185.18	1000	5000
	35-49	25	3120.00	904.618	180.924	2746.59	3493.41	2000	5000
	Total	85	2970.00	1005.497	109.061	2753.12	3186.88	450	5000
Education	None	21	2807.14	1023.998	223.455	2341.02	3273.26	450	5000
	Primary	50	2910.00	956.663	135.293	2638.12	3181.88	1000	5000
	Secondary	13	3461.54	1126.601	312.463	2780.74	4142.34	1000	5000
	University	1	3000.00	-	-	-	-	-	-
	Total	85	2970.00	1005.497	109.061	2753.12	3186.88	450	5000
	Total*	84	2969.64	1011.530	110.367	2750.13	3189.16	450	5000
Skill	Labourer	54	2832.41	988.001	134.450	2562.73	3102.08	450	5000
	Semi-skilled	31	3209.68	1006.431	180.760	2840.52	3578.84	1000	5000
	Total	85	2970.00	1005.497	109.061	2753.12	3186.88	450	5000
T2. ANOVA									
		Sum of Squares		Degree of Freedom	Mean Square	F ratio	Probability Level (p)		
Spouse/ Partner	Between Group	15905.882		1	15905.882	.014	.907		
	Within Group	55346544		48	1153053.002				
	Total	55362450		49					
Children	Between Group	7213.297		1	7213.297	.006	.936		
	Within Group	47020230		42	1119529.283				
	Total	47027443		43					
Gender	Between Group	7094161.8		1	7094161.765	7.565	.007		
	Within Group	77831838		83	937732.991				
	Total	84926000		84					
Age	Between Group	1345655.2		2	672827.586	.660	.520		
	Within Group	83580345		82	1019272.498				
	Total	84926000		84					
Education*	Between Group	3877891.5		2	1938945.742	1.938	.151		
	Within Group	81047198		81	1000582.689				
	Total	84925089		83					
Skill	Between Group	2803116.2		1	2803116.189	2.833	.096		
	Within Group	82122884		83	989432.335				
	Total	84926000		84					

Note: * Omits those with university education.

Appendix U: Descriptive Statistics, Analysis of Variance Summary, and Post Hoc Tests of Pays of Various Groups of Skilled Workers

U1. Descriptive Statistics									
		N	Mean**	Standard Deviation (SD)	Standard Error	95% Confidence Interval for Mean		Min.	Max.
						Lower Bound	Upper Bound		
Total		86	107116.65	62524.238	6742.162	93711.43	120521.88	15000	310000
Gender	Male	58	117086.76	68422.760	8984.349	99095.91	135077.61	15000	310000
	Female	28	86464.29	42042.952	7945.371	70161.73	102766.84	15000	230000
	Total	86	107116.65	62524.238	6742.162	93711.43	120521.88	15000	310000
Age	18-24	3	98333.33	140029.759	80846.219	-249519.87	446186.54	15000	260000
	25-34	24	95201.38	52477.540	10711.933	73042.05	117360.70	25000	250000
	35-49	35	117952.37	57980.403	9800.477	98035.41	137869.34	44000	310000
	50-65	22	104645.45	70419.719	15013.535	73423.10	135867.81	15000	300000
	Over 65	2	100833.00	57746.582	40833.000	-417999.46	619665.46	60000	141666
	Total	86	107116.65	62524.238	6742.162	93711.43	120521.88	15000	310000
Education	Secondary	2	39000.00	33941.125	24000.000	-265948.91	343948.91	15000	63000
	University	84	108738.48	62250.575	6792.095	95229.27	122247.68	15000	310000
	Total	86	107116.65	62524.238	6742.162	93711.43	120521.88	15000	310000
Country of Citizenship	Australia	6	157666.67	103966.661	42444.212	48560.35	266772.99	63000	310000
	Bangladesh	1	35000.00	-	-	-	-	-	-
	Canada	4	86375.00	26787.357	13393.679	43750.34	128999.66	60000	120000
	Finland	2	87750.00	56214.989	39750.000	-417321.64	592821.64	48000	127500
	France	4	105750.00	39516.874	19758.437	42869.84	168630.16	74000	160000
	Germany	3	59333.33	42618.462	24605.781	-46536.80	165203.46	15000	100000
	India	2	66666.50	23569.990	16666.500	-145101.46	278434.46	50000	83333
	Japan	11	131454.55	97757.213	29474.909	65780.36	197128.73	15000	300000
	Malaysia	3	146666.67	92915.732	53644.923	-84148.81	377482.14	70000	250000
	Netherlands	2	123500.00	54447.222	38500.000	-365688.88	612688.88	85000	162000
	New Zealand	5	148600.00	56610.953	25317.188	78308.22	218891.78	98000	245000
	Philippine	4	46000.00	18457.158	9228.579	16630.54	75369.46	25000	70000
	Singapore	2	80500.00	55861.436	39500.00	-421395.09	582395.09	41000	120000
	UK	24	110737.46	41550.455	8481.451	93192.24	128282.68	31200	230000
	USA	13	84384.62	35022.703	9713.550	63220.61	105548.62	20000	140000
	Total	86	107116.65	62524.238	6742.162	93711.43	120521.88	15000	310000
	Total**	85	107965.08	62395.325	6767.723	94506.72	121423.44	15000	310000
Occupation	Teacher	49	100408.14	45264.226	6466.318	87406.74	113409.55	20000	245000
	Specialist	15	97146.67	76842.751	19840.713	54592.57	139700.76	15000	260000
	Manager and Director	20	113741.65	66934.917	14967.103	82415.14	145068.16	20000	300000
	Business owner	2	280000.00	42426.407	30000.000	-101186.14	661186.14	25000	310000
	Total	86	107116.65	62524.238	6742.162	93711.43	120521.88	15000	310000
International Working Experience	Some	48	108625.67	56292.766	8125.161	92279.95	124971.38	20000	300000
	None	37	104810.00	71274.056	11717.383	81046.86	128574.76	15000	310000
	Total	85	106965.08	62879.410	6820.230	93402.31	120527.86	15000	310000

U2. ANOVA							
		Sum of Squares	Degree of Freedom	Mean Square	F ratio	Probability Level (p)	
Gender	Between Groups	1.77E+10	1	17707942039	4.728	0.032	
	Within Groups	3.15E+11	84	3745010572.0			
	Total	3.32E+11	85				
Age	Between Groups	7.96E+09	4	1990394740.9	0.497	0.738	
	Within Groups	3.24E+11	81	4004040137.4			
	Total	3.32E+11	85				

Education	Between Groups	9.50E+09	1	9500702910.6	2.472	0.120		
	Within Groups	3.23E+11	84	3842715799.7				
	Total	3.32E+11	85					
Citizenship***	Between Groups	7.16E+10	13	5508532901.7	1.531	0.128		
	Within Groups	2.55E+11	71	3597407112.4				
	Total	3.27E+11	84					
Occupation	Between Groups	6.44E+10	3	21450441922	6.565	0.000 (0.001)*		
	Within Groups	2.68E+11	82	3267530540.5				
	Total	3.32E+11	85					
International Working Experience	Between Groups	3.04E+08	1	304074710.08	0.076	0.783		
	Within Groups	3.32E+11	83	3997793036.0				
	Total	3.32E+11	84					

U3. Post Hoc Test								
	Group 1	Group 2	Mean Difference	Standard Error	Probability Level (p)	95% Confidence Interval		
						Lower Bound	Upper Bound	
Occupation	Teacher	Specialist	3261.476	16867.711	0.997	-40974.20	47497.15	
		Manager and Director	-13333.507	15167.756	0.816	-53111.04	26444.02	
		Business owner	-179591.857	41236.508	0.000 (0.001)*	-287734.84	-71448.87	
	Specialist	Teacher	-3261.476	16867.711	0.997	-47497.15	40974.20	
		Manager and Director	-16594.983	19524.648	0.830	-67798.49	34608.52	
		Business owner	-182853.333	43030.229	0.000 (0.001)*	-295700.37	-70006.30	
	Manager and Director	Teacher	13333.507	15167.756	0.816	-26444.02	53111.04	
		Specialist	16594.983	19524.648	0.830	-34608.52	67798.49	
		Business owner	-166258.350	42392.709	0.001	-277433.48	-55083.22	
	Business owner	Teacher	179591.857	41236.508	0.000 (0.001)*	71448.87	287734.84	
		Specialist	182853.333	43030.229	0.000 (0.001)*	70006.30	295700.37	
		Manager and Director	166258.350	42392.709	0.001	55083.22	277433.48	

Note: * The Probability Level (p) is adjusted from 0.000 to 0.001 to indicate that there is possibility that the result could be mistaken.

** If the respondent reported his/her annual pay, a monthly pay is calculated by dividing his/her annual pay by the total number of months in a year (i.e. 12 months).

*** Omits Bangladeshi.

Appendix V: Descriptive Statistics of and Correlation Coefficients between Total Monthly Income, Estimated Savings, and Estimated Remittances of Skilled Workers

V1. Descriptive Statistics				
	Mean	Standards Deviation (SD)	N	
Total Monthly Income	134089.53	142296.848	86	
Estimated Monthly Saving	46873.42	44147.587	79	
Estimated Monthly Remittance	50367.35	58284.037	49	
V2. Correlations				
		Total Monthly Income	Estimated Monthly Saving	Estimated Monthly Remittance
Total Monthly Income	Pearson Correlation (r)	1	0.525	0.398
	Probability Level (p)		0.000 (0.001)*	0.006
	N	86	77	47
	Degree of Freedom (df)	84	75	45
Estimated Monthly Saving	Pearson Correlation (r)	0.525	1	0.347
	Probability Level (p)	0.000 (0.001)*		0.021
	N	77	79	44
	Degree of Freedom (df)	75	77	42
Estimated Monthly Remittance	Pearson Correlation (r)	0.398	0.347	1
	Probability Level (p)	0.006	0.021	
	N	47	44	49
	Degree of Freedom (df)	45	42	47

Note: * The Probability Level (p) is adjusted from 0.000 to 0.001 to indicate that there is possibility that the result could be mistaken.

Appendix W: Descriptive Statistics of and Correlation Coefficients between Sending Remittances and Marital Status, Parental Status, Gender, Age, Education, and Occupation of Skilled Workers

W1. Descriptive Statistics				
		Mean	Standards Deviation (SD)	N
	Having send remittances	0.63	0.485	98
Spouse/Partner	Spouse/Partner also in Thailand	0.90	0.308	67
	Spouse/Partner not in Thailand	0.10	0.308	67
Children	Children in Thailand	0.62	0.491	52
	Children at home	0.38	0.491	52
Gender	Male	0.71	0.456	100
	Female	0.29	0.456	100
Age	18-24	0.03	0.171	100
	25-34	0.25	0.435	100
	35-49	0.43	0.498	100
	50-65	0.27	0.446	100
	Over 65	0.02	0.141	100
Education	Secondary	0.04	0.197	100
	College/University	0.96	0.197	100
Occupation	Teacher	0.52	0.502	100
	Specialist	0.18	0.386	100
	Manager and Director	0.27	0.446	100
	Business owner	0.03	0.171	100
W2. Correlations				
		Having send remittances		
	Having send remittances	Pearson Correlation (r)	1	
		Probability Level (p)		
		N	98	
		Degree of Freedom (df)	96	
Spouse/Partner	Spouse/Partner also in Thailand	Pearson Correlation (r)	-0.139	
		Probability Level (p)	0.265	
		N	66	
		Degree of Freedom (df)	64	
	Spouse/Partner not in Thailand	Pearson Correlation (r)	0.139	
		Probability Level (p)	0.265	
		N	66	
		Degree of Freedom (df)	64	
Children	Children in Thailand	Pearson Correlation (r)	-0.154	
		Probability Level (p)	0.275	
		N	52	
		Degree of Freedom (df)	50	
	Children at home	Pearson Correlation (r)	0.154	
		Probability Level (p)	0.275	
		N	52	
		Degree of Freedom (df)	50	
Gender	Male	Pearson Correlation (r)	-0.013	
		Probability Level (p)	0.896	
		N	98	
		Degree of Freedom (df)	96	
	Female	Pearson Correlation (r)	0.013	
		Probability Level (p)	0.896	
		N	98	
		Degree of Freedom (df)	96	

Age	18-24	Pearson Correlation (r)	-0.110	
		Probability Level (p)	0.279	
		N	98	
		Degree of Freedom (df)	96	
	25-34	Pearson Correlation (r)	0.009	
		Probability Level (p)	0.931	
		N	98	
		Degree of Freedom (df)	96	
	35-49	Pearson Correlation (r)	0.088	
		Probability Level (p)	0.386	
		N	98	
		Degree of Freedom (df)	96	
	50-65	Pearson Correlation (r)	-0.004	
		Probability Level (p)	0.970	
		N	98	
		Degree of Freedom (df)	96	
	Over 65	Pearson Correlation (r)	-0.189	
		Probability Level (p)	0.062	
		N	98	
		Degree of Freedom (df)	96	
Education	Secondary	Pearson Correlation (r)	-0.110	
		Probability Level (p)	0.279	
		N	98	
		Degree of Freedom (df)	96	
	College/University	Pearson Correlation (r)	0.110	
		Probability Level (p)	0.279	
		N	98	
		Degree of Freedom (df)	96	
Occupation	Teacher	Pearson Correlation (r)	0.116	
		Probability Level (p)	0.256	
		N	98	
		Degree of Freedom (df)	96	
	Specialist	Pearson Correlation (r)	0.088	
		Probability Level (p)	0.388	
		N	98	
		Degree of Freedom (df)	96	
	Manager and Director	Pearson Correlation (r)	-0.165	
		Probability Level (p)	0.104	
		N	98	
		Degree of Freedom (df)	96	
	Business owner	Pearson Correlation (r)	-0.110	
		Probability Level (p)	0.279	
		N	98	
		Degree of Freedom (df)	96	

Note: Each of these non-quantitative variable is treated as a 'binary' or 'dichotomous' variable as, in the correlation analysis, 1 and 0 indicate the presence and absence of a characteristic, in that order.

Appendix X: Descriptive Statistics and Analysis of Variance of Remittances of Various Groups of Skilled Workers

X1. Descriptive Statistics									
		N	Mean	Standard Deviation (SD)	Standard Error	95% Confidence Interval for Mean		Mini -mum	Maxi -mum
						Lower Bound	Upper Bound		
Spouse/ Partner	Spouse/Partner also in Thailand	30	55433.33	71920.302	13130.791	28577.85	82288.82	5000	350000
	Spouse/Partner not in Thailand	4	40000.00	21602.469	10801.234	5625.65	74374.35	20000	70000
	Total	34	53617.65	67922.422	11648.599	29918.39	77316.90	5000	350000
Children	Children in Thailand	16	52375.00	58693.412	14673.353	21099.49	83650.51	5000	250000
	Children at home	13	63076.92	90220.528	25022.672	8557.20	117596.64	10000	350000
	Total	29	57172.41	73234.491	13599.304	29315.50	85029.32	5000	350000
Gender	Male	36	51111.11	66891.288	11148.548	28478.36	73743.87	5000	350000
	Female	13	48307.69	23052.059	6393.491	34377.47	62237.91	8000	80000
	Total	49	50367.35	58284.037	8326.291	33626.22	67108.48	5000	350000
Age	18-24	1	60000.00	-	-	-	-	-	-
	25-34	13	40000.00	29297.326	8125.616	22295.80	57704.20	5000	100000
	35-49	22	34454.55	19817.566	4225.119	25667.93	43241.16	5000	70000
	50-65	13	86923.08	100032.046	27743.898	26474.32	147371.84	10000	350000
	Total	49	50367.35	58284.037	8326.291	33626.22	67108.48	5000	350000
Education	Secondary	1	30000.00	-	-	-	-	-	-
	University	48	50791.67	58824.282	8490.554	33710.88	67872.46	5000	350000
	Total	49	50367.35	58284.037	8326.291	33626.22	67108.48	5000	350000
Occupation	Teacher	30	51600.00	60182.825	10987.830	29127.36	74072.64	5000	350000
	Specialist	11	38636.36	29333.506	8844.385	18929.85	58342.88	5000	100000
	Manager and Director	8	61875.00	81763.487	28907.758	-6480.99	130230.99	10000	250000
	Total	49	50367.35	58284.037	8326.291	33626.22	67108.48	5000	350000
X2. ANOVA									
		Sum of Squares	Degree of Freedom	Mean Square	F ratio	Probability Level (p)			
Spouse/ Partner	Between Group	8.41E+08	1	840662745.10	.178	.676			
	Within Group	1.51E+11	32	4731355208.3					
	Total	1.52E+11	33						
Children	Between Group	8.21E+08	1	821464854.11	.149	.703			
	Within Group	1.49E+11	27	5531506410.3					
	Total	1.50E+11	28						
Gender	Between Group	75062969	1	75062968.777	.022	.884			
	Within Group	1.63E+11	47	3467709038.0					
	Total	1.63E+11	48						
Age	Between Group	2.44E+10	3	8144336710.9	2.644	.061			
	Within Group	1.39E+11	45	3080541724.9					
	Total	1.63E+11	48						
Education	Between Group	4.23E+11	1	423471088.4	.122	.728			
	Within Group	1.63E+11	47	3460296099.3					
	Total	1.63E+11	48						
Occupation	Between Group	2.62E+09	2	1309383650.3	.375	.689			
	Within Group	1.60E+11	46	3487796096.8					
	Total	1.63E+11	48						