THE ROLE OF MIGRATION IN THE INDUSTRIAL MANPOWER POTENTIAL OF HAAD-YAI

(I) INRTODUCTION

An influx of migrants to the capital city has always been a phenomenon of the developing country. In Thailand during the 1960 - 1970 period, the average annual rate of pupulation growth for the whole country was about 3 per cent whilst it was approxinately 5 per cent for the Bangkok Metropolis (1). Migration obviously accounted for a major part of the growth of the Metropolis. The high rate of net migration to the Metropolis has become a cause for great concern as more people crowd into the city, thus competing for its limited facilities thereby creating severe problems, e.g. unemployment, housing shortage, development of slum area, etc.

In the light of the above, a national policy to counter-balance the pull of Bangkok and decentralize the urban population of Thailand had been formulated. An important way of implementing this policy is to foster industrial expansion and opportunities elsewhere based on the "growth pole" concept, i.e. development should be concentrated in a limited number of centres, or growth poles, where suitable conditions can be established. Various provinces in the North, Northeast, and the South have been selected for development as industrial centres. In the South, Haad-Yai is one among the few centres recommended for development as industrial estates.

(II) STATEMENT OF THE PROBLEM

One of the required conditions for an industrial estate is the availability of labour force, hence a large urban population. Urbanisation in the South is still in its infancy, only about 10% of the Southern population live in the 25 municipal areas of the region (2). (A municipal area is generally regarded as an urban area for lack of an official definition of the term "urban".) Urban growth in the South has been very low, the percentage of urban population barely increasing from 10.1 in 1960 to 10.7 in 1970. Furthermore, urban areas in the South are relatively small - only one area has populatinn larger than 45,000 and almost one - half of the total urban population are in areas of 5,000 - 15,000 population density in 1970 (1). About three-fourths of the population live in the Eastern parts of the Southern region; the overall migration trend is east-west and is mainly rural-rural (2).

It would therefore appear that a detailed study of Haad-Yai in particular is needed in order to reconcile the apparent inconsistency between the overall migration trend in the South and the attempt to develop Haad-Yai into an industrial estate. This research project is an attempt to study the role of rural - urban migration to Haad-Yai with a view to assessing the impact of migration on the industrial manpower potential of Haad-Yai as an aid to policy formulation.

(III) METHODOLOGY

The research studies the role of rural - urban migration in the industrial manpower potential of Haad-Yai by examining the employment distribution of migrants living in Haad-Yai by industry type, identifying sources of migrants, and determining the extent of migration to industrial employment.

(3.1) Definitions of Terms

(a) Industrial Manpower This is taken to refer mainly to manpower in the manufacturing sector, as distinct from the commerce and services sectors. The reasons for this decision lie in the potential contribution which the expansion on manufacturing industry can make to boost the economy of South Thailand in general and Haad-Yai in particular. The role of the manufacturing sector in industrial development may be summarized as follows:

(1) Processing primary products for export : in virtually all cases, primary products require some processing before export to other regions or abroad. For example, rubber has to be made into sheets or blocks, tin ore must be smelted, timber needs to be sawn and shaped, and coconuts may be processed into coir. These processes add considerable value to the natural products and leave them in final market conditions.

(2) Fulfilling local needs:

The regional and sub-regional markets may not be large enough to generate manufacturing industry on a lage scale, but there will always be some requirements which can be met be local manufacture, ice production, boat and vehicle repairing, the manufacture of metal products and many others.

(3) Substituting for imports:

agricultural economies like Songkla have a high propensity to import manufactured goods. By developing some local manufacturing capacity the balance can be partially redressed and an unneccessary outflow of funds avoided.

(4) Raising incomes: although small-scale industry tends to be labour-intensive in comparison with larger-scale operations, it is still highly productive in value-added terms when compared to the primary sectors. Raising the proportion of manufacturing industry employment vis-a-vis the primary sectors will have a beneficial effect on incomes.

(5) Stabilising the economy:

the incomes of primary producers depend on price movements which they can do little to control and the buoyancy of the local economy can be highly upredictable. A developed processing and manufacturing sector can help absorb these fluctuations, producing a more varied and stable economic structure.

There is no doubt that the expansion of manufacturing industry will be beneficial to the industrial development of Haad-Yai as well as the South in general. The study thus puts the emphasis on this particular sector of industry. We are, however, under no illusion that manufacturing development is industrial development. Without supporting industries such as commerce and services, industrial development cannot be achieved with manufacturing expansion alone. It is for this reason that other industry groups are also in the scope of study, although to a more limited extent than the manufacturing industry which is the emphasis of the study.

(b) Manufacturing industry The definition of "manufacturing industry" for statistical purposes in this study is identical with those used by most official agencies. The manufacturing industry includes establishments which manufacture the following products:

Food

Beverages

Wood and Cork

Printing and Publishing

Rubber and Rubber Products

Non-metallic mineral products

Metal Products

Non-electrical machinery

Other miscellaneous manufactures

(c) Factory The definition of a factory for our statistical purposes is that adopted by the Ministry of Industry, as follows:

A factory is a building, place or vehicle, using machines, the output of which is more than 2HP or is equivalent thereto, or employing seven or more workers whether or not using machines, for making, producting, assembling, canning, repairing, maintaining, testing, modifying, transforming or destroying any matter.

(d) Migrant A migrant is a person who has resided in Haad-Yai for a period less than 5 years.

(3.2) Primary data (a) The Sample

(i) A total of 1,100 workers, inclusive of a margin of error of 100, are taken as samples. These comprise 820 from the manufacturing sector, 130 from the commerce sector, and 150 from the services sector.

(ii) The manufacturing samples are taken at random from a total of 131 factories located in the district of Haad-Yai, the factories having been pre-stratified using as weight the size of employment in each sub-group of factories.

(iii) The commerce samples are randomly selected from a prepared list of banks, insurance companies, and other financial and commercial establishments in Haad-Yai.

(iv) The services samples are taken at random from a prepared list of service-trade establishments in Haad-yai

(b) Method of data collection

A structured interview approach is adopted. A number of suitable interviewers of local origin are employed and trained. They are assigned quotas of samples and factories. The quotas assigned are in accordance with the size-of-employment weight for each subgroup of factories. Interviews are conducted as programmed in the questionnaire. (Appendix 1 shows the questionnaire used in the structured interview.) This method is appropriate because a large number of samples are deemed not to be fully conversant with the written and formal form of language. Using the structured interview approach in our study makes it possible to effectively reach the samples, especially when the interviewers speak the Southern dialect.

(3.3) Secondary data

The basic source of secondary data is the study on migration pattern in the South (3). Other supplementary data are obtained from the various government statistical publications.

(3.4) Variables of Study

Variables of study comprise demographic variables, socio-economic variables, and migration variables. The main variable in the analysis is employment. The main analysis is in terms of the contribution of migrant labour, classified according to demographic variables, to the Haad-Yai labour force, classified according to industry group. Details of the migrant workforce are also analyzed.

(IV) OVERALL PICTURE

(4.1) The sub-group of factories in the manufacturing sector accountable for the largest percentage of workers (31%) is the rubber-and-rubber-products group. The second largest sub-group (18.9%) is the manufacture and repair of non-electrical machinery. Food manufacturing, wood and cork manufactures, and manufacture of metal products rank third (in the region of 9% each) and the remaining workers are equally divided into the rest of the sub-groups.

(4.2) A major percentage (44.1%) of the factories are limited-liability companies. A rather large number (35.6%) are privately-owned, with the rest being partnerships.

(4.3) The majority of the factories are of a relatively small size-employing fewer than 50 workers. The exception is the rubber and rubber product sub-group whose factory size of employment is between 100 - 400 workers. The rest have the employment size in the range of 50 - 100 workers. The majority of firms in the commerce and services sectors have fewer than 50 workers.

(4.4) Male workers represent a very high percentage of 72.2% of the total workforce. The majority of the male workers (26%) are in the 20 - 24 age-group. The second largest age-groups are the 15 - 19 and the 25 - 29. Only approximately 6% of the male workforce is in the 45-and-over age-group. As it is a well-established fact that migrants are usually represented by the young, this finding should have an interesting implication. The manufacfure-and-repair-of-non-electrical sub-group is found to have the highest

concentration of male workers in the 15 - 24 age-group, whereas the printing-and-publishing sub-group has the highest concentration of male workers in the less-than-15 age-group. The rubber-and-rubber-products sub-group, which is the largest in terms of employment size, has, however, the highest concentration of male workers in the 45 - 54 age-group.

(4.5) Female workers represent 27.8% of the total workforce. The age pattern of the female workforce is similar to that of its male counterpart, i.e. the majority are in the 20 - 24 age-group and very few in the 45-and over age-group. The rubber-and-rubber-products sub-group has the highest concentration of female workers in the 45 - 54 age-group.

(4.6) With the exception of the rubber-and-rubber-product subgroup, the female workforce in our survey is concentrated in the services and commerce sectors, in that order. This is in contrast with the male workforce for which approximately 75% is found in the manufacturing sector.

(4.7) 51.7% of the workforce in our survey is single whereas 46.1% is married of those who are married 5.6% have no children, 41.3% have 1 - 2 children, 29.4% have 3 - 4 children, and 23.7% have more than 4 children.

(4.8) The majority (65.7%) of the manufacturing and services workforce in our survey has compulsory elementary level of education (up to Pratom 7), with 51% having only Pratom 4-level. None in the manufacturing sector has higher than secondary-level of education. This is in contrast with the commerce sector where 41.3% has college level of education.

(4.9) Of the total workforce in our survey, 48.4% are non-migrants and 51.6 migrants. Table 1 shows percentage distribution of migrants by dustry sub-group.

Table 1 : Percentage Distribution of Migrant Workers by Industry Group

Industry Group	Percentage of migrant Workers
Food Manufacturing	64.5
Beverage	58.3
Wood and Cork Manufactures	54.5
Printing & Publishing	29.4
Rubber and Rubber Products	42.4
Non-metallic mineral products	57.1
Metal Products	41.5
Manufacture and repair of Non-electrical machinery	47.3
Commerce	50.0
Services	69.1
Other	31.6
Total	100.00
All Groups	51.6

(V) MIGRATION DATA

(5.1) Origin of migrants The majority of migrants (approximately 53%) were originally from other districts in the province of Songkla. Among the ditricts which contribute a lage share of migrant workers are Sadoa, Jana, and Ra-noad. Of those originally from other provinces, Nakhonsrithammarat, Yala, Trang and Pattalung, are found to be the main origins. It is interesting to note that quite a large number of female workers in the services sector were originally from the Northern as well as the Central regions.

(5.2) Reasons for migration

Table 2 shows reasons for migration by industry subgroup. The most important and the only one outstanding reason for migration appears to be the motive to find employment. of those who moved to Haad-Yai to get training, the manufacture-and-repair of non-electrical machinery subgroup appears to be the most important industry. It is also interesting to note that the rubber-and-rubber-products subgroup is responsible for a large percentage of migration to join spouse. Another point of interest is the fact that migrant workers in the commerce and services sectors appear to be motivated not so much by seeking employment as by a desire to obtain better-paid employment.

Table 2 : Percentage Distribution of Reasons for Migration by Industry Group.

Industry Group	To seek employment	To Futher education	To train	To join spouse	To find better-paid employment	Other
Food Manufacturing	10.3	5.9	11.5	12.5	.0	7.2
Beverage	9.2	5.9	.0	.0	.0	4.3
Wood and Cork Manufactures	9.2	5.9	.0	6.3	2.4	2.9
Printing & Publishing	2.4	.0	3.8	6.3	.0	1.4
Rubber and Rubber Products	23.6	5.9	.0	31.3	16.3	14.5
Non-metallic mineral products	4.8	.0	.0	.0	.0	.0
Metal Products	5.5	.0	7.7	6.3	7.1	1.4
Manufacture and repair of Non-electrical machinery	13.3	5.9	65.4	6.3	9.5	8.7
Commerce	4.1	23.5	.0	6.3	31.0	11.6
Services	16.0	41.2	11.5	12.5	28.6	42.0
Others	11.7	5.9	.0	12.5	4.8	5.8
Total	100.00	100.00	100.00	100.00	100.00	100.00
All Groups	75.7	2.4	3.6	2.2	5.9	9.6

(5.3) Patterns of Migration

Table 3 shows the patterns of migration by industry sub-group. The largest (58.6%) percentage of migrant workers migrated to Haad-Yai on their own. However, migration of the whole family also accounts for quite a significant percentage (36.5%). It is worth noting that the services sector accounts for quite a substantial percentage of migrants moving without family in spite of the relatively small sample size in that sector.

Table 3 : Percentage distribution of Patterns of Migration by Industry Group

Industry Group	Whole family migrated	Part of family migrated	Only respondent migrated
Food Manufacturing	7.7	25.7	9.1
Beverage	9.6	2.5	6.7
Wood and Cork Manufactures	10.0	2.9	6.7
Printing and Publishing	1.5	5.7	2.4
Rubber and Rubber Products	23.0	22.9	20.5
Non-metallic mineral products	8.0	.0	1.2
Metal Products	3.4	8.6	5.7
Manufacture and repair of Non-electrical machinery	11.1	11.4	15.8
Commerce	8.0	5.7	6.4
Services	13.8	14.3	23.6
Others	3.8	.0	1.9
Total	100.00	100.00	100.00
All Groups	36.5	4.9	58.6

(5.4) Type of Ressidence After Migration

Table 4 shows percentage distribution of type of residence after migration by industry group. It is noted that the largest percentage (36.5%) belongs to the category of "Employer's Place". Another important category of residence is "Rented Place" (32.2%). Only 12% of the total migrant workers have their own residences. An interesting point is again the services sector which accounts for as much as 26.4% of those having their own residences and 31.2% of those renting a place, in spite of the relatively small sample size in that sector. Migrants in the manufacture-and repair-of non-electrical-machinery group account for the largest percentage of those sharing a place, and migrants in the rubber-and rubber-products group account for the largest percentage of those residing with relatives.

Table 4 : Percentage Distribution of Type of Residence After Migration by Industry Group

Industry Group	Own Place	Rented Place	Employer's Place	Place Shared Among Friends	Relative's Place	Other
Food Manufacturing	3.4	4.3	19.8	3.7	1.7	0
Beverage	6.9	8.2	6.5	11.1	1.7	15.1
Wood and Cork Manufactures	5.7	4.3	9.5	3.7	0	26.4
Printing and Publishing	2.3	3.0	0.8	11.1	3.4	0
Rubber and Rubber Products	16.1	16.0	23.3	7.4	32.8	39.6
Non-metallic mineral products	1.1	0	9.5	0	0	0
Metal Products	6.9	4.8	6.1	7.4	5.2	0
Manufacture and repair of Non-electrical machinery	13.8	16.9	8.8	44.4	20.7	3.8
Commerce	17.2	9.5	2.3	7.4	10.3	0
Services	26.4	31.2	11.1	3.7	15.5	9.4
Others	0	1.7	2.3	0	8.6	5.7
Total	100.00	100.00	100.00	100.00	100.00	100.00
All Groups	12.1	32.2	36.5	3.8	8.1	7.4

(5.5) Patterns of Shifts in Employment Table 5 shows percentage distribution of number of changes in employment. It would appear from the table that the services sector is relatively prone to employment changes, whereas the rubber-and-rubber-products subgroup is relatively stable in this respect.

Table 5 : Percentage Distribution of Number of Chagnes in Employment

Industry Group	Number of Changes in Employment							
	0	1	2	3	4	5	6	7
Food Manufacturing	4.8	7.3	9.8	15.2	23.1	5.6	0	0
Beverage	4.2	8.0	9.0	3.0	26.9	5.6	0	0
Wood and Cork Manufactures	4.8	9.9	9.8	0	3.8	5.6	0	0
Printing and Publishing	4.4	2.4	3.3	3.0	0	0	0	0
Rubber and Rubber Products	22.9	27.8	13.1	9.1	3.8	22.2	40.0	0
Non-metallic mineral products	2.3	5.2	2.5	0	0	0	0	0
Metal Products	4.6	4.5	10.7	18.2	7.7	16.7	20.0	0
Manufacture and repair of Non-electrical machinery	13.9	14.8	13.1	15.2	11.5	16.7	0	0
Commerce	15.0	5.2	.8	3.0	7.7	5.6	0	0
Services	17.8	12.5	25.4	30.3	15.4	22.2	40.0	100.0
Others	5.3	2.6	2.5	3.0	0	0	0	0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
All Groups	40.5	39.7	11.5	3.2	2.5	1.8	0.6	0.2

The data collected also indicate the patterns of shifts in employment. Table 6 shows percentage distribution of employment for each sub-group before and after shifts.

It would appear that the services sector, the wood-and-cork subgroup, the rubber-and rubber-products subgroup, and the non-metallic-mineral-products subgroup are highly stable in terms of employment changes of their manpower. Other industries are also relatively stable with the exceptions of the commerce sector and the food-manufacturing subgroup. The table also indicates that the rubber-and-rubber products subgroup, the non-electrical-machinery subgroup and the services sector absorb a significant proportion of the farming labour.

Table 6 : Percentage Distribution of employment

Before and after shifts

Industry Group After Last shift (i.e. Present)	Industry Group Before First Shift											
	Farming	Food	Beverage	Wood	Printing	Rubber	Non-metallic	Metal	Non-elactrical	Commerce	Services	Others
Food Manufacturing	7.0	50.0	N/A	0	25.0	0	0	12.5	21.4	10.0	2.2	10.5
Beverage	6.8	16.7	N/A	0	0	0	0	0	0	0	0	10.5
Wood and Cork Manufactures	7.2	0	N/A	100.0	0	0	0	0	0	0	0	10.5
Printing and Publishing	3.3	0	N/A	0	75.0	0	0	0	0	0	0	2.6
Rubber and Rubber Products	23.5	0	N/A	0	0	100.0	0	0	0	20.0	0	34.2
Non-metallic mineral Products	3.3	0	N/A	0	0	0	100.0	0	0	0	0	5.3
Metal Products	5.8	0	N/A	0	0	0	0	75.0	14.3	20.0	4.4	2.6
Manufacture and repair of Non-electrical Machinery	14.4	0	N/A	0	0	0	0	0	57.2	20.0	0	7.9
Commerce	9.5	0	N/A	0	0	0	0	0	0	20.0	0	5.3
Services	14.4	33.3	N/A	0	0	0	0	12.5	7.1	10.0	93.4	10.6
Others	4.8	0	N/A	0	0	0	0	0	0	0	0	0
Total	100.0	100.0	N/A	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

The data collected also show a rather steady situation in terms of positions held before and after shifts for the migrant workers, e.g. 81.7% of the migrant workers started as workers before the first shift and remain workers after the last shift. The picture is very much the same for all positions.

(5.6) Earnings Table 7 shows percentage distribution of earnings of migrant workers in earch subgroup. It would appear that those in the manufacturing sector in general are in relatively low income brackets whereas those in the commerce and services sectors are in high income brackets. Among the manufacturing subgroups, those in the non-electrical machinery subgroup appear to earn more than those in other subgroups. Taken as a whole, the majority of the migrant workforce earn a low income of below 1,000 baht per month.

Table 7 : Percentage Distribution of Earnings

By Industry Group.

Industry Group	Earnings (baht per month)						
	<500	500 - 999	1,000 - 1,999	2,000 - 2,999	3,000 - 3,999	4,000 - 4,999	5,000 & over
Food Manufacturing	12.5	7.4	6.3	3.4	0	0	0
Beverage	0.8	11.1	3.8	3.4	0	0	0
Wood and Cork Manufactures	0.8	7.4	11.7	0	0	0	0
Printing and Publishing	4.7	3.1	3.5	0	5.0	0	0
Rubber and Rubber Products	32.8	37.5	2.5	0	0	0	0
Non-metallic mineral products	0.8	6.0	0.9	0	0	0	0
Metal Products	6.3	4.1	9.2	5.2	5.0	0	0
Manufacture and repair of Non-electrical machinery	18.8	8.9	20.9	19.0	10.0	0	0
Commerce	5.5	3.1	10.4	31.0	35.0	40.0	37.5
Services	14.8	8.7	25.6	32.8	35.0	60.0	62.5
Others	2.2	2.7	5.2	5.2	10.0	0	0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
All Groups	12.1	48.2	29.6	5.5	2.0	1.0	1.6

Of those who answered, 41.5% said their present earnings are higher than before. It is perhaps rather surprising that those in the commerce and services sectors do not appear to find their earnings higher than before, whereas those in the rubber-and-rubber-products subgroup appear to make up a significant proportion of those finding their earnings higher than before. Table 8 shows percentage distribution of earnings evaluation for each industry subgroup.

Table 8 : Percentage Distribution of Earnings Evaluation by Industry Group

Industry Group	Not Answered	Higher Earnings Than Before	Lower Earnings Than Before	Same
Food Manufacturing	10.2	7.2	3.7	7.6
Beverage	0	2.0	23.7	5.4
Wood and Cork Manufactures	1.1	10.1	4.2	9.4
Printing and Publishing	1.1	2.9	8.4	0.4
Rubber and Rubber Products	3.7	27.7	19.1	32.1
Non-metallic mineral products	0	2.7	5.1	5.4
Metal Products	6.4	5.0	11.2	3.1
Manufacture and repair of Non-electrical machinery	5.9	14.2	13.5	21.0
Commerce	32.1	5.4	0.5	3.1
Services	35.8	18.0	8.4	10.3
Others	3.7	4.8	2.2	2.2
Total	100.0	100.0	100.0	100.0
All Groups	17.5	41.5	20.1	20.9

(5.7) Number of Hours of Work The data collected show that a major proportion of the migrant workforce (76.4%) work between 7-8 hours, 10.1% work between 9-10 hours, and 8.4% work between 11-12 hours per day, whereas 5.1% work less than 7 hours per day. The picture is very much the same for all industry groups.

(5.8) Prerequisites for Employment Table 9 shows percentage distribution of a prerequisite for employment for each industry group. The table shows that 42.9% of the migrant workforce need to under go on-the-job training, 23.3% need to have prior experience whereas 29.6% need no specific training. As to be expected, the commerce and the services sectors appear to require either professional training or prior experience to a much more significant extent than the manufacturing group.

Table 9 : Percentage Distribution of Prerequisites for Employment By Industry Group

Industry Group	Professional Training	Prior Experience	On-the-Job Training	No Specific Training
Food Manufacturing	2.2	6.4	6.1	10.1
Beverage	0	6.4	4.8	11.1
Wood and Cork Manufactures	2.2	9.2	7.4	5.6
Printing and Publishing	8.9	4.4	2.8	2.0
Rubber and Rubber Products	2.2	2.0	24.2	41.2
Non-metallic mineral products	0	2.4	2.6	5.6
Metal Products	2.2	8.4	8.1	0.7
Manufacture and repair of Non-electrical machinery	8.9	20.9	19.2	1.3
Commerce	31.1	4.8	7.6	9.8
Services	26.7	32.5	13.9	9.5
Others	15.6	2.6	3.3	3.1
Total	100.0	100.0	100.0	100.0
All Groups	4.2	23.3	42.9	29.6

(5.9) Source of Employment It has been found that approximately 50% of the migrant workforce in our survey found work through friends or relatives, whilst an approximately equal proportion found work for themselves. It is perhaps worth commenting that none found work through the aid of the government labour agency, which is not really surprising considering the rather inactive stance the agency adopts in this respect.

(5.10) Plans to change employment Asked whether they plan to change their employment, 20.5% replied "yes", 33.1% replied "no", and the rest did not know. Those in the rubber-and-rubber-products subgroup and the services sector appear to make up a significant proportion of both "yes" and "no" groups. In the case of the rubber subgroup, the outcome could perhaps be explained by the relatively large number of samples in that subgroup as the group accounts for a relatively large employment. However, the same thing cannot be said about the services sector whose number of samples is relatively small.

Table 10 shows percentage distribution of replies on plans to change employment.

Table 10 : Percentage Distribution of Replies on Plans to Change Employment By Industry Group.

Industry Group	Yes	No	Don't Know	N/A
Food Manufacturing	5.0	9.0	6.7	0
Beverage	8.2	3.7	8.4	0
Wood and Cork Manufactures	6.8	8.5	6.3	16.7
Printing and Publishing	3.2	2.3	3.9	0
Rubber and Rubber Products	24.2	25.7	20.2	0
Non-metallic mineral Products	5.9	2.5	2.6	0
Metal Products	7.8	3.1	7.1	33.2
Manufacture and repair of Non-electrical machinery	9.6	10.2	18.7	16.7
Commerce	5.0	9.6	9.4	16.7
Services	21.9	24.0	11.0	16.7
Others	2.4	1.4	5.7	0
Total	100.0	100.0	100.0	100.0
All Groups	20.5	33.1	45.9	0.6

(5.11) Resons for Desire for Change The largest proportion (42.2%) give dissatisfaction with remuneration as their reason for the desire for change in employment. Table 11 shows percentage distribution of reasons given for desire for employment changes. The services sector appears most dissatisfied with employers. The wood-and-cork subgroup, the printing and publishing subgroup, the metal-products subgroup, and the services sector show a tendency towards out-migration as they make up the small percentage not satisfied with Haad-Yai

Table 11 : Percentage Distribution of Reasons Given For Desire For Change in Employment By Industry Group

Industry Group	Dissatisfied with								
	Place of Employment	Job	Employer	Colleaques	Remu-neration	Haad-Yai	Better jobs elsewhere	Other	N/A
Food Manu-facturing	0	3.3	0	0	4.5	0	6.5	10.0	0
Beverage	0	3.3	0	0	16.5	0	3.2	2.5	0
Wood and Cork Manu-factures	0	0	0	25.0	12.4	25.0	0	5.0	0
Printing and Publishing	0	3.3	0	0	2.2	25.0	3.2	5.0	0
Rubber and Rubber Products	0	36.7	25.0	50.0	20.2	0	54.8	0	100
Non-metallic mineral products	0	0	0	0	10.1	0	3.2	7.5	0
Metal Products	0	23.3	0	0	6.7	25.0	6.5	2.5	0
Manufacture and repair of Non-electrical machinery	0	6.7	0	0	14.6	0	0	15.0	0
Commerce	60.0	10.0	0	0	1.1	0	3.2	12.5	0
Services	40.0	10.0	75.0	25.0	9.0	25.0	16.1	37.5	0
Others	0	3.4	0	0	2.7	0	3.3	3.5	0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
All Groups	2.4	14.2	1.9	1.9	42.2	2.9	14.7	19.0	1.8

(5.12) Reasons for No Desire for Change Of those with no desire for change in employment, the largest proportion (36.3%) give job satisfaction as their motive. A significant proportion also give satisfaction with place of employment and remuneration (16.9% and 10.7% respectively) as their motives for no desire for change.

(5.13) of those planning to change employment, approximately 50% said they would still look for jobs in Haad-Yai, approximately 25% said they would go back to their place of origin and another 25% said they would seek employment elsewhere. Regarding the kind of employment they wish to change to, 31.3% replied the same sort of employment as the present one, 20.2% replied different sort of employment and 48.5% did not know. Table 12 shows percentage distribution of the replies given for each industry group.

Table 12 : Percentage Distribution of Replies Given for Desirable Employment Change By Industry Group

Industry Group	Same As Present	Different	Don't Know
Food Manufacturing	11.0	5.7	7.1
Beverage	1.2	5.7	11.0
Wood and Cork Manufactures	8.5	5.7	11.0
Printing and Publishing	4.9	0	3.1
Rubber and Rubber Products	6.1	30.0	29.9
Non-metallic mineral products	4.9	17.0	0
Metal Products	12.2	0	7.9
Manufacture and repair of Non-electrical machinery	15.9	5.7	6.3
Commerce	7.3	5.7	4.7
Services	22.0	24.5	17.3
Others	6.0	0	1.7
Total	100.0	100.0	100.0
All Groups	31.3	20.2	48.5

(VI) SUMMARY AND CONCLUSION

Migrant labour appears to form a very significant proportion of the total Haad-Yai workforce in our survey. The majority are originally from the Southern region, although quite a large number of the female workforce in the services sector come form the North and the Central region. The most inportant reason for migration appears to be the motive to find employment. Migrants appear to move either on their own or with family. The majority of them move into employers' residences and rented accommodation. The rubber-and-rubber products subgroup, the non-electrical-machinery, subgroup, and the services sector appear to absorb a significant proportion of the farming labour. After migration, the majority of the migrant labour appear to be rather stable with respect to employment, i.e. once or no change at all in employment. Interchange among industry groups after migration is practically non-existent with the exceptions of the commerce sector and the food-manufacturing subgroup. Regarding earnings and employment position, the migrant workforce do not appear to fare very well, the majority of them earn less than 1,000 baht a month as well as remain in the same position after the shift. In relative terms, however, quite a significant proportion of the migrants regard themselves as better-off than before in terms of earnings. On the whole, jobs for the migrants appear to need on-the-job training to a larger extent than any other sort of training. The migrants found work for themselves or through friends and

relatives. This finding, together with the finding that migrant labour forms a significant proportion of the Haad-Yai workforce, should perhaps imply that the local government labour agency should play a more active role in the recruitment of migrant labour for suitable employment in the Haad-Yai industrial estate. The possibilities of adopting other government measures to encourage migration of suitable manpower into the industrial estate might also be explored, e.g. tax incentive, housing or other welfare benefits, etc. It would appear to be a rather futile exercise to create favourable conditions for investment in the industrial estate through the machinery of the Board of Investment without simultaneously creating favourable conditions for migration of labour into the estate. From our findings, quite a significant number of the migrant workforce are unsafisfied with their present employment and wish to change employment; nearly half give dissatisfaction with remuneration as their reason for the desire to change employment. Of those planning to change employment, half plan to move out of Haad-Yai. The migrant workforce in the wood-and-cork subgroup, the printing-and-publishing subgroup, the metal-products subgroup, and the services sector show a tendency towards out-migration.

The findings of the survey have demonstrated a relatively significant role of migration in the industrial manpower potential of Haad-Yai. The study has attempted to indentify important employment data concerning the migrants in order to contribute towards a better understanding of the migration picture of Haad-Yai