



SITUATION AND STAKEHOLDER ANALYSIS OF

CHILD PROTECTION SERVICES FOR CAMBODIAN MIGRANT CHILDREN AND YOUTH, ESPECIALLY GIRLS, IN THE SUPPLY CHAIN OF THAI POULTRY INDUSTRY

Stopping Exploitation through Accessible Services: SEAS of Change project

Plan International Thailand, 2019



The research/production has been financed by the Government of Sweden. Responsibility for the content lies entirely with the creator. The Government of Sweden does not necessarily share the expressed view and interpretations.



**SITUATION AND STAKEHOLDER ANALYSIS OF
CHILD PROTECTION SERVICES FOR
CAMBODIAN MIGRANT CHILDREN AND
YOUTH, ESPECIALLY GIRLS, IN THE SUPPLY
CHAIN OF THAI POULTRY INDUSTRY**

Stopping Exploitation through Accessible Services: SEAS of Change project

Plan International Thailand, 2019

DISCLAIMER

This report was prepared by The Research and Communications Group (RCG), for Plan International Thailand under the SEAS of Change project.

The views expressed in this publication are the sole responsibility of the author and do not necessarily reflect the views of Plan International or of any of its partners.

Cover photo: ©Shutterstock/TOM...foto

For more information, please contact:

Plan International Thailand
14th Floor, 253 Asoke Building,
Sukhumvit 21, Klongtoey Nua,
Wattana, Bangkok 10110, Thailand
Tel: +66 2 204 2630-4
Fax: +66 2 204 2629
plan-international.org
facebook.com/plan.thailand

First published by Plan International Thailand in 2019
Text, illustrations, design by © Plan International Thailand 2019

ACKNOWLEDGEMENTS

This research is the result of three months of collaborative work between the research team and SEAS of Change project, Plan International Thailand. The project was conducted by the Research and Communications Group (RCG), led by Panadda Changmanee.

The research would not have been possible without the contributions of many people during the design stage, fieldwork, analysis, and report preparation. We would therefore like to express our sincere thanks to Khun Sujintana Hemtasilpa, Project Manager, SEAS of Change project, Khun Winyurat Nantananthaphong, Advocacy Specialist, Plan International Thailand and Khun Sasivara Tulyayon, Project Coordinator, Plan International Thailand for their great support during the preparation and fieldwork phases.

Particular thanks go to Martina Melis for providing technical guidance and assistance in designing and developing the research instruments, and serving as principal reviewer of the report. Special thanks also go to the dedicated data collection team composed of Ngy Hour, Chanmony Sean, and Isaree Chachenrum.

Sincere appreciation also goes to Phil Marshall for his assistance with editing and overseeing the accuracy and quality of the report.

Lastly and most importantly, a special thank you to all representatives from government, local authorities, Company A, the two Khmer interpreters from Company A and Company B, and the migrant workers and their children who took time out of their busy schedules to provide inputs during the field study.

CONTENTS

ACKNOWLEDGMENTS	III
FIGURES AND TABLE	VI
ACRONYMS	VII
1. EXECUTIVE SUMMARY	1
1.1 MAIN FINDINGS	2
1.2 RECOMMENDATIONS	4
2. INTRODUCTION	5
2.1 RESEARCH BACKGROUND AND RATIONALE	5
2.2 SITE SELECTION	6
2.3 RESEARCH TEAM	6
3. RESEARCH APPROACH	7
3.1 OVERALL OBJECTIVE AND RESEARCH QUESTIONS	7
3.2 RESEARCH METHODOLOGY	7
3.3 LITERATURE REVIEW	7
3.4 FIELDWORK	7
3.5 ETHICAL GUIDELINES	10
3.6 RESEARCH LIMITATIONS	10
3.7 ANALYSIS AND REPORTING	12
3.8 TERMINOLOGY	12
4. TRENDS IN THE POULTRY INDUSTRY AND DEMAND FOR MIGRANT WORKERS	13
4.1 TRENDS OF THE POULTRY INDUSTRY IN THAILAND	13
4.2 MIGRANT WORKERS IN THAILAND	13
4.3 COMPANY DEMAND FOR MIGRANT WORKERS	16
4.4 CONCLUDING COMMENTS	16
5. STAKEHOLDER ANALYSIS	17
5.1 LOPBURI STAKEHOLDERS	17
5.2 CHONBURI STAKEHOLDERS	19
5.3 CONCLUDING COMMENTS	20

6. THE MIGRATION PROCESS AND THE ROYAL DECREE	21
6.1 ROYAL DECREE ON MANAGING THE WORK OF ALIENS	21
6.2 THE MIGRATION PROCESS	22
6.3 COST OF MIGRATION	24
6.4 CONCLUDING COMMENTS	25
7. MIGRANT CHARACTERISTICS	27
7.1 MIGRANT PROFILE	27
7.2 SOURCE PROVINCE	28
7.3 MARITAL STATUS AND FAMILY SIZE	29
7.4 OCCUPATION IN CAMBODIA	29
7.5 MIGRANT YOUTH	33
7.6 CHILDREN (LOPBURI ONLY)	34
7.7 CONCLUDING COMMENTS	35
8. WORKING AND LIVING CONDITIONS	37
8.1 EMPLOYMENT AND WORKING CONDITIONS	37
8.2 COMMUNICATION WITH EMPLOYERS	39
8.3 LIVING CONDITIONS	40
8.4 CONCLUDING COMMENTS	40
9. SOCIAL AND CHILD PROTECTION SERVICES	41
9.1 SOCIAL PROTECTION BENEFIT SCHEMES	41
9.2 SITUATION OF ACCOMPANYING CHILDREN (LOPBURI ONLY)	42
9.3 EDUCATION	43
9.4 CHILD PROTECTION MECHANISMS	44
9.5 CONCLUDING COMMENTS	45
10. CONCLUSIONS AND RECOMMENDATIONS	47
ANNEX I: SUMMARY LIST OF POULTRY MEAT PRODUCTS PROCESSING PLANTS APPROVED BY THE DEPARTMENT OF LIVESTOCK DEPARTMENT FOR EXPORT MANUFACTURING	51
ANNEX II: RESEARCH MATRIX	54
ANNEX III: BIBLIOGRAPHY AND LIST OF DOCUMENTS REVIEWED	59
ANNEX IV: LIST OF STAKEHOLDERS INTERVIEWED	61
ANNEX V: DETAILS OF ETHICAL CONSIDERATIONS	61
ANNEX VI: PLAN INTERNATIONAL'S CHILD PROTECTION POLICY	63

FIGURES

Figure 1	Most frequent source of information on migration as stated by migrants in Lopburi	22
Figure 2	Source Province of Cambodian migrant workers employed in Company A in 2018	28
Figure 3	Source Province of Cambodian migrant workers employed in Company B in 2018	28
Figure 4	Main occupation of interview migrants in Cambodia	29

TABLE

Table 1	Number of Informants and Number of Meetings	9
---------	---	---

ACRONYMS

ATM	Automated Teller Machine
CC	Children’s Council
CDC	Child Development Center
CP	Child Protection
CSO	Civil Society Organisation
CSR	Corporate Social Responsibility
DCY	Department of Children and Youth
DOE	Department of Employment
ER	Employee Relation
EU	European Union
FGD	Focus Group Discussion
IOM	International Organization for Migration
Lao PDR	Lao People’s Democratic Republic
LPN	Labour Rights Promotion Network Foundation
MOE	Ministry of Education
MOL	Ministry of Labour
MOU	Memoranda of Understanding
MSDHS	Ministry of Social Development and Human Security
MWG	Migrant Working Group
NGO	Non-governmental Organisation
OSCC	One-Stop Crisis Center
OSDHS	Office of Social Development and Human Security
OSS	One-Stop Service
RCG	Research and Communications Group
SAO	Sub-District/Tambon Administrative Organization
SEAS	Stopping Exploitation through Accessible Services
TBA	Thai Boilers Processing Exporters Association
UN	United Nations
UNODC	United Nations Office on Drugs and Crime
USD	United States Dollar



1. EXECUTIVE SUMMARY

Since January 2015, Plan International Thailand has been implementing the three-year SEAS of Change project to address exploitative child labour in the Thai fishing industry. In early 2018, Plan International Thailand commissioned a study by the Research and Communications Group (RCG) to assess whether similar issues existed in another sector, the poultry sector. Like the fisheries sector, the poultry industry involves a high proportion of migrant workers, many of whom are reportedly exploited, working in indecent conditions. Further, the supply chains of the poultry and fisheries industries overlap, notably in the use of animal feed. Thus, poultry companies are facing some of the same pressures from international buyers to address the working and living conditions of their employees.

The study focused on two locations in Thailand with a high density of Cambodian migrants living and working in chicken processing factories in Chonburi and Lopburi provinces. Cambodian migrants were selected as a target group for two reasons. Firstly, while several organisations in Thailand are working to improve living and working conditions of migrant workers from Myanmar, Cambodian migrant population is relatively underserved. Secondly, through the SEAS of Change project, Plan International Thailand already had considerable experience working with this target group.

In order to gain a better understanding of the situation of Cambodian migrant workers and their children in the Thai poultry industry, the study was guided by the following four principal research questions, approved by Plan International Thailand at the inception stage:

1. What are the trends in the poultry industry in Thailand, including the sector's anticipated growth and demand for migrant workers?
2. What are the implications of the 2017 Royal Decree on Managing the Work of Aliens on the companies, workers employed in the chicken processing factories, and on their families?
3. What are the living and working conditions of Cambodian migrant workers employed in chicken processing factories, and of their children and youth, especially girls?
4. What child protection and education services are available for children and youth of Cambodian migrants employed in the poultry-processing sector?

4.1 What are the access barriers, gaps, and needs?

4.2 Which agencies/organisations currently provide these services or have the potential to provide services in the future?

The research employed a participatory, mixed method approach, combining qualitative and quantitative techniques comprising (1) document and secondary data review, (2) key stakeholder interviews in Bangkok and (3) field visits to each study location involving Focus Group Discussions (FGDs), face-to-face surveys, and, in-depth interviews. The research instruments (guiding questions, survey forms and consent forms) underwent an ethics approval process with Plan International headquarters.

The research encountered two major issues, which required modifications to the originally planned approach. The first issue was that the number of accompanying migrant children was much lower than originally envisaged when the research was developed. The second issue concerned access to migrant workers, which proved to be a major challenge in both locations for two reasons – working hours and company sensitivity. The study was further constrained by timing, taking place in March 2018, while key government officials and companies were preoccupied with the deadline for migrant registration on 31st March.

Against this background, the lack of a presence by either Plan International Thailand or other Civil Society Organisations (CSOs) in the target sites made it difficult to overcome resistance to the research. Most key informants, including government officials, had no knowledge about Plan International and despite the research team providing a detailed introduction to key stakeholders, not all were willing to be interviewed. These constraints led to a shortening of the Chonburi field visit and impacted on the representativeness of the data collected.

Despite these constraints, the research team was able to conduct 132 interviews covering a total of 182 informants comprising migrant workers, accompanying children, government officials, local authorities, and business representatives. The study was thus able to collect and analyse detailed information that can be used as a sound basis for recommendations for further action with regard to issues affecting migrant workers and, in particular, their children.

1.1 MAIN FINDINGS

Findings on trends in the poultry industry indicate a strong emphasis on expanding export markets, which currently account for about 30 percent of total poultry production in Thailand. This anticipated growth in the poultry industry, combined with limited willingness of Thais to work in this sector, and the intention of companies to continue to operate using low technologies that are labour-intensive, suggest that demand for migrant workers will continue and likely increase in the coming years.

This demand is likely to be met with willing migrant supply, with the majority of the Cambodian workers interviewed perceiving this work as able to provide better income and opportunities than alternatives in Cambodia. This continued growing presence of migrant workers has a number of implications for both government and business in relation to migration policy, and the provisions of support and protective services for migrant populations.

In terms of migration policy, the 2017 Royal Decree on Managing the Work of Aliens is the latest in a series of attempts to improve management of labour migration. The Decree places responsibility on employers of irregular migrants, as well as the migrants themselves, and has resulted in a number of crackdowns. The migrants in this study were generally recruited through legal channels or had had their migration status regularised and thus had not been directly affected by these crackdowns. The study highlighted that issues remain, however, in the recruitment process, where migrants appear to have limited knowledge of their rights, and are heavily dependent on recruitment agents and employers for information.

Findings on the recruitment process also highlighted a number of issues. On the whole, most of the respondents stated that they had been recruited through legal channels and possessed the appropriate documentation to live and work legally in Thailand. They reported that they had been recruited through an agent in Cambodia. Fees however appeared quite high, with migrants reporting being charged as much as 400 USD for a passport, and many paying extra fees (up to 1,000 USD) to expedite the migration process.

The legality of these fees in Cambodia, as well as the apparent practice of recruiting workers without a guaranteed job, is beyond the scope of the study. It is worth highlighting, however, that the charging of recruitment fees to workers within Thailand is now illegal and further, that there is an international campaign against charging any recruitment fees to workers. Further, it appeared that migrants were somewhat passive about the recruitment process, and relied heavily on the recruitment agency for information on documents required, fees charged and the work available. Orientation for workers appeared limited and may be perceived as emphasising the responsibilities of workers more than their rights. Although contracts are in both Thai and Khmer, few workers said that they understood what is stated in the contract.

Further issues remain at their destination, where current services do not yet appear to reflect the reality of the

ongoing need for migrant labour. One manifestation of this is that the migration process is not at all child or family-friendly. This is reflected in: (1) high documentation costs for accompanying children; (2) lack of clear policies to accommodate Cambodian children in Thai schools; (3) lack of pre-school and after-school childcare options; and (4) contract lengths that mitigate against long-term planning for families.

There was a very limited number of accompanying migrant children in the study sites. They had no documentation and enjoyed limited access to child protection services. With the support from local authorities, some of them had been able to enrol in schools. The size of the youth population in both locations was similar, with young people representing between 10 to 15 percent of the total Cambodian migrant worker population.

With regard to accompanying children, in Lopburi, parents were working full-time with the consequence that children were spending most of the time alone. The study found that parents were unaware of a number of options available to their children, such as the possibility for children under the age of 15 to be registered along with their parents and able to access health services, and the possibility to enrol their children in Thai schools. For their part, schools expressed a willingness to help admit children. This appears to be an important opportunity for migrant parents, and those whose children are in school see this as a safe place for them to be while they are at work.

Research responses suggested that the main reason children had been brought to Thailand was the absence of alternative caregivers in Cambodia. Most workers reported having left their children with grandparents in Cambodia. The main reasons for their children being left back in Cambodia included the high cost of the documentation required for the children, and the limited time that parents had available to take care of their children. There are no company or community childcare services available in the study sites. Although it is not clear the extent to which such services would affect decisions by parents on whether or not to bring their children to Thailand, they would clearly make a difference for those parents who did not see any alternative but to bring their children to Thailand.

Findings on the migrant workers' working and living conditions highlighted important differences between the two sites. In Lopburi, respondents reported satisfaction with the living arrangements and working conditions offered by their employer (referred to as Company A in this report) and felt that they were treated in accordance with the Thai labour law. Workers reported that they were all treated equally. The majority of workers also stated that they were able to send money back to Cambodia and more than half expressed their wish to stay longer in this job.

In Chonburi however, interviewed migrants expressed less positive sentiments about their employer, (Company B). Even though the workers received the minimum wage based on the Thai labour law and were able to send money home to support their families, working conditions varied depending on the type of contract they had, while some workers described their living arrangements as generally poor and overcrowded.



In both locations, company communication was perceived as one-way and limited to daily routines, rules and regulations with no considerations for concerns regarding the well-being of workers. Both locations have comment boxes but workers do not feel safe using them for fear of losing their jobs. Overall, worker responses highlighted the strong power held by companies, suggesting that the companies have an important role to play in any initiatives to improve conditions for the workers and their families.

Findings regarding child protection services also highlighted differences in the two locations. In Chonburi, there was no child protection (CP) mechanism in place and there was little sign that services for migrant children were on the agenda of the local administration. Awareness of CP issues and the role of each key responsible body were also limited. Respondents agreed on the need, however and that the Sub-District/Tambon Administrative Organization (SAO) is responsible for setting up the CP committee.

In Lopburi, key stakeholders expressed a clear willingness to contribute to improving the situation. Findings from the study show that most of those interviewed were in favour of strengthened collaboration between key actors, especially at the Tambon level, to support migrant children and their communities. Stakeholders highlighted that this would bring

positive benefits to the local economy. Schools covered by the study have already demonstrated commitment by helping to enrol Cambodian children. Government officials also expressed interest in improving child services, and requested assistance to do so.

In Lopburi, Company A has an established migrant health service policy, which includes contribution to the migrants' healthcare scheme, support to pregnant women, arrangements with local hospitals, and provision of transport and interpretation. This support does not currently extend to accompanying children. There appears to be opportunities available for the company to make an enhanced contribution to the welfare of migrant workers and their families with a view to becoming a truly family-friendly business. This will not only benefit the families but also the company itself through a potentially happier and more productive workforce and an enhanced image internationally in the face of increasing attention to worker conditions within supply chains. Although responses in Chonburi were less positive about Company B, both companies are likely to face ongoing pressure from buyers as they continue to expand their export markets, particularly in markets such as Europe where buyers themselves are facing increasing regulation in relation to their supply chains.

1.2 RECOMMENDATIONS

The study made a total of 14 recommendations for Plan International Thailand relating to various stakeholders and factors, which are captured below. The recommendations are not in order of priority.

Selection of location for activities

1. If a decision is taken to engage in interventions in any of the research areas, consider commencing activities in Lopburi rather than Chonburi.

Working with local authorities

2. Consider sharing the executive summary of this report with local authorities as requested.
3. Consider supporting the SAO to establish a CP Mechanism/Committee and expand the Children's Council to include representation from Cambodian migrant children and youth.
4. Consider assisting the SAO to develop and maintain a record of migrant workers and their children and ensure systematic collection of disaggregated data.
5. Consider assisting the SAO to conduct a needs assessment of migrant communities in conjunction with key government agencies, as well as Company A and other major companies employing migrants. (Topics covered by the needs assessment should include: existing knowledge and major issues of concern among migrant communities, and educational opportunities and barriers for migrant children).
6. Subject to the results of the needs assessment, consider working with the SAO and education authorities to improve educational opportunities for migrant children, including in implementing special assistance programs for Thai language education.
7. Subject to the results of the needs assessment, consider establishing an assistance service for migrants, through the SAO or another local partner.
8. Consider assisting the SAO to develop a medium-term plan for managing the ongoing arrival of migrant workers, in partnership with key businesses.

Working with business

9. Consider encouraging and supporting Company A to establish a childcare centre, either at the factory or in coordination with the Child Development Center (CDC).
10. Consider advocating with Company A to facilitate enrolment of accompanying children in school.
11. Consider advocating with Company A to increase its interpreting resources.
12. Consider working with Company A on Thai language and relevant skills development for migrant workers, particularly youth.

National Advocacy

13. Consider increased engagement with migrant right advocate groups at the national level, to ensure appropriate and informed considerations of issues concerning migrant children and youth.

Working with Plan International Cambodia

14. Consider sharing the report with Plan International Cambodia with a view to developing a bilateral approach to the issue of children left behind at home.



2. INTRODUCTION

2.1 RESEARCH BACKGROUND AND RATIONALE

Plan International Thailand has been implementing the three-year SEAS of Change project with the aim to contribute to addressing exploitative child labour in the Thai fishing industry and to decent work opportunities for all, particularly migrant populations. The first phase of the project commenced on 1st January 2015 with a planned end date of 30th June 2018. The project is primarily targeting Cambodian migrant children, youth and their communities in Rayong and Trad provinces.¹

The project has found that due to their irregular status in Thailand, the children of Cambodian workers in these sites – estimated by SEAS of Change's partner LPN (Labour Rights Promotion Network), to represent 30 percent of the total project target population – are (1) vulnerable to child labour, trafficking, sexual exploitation, assault and intimidation; (2) at risk of arrest by law enforcement authorities; and (3) deprived of education opportunities, including at primary-level, despite Thai law prescribing that any child in Thailand is entitled to go to school.

The project has also found that due to their irregular status, parents fear being arrested and separated from their children. For this reason, many bring their young children, mostly girls, along with them to their various workplaces. These girls generally range from ages seven to 10, and many end up helping their parents in their work.

Plan International Thailand had identified other industry sectors such as the poultry industry where accompanying migrant children might face similar issues. Like the fisheries sector, the poultry industry involves a high proportion of migrant workers, many of whom are reportedly exploited through indecent working conditions. Further, the supply chains of the poultry and fisheries industries overlap, notably in the use of animal feed. Thus, poultry companies face similar pressures from international buyers to address the working and living conditions of their employees.

Plan International Thailand therefore commissioned a study to understand the conditions of Cambodian migrants and their children in the Thai poultry sector, identify service gaps and needs, and assess the opportunity for expanding its work with youth and children of migrants employed in this sector. The study aimed to identify and analyse:

1. The socio-economic and policy context related to Cambodian migrants employed in the poultry industry sector and their children, particularly girls, including the implications of the new law on these populations
2. The characteristics, conditions and vulnerabilities of these target populations
3. Available CP services for Cambodian migrant children and youth, especially girls, and stakeholders with a stake in migrants' CP services, particularly targeted at Cambodian children.

Cambodian migrants were selected as a target group for two reasons. Firstly, while several organisations in Thailand are working to improve living and working conditions of migrant workers from Myanmar, the Cambodian migrant population is relatively underserved. Secondly, through the SEAS of Change project, Plan International Thailand already has considerable experience working with this target group.

The findings from the analysis were expected to explain the situation of Cambodian migrant children and youth, especially girls, in the Thai poultry industry, with a particular focus on young female migrants. Research findings and recommendations were to inform possible interventions, including advocacy efforts aimed at promoting policy changes at the national and local levels.

¹ According to the Department of Employment, Ministry of Labour's November 2017 report, there were a total of 23,289 registered Cambodian migrant workers in the project provinces (Rayong and Trad).

2.2 SITE SELECTION

The study focused on two locations in Thailand with a high density of Cambodian migrants living and working in the chicken processing factories. Plan International Thailand identified Chonburi and Lopburi as provinces with a high number of poultry meat processing plants, a strong concentration of Cambodian migrant workers, and comparatively limited service availability (Annex 1).²

To verify the presence in these locations, of Cambodian migrant workers employed in the poultry sector, and of their accompanying children and to locate their residential areas, between January and February 2018, Plan International

Thailand conducted four scoping missions to these provinces. In February 2018, Plan International Thailand commissioned the Research and Communications Group (RCG) to conduct a study titled *Situation and stakeholder analysis of child protection services for Cambodian migrant children and youth, especially girls, in the supply chain of Thai poultry industry*, to be undertaken between February and May 2018 in two specific locations. For the purposes of this study, these locations are referred to as Location 1 in Lopburi province, and Location 2 in Chonburi province.



Location 1 (in Lopburi province) is predominantly a farming area prior to the establishment of the poultry industry and most local Thai people were farming and producing sugar cane, potatoes, sunflowers and pumpkins. Plan International Thailand identified three large poultry companies in this area that recruited Cambodian migrant workers, all belonging to the Company A group.



Location 2 (in Chonburi province) was originally a farming area but today, the whole location has become industrialised with industries ranging from animal processing to the production of electronic components and parts. Plan International Thailand identified three poultry processing plants here, including Company B.

2.3 RESEARCH TEAM

The RCG research team included Ms. Panadda Changmanee, (Team Leader) with overall responsibility for the field research, data collection, analysis and reporting, and Ms. Martina Melis (Senior Researcher) who was tasked with developing the ethics guidelines, the research protocol and the first draft of the research instruments.³ Mr. Hour Ngy and Mr. Chanmony Sean (both of Cambodian nationality) and Ms. Isaree Chachenrum were employed to conduct on-site interviews with migrants together with the Team Leader.

The research team was supported by the SEAS of Change project team, composed of a project manager and an advocacy specialist, who assisted in coordinating interviews with local authorities and companies, participated in some of those meetings, and provided overall guidance to the research.

² Chonburi and Lopburi ranked as the fourth and fifth provinces on the list of poultry meat products processing plants approved by the Department of Livestock Development for export manufacturing. Data available showed that facilities in the first three provinces Bangkok, Samut Sakhon and Samut Prakan offer a range of social services, including child protection services to migrant children and youth, so these locations were not included in this study. Available data suggested that there would be a significant population of Khmer migrant workers and children in these locations and that no child protection interventions for migrant children and youth by any local or international development organisation would exist in these two provinces.

³ During the field visits, the team on the field decided to make modifications to the original research instruments (particularly the interview questions, consent forms and survey) to better fit the context and informants.

3. RESEARCH APPROACH

3.1 OVERALL OBJECTIVE AND RESEARCH QUESTIONS

The purpose of the study was to gain a better understanding of the situation of Cambodian migrant workers and their children in the Thai poultry industry in Chonburi and Lopburi provinces. The study was guided by the following four principal research questions, approved by Plan International Thailand at the inception stage:

1. What are the trends in the poultry industry in Thailand, including the sector's anticipated growth and demand for migrant workers?
2. What are the implications of the 2017 Royal Decree on Managing the Work of Aliens on the companies, workers employed in the chicken processing factories, and on their families?
3. What are the living and working conditions of Cambodian migrant workers employed in chicken processing factories and of their children and youth, especially girls?
4. What child protection and education services are available for children and youth of Cambodian migrants employed in the poultry-processing sector?
 - 4.1 What are the access barriers, gaps and needs?
 - 4.2 Which agencies/organisations currently provide these services or have the potential to provide services in the future?

A research matrix detailing data collection questions and data sources for each principal research question is attached in Annex 2.

3.2 RESEARCH METHODOLOGY

The research employed a participatory, mixed method approach, combining qualitative and quantitative techniques comprising (1) document and secondary data review, (2) key stakeholder interviews in Bangkok and (3) field visits to each study location involving Focus Group Discussions (FGDs), face-to-face surveys, and, in-depth interviews.

3.3 LITERATURE REVIEW

During the inception phase, the research team conducted a desk review of relevant documents, studies and available data provided by Plan International Thailand and identified by the research team through online searches of electronic databases, reference lists, and websites of relevant organisations etc.⁴ The desk review helped to inform the development of the research instruments and protocol. A full list of all documents reviewed is contained in Annex 3 of this report.

3.4 FIELDWORK

The field component of the study involved interviews with:

- Cambodian migrant children and youth, and dependents of migrant workers in the Thai poultry industry
- Cambodian migrant workers in the Thai poultry industry
- Thai government agencies providing CP and education services, particularly services for migrant children and youth, and
- Representatives of private sector companies operating in the poultry sector in the selected locations.

Civil Society Organisations (CSOs), including local and international NGOs, working on CP in the poultry industry were originally intended to be included as informants. However, there were no CSOs working on CP in the two target locations. Additional informants interviewed in the context of this study included representatives of the Cambodian migrant communities living near the factories, and Cambodian migrants working in other sectors (such as the pork factory), and living in locations near to the factories.

At the time of the study design and development, there was no pre-existing data on Cambodian migrant workers in the Thai poultry industry in these two provinces. Plan International Thailand had also never worked in those locations, and did not have existing relationships with organisations in the research locations to facilitate contact between the research team and the migrant community. The identification and access to informants were thus identified at the outset as a potential challenge.

⁴ According to the Department of Employment, Ministry of Labour's November 2017 report, there were a total of 23,289 registered Cambodian migrant workers in the project provinces (Ranong and Trat).

To reach as many migrants as possible, the team applied a snowball sampling technique, which involved asking interviewed migrants to help locate other workers and their children, to introduce the team to their neighbours, and to help organise participants for the FGDs. In Lopburi, an employee and interpreter of Company A assisted the team to organise group and individual interviews. In Chonburi, the team was supported by a full-time and trusted staff of Company B, who is officially employed as interpreter. The team was also able to contact the companies and the chiefs of the village to inform them of the study and seek their cooperation, particularly with regard to access to migrant workers.

In total, 132 interviews were conducted with Cambodian migrant workers, accompanying children, government officials, local authorities, and business representatives (182 interviewees). Upon a request from Plan International Thailand towards the end of the data collection phase, interviews with representatives of the Ministry of Labour (MOL), the Department of Children and Youth (DCY), and the Ministry of Social Development and Human Security (MSDHS) were also conducted.

Focus Group Discussions (FGDs)

Nine FGDs were carried out in the course of the research. Each group was composed of three to six informants. Where possible, the group was made up of an equal representation of males and females and also a mix of adults and youth. The team also organised a FGD with four youth workers to gain further insight and a deeper understanding of the reasons behind their journey to Thailand, their future plans and aspirations as well as current needs. A FGD with three mothers was also conducted to gain a better understanding of how their children access the Thai education system and health care, and their aspirations for their children's futures. Each FGD took approximately two hours to complete.

In-depth interviews with migrant adults, youth and accompanying children

In in-depth interviews, adults and youth informants were asked about their migration journeys, and current working conditions. Interviews with adults particularly focused on their children's access to education and health services, whereas interviews with youth focused more on their current situation, their needs in terms of skills, and their aspirations for the future. Each interview lasted between one to one and a half hours.

Primary school teachers had been contacted prior to the team's visit to make arrangements for interviews with children in school in both locations. However, access to these children was problematic as they were in the middle of

their school examinations. In the case of Lopburi, the team had approximately 30 minutes per interview, which is a very short period for young children. In total, four children were interviewed at two different primary schools and two other siblings were interviewed in their community, which provided the team with more time to discuss and understand their situation better. There were no Cambodian migrant children identified in Chonburi.

Interviews with other stakeholders

Nineteen meetings were carried out with other stakeholders, including representatives of Company A and B, as well as village chiefs, and Thai ministries and local government administration staff. The list of stakeholder interviews can be found in Annex 4. Generic guiding questions for interviewing government officials were developed and specific questions were further developed for particular stakeholders in accordance with their roles and responsibilities regarding children and youth protection. The questions were based on existing policies and mechanism to support this target group, their views on migrant children and youth and support mechanisms that could be provided, as well as their recommendations for Plan International Thailand for their future interventions.

Face-to-face surveys of migrant workers

A survey developed in English and translated into Khmer was also administered. The intent of the survey was to cover a large group of migrants and generate basic quantitative and qualitative data to complement the FGD and in-depth interviews. However, the administration of this survey proved problematic for a number of reasons. In particular, migrants expressed concern regarding the recording of their views on paper, and on disclosing information to outsider researchers on the whole. This led to a decision not to use the instrument in Lopburi.

Where the team did use the survey in Chonburi, this was done in the presence of an employee of the company, Company B, namely the interpreter. The time allowed to workers to complete these forms was shorter than expected meaning that these workers were not able to complete them. Some workers also did not fully understand the questions, despite these being field-tested. As a result, the team sought verbal answers to questions the participants were comfortable in answering and interpreted this data qualitatively.

During fieldwork in Bangkok, and Lopburi and Chonburi provinces between March and April 2018, a total of 132 interviews were conducted with 182 informants comprising six accompanying children, 29 youth migrant workers, 114 adult migrant workers, and 33 key stakeholders. The table below provides further details about the informants.

Table 1: Number of Informants and Number of Meetings

BANGKOK

Sample	Number of meeting	Number of Informants	Male	Female
In-depth interviews with representatives from Department of Children and Youth, MSDHS and Ministry of Labour	2	3	0	3

LOPBURI

Sample	Number of meeting	Number of Informants	Male	Female
Focus Group Discussions (FGDs) with migrant workers	8	32 (25 Adult, 7 Youth)	22	10
In-depth interviews with adult migrant workers	31	31	16	15
In-depth interviews with youth migrant workers	12	12	4	8
In-depth interviews with accompany children	6	6	4	2
Key Informant Interviews (KIs) with stakeholders	13	25	13	12
Total key informants reached	70	106	59	47

CHONBURI

Sample	Number of meeting	Number of Informants	Male	Female
Face-to-face survey with migrant workers	49	49 (including 9 youth)	21	28
FGDs with migrant workers	2	14	5	9
In-depth interviews with adult migrant workers	4	4	4	0
In-depth interviews with a youth migrant worker	1	1	1	0
KIs with stakeholders	4	5	2	3
Total key informants reached	60	73	33	40

3.5 ETHICAL GUIDELINES

The research instruments – guiding questions, survey forms and consent forms – underwent an ethics approval process with Plan International headquarters. Research ethics were adhered to throughout the study (see Annex 5 for details of ethical considerations). The consent forms for both adult and children were translated and simplified from English to Khmer language to provide both options to workers.

Initially, once workers verbally agreed to be interviewed, the researcher read out the content of the consent form and asked if they were willing to sign the consent form (available in both English and Khmer). If they were not willing to sign the form, the team would not proceed with the interview. However, workers were often unwilling to sign a consent form prior to the interview, without knowing the researchers or the questions. As a consequence, the research team modified its approach. They began by informing the workers that (1) the interview was voluntary, (2) they could withdraw at any time, and (3) the information they provided during the interview would not be used unless they gave their consent at the end of the interview. This proved to be an effective solution. The interview process allowed the participants time to get to know the researchers and understand the team's intentions. In the end, all interviewees agreed to and signed the consent forms.

3.6 RESEARCH LIMITATIONS

The research encountered two major issues, which required modifications to the originally planned approaches. The first issue was that the number of accompanying migrant children was much lower than originally envisaged when the research was developed. In Chonburi, for example, the school teacher, reported that there were only eight migrant children enrolled in the school, and that none of them were Cambodian children. In Lopburi, interviews conducted with school and child development centre teachers confirmed that there were only a few children of parents working in Company A. As such, only six children (two girls and four boys) actively participated in this study.

In Chonburi, three days of intensive field study confirmed that there were no Cambodian accompanying children in the target location, and only a small percentage of Cambodian youth workers. After consulting with Plan International Thailand, the team concluded data collection on the fourth day of the mission. This experience suggests that Chonburi might not be the optimal location for Plan International Thailand to invest in, if implementing activities related to child rights.

In Lopburi, the research team sought to gain a broader understanding of issues affecting the children of migrant workers, both in Thailand and in Cambodia, as well as the barriers to migrant children living with their parents in Thailand. This provided valuable information and insights, which are detailed in the main body of this report.

The second issue concerned access to migrant workers, which proved to be a major challenge in both locations for two reasons – working hours and company sensitivity. In Lopburi, migrants were working two shifts – day and night shifts. The night shift ended between 06:00 and 07:00 in the morning while the morning shift ended between 15:30 to 17:30 in the evening, and most workers also worked overtime. The only place and time possible to interview workers was at the residential area (company compound or privately rented rental room) or the market place. The daily routine of the average worker was to leave the factory, buy food at the local market near the factory, return home to have their meal, and then go to bed. The only time off they had was on Sundays. During the day, it was difficult to approach the workers as they were often in a rush or tired. Each researcher could therefore only conduct a maximum of two interviews during the morning hours and about the same in the evening. Some of the interviews were only half completed as the workers had to rush to work. During the day, there were very few people available to be interviewed.

In terms of company sensitivity, the workers' residential areas in Lopburi were located near to the factories and the company assigned at least one Cambodian staff to oversee workers in their residential area. Therefore, everything was potentially reported to the company. On several occasions, migrant workers asked if the information collected would cause them trouble – “Will I lose my job? Will I get in trouble for saying these things?”

The team's research plan involved one of the biggest residential areas, housing several hundred Cambodian workers. This was pre-organised with the Khmer interpreter. The day before the team was due to conduct the interview, however, the interpreter became very worried and cancelled the event in fear for his and others' jobs. Without support from the company, it was difficult to ensure the safety of the workers. The team withdrew immediately from those locations to prevent possible repercussions to the workers and their families. In Chonburi, while the use of a Company B interpreter facilitated access to migrants, the team had limited control over respondent selection and was granted insufficient time to administer the survey. These experiences highlight the strong influence of the large companies who employed migrant workers, and the importance of working with these companies, issues that are further explored in the report.

Against this background, the lack of a presence by either Plan International Thailand or other CSOs in the target sites made it difficult to overcome resistance to the research. Most key informants, including government officials, had no knowledge about Plan International Thailand and despite the research team providing a detailed introduction to key stakeholders, not all were willing to be interviewed.

The study was also constrained by the research period, with interviews taking place in March, which was a critical month for companies and migrant workers. The Thai government was focusing on legalising migrant workers in Thailand and the deadline to complete the process was 31st March. As many organisations were busy registering migrant workers, it was not possible to interview staff at the Department of Employment (DOE), Department of Social Development and Welfare, or the Ministry of Labour (MOL), who were all important stakeholders for this study.

Modifications also needed to be made to the target companies. In Lopburi, the research team found that only one of the three selected companies employed Cambodian migrant workers. The other two originally targeted companies were therefore replaced with an additional company, Company A. In Chonburi, Plan International Thailand could only confirm that one company, Company B, employed Cambodian migrant workers (numbering more than one thousand). In

consultation with Plan International Thailand, the research team therefore commenced the data collection with this company. In the meantime, Plan International Thailand investigated the possibility of including additional companies but, in the absence of information confirming the presence of Cambodian workers, opted not to do so.

Notwithstanding the efforts of the research teams and Plan International Thailand to mitigate the effect of the above issues – limited numbers of accompanying children and limited access to key stakeholders – these had a clear impact on the research study. In particular, the quantitative data included in the report should not be assumed to be representative, but rather indicative and complementary to the qualitative data. All the same, the study has identified information that can be used as a sound basis for further action with regard to issues affecting migrant workers and, in particular, their children.



3.7 ANALYSIS AND REPORTING

Field data was analysed across all sources and combined with information from the desk review. The report presents the data under six sections, trends in poultry industry and demand for migrant workers; stakeholder analysis; the migration process and the Royal Decree; migrant characteristics; working and living conditions; and social and CP services. These sections directly respond to the four key research questions and the two sub-questions on stakeholder analysis and migrant characteristics. The question on the Royal Decree has been expanded to provide a more in-depth picture of the migration process.

Where differing perspectives have been expressed, the report has captured these differing perspectives. Key themes identified in each section have been summarised in the conclusion to these sections and inform the recommendations, which make up the final part of the report.

3.8 TERMINOLOGY

Child or Children – Article 1 of the UN Convention on the Rights of the Child, 1989, defines a child or children as an individual being below the age of eighteen years unless, under the law applicable to the child, majority is attained earlier.⁵

Youth – Plan International Thailand defines a youth as an individual young person aged between 18 and 24.

Adult – Plan International Thailand defines an adult as an individual person aged from 25 up.

Migrant worker – A person who is to be engaged, is engaged, or has been engaged in a remunerated activity in a State of which he or she is not a national, as defined in Art. 2(1), of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990.⁶

Accompanying children – An individual below the age of 18 years and who is a child of the migrant workers, and who is following their parent(s) to Thailand. They could be born in the country of origin or the destination (Thailand).

Documented migrant worker – A migrant worker or members of his/her family authorised to enter, to stay and to engage in a remunerated activity in the State of employment pursuant to the law of that State and to international agreements to which that State is a party, as defined in the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990.⁷

Undocumented migrant worker – Migrant workers or members of their families, who are not authorised to enter, to stay or to engage in an (irregular situation) employment in a State.⁸

Recruitment agency – Any natural or legal person, independent of the public authorities, which provides one or more of the following labour market services: (a) services for matching offers of and applications for employment, without the private employment agency becoming a party to the employment relationships [that] may arise therefrom; (b) services consisting of employing workers with a view to making them available to a third party, who may be a natural or legal person (referred to as a “user enterprise”), which assigns their tasks and supervises the execution of these tasks; or (c) other services relating to job seeking, determined by the competent authority after consulting the most representative employers’ and workers’ organisations, such as the provision of information, that do not set out to match specific offers of and applications for employment, as defined in the Private Employment Agencies Convention, 1997 (No. 181).⁹

⁵ UN OHCHR, Convention on the Rights of the Child, <http://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx>

⁶ IOM, Glossary on Migration, 2004

⁷ Ibid.

⁸ Ibid.

⁹ Ibid.

4. TRENDS IN THE POULTRY INDUSTRY AND DEMAND FOR MIGRANT WORKERS

This section addresses the current trends in the poultry industry in Thailand and the projected demand for migrant workers. The first part examines overall trends in the poultry industry, followed by an introduction to the companies featured in the study and their projections for future business. The third part of this section provides an introduction to the overall situation with regard to the demand for migrant workers, highlighting the ongoing requirement for migrant labour. This provides the context for the final part of the section, which focuses on expected demand for migrant labour by the two companies.

4.1 TRENDS OF THE POULTRY INDUSTRY IN THAILAND

Over the past four decades, Thailand has become a leading poultry exporter in the world. Today, its poultry sector ranks fourth in Asia and accounts for more than half of Thailand's total meat and feed production. Approximately 70 percent of the total poultry production in Thailand is consumed domestically, and about the same percentage of total exports in 2017 consisted of cooked chicken meat products. Thailand's poultry exports also grew by approximately 12 percent in 2017 due to (1) increases in purchases from Japan following the spoiled meat scandals in Brazil, and (2) strong demand from non-EU markets especially South Korea, Hong Kong, Malaysia, and Canada.

A further four percent growth in exports is forecast for 2018 and exports to Japan and non-EU markets are expected to continue growing for the next few years accordingly. Exports to the EU market are likely to remain stable or even decrease however, because the EU is unwilling to expand import quotas for exporting countries such as Thailand, and there is increased competition from countries in Eastern Europe such as Poland. Japan accounted for 51 percent of Thai chicken meat exports in the first seven months of 2016, up from 49 percent in the same period of 2016. Smaller export markets include Singapore, Malaysia, South Korea and Hong Kong.

According to reports in Poultry Quarterly Q2 2017 by Rabo Research:¹⁰

The outlook for the Thai poultry industry remains relatively strong. The industry is well positioned to keep its leadership in the value-added poultry market, especially in international markets, after China was forced to step down following recent food safety issues, and Brazil's reputation as an exporter was damaged by the meat scandal. This will be a good basis for further growth. The recent reopening of raw meat exports to South Korea and Singapore will be an additional growth source for the industry in the coming period.

According to the Thai Broiler Processing Exporters Association, there are more than 40 active players in the Thai poultry industry. Thailand's poultry export production is however dominated by five companies, which are responsible for between 70 and 75 percent of the total export production.

The major broiler producing provinces can be divided into different groups. The first group includes the key provinces of Nakorn Ratchasima (or Korat), Buriram, Surin, Prachinburi and Lopburi. The second group includes Chonburi, Chachoengsao and Ayudhaya in the Central and East region. Recently, broiler production was expanded to the eastern provinces Saraburi and Suphanburi in the Central West. Chachoengsao, Ayudhaya and Nakorn Nayok are also the major producing provinces for hen egg production.

4.2 MIGRANT WORKERS IN THAILAND

There are an estimated four to five million migrant workers in Thailand, with the majority coming from neighbouring Cambodia, Myanmar, and Lao People's Democratic Republic (Lao PDR or Laos).¹¹ As noted by a representative of the Thai Ministry of Labour, "Because we do not restructure industry to introduce technology due to the costs, Thailand

¹⁰ Rabo Research, Poultry Quarterly, https://www.rabobank.nl/images/pdf_rabobank_poultry_quarterly_q2_2017_29907053.pdf?ra_height600&ra_width800&ra_width=800&ra_resize=yes&ra_toolbar=yes&ra_menubar=yes, 2017

¹¹ IOM, Labour Migration, <https://thailand.iom.int/labour-migration>

will continue to need migrant workers to help drive the country's economy".

Traditionally, most of this demand for migrant labour has been met by irregular migration. Recognition by the authorities of the ongoing importance of migrant labour has led to a number of attempts to establish functional legal migration processes. In 2002 and 2003, the Royal Thai Government (RTG) signed Memoranda of Understandings (MOUs) on employment cooperation with the governments of Cambodia, Lao PDR and Myanmar, which established a channel for regular labour migration to Thailand from neighbouring countries. In 2015, Thailand initiated the revision of the MOUs to broaden the cooperation on labour issues, to include skills development and reemployment. Cambodia, Lao PDR and Myanmar all ratified the second version of this MOU, with Vietnam also now completing an agreement.¹²

Despite the existence of formal agreements between the governments of Cambodia and Thailand, much of the migration between the two countries has continued to occur irregularly. Legal avenues of migration are limited in scope and have high costs and significant levels of bureaucracy, while informal channels are inexpensive, fast and readily available.

According to the Ministry of Labour's most recent data (2017), there were 385,829 Cambodian migrant workers registered in Thailand with an additional 10,559 accompanying family members, including children. Estimates on the number of irregular Cambodian migrants entering or residing in Thailand vary, with the United Nations Office on Drugs and Crime (UNODC) estimating that there are approximately 200,000 Cambodians irregularly residing in Thailand at any one time.¹³ Some migrants travel to Thailand alone, while others bring their spouses and children.¹⁴

Cambodian migrant workers typically work in sectors such as animal farming, meat/poultry preparation, fishing, agriculture, construction, factory work, domestic work,

hospitality, and tourism. Widespread violations of the rights of migrant workers from Cambodia, Myanmar and Laos have been documented for years and appear to persist till today.¹⁵ Further, although irregular migrants are generally viewed as more vulnerable to exploitation, many regular migrants have also faced difficulties, particularly those who have paid high fees to formal and informal recruiters.

Demand for migrant workers in the poultry sector mirrors that in other labour-intensive industries and is expected to continue, as highlighted by the following quotes:

CAMBODIA AND BURMESE MIGRANT WORKERS ARE HARD-WORKING PEOPLE. I DON'T KNOW WHERE THE YOUNG THAI PEOPLE ARE. WE (THAIS) ARE LAZY AND YOUNG PEOPLE ARE PLAYING COMPUTER GAMES ALL DAY. THEY DEFINITELY DON'T WANT TO WORK IN THE POULTRY INDUSTRY – DISTRICT CHIEF.

I THINK THERE WILL BE A STEADY INCREASE IN THE DEMAND FOR MIGRANT WORKERS. THERE ARE FEWER AND FEWER THAI PEOPLE WANTING TO DO THIS JOB. – SENIOR LABOUR OFFICER, PROVINCIAL DEPARTMENT OF LABOUR PROTECTION AND WELFARE.

Multiple respondents including migrant workers and those involved in the industry shared this view that Thai people do not want to work in this industry because it is too hard for them.

¹² ILO, Triangle in ASEAN Quarterly Briefing, https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/genericdocument/wcms_614383.pdf

¹³ UNODC, Trafficking in persons from Cambodia, Lao PDR and Myanmar to Thailand, August 2017

¹⁴ Sritubtim, P., The Collection and Use of Migration Data in Thailand, <https://unstats.un.org/unsd/demographic-social/meetings/2017/bangkok--international-migration-data/Session%207/Session%207%20Thailand.pdf>

¹⁵ Human Rights Watch, From the Tiger to the Crocodile: Abuse of Migrant Workers in Thailand, <https://www.hrw.org/report/2010/02/23/tiger-crocodile/abuse-migrant-workers-thailand>, February 2010

MIGRANT WORKERS ARE SO IMPORTANT. THAIS ARE LAZY. THAI WORKERS DO NOT LAST IN THE JOB VERY LONG. THEY COME AND GO ALL THE TIME.
– VILLAGE CHIEF

IN OUR SECTION, THERE WERE ONLY FEW THAIS. THE JOB IS TOO HARD AND THAI PEOPLE WON'T LAST HERE. THEY COME AND GO ALL THE TIME. A FEW OF THEM CAME FOR TWO DAYS AND NEVER CAME BACK.
– FEMALE WORKER AT COMPANY A

THEY HAVE A CHOICE AND SO THEY DON'T HAVE TO DO THIS HARD WORK. IF I COULD CHOOSE, I WOULD DO SOMETHING ELSE TOO. I HAD TO STAND ALL DAY IN A COLD ROOM AND MY BODY IS ACHING. I WAS STRONG BEFORE I STARTED THIS JOB. ALL MY JOINTS ARE VERY SORE AND I HAVE DIFFICULTY SLEEPING AT NIGHT. – FEMALE WORKER AT COMPANY A

THIS JOB IS NOTHING. I USED TO WORK IN MUCH HARDER CONDITIONS. I WAS A CONSTRUCTION WORKER IN CAMBODIA. I HAD TO CARRY HEAVY LOADS AND WORKED UNDER THE SUN ALL DAY. TO STAND AND CUT CHICKEN IN A FACTORY IS AN EASY JOB FOR ME. THAI PEOPLE ARE NOT USED TO THIS SORT OF JOB. – MALE WORKER AT COMPANY A



©Plan International



4.3 COMPANY DEMAND FOR MIGRANT WORKERS

According to the interviews conducted with five senior managers, Company A has 19 factories in Location 1, and employs 35,000 people of which 7,000 are office staff and the remainder are factory workers. Of the factory workers, 2,900 are Cambodian, 90 are Laotian and nine are Burmese migrant workers. Around 2,100 Cambodians are working at the poultry meat products processing plant, with the remaining 770 at the pork meat products processing plant. Feedback from a Senior Manager at Company A emphasised that the company would prefer to hire Thai workers due to the costs of the migration process but could not do so:

THERE WERE MANY REQUIREMENTS AND EXPENSIVE OPTIONS TO HIRE MIGRANT WORKERS. WE RECRUITED ALL WORKERS THROUGH LEGAL CHANNELS (MOU PROCESS). IT WAS MUCH LESS PROBLEMATIC TO EMPLOY THAI WORKERS. HOWEVER, IT WAS DIFFICULT TO FIND THAI WORKERS TO WORK IN THIS SECTOR. HENCE THE COMPANY WILL CONTINUE TO HIRE MIGRANT WORKERS. WE ARE ACTUALLY BRINGING MORE WORKERS FROM CAMBODIA WHO WILL ARRIVE IN THE NEXT WEEK OR SO. WE EXPECT 130 PEOPLE AND MOST OF THEM ARE QUITE YOUNG, AROUND 18-20 YEARS OLD. – COMPANY A, SENIOR MANAGER.

Based on informal interviews with security guards and Cambodian migrant workers, there are an estimated several thousand Cambodian workers working for Company B. However, as the company did not respond to requests for an interview, there is no data available regarding their future demand for Cambodian migrant workers. However, as in Lopburi, informants indicated that there was a shortage of Thai workers to work in their factories and these roles had been filled by Cambodian workers. Since Company B's existing business is growing – they have similar markets to Company A's Group – and the company plans to expand to the Middle East and South Africa, it is very likely that Company B will continue to need Cambodian migrant workers in the future, potentially in increased numbers.

4.4 CONCLUDING COMMENTS

Findings on trends in the poultry industry indicate a strong emphasis on expanding export markets, which currently account for about 30 percent of the total poultry production in Thailand. This anticipated growth in the poultry industry, combined with limited willingness on the part of Thais to work in this sector and the intention of companies to continue to operate using low technologies that are labour-intensive, suggest that demand for migrant workers is likely to not just be ongoing, but potentially increasing in the coming years.

This continued growing presence of migrant workers has a number of implications for both government and business in relation to migration policy, and the provisions of support and protective services for migrant populations. The following sections of this report examine these issues in more detail, starting with an overview of key stakeholders.

5. STAKEHOLDER ANALYSIS

This section identifies key stakeholders, their role in CP and potential for collaboration with Plan International Thailand. The information is based on interviews conducted at national, provincial, district and Tambon levels. A list of key informants can be found in Annex 4. At the national and provincial levels, stakeholders believed that the emphasis should be made at the Tambon level. As a result, that is the main focus of this section. In line with the limitations identified in the methodology section, considerably more information is available for Lopburi than Chonburi.

5.1 LOPBURI STAKEHOLDERS

Sub-District/Tambon Administrative Organization (SAO)

According to national policy and strategy, the SAO is the leading agency at the Tambon level in terms of CP work. With guidance and support from the OSDHS, the SAO can develop a CP strategy, establish CP mechanisms, and develop an annual workplan and budget. However, so far, CP issues have not been prioritised and were not part of the annual workplan in Lopburi.

The Vice Chief Executive of the SAO expressed a strong desire during the interview for the SAO to be active in engaging with Company A and the migrant community, a role that is currently left to the Village Chief. The SAO wants to position itself as the main agency for addressing migrant issues in the community. The SAO is also very interested in working together with Plan International Thailand, on CP issues in particular.

The SAO recently established the Children's Council (CC), which comprises 20 primary school students representing different primary schools (all Thai children). The purpose of the CC is to collect ideas of children's needs and issues facing them. The information is then channelled to the SAO. This is a new mechanism and not yet active. The gap in this structure is that it lacks multi-national membership. In order to have a comprehensive view of children in the community, the CC should include representations from Cambodian and Burmese children.

Village Chief

The Village Chief is under the administration of the SAO. The current mandate with regard to migrant management is to make sure there is peace and stability/security in

the community. In Lopburi, the Village Chief engages and receives report from Company A on bringing in and sending back workers. His current approach is to support the company in communicating company policies and procedures to the migrant community. He does not really focus on the reverse – namely he does not help channel information from the migrant community to the company. Currently, there is no reported safe mechanism/channel for migrants to voice their concerns to the company.

The Village Chief assists in addressing any issues that arise among workers. With regard to migrant children, in the past he has assisted children to enrol in local schools by facilitating documentation required by the schools. Notwithstanding this initiative, the Village Chief's knowledge on CP was rather limited.

The Village Chief is nonetheless well respected by the migrant workers and would be willing to support Plan International Thailand to work with migrant children and youth. He however has no budget for such activities, and as such has allocated money from other budget lines to conduct activities related to children.

Local Hospitals

Despite being located near the migrant community and having developed a joint annual workplan with Company A, the hospital's workplan does not include support to migrant children and their community. Their services range from outreach to migrant children and pregnant women, to providing necessary advice and basic health care. Hospital staff has received training from the One-Stop Crisis Center (OSCC – see section on CP) but no local OSCC has been set up yet.

The Director of the Hospital expressed a willingness to work with the SAO on a CP mechanism and is willing to look into expanding the mandate and activities of health volunteers to support migrant children. Discussions during the interview also suggested the possibility of the hospital working with Company A, to include into the annual workplan a health check-up for migrants and immunisations for children, among others.

One of the hospitals deals mostly with pregnant women and delivery of babies. All services are available at the hospital for both mother and child. The hospital does not however, distribute information to the migrant community, especially mothers, on the need for vaccination and vaccine schedules for their children.



Health volunteers

There are 167 health volunteers in Location 1 (approximately five volunteers per village). Their role is to provide advice and basic health care to elderly people among the Thai population. The health volunteers receive a small grant from a health insurance fund to perform their work. Their mandate could potentially be expanded to include outreach programs to migrant children to make sure children receive basic health care, such as immunisation, and their community is given the technical and funding support required.

Overall, most of those interviewed in Lopburi supported strengthened collaboration between the key actors, especially at the Tambon level, recognising that working together to support migrant children and their communities would bring positive benefits to the local economy. Many also supported the idea of setting up a CP mechanism at the Tambon level. This would require mutual trust, continued dialogue and engagement between authorities and companies, according to the Vice Chief Executive of the SAO.

Stakeholders also expressed a willingness to see CSOs involved in this work. So far, there are no CSOs working on child rights. Plan International Thailand was mentioned several times as a possible coordinator of CP work and provider of technical support.

Company A

Company A has taken important initiatives in regard to preventing human rights violations. In August 2016, it signed an MOU as part of the Thai Boilers Processing Exporters Association (TBA) that set out standards, which include no child labour, no forced labour, no human trafficking, and a zero-tolerance policy on workplace discrimination.¹⁶

In July 2017, Company A teamed up with a Bangkok-based NGO on a pilot project to provide ongoing monitoring of workplace conditions to identify and address labour risk through technology and supplier collaboration. The aim of the pilot is to strengthen labour management practices in participating sites across its supply chain. The collaboration will also enable Company A's employees and its suppliers' employees to access the NGO's independent worker voice channels, including its multilingual helpline, migrant worker smartphone app, and the NGO instant messaging options such as LINE, Viber and Facebook Messenger.

At the local level, Company A says that it has allocated an annual budget to support the community, including the construction of a hospital, providing medical equipment, building extensions of schools, and providing funding for school events, etc.

¹⁶ Global Meat News, Thailand: Chicken sector to boost standards following abuse claims, <https://www.globalmeatnews.com/Article/2016/08/22/Thai-chicken-sector-agrees-to-end-human-rights-abuse>, August 2006



WE ALLOCATED 500,000 THB PER FACTORY PER YEAR, AND THE TOTAL IS ABOUT 10 MILLION THB PER YEAR FOR SUPPORTING THE COMMUNITY. WE CURRENTLY HAVE OVER 10 ON-GOING PROJECTS. ONE OF THE PROJECTS IS ONE FACTORY ONE SCHOOL. WE SUPPORT ABOUT 10 SCHOOLS IN THE AREAS NEAR TO OUR FACTORIES. WE ARE CURRENTLY PLANNING TO BUILD A 60 MILLION THB COMMUNITY LEARNING CENTRE. THE PURPOSE OF THE CENTRE IS FOR KNOWLEDGE SHARING AND TO PROVIDE DIFFERENT SORTS OF TRAINING. – COMPANY A, CORPORATE SOCIAL RESPONSIBILITY (CSR) MANAGER.

A teacher in the local primary school, confirmed this, noting that Company A has provided financial support over several years, including funding to construct a playground, hire a full-time English teacher, and sponsor food for school organised events: “They are very good to the school”. According to the Director of the local hospital, Company A and the hospital have also developed a joint annual plan to look into the health and wellbeing of the Thai community in this area.

While respondents, in general, appreciated the support and presence of Company A, it was unclear the extent to which this support extended to migrant issues. The joint action plan with the hospital, for example, did not include activities with the migrant community, while one government respondent noted that:

There is a great need to coordinate to manage migrant workers in this area. Company A and their sub-supplier should provide information to the SAO, but up until now they are not doing it. We have no statistics, and so we can’t have an overview of migrants’ wellbeing and issues facing them. The government and business need to work together, coordination is important.

5.2 CHONBURI STAKEHOLDERS

Only one interview with a key stakeholder was possible in Chonburi – a brief interview with the Village Chief. The Chief did not have statistics on the migrant population in his community but did confirm that most workers were from Cambodia. He also reported that there were many undocumented workers. He stated there were no NGOs supporting the migrant community and Plan International Thailand would be the first to enter this location, and thought it was a good idea if this were to happen. However, he was hesitant to cooperate and support the research team to access key informants, explaining that “I don’t know Plan International Thailand and if I introduced Plan International Thailand and the next day the news is all over the place about our community, I will have to be responsible for all this.”

A scheduled interview with the Director at one local primary school was not a successful experience for the research team. Despite Plan International Thailand sending an official letter to the Director requesting for an interview, the researcher was not welcomed when she met with the Director. The teams received no cooperation and were told that none of the students in the schools were Cambodian children.

These interviews gave the research team the impression that local authorities felt uneasy about having an unknown organisation and a research team in their village, especially the Village Chief who had admitted that there were many undocumented migrant workers. Should Plan International Thailand decide to work in this community, the first priority would be to build a good relationship with local authorities.

5.3 CONCLUDING COMMENTS

Findings from the study show that most of those interviewed were in favour of strengthened collaboration between key actors, especially at the Tambon level, to support migrant children and their communities. Stakeholders highlighted that this would bring positive benefits to the local economy.

In Lopburi, there is no CP information available. However, there was interest in setting up child protection services at the Tambon level, but limited understanding of how to go about this. There are no NGOs or CSOs working on child rights in the study area and provincial stakeholders, especially the Office of Social Development and Human Services, expressed interest in working with Plan International Thailand to help strengthen the capacity of the SAO in the area of child protection. Informants also requested that Plan International Thailand share the results of the research with them.



©Plan International

6. THE MIGRATION PROCESS AND THE ROYAL DECREE

This section focuses on the implications of the Royal Decree on Managing the Work of Aliens, especially as it relates to this study's informants. It starts by providing information on the Royal Decree and then describes the migration experience of the workers interviewed under the study and the costs incurred.

6.1. ROYAL DECREE ON MANAGING THE WORK OF ALIENS

The Thai Government issued a new Royal Decree on Managing the Work of Aliens B.E. 2560 (2017), on 17th June 2017, which took effect on 23rd June 2017. The Decree replaces the two main pieces of legislation which were previously regulating foreigners working in Thailand, namely the Royal Decree on Bringing Aliens to Work in the Kingdom B.E. 2559 (2016) and the Alien's Work Act B.E. 2551 (2008). The new law imposes hefty penalties on both employees and employers who are found to have employed irregular migrant workers and violated the law. In the past, many migrants have come to Thailand as undocumented workers and later were able to process the migrant ID card (known as Pink card) that allowed them to work in Thailand.

There are clear differences of opinion with respect to the new Royal Decree among various stakeholders. With the implementation of the Royal Decree, the government expects that all workers and their accompanying children will enter into the legalised migrant management system. According to the Vice Chief Executive of the SAO:

The Royal Decree helps a lot. There are no more undocumented workers in this area. Before there was more child labour but now there is none. The punishment is very high, employers don't dare to keep undocumented workers and use children.

A representative from the Department of Children and Youth (DCY) of the MSDHS stated that the advantage of the Royal Decree is that the registration and the recording of information on children and youth will ease the planning of assistance to them in that it will allow the government to provide services in a systematic manner. The new system is further meant to be a starting point for cooperation between Thailand

and the country of origin to address issues concerning migrant children and youth in Thailand.

According to official data available from the MOL, the actual number of registered migrants in Thailand by 31st March was 1,320,035.¹⁷ Informants stated that due to the lack of clarity on the intention of and the implementation of the Decree, a large number of migrants and their children did not register and were left out of the registration process.

According to these sources, the new Decree has brought about massive confusion among employees, employers, and local officials involved with the employment of migrants. The Migrant Working Group (MWG) reports that many employers laid off their existing migrant employees, and there were instances of arrests and deportations of many workers. Anecdotal reports suggest that legal loopholes have also been exploited by law enforcement officials to extort monies from both workers and employers. This led civil society networks such as the MWG to submit a joint statement to the government asking for the suspension of the crackdowns on, and arrests of, migrant workers, and requesting the new law not to have immediate effect on employers and employees.¹⁸ The RTG responded by postponing some of the penalties from 23rd June 2017 until 1st January 2018, to allow employers and foreign employees time to comply with the new rules.¹⁹ This deadline, having initially been extended till 31st March 2018, was extended once again until 30th June 2018.²⁰

The views of those who participated in the study on the Royal Decree on Management of Alliance were somewhat mixed, reflecting in part the fact that migrants employed by the companies generally came through existing legal channels and in part due to the fact that migrants' understanding of the new laws was somewhat limited. Both business and migrant respondents did, however, highlight that the registration costs were expensive, adding financial burden to both the business sector and workers.

Company A stated that the new rules and regulations are much stricter and contain many requirements. Although they do not affect the company's direct employees, they do have some negative impacts on its supply chain.

¹⁷ Ministry of Labour, Foreign Workers Administration Office: General News, <https://www.doe.go.th/alien>

¹⁸ Migrant Working Group, Urgent Statement, <http://hrdfoundation.org/wp-content/uploads/2017/06/30-06-2017-Urgent-Appeal-concerning-the-royal-decree-Eng-FINAL.pdf>, June 2017

¹⁹ Newland Chase, Thailand: New Law Includes Tougher Penalties for illegal work, <https://newlandchase.com/immigration-insights/latest-news/thailand-new-law-includes-tougher-penalties-for-illegal-work/>, July 2017

²⁰ Bangkok Post, Verification Deadline put off until June, <https://www.bangkokpost.com/news/general/1387962/verification-deadline-put-off-until-june>, December 2017

WE HAVE ALWAYS USED LEGAL RECRUITMENT CHANNELS AND ONLY RECRUITED WORKERS THROUGH MOU PROCESS. WE BEAR ALL THE COSTS RELATED TO MIGRANT REGISTRATION AND WE DO NOT DEDUCT THIS COST FROM THE WORKERS. THE ONLY PROBLEM IS THAT SOME OF OUR SUB-SUPPLIERS CANNOT MEET THE GOVERNMENT'S REQUIREMENTS. THERE ARE TOO MANY RULES AND REGULATIONS AND IT'S VERY EXPENSIVE FOR THEM. THIS IMPACTS NEGATIVELY ON US, AS WE CANNOT PURCHASE MEAT PRODUCTS FROM THOSE SUB-SUPPLIERS.
– COMPANY A, SENIOR MANAGER.

In Lopburi, only 16 percent of migrant workers displayed a clear understanding of what the Decree was about and how that impacted their lives. The workers were, however, aware of the requirements – need for registration, getting work permit, etc. Most of the migrant workers did not believe that the law would impact their work and status in Thailand as they had been legally recruited. This legal status gave them a sense of security. One newly registered worker noted, “I don’t have to hide anymore. I can work, I can move around much more freely. The health benefit I get is also a very good thing.” Many said that Company A and the recruiting agency would have informed them of any important information they needed to know.

In Chonburi however, 59 percent of migrant workers had never heard of the Royal Decree at all, while the remaining workers thought it was helpful especially for those who came to Thailand as undocumented migrants, as the Royal Decree gave them the status needed to stay in Thailand.

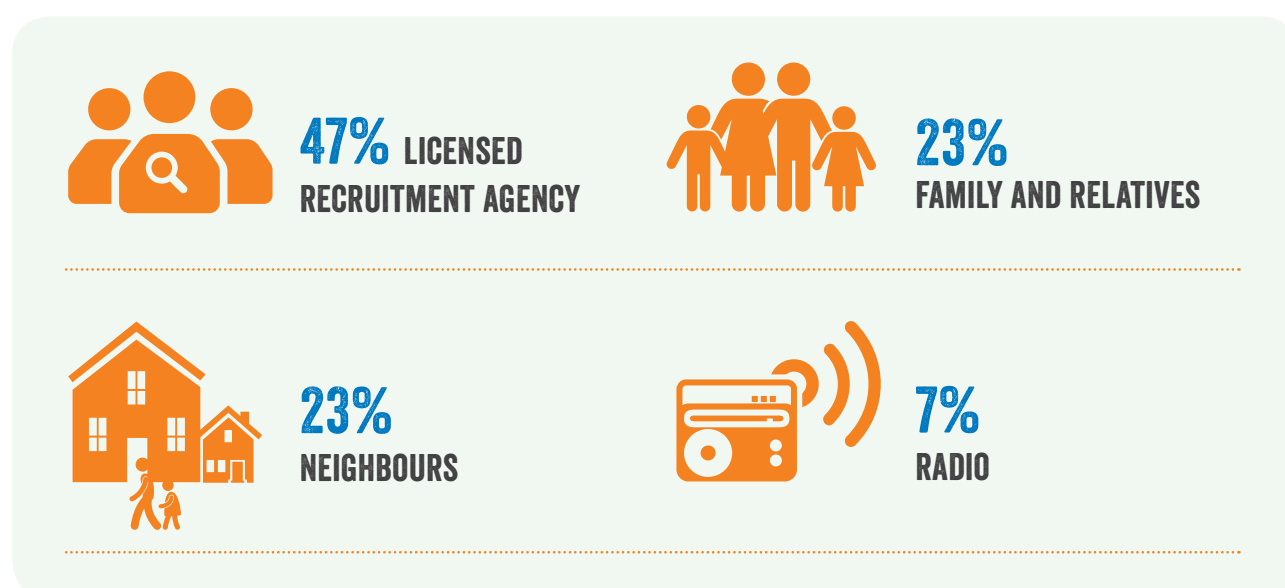
Respondents noted that, with the new law, the government introduced stricter rules and harsher punishment on migrants found to be unregistered after 31st March 2018. The punishment includes a 5,000 to 50,000 THB fine and deportation of the worker, and a 10,000 to 100,000 THB fine per worker to the employer. Further, the employer would not be able to employ any migrant workers for a period of three years.

6.2 THE MIGRATION PROCESS

Migrants in Lopburi stated that the agent (licensed recruitment agency) was the most frequent source of information on migration (47 percent), followed by family and relatives (23 percent), neighbours (23 percent) and media (radio) (7 percent). All but one of the 43 interviewed workers had been recruited through Recruiter C, a Cambodian recruitment service company. All documentation was facilitated and completed in Cambodia prior to their

journey to Thailand. Recruiter C recruits, trains, transports, and manages Cambodian workers in Thailand, Malaysia and Japan. In many instances the company approaches the community, provides information about jobs and encourages potential candidates to apply. Recruiter C also arranges with Company A to transport workers from the Poitpet-Aranyaprathet border to its factory premises in Lopburi.

Figure 1: Most frequent source of information on migration as stated by migrants in Lopburi



Base: migrant workers in Lopburi involving in in-depth interviews, n=43

Recruitment through this licensed recruitment agency is the preferred choice for Company A as the responsibilities for gathering documentation and making arrangements for the workers rest with the recruitment agency. The Village Chief also preferred this recruitment channel, “The situation is much better today compared to before the arrangement with Recruiter C. There were many incidents where workers were drunk and often fighting among themselves. With Recruiter C they have strict rules, if any worker is found

to be causing trouble they will be sent back to Cambodia right away. Today it is quite peaceful, everyone is focused on their work.”

In Chonburi, family, relatives and neighbours were the most common sources of information on migration. Migrant workers interviewed at the research site used a variety of regular and irregular channels to get to Thailand. Regular channels included licensed private recruitment agencies and direct recruitment by employers. The irregular channels included unlicensed brokers, migrating through contacts of friends and family, or migrating independently. For example, some migrants come to Thailand by themselves with a normal passport and tourist visa and then overstayed, while others cross the border illegally and, as noted above, are able to request a migrant ID card later which allows them to work in Thailand.

Interview data shows that Company B also recruited undocumented migrant workers through unlicensed brokers. At the time this research took place, many

workers informed the team that Company A was helping them apply for legal documentation including a passport and work permit. Many workers interviewed did not have an employment contract and those who had, stated they do not understand the content of the contract due to language barriers.

There was no orientation for the workers prior to starting the job. Company B hired a Cambodian interpreter (one person) and the company relies solely on him to communicate and address issues related to Cambodian migrant workers. The research team was informed by workers that this person is powerful and rather abusive. This was also in line with the team’s own observations.

The workers reported having to pay the interpreter to get the support they need. For example, there is a clinic for employees at the Company B factory but there are very limited healthcare services available there. Rather than assisting migrants to access government health services when particular services are needed, the interpreter sells medicine to the workers at a higher price than the normal market price. Many workers were recruited through unlicensed brokers who are well connected to the interpreter. They reported that to access services, they must pay a bribe to this person. Respondents’ comments to the team also seemed to suggest that the company focuses on production at the detriment of workers wellbeing, and did not prioritise direct communication, which are all exacerbated by the fact that there is no complaint mechanism in place for workers.



6.3 COST OF MIGRATION

Respondents from Lopburi reported paying different prices for the migration process, ranging from 600 to 1,000 USD, which includes the cost for applying for passport and work permit.²¹ Migrants can pay an additional amount, approximately 300 USD for expedited service, which allows them to be placed in a job within three months. This is extremely expensive and increases the financial burden on migrants, and as such, the use of loans to pay for these costs was prevalent. Although the Cambodian Government announced that passports would only cost 4 USD for migrant workers, in practice, they usually pay 120 USD or more if applying individually, and as much as 400 USD if applying through the formal migration process.²²

A few of the workers stated that they will have to purchase a new passport once their work permit has expired (by the end of year 4), meaning having to pay another 400 USD. It was unclear whether this information comes from Recruiter C or their own understanding. From interviews with respondents, it emerged that there was some confusion among workers in terms of their understanding of how the recruitment process worked and what costs were associated with it.

Once the job is offered to migrants, an employment contract is then prepared and signed. Unfortunately, more than 80 percent of the respondents stated that they did not understand its content even though it was made available in both Khmer and Thai. The topic of contracts was discussed with workers in detail and often they described their contract as Company A's rules and regulations on how they conduct their daily routine at the factory. The team noted that almost all workers rely solely on Recruiter C, and trust the company without question.

The quotes and case studies below, based on FGDs with workers at Company A offer different examples of how migrants were recruited and what costs they had to incur.

"Recruiter C came to our hometowns to find people to work in Thailand. For those who want to go to work in Thailand, they have to pay a certain amount of money to the company in two steps. First, they have to pay between 350 to 400 USD for the passport processing and second, after waiting for around a year to have the name on a waiting list for people coming to work in Thailand, they have to spend around 300 to 350 USD. Recruiter C does not provide any orientation or skills training before the workers travel to Thailand, and when they arrive in Thailand, the factory has only a three-day orientation session on the factory regulations."

A couple from Kampong Chhnang said that when they heard on the radio that the job in Thailand offered 300 USD per month, they were excited. They paid the recruitment agent in Phnom Penh to help facilitate the passport, work permit, and job arrangement.

NORMALLY, THE TOTAL COST FOR THE AGENT AND PAPER WORK IS BETWEEN 600 TO 750 USD AND THE WAITING TIME IS BETWEEN 6 TO 8 MONTHS BEFORE WE CAN START WORKING IN THAILAND. BECAUSE WE WERE IN A DESPERATE SITUATION AND WANTED TO START WORKING SOONER, WE HAD TO PAY A HIGHER FEE TO RECRUITER C, WHICH WAS 2,000 USD FOR THE TWO OF US. WE HAD TO BORROW THIS AMOUNT WITH HIGH INTEREST. THIS COST HAS INCREASED THE DEBT WE HAD BEFORE.

I PAID ALMOST 1,000 USD TO THE RECRUITER C TO PROCESS THE PAPER WORK AND ARRANGE A JOB. I PAID EXTRA TO ENSURE I GOT THE JOB AND COULD START QUICKLY. NORMALLY THE PROCESS COSTS 600 TO 700 USD BUT YOU HAVE TO WAIT ALMOST A YEAR AND SOME PEOPLE DON'T EVEN MAKE IT TO THAILAND
– COMPANY A, FEMALE WORKER, AGE 32

A 23-year-old male worker from Battambang Province, told us that his mother was working at Company A and sent 800 USD to him for passport processing and a working visa through Recruiter C. First, he had to pay around 400 USD for the passport processing and had to wait for one year to have his name added to the waiting list. After that, he paid around 350 USD for the final process. He stated that if the workers do not want to wait for one year, they can pay about 1,000 USD. After coming to the factory in Thailand, he attended the three-day orientation session to learn about the factory's rules and regulations, and then went straight to work.

Another respondent, a 24-year-old female worker, from Kampong Thom province, Cambodia told us that six years ago she had travelled with other Cambodian workers to Thailand without any documents. She did not pay for crossing the border. When she arrived in Lopburi, the broker organised a Pink Card for her to work in the factory. She had to spend over 10,000 baht to process this card and the processing cost was deducted from her salary. This was recovered through instalments of 1,800 THB every 15 days. Since then, the factory has changed the rules and requires a valid passport with a working visa for the migrants. She said that previously there were more than a hundred workers who did not have a passport, but now the factory has assisted the workers to change from the Pink Cards to passports and work permits. The passport is valid for four years and the working visa has to be extended every two years for the price of 3,000 THB. The workers have to pay this cost themselves. The company manages all the processes for the migrants.

²¹ The normal cost for these documents ranges between 600 and 700 USD.

²² IOM, 2014; ILO, 2016a.

Another female worker, from Company A, aged 23 years, from Battambang province, came to work in the pork cutting section of Company A factory six years ago. She heard from the villagers that it was a well-paying job in Thailand and that the living conditions were good, which prompted her to apply through an agency in Cambodia. She had to pay the registration fee of around 150 USD, and when she got the job, she paid another 650 USD. Now she has a passport valid for four years with a two-year working visa.

6.4 CONCLUDING COMMENTS

Findings on the recruitment process highlighted a number of issues. Firstly, most of the respondents stated that they have been recruited through legal channels and possess the appropriate documentation to live and work legally in Thailand. They reported that they had been recruited through Recruiter C and knew that the standard procedure does not guarantee them a job. To speed up the process and obtain

a job, many migrants have paid extra fees (up to 1000 USD) to Recruiter C to obtain their job in Thailand. Overall, the fees appear quite high comparatively, as evidenced by the passport component of USD 400, as compared to 120 USD paid by individuals.

The legality of these fees in Cambodia, as well as the apparent practice of recruiting workers without a guaranteed job, are beyond the scope of the study. It is worth highlighting, however, that the charging of recruitment fees to workers within Thailand is now illegal and further that there is an international campaign against charging any recruitment fees to workers and promotion of the Employer Pays Principle.²³ Overall, it appeared that migrants were somewhat passive about the recruitment process, and relied heavily on the recruitment agency for information on documents, fees and conditions of work. Orientation for workers appears somewhat limited and emphasises the responsibilities of workers more than their rights. Although contracts are in both Thai and Khmer, few workers said that they understand what is stated in the contract.



²³ Leadership Group for Responsible Recruitment, <https://www.ihrb.org/employerpays/leadership-group-for-responsible-recruitment>



7. MIGRANT CHARACTERISTICS

This section outlines the characteristics of migrant workers covered by the study. It includes information on primary source provinces, marital status and family size, occupations in Cambodia and motivating factors for migration. The latter part of this section focuses on migrant youth and children, both accompanying children and those left behind. This section sets the context for the remaining sections on living and working conditions and CP.

7.1 MIGRANT PROFILE

This section provides an overview of the profile of migrant workers in the target areas. In Lopburi, in the absence of official statistics, there were some discrepancies between the figures provided by Company A, who reported that they had 2,870 migrant workers at the time this study took place, and those reported by local authorities.

In Lopburi, according to the Village Chief, there were 1,880 Cambodian, nine Burmese and 98 Laotian migrant workers (totalling, 1987) working for Company A. Based on data provided by the Vice President of the SAO, it is estimated that over 10,000 migrant workers are currently working for Company A and that the majority are Cambodian. There were more than 400 rental houses for workers in the area. Interviews were also conducted with the Provincial Department of Labour Protection and Welfare and staff at the One-Stop Service (OSS), but the research team was informed that there was no specific data regarding Cambodian workers and especially accompanying children in that particular area. Most of the workers we interviewed gave an estimated number ranging from 2,000 to 5,000 migrant workers at Company A.

The research team applied a simple estimation technique by counting the number of houses and rental rooms available to workers in the research area. The team found

that workers preferred to stay as a group to reduce the cost of living and so one room could house between two to six people with an average of around three people per rental room. Multiplying the number of rooms counted by three provided a figure of around 8,000 people. This figure is closer to the estimation of the Vice President of the SAO. Based on discussion and observation, approximately 10 percent of the total population was under 25 years of age.

In Chonburi, based on data provided during the interview with the Provincial Labour Office in Chonburi, in 2017 there were 8,234 migrant workers registered in the tambon where Company B is located. Of this number, 6,314 were Cambodian, 1,438 were Burmese and 482 were Laotian. There was no agreed number of Cambodian migrant workers employed by Company B and the Village Chief informed us that he did not have an estimate of the migrant workers in his community. Cambodian migrant workers interviewed for this study provided estimates ranging from 1,500 up to 5,000 workers, while the Cambodian interpreter estimated the number was less than 2,000 workers.

Lopburi

A total of 81 participants participated in the study in Lopburi, comprising 56 adults – 31 in the in-depth interviews and 25 in the FGD, and 19 youth – 12 in the in-depth interview and seven in the FGD. Six children also participated, comprising four Cambodian and two Burmese.

The majority of workers interviewed were adult (69 percent) and the average age was 36 years old. Among the adult workers interviewed, 10 were above 40 years old. The remaining workers were youth (23 percent), with an average age of 22 years, while the children ranged from 3 to 14 years.

Several workers mentioned that their age was one of the driving factors for the decision to migrate to Thailand, because it was difficult to get a job in Cambodia due to barriers against older persons, as reflected in the following comments from the individual interviews and FGDs:

IN CAMBODIA, YOU HAVE TO PAY A BRIBE TO GET A JOB. THEY ONLY RECRUIT 18 TO 35-YEAR-OLD. AFTER 35 IT IS IMPOSSIBLE TO GET A JOB IN A FACTORY. IN THAILAND, THERE IS NO AGE LIMIT AS LONG AS YOU CAN WORK. WE SAW AN OLD MAN WHO WAS ABOUT 60 YEARS OLD WORKING AT THE COMPANY A FACTORY.

– MALE WORKER, 38, COMPANY A

FACTORIES IN CAMBODIA DO NOT HIRE OLDER PEOPLE ESPECIALLY THOSE OVER 40 AND MANY FACTORIES ONLY EMPLOY WOMEN – FGD, COMPANY A

BACK AT HOME IN CAMBODIA, I WORKED AT A SMALL SILK FACTORY, BUT I DID NOT EARN MUCH. I HAVE SKILLS AND COULD WORK IN A BIGGER FACTORY IN PHNOM PENH AND EARN BETTER, BUT I COULD NOT FIND WORK BECAUSE I AM TOO OLD. THEY WON'T RECRUIT ANYONE ABOVE 30. – FEMALE WORKER, 39, AT COMPANY A

Gender distribution among the interviewed Cambodian migrant workers was balanced. Overall, there were slightly more men than women (53 percent men and 47 percent women). Most workers stated that there was nearly an equal ratio between male and female workers in the factories. However, some of the sections may be dominated by males due to the type of work involved. According to Company A, the company does not target gender-specific workers except for certain sections, which require male workers for the heavy workload tasks, such as the sections involving hanging meat at its pork division.

Chonburi

A total of 68 migrant workers participated in the study in Chonburi, comprising 40 adults in the survey, 14 adults in the FGDs, and four adults in the in-depth interviews, as well as nine youth in the survey, and one in the in-depth interview. The overall characteristics of the interviewed Cambodian migrant workers in Chonburi resembled that of the group in Lopburi in terms of age and sex.

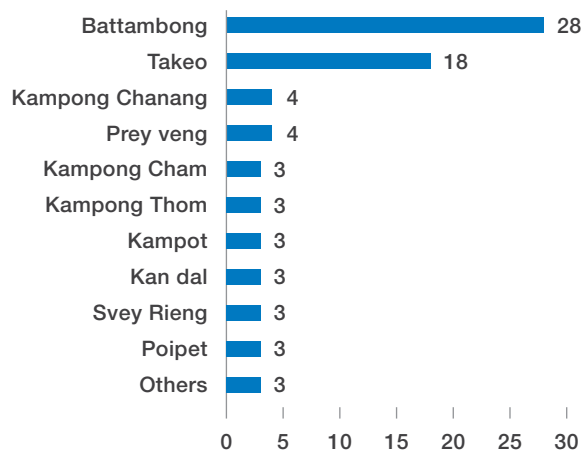
As such, the majority were adults (85 percent) and the remaining were youth (15 percent). The adults were aged between 25 and 34 (59 percent), with the remainder aged from 35 to 45 (41 percent).

Gender distribution among interviewed Cambodian migrant workers was quite balanced. Overall, there were slightly more women than men (54 percent women and 46 percent men). Most workers stated that there was nearly an equal ratio between male and female workers in the Company B factory, although allocation of roles may depend on the type of work to be performed – for example, the heavy workload sections normally employs men.

7.2 SOURCE PROVINCE

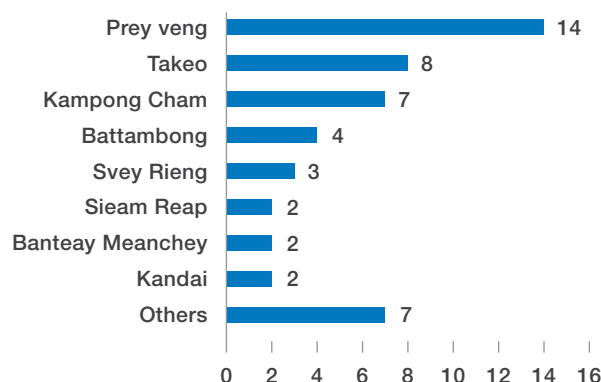
The majority of interviewed workers in Lopburi came from Battambang and Takeo provinces. The workers suggested that Cambodian workers employed locally came from all over the country with Battambang, Takeo, Kampong Chhnang, Prey Veng and Kampot identified as the most frequent provinces of origin.

Figure 2: Source Province of Cambodian migrant workers employed in Company A in 2018



Base: migrant workers in Company A involving in the study, n=75

Figure 3: Source Province of Cambodian migrant workers employed in Company B in 2018



Base: migrant workers in Company B involving in face-to-face survey, n=49

²⁴ Even though the average size of the workers' family is four people (two parents and two children) households can include many more people, such as parents of the adult migrant, siblings and close relatives. This accounts for the difference between family size and household size.

7.3 MARITAL STATUS AND FAMILY SIZE

Seventy-seven percent of those interviewed in Lopburi were married and all had children, except five youth who were recently married. There were on average two children per family. Most of the workers left their young children behind in Cambodia while eight brought their grownup children (all youth) to work alongside them in Thailand.

In Chonburi, 87 percent of those interviewed were married and almost all – with the exception of eight – had children. Those with young children had left them behind in Cambodia. The majority of those who were single (13 percent) were youth workers. Family size ranged from 4 to 13 people. The average size of the family of the workers interviewed was seven people per household (this figure includes children left behind in Cambodia).²⁴

Most of migrant parents from both provinces stated the main reason they had to leave their children behind was that they could not afford to pay the costs of the documentation and permit to bring their children to Thailand. They also reported that they were working very long hours and they would not have the time and energy to take care of their children.

7.4 OCCUPATION IN CAMBODIA

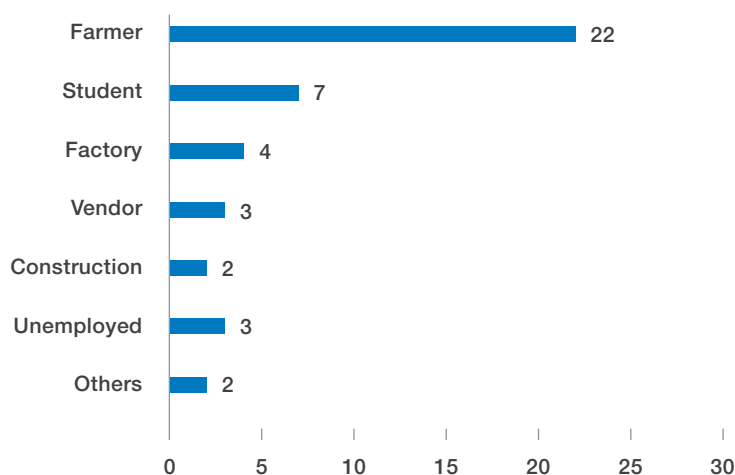
In Lopburi, half (51 percent) of the interviewed workers were rice farmers in Cambodia, of whom 98 percent were adults. The second largest group was seven youth

(16 percent) who were forced to drop out of school to migrate to Thailand to work to support their families. The remaining workers were working as labourers in factories, as food vendors and construction workers, among others. A total of 7 percent reported that they were unemployed prior to migrating to Thailand.

The majority of workers came from poor, agricultural backgrounds and had insufficient ability to support all family members in Cambodia. Respondents reported that this was typically due to the availability of only small-sized land, poor fertility of the available land, and lack of capital and access to innovation necessary for improving productivity. Natural disasters such as drought and flooding also exacerbated these problems. Respondents reported that these issues, combined with limited employment alternatives, scarce earning opportunities at home, and the prospect of earning nearly three-fold higher wages in Thailand for the same job were the main reasons for migrating to seek work in Thailand.

Migrants considered Thailand to be more attractive for Cambodian migrants than countries such as Malaysia, South Korea or Japan, which require a more thorough preparation such as learning English and skills training for the job, involve much higher migrant fees, and have fewer alternatives for employment. In addition, it is easier and cheaper to travel from Thailand to Cambodia as it can be done via road.

Figure 4: Main occupation of interview migrants in Cambodia



Base: interviewed adult and youth migrant workers in Lopburi, n=45

The majority of workers stated that they were supporting other family members. Below are some case studies indicative of Cambodian migrant workers at Company A.

Case 1 – Male, 49-year-old from Kampot province

In 1995, he married his wife, aged 42, who is also from the same province. He has two daughters and one son. The 21-year-old daughter is in grade 10, the 18-year-old son is in grade 10 and has been working at car repairing in Phnom Penh, and the 16-year-old daughter is in grade 9, back in their home province.

Before coming to Thailand, his wife was a garment worker in Phnom Penh where she had an income of 150 USD per month, and he had been a volunteer teacher of Khmer language in grade 5 at a government primary school in his village for three years. For this job, he received about 100 USD per month. He was happy with this job even if the salary was low. From 2006 to 2011, he joined the Cambodian Red Cross as a volunteer outreach officer. The project was funded by the Global Fund. He worked with the Red Cross for many years and received a monthly salary of 200 USD per month. He loved his job because it provided a lot of knowledge to Cambodian people, especially the target group of people living with HIV. After the project ended, he could not find a job, and he got into debt.

Neighbours encouraged him to contact a recruitment agency in Phnom Penh to find a job in Thailand. At first, he did not think that he was going to migrate to Thailand because he was too embarrassed. But there was no other choice. He and his wife decided to seek work in Thailand and contacted Recruiter C, a licensed recruitment agency based in Cambodia. The agent required him to deposit 400 USD for two people (him and his wife) for passports and other documents. Recruiter C did not provide further information before coming to Thailand. After eight months of waiting, he was asked to pay an additional amount of 800 USD before traveling to Thailand. He and 60 other people from different provinces then travelled to Thailand through the Poipet-Aranyaprathet border. Upon arrival, he was given free accommodation nearby the Company A factory.

In 2015, through money he had managed to save, he bore the cost of bringing his daughter to come to Thailand to work with Company A. They left the Company A dormitory and rented a small room where he stays with his wife, daughter, and his son-in-law. The room costs 2,300 THB per month and everybody shares the room fee. His monthly salary is 12,000 THB, his wife's salary is 14,000 THB, his daughter's salary is 13,000 THB and his son-in-law's salary is 13,000 THB. They normally spend around 30 percent of the total salary and the remaining is for saving. He always sends money to his younger daughter for education and some money to his parents who are looking after his daughter at home.

Case 2 – Female, 48-year-old from Kandal province

Her highest level of education is grade 3 and she can speak, write, and read Khmer fluently. There are 10 people in her family, including her 55-year-old husband who works in the chicken cutting section, and her two sons aged 22 and 20 who also work in the chicken cutting section in the same factory in Thailand. Her 80-year-old mother, other three sons and two daughters stayed in Cambodia.

Her family were rice farmers in Cambodia, though they also raised fish in their hometown. She stated that they had fallen into debt since two hectares of her paddy field were damaged by mice and the fish that she raised had died three years in a row. She and her husband are responsible for the whole family; her children have to study, and her old parents cannot earn a living anymore. In order to raise money, she decided to work in Thailand. She stated that as Cambodia has lower employment opportunities and only employs young people, she decided to apply to work with Company A in Thailand through Recruiter C six years ago.

Case 3 – Male, 27-year-old from Battambang province

His family has six people including his parents, two sisters, and a brother who are staying in Cambodia and working as farmers. In Thailand, he has a brother aged 37, a sister aged 30, a brother aged 22, and himself working in the Company A factory. He has been working here since he was 21 years old. He said that his family is poor and has too many family members, and as such he and his siblings had to drop out of school and find jobs. The income from agriculture is relatively low, and in Cambodia, there is less employment and at very low wages. He decided to migrate to work with Company A in Thailand. After coming to work here, he married a Cambodian woman (23 years old) who was working in the same factory and they have a one-year-old daughter who was sent to Cambodia, to be cared for by her grandmother.

Case 4 – Female, single 32-year-old from Battambang province

Both of her parents passed away a few years ago. She came from a very poor family and is the eldest in the family and has never been to school. She has four siblings – three younger sisters and one younger brother. She migrated to Thailand three years ago with three of her siblings while the youngest sister is at home with her family in Battambang. In Cambodia, they own a small house and small piece of land and this was left to her youngest sister to take care of. Her third sister works in a restaurant in Pattaya while her second sister and brother are working at the same Company A factory as her. Poverty was the main driver for her and her siblings to migrate to Thailand. She started to work with Company A three years ago. When her mom was alive, she borrowed 3,000 USD to take care of her sick mother, and now she and her siblings have to work hard to repay this debt. She misses her family back in Cambodia but she cannot afford the traveling cost. She has been in Thailand for three years without any visits back to Cambodia.



In Chonburi, based on data collected from informants during the FGDs, most migrant workers were rice farmers in Cambodia. Others were working in factories, food vending, constructions and other occupations. The main driver for them to migrate was economic. Most workers are supporting other family members. Below are case studies representing common examples amongst Cambodian migrant workers who are working in the Company B factories.

Case 1 – Male, 30-year-old from Kampong Cham province

His family were rice farmers but the income was barely enough to support the whole family. They could not find jobs in Cambodia “If we had a good education we would have had a good job and good income in Cambodia”. He and his wife (28 years old) decided to follow their neighbours to Thailand. They migrated in 2015 with no documentation. Their young children were left with their parents. Their motivation for migrating to Thailand was to support their children’s education. *“Education is very important for everyone. Children can have a better future and not become like us.”* Only one of their children currently goes to school, however.

The couple managed to apply for a pink card but had to pay a lot of money to the broker in Thailand. They were employed as cleaners by Company B through the broker. They have worked for Company B for one and a half years, they work six days a week and their only day off is on Sundays. They also have to work overtime, and their working hours start at mid-day and end at midnight. The husband informed us that Company B has helped him process the legal working permit based on the Royal Decree, but the process was not clear, and it was costly. *“We paid 25,000 THB each but we have no knowledge of the process and the details of this cost. Company B and the interpreter at the factory arranged all this. There was a contract but we could not read and so we don’t know what it said.”*

Case 2 – Male, 45-year-old from Prey Veng province

He was a rice farmer with a lot of debt. With support from relatives, he migrated to Thailand with his wife (40 years old) and his son (18 years old). He and his wife are working for the Company B while his son works at a factory nearby. They have been employed for about one year now. He and his family applied for a passport and tourist visa when they came to Thailand. Once they arrived in Chonburi, his brother who was already working at Company B, helped to coordinate with the job agent for recruitment. All of them now have a proper permit to work at Company B. They had to pay 20,000 THB each for this arrangement, and this amount was then deducted from their salaries.

Case 3 – Male, single, 28-year-old with a Grade 6 education

He could not find a job in Cambodia and was encouraged by his relatives to migrate to Thailand. He migrated to Thailand with his nephew about five months ago. His nephew helped arrange a job with Company B. He was employed as an undocumented worker. He told the research team that the company was going to process documentation for him and he is in the process of applying for a passport, and will later get a work permit. He said it required too much time and money to apply for a passport and work permit at the same time. He is getting 308 THB per day, is working three hours overtime every day, and is quite happy with the job and the salary.

7.5 MIGRANT YOUTH

In Lopburi, 12 interviews with youth (eight females, four males) were conducted. Among the sample, four were married and had migrated together with their spouses, but they did not have any children. The other eight had followed their parents or siblings to Thailand, usually after their parents/siblings had already worked at Company A for some years. Six of the interviewed youth came from large families, and three came to Thailand when they were under 18 – the minimum legal age in Thailand – (aged 15, 16 and 17) and had already started to work at that time.

A worker from Company A told the research team that it is common practice that children use fake identity cards to apply for work. They borrow other people's names and use their ID card to get a job. In the course of an interview, in fact, a respondent who had initially claimed to be 18

told the research team that her real age was actually 16. Understandably, there is no data available on this issue. However, it is likely that this is not isolated case as the research team observed that some workers appeared very young.

The background and life stories were very similar among interviewed youth migrant workers. From the interviews, it appears that employment is perceived as more important than education, and that migrant workers choose to work in Thailand as the fees for processing a passport and work permit are lower than those of other countries in Asia.

The following case studies highlight typical examples of migrant youth migration, developed from the in-depth individual interviews.

Case 1 - 24-year-old female from Kampong Thom province

She came to work at Company A six years ago. Her family has a total of six members, specifically her parents, two sisters aged 19 and 14, and a 22-year-old brother. She went to work in Thailand since she heard that other people working in Thailand earned more money to send to their parents. She told the research team that *"I wanted to be a teacher; however, I am the older sister, and my parents have a debt due to buying paddy lands and agricultural inputs."* Hence, she had to drop out of school when she was only in grade 9 and went to Thailand with her only brother to work and earn money for their parents. She also said that she could not go to work in other countries such as South Korea since her family does not have enough money to pay for her to go there.

Case 2 – 23-year-old female from Battambang province

She came to work in the Company A factory in Lopburi six years ago. She worked with her 25-year-old husband who works as the cleaner and her aunt aged 45, who works in the pork cutting section. She also has a one-year-old son staying with her. Back in Cambodia, she was a rice farmer, but sometimes worked seasonally on a corn farm. These kinds of jobs were low income and did not provide enough to make a living. Moreover, there is lower employment in Cambodia. She said that *"I am the oldest sister of five siblings and I have to be responsible for everything in my family"*. Hence, she decided to come to work in this location through a recruitment agency in Cambodia.

Case 3 – 23-year-old male from Battambang province

He came to work in the chicken cutting section at Company A two years ago. His family has only three members including his grandmother who is staying in their hometown, and his mother who has been working in the factory for nearly 10 years. In his youth, he wanted to be a doctor, but due to some obstacles including poverty and the high school being too far away, he decided to drop out of school in grade 9. After dropping out, he went to work in Poi Pet as a cook's assistant in a restaurant for nearly two years. *"I worked from 4 pm to 2 am and got a salary of 7,000 THB/month which was relatively low. Even though I did not have to spend money on rent since I stayed with my relatives, I still had to spend money on food, sending money back home, and so on."*

For this reason, he decided to go back to his hometown without a job as he did not know how to work in the agricultural industry. He then wanted to go to work in the same factory where his mother was working since he wanted to earn more money. He stated that *"Working in Phnom Penh provides a very low salary which is around 170 USD/month and working in other countries requires me to take the preparatory courses like English language which requires a lot of money. Therefore, I asked my mother to send me money for processing the passport and visa to work in Thailand"*.

7.6 CHILDREN (LOPBURI ONLY)

Accompanying children

As noted above, it is common for migrant workers to leave their children back with relatives in Cambodia. According to the Vice Chief Executive of the SAO, prior to the implementation of the Royal Decree 2017, there were many more children. The tough policy has resulted in a crackdown on undocumented migrants and their children, and parents unable to afford the associated costs have reportedly sent their children back to Cambodia.

THERE WERE MORE CHILDREN BEFORE THE GOVERNMENT ENACTED THE ROYAL DECREE 2017. DUE TO TOUGH GOVERNMENT MEASURES, THE ROYAL DECREE HAS SIGNIFICANTLY REDUCED THE NUMBER OF UNDOCUMENTED WORKERS AND THEIR CHILDREN WORKING IN THE INFORMAL SECTOR SUCH AS RESTAURANTS, SHOPS, SMALL HOTELS, ETC.
– CHIEF EXECUTIVE OF THE SAO

Across the entire research site, the research team found only 15 Cambodian children (aged from 0 to 14 years old) at the living compound of the workers from the Company A factory. Only six of them participated in the study (four interviews took place at the primary school) while the remaining were too young to be interviewed (as they were between zero to three years old). While the parents of those Cambodian children have proper documentation to live and work in Thailand, none of these accompanying children were registered or possessed any sort of documentation except three who were born in Thailand, who had received birth registration documents.

Respondents stated that the main reason why these children are still in Thailand and have not been sent back like other children is because they do not have anyone to take care of them in Cambodia, either because they do not have any family members left in Cambodia or because those remaining were too old or sick to take care of the (grand) children.

In general, respondents noted that migrant workers preferred to leave their children in Cambodia for three main reasons. The first is registration cost. Although according to the Village Chief, “accompanying children are now allowed through the

legal recruitment channel”, workers wishing to bring their children to Thailand have to apply for a passport and permit for their children, and the cost for this documentation and travel is very high. Hence, respondents stated that bringing children along means additional costs. Company A has no policy to support accompanying children. The employment contract is an individual employment contract that does not include support for children.

The second reason is inability to provide care due to work commitments. Most of the workers work six days per week, and most of them were working overtime which includes their off days. The factories operate 24 hours a day and so they have day and night shifts. Most workers end up working between 10 and 11 hours per day.

Respondents stated that they do not have time to take care of their children and many said that they would be worried to leave their children in the rental room alone.

The third issue is the relatively short-term nature of work contracts. The duration of a standard employment contract between Cambodian workers and Company A is two years with the possibility of extension. Most interviewed workers reported that they wished to continue working with the company for many more years but the decision lies with their employer. The decision is made toward the end of their contract and hence it is difficult for workers to plan for the future of their family.

Children left behind

In Lopburi, 18 workers reported they had left their children behind in Cambodia with the grandparents. A total of 41 children were mentioned as being left in Cambodia, of whom, 29 (70 percent) were under the age of 18. Six children (15 percent) were between two to three years old. Twelve (30 percent) were youth and the majority were working as labourers in car repair shops, restaurants, etc.

The majority of children mentioned in this study were left alone with elderly relatives while the parents were in Thailand. These families depended on the earnings of the migrants for their living costs. The majority of workers expressed the wish to keep sending money home to support their children’s education. A common statement was “I want them to achieve as high a level of education as possible so that they don’t have to do hard work like I do.” However, although 29 children were enrolled in schools, many do not attend regularly. Some respondents reported that some children do not go to school because their grandparents were too old to be able to take them there.

Below are some case studies of the childcare situation of migrant workers.

Case 1 – Childcare

In 2014, a husband and wife from Kampng Chhnang got a job at Company A. They left two daughters with their parents. Both daughters are in school. At the beginning of 2015, the wife got pregnant and gave birth to a third child. This has become a heavy burden for them. Both work long hours every day and hardly have any time to take care of the child. There are no childcare services at Company A. They decided to bring their eldest daughter to Thailand to take care of the baby. But, after just a year, their eldest daughter returned to Cambodia so they then decided to hire a Thai helper to take care of the child at a cost of 3,000 THB per month. This became an expensive option so they decided to send the baby to their parents in Cambodia.

Case 2 – Childcare

A 44-year-old male worker from Takeo province has a daughter and a son. His daughter is in grade 8 and his son is in grade 7. *“I want my children to live with me and go to Thai school, but it is difficult. My work contract is about to end, and I don’t know if it will be extended or not.”* He also said that there are some barriers including the language issue and not understanding the rights to education for his children in Thailand. *“I don’t know if I can enrol my children in the Thai school if they are here and I don’t know how the process is done. I can’t understand Thai.”*

Newborn babies (Lopburi)

Even though there were a lower number of accompanying children than anticipated, the research team observed that there was a high number of pregnant female workers aged 20 to 35 years old in Lopburi. According to statistics from the area hospital, in 2016, 36 children of Cambodian migrant workers were delivered at the hospital and 31 children were delivered in 2017. The team conducted both individual interviews and FGDs with pregnant women and with a woman who had recently given birth. Respondents consistently reported their intentions to take the babies to Cambodia during the first three months, and leave them with their grandparents. The mothers need to return to work and have no time to care for their babies, as workers only have the right to take three months of maternity leave based on Thai law. These workers said that they would prefer to keep their babies with them in Thailand if there was a facility for childcare and some were even willing to pay if not too expensive.

7.7 CONCLUDING COMMENTS

Official statistics and demographic data concerning Cambodian migrant workers and their accompanying children were not available for the population in the two study locations. Data collected from informants showed

that the majority of Cambodian migrant workers in both study sites were adult and originated from three main provinces in Cambodia – Battambang, Takeo and Prey Veng. Their decision to migrate was mainly economic.

The size of youth population in both locations was similar, with young people representing between 10 to 15 percent of the total Cambodian migrant worker population. There was a very limited number of accompanying migrant children in the study sites. They had no documentation and enjoyed limited access to CP services. With the support of local authorities, some of them had been able to enrol in schools.

Research responses suggested that the main reason children had been brought from Thailand was the absence of alternative caregivers in Cambodia. Most workers reported having left their children with the grandparents in Cambodia. The main reasons for their children being in Cambodia included the high cost of the documentation (passport, permit, etc.) required for the children, and the inadequate time available to take care of their children. There are no company or community childcare services available in Lopburi. It is not clear the extent to which such services would affect decisions by parents as to whether to bring their children to Thailand. However, they would make a difference for those parents who did not see any alternative but to bring their children to Thailand.



8. WORKING AND LIVING CONDITIONS

This section focuses on the working and living conditions of Cambodian migrant workers including their earnings and ability to send home remittances, as well as their communication with employers.

8.1 EMPLOYMENT AND WORKING CONDITIONS

In Lopburi, all interviewed workers stated that they have valid documentation and an employment contract to work in Thailand. They all signed a two-year contract with Company A and 72 percent of the workers have had their contract extended at least once. All interviewed workers told the team that they have control over their documentation, which they keep at their rental rooms. Informants to this study consistently reported that Company A has treated Cambodian migrant workers in line with Thai labour laws, which includes reasonable working hours and overtime, as well as providing (above) minimum wage rates, healthcare services, pocket money for lunch, and housing. Company A also provides translation services to workers to visit the hospital and provides an interpreter for those workers who cannot communicate in Thai.

Migrant workers work six days per week. The regular number of working hours is nine hours per day including a one-hour lunch break and short breaks of 15 minutes in the morning and afternoon. Company A pays between 50 and 60 THB per hour for overtime. On days off, the migrant workers said they stay at home to do laundry, watch TV or go to the local temple to make merit.

A senior manager from Company A said, *“We treat migrant workers the same way we treat Thai workers. We follow the Thai labour laws. All Khmer migrant workers come through the MOU process only. All have to be legal migrants. Even our sub-suppliers (chicken farms for example) have to recruit workers through legal channels. We introduced labour standards and do regular audits of our sub-suppliers to ensure compliance.”*

Overall, the majority of the interviewed workers were satisfied with their working conditions and Company A as an employer, despite the hard and difficult working conditions. Many stated that they do not love the job, but it provides a stable income, which is what they need. The work itself is tough as workers have to stand almost all

day long and some have to lift heavy items. Many have to work in a cold room, which some stated has impacted their health.

A female worker at Company A said, *“My living conditions in Thailand are not bad. The health services are linked with my social security card, all are free and they are good services. The company is taking good care of me especially when I delivered the baby. When I first arrived, I wanted to leave after a year because I was so homesick. But I have a good salary here compared to when I worked in Cambodia. I can feed my family. I know this job will not make me a rich woman, but I can survive.”*

Wages

In Lopburi, the current (2017) minimum daily wage is 305 THB.²⁵ All interviewed workers reported that they received a daily rate based on the minimum wage. The range of earnings among workers was between 310 to 370 THB depending on the number of years they have worked at Company A. The company also introduced a diligence allowance, where a small extra amount is provided to employees if they perform excellent work and are not absent. In addition, workers receive an extra 20 THB each day for lunch. The average income is 11,000 THB per month per person.

All workers stated that they always receive their salary on time (bi-weekly payment) with a proper payslip explaining their income, which also includes any overtime payments. Workers are encouraged to work overtime and most wish to do so to earn extra income, and a maximum of three hours overtime per day is allowed. Some were also working on Sundays during which they earn a double pay rate. More than half of the workers expressed their wish to stay longer in this job, noting that it's generally not a bad job, with steady income, which enables them to save more money to pay back their debts.

In Chonburi, workers were working in different sections of the chicken factory, including cutting, cleaning, packaging, and carrying.²⁶ All workers reported they receive a daily rate based on the Chonburi minimum wage of 308 THB (2017) from Company B. The range of earnings among workers is between 5,000 and 16,000 THB per month. Only workers who have a proper work permit receive an

²⁵ Ministry of Labour- Lopburi: <http://lopburi.mol.go.th/node/53>

²⁶ Bangkok Biznews, Raise the minimum across the country, : <http://www.bangkokbiznews.com/news/detail/789163>, January 2018

extra 30 THB for lunch. The average income is 11,000 THB per month per person, and the majority reported that they are able to send money home to support their families in Cambodia. According to the survey participants, male and female workers were treated the same way and received the same wages.

Just like their counterparts in Lopburi, workers here also receive bi-weekly payment with a proper payslip explaining their income, which also includes any overtime payments. Migrant workers work in shifts from Mondays to Saturdays and rest on Sundays. The regular number of working hours is nine hours per day including a one-hour lunch break and two short breaks.

Company B pays overtime at 57 THB per hour. Many workers reported that they are forced to work overtime even on their day off (Sundays), and can work an average of three extra hours every day. Many stated that they wish to have more rest time and less overtime but they have no choice. If they refuse to work over time, they get a deduction from their salaries. It was also reported by several workers that there had been instances where Company B had refused to pay some overtime to workers without providing any justification.

Slightly over half of the survey respondents (51 percent) wish to extend their contract and continue working with Company B, while 32 percent said they do not wish to continue working with Company B. Many expressed frustration and disappointment with how they are treated by Company B. They said they were not satisfied with the work arrangements, the unfair treatment and poor living conditions. The remaining 16 percent were undecided on whether they will continue working with Company B.

The company should allow workers to work freely instead of abusing them. (50-year-old, male worker)

Company B should consider increasing our salary and a lunch allowance should be provided to all staff not only to some. We should be allowed to take sick leave at any time needed. The company doesn't allow employees to take sick leave after 2 p.m. (35-year-old, female worker)

The wages should be increased and the factory's rules should be fair to workers. There is no complaint mechanism. The company relies on the broker to communicate with workers and it is not good. (18-year-old, female worker)

Company B should provide more explanation about overtime. Sometimes we do not get paid and there is no explanation. (35-year-old, male worker)



77% OF MIGRANT WORKERS
ARE ABLE TO SAVE MONEY AND SEND
REMITTANCES BACK HOME TO CAMBODIA.

Base: migrant workers in Lopburi, n=75

Remittances

In Lopburi, nearly all the migrant workers are able to save money and send remittances back home to Cambodia, with the vast majority (77 percent) stating that they do so regularly. The amount remitted ranged from 1,500 to 20,000 THB per month, with the average being 4,000 THB. When there are multiple family members also working for Company A, workers reported that between 10,000 and 20,000 THB can be collected in total and sent back each month.

Among the informants for this study, the broker system was the most popular method used for sending money home. Most workers referred to the Khmer liaison person (see living condition section above) as the one who helps arrange the money transfer through his/her brokering system. A 150 THB transfer fee is deducted for amounts up to 10,000 THB, rising to 240 THB for transfers of up to 20,000 THB. All workers expressed their confidence and trust in this system. The money arrived at the destination within one hour and they have never had any problems. There was also an informal money transfer agent based at the fresh foods market near Company A. This is another option for money transfer and workers said they are a trusted agent, with transfer fees similar to the one above. Although migrant workers are eligible to open bank accounts in Thailand, only one worker mentioned having a bank account and transferring money home using ATM machines.

In terms of utilising their income, the most common pattern among those interviewed was to spend almost half of their disposable income on essential daily living expenses in Thailand and send the other half back to their families. The remitted funds are used to cover the living expenses of the family members left behind, including paying for childcare, outstanding debts, medical expenses, and most importantly, repayment of the loan for the migration costs. Some of the migrant workers with extra savings said they invest the funds in purchasing land back home.

The majority of workers stated that their own living conditions and that of their family back in Cambodia had improved, with children being able to continue schooling, debts been repaid, shelters repaired or new ones built, for example.

Case 1 – 38-year-old man from Takeo province

He has been working for Company A for the past eight years. He said he likes his work and enjoys the higher living standard. He considers Thailand his second home.

“I am not sure if I could return to Cambodia. My living standard is now much higher than when I was back at home. For example, at home in Cambodia, I used to drink unclean water with a lot of bugs in it, but I cannot drink this anymore. I buy clean bottled water and take it with me when I visit home.”

Case 2 – 24-year old female from Kampong Thom

She is a worker at Company A along with her brother. The daily wage is 316 THB, and she usually works one hour of overtime each day, earning an extra 56 THB. Her monthly salary is approximately 11,000 THB. In terms of remittance, together with her brother, she sends around 10,000 THB to her parents every month. Her parents use this money to repay their debts and to cover their cost of living. Even though she said there is not much left to save, she indicated that it is worth working here since people are friendly, she has new experiences, and is able to help her family to repay their debts.

Case 3 – 34-year-old male from Phnom Penh

He has been working with Company A for five years. Before coming to Thailand, he was selling handicraft products, where he earned an income of about 10,000 THB per month. He came to Thailand with his 33-year-old wife, who wanted to leave Cambodia to find a new job. His wife also works at Company A, and both earn approximately 15,000 THB per month. They left two of their children in Cambodia with their parents. His first son is 10 years old, and studies at a private school at Phnom Penh. The second boy is six months old. They send money to their children for education and food, of about 3,000 THB every two months. They also send approximately 30,000 THB for school tuition each semester.

8.2 COMMUNICATION WITH EMPLOYERS

In Lopburi, one of the questions included in the research related to how migrants access information about their work, and what sorts of information this is. It appeared that there were formal communication channels between Company A and their Cambodian workers. The company has a Khmer speaking Employee Relations Manager who is responsible for employee relations' activities and provides advice to the company. On a monthly basis, this manager organises a meeting with workers to discuss issues, which is usually limited to the company's rules, regulations and registration processes. Workers can also file a complaint through this person.

At the residential premises, workers can go to the head of the commune to obtain information. The Head of Commune, also of Khmer ethnicity, is a worker of Company A, living at the same premises and was nominated by the landlord to help manage Cambodian workers resident there. The Head of Commune, who is well connected to the landlord, Company A's management, and the Village Chief has the job of keeping all residents informed. Workers can go to this Head of Commune for all sorts of

assistance including updated information, arranging money transfers to Cambodia, visits to hospitals, and organise a wedding, etc. It may appear that Company A's approach to communicating with the migrant workers is rather top-down, which raises some concerns of a focus on production levels, at the cost of a deep interest in other concerns of the migrant workers.

In their leisure time, workers use social media (mostly Facebook) mainly to communicate with their family in Cambodia. The migrants are also isolated, living as a big community with dependence on each other, but with very little connection to the Thai community, which they attributed to language barriers.

In Chonburi, it appeared that there was also a formal communication channel between Company B and their Cambodian workers, but it was a one-way type of communication. It was reported by several workers that the employer would make announcements on a regular basis mostly about the rules and regulations, or to complain – often using unsavoury language – about

workers who did not follow company instructions. There was a comment box available at the factory for workers to file complaints but many of them said they would not dare to complain for fear of losing their jobs.

Most workers do not understand Thai and there was no language training provided them. The workers rely on an interpreter to translate the instructions from Thai to Khmer and there is only one interpreter for several hundred workers. The interpreter himself told the research team that he felt he had been given a big role by Company B with too much responsibility. Lacking access to reliable sources of information has therefore led to much confusion among Cambodian workers in terms of what services are available and how to access them, as well as on how to apply for regular work permit and other necessary documents.

8.3 LIVING CONDITIONS

In Lopburi, Company A usually provides accommodation for any workers it recruits, which is usually a big room shared by several workers. There are separate rooms for women and men. Many of the workers we interviewed came with their spouses and found this arrangement inconvenient. The majority of workers prefer to arrange accommodation on their own. All of those interviewed were renting a room as part of an apartment. Most of this private accommodation was within walking or cycling distance from the factories and most were very well organised, clean, and spacious and had good security. Average room size is approximately 4m x 7m with a private toilet and space for cooking at the back of the room. The rental cost is between 1,300 to 2,200 THB per month excluding electricity and water costs. In most places, the owner was also staying at the rental compound. The majority prefer to share the room with their relatives and/or friends to reduce the cost of living, with occupants numbers ranging from one person to six persons per room.

As instanced above, in each accommodation block, one Khmer person is nominated to be the Head of the Commune and acts as the liaison between the landlord and workers. When workers have problems, they can go to this liaison person and he/she will try to solve it or consult/inform the landlord. The liaison person is allowed to stay there for free.

In Chonburi, Company B does not provide free accommodation to the workers, with the workers required to pay rent for the residential compound built by Company B. It houses about 700 people, and has security guards protecting the area, and while outsiders cannot enter without permission, workers are free to come and go from the compound as they wish.

Room size is approximately 5m x 7m with a private toilet and space for cooking at the back of the room, and costs

2,500 THB per month excluding electricity and water costs. As in Lopburi, the majority prefer to share the room with their relatives and/or friends to reduce the cost of living. Most rooms accommodate about five people, which makes them very crowded. There is only one open space for showering and there is no separate shower for women. Workers reported that, often on their day off (Sundays), there is no running water. One of the female workers expressed her dissatisfaction with having to share a room with strangers noting that there were both males and females sharing this room.

Some workers prefer to make their own living arrangements, but it is not easy to find affordable rental accommodation. The research team interviewed a group of such workers and found their living conditions to be very poor. There is no electricity, limited access to water and very poor hygienic conditions overall. They have to pay nearly 2,000 THB per room.

8.4 CONCLUDING COMMENTS

The findings on migrant workers' working and living conditions highlighted important differences between the two sites. In Lopburi, respondents reported satisfaction with the living arrangements and working conditions offered by Company A, and felt that the company treated them in accordance with Thai labour law, with equal treatment for all workers – men and women. Almost all the workers had been recruited through a recruitment agency, which undertook all negotiations and arrangements on their behalf. The majority of workers stated that they were able to send money back to Cambodia and more than half expressed their wish to stay longer in this job.

In Chonburi, the migrant workers expressed less positive views of their employer, Company B. Even though the workers received minimum wage based on Thai labour law and were able to send money home to support their families, working conditions varied depending on the type of contract they had. For example, workers who were recruited via a recruitment agency received 30 THB for lunch, while those who were recruited locally received nothing. Workers' also described their living arrangements to be generally poor and overcrowded, and almost a third of the informants said they did not wish to continue working for Company B.

In both locations, companies' communication was seen as one-way and limited to daily routines, rules and regulations with nothing concerning the well being of their workers. Both locations have comment boxes but workers do not feel safe using them for fear of losing their jobs. Overall, worker responses highlighted the strong power held by the employers, suggesting that the companies have an important role to play in any initiatives to improve conditions for the workers and their families.

9. SOCIAL AND CHILD PROTECTION SERVICES

This section examines the current situation with regards to social and CP services. The first part looks at social protection benefit schemes for all migrants, particularly in relation to health. The next part provides information on the situation of children accompanying their parents to Thailand, covering living conditions, and potential barriers regarding access to and quality of education. Information on broader CP mechanisms – or the lack thereof – completes this section.

9.1 SOCIAL PROTECTION BENEFIT SCHEMES

In Lopburi, as part of the contractual arrangement, all workers recruited by Company A have to enrol in the government health benefit (social security) scheme and both employer and employee have to contribute 5 percent each based on the worker's monthly salary. This 5 percent is automatically deducted from the worker's salary every month, with the scheme covering expenses relating to injury or illness, death, childbirth, child support, old age and unemployment.

Company A has signed an agreement with the local hospital and another hospital in Lopburi province, to allow their workers to access medical treatment. Their social security card – “Health Card for Foreigner” – can only be used at these hospitals, and the treatment is free of charge. If the migrant worker decides to go to other hospitals, they will have to cover the cost themselves.

According to interviews with nurses at the area hospital, Cambodian migrant workers are in general a healthy population and most workers stated that they have never had serious health issues – just headache or fever, cough, and flu. For these conditions, they would not go to a hospital but rather buy over-the-counter medication at the pharmacy nearby or the health clinic at the factory.

During some in-depth interviews with female workers aged between 30 and 38, however, respondents reported more serious health issues. One woman reported, “My knee joints are hurting and I have difficulty sleeping. This is mainly because I have to stand up all day long. My supervisor is very kind to me, but the work is too hard. If I could choose, I would do something else.” This was reported as a common health problem among workers especially women. A male

worker told us that his wife, who was working in the food packing room at very low temperature, would experience nosebleeds fairly often. He told us that he believes this was a consequence of working in such a cold environment.

Company A's policy requires workers to present a doctor's letter to prove that they are sick otherwise they will not be paid for the day they miss, and the workers reported that they do not go to the hospital unless they feel seriously ill. Furthermore, the hospital is quite distant from the factory and going to the hospital means that the worker has to take a full day's absence from work. This makes workers hesitant to access health services. The daily salary is crucial for them and their family, and the following case study demonstrates this in more detail.

A female from Takeo province has worked for Company A since 2012. A couple of years ago, she had a car accident close to the factory that nearly broke a bone in her face. She went to the hospital in the morning and rushed back to work although she was still bleeding from the injury. Her supervisor had to force her to take leave. When the research team asked why she wouldn't take time off, she said, “time is money and I have too many expenses, I can't afford to take time off.”

The group that mostly access available health benefits are the pregnant women. All the workers we interviewed who have delivered children during their employment with Company A, and women who were currently pregnant were very happy with the services they get from both their employer and the hospital. Respondents told us that Company A organised the pregnant women in a group and sent them to the hospital for regular check-ups. They are also accompanied by an interpreter. Pregnant workers were also transferred to sections with lighter tasks such as taking care of workers' uniforms, instead of working in the chicken cutting section, for example. They also get three months' maternity leave with 50 percent salary during that period and receive a child support grant of 25,000 THB when the child was born.

None of the accompanying children who participated in this study have been registered in Thailand hence they cannot access this healthcare scheme, and parents have to take their children to a clinic nearby and pay for the medical care themselves. According to interviewed staff of two hospitals, they do not conduct outreach programs to the migrant community except for vaccination, when there is a dengue fever outbreak and when services need to be provided to newborn babies.

In Chonburi, Cambodian migrant workers at the Company B factory reported facing significant issues with regard to accessing health services. These issues range from having a social security card but not knowing where to go and how to get to the hospitals due to distance and the cost involved in getting there. They also reported experiencing discrimination by the hospital staff, and having difficulties in communicating with hospital staff due to the language barrier. One significant factor, which accounts for the inability of the migrant workers to access healthcare, is the Company B policy that allows workers to visit the hospital only once a week. If the workers take sick leave on any other day, they get a deduction from their salary for being absent.

Furthermore, many workers are still using a Pink Card and have not yet applied to be registered in the health scheme. As such, they have to cover the costs themselves for any visits to the hospital or clinic. After some of them experienced going to the hospital and ending up with an expensive bill, most decide not to go to the hospital but rather buy medicine from a pharmacy nearby or from the Interpreter.

9.2 SITUATION OF ACCOMPANYING CHILDREN (LOPBURI ONLY)

According to data collected during the study in Lopburi, migrant children also faced barriers to obtaining appropriate documentation to allow them to access services. According to the national legal framework on children's rights to health, children of migrant workers aged less than 15 years are allowed to be registered along with their parents.²⁷ If their parents have been formally registered with the authorities, health insurance coverage by the Ministry of Public Health is available to them at minimal cost. However, the process of obtaining all legally required documents is complex, costly, and time-consuming. It remains a challenge therefore for many workers to fully understand their rights to register, as well as the practical steps of the documentation processes. They rely solely on the recruitment agent. The recruitment

agency and the employer do not encourage migrants to bring along children as the process and cost for processing documentation for accompanying children are just as costly as those for adults. Due to the combination of challenges highlighted above, the children covered in this study all remain undocumented.

As previously highlighted, migrant worker responses highlighted that the preferred option for children was to have them stay back in Cambodia, and only those who did not have any choice brought their children along to Thailand. For these children who came to Thailand, feedback from both parents and children highlighted the fact that it was difficult for the parents to provide adequate care for them due to their long working hours. As these long hours impacted not just the parents but the entire migrant community, there was also no social safety net by way of other adults who could help look after them.

Another consequence of these strenuous working hours which was noted was that, when a child is sick they must wait for their parents to return home and take them to get assistance. As undocumented children cannot access government healthcare services, the parents have to take them to a clinic nearby, which can be expensive. Respondents reported that it was common for children to be treated at home with paracetamol by their parents no matter what the symptoms were and the research team saw this at first-hand during the visit as a child was at ill at home. His mother said, "I do not have time to take my son to see a doctor because I have to work." As such, the mother nursed the sick child herself, bringing him medication and meals as needed to his room where he stays all day.

Further, some families are unable to provide sufficient food for their children, who often have to do with only one meal or two per day. A group of parents interviewed told the team that they feel helpless about the situation. The children for their part, expressed a sense of isolation and noted that they were much happier during the days when their parents were not working and they were not left alone at an empty compound all day.

As described in the earlier section, most migrants share rental rooms with family members and sometimes with friend or neighbours. There is no privacy or separate rooms for children, especially girls. During the day, many children were left alone in the room and there is neither a caretaker nor a safe place or reporting mechanism available should anything untoward occur.

²⁷ Ministry of Foreign Affairs of Thailand, Children's Right to Health, <http://www.ohchr.org/Documents/Issues/Children/Study/RightHealth/Thailand.pdf>

The case study below helps illustrate the issues described above. Their cases are not too different from those of other children living in the same compound.

Case 1 – Girl, 10 years and boy, 8 years.

Bopha is a ten-year-old girl and Atith is an eight-year-old boy. They come from a family of eight (comprising mother, step-father, three older brothers and an older sister). The whole family migrated to Thailand two years ago. They all are sharing a small rental room which is in within a row of houses. There are several hundred Khmer migrant workers living in this compound. They all work at the same Company A factory. While their parents and adult siblings have proper documentation, neither of the children have documentation to stay in Thailand.

Bopha and Atith's parents work on shifts from 6.00 a.m. to 3.00 p.m. but sometimes longer as they have to work overtime. In the morning the children often don't get to eat breakfast because their parents are rushing to go to work. They are now enrolled in the local primary school (see next case study). They receive free lunch from school but still have to fix their own dinner when they get home. During the weekend, they only get to eat one meal at dinnertime.

If not in school, both the children are left to play in their room and sometimes to go to the playground with other children, but no adults are around especially during the day. Bopha plays with other Khmer children but most of them are boys and are very rough towards her. It is a dangerous situation where there are no adults around to take care of them. In addition, these rows of houses are located by the roadside.

Moreover, the living arrangement for children was not good. Bopha has to sleep in the same room as her brother and stepfather. Like many other workers, their stepfather also consumes alcohol after work.

*Names have been changed to protect identities.

9.3 EDUCATION

School registration

There were four child development centres and several primary schools in the research target sites, but only the two nearest ones to the migrant community admitted migrant children. According to an interview with the primary school teacher, the school needs to enrol more children as there are fewer and fewer Thai children wanting to enrol at the school. Many of them transfer to other schools in a bigger city after they have completed grade 1. For this reason, the school has reached out to the migrant community and encouraged migrants to send their children to school. According to the central government policy on effective budget use, when the number of students decreases the number of teachers also decreases accordingly, and if the school does not have a sufficient number of students, it can be closed down. Currently, there are 110 children enrolled at the school, of whom 31 are migrant children from various locations. The teacher informed us that the school could host many more children.

According to the Head of the Education and Development at the SAO, all child development centres and primary schools are willing to admit migrant children if they can present the required documentation. The only documentation required from the migrant parents is a copy of the parent's passport and the business registration of the employer. In some cases where the parents did not have the documentation pertaining to the business registration, the village chief has provided certification on their behalf.

Quality of Education

Although migrant children have been enrolled in school and the majority attend school regularly and more are being encouraged to go to school, there is no preparation for these children to transition into the Thai school system. The majority of children cannot speak Thai, but get enrolled directly into Grade 1 with other Thai children. There was also no preparatory cultural awareness provided to the Thai students on how to deal with the migrant children. This has created conflict amongst the children, with many migrant children reporting that they only play with their Khmer friends because they were often bullied by Thai children. As a result, a couple of children have had to repeat Grade 1 several times, and though some had been attending the school for a year, they could not comprehend Thai language and could barely write. The teacher interviewed admitted that they were in need of technical support on teaching migrant children.

Parents' View

After discussion with parents, it appeared that they see schools as a safe haven for their children while they are at work. They were happy to send their children to school and most of them contribute 400 THB per month to transport their child to school. They also expressed the view that "access to school can help us take care of our children and help reduce our food costs, etc.", as the school provided lunch to all students.

Case 1 – Bopha and Atith (continued)

The teachers from the local primary school approached Bopha and Atith's parents and assisted them to enrol their children in school. Their parents submitted birth certificates, copies of residence registration in Cambodia and school letter certification by the District Chief. According to their mother, "Most of the children in this area do not have any documents but they can access school too because of help from the teachers."

According to the teacher, "Parents of migrant children only have to submit a copy of a passport or one document to support their status in Thailand. This allows their children to access school."

In Cambodia, Bopha was in grade 3 and Atith was in grade 2, but in the Thai school they were enrolled in grade 1 a year ago. They travel to school by bus, and the cost for the bus is 400 THB per person per month. Their parents pay for this, and the children receive free lunch and milk, free school uniforms, and education materials from the school (same as Thai students).

They have Thai friends, but they spend most of the time with their Cambodian friends. They like to play with their Cambodian friends more than their Thai friends because they often get into fights with their Thai friends and are then punished by the teachers.

Each day, they learn mathematics, art, science, Thai and English languages. They can read and write a little Thai, but they cannot read and write Khmer at all. There is no teaching in Khmer. When they have homework, they do it on their own at home and submit it to the teacher. They never get feedback from their teacher on their homework.

Education and skills training for migrant youth

None of the 19 migrant youth who were interviewed desired to continue their formal education, and generally felt that they have already entered active work life and will soon get married and have children. They feel that it is too late to start formal education and that they have no time and energy to study after a long workday. Their priority is therefore working and earning an income, though more than half expressed the wish to learn Thai to better understand their job and communicate with supervisors.

9.4 CHILD PROTECTION MECHANISMS

In 2012, under the Child Protection Act of 2003, Thailand established National and Provincial Child Protection Committees. Each of the provincial committees is chaired by the Governor of the province, and comprises representatives from relevant local agencies, as well as the Chief Executive of the Provincial Administration Organization. The Provincial Social Development and Human Security office acts as the local coordinating agency.

The CP Committees are the main mechanisms for providing social welfare services and preventing and addressing abuses against children including, neglect, trafficking, labour, exploitation and violence. The committees follow a multidisciplinary approach, which is formalised under the Act.²⁸ At a provincial level, services range from hotline services to victims support and care, including:

- The 1300 Prachabodi Call Center, operated by the MSDHS. This is a free 24-hour line established to provide initial services to populations experiencing social problems, including both children and adults.
- The hospital-based One Stop Crisis Centers (OSCC). These were established by the Ministry of Public Health in hospitals in several parts of the country to assist women and child victims of violence and provide comprehensive medical and psychological, legal and recovery services. An OSCC usually assumes multifunctional roles as (1) a call centre to receive reported cases of violence against women and children, (2) a coordinating centre with other units, e.g. police stations, the court or a government agency if needed, and (3) an information centre for providing information on violence against women and children, psychosocial support and advice, as well as physical treatment.

²⁸ Thailand Country Report: Baseline study of Child Protection System in ASEAN, Chitrapon Vanaspong, 2016 (unpublished).

In order to expand assistance to children, sub-committees on CP at district, sub-district, and village levels have been established in several provinces. At a community level, the focus is on strengthening children and families. The services provided to children and families in the community include a nursery for children aged zero to six years, operated by the MSDHS, and Child Development Centers to support children from three to five years. These centres are under the supervision of the local administration.

Interviews with key stakeholders including from the OSDHS, Provincial Labour Office, and the SAO, as well as the District Chief, Village Chief, and Director from the area Hospital confirmed that there was no CP mechanism in place in Lopburi province. The level of awareness and knowledge on the issues related to CP is low and the understanding of roles and responsibility was rather limited and confusing for the informants.

The priority placed on CP varied among respondents in Lopburi, as indicated by the following quotes:

There is no CP mechanism at the provincial level. This will have to be set up soon. The mechanism will cover and protect migrant children. With the absence of this mechanism, the One Stop Service Center was used to address child abuse cases. So far, we only have an anti-human trafficking unit at district level. In fact, the multi-disciplinary team was introduced because of a human trafficking case concerning the sub-supplier of Company A. (Social Development Specialist, OSDHS, Lopburi)

There is no CP mechanism for migrant children in particular. The SAO is responsible for setting it up. The OSDHS could provide support and guidance on setting up the CP mechanism, but it has no representative at the district level. This work would also involve the village chief, but there is no specific budget for this work. (District Chief)

There is no other CP mechanism. All child issues are addressed by the teachers. (Vice Chief Executive of the SAO)

There is no CP mechanism and there is no need for one. We have no problems concerning children. There have been no reports of any incidents. I would have known because people will report the case to me. This applies to both Thai and migrant children. (Village Chief)

There is no CP mechanism in place. If there were child abuse cases then we could call the police, but we have not received any cases of abuse. Only one, many years ago, a case of Thai parents abusing their child. (Director of the Hospital)

The Director of the Department of Children and Youth, MSDHS offered an insight into the challenges in implementing CP policy from national to the local levels.

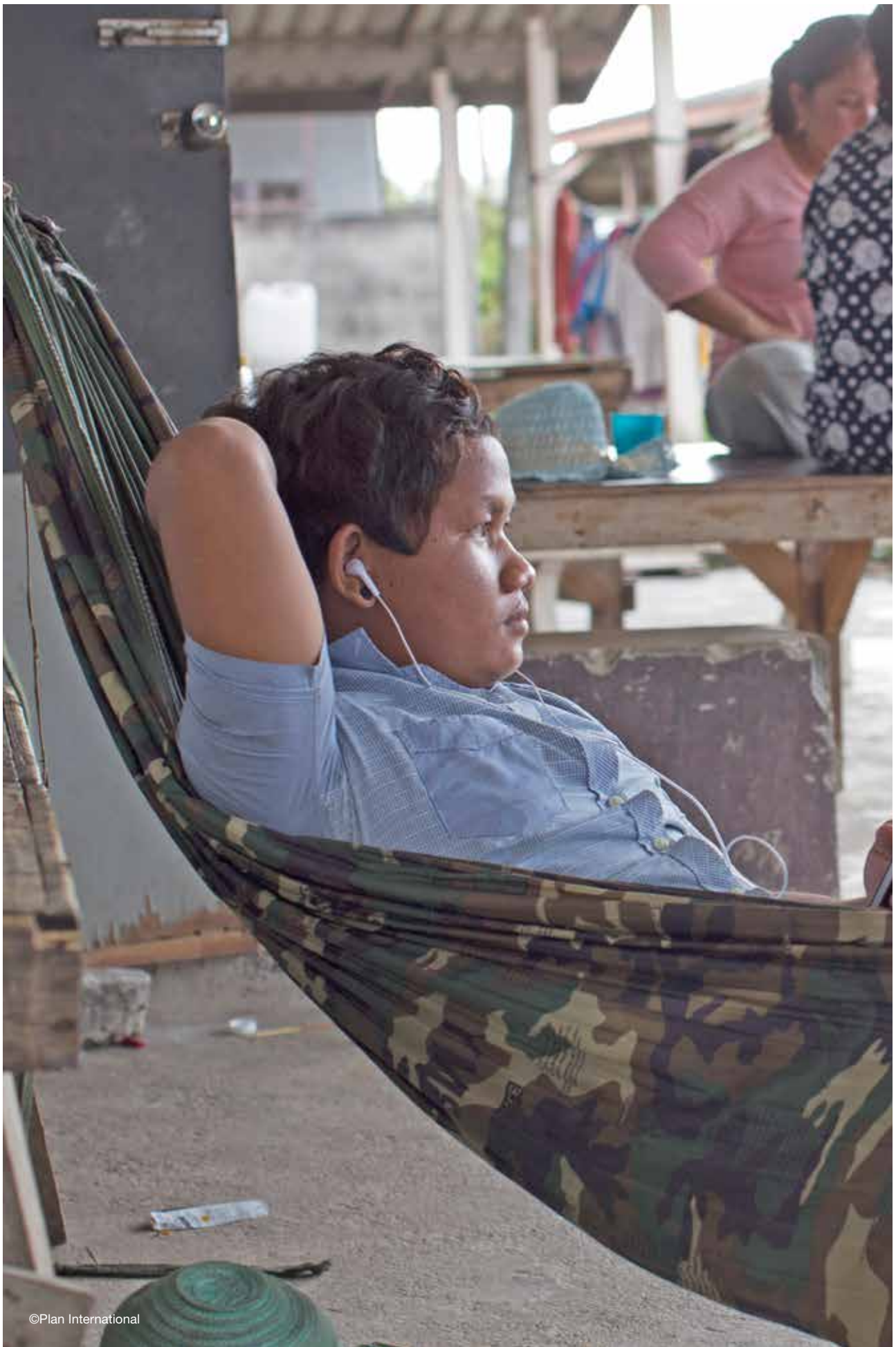
The composition of the members of the CP Committee at both the national and provincial levels does not cover all relevant agencies that could play a role in protecting children. In addition, some existing national policies do not provide clear guidance for planning, monitoring and evaluation. Agencies were not well informed of the policy, had a lack of budget allocation and lack of resources including limited data to shape policy. There is a lack of cooperation and coordination among government agencies responsible for CP. A lack of empirical data for decision-making means they are unable to allocate an appropriate budget for implementation at all levels. At a local level, the policies that are being prepared are fragmented and are based on different legal frameworks instead of taking a holistic and comprehensive approach. Each agency only focuses on addressing specific issues.

9.5 CONCLUDING COMMENTS

Findings regarding health services highlighted differences in the two locations. In Lopburi, Company A has an established migrant health service policy, which includes contribution to the migrants' healthcare scheme, support to pregnant women, arrangements with local hospitals, and provision of transport and interpretation. In Chonburi, Company B does not provide the same level of support to its workers, with services only available on a limited basis.

With regards to CP services available to accompanying children, parents worked full-time hours with the consequence that children were spending most of the time alone. The study found that parents were unaware of a number of options available to their children, such as the possibility for children under the age of 15 to be registered along with their parents and have access to health services, and the possibility to enrol their children in Thai schools. Schools expressed a willingness to help admit children, which appears to be a great opportunity for migrant parents. For parents whose children are in school, they see this as a safe place for them to be while the parents are at work.

There was no CP mechanism in place, creating the impression that services for migrant children are not on the agenda of the local administration, though more data is needed to probe this further. Awareness of CP issues and the role of each key responsible body was also limited, though respondents agreed on the need for the SAO to be made responsible for setting up the CP committee.



10. CONCLUSIONS AND RECOMMENDATIONS

As highlighted in this report, demand for migrant workers in the Thai poultry sector seems certain to continue and will likely increase in the upcoming years. This demand is likely to be met with willing supply, with the majority of the Cambodian workers interviewed perceiving this work to provide better income and opportunity than alternatives in Cambodia. This applied not just to Company A, but also to Company B, where workers were markedly less positive in their assessment of working and living conditions.

Against this background, there are nonetheless a number of elements of the migration process that remain a challenge. The migrants in this study were generally recruited through legal channels or had had their migration status regularised and thus had not been affected by the crackdowns following the most recent royal decree. Issues however remain with the recruitment process, where migrants appear to lack knowledge of their rights and are heavily dependent on the recruitment agents and employers for information. Further issues remain upon arrival at the destination in Thailand, where some services provided do not yet appear to reflect the reality of the on-going need for migrant labour.

One manifestation of this is that the migration process in certain areas does not appear at all to be child or family-friendly. This is reflected in: (1) high documentation costs

for accompanying children; (2) lack of clear policies to accommodate Cambodian children in Thai schools; (3) lack of pre-school and after-school childcare options; and (4) employment contract periods that mitigate against long-term planning for families.

At the same time, key stakeholders expressed a clear willingness to contribute to improving the situation. Schools covered by the survey have already demonstrated commitment by helping to enrol Cambodian children. Government officials expressed interest in improving child services, and requested assistance to do so. Company A has taken measures to provide support for workers in line with its legal requirements, particularly around health issues. Although responses were less positive about Company B, both companies are likely to face ongoing pressure from buyers as they continue to expand their export markets, particularly in markets such as Europe where buyers themselves are facing increasing regulation in relation to their supply chains.

Against this background, the research team has identified the following 14 recommendations for Plan International Thailand – one on location; seven for government; four for businesses; one on national advocacy; and one on working with Plan International Cambodia. The recommendations are not in order of priority. MOU between Thailand and Cambodi

LOCATION OF FUTURE ACTIVITIES

1. If the decision is taken to implement interventions in any of the two research areas, consider commencing activities in Lopburi rather than Chonburi.

Although the research indicated that conditions may be slightly less favourable for poultry workers in Chonburi, Lopburi is recommended due to the higher

number of migrant children, closer engagement by Company A with its migrant workers, and the consequent potential to develop an environment in which parents have a genuine choice as to whether or not to bring their children to Thailand. If Plan International Thailand can develop positive examples in Lopburi, there may be potential for adapting and adopting these elsewhere, such as in Chonburi.

WORKING WITH LOCAL AUTHORITIES

2. Consider sharing the executive summary of this report with local authorities as requested. This includes the Department of Children and Youth, MSDHS, OSDHS, SAO, and the interviewed Village Chief.
3. Consider supporting the SAO to establish a CP Mechanism/Committee and expand the Children's Council to include representations from Cambodian migrant children and youth (ensuring equal representation for boys and girls).

There is no CP Mechanism in place at the Tambon where the research was conducted in Lopburi. Plan International Thailand could consider (1) coordinating a meeting with OSDHS and SAO to discuss its establishment and (2) organising an orientation trip for the SAO representatives to visit the CP Models in Chumpon and Chonburi provinces. According to the Department of Children and Youth of the MSDHS, these two provinces were the first pilot provinces to establish successful CP models at the Tambon level. Plan International Thailand may consider offering SAO staff training on children's rights and CP.

4. Consider assisting the SAO to develop and maintain a record of migrant workers and their children and ensure systematic collection of disaggregated data (sex, age, etc.).

Information can be obtained from companies and cross-referenced with that from communities. This would provide the SAO with a better basis on which to assess the size and nature of the migrant community, and plan and implement activities accordingly

5. Consider assisting the SAO to conduct a needs assessment for migrant communities in conjunction with key government agencies, as well as Company A and other major companies employing migrants.

Proposed topics to be covered in the needs assessment include:

- Levels of existing knowledge and information among migrant communities on:
 - o Immigration and labour laws in Thailand, including in relation to children;
 - o Their labour rights and entitlements, including in relation to recruitment
 - o Services available for migrant workers
 - o Services available to children, including in relation to being legally registered in Thailand
- Existing educational opportunities for migrant children and barriers to enrolment and learning. This could include assessing the parents' attitudes toward education, including any differences in their attitudes to boys and girls. Information from this assessment could be used to develop

communication campaigns for parents of Cambodian migrant children/youth on educational development.

- Major issues of concern to migrant communities.

6. Subject to the results of the needs assessment, consider working with the SAO and educational authorities to improve educational opportunities for migrant children, including in implementing special assistance programs for Thai language education.

Despite various initiatives by local schools, the number of migrant children in school is still low and tends to be concentrated in one location. There is a clear need identified by the Head of the Education and Development of the SAO, for teachers to be trained and equipped to work with migrant children. This might include the establishment of special classes to assist migrant children to develop the necessary Thai language skills so they are not left behind academically. A similar arrangement to that of the SEAS of Change project could be applied where Plan International Thailand is supporting Thai formal schools with Cambodian/Cambodian-speaking teachers to organise a transitional class for Cambodian migrant children.

In addition, Plan International Thailand could consider replicating the SEAS of Change project to establish a learning centre/drop in centre to prepare migrant children before enrolment at the local schools, as well as working closely with the parents to ensure their active engagement.

7. Subject to the results of the needs assessment, consider establishing an assistance service for migrants, through the SAO or another local partner.

Issues to be addressed could include: regularisation of migration status; understanding further changes to migration policy; and communicating concerns and problems faced by workers to employers/businesses on their behalf, in cases where they are not being treated fairly or have requests or recommendations for improvement.

The use of social media as a means to engage and disseminate information to the migrant community should also be explored. The majority of workers from this study use Facebook and this could be further explored as a medium for engaging them.

8. Consider assisting the SAO to develop a medium-term plan for managing the ongoing arrival of migrant workers, in partnership with key local businesses.

This would include working with businesses to forecast future demand for migrant workers, as well as accommodation and service needs that this will require.

WORKING WITH BUSINESSES

The report reveals how Company A provides support to their migrant workers regarding health services, though this support does not extend to accompanying children. There appears therefore to be opportunities for the company to make an enhanced contribution to the welfare of migrant workers and their families with a view to becoming a truly family-friendly business. This will not only benefit the families but also Company A itself through a potentially happier and more productive workforce and an enhanced image internationally in the face of increasing attention on worker conditions within supply chains.

9. Consider encouraging and supporting Company A to establish a childcare centre, either at the factory or in coordination with the Child Development Center.

There are no childcare facilities at Company A. This limits the options for female workers in terms of keeping children in Thailand. For those with no alternative, it means that children are often left to their own devices. Initially, childcare facilities could be trialled during weekends, when children are not in school, with a view to possible extension if successful.

This would also be beneficial to accompanying female children as they are currently left with other children or male relatives. A childcare facility could mitigate some potential risks associated with this circumstance and provide a safe place for young girls, or even young boys as the case may be.

10. Consider advocating with Company A to facilitate enrolment of accompanying children in school.

Company A provides financial support to local schools but does not assist migrants with enrolling accompanying children in schools. Company A could be encouraged to follow the example of the D-Kon Construction company, which helps migrants enrol their children in school by sending their interpreter to help their migrant workers and by providing employer certification as required.

11. Consider advocating with Company A to increase its interpreting resources.

In addition to education, another area where more interpretation assistance would be useful is hospitals. The nurses informed the team that more interpreters would facilitate treatment of migrant patients and reduce the time burden on the hospital.

12. Consider working with Company A on Thai language and relevant skills development for migrant workers, particularly youth.

Although Company A provides Thai language and computer skills to their workers, none of the migrant workers reported having heard of or attended any of these training sessions. Company could therefore make more efforts to ensure that the migrant workers have access to these training opportunities. Another area to consider might be to encourage Company A to work with the recruitment agency to increase Thai language preparation in Cambodia and provide orientation sessions on the migrant recruitment process, their rights and obligations according to Thai law, and the job/tasks they are expected to do.

NATIONAL ADVOCACY

13. Consider increased engagement with migrant rights advocate groups at the national level to ensure appropriate and informed considerations of issues concerning migrant children and youth.

Current advocacy work at the national level regarding migrants' rights in Thailand is primarily led by labour rights types of organisations and networks such as Labour Promotion and Rights Promotion Network (LPN), the Migrant Working Group (MWG), and Oxfam GB (Great Britain). None of these agencies have a specific focus on issues concerning children and youth. Plan International Thailand could therefore work more closely with these agencies to support advocacy

relating to more child and family-friendly migration policies and practice. Specific advocacy topics could include:

- Lower or no-cost documentation for accompanying children;
- Better implementation of the Education For All policy to accommodate migrant children in Thai schools; and
- Reinforcement of the no recruitment fees policy. This could also be a subject for joint advocacy between Plan and Cambodia through government bilateral dialogue, especially in relation to the Labour MOU between Thailand and Cambodia.

WORKING WITH PLAN INTERNATIONAL CAMBODIA

During discussions with the Plan International Thailand on the findings of the draft report, the opportunity of complementary work with Cambodia was identified. As a result, the team has added one additional recommendation as follows:

14. Consider sharing the report with Plan International Cambodia with a view to developing a bilateral approach to the issue of children left behind.

Plan International Cambodia and IOM have commissioned a 12-month long research project on Migration and its Impacts on Cambodian Children

and Families. This will look into how separation from parents may affect children's nutritional, behavioural and psychological development. The project will involve a countrywide community-based cross-sectional survey of approximately 4,500 households of migrant worker families who were left behind. The research will inform development of an appropriate, culturally and contextually relevant intervention in the Cambodian setting. Information from this Thai study will complement data gathered in Cambodia and potentially support the development of bilateral interventions to address issues facing the children of migrant workers – both those in Thailand and those left behind – in a more holistic manner.

ANNEXES

ANNEX I: SUMMARY LIST OF POULTRY MEAT PRODUCTS PROCESSING PLANTS APPROVED BY THE DEPARTMENT OF LIVESTOCK DEPARTMENT FOR EXPORT MANUFACTURING

No.	Province	District	Amount	Reference No.
Bangkok and Central Region				
1	Bangkok (6)	Mlnburi	2	8,14
		Bangkhunthien	1	17
		Nongchok	3	28, 34, 49
2	Ang Thong (1)	Sawaeng Ha	1	40
3	Nakhon Nayok (1)	Ongkharak	1	23
4	Nakhon Pathom (2)	Sampran	2	1, 33
5	Pathum Thani (3)	Lam Luk Ka	1	13
		Khlong Luang	1	36
		Lat Lum Kaeo	1	44
6	Phra Nakhon Si Ayutthaya (2)	Bang Pa-In	1	48
		U-thai	1	64
7	Prachin Buri (2)	Srimaha Phot	1	42
		Kabin Buri	1	19
8	Samut Prakan (10)	Bang Phli	4	2, 6, 16, 18
		Mueang	3	3, 21, 54
		Bang Sao Thong	2	5, 24
		Theparak	1	41
9	Samut Sakhon (9)	Kra Thoom Ban	3	4, 29, 63
		Mueang	5	7, 43, 52, 55, 59
		Nadee	1	31

No.	Province	District	Amount	Reference No.
10	Saraburi (4)	Kaeng khoi	3	9, 11, 51
		Phraphutthabat	1	10
11	Suphan Buri (1)	Don Chedi	1	37
12	Chonburi (6)	Si Racha	4	12, 15, 25, 61
		Phanatnikhom	1	32
		Bo Thong	1	46
13	Lop Buri (5)	Phatthana Nikhom	4	20, 27, 56, 57
		Chai Badan	1	45
14	Phetchaboon (1)	Bungsampan	1	62
Eastern Region				
15	Ubon Ratchathani (1)	Warin Chamrap	1	22
16	Nakhonratchasima (3)	Kham Thale So	1	47
		Chok Chai	1	60
		Mueang	1	50
Eastern Region				
15	Ubon Ratchathani (1)	Warin Chamrap	1	22
16	Nakhonratchasima (3)	Kham Thale So	1	47
		Chok Chai	1	60
		Mueang	1	50
Northern Region				
17	Chiang Mai (3)	San Pa Tong	1	35
		San Sai	1	38
		Maerim	1	53
18	Chiang Rai (1)	Phan	1	39
Southern Region				
19	Songkhla (2)	Hat Yai	2	26,30
20	Satun (1)	Mueang	1	58
		Total	64	



ANNEX II: RESEARCH MATRIX

Principal research questions	Data collection questions	Data source		
		Document review	Interview*/ Focus group	Survey

A. Trends in the poultry industry in Thailand

A.1 What are the trends in the poultry industry in Thailand, including the sector's anticipated growth and demand for migrant workers?

- In your view, what is the size of the poultry industry sector in Thailand?
- In your view, what is the expected growth path of the industry in Thailand and globally?
- In your opinion, what is the competitive advantage of the Thai poultry sector industry?
- In your view, what is the potential for the Thai poultry sector's employment growth?
- What changes, if any, are you seeing/anticipating with regards to expectations and requirements of buyers?
- How are these considerations affecting your business?

x

a.

B. Royal Decree on Managing the Work of Aliens B.E. 2560 (2017)

B.1 What are the implications of the 2017 Act on the companies, workers employed in the chicken processing factories and on their families?

- In your view, what are the main provisions in the 2017 Decree?
- Why do you think was this Decree was introduced?
(to address which gaps/needs?)
- In your view, how does this Decree affect companies operating in the poultry sector in Thailand?
- How does it affect companies' recruitment and employment policy?
Does it pose barriers to the employment of foreign workers, particularly Cambodians? Please elaborate
- What measures have the companies taken/are taking to align company's employment policy with the new requirements set by the Decree?
- How does this Decree changes previous conditions for employment of foreign workers?
- How does this Decree affect employees, particularly foreign workers?
- How does this law affect the families of foreign workers' employees?
- Have you observed any changes in migrants' behaviour and employment choice and their families since the introduction and implementation of this Decree?
- Are you aware of the new Royal Decree of 2017 on managing the Work of Aliens? How do you understand it?
- Does it make it easier/difficult to work in Thailand?
- How does the Royal Decree impact on you? And your family?

x

C.

Principal research questions	Data collection questions	Data source		
		Document review	Interview*/Focus group	Survey

C. Demographic, economic and socio-cultural environment and conditions of Cambodian migrants and their children

C.1 What are the living and working conditions of Cambodian migrant workers employed in chicken processing factories and of their children and youth, especially girls?

<ul style="list-style-type: none"> • Can you briefly describe your company business? What kind of work does your factory perform (slaughterhouse, cold storage...)? • How many people are employed in your (name of the factory)? • Can you provide an indication of your employee's nationalities (including indication of age and gender)? • Are your workers mainly seasonal or full-time? • How many hours do they work per day/week and what are the working hours? • How do you recruit workers for your factories? • Do many of your employees bring their families to Thailand? • Do you also employ family members? Do men and women do the same jobs or are the jobs for men and jobs for women? • To your knowledge, do the children go to school? If not, why do you think they do not go to school? And do you have any sense of what they may do during the day when the parents are at work? • Do your employment policy cover family members of employees? Please elaborate. • Do you provide any service to your employees? (e.g. free health checks; free basic health care; school fees, etc.) If yes, do these extend to family members? • Do your company provide support to services (such as health, education) for children of foreign migrant workers? • If so, please elaborate 	x	x a.	
--	---	---------	--

Principal research questions	Data collection questions	Data source		
		Document review	Interview*/ Focus group	Survey

C.2 What are the living and working conditions of Cambodian migrant workers employed in chicken processing factories and of their children and youth, especially girls?

<ul style="list-style-type: none"> • Did you need and seek treatment? Where did you go? • Did you receive treatment? (pls. explain details) • How many school-age children do you have? • How often do you/they go to school? • What kind of school do you/they go to? (Thai school, others) • (if they do not attend school: what do they do during the day when you are at work? Who are they with?) • Did you experience any difficulties registering your child at the local school? • If not in school, are you/your children receiving any form of education? • In your opinion, are your children exposed to any risks here? • How important is education for your children and should it be in Thailand or in Cambodia? How do you foresee the future for your children in terms of education, if any? • Do you have a job? What is your job? • How many people in your family are also employed (e.g. wife, children)? What do they do? (ask details) • How long have you had your current job? • How did you find this job? • Was this job arranged before you came to Thailand? • Were you employed directly by the company or through an agency? • Do you have a contract for this job? Do you understand the contract? Which language is the contract in? • How many days do you work per week and how many hours per day do you usually work? • And how much do you get paid? Is this similar to what other people get paid for similar jobs in the factory? (if not, please elaborate) • Do you get a pay slip? • How many people work for your employer at the place where you work? If you don't know the exact number, please give an estimate. • Where are these people from? Do you feel that everybody is treated in the same way? • Do you send money back to Cambodia? How and to who? • Do you have a work visa? What type of visa? • If you do not have a work visa, why don't you have one? • Are you aware of the new Royal Decree of 2017 on managing the Work of Aliens? How do you understand it? • Does it make it easier/difficult to work in Thailand? • How does the Royal Decree impact on you? And your family? • When you arrived in Thailand, how long were you intending to stay here? Has this changed now? • What would encourage you to stay in here? • What improvements could be made to make to improve the living and working conditions of migrants and of their children (e.g. by the Thai Government, companies, other)? 	x	x c.	x
--	---	---------	---

Principal research questions	Data collection questions	Data source		
		Document review	Interview*/ Focus group	Survey

C.3 What are the living and working conditions of Cambodian migrant workers employed in chicken processing factories and of their children and youth, especially girls?

<ul style="list-style-type: none"> • How long have you been in Thailand? • Are you here with your family? • How many people are there in your family here with you? • Where do you live? (accommodation) <p><i>Enrolled in school:</i></p> <ul style="list-style-type: none"> • Do you go to school? How often do you go to school? (regularly, sometimes, never) • What kind of school do you go to? (Thai school, others) • (When did you enrol to the school? What grade are you studying now? • Are your sibling or friends attending this school too? Pls. elaborate. • Have you been regularly attending school since you enrolled? If not, why? • What language do you use at school? Who are your school friends? • Who pays for your education? • How do you travel to school? How far is your house from the school? • What do you like about this school or your class? • What is your aspiration for the future? <p><i>Not in School:</i></p> <ul style="list-style-type: none"> • What do you do during the day when your parents are at work? Who are you with? • In your opinion what are the reasons why you do not go to school? • If not in school, are you receiving any form of education? <ul style="list-style-type: none"> • To your knowledge, are there health services available in this area? • Have you ever been sick and requiring a doctor while you have been in Thailand? • Have you ever been to a doctor here? (ask details, including which service, how much does it cost, who paid etc.) • If not, what are the reasons why you have not been to any of these services? • If you went to the doctor, can you please tell me about your visit? <ul style="list-style-type: none"> • Have you ever felt at risk of threatened here? (please elaborate) • Do you still/sometimes feel at risk or threatened here? • How do you deal with the situation? <ul style="list-style-type: none"> • In your opinion, what could be done to improve your living conditions in Thailand? 	x	x d.	x
--	---	---------	---

Principal research questions	Data collection questions	Data source		
		Document review	Interview*/ Focus group	Survey

D. Child protection and education services for Cambodian children

D.1 What child protection and education services are available for children and youth of Cambodian migrant employed in the poultry processing sector?

- 4.1 What are the access barriers, gaps and needs?
- 4.2 Which agency/organization currently provide these services or has the potential to provide services in the future?

<ul style="list-style-type: none"> • Can you please briefly describe your role and that of your organization/ agency in relation to foreign migrant workers especially migrant children? • What kind of provisions exists in Thai law, including the 2017 Royal Decree, on rights and services for foreign migrants and their children? • In your knowledge, are the children of foreign migrants entitled to any particular/additional service in Thailand? (please elaborate) • What are the mechanism, actors, policy, procedure and processes in providing child protection services and education to migrant children in (name of the location)? • What is your agency specific mandate and function in child protection and education for migrant children? • How much of your agency annual budget is allocated for these services? • In your view, what are the barriers that migrants experience in accessing your services? • In your view what are the current gaps in service provision for migrants, particularly their children? 	x	x b.	
<ul style="list-style-type: none"> • Are there any NGOs or CBOs working on supporting migrant children especially Cambodian in this location? (please elaborate) • In your view what role could NGOs like Plan International Thailand plays? • What about the role of the companies who are employed Cambodian migrant workers? What can they or should they do to improve the life of Cambodian migrant children? 		a. b.	

* a., b., c., d., indicate sets of individual interview questions that will be posed to specific informant groups.

- a. Company representatives
- b. Government officials
- c. Migrants (adult)
- d. Accompanying youth and children

Interview Guides for each informant group have been developed and are annexed to the Ethical Clearance Form for this study. These interview guides include specific set of questions per informant type and setting.

Data collection questions included in this matrix are indicative. These will be field-tested and revision/adaptation may be made further to the testing.

ANNEX III: BIBLIOGRAPHY AND LIST OF DOCUMENTS REVIEWED

ABC News, *Chicken farm slavery complaint highlights labour challenges for Thailand*. 2 July 2016.

Arphattananon, T. *Education that Leads to Nowhere: Thailand's Education Policy for Children of Migrants*. Songkla University Thailand. Vol. 14, No. 1 *International Journal of Multicultural Education*, 2012. Available from: <file:///C:/Users/LENOVO/Documents/Poultry%20Study%20%20Plan%20Thailand/Desk%20review%20on%20Edc%20and%20Protection/May%20Edc/EJ1105075.pdf>

Bangkokbiznews. Thailand increased minimum wage. 2018. Available from: <http://www.bangkokbiznews.com/news/detail/789163>

Bank of Public Company Limited. *Industry Trends 2017-2019*. June 2017. Available from: https://www.krungsri.com/bank/getmedia/5c20e5d7-92d4-41c2-b902-cce4afe5e407/IO_Chicken_2017_TH.aspx

Chaisuparakul, S. *Life and Community of Cambodian Migrant Workers in Thai Society*. 2015.

Duvell, F., Triandafyllidou, A., Vollmer, B. Ethical issues in irregular migration research. October 2008. Available from: https://www.compas.ox.ac.uk/media/PR-2008-Clandestino_Ethics.pdf

Foreign Workers Administration Office, Ministry of Labour. *Public information on Migrant Registration at One Stop Service Center*. Available from: <https://www.doe.go.th/alien>

GAIN. THAILAND: Poultry and Products Annual. Global Agriculture Information Network. 2016. Available from: https://gain.fas.usda.gov/Recent%20GAIN%20Publications/Poultry%20and%20Products%20Annual_Bangkok_Thailand_9-1-2016.pdf

Global Meat News. *Overview of the world poultry sector and the role of Thailand*. 27 January 2012. Available from: <https://www.globalmeatnews.com/Article/2012/01/27/Overview-of-the-world-poultry-sector-and-the-role-of-Thailand>

Human Rights Watch. *From the tiger to crocodile: Abuse of Migrant Workers in Thailand*. 2010. Available from: <https://www.hrw.org/report/2010/02/23/tiger-crocodile/abuse-migrant-workers-thailand>

ILO, IOM, Rapid Asia. *Risks and rewards: Outcomes of labour migration in South-East Asia*. 2017. Available from: http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_613815.pdf

ILO. Thailand – *THAILAND: A labour market profile*. 2013. Available from: http://www.ilo.org/asia/publications/WCMS_205099/lang--en/index.htm

Institute for Population and Social Research (IPSR), Mahidol University Asian Institute of Technology (AIT). *Migrant Children's Education in Thailand: Policy Brief*. October 2014. Available from: <https://www.toyotafound.or.jp/english/international/2014/products/2015-0116-1019-6.html>

IOM. *Assistance to Migrant Children. Factsheet*. Bangkok, Thailand. Available from: <http://thailand.iom.int/sites/default/files/Infosheets/IOM%20Infosheet%20-%20Assistance%20to%20Migrant%20Children.pdf>

IOM. *International Migration Law: Glossary on Migration*. 2014. Available from: http://www.iomvienna.at/sites/default/files/IML_1_EN.pdf

IPSOS. *Thailand's Poultry Industry*. September 2013. Available from: <http://www.ipsosconsulting.com/pdf/Ipsos-Research-Note-Thailand-Poultry.pdf>

Leadership Group for Responsible Recruitment. <https://www.ihrb.org/employerpays/leadership-group-for-responsible-recruitment>

Ministry of Labour. *September report on registered migrant workers in Thailand*. 2017. Available from: https://www.doe.go.th/prd/assets/upload/files/alien_th/4302aa559ee591f1dc8eab2af862ae13.pdf

MSDHS. *Child Protection System in Thailand*. 20 November 2012. Available from: https://cpconference2012.files.wordpress.com/2012/11/thailand_country_paper.pdf

- MWG. *Statement urged Government to review root causes of the management of migrant workers to restore confidence in the management of migrant workers and sustainable economic development*. 2017. Available from: <http://hrdfoundation.org/wp-content/uploads/2017/06/30-06-2017-Urgent-Appeal-concerning-the-royal-decree-Eng-FINAL.pdf>
- Netherlands Embassy. *The Poultry Sector in Thailand*. Bangkok, Thailand, July 2016. Available from: <https://www.rvo.nl/sites/default/files/2016/12/FACTSHEET-POULTRY-SECTOR-IN-THAILAND.PDF>
- OHCHR. *Convention on the Rights of the Child*. 18 November 2002. Available from: <http://www.ohchr.org/EN/ProfessionalInterest/Pages/CRC.aspx>
- Provincial Department of Labour. *Minimum wage*. 2017. Available from: <http://lopburi.mol.go.th/node/53>
- Rabobank. *Poultry Quarterly No 2*. 2017. Available from: https://www.rabobank.nl/images/pdf_rabobank_poultry_quarterly_q2_2017_29907053.pdf?ra_height600&ra_width800&ra_width=800&ra_resize=yes&ra_toolbar=yes&ra_menubar=yes
- Simon Baker. *Migration experiences of Cambodian workers deported from Thailand in 2009, 2010 & 2012*. Poipet, Cambodia, UNACT, 2015. Available from: http://www.asia-pacific.undp.org/content/dam/rbap/docs/Research%20&%20Publications/democratic_governance/RBAP-DG-2015-UN-ACT-Cambodia-Deportation-Research.PDF
- Social Division, International Organizations Department Ministry of Foreign Affairs of Thailand. *Children's Rights to Health*. 2002. Available from: <http://www.ohchr.org/Documents/Issues/Children/Study/RightHealth/Thailand.pdf>
- SWEDWATCH. *Trapped in The kitchen of The world: The situation for migrant workers in Thailand's poultry industry*. 2015.
- The Poultry Site. *Thai Poultry Processors Accused of Labour Rights Violations*. 30 November 2015.
- UNICEF. *Building Futures in Thailand: Support to Children Living in Construction Site Camps*. 2018. Available from: https://www.unicef.org/thailand/media_356.html
- UNODC. *Trafficking in persons from Cambodia, Lao PDR and Myanmar to Thailand*. August 2017. Available from: https://www.unodc.org/documents/southeastasiaandpacific/Publications/2017/Trafficking_in_persons_to_Thailand_report.pdf
- Vanaspong, C. *Analysis of legal framework and models on education for migrant children in Thailand*. ILO-IPEC, Bangkok, Thailand, 2012.
- Vanaspong, C. *Thailand Country Report: Baseline of Child Protection System in ASEAN*. 2016. Unpublished report.
- World Education & Save the Children. *Pathways to a Better Future: A Review of Education for Migrant Children in Thailand*. 2014. Available from: https://resourcecentre.savethechildren.net/node/9016/pdf/migrant_education_annual_report_full_resized.pdf

ANNEX IV: LIST OF STAKEHOLDERS INTERVIEWED

National

- Director, Department of Children and Youth, Ministry of Social Development and Human Security
- Social Development Worker, Senior Professional Level, Department of Children and Youth, Ministry of Social Development and Human Security
- Labour Specialist, Professional Level, Overseas Employment Administration by the Government Section, Overseas Employment Administration Division, Ministry of Labour

Provincial

- Social Development Specialist, Office of Social Development and Human Security
- Senior Labour Officer, Department of Labour Protection and Welfare, Provincial Labour Office
- Vice Chief Executive, Sub-District/Tambo Administrative Organization
- Head of the Education and Development, Sub-District/Tambon Administrative Organization
- District Chief
- Village Chiefs
- Assistant Village Chief
- Director, local hospital
- Nurses, local hospital
- Teachers, local primary schools
- Teachers, child development centres
- Interpreters
- Company A and B staffs

ANNEX V: DETAILS OF ETHICAL CONSIDERATIONS

The research instruments (guiding questions, survey forms and consent forms) underwent an ethics approval process with Plan International headquarters. Research ethics were adhered to throughout the study (see annex # for details of ethical considerations). The consent forms for both adult and children were translated and simplified from English to Khmer language to provide both options to workers.

The research team adhered to international best practices for conducting research with vulnerable populations, including application of the following standards:

- Ensuring that all respondents understood the purpose of the survey and how the findings would be used,
- Obtaining informed consent from respondents and notifying them of their rights to confidentiality,
- Notifying participants that they were free to stop the interview at any time,
- Maintaining the anonymity of respondents during the collection and analysis of data,
- Applying a do-no-harm policy.

It is important to point out the risks associated with gaining written consent in this context. Research on related migration is often itself interwoven with rights violations and thus research activities might put participants under risk increasing the 'tendency to harm'. This research directly targeted vulnerable populations including underage workers, undocumented children, etc. In this context, vulnerability was understood as the possibility that participation in research could cause the participants some harm such as losing their job. One portion of the interview concerned age, legal status and working conditions of migrants. These were considered sensitive information, especially as the Royal Thai Government was trying to put things in order through legalisation of all migrant workers in Thailand. The process started a few months ago and the deadline for completing migrant registration was 31 March 2018, which coincided with the field research.

Furthermore, some of the workers we talked to were illiterate and some may have suffered such economic or social disadvantage that they were unable to assess the risks, if any, involved in a research project that concerned them and give their informed consent about it.

In addition, the workers in both locations were living in premises provided by the company or in the area nearby. Especially in the case of Company A was in full control of their workers. The workers were always under the watchful eye of their employer.

Given the above context, we had to assess whether written consent would create unnecessary risks for the research subjects. We noticed during the first few days of fieldwork, many of the workers showed signs of concern when we talked about working conditions. They appeared afraid to be caught criticising their employer, which could jeopardise their job. Several times, workers asked if the research team were sent by their employer.

In our process, once workers verbally agreed to be interviewed, the researcher then read out the content in the consent form and asked if workers were willing to sign the consent form (available in both English and Khmer). If they were not willing to sign the form, we would not proceed with the interview. After we had noticed the issues mentioned above we shifted the approach by asking the workers to sign the consent form at the end of the interview. This proved to be more effective as they had spent some time getting to know the researchers and understood our intention.

The team managed to get all workers to agree and sign the consent forms.



Document number CP-08

**Plan International Thailand
Child Safeguarding Policy
For the visit to Child and Family and Community**

Plan International Thailand is committed to promote the child rights. Child protection is of the critical issue that Plan strives for. Consequently, all visitors are expected to assist Plan in protecting children by complying with these behavior protocols:

- I agree not to visit Plan project or communities without the presence of an authorized Plan staff member.
- I understand that the children have a family/parents/guidance of their own and I will respect and comply with the boundaries of the child/visitor relationship.
- I will always be appropriate and culturally sensitive in interaction with children.
- I show respect to the staff, children, families and communities.
- I will keep away from inappropriate physical conduct with children such as culturally inappropriate touching, hugging, kissing or using power and authority to persuade the child.
- I will not stay alone with any children or minors, even in child's house or somewhere else.
- I will not give or receive any personal contact details (e.g. address/telephone number) to/from any of the community that I visit.
- I understood that I cannot provide direct assistance for individual children of families, except the gifts approved by Plan.
- I seek permission to take photographs, video or collect story of children, families and communities and these photographs to be used for personal use only and not used for publication with permission from Plan.
- I will only take photograph of children with appropriate dresses and I will respect their dignity and rights to privacy.
- I will follow the instructions of Plan staff at all times.

I have read and understood and I agree to abide by the Behavior Protocols of Plan International Thailand.

Signature
(Visitor)

Signature
(Plan International Thailand Staff)

()

Date.....

()

Date.....



For more information, please contact:

Plan International Thailand

14th Floor, 253 Asoke Building,
Sukhumvit 21, Klongtoey Nua,
Wattana, Bangkok 10110, Thailand

Tel: +66 2 204 2630-4

Fax: +66 2 204 2629

plan-international.org

facebook.com/plan.thailand