

CHAPTER 2

Literature review

In this chapter, the Researcher would describe literature review and its relative research dealing with Myanmar migrant workers who hold MoU passports in Thailand and relative history. It would contain the main topic of condition between Myanmar migrant workers who hold MoU passports dealing with their job satisfaction and job legality in Thailand. First of all, The Researcher would describe how to become MoU Contract between Myanmar and Thailand for migrant workers.

2.1 The situation of Myanmar during the civil war

From the side of Myanmar regions, due to historically having a long civil conflict between military dictatorship and ethnic groups, which coursed to arise the un-employments and political instability, mainly nearby Thailand and Myanmar borders, ethnic people, especially Karan ethnic were firstly considered becoming both refugees and migrants in Thailand. And the country for more than 60 years was closed in many sectors, such as economic, freedom and human rights, foreign investments. One the other hand, military junta had dominated all national sources of country and covered majorities of them. This impacted mostly to citizen of Myanmar, mainly ordinary people from rural areas and become poorer and poorer. In the early 1990s, Myanmar migrant not only nearby Thailand and Myanmar border but also other regions of around country gradually migrated to Thailand to seek a better a job or wages for their livelihoods. Later on, Thailand's workforce necessities had attracted Myanmar people

to enter to Thailand and the populations of Myanmar migrant were increased more than 2.5 million according to Thailand' government sources.

Myanmar in 2011 had been changed from military government to parliamentary system of government. At Present, Myanmar is though moving forward to democratic reform with parliamentary government, the country had lack of supporting employment of its people in domestic regions. Therefore, although majority of Myanmar migrant wanted to return home, due to deficiency of wages and charging the expenditure of living in country, still entering to Thailand through both legal and illegal channels or brokers or agencies. They are comprised of under three classifications: enlisted laborers, those how experience national check and the individuals who are selected straightforwardly and formally from Myanmar.

Among the three classifications, ministry of foreign affair for migrant labor administration in Thailand implemented the annul registration of the migrant's worker policies. Since 2010, a second policy of migrants had been presented requesting workers to be registered the national verification process, which includes cooperation amongst Thailand and Myanmar as indicated by the MOUs on cooperation in employment contracted in 2013. In 2009, a third approach of formal admission was begun and it proceeds until the present.



Figure: 2.1 Myanmar migrants' workers who work in Thailand

Migrant employees in Thailand were primarily employed in the part of agriculture, construction sites, fishery manufacturing jobs and domestic works. Yet, there was no official arrangement to prepare or support these low-skilled workers for their abilities advancements. Talented laborers from Myanmar were likewise utilized in Thailand. In spite of the fact that they are not various (to be evaluated just 400 people), they take part in proficient work, for example, being educators, college or university lecturers and medicinal services or healthcare workers at both private and government hospitals.

2.2 MOU Agreement or Cooperation of Thailand and Myanmar

For attempting to found legal labor import system, Myanmar and Thailand signed Memorandum of Understanding (MoU) in June 2003, and also previously

signed with Cambodia and Laos. Those terms, at first meant to start over 2004, allowed knowing migrant specialists must bring a legitimate passport as well as visas alternately and officially with agreements to stay limited of terms. Specifically, foreign laborers from Myanmar could be obtained with two years for work-permit, and if necessities, it could be allowed to extent only one term for a year. 15% of their pays need to be taken and refunded it when go back to Myanmar. The migrant employees may cover the costs of the medical examination and work-permits, whereas companies are to charge for permits and arranging services and further for their staff's total amount of 3,000 baht.

Moreover, there were normal transforms of the permitted characterizations of worth of effort to vagrants. The Thai Ministry of Labor department additionally plans to permit vagrant specialists into Thailand for the day to work in fringe manufacturing plants, as long as they return home in the nighttime's. In the recent past the complete of 2004, make that as it may, the SPDC dismissed to help their plan about commitments. To execute the terms of the MoUs, the Thai government wanted to send enrolled specialists' records to Myanmar. Thus, the SPDC would be in charge of confirming specialist's data and issuing travel reports.

By mid-April 2005, the SPDC has done a little to act on their responsibilities. Equally, concerning illustration of the same occasion when under tantamount MoUs, the Cambodian government had begun the verification process for 1 83,541 migrants while Laos had already authorized 1,300 migrants. So that complete the process, the SPDC authorities requested that the Thai government send the entire migrant workers approximately 1,000,000 persons back to Myanmar, arguing that the authentication and document issuing procedure should transpire in Myanmar. (Source: "Myanmar's

Nationality Check ‘A Ploy,’” BP, 13 April 2005). Defining the plan to be impractical, Thai government proposed to host SPDC officials in Bangkok to do the work (source: “Myanmar wanted workers in Thailand to Return Home: Minister,” AFP, 12 April 2005).



Figure 2.2: This was the way for the process of making MoU passports

On May 10, 2005, the Thai cabinet passed a resolution to allow migrants with work permits or temporary IDs to register for a work permit. The resolution also allowed permission to dependents of migrants with work permits to keep on in Thailand for an extra year. New arrivals for those who registered in 2004 were not permitted to register. Additionally, only migrants worker who work in construction, domestic work, farming, fishing, labor for shipping, manufacturing, plantation and rice mills sectors were qualified for registration. Dissimilar to those 2004 enrollment processes, migrants were no longer to retain the option for registration only for impermanent ID or impermanent residence permit.

The registration process included the final step of nationality verification necessary for the implementation of the June 2003 MoU. The resolution had allowed for workers in nearby the border to cross into Thailand on a daily basis for seasonal employment on the situation that they go back their country at night. Finally, regional governors have been allowed power through those determination of whether migrant workers should be employed. Those transform commenced looking into June 1, 2005. (Source: MAP, 2005). The fees for registration varied along with whether or not a migrant obtained a work permit or only a temporary ID card during the 2004 registration. Migrant workers are in possession of valid work permits and who planned to remain with the same employer paid 1,900 baht for medical related fees. The work permit costs 1,800 baht for one year, 900 baht for 6 months and 450 baht for 3 months.

Meanwhile, migrant's registration with new employers or with expired work permits faced extra fees of 650 baht to cover work permit application and renewal fees from 2004. Migrant workers who possessed only a residence permit/temporary ID from 2004 were charged the same extra fees on top of the work permit costs. Additionally, health related fees amounted to 2,900 baht. So, migrant labors required to expend from 3,700 to 5,350 baht for legal permission to work in Thailand until June 2006. (Source: MAP, 2005).

Upon the close of the registration process was at the end of August 2005, Thailand met a severe labor shortage. Whereas employers reported a need for 1,800,000 workers only a total of 702,179 migrants registere including migrants from Myanmar, Lao and Cambodia. In November 2005, Minister of Labor Somsak Thepsuthin reported a plan to import an additional 200,000 workers from Cambodia

and Laos through agreements with the respective governments. More 300,000 migrant worker from Myanmar would be hired from among the migrant population. However, the Thai Cabinet had yet to confirm the plan. (Source: "Thailand Eyes Workers from Neighboring States to Fill Shortages," Asia Pulse, 9 November 2005).

In December 2005, a new resolution passed for allowing alternative registration period in 2006. Nevertheless, unlike previous registration exercises, employers would be required to furnish 10,000 to 50,000-baht for registration fee deposit, aside from the fees for the work permit of each worker. The deposit is to serve as insurance in the event that workers changed jobs illegally and join in illegal activities and also plans were reported to create "One Stop Service Centers" for work permit registration. The centers were planned to be located in Chiang Rai, Kanchanaburi, Tak and Ranong Provinces. (Source: "Migrant Policy Shift Draws Fire," 23 December 2005).

Migrant and labor advocates have voiced strong concern over the possible repercussions of the new regulations. Expanded deductions to migrant workers' compensation also more terrific manager control in workers prompting heightened defenselessness Furthermore abuses were a percentage of the possibilities cited. Others contended that the high cost of the deposit will lead employers to hire fewer registered workers and more illegal workers, rendering bigger groups without the security of work laws. (Source: "Migrant Policy Shift Draws Fire," Irrawaddy, 23 December 2005). By investing in securing a work permit, there was a strong disincentive for workers to change employers. This hinders the capacity about specialists on takeoff abusive fill in situations.

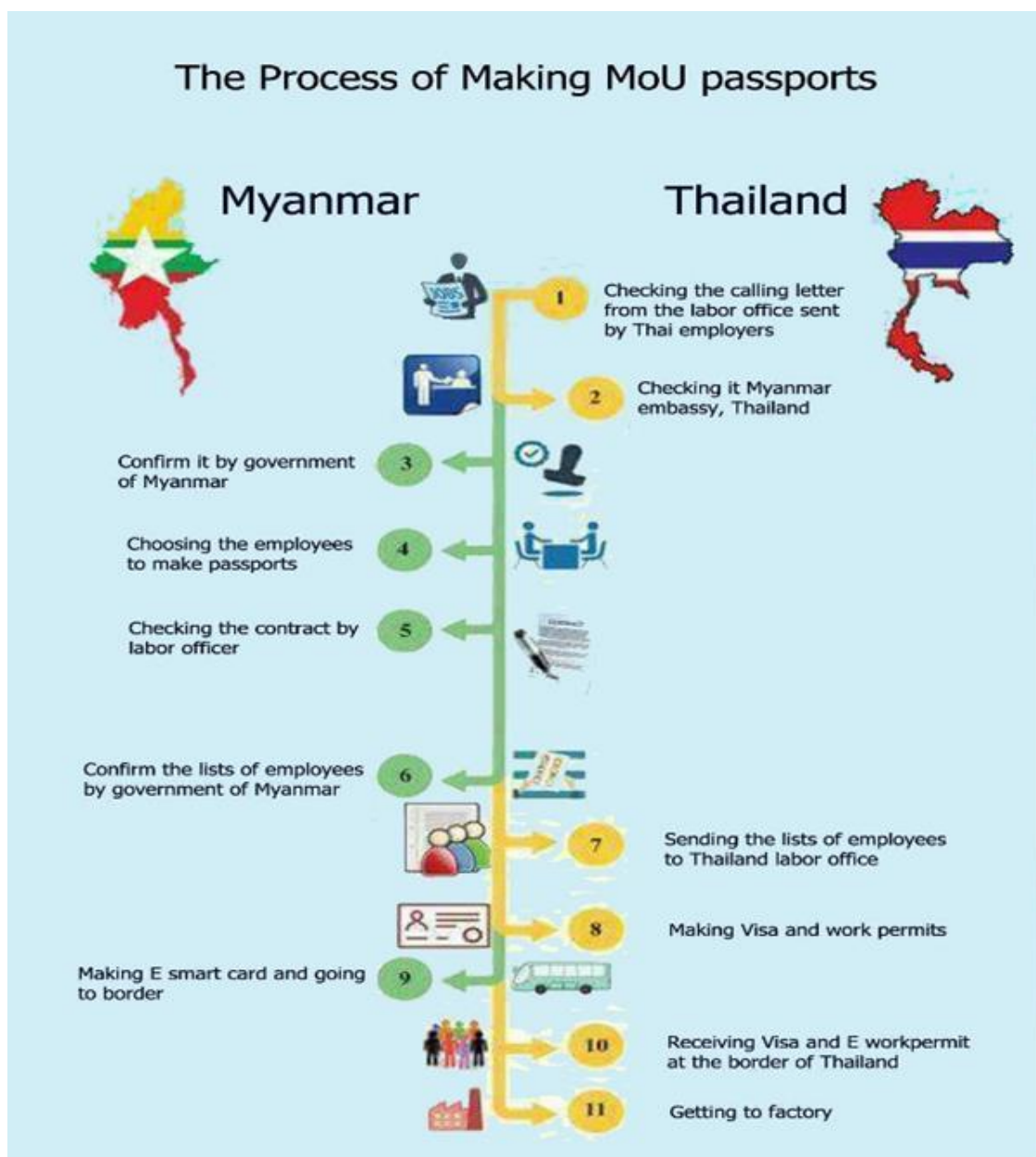


Figure 2.3: The process of Making MoU passports

Here were the way to do works for Myanmar migrant workers who hold MoU passports and the way of making PJ passport for MoU Contract.

2.3 job Legality

2.3.1 Passports or National Verification Cards for Migrant workers

Thailand's approach around development organizes fiscal change also national security, habitually as contradicted would guarantee the privileges about migrant labors. To just about the past decade, Thai development approach had been drafted through a progression about department resolutions that mirror the manner of the association for office. Inconsistencies the middle of these resolutions bring hindered the improvement from claiming a shrewdly methodology looking into development. Disturbed attack this issue is the routine large amount of standard toward oneself that close-by police, military and movement authorities are allowed to work with advance restraining reliable execution.

The workers of 568,249 population registered in 2001, 409,330 population in 2002 and in 2003, registered 353,274 as well. Additionally, from August to September, only 110,000 of Myanmar migrant workers registered in 2003. In 2004, an affected improvement happened with 838,943 migrant registered for work permits, 625,886 of workers were from Myanmar. However, in 2005, those amount for migrants who finished the Enlistment methodology diminished once more..

Those migrants for fill in grants would secured under the 1997 Constitution of the Kingdom of Thailand and secured by the huge majority of the arrangements in the Labor Protection Act of 1998. Unregistered masters would similarly secured by different plans of the work relations demonstration. The fill in permit also concedes

vagrant laborers entry of the Thai open medicinal benefits framework, subject with underlying therapeutic weigh Furthermore portion from claiming therapeutic scope. Sadly, authorization of these insurances for migrant labors has been careless, bringing about a vast gap amongst arrangement and practice as well as dialect boundaries and an absence of political activity have implied that numerous specialists do not recognize about what Rights allow qualifies and how to react if Rights are abused.

2.4 Job Satisfaction

Theoretically, there were many definitions of job satisfaction. Some definitions were focusing on job satisfaction as a central feeling and did not share it to the individual components. job satisfaction was that of Locke (1976) demonstrated job satisfaction as "a pleasurable or positive emotional state resulting from the review of one's job or job experiences Crino (1993) defined job satisfaction as the attitude of worker toward his job, rewards which he gets, social, organizational and physical characteristics of the environments in which he performs his working activities.

On the other hand, employees have their own attitudes and expectations and they needed to make dealt with for a reasonable also aware manner, Also Similarly as an aftereffect they will make fulfilled in their fill in. The administrators have any desire fulfilled workers, who would bring a certain state of mind of the job, who would make committed, and inwardly included with theirs particular occupation. The growing interest in job satisfaction justified by the fact that were under the business conditions in these day. Workers and their knowledge become a key factor in achieving competitive advantage. Scientists propose that job satisfaction is implications for a

number of aspects of organizational behavior. These implications could produce the positive and negative behavior and every organization tries to avoid negative behavior because it would be a negative impact on the overall achievement of organizational effectiveness and organizational performance.

2.5 Pays and benefits

Heery and Noon (2001) defined pay as payment including a lot of components such as basic salary, benefits, bonuses, pay for doing extra work and incentives” On the word of Erasmus, van Wyk and Schenk (2001) defined pay, “is what an employee gets against his work after fulfilling his duty, including all kind of financial and non-financial rewards”. Martocchio (1998) described that compensation is including both of intrinsic rewards and extrinsic rewards. Extrinsic rewards were including both monetary and non-monetary rewards. Non-monetary rewards were including things apart from basic pay such benefits. Money is motivation that could be indicator.

2.6 Measuring of job satisfaction

Occupation satisfaction showed what amount of illustrative loved as much alternately her worth of effort, also additionally those levels of as much or her diversion for filling in. To the most part, it could be expressed that activity positive experience that is representative that identified with his activity. Work fulfillment could influence work conduct and the hierarchical execution. Work fulfillment had been realized as an interesting idea. Nevertheless, today was viewed as an extremely complex group of states of mind towards different parts of the work (Rollinson et al., 1998).

The significances of employment satisfaction ought to combine a variety of components for example, work's nature, and compensation, and push, conditions of work, supervisors, and working hours. Conditions Work as an issue of occupation fulfillment and effect of elements are identifying with the worker, assumed the subjective elements; the effect of usual components and the effect of hierarchical variables that identified with the relationship of generation.