

**WELFARE SERVICES OF MIGRANT WORKERS ASSOCIATION IN  
MYANMAR-THAI BORDER AREA  
(CASE STUDY OF YAUNG CHI OO WORKERS ASSOCIATIONS)**

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**ABSTRACT**

Labour unions bring lot prosperity to society and it also promotes the equality and justice in the world. Particularly, labour unions play a very important role in the developing countries where most of the people migrate to more developed economies. The author studies the organizations which are supporting Myanmar migrant workers to fully achieve labor rights and also to protect their rights. Based on the ILO instruments for migrant workers, Instruments developed by the United Nations, Instruments developed by the WTO and Role of Trade Union, these organizations promote the well being of Myanmar Workers in Thailand. It is also studied the functions and roles of labour unions which gives a lot of advantages not only to workers also to their families. Labour organization movements strengthen social policy, labour law and public policy not only in migrant sending countries but also in host countries. The study also focuses on challenges and opportunities of Myanmar Migrant workers. And it also studies the immigration policy of Thailand on Myanmar workers. The research particularly focuses on the organization named Yaung Chi Oo Workers Association, out of the all organizations which are helping migrant workers. Based on Thai Labour laws, Yaung Chi Oo Workers Association is protecting Myanmar workers' right and it has solved more than 200 cases concerned with migrant workers exploitation.

**Key Words:** Labour Unions, Migrant Workers, Welfare,

**1. Introduction**

International migration is a global phenomenon that is growing in scope, complexity and impact. Migration is both a cause and effect of broader development processes and an intrinsic feature of our ever globalizing world. Migration has steadily risen on the agenda of the international community.

Globally, there were 244 million international migrants in 2015. Of these, nearly 59 percent lived in the developed regions, while the developing region hosted 41 percent of the world's total in 2013. Between 1990- 2013, the number of international migrants worldwide rose by over 77 million or by 50 percent. Much of this growth occurred between 2000 and 2010. During this period, some 4.6 million migrants were added annually, compared to an average of 2 million per annually, compared to an average of 2 million per annum during the period 1990-2000 and 3.6 million per annum during the period 2010-2013. Between 2000 and 2015, Asia

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added more international migrants than any other than major region, or a total of 26 million additional migrants.

International labour migration can occur for economic and noneconomic reasons. Neoclassical economic theory also stated that the main reason for labor migration is wage differences between two geographic locations and availability of job opportunities. In case of Myanmar, most of Myanmar workers move to the neighbouring countries like Thailand.

Presently, an estimated 3.5 million migrants in either regular or irregular status are in Thailand: roughly 3 million of these migrants are in the labour market. According to the Thai Ministry of Labour's statistics on registered migrant workers, 76 per cent of the migrant workforce is from Myanmar. Applying this percentage to the estimated number of registered and unregistered migrant workers, around 2.3 million Myanmar migrants may be working in Thailand in 2013. They also work in manufacturing, agriculture, fisheries, construction, food and drink, mining coal, and domestic works. They engage in limited factory or farm-related industries and commercial professions know as 3-D work (dangerous, difficult, and dirty) in Thailand.

As being the semi-skilled and unskilled migrants, they have to join as mostly factory workers or commercial farming laborers near the bottom of the classifications. Since some of the migrants are illegal and even though legal migrants, they treated discriminately and unevenly. Thus many challenges and problems among migrants are occurs in Thai. To cope these problems (such as less payment of minimum wages, bad working and living condition, discrimination and lack of labor rights and labor law under the Thai labor law) and to assist them for improving safety standards, achieving higher pay and benefits such as health care and retirement, increasing the number of employees an employer assigns to complete the work, and better working conditions, many organizations and unions are developed to solve the problems and issues related the international migrations between the neighbouring countries.

Regarding the Labor union, Dr. Henk Tomas<sup>8</sup> highlighted that "The labour movement has a major role to play in sustainable development and participatory democracy. Trade unions as a large organized group in civil society can bring a unique contribution to the development community. They are directly involved with economic systems of production and distribution, they can influence the course and content of employment and social and economic policies, they are representative and accountable, they have considerable experience in organizing the more vulnerable sections of society and they have the experience and standing required to access national legal systems and public facilities. They can contribute through their long-standing relationships with such development institutions as: consumer co-operatives, housing society, heal funds and social security organizations."

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<sup>8</sup> Professor of Labor Studied at the Institute of Social Studies, publish -ILO ,1999

In this study, it is mainly highlighted the role of labor Unions (formerly Trade Unions) which have historically been a major force in humanizing and democratizing the economies of nations. Unions promote higher levels of economic equality and social rights for all citizens. Even the notoriously conservative World Bank agreed that unions are good for the economy. In its 2003 report entitled, *Unions and Collective Bargaining Economic Effects in a Global Environment*, which was based on more than a thousand studies of the effects of unions on the performance of national economies, the World Bank found that high rates of unionization lead to lower inequality of earnings, lower unemployment and inflation, higher productivity and speedier adjustments to economic shocks.

However, what is worth paying attention to is that they are not Thai and did not get like as the right of Thai workers. In that case, their social statuses are lower than the last social class because they cannot get protection from the Thai government. Usually, Myanmar migrant workers have one day off every week but they often stay where they work or ask for more work from employers to earn more money. Mostly factory workers have to work 12 hours per day and sometime have to work 20 hours per day. And then if the worker is injured his/her employer would send him/her to hospital. He/she would not get compensation afterwards and might even lose his/her job forever due to lack of efficient contract.

In this context, Yaung Chi Oo Workers Association concentrates on activities that encourage workers to collaborate with each other to improve their living situations and working conditions. YCOWA working in collaboration with Lawyer Council of Thailand, MAP Foundation, other Thai NGOs to provide legal assistance to workers in pursuing justice for exploitative working conditions, which include compensation for workplace injuries, unpaid wages and other forms of abuse. In 2003, YCOWA assisted 43 workers in winning legal battle against their employer for paying less than minimum wage, in the first successful legal case of Myanmar migrant workers in Thailand. From 2001-2015, YCOWA assisted 2754 workers in 207 causes, winning a total of 23,026,907 Bath in remuneration Thai Legal process. In 2004, YCOWA was honored with 8<sup>th</sup> Tji Hak-Soon Justice & Peace Award of the Republic of Korea for its work in defending victims from unjust laws and human rights violations amidst difficult situations in the field.

This thesis aims to highlight on how the trade unions play a vital role in international labor migration. Similarly, if the trade unions in developing countries are strong enough to provide the framework to workers, there will definitely be justice and welfare within the workers, it will be learnt for the benefit of public administration.

The objectives of this study are: To explore the rule and regulations of migrant workers and function of Organizations providing Welfare Services for the Myanmar Migrant workers in Myanmar-Thai border and To examine how Yaung Chi Oo Workers Association can protect to Myanmar migrant workers by legal assistance. This study uses the descriptive method as

well as the qualitative methods by conducting Key Informal Interview (KII) with person who winning legal cause of Myanmar migrant workers in Thailand. The secondary data (relevant data and information) are collected from library research and from Department of Employment, Ministry of Labour in Thailand, International Migration Report UNDESA, World Migration report IOM and ILO International Labour Standards on Migrant Workers and from internet websites.

This study focuses on the Myanmar migrant workers working in Mae Sod, Tak province, Thailand. The period covered in this study is from 2002 to 2015. The study is confined to the mainly activities of YCOWA assisted workers, successful legal case of Myanmar migrant workers in Thailand.

## 2. Literature Review

International labour migration can occur for economic and noneconomic reasons. When the decision to migrate is economic, it can be evaluated in terms of costs and benefits just as any other investment in human and physical capital. International migration reduces total output and increases real wages in the nation of emigration while it increases total output and reduces real wages in the nation of immigration. These changes are accompanied by a net increase in world output. The migration of highly skilled and trained people confers special benefits on the nation of immigration and imposes serious burdens, in the form of sunk and replacement costs, on the nation of emigration. This problem is referred to as the brain drain<sup>9</sup>.

Migration theories can be classified according to the level they focus on. *Micro-level* theories focus on individual migration decisions, whereas *macro-level* theories look at aggregate migration trends and explain these trends with *macro-level* explanations. The *meso-level* is in between the micro and macro level, e.g. on the household or community level and can explain both causes and perpetuation of migration. Table (1) gives an overview of the migration theories in terms of their classification as a cause or perpetuation of migration. As it will become clear later on, some theories fit into several categories.

**Macro-theories of migration**<sup>10</sup>: The neoclassical macro migration theories explain migration as part of economic development. Internal migration occurs as a result of geographical differences in the supply and demand of labour, mostly between the rural traditional agricultural sector and the urban modern manufacturing sector. Rural workers are attracted by the positive wage differential and migrate to the urban sector, i.e. they are pulled to migrate. In these models migration occurs until wage equalisation has occurred.

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<sup>9</sup> Salvatore, Dominick, (2013) “*International Economics*”

<sup>10</sup> Massey et al. (1993)

**Table (1) Theories of Migration Defined by Level of Analysis**

| Micro-level   | Meso-level  | Macro-level  |
|---|---|--|
| <i>Migration cause:</i><br>Individual values/ desires/ expectancies<br>e.g. improving survival, wealth etc.                                       | <i>Migration cause/perpetuation:</i><br>Collectives/ social networks<br>e.g. social ties  | <i>Migration cause/perpetuation:</i><br>Macro-level opportunity structure<br>e.g. economic structure (income and employment opportunities differentials)                   |
| <i>Main theories:</i><br>- Lee's push/ pull factors<br>- Neoclassical micromigration theory<br>- Behavioural models<br>- Theory of social systems | <i>Main theories:</i><br>- Social capital theory<br>- Institutional theory<br>- Network theory<br>- Cumulative causation<br>- New Economics of Labour Migration | <i>Main theories:</i><br>- Neoclassical macromigration theory<br>- Migration as a system<br>- Dual labour market theory<br>- World systems theory<br>- Mobility Transition |

Source: Massey et al. (1993) and own elaboration

**Micro-theories of migration**<sup>11</sup>: Lee (1966) was the first to formulate migration in a push-pull framework on an individual level, looking at both the supply and demand side of migration. Positive and negative factors at the origin and destination push and pull migrants towards (non) migration, hindered by intervening factors, e.g. migration laws and affected by personal factors, e.g. how the migrant perceives the factors. He makes a number of predictions, for example that greater diversity among people leads to more migration and for this reason there are high rates of migration within the United States. This theory is barely a theory, it is more a grouping of factors affecting migration, without considering the exact causal mechanisms.

**Perpetuation of migration**: As Massey (1990) argues the factors that influence migration to start could be very different from the conditions that make migration continue, i.e. perpetuate. After an initial phase of pioneer migration, migration becomes more common in the community, with more and more people imitating current migrants and being helped by them until migration becomes self-sustaining. There are different aspects of the perpetuation of migration, including social capital, social networks, migration institutions and cumulative and circular migration..

Thomas Faist, a sociologist, emphasizes the *meso-level of migration* (1997, 2000). By studying the meso-level, he links the rational individual migration decision models to the structural macro migration models. Social relations and social capital in households, neighborhoods, communities and more formal organisations help migrants in the migration decision and adaptation process, so they are both a resource and an integrating device. Different

<sup>11</sup> Massey et al. (1993)

social relations imply different social capital and obligations and outcomes, for example exchange relationships (e.g. between migrant and migration-brokers) are based on weak social ties and usually do not imply solidarity or reciprocity between the parties involved.

**Table (2) Theories of Migration Defined by Initiation or Perpetuation of Migration**

| <i>Initiation of migration</i>        | <i>Perpetuation of migration</i> |
|---------------------------------------|----------------------------------|
| - Neoclassical macro-migration theory | - Migration as a system          |
| - Migration as a system               | - World systems theory           |
| - Dual labour market theory           | - Social capital theory          |
| - World systems theory                | - Institutional theory           |
| - Mobility Transition                 | - Network theory                 |
| - Lee's push/ pull factors            | - Cumulative causation           |
| - Neoclassical micro-migration theory |                                  |
| - Behavioural models                  |                                  |
| - Theory of Social systems            |                                  |
| - New Economics of Labour Migration   |                                  |

Source: Massey et al. (1993) and own elaboration

The term "**migrant worker**" has different official meanings and connotations in different parts of the world. The United Nations' definition is broad, including any people working outside of their home country. Some of these are called expatriates. Several countries have millions of foreign workers. Some have millions of illegal immigrants, most of them being workers also.

*Welfare of Migrant Worker:* Welfare means faring or doing well. It is a comprehensive term, and refers to the physical, mental, moral and emotional well-being of an individual. The term welfare is a relative concept, relative in time and space. It, therefore, varies from time to time, region to region and from country to country.

*Labour welfare* refers to taking care of the well-being of workers by employers, *trade unions and governmental and non-governmental agencies*<sup>12</sup>. Recognizing the unique place of the worker in the society and doing good for him/her, retaining and motivating employees, minimizing social evils, and building up the local reputation of the company are the argument in favour of employee welfare.

*Trade Union Involvement in Labour Welfare Activities:* Trade unions have been a major force in the development of modern welfare states, and they still assume multiple roles in shaping and administering welfare states across the world. Historically, trade unions developed mutual insurance as part of associational self-help for lack of private or public insurance. At the same

<sup>12</sup> <http://www.wikipedia.com>

time, unions mobilized together with allied parties for the expansion of social rights. Increasingly, many of the protective functions that unions had experimented with were taken over by the state or at least regulated by public policy.

Trade Union or labor union is an organization of workers who have come together to achieve common goals such as protecting the integrity of its trade, improving safety standards, achieving higher pay and benefits such as health care and retirement, increasing the number of employees an employer assigns to complete the work, and better working conditions. The trade union, through its leadership, bargains with the employer on behalf of union members and negotiates labour contracts (collective bargaining) with employers. The most common purpose of these associations or unions is "maintaining or improving the conditions of their employment" This may include the negotiation of wages, work rules, complaint procedures, rules governing hiring, firing and promotion of workers, benefits, workplace safety and policies.

Unions may organise a particular section of skilled workers a cross-section of workers from various trades or attempt to organize all workers within a particular industry (industrial unionism). The agreements negotiated by a union are binding on the rank and file members and the employer and in some cases on other non-member workers. Trade unions traditionally have a constitution which details the governance of their bargaining unit and also have governance at various levels of government depending on the industry that binds them legally to their negotiations and functioning.

### **Current Situation of Migrant Workers in Myanmar-Thai Border**

Labor Migration is a trans-national process and neither sending nor receiving countries are in a position to resolve all the issues alone. Inter-State cooperation in managing labour migration is essential and involves three levels: bilateral, regional and multilateral.<sup>13</sup>

Primarily international migration flows from Myanmar are to other Asian countries including Thailand, Malaysia, Singapore, Bangladesh, Korea and Japan. Migration from Myanmar to countries in the Greater Mekong Sub region (GMS), particularly Thailand, accounts for the largest migration flows within the GMS. Within ASEAN, such large scale international out-migration is matched only by Indonesia and the Philippines. Myanmar is therefore a key country in addressing Asia's regional migration challenges. An IOM report (2009) suggests that up to 10% of Myanmar's population, estimated at 50 to 55 million people, is currently overseas. Reasons for migration from Myanmar include relative poverty, lack of jobs, inability to earn enough money to survive as well as political and/or ethnic conflict. Based on the research data of Mahidol Migration Center (2012), the movement of Myanmar migrant workers within Asia, can be seen as follow:

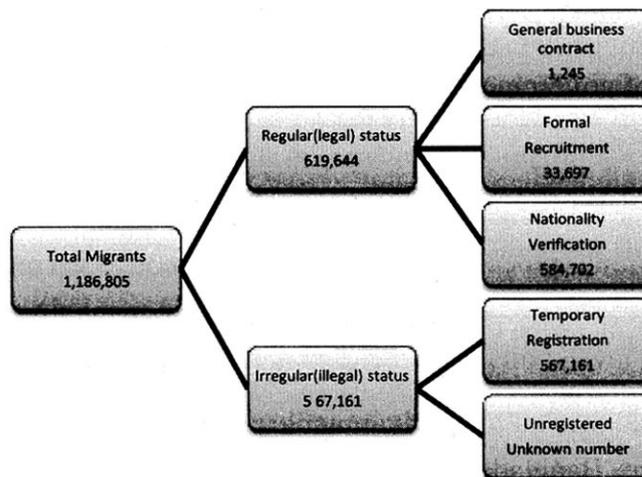
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<sup>13</sup> IOM: migration and labour

- Thailand (est. 2-4 million –approx. 1.45m officially registered as of Mar 2012)
- Malaysia (est. 100-500, 000 –approx. 250, 000 officially registered as of Mar 2012)
- Singapore (est. 100-200, 000)
- Bangladesh (est. 20, 000 -100, 000)
- Japan (est. 7, 000 -15, 000 - 8, 577officially registered as of Mar 2012)
- Korea (est. 4, 000 to 10, 000 –6, 309officially as of Mar 2012)
- China, India and Indonesia (no reliable estimates available)

In 2012, the total number of 1,186,805 Myanmar migrants in Thailand is registered in different categories according to immigration criteria, as regular (legal) migrants and irregular (illegal) migrants. The regular one comprises of Myanmar migrants who are recruited, holding work permits and proper travelling documents. They are working in business or professional sectors, such as senior officials, managers, technicians, etc. The irregular group holds temporary work permits without proper travelling documents. However, there is another category of irregular migrants who have no documents at all (see Figure 1).

**Figure (1) Myanmar Migrant by Categories**



Source: Vungsiriphisal, adapted from statistic of Department of Employment, Minister of Labour, December 2011 and June 2012

After migrants in this group have completed verification of their nationality procedure, their status will change to regular (legal) one. Statistics from Ministry of Labour from 2010-June 2012 indicates the registered status of Myanmar migrant in four categories: 1) recruited unskilled migrant, 2) migrant completes nationality verification 3) migrant holds temporary work permit and 4) general skilled migrant. The number of recruited unskilled migrants from Myanmar increases from 4,641 in year 2010 to 8,160 in year 2011 and 33,697 in 2012. The registered number of regular migrant who complete national verification has increased while the number of irregular migrant holding temporary work permits has decreased.

They engage in limited factory or farm-related industries and commercial professions known as 3-D work (dangerous, difficult, and dirty) in Thailand, -- manufacturing, agriculture, fisheries, construction, mining, coal, and transportation. Of course, some skilled workers are granted non-immigration visas and work permits with sponsorship from an established Thai organization. 2) Nationally, in spite of working and living in Thailand, Myanmar migrant workers are not Thai nationals and get insufficient support from the Thai government. 3) In terms of relationships with employers, they are employed by private-owned enterprises, foreign enterprises in Thailand, or by individual workshop owners. The migrant workers are denied more professional selection and “bargaining” with employers as they are a surplus labor resource. Myanmar migrant workers are mostly factory workers or commercial farming laborers near the bottom of the classifications. However, what is worth paying attention to is that they are not Thai and are not therefore entitled to the rights of Thai workers.

### 3. Case Study

Yaung Chi Oo Workers Association (YCOWA) was founded in July 1999 by Burmese student activists and migrant workers, with the goal of improving working and living conditions for the Myanmar migrant laborers in the Mae Sot area of Thailand. Since then, it has mainly focused on protecting worker rights, providing rights education, supporting health care and facilitating social activities. YCOWA concentrates on activities that encourage workers to collaborate with each other to improve their living situations and working conditions. Currently YCOWA has 700 active members from 10 different factories. YCOWA has also got involved in the facilitation of the network of Myanmar workers' groups in Mae Sot, Bangkok and the southern provinces of Thailand.

In addition, YCOWA works with the Lawyer Council of Thailand, MAP Foundation, and other Thai and International NGOs to advocate for increased protection and rights for migrants from Myanmar. YCOWA is an active member of the Action Network for Migrants (ANM), a coalition of 15 Thai NGOs that focus on labor, health, and women's rights. YCOWA is also a member of the Asian Transnational Corporation (ATNC) Monitoring Network and Asia Monitor Resource Center (AMRC), which comprises 13 members in eight Asian countries.

*Successful Cases of Yaung Chi Oo Workers Association:* YCOWA play an important role for the labor's issues at bordering areas and concentrates on activities that encourage workers to collaborate with each other to improve their living situations and working conditions. YCOWA can help for the challenges and difficulties of migrant worker by legal assistant to workers in pursuing justice for exploitative working conditions, which include compensation for workplace injuries, unpaid wages and other forms of abuse.

There are many kinds of labour organization as like YCOWA can bring for change for life of migrant workers and legal protection and protection of rights for migrant workers. The YCOWA implement to solve the labour problems that are dispute between employer and employees. According to the YCOWA data, 207 cases will success and won between 2002 and 2015. Most of the case, the many labors gained the compensations. It can be seen in following Table (3).

**Table (3) Number of Successful Cases by YCOWA**

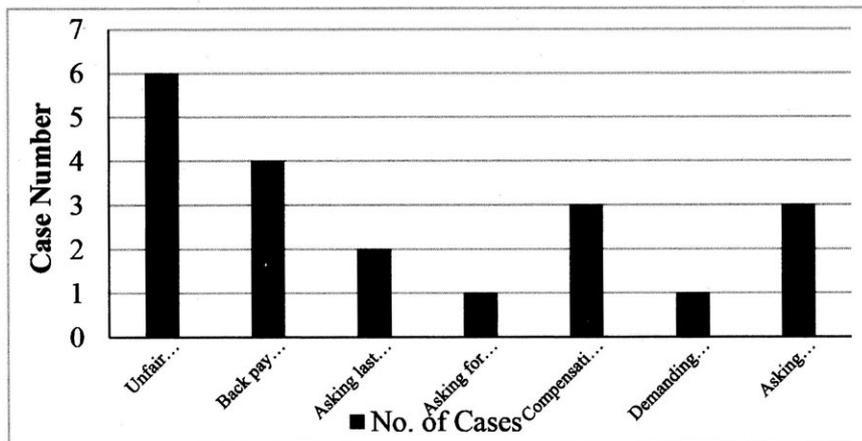
| <b>Sr. No</b> | <b>Completed Year</b> | <b>Number of Cases</b> | <b>Number of victims</b> | <b>Total Amount of Compensation Thai Baht (B)</b> |
|---------------|-----------------------|------------------------|--------------------------|---|
| 1             | 2002                  | 1                      | 1                        | 50,000  |
| 2             | 2003                  | 1                      | 159                      | 785,000   |
| 3             | 2004                  | 12                     | 170                      | 1,769,645   |
| 4             | 2005                  | 54                     | 724                      | 1,354,514   |
| 5             | 2006                  | 37                     | 371                      | 2,230,296   |
| 6             | 2007                  | 19                     | 308                      | 4,082,235   |
| 7             | 2008                  | 1                      | 2                        | 1,764   |
| 8             | 2009                  | 8                      | 140                      | 530,643   |
| 9             | 2010                  | 16                     | 266                      | 1,447,935   |
| 10            | 2013                  | 34                     | 202                      | 844,603   |
| 11            | 2014                  | 7                      | 248                      | 1,145,189   |
| 12            | 2015                  | 20                     | 163                      | 8,785,083   |
| <b>Total</b>  |                       | <b>207</b>             | <b>2754</b>              | <b>23,026,907</b>                                 |

Source: from appendix table (YCOWA)

From the above table, it is apparent that YCOWA could support and then Myanmar migrant in Thailand in many cases. It was increase more and more year by year. And many victims of Myanmar Migrants got compensation from Thai Government and Enterprise. Up to 2015, total numbers of victims were about 2754 and total compensation amount is 23,026,907 Thai Baht. Majority of the cases are occurred mean garment factories, food and beverage factories due to causes of broken of labour rights and labour laws from employer side. During the 2015, YCOWA supported the 20 labour cases which occurred Dismissal and Asking for compensation. The number of successful cases during 2015 can be categorized in Figure (2). As shown in the Figure, during the 2015 YCOWA Solve the many cases. These are 6 Unfair Dismissal cases, 4 Back wage cases , 2 asking last month salary cases , 1 Asking for deposit fees cases, 3 compensation for various cases such as human trafficking and accidents, 1 demanding for

improving good working condition, 3 Asking wages and Salary cases. The cases shown in the figures are most occurred cases in Thailand between employers and employees. YCOWA tried to handle and solve these kinds of problems from the sides of laborers or employers.

**Figure (2) Number of Successful Cases by Categories in 2015**



Source: YCOWA, 2015

YCOWA supports the Myanmar migrant workers from the legal point of view. Most of the issues are concern with exploitation on the labor, some of the cases are exploitation on the wages/salary, some are working environment, some are asking the last month salary, and some are unfair Dismissal. Most of the issues are concern with unfair dismissal. YCOWA is valuable for migrant workers who working in industry and factories that located in Myanmar-Thai border. YCOWA is solving the problems of labor issues, by the two ways. One is the legal support and another is consultation. In the legal support section, YCOWA assists the legal aid and meeting with Thai lawyers and in the consultation section, and also support the negotiations between two group employers and employee to be materialized.

#### 4. Findings

Cross border migration between Myanmar and Thailand has occurred for many years ago. There are so many reasons for labour migration between neighboring countries. According to the former studies, majority of the Myanmar labour are migrating to Thailand. As being unskilled and semi-skilled labour, they involved in 3D jobs (Dangerous, Dirty, Difficult). Moreover they were treated unfair and abuse Labour Rights. Thus their living and working standard are very low. On the other side Thai Government revised the immigration law year by year in line with the negotiation process of Government to Government. And International Organization such as ILO, UN, WTOs, INGOs and Trade Unions support the Labor Laws and

Rights for Migrant Workers. In this context Trade Unions play vital role in supporting and solving the problems and challenges of migrant workers. Because of these Unions, Labor Laws and Rights of the respective countries are enforcement effectively. And social welfare and living standard of migrant workers could be raise. Migrant Workers came to know the knowledge of Labor Rights how they can claim to the Government.

In fact there are many problems and issues which could not be reached to solve by Trade Unions. In the globalization era, the migration process occurs continuously across the world in general and especially in crossing border area. Based on the research data the outflow of Myanmar migrant has rapidly increased after 1988 when the political unrest incident broke in Myanmar, amidst the limited economic growth of the country into Thailand. On the other hand, Thailand's economic boom and pressure from Thai entrepreneurs forced Thai Government to open the Thai labour market to these migrants. Over 80% of registered workers were from Myanmar. Myanmar migrants in Thailand can be categorized as regular (legal) migrants and irregular (illegal) migrants. Of them, illegal migrants have faced more challenges rather than legal migrants. Thus Trade Unions are necessary for those facing challenges and Labour Rights abuses.

In this regard, YCOWA, one of the Trade Unions work for Myanmar Migrant Workers in Myanmar-Thai border area, supports the Myanmar Migrant Workers for raising their labor Welfare Services. It plays an important role to protect the labor rights and protection from the exploitation of employers for Myanmar Migrant workers. In any case of the labors issues, YCOWA takes an action by the formal legal ways not only legal assistance but also provide the Social and Health services. Apparently, the successful cases supported by YCOWA are increasing more and more in year by year. And many victims of Myanmar Migrants got compensation from Thai Government and Enterprise. Up to 2015, total numbers of victims were about 2754 and total compensation amount is 23,026,907 Thai Baht. Majority of the cases are accrued mean garment factories and food and beverage factories due to causes of broken of labour rights and labour laws from employer side. During the 2015, YCOWA supported the 20 labour cases; Dismissal and Asking for compensation.

### **5. Conclusion**

Myanmar has migrated all across the world especially in Asian countries including Thailand, Malaysia, Singapore, Bangladesh, Korea and Japan. Migration from Myanmar to countries in the Greater Mekong Sub region (GMS), particularly Thailand, accounts for the largest migration flows within the GMS. So Myanmar government needs to take the action for migrant workers by legally and national interest.

In order to become the happiness and security of the migrant-labor is depended on the four partners' cooperation: -Home Country's government, Host Country's government, CSOs and Employers. If not, CSO takes the major role for the migrant worker's issues instead of the government. In order to get the advantages and benefits from the law with effectively, government should need to take and respect the current rules and regulations.

Myanmar government needs to take the fully responsible for migrant workers and the collecting the labor information and new government needs to set the labour affaire programme and social protection policy in order to improve and protect of labor issues. Moreover, Myanmar government needs to do more closely relationship with various CSOs and NGOs at located in Thailand to protect the rights of Myanmar Migrant workers.

As a labor Organization, YCOWA takes the major player for the migrant workers in Myanmar-Thailand border. In order to strengthen and improvement, YCOWA should taking connect with various stakeholders such as the State, Market, Civil Society, another labour association and etc. In the analysis of the study, Trade Unions as the Civil Society Organizations are one of the main supporter to protection of labor rights and to promote the living standard of migrant workers. By supporting to the civil society, migrant workers can be achieved and overcome the exploitation and other pressures of employers. Thus, Myanmar has to strengthen its relations with the IOM and ILO in order to allow Myanmar to be better migrant workers accommodation, in such a way as not to harm the socio-economic development of the country while utilizing the intellectual skills and semi-skilled and-unskilled migrant workers.

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