Abstract

This is a study on “The Possibility in Participating in the Social Security Fund of the Caddies : A Case Study of the Golf Course A, Samuthprakarn Province”. The objectives of the research were to study the working conditions, knowledge on Social Security and the possibility in participating in the Social Security Fund of the caddies by using questionnaire and interview. The data were analyzed for the correlation of variables using the difference of averages from 0.15 upward and percentages from 5.0 upward.

The findings were as follow:

The caddies’ average age was 30.46. They finished the lower level of secondary school education. The working hours were not fixed, less than 5 hours on the golf course. They worked 5 days per week and took leave when they had some errands to do. They had to work at the golf course as assigned above their normal job without being paid. They earned their income from coupons, tips and working as substitutes for their friends, averaging at Baht 7,833 per month. The caddies considered the golfers as their boss. Other benefits were received from New Year parties and accident insurance. Almost half of the caddies experienced work-related accident.

The majority of the caddies had high level of knowledge concerning the benefits of Social Security scheme, conditions and procedures in receiving the benefits of each category. It is highly possible that the caddies could participate in the Social Security Fund if they could get the benefits in cases of illness, accident and when becoming unemployed. The caddies were willing to contribute not exceeding Baht 200 per month to the Fund if the employer and the government also took part.

The correlation test between the variables revealed that the caddies who studied, earned principally for the family, worked 5 days and more per week, had less knowledge on Social Security, wanted more benefits than the samples who did not study, did not earn principally for the family, worked 4 days per week and had more knowledge on Social Security. For caddies who earned principally for the family, had

uncertain work schedule, had no work-related accident and had more knowledge on Social Security, these caddies were more willing to contribute to the Fund than those who were not principal earner of the family with fixed work schedule and had work-related accident with less knowledge on Social Security. The married caddies who had studied and were not principal earner of the family with dependents and in poor health who worked 4 days per week with Baht 10.001 and over of total family income and Baht 10,000 of self-earned income per month who never had accident were more capable of contributing than the single caddies who had not studied, who were principal earner of the family with dependents and in good health who worked 5 days per week with Baht 10,000 and less of total family income per month and Baht 10,001 of self earned income per moth who had accident.

The researcher suggested that the Department of Labour Protection and Welfare should provide protection to the caddies in terms of working conditions, welfare and work safety. The golf course administrator should accept that the caddies were employees and emphasized more safety. The Social Security Office should conduct the survey on the needs and start a pilot project in expanding the scope of the Social Security Fund to cover the full range of ability to contribute to the Fund. However, the caddies must have work disciplines and join the Social Security Fund once the Fund was extended to informal work sector for the required benefits.