Insight Analysis of Foreign Labor Coming to Thailand: Implications for Human Resource Management

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Abstract: This research aimed to investigate and analyze factors influencing migrants' decisions to migrate to Thailand. Research questions involved in this research were as follows: Why do migrants decide to work in Thailand? What are factors influencing migrants' decisions? Do these migrant workers desire to move to Thailand permanently? 400 migrant workers representing as research samplings from 10 provinces located in Northeastern part of Thailand were carefully selected and interviewed by using questionnaire survey. The ordered logistic regression was employed in order to calculate findings and to describe the odd ratio. The results yielded that language ability, then personal experiences, and following by life style highly influenced migrants to migrate to Thailand permanently.

Keywords: Migrant worker, decision making, permanent migration, temporary migration.

1. INTRODUCTION

1.1 Background

The world is large with a variety of many communities separated into continents then countries. Every country and region within has its own culture. An unprecedented movement of people has occurred because of many factors. This is called migration, the movement of people from place to place for different reasons. According to the history of migration, historical records suggest human migration began about a million years ago with the movement of *Homo erectus* out of Africa across Eurasia (Adhikari, 2012). This led to the evolution of modern humans and the most important events in history. Seeking out improved climate conditions was the main reason for migration. Modern humans first settled in Asia then in Europe, followed by North and South America, respectively. Since then, migration has been consistently seen around the world (Gugliotta, 2008).
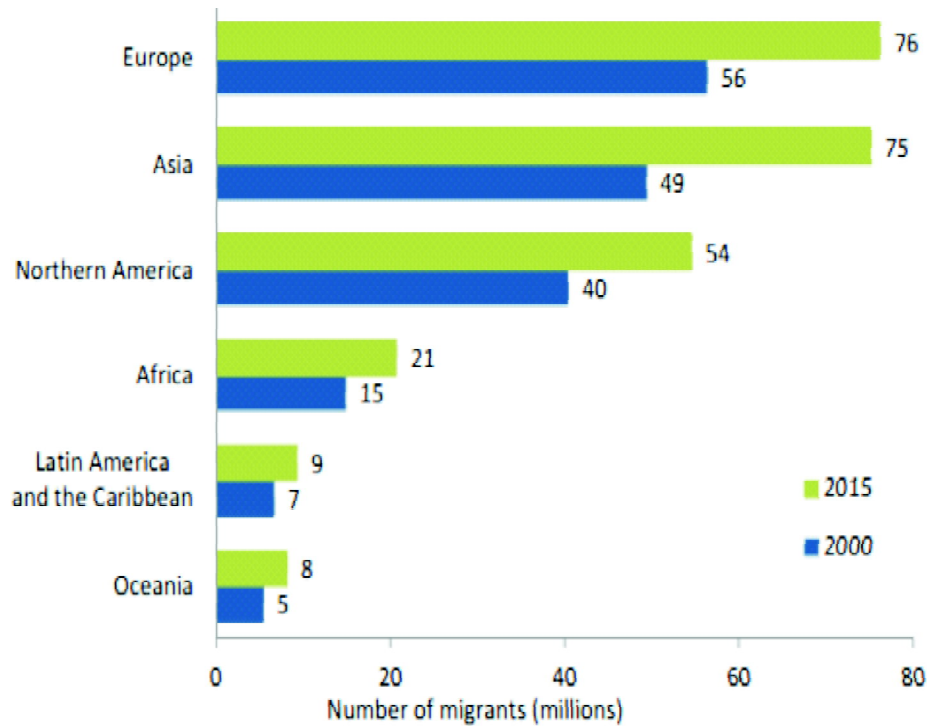
Figure 1: Number of international migrants by major area of destination

Source: International Migrant Report 2015: Highlights

Country or area	Number of international migrants (thousands)		International migrants as a percentage of total population		Females among international migrants (percentage)		Median age of international migrants (years)	
	2000	2015	2000	2015	2000	2015	2000	2015
Asia	48.340.8	75.081.1	1	2	46	42	35	35
South-Eastern Asia	4.926.8	9.867.7	1	2	49	48	30	33
Brunei Darussalam	96.3	102.7	29	24	44	43	34	35
Cambodia	146.1	74.0	1	0	51	46	18	18
Indonesia	292.3	328.8	0	0	48	42	26	30
Lao People's Democratic Republic	21.9	22.2	0	0	47	46	29	36
Malaysia	1277.2	2514.2	5	8	44	39	28	32
Myanmar	98.0	73.3	0	0	47	45	32	32
Philippines	318.1	211.9	0	0	49	48	33	32
Singapore	1351.7	2543.6	34	45	55	56	37	39
Thailand	1257.8	3913.3	2	6	49	50	27	32
Timor-Leste	10.6	10.8	1	1	52	41	30	35
Vietnam	56.8	72.8	0	0	42	42	29	36

Figure 2: The number of international migrants from 2000 to 2015 in Asia

Source: International Migrant Report 2015: Highlights

Figure 2 shows the rapidly expanding migrant numbers from 2000 to 2015. The Asian countries listed above–Brunei Darussalam, Cambodia, Indonesia, Laos PDR, Malaysia, Myanmar, the Philippines, Singapore, Thailand, Timor-Leste, and Vietnam–are considered developing and underdeveloped countries. Foreigners are investing and building factories because of plentiful resources and the low cost of labor. Many citizens of undeveloped countries seek out other opportunities to survive. For these mentioned countries, Southeast Asia is the top destination of migrants, strive for improved push and pull factors, which are income gaps, reduced speed of the labor force, labor policies in the country, supportive networks, improved communications and transportation.

According to The Economist Intelligence Unit's 2006 projections, the labor demand in Singapore and Thailand will grow in 2015 because both countries are the closet and easiest to reach. According to Figure 2, the top three countries where most migrants originated from 2000 to 2015 were Singapore, Malaysia and Thailand, respectively. This researcher would like to specify more about migrants in Thailand because it is first place in Southeast Asia in terms of the highest number of migrants in 2015 (International Migrant Report, 2015).

Thailand is a major destination country for migrants from neighboring countries, such as the Kingdom of Cambodia, the Peoples' Democratic Republic of Laos and the Republic of the Union of Myanmar. Migration in Thailand has occurred for many centuries; however, the greatest event was when huge numbers of Chinese migrants arrived in the 18th and 19th century. From this point in history, migrants in to Thailand have been continuously increasing with international diversity, who from the Netherlands, Switzerland, Philippines, Norway, Togo, Portugal, the United States of America, United Kingdom, Rwanda, Singapore, Sweden, New Zealand, Nepal, Afghanistan, Australia, Bangladesh, India, Pakistan, Saudi Arabia, Turkey, Sri Lanka, Indonesia, Iraq, Iran, Egypt, France, Somalia, Sudan, Italy, Germany, Democratic Republic of the Congo, Japan, Zimbabwe, Denmark, Canada, Malaysia, Liberia, the Ivory Coast and Vietnam. Migrants from Myanmar are the largest number of migrants who enter to Thailand because of labor shortages and maintaining economic growth (Amrith, 2014).

The numbers of migrants in Thailand have been increasing. Most migrant workers come from neighboring countries, such as Myanmar, Laos, and Cambodia. On August, 2016, there 1,510,740 migrants accepted work in Thailand (Office of Foreign Workers Administration, 2016) for reasons of finding new jobs, getting a higher wage and leaving unrest in their home country. Most migrants come from Myanmar, Laos, and Cambodia who accept to work in Thailand and number 1,331,617 people (Office of Foreign Workers Administration, 2016). According to the Office of Foreign Workers Administration, most migrants from Myanmar, Laos, and Cambodia work in the construction sector, agricultural sector, and services.

Figure 3 shows the number of migrants who came from Myanmar, Laos and Cambodia in 2014 from June, 26th till October 31th. Most of migrants were Cambodian, Burmese and Laotian, respectively. The total number was 1,626,235 migrants classifies into two sections: 1,533,675 migrants as workers and 92,560 migrants as followers.

There were 738,947 Cambodian migrants, 696,338 migrants as workers and 42,609 as followers. Burmese migrants were 664,449, with 623,648 workers and 40,801 followers. Laotian migrants were 222,839, with 213,689 workers and 9,150 followers (The Bureau of Registration Administration, Department of Provincial Administration, 2015).
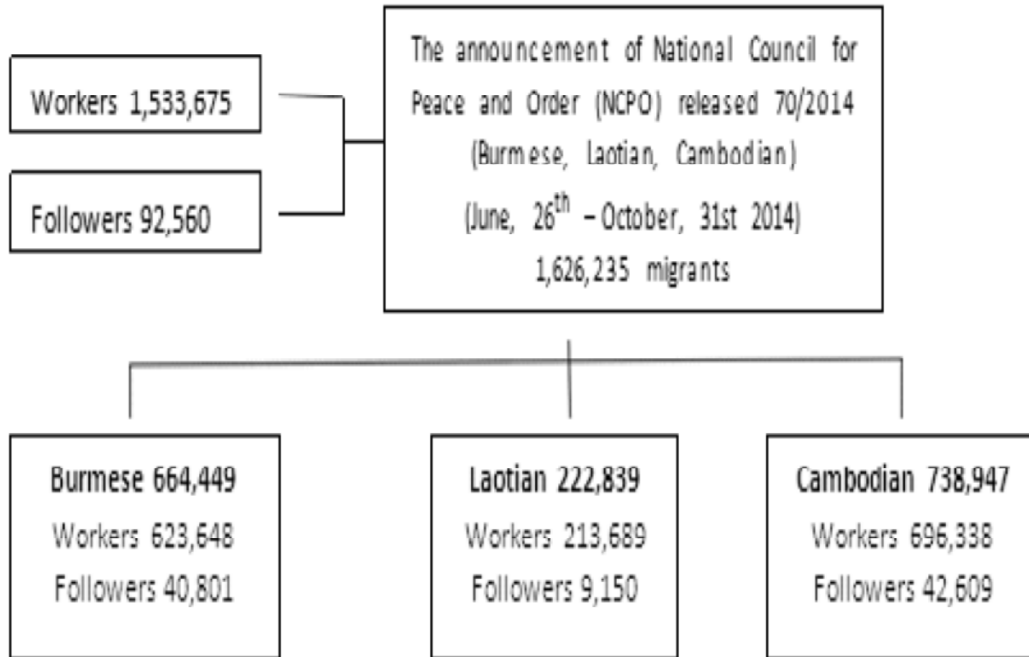
Figure 3: Overall result of One-Stop Service Center for Visa and Work Permit, The announcement of National Council for Peace and Order (NCPO)

Source: The Bureau of Registration Administration, Department of Provincial Administration
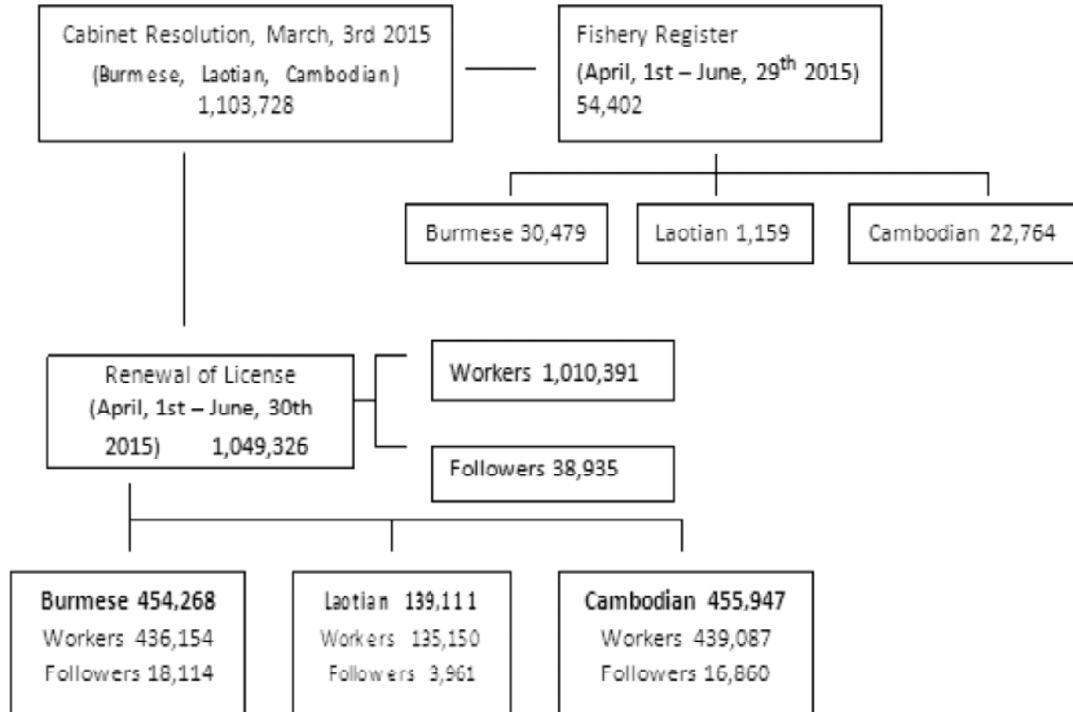

Figure 4: Overall result of One Stop Service Center for Visa and Work Permit, Cabinet Resolution on March, 3rd 2015

Source: The Bureau of Registration Administration, Department of Provincial Administration.

Figure 4 represents the recorded data of migrants on March, 3rd 2015. There were 1,103,728 migrants who were classified as the license renewal group and fishery registered group. The fishery registered group consists of 54,402 migrants: 30,479 Burmese, 1,159 Laotian and 22,764 Cambodian, who were newly registered migrants on April, 1st to June, 29th 2015. The license renewal group has 1,049,326 migrants, of which 454,268 are Burmese, 139,111 Laotian and 455,947 Cambodian. These are migrants who are recorded since 2014 and want to stay longer in Thailand or even permanently (The Bureau of Registration Administration, Department of Provincial Administration, 2015).
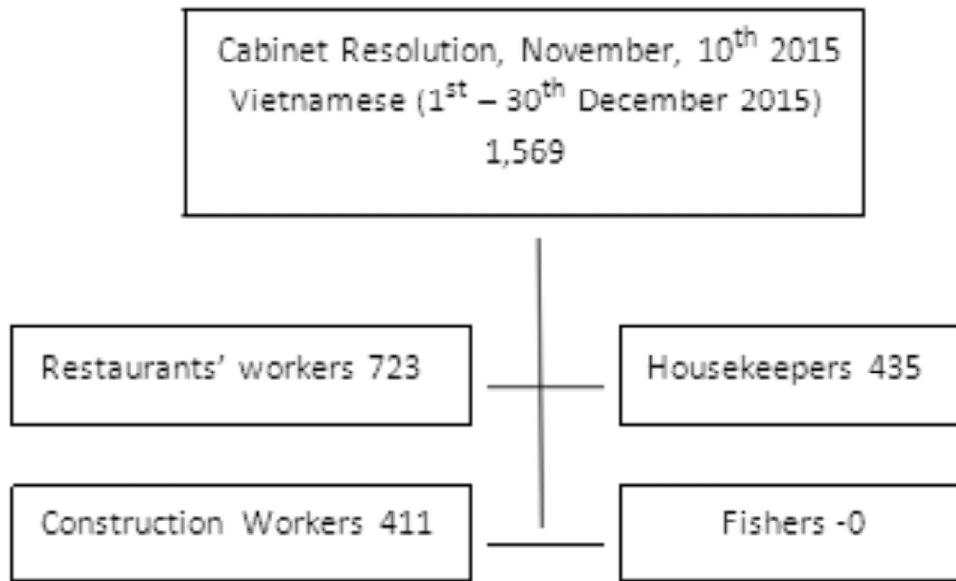

Figure 5: Overall result of One Stop Service Center for Visa and Work Permit, Cabinet Resolution on November, 10th 2015

Source: The bureau of Registration Administration, Department of Provincial Administration.

Figure 5 shows the number of Vietnamese migrants on November, 10th 2015, when 1,569 entered to Thailand. Mostly Vietnamese migrants are restaurant workers, housekeepers and construction workers, respectively. There are no Vietnamese fishers because most are Cambodian and Burmese (The Bureau of Registration Administration, Department of Provincial Administration, 2015).

Nevertheless, this is not an academic confirmation of why migrants decide to work in Thailand. What factors influence migrants' decisions? What made them migrate permanently? Do high-skilled migrants and low-skilled migrants influence to their decision to migrate? This researcher decided to investigate this topic: An analysis of critical factors influencing the international manpower of Thailand, and to specify the connection of the 10 provinces in Thailand where to the Peoples' Democratic Republic of Laos and Cambodia. The 10 provinces are Loei, Nongkhai, Bueng Kan, Nakon Phanom, Mukdahan, Ubon Ratchathani, Srisaket, Surin, Amnat Charoen, and Buriram in the northeast of Thailand. The researcher determines these areas because these 10 provinces have a Thailand and Cambodia border crossing point and a Thailand and Laos border crossing point; both are gates where Thailand connects with the neighboring countries and thus influence migration into Thailand. Hence, the researcher will further investigate this research topic.

2. STUDY REFERENCES

2.1 Theory

Migration is common in human nature. It's the movement of people from one place to another place. The people who migrate are called "migrants". The term migrant can be understood as

"any person who lives temporarily or permanently in a country where he or she was inot born, and has acquired some significant social ties to this country" (UNESCO, Glossary: Migrants and Migration)

or people who have decided to leave home to seek out future opportunities. As mentioned, there are various reasons why individuals consider migration (National Geographic Society, 2005).

This study intends to identify the critical factors of migrant workers in Thailand regarding migration decision making. In the early 1990s, the employment of migrant workers #expanded in Thailand swiftly (Thailand Migration Report, 2011). As time went by, in 1995 there was a high number of migrants of around 202,000.

Surprisingly, the number of employment fluctuated and numbers declined to about 143,795 in 2010 (Thailand Migration Report, 2011). On the contrary, the number of low skilled migrant workers neighboring countries around Thailand has been increasing. At that time, the Thailand government only endorsed work permits for this low-skilled category of workers from Laos, Burma, and Cambodia, with numbers exceeding 1 million. They decided to register for working in Thailand, where many migrant workers dream of finding employment as the economic development inThailand attracts international migration (Thailand Migration Report, 2011).

International migration is a journey whereby people decide to leave home and move to another country. The issue of international migration has received significant research since the passing of the Ravenstein Law of Migration in the 19th century (Arango, 2002). Besides, previous studies in the 20th century identified the factors influencing international migration; they focused on social, economic, and political issues. Migration processes are the result of complex decision making. In economic theories of migration, intentions to migrate are quite often seen in the context of labor market opportunities (Feithen, 1986; Straubhaar, 1988; Zimmermann 2005).

On the contrary, there are other studies, which attempted to indicate more factors affecting future international migration. As the world has changed rapidly, globalization has played a role in people's everyday lives. Globalization is the way of interaction and diversity of many countries without borders. It shows an integration people's cultures, ideas, or worldviews, and other factors that influence international migration as well. For instance, technological, economic, social, demographic or other factors could have the effect on previous studies and theories. According to Haan (2000), previous international migration theories are divided into three groups. The first group is about individual and positive aspects on migration. The second group is about politics and institutions, while the third group includes sociological, anthropological and other factors (Haan, 2000). Nevertheless, there was one research study emerged above all previous international migration theories and posited two main groups. The first group involves about pre-migration, while the second group is about post-migration (continuation). The first group consists of neo-classical views, new economics, dual labor markets, and the world system theory. The second group consists of networks and institution theory (Massey *et. al.*, 1998).

Neo-Classical Theory

It is indicated that international migration presented one of the earliest theories, neo-classical theory developed by Ranis and Fei (1961) and Todaro (1969). This theory was identified as the cause and it related to the wage difference between two countries: the departure country and receiving country. Besides, this theory also highlights the occurrence of wage difference occurs when workers perceive that they don't earn much from the job even they're in the same sector within their national country or they consider jobs in other countries to offer better pay than their home country. Hence, they decide to go to another country in order to get better life opportunities. Wage differences can be influenced by some factors, such as work skills, country, and sector (Collins English Dictionary, 2012). This theory believed that migration is the individuals' decisions to seek better future opportunities. It refers to rational individuals; they consider the destination with the least cost of living in order to maximize their income in another country. Furthermore, it also indicates the employment conditions, which is how individuals consider the destination countries regarding the maximum cost and benefits they'll receive afterwards. As a result, migrants consider the cost and the benefits they expect and which countries could give them a more positive net return than their own home country. Indeed, international migration could disappear if wage differences didn't exist. It implies that individuals seek well-paid jobs as the main factor that influences their possibility of migration (Ranis and Fei, 1961; Todaro, 1969).

New Economics of Migration

This theory was developed by Stark and Boom (1985) showing how migration decision - making is not only influenced by the individual worker. Another factor is "household" as a reason for migration; whereby individuals seek ways to prevent risking failure about their household income in the future. In addition, certain members of a family would need to leave home to work in another country. Those people would send remittances back to their family in order to help them (Stark and Boom, 1985), which shows the benefits for the home country when citizens work aboard. Moreover, those people would be influenced by the economic development in another country. As a result, this theory shows that the decision making is not about individuals only but it also involves family decision making. This theory views migration as a rational household decision to prevent risk and receive maximized benefits from remittances (Stark and Boom, 1985).

Dual Labor Market

The idea of the dual labor market or segmented labor market was developed by Piore (1979) and Massey *et al.* (1998). This theory shows that international migration resulted from industries seeking workers. It shows the high demand within advanced economies for both high-skilled and low-skilled workers. Besides, this theory also describes the "pull factor" because international migration increased due to developed countries demanding migrants to work in those countries. This theory consists of two main groups: primary and secondary

1. The primary segment of this labor market involves capital intensive production and seeks highly skilled migrant laborers when any industry/business intends to spend money on machines for investment rather than hiring people. Besides, this segment also considers migrant workers who are qualified enough to be assigned as employees in this labor market.

2. The secondary segment of this labor market is involved in labor intensive production and seeks low-skilled migrant workers when any industry/business intends to spend money on labor. This refers to manpower as those businesses/industries attempt to use labor as a primary power for investment. Also, they look for low-skilled migrants for this labor market (*e.g.* industrial sector, agricultural sector).

As a result, this theory supposed that the main factor behind international migration is labor intensive production, because other industrial countries need laborers, meaning those countries built the needs for migrants to work for them; the developed countries and their government influenced them. In some cases, local workers don't want certain jobs so migrant workers are needed. When migrant workers decide to do that job, it shows that they desire to develop themselves or learn new skills in jobs they couldn't find in their home country. It also indicates that migrant workers identify what kind of career is appropriate to them or something that can improve their career prospects (Piore, 1979; Massey *et al.*, 1998).

World System Theory

This theory was proposed by Singer (1970). World system theory sees migration as a natural consequence of economic globalization whereby companies now operate across national boundaries (Wallerstein, 1974). Besides, this theory indicates that the world economy is unfair and unequal in terms of politics and economics. It also identified the penetration of capitalist economic relations into non-capitalist societies. The result is that people tend to seek out better opportunities to fulfill their needs. It refers to the mobile population who intend to migrate. Furthermore, this theory implied that, as people are migrating to overseas for many reasons, it's similar to expanding markets across their home countries. As a result, it means that migration could be influenced by the world economy as some migrants may have realized that the policy, regulation or government in other destination countries could fulfill their lives more. So, migrants decided to move out in order to seek better opportunities (Singer, 1970).

Social Capital Theory

This theory resulted from post-migration and includes migrant and institution networks. This theory also indicates how these networks encourage people who decide to leave home for destination countries. The idea proposes that a network of kinship and friendship promotes international migration (Massey *et al.*, 1998). As international migration expands widely to many countries, the network could be more effective and expand as people from their own home country make contact with people from the destination countries. Migrant workers from the destination countries can share how their lives are, which could influence the people who have been thinking about leaving home. Everyone generally wants to satisfy their own needs, but they don't always have the exact capabilities to do so. As a result, social networks in any particular countries that migrant workers are currently living in as referred to as Diaspora communities. Migrant workers' positive experiences are the main factor that convinces people who want to migrate / work overseas (Massey *et al.*, 1998). This study also indicates two factors that influence international migration:

Push Factor

The push factor influences people to move out of their home country, though negative determinants are involved. People have several reasons to seek out destination countries. Push factors for them could be related to the poverty in their country, unemployment, poor living conditions, economic issues, or political

issues. This could result in people moving to other countries that they feel comfortable with. No one would want to live where they feel frustrated with life as everyone generally chooses themselves. Migrants move to other countries because they think they could gain more benefits than their home country (Collier *et al.*, 2003).

Pull factor

While push factor influences people to move out of their home country, the pull factor is considered to attract people from their origin country to move to the destination country. It implies positive determinants, as people could find better opportunities there. Pull factors could be related to living conditions, higher wages, employment opportunities, self-development, or gaining new experiences. In addition, some migrants realize they could have a chance to utilize their skills or challenge them to evaluate the level of self-efficacy. Hence, these determinants can pull them to destination countries as they perceive there are better economic and social gains (Bodvarsson and Berg, 2009).

According to the Theory of Planned Behaviors (Ajzen, 1991), when people try to achieve goals, they need invest effort and a solid intention. For migration decision making, this theory assumes that outcome expectancies are involved with the intention. It implies when people consider migration, they have an intention and identify there are better opportunities for them in a destination country. Furthermore, this theory also indicates that people will perform well when they have behavioral control, which they are expected to know their significant goals to make the decision to move. For migration decision making, some migrants would consider what the reasons to migrate are, what are the outcomes of migration would be, or what they need to know to migrate. There is another theory that could explain more about migration decision making. Critical Mass Theory involves the behavior of people. This theory explains how the action of one person changes their ideals without observation in relation to the migration decision making. Everyone has the purpose of improving their life situation. As a result, this theory explains how migration is driven from the start. There are several reasons, which could be non-economic or economic based. It also implies the main critical factors of how migrants comprehend and perceive their own decisions (Epstein, 2015).

2.2   Literature Review

According to the neo-classical theory, new economics of migration, dual labor markets, world system theory, social capital theory, push and pull factors, the theory of planned behaviors, and the critical mass theory are mentioned to include several reasons or factors that influence migration. Migrants mostly decide to leave their home in order to gain better opportunities in the future. This study identified the theories, factors and the previous studies that are associated with this view. Those factors were grouped for this study's consideration. Thus, this study emphasizes three major critical factors, which affect migration decision making;

1.   Job benefits

2.   Demographic Characteristics

3.   Socio-Economic Environment

Migrants in Canada

According to the "Labor market experiences of skilled British migrants in Vancouver" from the employee relations article by Harvey , there are various types of migrants such as highly skilled migrants, skilled migrants, semi-skilled migrants, asylum-seekers and refugees, and different lengths of migration such as permanent, semi-permanent, seasonal and temporary (De Haas, 2010; Iredale, 2001; Skeldon, 2012).

Migrants move to other places for different reasons such as economic opportunities, an improved lifestyle, family, political strife, escaping conflict, etc. In the last two decades, there has been a battle for talent. Most organizations need to hire high quality Employees and hire foreign skills to increase their competitiveness in the short-term. Granovetter (1995) mentioned that those who are satisfied with their jobs are getting jobs through personal contacts. Much research has shown that highly-skilled migrants can get good jobs from social connections. Skilled migrants have also been included or excluded in the labor market based on their language, skin color, gender and class (Dustmann, 1994; Khadria, 2001; Mogalakwe, 2008; McDowell, 2009). This research would like to examine highly skill British migrants who work in Vancouver, Canada. The author focused on this because these two countries speak the same first language, have the same color skin, and they both have strong cultures and histories. The author chose British migrants who were born in the United Kingdom with a bachelor's degree and at least three years of work experience. The research question is: What are the labor market experiences of highly skilled migrants from developed countries who are not linguistic or visible minorities? The author collected data from interviewing 64 British migrants who lived in Vancouver between September 2008 to March 2009. Most migrants said they were at an advantage for working because they are British. They have particular knowledge about particular jobs and so most of them have more positive labor market experiences than others. But there are also some who have negative labor market experiences because they immigrated at the wrong time as organizations didn't need foreigners to work there at that time. The result of the research from Vancouver shows a big labor market that attracts migrant workers. Most of British migrants who work in Vancouver would like to prove themselves and have a long-term commitment to living in Canada (De Haas, 2010; Iredale, 2001; Skeldon, 2012).

Migrants in the United States

The migration decision based on what role job mobility plays is from the American Economic Review by Bartel explains the relationship between migration and job mobility (Bartel, 1979). This case study used data from NLS (National Longitudinal Surveys) of Young and Mature Men and the Coleman Rossi Retrospective Life History Study. The author used whole data to investigate the net or gross effects of migration from individuals to find the relationship between each person's characteristics and their decisions to migrate. The theory of this study involves economics because the main reason migrants immigrate is to change jobs. The methodology of this study is qualitative and used logistic regression to analyze the data. There are also some independent variables in this study which are wage, education, family variables, and job tenure and length residence. Wage has negative effect on migrants' probability of quitting. Education has positive effects because migrants who have a high education will be able to search for more jobs and have more potential to work. Family variables are measured by dummy variables, which can give both positive and negative effects depending on children's ages and whether a spouse also works. Job tenure and length of residence is the most important influence decision for migrants. The relationship between jobs

and migrants is integral as they need to work and if they quit a job, they may no longer be able to stay in a host country. Therefore the consequence of these factors affect to the decision making of migrants to immigrate and work in each place (Bartel, 1979).

The Nepalese were lured to migrate to the United States for a number of reasons (Nath, 2009) including:

(a)   getting higher education in American universities;

(b)   prospects for work and money;

(c)   the Diversity Visa (DV), *i.e.* the lottery system.

This case study is about migration of Nepalese non-professionals and professionals to the United States and their influenced by push and pull factors. Furthermore, this case study investigated many migrant aspects to identify their migration decision making, for instance, economic, social, political, and personal factors, which motivate their decision making. This study assumed variables, such as age, gender, work experience, or marital status. Nepal is on the eligibility list as it is one of the world's poorest countries, with a population of around 30 million and a per capita GDP of $524 (current) (WDI, 2011). An inadequate growth in agriculture and poor development of non-agricultural sectors led to widespread unemployment in Nepal (NHDR, 2004). Migration to the United States has been popular as it's a huge country that many people around the world are interested in given it is a democratic country with freedom of speech, human rights and opportunities for personal freedom. Nepalese history has a history of foreign labor migration, so the number of Nepalese migrants was difficult to identify. Besides, this case was determined by the push and pull factors towards the migration of Nepalese migrants. The respondents were Nepalese, who are permanent residents, transfers or temporary residents. The questionnaire was designed and included factors influencing their decision making. The data was gathered by emailing out 500 questionnaires. Before sending to them, there was pre-test describing the researchers' intent for suggestions on the development of the questionnaire. Approximately 245 responses were received. The questionnaires were assessed by statistical and descriptive methods. This study considered intention to migrate to the US as a dependent variable. Job or income expectation, frustration, expectation of social, political, and social life are dependent variables. In addition, a logistic regression model was used for assessment. A step-wise selection criterion was used to investigate the most significant variables. This study divided models into sub groups according to the factors, for instance, the impact of the push and pull factors for the overall population. Moreover, it shows that 84% of respondents' gender was male and 71.84% of respondents were married. The majority of respondents' education level was college graduate. In addition, mode of migrant entry to the United States was as a student/ dependent of the student (student visa and change to working visa afterwards). At the same time, the majority of respondents were uncertain about migration to the United States because of high employment rates or uncertainty in the US job market. For those who are living there temporarily, 64.3% wand to become permanent residents (Adhikari, 2012). The majority of employed respondents are professionals. As a result, it shows that pull factors, which were considered as a high level of income or high standard of living attract Nepalese migrants to the United States and the push factors were considered to be low income, political instability and poor quality of life. Hence, it also indicates the United States is a reference for Nepalese government planners. The programs and policies are attractive to them as they seek better living conditions (Adhikari, 2012).

Comparably, most Greeks emigrated in the last half of 19th century because of warfare and poor economic conditions. These problems had driven many Greeks into the Balkan Peninsula, Turkey, Egypt, and to many other locations along the coast of the Mediterranean Sea. The 2000 poll determined that the population of Greek Americans in the United States was about 1.2 millions. A large number of Greek Americans came to the United States in the 1960s and 1970s (Ingram, 2005). As a result, the most obvious reason for migration is an economic factor. Most migrants think they cannot survive in their own country so they try to find an opportunity to live and work in other country that has a higher wage rate.

Migrants in Europe

In Switzerland, migration is mostly reported to be based on emotional moments, though there is a lack of analytical focus on the actual emotions involved. They argued that Switzerland could be described as a country full of snow due to its terrain. This paper examines the three dimensional accounts of Spanish workers in Switzerland. Migrants came to Switzerland for the essential reasons of improved living conditions, wage rates, international experience, etc., but then stay because those places are connected to meaning, memories, and stories that are experienced through the emotions of workers, and so they feel connected to a place. The case study proposed to look at migrants' emotional attachment to places to gain a perspective engagement on the social background where migrants live. The discussion of two places of identification points towards migrants' identification with values, stories, and illusions of Switzerland and places of daily action, which are established through migrants' daily lives and which become a locus to analyze migrants' contributions in their social neighborhood. Emotions are a key term to analyze migrants' beliefs about these places and how they feel about them. Focusing on emotions helps in analyzing not only migrants' attachment to these places but also the meanings that are ascribed into these places (Richter, 2009).

For German peoples' aspects of migration, this study pays attention to the migration of German people within the European continent. The general occupations receive less attention for migration as vocational training, technical school, and master carpenter certification represent this group. This study analyzes the situation find reasons why this group chooses to migrate. The researchers in this case select primary theoretical arguments from other migration research studies and found that economic and social factors are the primary factors for this middle qualification. The components of making decisions are unemployment, low or falling wages, and poor working environments in Germany. On the other hand, the main pull factors are job offers, higher wages and better working conditions in the destination countries. The social network factor has received little attention for migration because a contact abroad was only the case for a few interviewees. The analysis of available population statistics and 40 problem-centered, biographical interviews are the experiential results of this research (Verwiebe *et al.*, 2010).

In the United Kingdom, many migrants have their own reasons for seeking new experiences. Some migrants seek for the things that enable them to personally develop themselves. In a case of Polish migrant workers in the hospitality sector, in tourism studies, Poles are recognized as the largest group of international workers in the UK (Baum *et al.*, 2007; Devine, Baum, Hearns, and Devine, 2007a, 2007b; Evans *et al.*, 2007). The UK has experienced a rapid influx of migrant workers, with Poland as the country of origin dominating arrivals (Janta and Ladkin, 2009). The hospitality sector is quite attractive to migrant workers in terms of economic, social, or work factors and hospitality employers reported that Polish workers tend to have a good work ethic and commitment and acceptance of low wages (Anderson, Ruhs, Rogaly, and

Spencer, 2006; Matthews and Ruhs, 2007; McDowell, Batnitzky, and Dyer, 2008). Furthermore, it shows that the needs of migrant workers in the hospitality sector have increased. This kind of sector drives a constant need for more workers; it creates employment opportunities in an unlimited supply. Polish migrant workers seem to have a better attitude than British workers as they specifically migrate to work in the hospitality sector. The data was collected by qualitative and quantitative methods, which are questionnaires, depth interview, and ethnography. The sample was chosen by purposive sampling, which does represent the total population. The questionnaire was distributed to Polish migrant workers via the Internet. Qualitative data was assessed by thematic analysis and quantitative data was assessed by the SPSS statistical package. The data was first assessed as descriptive statistics for all variables. There were 315 Polish migrant respondents who worked in hospitality sector. The majority were is female with 225 respondents. The main age is under 30, which represents a mean of 26. The majority of respondents' education level was high, which is a bachelor's or master's degree. The questionnaire was designed as a "Likert Scale" rating with 11 statements. 82% of respondents reported a tendency to work in the hospitality sector to improve foreign languages. This could imply that they would want to improve their English, which could enable more opportunities. 81% of respondents stated they could start work as soon as possible. On the contrary, Poles may not be well prepared for job searching abroad, or they may be students looking for summer employment, although migrants have a high level of educational attainment (Anderson *et al.*, 2006; Devine *et al.*, 2007a, 2007b; Baum *et al.*, 2007). Hence, they seek out self-development to improve their skills and utilize what they've learnt before. They've considered career prospect improvement or future career opportunities in the UK. Polish workers' experiences indicated that they have a solid reason for entering a new country, which is self-development. It refers to learning foreign languages, gaining work experience and receiving the benefits an industry may provide. Nevertheless, nothing is completely perfect. Polish workers perceived negative aspects from the industry such as, low pay, hard work or dirty jobs. As a result, Polish workers also indicated that they need to deal with low skilled work and poor working conditions even though they've come with aspirations to utilize their skills. They considered working in the hospitality sector as a temporary option to seek out better opportunities (Janta *et al.*, 2011).

A study describing skilled Indian Punjabi migrants in Britain regarding the "brain drain" with a reputation for success in overseas employment was developed by Qureshi and Osella. The number of Indian migrants is increasing in Europe. India is the second most common source of skilled migrant flow. Most of them will immigrate to Britain, France and Germany. This is related to human capital theory. Britain saw migrants who have skilled value assets and explore migrants who have skills in IT, health, engineering, and teaching. Therefore, this becomes what others called the "brain drain", which involves losing potential or skilled people in a home country to other countries. It happens when a large number of skilled migrants immigrate because of many factors such as problems in their country, losing opportunities at home or health risks. They are an asset to their home country because they have different specific potential skills. Most skilled Indians immigrate to Britain as a brain exchange for a win-win situation. Because Indian migrants need a better life, they use their skill to get good jobs and experience. Britain also needs skilled migrants to work for them in specific sectors, but most migrants' families are usually unemployed because they do not have any skills. They immigrate to Britain because female migrants in their families marry British people and they may lose some opportunities because of this. The author of the research focused on Indian Punjab because they have the longest history of migration to Britain. The author collected data by interviewing 190 migrants in the west Midlands, which has been called Little India. This research

will focus on 20 migrants who have skills in IT, media, law and hospital industries, health and welfare professionals, and student migrants (Skeldom, 2005). The summary of this study described the result of the assumption that Indian skilled migrants officially move to Britain because Britain can provide more opportunities than their home country. After they have graduated, most of them try to find a way to get to Britain. There are some agencies that help them with the high fees. Britain still needs skilled migrants to work in specific sector, but skilled migrants are limited by racism and discrimination. Britain also has policy to protect migrants' rights.

The study describes that there is an opportunity for migrant doctors in the geriatric specialty because this sector is not favored by most British trained graduated doctors so there are opportunities for career development and achievement for migrant doctors. It also uses information from historical interviews with both geriatric founders and South Asian overseas doctors to review the literature and the specifics on the brain drain and push-pull factors. Migrant doctors are considered to be a brain drain in the UK National Health Service. The study pays attention to historical and socio-cognitive communities and stresses the role of individual career development for migrants living in the UK. It also acknowledges luck and chance and suggests that the role of agency in term of career development is not helpful even there is chance of an opportunity. The result from the interview was considered to be positive regarding careers with the important part to play in improving careers in geriatric medicine and in the lives of people marginalized for a service (Bornat *et al.*, 2011).

Migrants in New Zealand

According to the International Organization for Migration (2009), migration has been popular among many countries' workforces. Developed countries also need migrant workers. Migration can be involuntary in response to war and natural disasters, but is most often voluntary (Ruback *et al.*, 2004). Countries have concerns about the effects of immigrant flows and associated labor markets and social integration problems due to the non-utilization of the new immigrants (Borooah and Mangan, 2007). Careers of migrants are the crucial deciding factor before they migrate. The study states two stages: Career Pre-migration and Career Post-Migration (Mayrhofer *et al.*, 2007).

A case of workers who had migrated from Sri Lanka to New Zealand indicates migrants' aspects on pre-migration and post-migration in order to identify the career success of migrants. This includes variables towards career success, which are human capital, motivation, social integration, and career self-management perspectives. Human capital and motivation were considered to be pre-migration factors. Social integration and career self-management perspectives were considered to be post-migration decisions. Human capital is considered as an individual's skills, such as English language ability, education or length of experience. Motivation was assessed as achieving individual goals or fulfilling needs in order to have positive outcomes. Social integration was assessed as migrants' interaction with their new culture. Career self-management was assessed as migrants being able to develop their careers in a new country (Tharmaseelan *et al.*, 2010).

The respondents were migrants from Sri Lanka, a small developing country with an under-developed economy. The sample was selected by the convenience sampling sourced from Sri Lanka Community Organizations via a questionnaire survey of 210 respondents. The majority gender is male with 136 respondents. This study stated that human capital, motivation, social integration, and career self-management were classified as independent variables. Objective career success and subjective career success were classified as dependent variables. The data was analyzed by a reliability test (Regression Analysis). The results indicated

that two human capital characteristics were related to measures of career success, which means that human capital is a significant reason for pre-migration. Characteristics were considered as language ability and education, which are individual skills that could be classified as self-efficacy as individuals are able to migrate based by their own critical thinking. New Zealand is a developed country, which seeks skilled migrants who can with unexpected situations and utilize their skills. Human capital would be considered as self-efficacy which drives them to migrate (Tharmaseelan *et al.*, 2010).

The study is about the retention of skilled migrants in New Zealand's industries. Retention is the main problem in most industries, especially those involving skilled migrants. The factors that permit and obstruct retention of skilled migrants are pointed out in this research. Five key migrant experience process stages are the model of this study which used a self-completed questionnaire. It discusses six retention factors: pride in the industry, career advancement opportunities, and skill and knowledge development, loyalty to the company, job satisfaction and good relationships in work (Poulter and Sayers, 2015).

Migrants in Australia

Most people tend to seek better lives. Migrants have decided to change their lives. A case of temporary and permanent migrants, who are currently living in Australia for work, have different reasons for making this change and their intention to apply for permanent residence while they're working in Australia. The Australian Immigration Program, which is provided by the government of Australia, offers two kinds of program: the humanitarian program for refugees and the non-humanitarian program, which has three main components–family, skill, and special eligibility. Furthermore, the Australian government introduced a new temporary business entry visa that allowed employers to sponsor skilled workers from overseas for a stay of up to four years (Roach, 1995; Birrell and Healy, 1997; Hugo, 1999). The number of people who applied for that visa increased by 24 % in 2006 over the previous year (DIMIA, 2006). It states that the temporary migrants in Australia are mostly highly skilled, can bring their families with them, and can apply for permanent residence if they wish (Khoo *et al.*, 2008). The data of respondents was collected by the questionnaire in collaboration with the Australian Government's Department of Immigration and Multicultural and Indigenous Affairs (DIMIA).

Respondents completed an online questionnaire about their demographic information, reason for working in Australia, employment situation, family situation, residence intention, and future migration. The data was used to assess respondents' biases on their location and industry of employment (temporary migrant workers). Migrant workers who are in construction, health and community service, restaurant industries were overrepresented in the survey. The questionnaire was in English, which may be obstacle for those who are not good enough in English. The majority gender of respondents is male at 60% and their age was under 35. In addition, most came from the UK, which is the top source country of skilled temporary migrants in Australia (Khoo *et al.*, 2008). It also indicates that migrants from less-developed countries intended to come because they'd find better opportunities there and would seek permanent residency. On the contrary, migrants from developed countries came to Australia to gain international experience. Migrants from Asia intended to find better employment opportunities and higher paid jobs, which they couldn't have found it in their home country. Unlike other countries, such as Japan, North American or Europe, they wanted to migrate because they are fond of the Australian lifestyle, and don't tend to become permanent residents. Some tend to return their home country, if their home country could give them better opportunities (Khoo *et al.*, 2008).

Migrants in South Korea

South Korea faced a crisis after the end of Korean War (1950-1953), which made Korea (in this case, South Korea) become the poorest and most overpopulated country in Asia (Lee, 2002). Developed countries, such as United States, and the United Nations came together to help them recover from war and economic disaster. When Korea recovered, it reinforced its position as one of Newly Industrializing countries (NICs) including Hong Kong, Taipei, Singapore and Korea, and became a member of the Organization for Economic Cooperation and Development (OECD). Korea changed from a labor exporting country into a labor importing country; in 1980 Korea became the major labor export source in Asia. From the 1980s, the Korean economy and labor market faced significant changes in labor shortages, especially in the 3D industries (difficult, dirty and dangerous) because of the rapid wage rate increase, which made it difficult for employers to hire. These changes created an attraction in Asia's less developed countries to look for jobs in the Korean labor market. However, they worked illegally and, in the beginning, Korean society and the government didn't welcome them. The number of migrations workers in Korea rapidly increased from 1987 to 1997 but in 1980 the number decreased significantly because the Korean economy faced a serious foreign currency crisis, known as the IMF (International Monetary Fund) crisis, so the number of migration workers returned increased again in 2000, including documented and undocumented workers. Nonetheless, the population of these migrations is still small and the influence of Korean migration workers in Korean society seems to be limited to just some parts of labor market and several cities where workers live. No migrants expected to live in Korea forever, as many are contract trainees and undocumented workers who are expected to leave Korea soon. Lee's (2002) research focuses on Filipino migration to Korea, especially a group of low wage factory migrant workers living in Seoul. This study focuses on several topics regarding Filipino workers, including the process of coming to Korea, family relations, housing, community, work and labor problems, cultural relation and their dream in the future. The main problems of migration workers in Korea could be summarized by two features; their invisibility in Korean society and their temporary residential status. Korean society and government consider migrants to be invisible and prevent them from becoming members of society in many ways, so it's obviously not an ideal country for migrants to colonize with the children or their families. This case study shows the reason, process and consequence of these two features, which are related to the social, cultural, economic, legal and political status of migration workers in Korea (Lee, 2002).

This case study intensively interviewed and observed participants in the S Migrant Center and Catholic Migrant Church using unstructured and open-ended questions; they preferred qualitative methods to quantitative methods for this research while other researchers preferred quantitative methods because some migrants work illegally and have cultural and language barriers between migrants and researchers so it's difficult to collect data by qualitative methods. Researchers using the English language as the main language to communicate with interviewees is difficult because Tagalog is the main language of Filipinos. Most interviews took three hours and were audio-taped, apart from two who refused, and they generally focused on five topics; coming to Korea and settling down, working at a factory, Koreans and Korean society, the Filipino community in S City, and family relations and returning to the Philippines. In summary, most of interviewees came to Korea to earn money and to support their families (Lee, 2002). However, there were diverse experiences regarding how they came to Korea and how much they paid for it. Almost all Filipinos came to Korea as a temporary measure and always think they will return to their own country.

Some immigrated to Korea because they know people there who can give them advice or they have heard of other Filipinos living in Korea with improved well-being that might have motivated them to go abroad (Lee, 2002).

Migrants in Singapore

One of the most touted reasons for migration is the prospects and promise of improving one's family well-being (Jatrana *et al.*, 2005). Some people have to leave home out of necessity. In Singapore, the process of recruiting foreign workers is managed by the Building and Construction Authority (BCA). Only foreign workers in countries that have approval of BCA can be recruited in Singapore. There are two groups: traditional source countries and non-traditional source countries. Mainland China is categorized as a non-traditional source country. This case study emphasizes understanding workers from Mainland China who came to Singapore to work. As the economic growth of Singapore has been increased rapidly, this attracts many foreigners looking for employment. At the same time, Singaporeans were hesitant to take certain jobs. Contractors or managers were looking for the cheap sources to reduce labor costs so foreign labor was needed and the number of foreigners increased as well, which is a significant "pull" factor that motivates them to leave home in order to work overseas. In the case of migrant workers from Mainland China, there are two main ways for Chinese workers go abroad. Some of them worked in Chinese industries and on projects in other countries (Foreign Direct Investment); employers would bring their own workers to work with them by a contract. A questionnaire survey was used to assess migrant workers in the Singapore construction sector from Mainland China. It was translated into Mandarin in order to facilitate them. There were 45 questions using a "Likert Scale" for respondents to rate for each statement. It was analyzed by SPSS. Sixty-five questionnaires were completed and descriptive statistics and one sample t-test were used to identify which statements were significant. There was also an interview to collect the data. For Chinese migrant workers who worked in urban areas in China before, the majority of them were married. In addition, they needed to leave their wives and children for to obtain their work permit. The majority of workers' spouses were farmers from rural areas of Mainland China. For family aspects, the respondents who have children think they would be distanced from them. For migratory issues, Chinese Workers' intention to migrate to Singapore was for jobs because they were not able to earn enough in their home country for their family where the income is insufficient for their living expenses. Some of them were induced by friends or relatives. Some want to gain more experience despite being able to find employment opportunities in their home country.

For Chinese migrant workers who looked for employment in Singapore directly, the majority of their education level was primary level with the intention to migrate because of higher wages and better prospect overseas. The majority of respondents came as contractors with an agent (Pheng *et al.*, 2008). Nevertheless, they were faced with tough work, which seems to be contradiction to their decisions. Respondents think the wage rate isn't enough as the cost of living in Singapore is so high. It indicates the government and BCA should pay attention to factors involving the foreign workers (Pheng *et al.*, 2008).

Migrants in Malaysia

The existence of foreign workers in Malaysia is one of most critical issues the Malaysian government is facing in the Malaysian construction market. Indonesia is the primary source of labor, followed by Myanmar, Pakistan, India, and the Philippines. The demand for labor in Malaysia has been continuously increasing in

the construction industry because of the high rate of developments and wage rates in all categories because of a labor deficit so the employees hire foreign workers rather than increase the wage rate for local workers. The number of foreign workers in Malaysia has increased by five times in a few years from 0.5 million people. The purpose research by Abdul-Rahman *et al.*, (2012) was to identify negative impacts for foreign workers in the Malaysian construction market and to determine strategies to minimize negative impacts. Data was collected by interview and survey. The questionnaires were representative of professionals in construction projects who directly associate with foreign workers. Only respondents from those companies registered under the CIDB grade G7 were chosen for this survey. There were 117 sets of questionnaires completed and analyzed through the structured interviews.

1. preference of the employers,
2. lifestyle and working conditions, and
3. unattractiveness of the career pathway.

The key negative impacts convinced by foreign workers are

1. over-dependence on foreign workers,
2. increment in criminal activities or social problems, and
3. existence of illegal workers.

This research proposes that strategies such as

1. attracting local workers into the construction industry,
2. implementing industrialized building systems,
3. eliminating illegal migration, and
4. improving governance structure would be successful in minimizing negative impacts induced by foreign workers (Abdul-Rahman *et al.*, 2012).

Economic factors are the main reason for migration. These factors are earnings, cost of living, unemployment, gross domestic product, personal income tax, and public investment. This case study studied the role of economic factors for the migration of university teachers, by directly focusing on three different economic stages of the last period for the 32 countries of Europe, with the aim of analyzing how economic factors affect the migration of high skilled workers to a particular country, which can strongly contribute to the economic development of the host country. This research focused on the migration of university teachers, a highly skilled collective responsible for the training future skilled workers and the innovation of a country through their research. The result showed earnings are the main factor explaining changes in migration flows of university teachers. Additionally, personal income tax was significantly associated with the number of university teachers who migrated. An observation analysis of flow migrations showed that earnings are the key factor that explains variations in the migration flow of university teachers over time. The higher the purchasing power, the greater number of university teachers migrate to a given country, therefore, if university maintains or increases teacher salaries, especially during times of economic depression, they can attract highly skilled workers (Rez, 2015).

Migration Decision Making

Informational cascades and the decision to migrate is a part of the migration and culture article by Epstein (2015), which is related to the group topic about migration. The author would like to know about migrants who emigrate from the same location to the same place by using information cascades. Information cascades are a way to observe the behavior of others and try to describe any differentiation using herd behavior. Herd behavior is about copying something others do or stay in the same place as a group. Migrants are people who emigrate from one country to another country. Before they immigrate, most of them will choose a country by searching for one with a similarity in culture and language, type of jobs or network relationships. They sometimes choose a country based on the people they are connected with, though while these network externalities can help migrants, they are not always positive because of the increasing influx of migrants decreases immigrant wages and increases the competition for finding jobs.

Migrants will choose a country based on the information they receive from others who have been before. Then they make a decision to follow others. This is herd behavior. Herd behavior helps to better understand critical mass theory, and shows how migrants make decisions when there are many countries to choose from. The others set the model of herd behavior and analyze network externalities by using wither a one-signal model or a multiple-signal model. The assumptions of this research are;

(I)   the one who decides not to immigrate does not receive any signal. They decide to stay at home.

(II) The one who is neutral by following a signal and copying others will follow their own signal

(III) The one who is neutral between copying previous migrants' decisions will make a decision by random probabilities of different alternatives.

The conclusion of this research explained that herd behavior continues to contribute to immigration, but network externalities can appear more prevalent when those migrants are illegal (Epstein, 2015). Some country has to set the limit of immigration because of the increase in herd behavior in migrants to prevent negative situations (Epstein, 2015).

Migration, age, and education are important factors to consider too (Schwartz, 1976). Sjaastad (1961, 1962) described that migrants move from low-income countries to high-income countries for a better life and studies how age and education impact migration. It focused more on economic factors and used qualitative methods. The author grouped migration by education. While the rate of migrants' age is decreasing, the education of migrants is increasing. As educated migrants are increasing, it increases the cost of job searching. Educated migrants can get more information about jobs. David (1974) assumed in his comprehensive theory of migration that more educated migrants have less risk of getting jobs than less educated migrants. Educated migrants may have some specific skill and experiences which are needed in those jobs at that time. Therefore, they will have more opportunities. The authors used letters instead of variables and used multivariate regression to prove their assumptions. How far migrants go will depend on how much information they receive and the cost of transportation as they may not immigrate to countries too far away. The cost of transportation may not affect educated migrants, but it will affect older migrants more (Schwartz, 1976).

Anticipated job benefits, career aspirations, and generalized self-efficacy are predictors for migration decision making (Hoppea and Fujishiro, 2015). This research describes migrant decision making rather than economic situations. This is planned behavior theory. Some migrants make decisions by using anticipated

job benefits by searching for better jobs in other places to have a better life there. This research found out more about people who express their intention to migrate but have not done so yet, indicating this is a planning behavior. Some migrants have career aspirations and are ambitious about working to get leadership positions. Migrants who have both anticipated job benefits and career aspirations have the strongest likelihood to migrate. Some migrants have generalized self-efficacy in that they can adapt themselves in any situations in any place. This research study was about Spanish migrants to Germany. The authors collected data with questionnaires and used logistic regression to calculate and analyze data. The result of the research showed that all migrants with unemployment, social networks and young-medium ages have anticipated job benefits and careers aspirations, while self-efficacy is for migrants with planned behavior. Most Spanish migrants who have anticipated job benefits and career aspirations are unemployed and intend to immigrate, but migrants who have self-efficacy have not immigrated yet. Most of them have plans to immigrate within 12 months (Qureshi, Varghese, and Osella, 2013).

2.3 Hypothesis

Hypothesis 1: Job benefits are associated with migration decision making as migrants perceive they can obtain more opportunities from job benefits.

Hypothesis 2: Language ability is a positive factor influencing migration decision making.

Hypothesis 3: Household is a factor influencing the decision making of respondents to migrate temporarily.

Hypothesis 4: Once migrants have moved, they considered "lifestyle" as a critical factor that drives permanent migration decision making.

Hypothesis 5: Migrants would be influenced by the community may have asked some people who've migrated before for information.

Hypothesis 6: For high-skilled migrant workers, they have a higher educational level, which they drive them to have more opportunities in another country, so they've decided to migrate.

Hypothesis 7: For low-skilled migrant workers, they may have enough personal experiences but they would want more opportunities, so they've decided to migrate temporarily.

3. METHEDOLOGY

3.1 Data Collecting Design

Scaling

In this study, the researchers intend to use two kinds of scaling: nominal scaling and interval scaling.

- *Nominal Scale:* The nominal scale is used for labeling variables, which are those variables grouped by their main subject. The reason why the researchers intend to use a nominal scale is they need to know information about frequency distribution and because it's easy to categorize and analyze the personal information of respondents or demographic information when using this kind of scale. So the researchers intend to use "*Categories Scale*" in this study.

- *Interval Scale:* An interval scale is a numeric scale in which the numbers are assigned to the objects in numerically equal distances. Moreover, when one knows the distance between the values, one can measure and analyze numeric information. It represents the distance between the number so the researchers can know how respondents tend to answer in both negative and positive ways due to the questions. The researchers intend to use the 5-point "*Likert Scale*" in this study, where each variable is a factor that affects migrants' decisions (McLeod, 2002). This exponential is sorted by importance.

*** 5Very important

*** 4Important

*** 3Uncertain

*** 2Not important

*** 1Not at all important

Sampling

The researcher considered selecting only provinces located near the boundary of northeastern Thailand.

Table 1
Indicating the population of migrant workers in 10 provinces

Province	Population of migrant workers
1. Loei	291
2. Nongkhai	459
3. BuengKan	421
4. Nakonphanom	257
5. Mukdahan	476
6. Ubon Ratchathani	2141
7. Srisaket	459
8. Surin	991
9. Amnat Charoen	92
10. Burriram	1,138
Total	6725

Source: www.wp.doe.go.th

Table 1 shows the 10 provinces in northeastern Thailand; this area is connected with the Greater Mekong sub-region countries, especially Burma, Cambodia, and Laos. The workers from these countries tend to migrate from their home country to work or live in Thailand. As the figure below shows, the numbers of migrants who come to work in Thailand by region are close to those neighborhoods and have border crossing points so this can be one factor that attracts them to come and stay in Thailand (Figures 6 and 7).
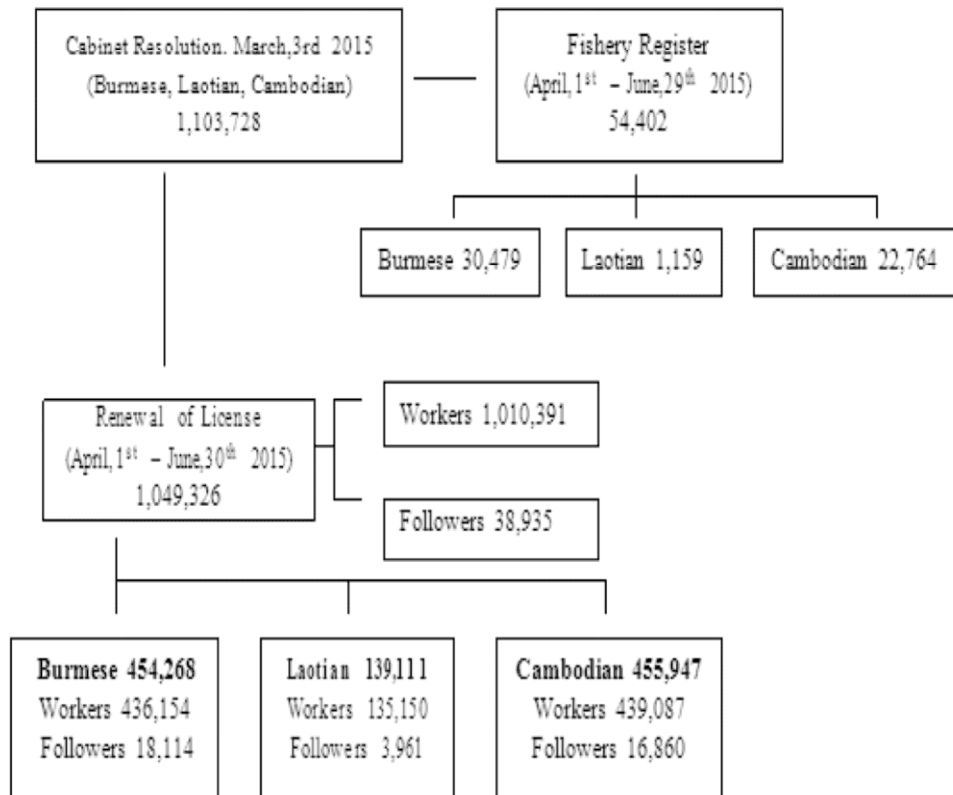
Figure 6: Numbers of migrants divided by sector
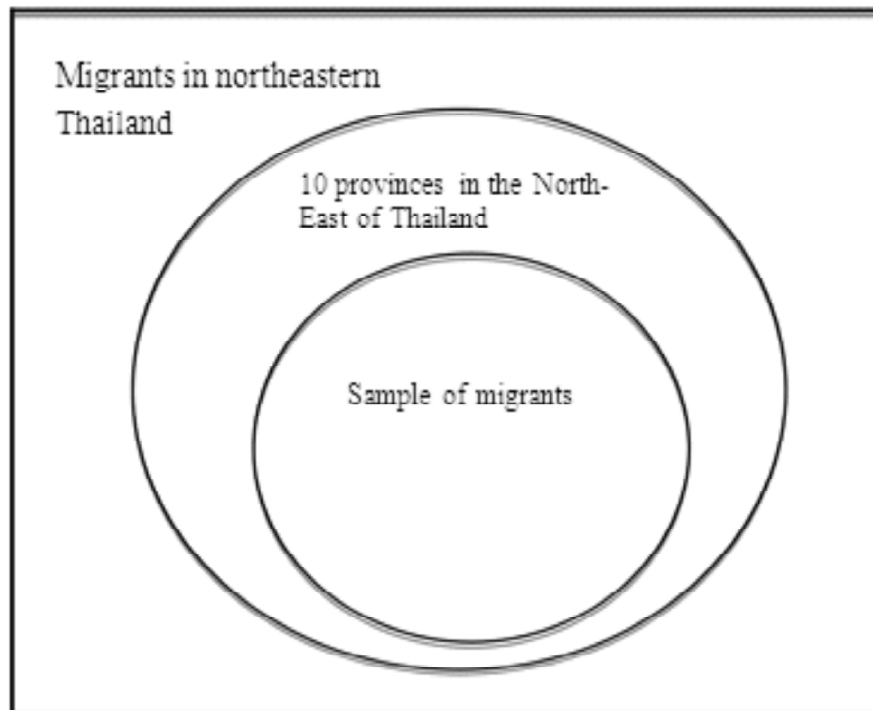
Source: www.wp.doe.go.th

Figure 7

Hence, this study tends to use purposive sampling because the researchers have a certain target group of the 10 provinces in northeastern Thailand.

| | Confidence level = 95% | | | Confidence level = 99% | | |
| | Margin of error | | | Margin of error | | |
Popupation size	5%	2.5%	1%	5%	2.5%	1%
100	80	94	99	87	96	99
500	217	377	475	285	421	485
1.000	289	606	906	399	727	943
10.000	370	1.332	4.899	622	2.098	6.239
100.000	383	1.513	8.762	659	2.585	14.227
500.000	384	1.532	9.423	663	2.640	16.055
1.000.00	384	1.534	9.412	663	2.647	16.317

Figure 8: Migrants in Northeastern Thailand

Source: www.checkmarket.com

According to Figure 8 above, the researcher identified the sample unit of migrant workers in 10 provinces close to the border of northeastern Thailand (Loei, Nongkhai, Bueng Kan, Nakonphanom, Mukdahan, Ubon Ratchathani, Srisaket, Surin, Amnat Chaoen, and Burriram), with a confidence level = 99%, margin of error = 5%, population size = 1,000 (more than 1,000 people but less than 10,000 people), and a total sample of 399 people.

The reason why the researchers use a confidence level of 99% is because the this adds reliability; the questions in the questionnaire of this study have been used before so it's validity is high, and 99% confidence level is wider than 95% so this study can gain greater information from the migrants as the sample is wider. Besides, this study has well-defined factors so the validity of this study is appropriate. The researchers have incorporated a 1% margin of error to prevent discrepancy data.

The researchers identified the numbers of employees from the sampling unit and unit frame using the R and RStudio program to find Cronbach's Alpha, Ordered Logistic Regressions and Odd Ratio. R and RStudio is calculates statistics using the R language, which requires an internet connection. R and RStudio program must be used together because the R program writes codes that run data once only, after that, the file saved from R can be opened via RStudio to analyze and calculate the data. Moreover, RStudio will help the researchers created a table of summary data. The researchers also use Microsoft Excel to calculate descriptive statistic information, such as percentage, mean, median, mode and SD.

4. RESULTS

Table 3 shows the overall results in significance levels according to 11 factors, living conditions, employment opportunity, international experience, language ability, education level, personal experience, income level, culture, lifestyle, community and household, which are *X* variables that absolutely influence *Y* variables. The significance level of living conditions is 0.045, which means it has no influence on migrants. Employment opportunity is –0.636*** determining it definitely does not influence migrants immigrating permanently.

Part 1

Table 2
Demographic Profile

Category	Demographic Profile	Frequency	Percentage (%)
Gender	Male	200	50%
	Female	200	50%
	Other	0	0%
	Total	400	100%
Age	Under 18	15	3.75%
	18 – 25	137	34.25%
	26 – 30	109	27.25%
	31– 40	94	23.50%
	41 – 50	25	6.25%
	Over 50	20	5%
	Total	400	100%
Status	Single	205	51.25%
	Married	161	40.25%
	Divorced	10	2.50%
	Widow	12	3%
	Live apart	4	1%
	Other	8	2%
	Total	400	100%
Educational level	Primary School	142	35.50%
	Secondary School	162	40.50%
	Bachelor's	66	16.50%
	Degree Master's	28	7%
	Degree Doctoral	2	0.50%
	Degree Other	0	0%
	Total	400	100%
Occupation	Unemployed	0	0%
	Agricultural	7	1.75%
	Freelance	269	67.25%
	Private Sector	43	10.75%
	Merchant	47	11.75%
	Public Officer	13	3.25%
	Student	0	0%
	Other	21	5.25%
	Uncertain	61	15.25%
	Below 5,000	9	2.25%
	Total	400	100%

Contd. table 2

Category	Demographic Profile	Frequency	Percentage (%)
Income (Baht)	10,000		
	10,001-20,000	104	26%
	20,001-30,000	10	2.50%
	More than 30,000	36	9%
	Total	400	100%
Where are you from?	Laos	135	33.75%
	Cambodia	160	40%
	Other	105	26.25%
	Total	400	100%

Part 2

Table 3
Overall results from Ordered Logistic Regression and Odd Ratio.

Category	Dependent Variable: y	
Lowskill	−0.421	(0.463)
genderGender_Male	−0.484*	(0.250)
ageAge_26_30	−0.458	(0.335)
ageAge_31_40	0.458	(0.394)
ageAge_41_50	0.187	(0.637)
ageAge_More.than 50	1.093	(0.959)
ageAge_Under.18	0.951*	(0.571)
statusStatus_LiveApart	−0.073	(0.990)
statusStatus_Married	0.006	(0.805)
statusStatus_Other	2.958**	(1.321)
statusStatus_Single	0.211	(0.867)
statusStatus_Widow	1.762	(1.482)
eduEdu_Doctoral	0.71	(2.238)
eduEdu_Master	−1.425	(1.109)
eduEdu_Primary	0.527**	(0.263)
jobJob_Freelance	−0.831	(0.958)
jobJob_Merchant	0.495	(0.991)
jobJob_Other	−2.899**	(1.228)
jobJob_Private.Sector	−0.968	(1.111)
jobJob_Public.Officer	−2.095	(1.385)
incInc_20001_30000	0.928	(0.964)

Contd. table 3

incInc_5000_10000	0.556*	(0.317)
incInc_Below.5000	1.094	(0.696)
incInc_More.than.30000	4.774***	(1.152)
incInc_Uncertain	–0.085	(0.419)
countryCountry_Laos	–0.053	(0.317)
countryCountry_Others	0.558	(0.359)
were_employed	–2.764***	(0.853)
OJ_Agricultural	1.983**	(0.935)
OJ_Freelance	2.185**	(0.887)
OJ_Private.Sector	3.328***	(0.994)
OJ_Merchant	3.042***	(1.066)
OJ_Public.Officer	0.594	(1.213)
OJ_Student	19.365***	(0.000)
languageLanguage_2	–0.71	(0.447)
languageLanguage_3	–0.16	(0.599)
languageLanguage_over3	19.892***	(0.000)
know_ppl_in_th	–0.442	(0.294)
enterEnter_Direct company	0.112	(0.439)
enterEnter_Self_de cision	0.795***	(0.291)
stayStay_4_5.years	0.491	(0.312)
stayStay_Under.1.year	0.092	(0.387)
stayStay_over.5years	0.701**	(0.346)
Rec_Wage	0.367	(0.308)
Rec_Policy	–0.179	(0.308)
Rec_Facility	–0.628*	(0.340)
Rec_Other	0.166	(0.712)
Living.Condition_X1	0.045	(0.149)
Employment.opp_X2	–0.636***	(0.176)
Inti.experience_X3	0.03	(0.155)
Language.Ability_X4	0.224*	(0.134)
Educational.level_X5	0.204	(0.137)
Personal.Experience_X6	0.309*	(0.174)
Income.level_X7	–0.728***	(0.187)
Culture_X8	0.124	(0.193)
Lifestyle_X9	0.382*	(0.196)
Community_X10	–0.01	(0.186)
Household_X11	0.007	(0.136)
Observations	400	

*Note: *$p < 0.1$; **$p < 0.05$; ***$p < 0.01$

International experience is 0.03, which indicated no influence on migrants. Language ability is 0.024*, which highly influences to migrants. Educational level is 0.204, which has no influence on migrants. Personal experience is 0.309*, which highly influences migrants. Income level is –0.728***, which definitely does not influence migrants. Culture is 0.124, which is not influencing migrants. Lifestyle is 0.382* which highly influences migrants. Community is –0.01, which definitely does not influence to migrants. Household is 0.007 which has no influence on migrants. There are more *X* variables from Part 1: Demographic Profile and Part 3: Recommendations.

The demographic profile shows a significant level of males at –0.484* determining male migrants absolutely do not intend to stay permanently. Migrants whose ages are under 18 have a significance level of 0.951*, meaning younger migrants require permanent stay. Migrants who are in "other" status, significance is 2.958** determining they definitely require permanent stays. Migrants with a primary education level are significant at 0.527** determining this is a strongly requirement to stay permanently.

Migrants who are in job "other" are not significant at –2.899 determining they do not require permanent stays. Significance for migrants who receive an income between 5,000-10,000 baht is 0.556* determining they require permanent stay Migrants who receive an income of more than 30,000 baht is 4.774*** determining they absolutely require permanent stays. Migrants who were employed in the home countries are –2.764 determining they absolutely do not require staying permanently. Migrants whose old jobs were as agriculturists (1.983**), freelancers (2.185**), private sector (3.328***), merchants (3.042***) and students (19.365***) are definitely required to stay permanently. Migrants who have the ability to use more than three languages (19.892***), migrants who made a self-decision to migrate (0.795***) and migrants who stay in Thailand more than 5 years (0.701**) definitely require permanent stays. Lastly for Part 3, Recommendations, a significant level of facility is 0.628 determining it does not influence whether migrants stay permanently.

5. DISCUSSION

As the study intends to determine the critical factors influencing migration decision making, the scope of this study involves northeastern Thailand. It consists of 10 countries, which are Loei, Nongkhai, Bueng Kan, Nakon Phanom, Mukdahan, Ubon Ratchathani, Srisaket, Surin, Amnatcharoen Charoen, and Buriram as they have border crossing points between Thailand and Laos, and Thailand and Cambodia. There are 400 respondents, who are migrants from those countries and also from other continents (*e.g.* Philippines, USA, Vietnam, China, Burma, UK, Bangladesh). As the results indicate, from the questionnaire in Part 1, there are 200 male respondents and 200 female respondents. The main age range is 18-25 years old, with 137 respondents (34.25%). Most are single (205 respondents, 51.25%) and married (161 respondents, 40.25%). The main educational levels are "secondary school", with 162 respondents (35.50%) and "primary school", with 142 respondents (35.50%). The results indicate that there were more low-skilled migrant respondents than high-skilled migrant workers (96 respondents, 24%). Most migrants work as freelancers (269 respondents, 67.25%) as migrants seek for more opportunities to do various things. The majority of income range is around 5,000-10,000 baht (180 respondents, 45%) and uncertain range (61 respondents, 15.25%). It implies that most migrants in 10 provinces, where have the crossing point between Thailand-Cambodia, and Thailand-Laos don't earn much but they're still working in Thailand. In addition, it also shows that most migrants have never been employed in their home country before (221 respondents,

55.21%). It may imply that they decided to work in Thailand after school. Moreover, most of them can speak two languages (321 out of 400, 80.25%), their native language and Thai as they've been working in Thailand. This represents a strong language ability of the respondents as they have ability to speak more than their native language.

Furthermore, 325 respondents (81.25%) know people in Thailand. This implies that community could be one of the key factors influencing migration decision making, which is associated with social capital theory; when people they know before came to Thailand, they may have contacted them or asked for more information. On the other hand, community can also have a negative effect on migration decision making. It may imply that there is not a big community that may foster competition for jobs. Laotians or Cambodians are able to go back home easily since it's close to Thailand. Even if they know people in Thailand, they don't come because of them, unlike other continents, which may be more civilized and have better economic environments. Critical mass theory would be more appropriate as migrants would follow other people from their home country, as they perceive there are good opportunities. Hence, they follow each other to try new things.

Most of them entered to Thailand by their volition (249 respondents, 62.25%). This shows migrants have an individual reason to migrate. It also refers to the theory of planned behaviors whereby individuals have the objectives to migrate so they need to know how they should prepare in order to obtain good outcomes for pre-migration and post-migration and most migrants are associated with this theory. Furthermore, most have been in Thailand for 1-3 years (124 respondents, 31%). Subsequently, 112 respondents have been in Thailand for over 5 years (28%). This indicates most of them have been working in Thailand for quite a long time. The results show migrants are more likely to stay in Thailand permanently. This could refer to world system theory, as it implies most migrants realize the politics or regulations in Thailand are appropriate for them or they're comfortable staying in Thailand. Besides, their home countries of Laos and Cambodia, are close to those 10 provinces in the northeast of Thailand. For other countries, it also implies they are pleased with the destination country.

Besides this, respondents think that the Thai government should be concerned about wages offered. For the theories as the researchers mentioned before. The results are associated with neo-classical theory as most migrants in all three groups agreed that the income level is the main factor influencing their migration decision making. It implies migrants perceive they can get better pay in Thailand as most of them receive around 5,00-10,000 baht. Hence, they seek out better opportunities.

Moreover, the new economic theory of migration is also associated with migration decision theory. As the results indicate, around 161 migrants are married. Most of them are more likely to migrate to Thailand to work to support their family back home, which is related to this study, One of the most significant factors in motivating trans-national migratory labor flows is the need to earn more money to support the family and improve the family's overall well-being (Pheng, 2008).

This study divided migrants into two groups, which are low skilled migrants and high skilled migrants in order to obtain simplified information associated with the dual labor market theory. This study determined there are more low skilled migrants than high skilled migrants. Some migrants worked in the industrial sector, implying that these migrants are working in a secondary segment of labor market, which requires manpower. Most of them worked as a freelancer, and not so many migrants are working in high positions. Hence, the theory indicates a secondary segment of labor drives them to migrate for work in another country (Piore, 1979; Massey *et al.*, 1998).

Nevertheless, this study demonstrates the correlation between X and Y variables, where X are the 11 factors and Y is the intention to stay in Thailand that includes three responses (If I could, Uncertain, and No) by using ordered logistic regression to determine the critical factors and the relationship between X and Y variables.

Hypothesis 1

Job benefits are associated with migration decision making as migrants perceive they can obtain more opportunities.

The results of Study 1 revealed that anticipated job benefits and career aspiration are associated with all migration decision-making phases over and above unemployment, social networks, and age (Hoppea and Fujishiro, 2015).

Job benefits influence migration decision making, which means the hypothesis 1 is connected to the results this study identified. In this study, job benefits consist of living conditions, employment opportunities, and international experience, as the researchers defined. However, one job benefit is not included in the results: "Employment opportunities". This can imply that migrants don't perceive employment opportunities as a factor for migration. The data in table 12 also indicates that there are two factors of job benefits influencing permanent migration decision making, which the results of this study don't mention.

Furthermore, this also indicates the main occupation, which is "Freelance" means migrants need to be able to do more than one job. At the same time, one research study stated,

"These needs create employment opportunities for migrant workers due to the labor shortages the UK hospitality sector faces" (Janta *et al.*, 2011).

This points out the difference, as while there are the labor shortages in the UK, the situation is different in Thailand, which causes migrants to work as a freelancer. This study represents that employment opportunities in Thailand are not affected as there are no labor shortages in the area where respondents are living. Besides, migrants may have perceived that the living conditions in Thailand are not that distinctive, compared with other continents such as Australia or the USA. Those countries have proven better conditions or policies, which are linked to neo-classical theory and world system theory, whereby migrants perceive the difference in terms of regulations or policies and consider improved benefits from a job in other countries. Hence, those migrants who are around Thailand wouldn't have seen a huge difference. It also refers to the international experience as migrants don't perceive the difference.

Hypothesis 2

Language ability is a positive factor influencing migration decision making.

In general, some of the reasons for entering the sector are positive; migrants want to use foreign languages, gain work experience and receive benefits that the industry provides (Janta *et al.*, 2011).

Language ability is one of the critical factors influencing migration decisions. It also influences permanent migration decision making. The results demonstrate that most migrants are able to speak more than their native language. For the overall results, which represent the correlation between X and Y variables, the ability to speak more than three languages is significant, as it implies the more languages migrants can

speak, the more they want to migrate permanently as they are able to clearly communicate with local people. In the case of migrant workers in the UK, they comprehend the situation as they can use foreign language in the new country (Janta *et al.*, 2011), which is also related to the theory of planned behaviors as individuals know how they should prepare. In this case, people who are able to speak more than their own native language are more likely to migrate because they follow the plans they considered before. Hence, Hypothesis 2 can be related to the results.

Hypothesis 3

Household is a factor influencing the decisions of respondents to migrate temporarily.

> The survey results showed that the workers were attracted by the significant disparities in their salaries between working overseas and working in Mainland China and thus they have chosen to leave their homes not for their own enjoyment, but because they aspired to earn more money to support their families (Pheng *et al.*, 2008).

Hypothesis 3 determines household is one of the critical factors influencing migration decision making positively from the results. This means that Hypothesis 3 can be related to the results. There are 161 respondents out of 400 (40.25%) who are married and the main age range is around 18-25, which implies their demographic profile and household factor. The researchers perceive those migrants came to Thailand in order to alleviate the financial burden of their own family as most of them entered Thailand by their own volition. It also implies individuals have their own purposes to migrate, and that household background can be one of them. This is directly linked to new economic of migration theory, whereby married migrants do so for their family and stay for 1-3 years.

Hypothesis 4

Once migrants have moved, they considered "Lifestyle" is a critical factor that drives permanent migration decision making.

> An earlier survey of skilled permanent migrants to Australia has also shown that Australia's lifestyle was an important reason for their migration (DIMA, 1997).

Hypothesis 4 identified that lifestyle could cause migrants to stay permanently. Table 3 represents the critical factors, and lifestyle is one of them for migration decision making, especially when permanent. It points out that Hypothesis 4 is related to the results of this study. The demographic profile also implies that the length of stay in Thailand for over five years is significant. The longer they stay, the more they perceive the benefits of local lifestyles. In the case of migrant workers in Australia, they are more likely to become permanent residents as they perceive the lifestyle as important. On the other hand, culture is not one of the critical factors influencing permanent migration. It implies that migrants perceive the lifestyle in Thailand is sufficient for them, but Thai culture is similar to Laotian culture, and Cambodian culture. Hence, they are not convinced by cultural factors as they do not represent much difference. It shows that lifestyle is considered as a pull factor for migrants to stay in Thailand permanently, which is related to the previous study; once Spanish workers went to Switzerland, they were more likely to go back as they call it home. This shows that people who move to another country on the same continent share similar lifestyles (Richte, 2011).

Hypothesis 5

Migrants would be influenced by the community; they may have asked some people who've migrated before for information.

> Migrants from Southeast Asian countries had above-average scores, possibly because they were more likely to have relatives and friends from the substantial Southeast Asian migrant communities in Australia (Khoo *et al.*, 2008).

Hypothesis 5 states that community is one of the critical factors influencing migration decision making, which is linked to social capital theory. Table 3 shows the results of this study and there is no community factor, so Hypothesis 5 is not linked to the results of this study, which implies that 400 respondents who are migrants in Thailand don't perceive that community influenced them to come. The existing research identified that migrants from South East Asian countries know their communities in Australia, where there are many migrants, so they may know many people there. In Thailand, most of them just decided to come to Thailand by themselves. Besides, those 10 provinces are close to Laos and Cambodia. They could be able to enter easily because it's convenient for them to go back to their home country, as the distance is minimal. The length of stay in Thailand, as respondents also indicates, has been 1-3 years. The community in this case would not be as large as other continents. In a case of Filipino migrants in Korea, a big Filipino community already exists so the relationship seems strong there (Lee, 2002) As it shows migrants would come as they saw other people in their home country migrate as it's related to critical mass theory. Migrants in Thailand don't show the same results, so community is not an essential factor influencing migrants into Thailand.

Hypothesis 6

For high-skilled migrant workers, they have higher educational level, which they consider drives them to have more opportunities in another country, so they've decided to migrate.

> The human capital perspective (pre-migration) explains human performance as being based on the stock of skills and knowledge that have been built up by migrants through education and experience (Becker, 1975).

> This human capital forms the initial base on which the post-migration career will eventually be built (Tharmaseelan *et al.*, 2010).

Hypothesis 6 identifies that high-skilled migrant workers have higher educational levels, which influences permanent migration, as Table 3 demonstrates. For this study, it implies that most migrant workers are low skilled, as the researchers defined. Only 96 high skilled migrant workers can represent this factor. Besides, the overall results also indicate the factor low-skill variable, which has a negative impact on permanent migration decision making. It also indicates that the income range is over 30,000 baht, which is significant towards permanent migration decision making. It relates to the existing research as it assesses educated migrants who use their potential to migrate and post-migrate and the dual labor market, which this study can distinguish two segments; the primary segment in this study drives people who are educated or referred to high-skilled jobs. Those migrants are well prepared as they may have followed the theory of planned behaviors and would know how they should behave. In the case of British migrant workers in Canada, they have labor market experience and can take the advantage with their competency (De Haas, 2010; Iredale, 2001; Skeldon, 2012).

Hypothesis 7

For low-skilled migrant workers, they may not have had enough personal experiences but they would want to have more opportunities, so they've decided to migrate temporarily.

This is an important finding since there is little evidence from the skilled migration and integration literature showing that migrants actually have preferential labor market experiences (William S. Harvey, 2012).

Hypothesis 7 identifies that low-skilled migrant workers are seeking personal experience, which influence migration decision making. As the previous research implies, skilled migrants tend to perform better as they likely have more experience than others. So, Hypothesis 7 could be related with the results in this study. Personal experience is one of the critical factors influencing migration decision making and permanent decision making. Neo-classical theory is also involved as any migrants would seek for better opportunities, including better wages. Hence, any worker would go for it, especially low skilled workers, who can't earn enough in their home country and decide to move but when they have enough experience, they only stay temporarily, which is different from high skilled workers, as there are jobs available for them. In a case of Nepalese, they may have known enough about the United States, so they decided to stay there permanently. Most Nepalese entering the US on student visas eventually change their visa to permanent residency (Adhikari, 2012). From the overall results, it also shows that an income over 30,000 baht is significant and implies that high skilled migrant workers can be correlated with the doctoral degree factor, which has a positive influence towards migration decision making.

6. CONCLUSION AND RECCOMMENDATION

This research sought to comprehend the analysis of critical factors influencing the international workforce of Thailand. The increasing numbers of migrants in Thailand continue to grow rapidly. The researcher asks why migrants decide to work in Thailand. What factors influence migrants' decisions? What made them migrate permanently? Does being high- or low-skilled influence migration decision making? The researcher dictates previous studies to discuss and bring their main factors to set the hypotheses. The researcher still uses the factors in Part 2, where respondent answered questionnaires on factors affecting their decision to migrate. The results require answering hypotheses by using ordinal logistic regression with program R. As a consequence, it only answers 5 out of 7 hypotheses. The results can answer Hypothesis 1, except for the employment opportunity factor, which showed a negative result because it does not affect migrant decision making. Most of migrants made self-decisions before migrate and most of them work as freelancers, determining that the government does not provide jobs for them and they have to get jobs themselves.

Hence, employment opportunities do not affect migrants at all. This differs for migrants who migrate from Asia to Europe. Asian migrants get more employment opportunities in Europe because most of European countries are developed and have higher standards of living. The results cannot answer Hypothesis 5 because community does not affect permanent migration. Most migrants in Thailand are from neighboring countries with similar communities. Thus, it does not have a strong affect on migrants. According to Table 3, there are more factors that affect migrants' decisions. In summary, most migrants decided to migrate permanently even if low-skill migrants show a negative effect for the results. Hence,

assuming they are high-skilled migrants, they intend to migrate permanently. There is a significant value of personal experience and language ability so these factors have strongly affected migrants' decisions. However, the numbers of migrants are still growing continuously every year.

This research objective is to analyze critical factors influencing the influx of international manpower into Thailand, in order to understand the positive and negative results on migration. The results show that there are many factors related to decision making, for example, language ability, personal experience and lifestyle. Moreover, highly skilled migrants likely stay permanently in Thailand. The level of education of at least a bachelor's degree is defined as a high skill in this research. On the other hand, low-skilled migrants are not likely to live in Thailand permanently. The highest level of education is high school graduation.

From the migrants' point of view, the more languages people can speak, the more they would like to live permanently in Thailand. They think the ability to use other languages is an important factor affecting their decision making in terms of demographic characteristic. Moreover, personal experience is also a factor that relates extensively to decision making. Each migrant has different experiences and different abilities. Most migrants said their own personal experience can lead them to stay permanently in Thailand. For example, it allowed them to be more familiar with the new conditions and solve problems clearly. Furthermore, lifestyle is another significant factor in terms of socio-economic environment. Some migrants are satisfied with in their way of living in Thailand. For example, they like the career they are working in and socializing with people. These are the reasons they would like to make a choice to live permanently.

Most of migrants think that the wage is the main issue to be improved by the government of Thailand. However, after the overall results are analyzed, it shows the correlation between X (information of respondents) and Y (the intention for migrants to stay in Thailand) is low, so the actual issue is different. The researchers found that improved facilities is the most important issue migrants see the government of Thailand can improve. Income level and employment opportunities with adequate facilities for migrants are the main reasons to decide to move.

Improving facilities does not only help the migrant workers now, but also supports the well-being of the next generation of workers. Migrant health facilities and services should not be viewed entirely as a "cost" to government coffers but as an "investment" (Huguet *et al.*, 2012). If the government can support more facilities for migrants, people might have better socio-economic environments. For example, when people can understand different cultures, it opens up the way to learn different lifestyles and appreciate their own culture. Migrants can better understand the rules and policies. On the other hand, the investment might take time to see dramatic positive changes on the facilities issue while others are waiting to be solved. Thailand has been one of the widely cited development success stories, with sustained strong growth and impressive poverty reduction, particularly in the 1980s. However, the average growth has slowed to 3.5% over 2005-2015 (The World Bank, 2016). In 2011, Thai people reached the level of upper-middle income, but the income dropped the following year.

Nevertheless, the researchers suggest that facilities should be continually developed. For example, the government should be concerned about social security and healthcare. Companies needs people to operate production lines to reduce costs and meet customer demand. If the migrants have enough social security, they can work more productively and the company will have a more efficient product and workforce. Even if machines boost production, human resources are still an integral part of industry. People still need to

learn how to operate machines and technology devices and correct any malfunction accordingly. Healthcare will reduce the number of laid off staff, because employees are satisfied with the benefits. It also increases a firm's competitive advantage in terms of high standard production. Facilities can be the beginning of an improvement in a variety aspects. If the government looks after these points, both migrants and Thais will be more productive at an economic level. This might be the answer to migrant problems that lack an understanding of the conditions in the workplace; they can learn by the provided facilities.

It also helps in socio-economic conditions because human resources is a demanding part of every industry. Moreover, Thailand is one of the country members in AEC or ASEAN (Asean Economics Community), the community that wants to grow each country's economy as a group, similar to the EU (European Union) that is viewed as a very successful union.

One of the AEC's intentions is to have a Single Market and Production Base. If the government develops facilities for migrants, the country's economy will improve through the free labor market. For this slight change, some people will see an opportunity to do business globally, such as a language academy, hospital, hotel, restaurant, etc. It might be another way to help migrants have better salary and life.

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