

## ABSTRACT

### THE EFFECTS OF SHORT- COURSE OCCUPATIONAL TRAINING ON SEASONAL MIGRATION, EMPLOYMENT AND INCOME

by  
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This research attempts to study the effects of a short-course occupational training program which was carried out by the Ministry of Labor and Social Welfare throughout the areas affected by drought in the Northeast during 1994. This program provided several types of occupational training, targeting 702 villages among 19 Northeastern provinces. The total number of trainees was 14,844 people. The primary intention of the training program was to slow down seasonal migration among villagers by enhancing occupational skills which would increase job prospects and more employment alternatives in their villages during the agricultural slack season. Data from field surveys were used for a detailed analysis.

The results of this study showed that among people who passed the occupational training, the number of those who migrated increased two fold compared to the pre-training. A logistic analysis of seasonal migration shows a significance between seasonal migration and the variables related to training, and the intention of trainees to use their knowledge. Those whose intention is to utilize their knowledge obtained

from the training course have a higher probability of being migrants. The proportion of trainees employed during the slack season also increased around 50 percent. The number of those who worked as skilled laborers increased twice compared to the pre-training. Trainees who worked in the fields where they had been trained accounted for approximately 31 percent of all trainees. Logistic analysis shows the significance between being employed in a trained field and variables related to training such as achievement scores, job-counseling services, other training knowledge and job-relevant experience.

During the agricultural off-season, and before training (1992), employees working during the off-season had an average income of 2,163 baht per month. After training (1994), those who worked in their trained fields had an off-season average income of around 3,684 baht per month, while employees working in other fields had an off-season average income of around 2,310 baht. A Multiple Classification Analysis on off-season income shows a combination of characteristics affecting the differential of off-season income, and the variables related to training: utilization of trained knowledge, other trained knowledge and job relevant experience.

Cost-benefit analysis suggests that the short-course occupational training program had more benefits than investment cost. Although, the cost of the training program was very high, the government could scrutinize the budget by cutting unnecessary costs for the next training program (such as an opportunity cost expense for the trainees), which will reduce the cost to only 3,000 baht per head.

The results of this study show that a policy attempting to manipulate seasonal migration by offering occupational training programs

had an opposite effect. However, if the government desires to continue its attempts to reduce seasonal migration, results of this study lead us to recommend that the process of selecting trainees must be improved and other supporting projects, such as job counseling and limited financial services, must be made available.