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RUTCHANEE KUNOPAKARN : THE FIRST TIME EMIGRATION AS UNSKILLED WORKERS OF THAI WOMEN IN OVERSEAS LABOUR MARKET : CASE STUDY FROM UDORNTHANEE PROVINCE. THESIS ADVISORS : SUPAVAN PLAINOI, Ph.D. KUSOL SOONTORNDHADA, Ph.D. CHAOP LEESOR, Ph.D. 327 P. ISBN 974-662-780-5

The objectives of this research were to study various influencing factors concerning the economic, demographic, social and psychological situations of a sample of 402 female workers from Udonnathane province who entered the overseas labour market for the first time, the whole process of such entrance and consequences for the individuals and their families were also studied. Data was collected from 3 sources: first, from 402 subjects gathered through a structural interview, second, from 201 migrating females sampled through mailed questionnaires; third, from 15 samplings of family members of those emigrating workers who had sent back the questionnaires, through indepth interview. Collected data were analysed by frequency, percentage, arithmetic mean, Pearson's coefficient correlation and discriminant analysis.

The major findings revealed 11 variables which discriminated between the groups of emigrating female workers and the domestically migrating ones. Thirteen variables were listed respectively according to their degree of discriminating power as follow : value of wealth, migration network, psychological cost, domestical migration experience, the worker household debts, emigration expenses availability, satisfaction with life before migration, urbanization of their residential areas, educational background, their household support, and local employment situation. The overall percentage classifying the two female worker groups through the above discriminatory factors were 94.62. According to this study, most female workers entered the overseas labour market through employment service companies which worked with local agent networks in disseminating information, motivating and facilitating employment. The total cost of the employment process covering agent commission fee, employment service fee and all other expenses concerned including traveling cost to destination countries must be paid by female workers, and was much higher than the standard expenses fixed by law. The rather high levels of satisfaction, expecially for income and life experience, were found in thos unskilled emigrated workers and their families. More than half of them showed tendency to go a second time after the first employment contract expired. However, most of the family members were worried about the increasing debts which seemed to be unredeemable.

The findings confirmed that the emigration of female workers entering the overseas employment market would continue. Therefore, the government should seriously consider decreasing or eliminating unfair treatment by employment agencies. At the same time, educational organizations should be strongly concerned in providing education programs for women to develop their education, to change their values, and to make rational decisions. Moreover, job creation in rural areas should be effectively accelerated to provide opportunities for female workers to get local jobs instead of seeking oversea employment.