

N Date: 26 Nov 2022
Focus Group Lamphun: Agri-Migrant Workers
FGD1 Thai (125 minutes)

MW1: male [REDACTED]
MW2: female [REDACTED]
MW3: male [REDACTED]
NGO woman: [REDACTED]

00:00-04:59

Q: So, you are providing general agricultural labor, right? So, what are you doing?

MW1: I do stay with my regular employer but they don't mind if I go out to work in other places.

MW3: Normally I would be employed to do the work at the farm but if there is no more work in the farms then there would be a period, I'd have to wait so I can provide general laborers outside with other external employers.

Q: What is your current employer doing?

MW1: He's owning the longan farm

MW3: Mine is doing longan and mango farms.

MW2: Mine is doing guava farms

Q: What are your names?

MW1: Mine is [REDACTED]

MW2: Mine is [REDACTED]

MW3: Mine is [REDACTED]

Q: Where is your original home?

MW1: In **Shan state**

Q: Ay Vee is from [REDACTED]. Where is that, is it in [REDACTED] (a district in Chiang Rai province)?

MW1: Yes, [REDACTED] and [REDACTED]. You can use both ways to commute.

Q: What about you, [REDACTED]?

MW3: [REDACTED] (a state in Myanmar)

Q: What about [REDACTED]? Where was your home and what did you do back then?

MW2: From [REDACTED] (a district in Chiang Rai Province), I was working in the rice field back at home.

MW1: I was doing the same thing as well.

Q: What about you, [REDACTED] (a district in Chiang Rai Province)?

MW3: I was practicing a monastery as a novice monk but quit the monkhood when arrived in Thailand so I had entered Thailand as a novice monk.

Q: When was the first time that you entered Thailand?

05:00- 09:59

MW1: The first time I arrived was in 2001.

Q: Did you return back since? For a temporary period or for an extended period of time?

MW1: Just for once a twice just for a visit for a month at a time.

MW3: I came in 2011 but I didn't go back home yet.

MW2: I don't remember when I immigrated here but I was 15 at that time so it has been 14 years.

Q: What did you do when you arrived then?

MW2: I was doing the house maiden service in Chiang Mai.

Q: Did you ever go back home?

MW2: I went back to see my parents for a few days and returned back?

Q: Were you involved in the agriculture sector ever since, [REDACTED]?

MW1: I was in the agricultural sector ever since. The first time I came to work in the longan farms but in the beginning, I came to work in part of the forest by the Royal project for [REDACTED] Forest project but I only obtained about 80 baht so it was insufficient for me so I left for [REDACTED] (a district in Chiang Mai Province) working in the longan farm and received 100 baht a day. It was still insufficient so I had stayed there for about a year and entered to work in Chiang Mai to deliver items at the Chiang Mai market for about 3 months and received 150 baht per day working from 6 AM to 6 PM so I left to work in the construction site and received 160 baht per day. I stayed there for about 2-3 years. From a normal construction worker, I was promoted after 2 years to be a specialized artisan to lay tiles and flooring and received 200 baht per day. This was still insufficient as I already had a family at the time with 2 children. There were relatives in Lam Phun so I reached them and took them to stay with my relatives and worked as a general labor with the employer. When there are no works, the employer would allow me to work elsewhere in the community and nearby premises.

Q: what about you [REDACTED]? What did you do after you about the monk novice?

MW3: I went to study in **Mae Aiy School**. And finished the 6th grade and studied further at the vocational school while working to help my mother too at the same time.

Q: what work did you do?

10:00- 15:02

MW3: I was helping my mom with agriculture then I went to Lam Pang to work for about a month at a ceramic factory but it was too much so I returned back to the farm in Lam Phun.

Q: What class are you currently enrolled in? What are you studying at the moment?

MW3: I am about to finish 12th grade.

Q: Do you wish to continue further at a university?

MW3: With family too, it would be an obstacle.

Q: How old are you currently?

MW3: 26 years old.

MW1: I am 37 already actually but according to the identification card, I'm 33.

MW2: I am 29.

Q: Where was your first working place when you first arrived? For how long?

MW2: It was in Chiang Mai for only about 5-6 months. At night the employer did not want me to go anywhere. There were 3 people working there. So, I reached my relative to pick me to go elsewhere and worked at a garment factory in Lam Phun.

Q: What happened to your kid's face?

MW2: I think from the bruises from school playing with other children.

Q: How long did you stay there?

MW2: For about a year then I quitted, got married and came back to work in the farm in Lam Phun.

Q: For [REDACTED], before your arrival, what did you tell your family members back at home?

MW1: At first, I talked to them that it was hardship. The family was in hardship so I told them that I would emigrated here to find more income so that I could send it back home. At first, I wasn't able to make much money as the average daily salary was between 80-100 baht. By the end of the month, there were only a few hundred remaining.

Q: Are you able to send back home to your parents currently?

MW1: Yes, not I'm eligible to. Every 2 or 3 months, my mom would call me to ask for me to transfer to her for household fees and other fees also for different armed groups/separatists trying to ask for money from my family back at home. Before, there was a group called [REDACTED] group but the coup had pushed them down to the south ward from Shan state. Back at home where my parents are, there are 3 different separatist groups and trying to ask money from the households, 20-30,000 from each home.

15:03-20:47

MW1: They also request for the rice, but if they want the animal livestock then they could just take them as they want.

I also have spending to send to for my family as well.

Q: How do you send the money to your mother?

MW1: I sent in via a broker. My mom would make a call to [REDACTED] (a city in Shan state, Myanmar) in [REDACTED] (a district in Chiang Rai province) with transfer call to the broker in Thailand in which I would wire the money to the broker and the broker then send to my family.

Q: What is the fee of each transfer.

MW1: For every, 100,000 baht the broker would charge 200 baht each time. About 2 baht for every 100 baht sent.

Q: What about [REDACTED], did you come with your parents?

MW3: My parents came here first but I was staying with my grandparents. But staying in Myanmar is very hard and it's a struggling to survive so I had to go to the temple otherwise I would have to be enlisted in the military. The only survival from this was to run away to stay at a temple. The only option to survive is to flee to Thailand as I did not want to be enlisted with the military.

Q: And where do your parents work now?

MW3: My parents are also working in Lam Phun so this was why I came here to work.

Q: Are your parents still here? Is there any other living in Myanmar?

MW3: Yes, we are all here and no one else is living in Myanmar.

Q: What about you, [REDACTED]? Did you tell your parents that you were coming to Thailand to find work?

MW2: Yes, I came to work here and find the money to send back to them. I told them that I wanted to make money in Thailand and they permitted me to go.

Q: Were there any relative working here back then?

MW2: The was my auntie/uncle who is here.

Q: Who else came here to Thailand?

MW2: My father as well because if he didn't come then he has to be enlisted with the military.

Q: Who else is living in Myanmar? Did everyone move here before Covid period?

MW2: Yes, all of my family members are here now there are just some relatives remained in Myanmar.

MW1: Yes, I came here before Covid, I could still send the money back home but my family members there also attracted Covid. People over there took care of themselves as the state does not really provide much aids for people. As I came from a small village, the village headman normally helps taking care of people if they attracted Covid and shut down the village not permitting people in and out of the village. There were some workers who went back home but they were quarantined for 15 days before entering.

20:48-24:59

Q: For [REDACTED], everyone is in Thailand so is there anyone who went back to Myanmar during Covid? Was there any struggle for you to work during that time?

MW3: I got Covid and came to the hospital, got the medications: paracetamol and anti-biotics and cold pills using the social security services and quarantined at home. The whole family got Covid as well at the time including my children.

Q: What about you, [REDACTED]. How did you use the social security? Did the employer pay for you?

MW3: I paid for it myself.

22:00-22:24 unclear to disturbance

22:24 Q: Did the employer hire you for the whole year?

MW3: It was contracted for the whole year but in some months, there are no work. For instance, if I work 10 days, getting 350 baht per day that would be 3,500 baht and add another 5% on top of this amount. If I work for only a week then it would be the amounts for the week and another 5%.

Q: Did you get Covid? Your employer?

MW3: No, my family and I haven't gotten Covid yet but my employer got Covid.

Q: What about [REDACTED], did you get Covid? And where did you get the Medicare?

MW2: I got it and came to the hospital. My daughter got it too and she got Covid-relief pills as a liquid medicine. I got it and was cured within 2-3 days.

Q: When did you get it?

MW2: After Song Kran, about May.

Q: what insurance did you use?

MW2: Also, the social security service,

NGO woman: I pay for myself, the minimum rate of 1,650

Q: What about your daughter?

MW2: My daughter is using the 30-baht health card.

25:00-29:59

Q: Did your daughter get the Thai identification?

MW2: No, not yet. She has to wait until she is 5 or 6 to get the identification.

Q: Does your daughter get the rights to use the health services without having to pay?

MW2: Yes. I don't have to pay. She was admitted to the **Pa Sang Hospital**.

25:45-26:10 in a different dialect

MW1: For me, I have 3 children: 8, 12 and 13 years old and I have to pay all for them but I do not have the money to pay for them as it would be 1,600 per person and another 500 for checking services. This would make it 2,100 baht per year per person. My parents have to pay about 7,000-8,000 baht each time to extend their permits. Last year they had to make new permits and extension fees which costed almost 10,000 baht each. They just received those for a few months and now I have to pay again but I still don't have the money to do it. There are lots of responsibilities for me. Over 6,000 baht for my three children and I also have to cover for my parents' health services as well which are about 4,000 baht per person. So just for the health service fees for the whole family is over 10,000 baht a year already.

Q: What about you, MW3?

MW3: My children are 4 and 2 years old but I would have to pay more for them if they pass 7 years old.

Q: If they can sell them, how much would you want to pay?

MW3: I think 500 baht would be good, until they reach the age of 18. Then they can start working already when they reach 18. For the children, I would have to pay for their schooling fees, transport and other fees like uniforms as well.

Q: what type of certificate does your child have?

MW3: The birth certificate for foreign workers.

Q: What about MW1, does your child have an identification?

MW1: Not yet, using the birth certificate now. If they go to college then they will need to use identification. My child was born in Thailand.

Q: so, the problem now is that parents have access to social security but not for the children?

MW3: Yes, but I am able to provide for them but if they pass 7 years, then the fees would be similar to the adults.

Q: Does the hospital sell it?

MW3: Yes, but they are offering it the same fees as adults.

30:00-34:59

MW1/MW2/MW3: There used to have some problems with the identification process, my parents had to take their passports everywhere but now I think the issue has resolved. My younger children have the rights to the health services now but for my older children they did not have the right to the health services as at the time I still had only the passports without proper permits therefore the older child has the identification card issued like the mom for migrants.

Q: For [REDACTED], your daughter has been registered, DNA checked?

MW2: Yes, now just waiting to get the identification so that it can be used for social and health services.

Q: When did they make an appointment to do this for you?

MW2: I have reached the hospital and provided them with the information about my husband and my daughter and they said that they would call me back for any progress.

Q: Did the dad get the card already? So only the child is still waiting to receive the card. So the hospital said that the director would sign it and give the gold card.

MW2: Yes

Q: How much is the social security fees each month?

MW1: 1,800 baht paid to the employer. For male is 2,500 baht

Q: Is it worth it?

MW1: Yes, I have used it twice at Pa Sang Hospital?

Q: A state hospital? Do they provide better care there?

MW1: Yes, I think that it is better but I haven't used it for other services like dental care.

Q: Your child is over 6 years old so you haven't sent them more documentation, right?

MW1: No.

MW3: Yes, I can still.

MW2: I can still send them my child's data receiving 800 baht per month for her but this is not enough.

Q: Do you use these services like your parents as well?

MW3: Yes, both my parents can use it but my children are now using the service from the mom's benefits but using dad's benefits then we have to submit the marriage certificate.

Q: Have you used the social security before?

MW3: Yes, I've used it when I got injured into my eye by a stone from cutting grass and was admitted to the hospital for almost half a month. But the job wasn't done at the employer's farm I was offering services externally. But now I still have a little problem seeing things clearly but if I use only one of the eyes then I can see things more clearly.

34:28-34: 42 unclear answers for what the doctor diagnosed and disturbance noise

34:42: *Q: Does everyone have the pink identification cards now?*

35:00- 40:04

MW1: It's the มัคติ ครม 20 สิงหาคม

MW3: for me I'm in the group 10 สิงหาคม

MW1: but I have done this one for a long time then extended it continuously. First, I held the migrant card then I had to prove my nationality as received the red passport and extended it continuously. As my red passport expired so I have just recently extended it last month but this is about to expire again on 13th February but I'm waiting to save up money to do it.

Q: How much did you have to pay the last time for the permit.

MW1: For the work permit it was 1,000 baht for a year, for renewing the book is 500 baht and the service fee. The visa and the book together are 2,500 baht. I have accumulated and wrote the forms myself but sometimes people have someone fill them up for them but they would be charged 2,600 baht.

Q: Are there any other fees?

MW1: Health check is another 500 baht as certificate for an extension. For the pink card we have to pay 250 baht and Covid ATK test is another 120 baht.

Q: Where did you get the ATK?

MW1/2: At the district office. At the hospital they charge 350-500 baht during the pandemic period. There are also about 1,000 baht of food and gas fees as I had to go a few times.

MW3: For me, I had to pay higher for CI including the visa is 4,200 baht that I did at the center in Chiang Mai. Another fee of 1,000 for registration and Covid check was another 500 baht.

Q: The Covid test was taken at the hospital?

MW3: No, it was at the center. The passport envelop is another 50 baht that is also unavoidable.

40:05-44:59

MW3: For the pink card I had to pay 220 baht. This was processed at another department. At that time, they provided us with the blue card but later on they acquired us to change it to the pink card. There were also other documentation processing fees of 250 baht. Then from there, I had to extend another card with the labor department which costed another 150 baht that had to be paid to the broker to fill the form for me. As there are many things to fill, I don't know where to fill it. Actually, if all of the documentations are all ready then it would be easier but I didn't have documentations regarding the social security. I showed them that I had paid for this via an app but the department said that this couldn't be used and the broker would have to proceed with this by printing it out and submitting the documentation to the social security office only. It wasn't complete in a day so I had to come to Lam Phun again on another day to submit the form and pay the fees again. If it was done in the same day, I had to pay 250 baht but when I came back again as the process wasn't done in a day so I had to pay another 150 baht. In total I had to pay a little over 6,000 baht.

MW2: I have to pay similar to [REDACTED] for the cost. The red passport is extended at the employment office, the visa is extended at the immigration section at the employment office.

MW1/MW3: Extending the visa at the embassy was 800 baht that we went there by ourselves at first but it was around 3,500-4,500 baht if processed by the broker.

Q: What about the visa fee

MW3: The visa is 1,900 baht but the renewing book fees is 500 baht. 100 baht for service fees.

45:00- 49:59

MW1/3: The service fee is another 100 baht without a receipt, the renewing fee also doesn't have receipt. When we made a self-report, there is also a service fee for it.

Q: This is why they do not provide receipt for other fees aside from the visa fees. So, it is something that you have to pay them, right?

MW1: If we request for the approval for our residency, I have to pay the immigration office 500 baht.

MW3: What they are making from all these fees exceed their monthly salary.

Q: The steps of all these procedures, is it complex?

MW1/MW3: Yes, there are also many people and the state procedure is all different. Like in Chiang Mai, when workers submit documentations for permits, they would give us 2 receipts. In Chiang Mai, you can go to extend your visa by yourself but in Lam Phun they would give you the blue book first unless you process it through a broker or agency then it would be quicker without having to make a request. The state officials are trying to obstruct us to process the documentations by ourselves

MW2: Normally for self-report, the broker charges about 200-baht fee for their services but if you go on your own, it's 100-baht fee for self-report.

MW1: To renew the book, I also have to wait for the number. Like the one I requested I have to wait to receive it in end of February but if it's processed via a broker then I could acquire the book immediately. Some workers are worried that if you process it by yourself, they be not able to get it but paying a broker 6,000 baht or so would enable them to get the book.

Q: And for these fees, you have to pay for them by yourself?

MW1: Yes, but some people also took a loan from their employers or their relatives as there are insufficient money to help out.

Q: How much interest would the employers take from the loans?

MW2/MW1: Some employers would charge additional interests while some others do not charge. Then the employer would deduct these fees from the monthly wages. For a loan from relatives, we would be able to repay them back when we get the money.

50:00-54:59

MW2: Most of the time I took a loan from our relative instead of the employer.

MW1: I took a loan from the employer. For example, if I took a loan of 10,000. I'd asked them if I could pay back each month, 1000 baht without interests. This would be deducted from the monthly wage received of about 4-5,000 baht. The ones with interests are mostly the ones requesting for high amounts of money who wish to start a business.

Q: When you came to work on the farm with the employer, did you find the job yourself or was there someone finding the work for you?

MW1/2/3: Most of the works were referred from relatives or friends who hooked us. There are also people who charge about 500-1,000 baht per head for finding work for workers. In Chiang Mai, there are people who does this but most of the works in Lam Phun are referred by relatives and friends.

MW2: In Lam Phun there are some as well. A woman told me that I'd have to pay 1,500 baht each for to find work for me.

Q: What kind of work would that be?

MW2: Any general labor work such as house maiden service, garden service.

MW1: There was one time that I tried to reach them regarding the shares of the longans: Like buying longans from 1 tree for 120 baht each and they would deduct 10 baht off from each additional trees that I cut so I would have to pay 110 baht per tree. If there are 150 trees, then they would charge 1,500 baht for it.

Q: What do you have to do at the farm?

MW3: At the longan farm: I have to cut the grass, cut the branches and provides the trees with water, chemical pesticides that needs to be sprayed twice every month and fertilizer

Q: How may time do you have to spray the chemical spray?

MW3: Twice a month sprays on the leaves so approximately this needs to be sprayed for 3 to 4 months while preparing for the yield otherwise the worms would eat the leaves.

55:00- 59:59

MW3: After this period, I would have to spray the trees with chemical sprays twice, 7 days wait for another spray after the first one. Then about 15-20 days is the time to provide the trees with enhancement fertilizers for the blooming. Then spray them with water continuously every 4 days. Sometimes hormones are also sprayed to fatten the trees thrice, once then another after 7 days. Once the fruits started to grow then I will need to spray the hormones and pesticides again. The pesticides are needed

every 10 days to prevent the worms. Once the fruits become as big as the size of a มะเขือพวง (57:19) then it would need to be sprayed once every other 15 days, or twice a month. In total it takes about 7-month period from the spraying of hormones and pesticides to the yield period. Then after you collect the yield, this whole process repeats again so it is really a yearly process of work.

Q: Would you be able to do other labor during the time that there is no work on the farm?

MW3: Yes, water is provided for the tree every 3 or 4 days and the employer does not give the wages during the waiting period.

Q: How much do you get?

MW3: For male workers, it's 350 baht per day and 250 baht for female worker. There are some friends that are couple who work in another farm in another village who get 500 baht a day for 2 workers but they provide them with accommodation so its like the guy is getting 300 baht and his partner gets 200 baht.

Q: for these 500 baht for the couple, do they pay the rate per day?

MW3: Yes, it's a daily rate. The work there would be similar to mine too.

Q: during the waiting period, what other work do you do?

MW3: cutting branches or spraying pesticides on other farms and I would get 350 baht per day as well.

60:00-64:59

MW3: The rates would be similar. 350 baht for male workers and 250 baht for female worker per day. The workers' responsibility is different though, male workers have tougher work...

MW2: Not true...

MW3: Male workers have to be on the trees cutting off the branch while female workers mostly do not climb the trees. The risks would be different for male and female workers. For cutting the branches, sometimes if you fell to the branches that you cut prior below as an accident then you have to take a break for a month and would not be compensated for the salary in any way.

MW1/3: Working at the longan farms is a good work but there have been no social security benefits paid from the employer so that we can get 30 days of compensations in addition each year in the case that we cannot work. As according to the law, they told us to request from the employers first for the 30 days and then use social security benefits later on. This would be the compensational benefits that the employer should be able to give for 30 days each year.

Q: How much do you want for this compensational rate?

MW2: I want 332 baht per day for the compensation day even this is still lower than the daily rate.

MW1/3: I want 350 baht.

MW2: Selecting and separating the longans are also hard work and tiring too so I told the guys to come and try to do it and see if it's hard because we have to separate them according to 4 different sizes. And the ones that are not nice also need to be taken out into another bag.

MW1: male workers doing it would be harder as it uses another skill set. Placing the longans in each basket needs to also be neat to ensure that they are arranged nicely in the baskets for all the fruits that are in the same sizes because if a basket doesn't have the same sized fruits, then the price would be dropped.

Q: What time do you start work normally?

MW1: 8 AM

MW2: starting at 8AM, ending at a little over 5 PM if your task is to collect the fruits.

65:00- 70:01

Q: what about for other tasks?

MW1/3: 8 am till about 10 am to take a break then continue working from 1030 AM till 1130 AM then take a lunch break until 13pm before taking another half an hour break then work until about 1630 PM then you can take a rest. There is half an hour of break in the morning and half an hour in the afternoon. During the yielding seasons, then the work would be more continuous without much break until 5 PM. If your task is to separate the longans only then you have to sit and separate the sizes but if you are a male working separating the longans too sometimes, they are paid 350-400 baht for doing both tasks. Normally there are no OTs if there are many fruits to be collected. Sometimes they asked us to work overtime during the yielding period.

Q: Would the work be harder during the yielding period, what about other time in general? For male/female workers?

MW3: For general tasks are doing errands in the gardens, spraying pesticides as you need to wear gloves and other protective equipment

MW2: Spray water on the trees.

Q: In other time, the tasks would be cutting the grass, spraying water and spraying pesticides, right?

MW1: Yes. After the yield then the cycle process repeats again to tame the branches for regrowing the fruits again. The male workers would be on the trees doing this and female workers remain on the ground.

Q: They pay for this per day as well? Can they be paid a flat rate during the yielding period?

MW2/1: It depends on the quantity of the longans, if there are high volumes of longans and low amounts of workers then they wouldn't buy them in large quantities. But if there are merchants that come to buy in large quantity then we would have to gather all the workers to help out. The employment office states that workers have to be with either one or another employer only but in actuality this is not the case as some of the villagers in the community do not have workers to help on their farm as their children are studying in town. There are only migrant workers who are helping them collecting the longans or other temporally tasks like taming branches, cutting grass or spraying pesticides. This would be compensated as a daily rate.

Q: How did they contact you?

MW1: from the contacts in the village.

MW2: but it would be risky also if they do not pay us as we will not be able to request for any else anywhere.

MW1: There was some case that I went out to help another employer and did not receive the wage too because we are not contracted with them. It is all verbal contract.

Q: Are there contract with your employer?

MW1: Yes, it's at the employment office and not with the employer.

70:02-75:09

Q: They did not give the employer a copy?

MW1: They did not give it to them as the forms are with the employment office in Thai and English.

Q: Could you read what it entails?

MW1: I cannot read Burmese but I can read Thai a little and read it when I went to request the permit but they keep the documents at the employment office.

Q: For the daily rate for women, how was the contracts written?

MW1: Then it needed to be written the minimum rate as according to law.

MW2: But in reality, I do not receive that same salary.

MW1: The employment contract would have the rate, the holidays, leaves, OTs and other services.

Q: Have you read the contract before? Do you know what mentioned in the contract?

MW1: There are work descriptions regarding the amounts of work hours, days per week, holidays, daily rates of 320 baht (at the time)

Q: And what about for the holidays?

MW1/3: The holidays were not indicated as to which day. If we do not have work for the day then we would not be compensated for that day if the employers do not have any work assigned. Like today I could come here for the interview as there is no work. If there are work to do over the weekends then we would have to do it too. Except for Buddhist holidays then we can request them to go to the temple to make merits first.

Q: So, you have 1 sole employer you are contracted to and other employers that occasionally hire you?

MW1/3: Yes, this depends on the work requests from other local villagers. In some months, I have worked for 10 other employers. In most of the time, the longest working days are during the yielding period.

Q: For the health services, do you have to pay for it by yourself?

MW1/3: Yes. It is deducted from the amount of social security that we paid. Like last year, we have paid a little over 1,000 baht. The documents were sent to the employer and we have to submit it.

MW1: But for the social security fund, I have not used it yet. I am not sure but I think I used that when I fell off a tree. I'm not sure if they used another social security insurance for the incident.

75:10-80:36

Q: Was there a case that the employer deducts your salary if you take a loan from them?

MW3: If I take a loan the employer would not take any more interest. But some days now, the employer does not give fully 350 baht, some days I have been getting 300 baht but the employer said he would give the rest if there is enough money.

Q: Do they give you per day, how do the employer give you the wage? Was there any delay in receiving the wage?

MW1/3: If I work for 5 days, the employer would give after the 5 days. If she doesn't have the money then she said she would give in 4 to 5 days. The employer normally pays after 4-5 days depending on the work load upon job completion. And mostly we have to calculate how many days we work each month and the employers would give us the wages for those days worked. For example, if we have to cut grass for 3 days then we will be paid for the 3 days then continued to work another task and recount again the number of days that task needs.

Q: Does the employer basically offer you work like general labor service?

MW3: Yes, but if there are work and they call, then we cannot go out to work with another employer. The employer gives us respect by calling in first to inform if we are going anywhere, if not then we would work for the employer.

MW3: I just want the work to be legitimate and we are not breaking any district regulations. Currently, I am still afraid of the immigration officers and I have to run away sometimes.

Q: Why are you afraid of the immigration officers?

MW3: For working with another employer that I am not contracted to. Like if I am contract to employer A. and then go work for employer B, then I would not have the proper documentations to show them.

Q: You should tell them that employer B is receiving work from employer A, like a subcontract from employer A.

MW3: But in actuality, different employer and workers are all doing work for another employer at the same time too. This has what became an issue.

MW1: I asked immigration office about this and they said that these immigration officers are not supervising officers therefore they suggest me to request both employers, A and B to provide me with work certificates so when we are checked then we have something as evidence to give to them. In reality if we are working with another employer and our own employer is not available to help clear then we would be charged from the officers. Employer B would also be in trouble as well.

80:37- 84:59

MW1: The employers would be in more troubles than the workers.

MW2: If we cannot flee in time then we would have to pay 5,000 baht to the officers.

MW1: I think more than this in some cases. They would not bring us to immigration office but they would request for money. Sometimes if we can pay the amount that they request they would be ok but if we are unable to pay the amount requested then they would take us to the immigration office, in accordance to law.

Q: They make an arrest because they want money.

MW3: This is what I have been afraid of. If I don't work for other employers then they wouldn't have the right to arrest us.

MW1: The employers are quite in a hardship as well as they are considered small enterprises. If the agricultural product prices are not good then it would be a loss of them too. Working in larger enterprises would be better.

82:12 Q: Does everyone have social security. Do you have to pay when you go to the hospital?

MW1: No.

Q: What about for the children?

MW2: My child can use it without charge but if they grow up it would be worrisome.

MW3: For the children there is. Right now, I have to pay cash if my child is sick and take them to a clinic if they are not in a severe condition.

MW1: I take my child to a clinic visit, which I have to 100-200 baht per each visit and 400-500 baht per day at the hospital and a whole day is needed. I worry if my child is in critical condition that they have to be admitted overnight then it would be over 10,000 baht for sure. I can still use the 30-baht insurance.

Q: Does your child has the 13-digit number already? So, you would have to pay.

MW1: The doctors told me If they pass 7 years old, then we would have to pay and extend the service then I would get another year additionally. Then it is something that I will have to pay each year to extend the health benefit for my child.

Q: Now, if you extend your visa the next round before August, then would get the work permit for 2 years then you can buy the visa for the child for 2 years too as well?

85:00-89:59

MW1: Yes, but for the children it is still a yearly extension each time that we have to pay 365 baht each year.

Q: Do you have to pay for your eldest child?

MW1/2: Have to pay for the eldest child

Q: Did your older child get Covid?

MW2: The small one got Covid so I didn't have to pay

MW3: The older one got Covid and we use the 30-baht insurance but my father used the social security benefit.

MW1: The hospital used the 3J (เจอ จ่าย จบ)

Q: How much did you have to pay at that time if you take a test and the result was negative?

MW3: 450 baht. But if the results are positive then we would get the medicines but do not have to pay anything additionally. I just used the 30-baht benefit.

MW1: During December to January, some hospitals charge additionally of 2,300 in Bang Hong to check for Covid at the hospital in order to extend my visa.

MW3: At that time, I did not check at the hospital but I paid 400-500 baht at the CI center to check for Covid but this occurred later than the prior period. During the start of the outbreak, I did not pay 2,300 to check for Covid but I checked for it later on as I did not have money.

Q: During the Covid pandemic, where did you receive the information regarding Covid?

MW1: From our workers' groups who had shared flyers about it and the village headmen and the district อสม volunteers also provided us with information through the village announcement in Thai.

Q: What if you get Covid?

90:00- 94:59

MW1: If we get Covid, the อสม volunteers would come to our place and quarantine the area.

MW2: We would have to come to the hospital, then the hospital reached out to the อสม volunteer to come to our places to quarantine it.

MW1: They only quarantine the areas but they did not provide us with anything to help or support.

MW2: There were 1 set that came to quarantine the area and provided us with 5 kilograms of rice.

Q: How many days did you have to be under quarantine for?

MW3: 14 days at that time.

Q: Were there any nurse or อสม who called you to check up on the condition?

MW3: There was hospital staff who called after every 5 days to check on the symptoms and asked if I had gotten better.

MW2: They said if the conditions were not better then we could visit the hospital. For my child, they also called to check in after 5 days and that was it.

Q: Did your whole house members got Covid?

MW2: Yes, my smaller child got it first then my mom got it.

MW1: The wife and the 2 kids got it.

MW3: For me the children and my mom got it.

Q: Did everyone get the Medicare at no charge?

MW1-3: Yes, we used the 30-baht benefit. If we come twice then we would have to pay 30 baht for each time.

Q: Have you seen a case in which the worker does not have any insurance and the provide the Medicare for Covid for free?

MW1-3: Most of the cases they pay cash according to the conditions that they had. For people that paid in cash, the doctors and nurses would provide them with really adequate services. For people with 30-baht benefits, they wouldn't be able to be admitted to the hospital.

94: 20 Q: Asking honestly, how long do you want to stay in Thailand?

MW1: I want to get the Thai nationality.

MW2: Would that be possible.

MW3: I want to do good work so that I can stay indefinitely and hope that I will not be sent back to Myanmar as it is in a critical condition over there is not peaceful.

95:00-100:05

MW1: To compare Thailand and Myanmar it is like heaven and hell. Even though Thailand is not really adequate like some other countries but it is still much better than Myanmar in terms of the welfare and services provided and not being oppressed and threatened like at home which rules are regulated wildly by the military. The military officers there are able to take any of the livestock as they please but they are also infringing our human rights of the citizens and people do not have the rights to negotiate at all. They can decide to shoot us dead if they want.

Q: All of your children were born here? What if your children get Thai nationality?

MW1: Yes, all of them. For now, I hope that my children receive what is good for them. For me, if I am unable to stay here then I would need to go back but I want my children to decide for themselves if they want to live here or not.

Q: Would your children want to finish a bachelor degree here?

MW1: Yes, they want to therefore I need to encourage them as best as I can to persuade them to complete the degree.

Q: Both of your children were born here, does that entail that the children need to graduate the bachelor here so that they can get Thai nationality?

MW1: I don't mind if I don't get the Thai nationality but I just want better permits so it doesn't require complicated process for extension. If there is a one-time permit for 5 years or 10 years at a time then it would be good as extending it once every year is tiring.

Q: Your partner received the number starting with 089.. right, awaiting to get approval for the Thai nationality similar to this daughter of yours, right? Can she get the Thai nationality after the father's card is processed?

MW2: Yes, like her father but I still cannot get it as I have to wait for the father to receive it first.

Q: Seems like your daughter has a higher chance of acquiring the Thai identification. Then for you would have to change your marriage certificate to requesting for the identification. This seems to be a complicated process.

MW1: I just hope that my children should be able to stay here for a longer time but at the moment it's a very complex process for the extension.

MW2: There should be a way to apply to get the permanent residence for the elders without expiring date.

MW1: If I work until I reach 50 and I wouldn't be able to extend the visa then I hope that I could continue my stay with my children after they finish their university degrees. I would like the state to be able to provide me with residence permit to continue to live here with my children.

Q: Like a family visa? It's expensive. It's called the non-O visa and you can stay here in case you still do not have the Thai nationality but your children do. This is more expensive, then you can request for the visa register for your residence and then after 5 years you can register for permanent residence, and then another 5 years to apply for Thai nationality.

MW1: I might not be able as I'd be too old by then but if I get to 55 and unable to apply for an extension then I want to apply for the ones for elders.

100:06- 105:08

Q: As you have the time to prepare for this, what if, they are able to extend your permit until 2025 then you would have to return to Myanmar to enter again and work until you reach 55, what would you do?

MW1: Then I would prefer to get the Thai nationality so that I can stay here for a long period.

Q: Was there any period in which you think wasn't a good time for you since you have worked here?

MW1: Yes, in the beginning when I arrived. I did not have any work permit and the I had to hide in the farm every time the officers came to check the papers. I arrived in Mae Tang then, around 2004 when they tried to register the migrant workers. At that time during Thaksin era, I registered as a migrant worker and extended the permit every year since. In one of the years in 2008-2009, my former employer who was also a broker lost my documentation so I didn't have the permit for about a year and had to register for it again.

Q: How did you live at the time?

MW1: I had to live in discreet at the time.

Q: what about others?

MW3: I came as a student to study until I finished 6th grade and registered for a permit when the state initiated a new **มัตติกรรม 20 สิงหาคม** and the school asked me to register for a card

Q: How old were you then? Did you have to make a student card back then?

MW3: I was about (103:24 unclear). I did not do the student's card too at the time.

MW2: At first, I didn't have any work permit too until arrived in Lam Phun but this was over 10 years ago. During that time, I was doing house maiden work therefore I didn't meet anyone.

MW1: I have been here for a long time. I arrived in Chiang Mai and was lied to a few times to work at a construction in Chiang Mai as I couldn't register the permit and had to paid a fee to a broker but wasn't able to get the permit to work.

105:09-115:10

Q: How much did the broker cheat you?

MW1: The broker charged me on multiple occasions. Just for register the name I was charged 5,000 baht. Then I was asked to go to provide family member names was another 10,000 baht but I wasn't taken to see the employer.

Q: Have you changed employer since you moved to Lam Phun?

MW: No, and the employer always asked me to extend the permit continuously.

Q: If you would like to change the employer, would he mind?

MW1: I would just need to tell the employer.

Q: Is it the same for you, MW2-3?

MW2/3: Yes, this is the same for us, we haven't changed employer yet. I have been here for over 10 years.

Q: How many workers does your employer have?

MW2/3: About 9 to 10 workers.

MW1: I stayed in one place but the employer lives in another house. I would move between employer A and employer B. If there are work with employer A then I'd be here and if there are work with employer B then I'd switch but I also live with the second employer. If there are no work from both of the 2 employers, then I would find work elsewhere to do. If I want to move to the second employer as there are more work there then I'd need to see how to change.

Q: Did you get to renew your permit? What are the fees?

MW1: Yes, the workers have already started to renew the permits. This time I'd have to pay 1,990 for renewing the visa for another year. It would be good if I can get 2 years.

108:57-115:10 *Q brings each visa and explains about the types of visa groups for the conditions. The fees would be similar for either 1 year or 2-year extension. There may be 500-baht fees for health check up this time. You don't have to do the pink book as well this time. The renew of documentations fee another 1,000- 1,200. In total there would be about 4,300-baht fee in case you are getting the 2-year extension visa. For MW2, if you extend it the next round then you would get a 2-year visa and they will give you a card format one. For the 1-year visa, the first round you would have to pay 1,000 baht to be able to work for 1 year, and 1,900 baht for the visa then for the next year the cost would be the same. In total you would need to pay 3,400 baht multiply by 2 people then that would be almost 7,000 baht. If you extend before 1st of August then you would get a 2-year visa, but if you do it after 1st of August then you would have to pay for the visa fees of 1,900 baht twice. For the working fees, you would have to pay 100 more additionally if proceeded after the 1st August.*

115:10- 119:59

Q: In case that you have to extend the visa and there is a need to get the health check, after the 1st August you will have to pay for it once but the for 1 year one you will have to get a health check again next year. Therefore, you should get it before the 1st August in order to pay less and also pay less for the processing fees too.

116:00 MW3: Another thing is that there would be many people at this hospital if the expiration date is during the same period.

Q: Are the 2 of you relatives?

MW1/2: No, we stay in the same town but in a different village.

116:55: Q: If the workers get into a problem, what are some of the obstacles that the workers in the agricultural sector face that you have so far?

MW1: There are not many cases about the wages as most are paid the wages based on daily earning.

Q: What if a worker gets into trouble? Who do they contact?

MW1: Most they would contact the brokers, someone that they know or us. If we can provide them with the information then we would help them.

Q: How much do you have to pay to the broker if you reach them in case there is a problem?

MW1: the minimum fee to contact the broker would be about 1,000 baht for consulting fees.

Q: Does [REDACTED] (NGO Woman) charge?

MW1: No, she doesn't charge, but if it is about court cases and I would need to travel then I would have to provide her with the transportation

Q: Have you ever made a help inquiry from the welfare or employment offices?

MW1: I have only gone there to inquire about the social security benefit. In most of the time that I see other workers are going to these offices are regarding the registration of benefit compensations for the children. Then there are some errands that I

help other workers out when they are getting into an accident and was killed so I helped out with the compensation fees for the person that died.

120:00- 125:55

Q: How many people are there within your member group in Lam Phun?

MW1: In the agricultural sector, I think that there are over 100 people. Everyone from this village is in this group and there are also some others from the nearby villages. Anyone who is interested to join then we will apply them and inform them that this group will provide consultancies and advice on labor rights. There are different types of workers though, some are aware, some are not interested and some does not want to pay to join. Before we used to charge 1 baht per day to join this group but we have adjusted the fees due to the economic conditions and increased the joining fee to 365-baht single fee indefinitely. We still think that this fee is still too much for workers that are getting less so we adjusted it to 150-baht fee.

Q: If possible, do you want the wages for female and male workers to be the same?

MW2: If possible, I want the wages for the male and female workers to be the same.

Q: Have you ever file a complain that your salary is not similar to other workers? Could you do it as you are getting the flat fee rate for each work?

MW3: I think it's the rule of tradition for the villages that span the whole district but I think if this is in a company format then they would have to pay accordingly under law.

Q: Do they hire male or female workers more than the other?

MW3: I think it's depended on the job type to see which one is more appropriate for which gender of workers.

MW1: If it's taming the branches, then it would be difficult for women to climb the trees to trim the branches as it is riskier for women to climb up the trees and do it.

Q: But the intensity of the work is similar, therefore the female workers should also receive the minimum earning as well.

MW1/3: as of 332 baht. Some place already gives female worker 300 baht a day but, in most places, they still get below than this rate. Thai and migrant workers are getting the same rates of 350 for male workers and 250 for female workers depending on the work. For cutting grass, it is 500 baht as we have to bring our own equipment and it is riskier as well.

Q: Are there any issues with the employers?

MW1: not many but in general, getting access to the right to different fund unit provides is difficult because most of the representatives are Thai farmers but their earnings are not adequate as well for locals with only 4 to 5 workers and they have to give the workers 5% each for the product yield so they would be trying to avoid paying health benefit fees for the workers.

Date: 26 Nov 2022

Focus Group Lamphun: Agri-Migrant Workers

FGD2 Thai

00:00 – 01:00

Q: What is your name?

AW: My name is [REDACTED] and right now I am 36 years old

AW2: My name is [REDACTED] and my age is 49 years old

AW3: My name is [REDACTED] and I am 19 years old.

AW4: My name is [REDACTED] and I am 29 years old.

Q: What is your current job in Thailand?

AW1: I am working at Mango farm

01:00 – 02:00

AW2: I am working in Longan and Guava farm and I have some freelance job too.

Q: Do you guys live around here?

AW2: Yes, we are living around here.

AW3: For me, I am working at Chicken Farm. This is my only job right now.

AW4: I am working in the factory which producing the dry longan.

Q: Can you do this kind of job for the whole year?

AW3: Yes

Q: For [REDACTED] (AW4) If there are not full-year job, what are you doing in your available period

AW4: I just stay at home and if there are any freelance job, I will go for it.

02:00 – 03:00

Q: In 1 year, how many months that you have to work?

AW4: 5-6 Months and when it's come to the period that I didn't work. I will work for other farm for collecting the fruits. When I work for the factory, if the price of Longan is decrease. There will be no job, so I need to go out and collecting fruits for other farm nearby such as trimming branches, collecting and watering plants.

Q: So, you are working for 5-6 month and another 5-6 month you become unemployed?

AW4: Yes

Q: How you live in that 5-6 month? How you pay your living cost daily?

AW4: I just saved the money and use it very carefully when I become unemployed.

03:00 – 04:00

Q: You coming here alone? You having a husband?

AW4: Yes, I came alone and I have husband.

Q: What is your husband job?

AW4: He is a driver for forklift

Q: You have any children?

AW4: Yes, I have 1 child and she is 3 years old. She studying kindergarten in Government child care.

Q: Do you have any problem for birth registration when your kid was born?

AW4: No

Q: You are all Burmese?

AW4: Yes

Q: Are you planning to take your child back to Myanmar after the contract finish? The contract is year by year

AW4: I lived her for 1 year already

04:00 – 05:00

Q: Are you planning to go back to origin country?

AW4: No, I haven't plan yet, I need to extend the Visa year by year

AW: For me, I live in Thailand for 18 years also the Visa is need to be extend year by year

AW2: Recently, I just got Thai national

Q: How you access to Thailand?

AW2: I access Thailand from [REDACTED] (a district in Chiang Mai province), since 2538 which is 28 years already in Thailand. I finally got Thai national in 2548

05:00 - 06:00

Q: What about you? (AW3)

AW3: I came into Thailand from [REDACTED] (a city in Shan state, Myanmar) and then I moved to Chiang Mai almost 1 year. So, I just stay here 1 year.

___ Continued ___

00:00 – 01:00

AW: I faced a lot of problem about the payment, sometime, they pay really slow and worst case is they are not paying us.

Q: Do you know if there are any problem, where can you appeal?

AW1: In the past we don't know where to appeal but nowadays, I know where to go when I having a problem. I need to come to see NGO Women.

Q: How do you know this NGO Women?

AW: In the past, my sister died in car accident and there a lot of problem on that time, having NGO women helping us is a lot easier.

01:00 – 02:00

AW: After that situation, NGO Women help a lot with the payment and the case after the accident occur. Then I have become the member. I knew HRDF in Chiang Mai after my sister's accident and after that I have moved to Lamphun.

02:00 – 03:00

AW: When it's come to monthly meeting, I will attend every time to discuss about the migrant problems.

Q: What about you, how do you know NGO Women.

AW4: I knew HRDF from AW2 and right now I am also the member.

AW3: For me, I just stay here for 1 year so I didn't become the member yet.

AW4: I attend the monthly meeting for 4 times already. Last time, I am training migrant worker to make a flower.

03:00 – 04:00

Q: You got some skill and knowledge from the monthly meeting?

AW: In the meeting they will inform us every detail and information that we use to know. Most of the migrant worker, they don't have much information about the law and payment and it's become very easy to be exploited. We know and understand how to protect our rights because we are not growing up in Thailand so it is really hard to adapt. In Thailand, there a lot of good people and also a lot of bad people too. We understand that we need to live under the Thai law.

4:00 – 5:15

AW: I live under the law and I also need to be treated correctly and receive every right under the law.

AW4: I can say most of Thai people are really kind, it is a really good place to live. There always people that want to help you and I think that is why I want to live in Thailand.

AW4: Thai people are Jai Dee and Jai Yao (another meaning for kindness)

___ Continued ___

00:00 - 01:00

Q: When you arrive here, are the language and communication problems for you?

AW: It is really hard for us because we can't speak Thai. When it's come to payment process, we don't have any information about it

Q: How you start speaking Thai?

AW: Because Thai language and Thai-Yai language is quite similar. There just a few differences.

01:00 – 02:00

Q: When it's come to documents, most of them are in Thai. Are you having a problem with it?

AW: We didn't face much problem for the documents because mostly, employer is in charge of it. Employer always fill the information for me. But recently, I can do it myself. Sometime, employer also help us checking the documents.

02:00 – 03:00

Q: What about you? I think you having with the language because you can't speak Thai clearly?

AW: When I first came to Thailand I faced a lot of problems, when I go to exchange a currency, it is really hard to communicate. I used to order the meal in Burmese but the owner of restaurant cannot understand what I am saying but luckily there are some Burmese people help me to translate.

03:00 – 04:00

AW: Then I just left all of my money and let the restaurant owner pick my money because I don't even know the amount of the bill. Then he taught me that 40 Baht you need to pay like this (two of 20-baht notes). He taught me about the color of the note so I can understand each amount.

AW: Most of my friend are really surprise that I can't even speak Thai. They are wondering how can I access Thailand without knowing any of the language.

04:00 – 05:00

AW: After I work for a while, I can recognize Thai language very fast. When I need money, I let my friend borrow the salary from employer first and then I need to return after I receive my salary. I used to order the meatball for 100 Baht and the seller understand that I want 100 meatball and he is really shock.

05:00 – 06:00

AW: Then the seller taught me that you can't say the price when you order something, it will be misunderstanding. Because 100 in Myanmar can buy just a little thing but in Thai, 100 Baht can buy a lot. My friend explained to me that 100 Baht in Thai is almost 4-5 thousand Kyat (MMK)

06:00 – 07:00

AW: I used to buy a fruit and it is really overpricing. I didn't even know about the price and Then my sister came to me and said that we used to pay just 20 Baht for that.

Q: And the seller sells these to you for 100?

AW: Yes, he really glad that he sold it.

07:00 – 8:18

AW: Furthermore, when I need to redeem money to my phone at the shop. They asked me Dtac True or 12Call and I has no idea what he is talking about so I gave him my phone to check and he just do everything for me.

___ Continued ___

00:00 – 01:00

Q: For entering Thailand, each of you has entered Thailand in different time and also different type. But 2 of you (AW and AW3) entering Thailand at the same time and you got the work permitted?

AW: the work permitted need to be in yellow card due to MOU agreement.

Q: What is this document? This book?

AW3: this is my passport and it need to use with this card (work permitted)

01:00 – 02:00

Q: How long this card is valid?

AW3: this one is only last for 1 year. We need to extend each year but for the passport is 5 years

Q: You need to go back to your country for extending passport and visa?

AW3: No, we need to go to Myanmar ambassador. The work permitted is need to extend at Department of Employment.

02:00 – 03:00

Q: Are you planning to stay in Thailand forever?

AW3: It's depended on the situation of my origin country, Living here is much better for job opportunities but in my country, it doesn't have a lot of job. If my country has better economic and situation, I really want to go back there.

03:00 – 04:00

Q: In Myanmar, there is no job at all?

AW3: It's had but it really rare to find and also when it's come to dry season, there are no job at all. In Thailand, there are many different types of job that I can work. I can say Thailand is better.

04:00 – 05:00

Q: if you find a really good employer, you think this is lucky?

AW2: Some of them stayed with the same employer for 8-9 years

(The language is unclear but understand that he tries to compare Thailand and Myanmar.)

05:00 – 8:33 (Describing different of Myanmar and Thailand.)

AW2: in my country, if I lose my previous job It will be really hard to find another one.

Q: Can we do agriculture work in Myanmar? You said there is no buyer?

AW2: There are buyer but the price is really low.

AW: In my country, if we own a farm it will be easier. There also a lot of buyer from China.

Q: In Myanmar, is there any welfare benefit?

AW: Yes, it has some welfare but you need to have Myanmar ID card. Getting Myanmar ID card, we also need to pay money first. In Thailand, having an ID card is also include social security. For example, if you died in Thailand, you will still get some money because of the social security but in my country, if we faced an accident, it really hard for us to deal with all the expense.

AW2: Most of Burmese, if they used to live in Thailand and when they go back to Myanmar. They will find their origin country very boring and hard to live.

Q: Living here is much better?

AW2: Yes, of course.

___ Continued ___

00:00 – 1:37

Q: What kind of problems do you face and think it is a really problem for you

AW3: For me, I think there no problem for me.

Q: Any problems when it's come to workplace?

AW: Mostly, the employer is really good but the manager is not good. He always exploits

Q: How he exploiting you? Can you tell me?

AW: I don't know how to explain it in Thai

___ Continued ___

00:00 – 01:00

Q: When you arrive at Thailand, what is the most common problems that you have an experience when you start to enter Thailand.

AW: In my country, most of the job is not enough for us to work. In my opinion, coming to Thailand is really good. The problem is the documents sometime it getting really complicated. In the past 500 Baht is paid for 2 years work permitted but nowadays, 500 Baht is only for 1 year. This is getting more expensive

01:00 – 02:00

AW: I want the rate for immigration to be the same as before. Most of them are valid for 2 years but right now is only valid for 1 year. This has created more process for me. We need to travel a lot to the office.

02:00 – 03:00

AW: We can't do anything because the law announcement has come and we need to follow the rules if we want to stay in Thailand.

Q: So, the problem is the price for immigration office that need to be cheaper

AW: Yes, I want it to be cheaper but it seems like it getting more expensive. The immigration office said that the process is more complicated so the price needs to be increase. In the past, the process is easier.

03:00 – 04:24

AW: I think accessing into Thailand correctly is really good, but I know that a lot of migrant worker has access to Thailand illegally because they try to avoid the expense that they need to pay through the process.

Q: You have any recommendation for us or for any migrant worker?

AW: I think accessing to Thailand correctly is the best thing. Sometime, accessing illegally make the migrant worker live a lot harder than usual. It really hard to find a job and need to hide from officer.

___ Continued ___

Q: How did they take advantage of you?

MW1: My boss teased me like when he disposed some thrashes outside of the bin so I kiddingly mentioned to him that he is not being a good example but later I was scolded by this.

Q: Your supervisor is a male?

MW1: Yes, in just one night, I lost the job

Q: So they kick you out?

MW1: No, not kick out but I wasn't able to continue with the tasks. The supervisor told me that the work was not neat. I am always very neat for example while in the kitchen, I always ensure that everything was neat and clean. My supervisor came in wearing a shoe so I asked him why he came in wearing a shoe. He said that others could not wear shoes in there but he is the only one capable of doing it. I have always been taken advantages by him. When I bought a new (01:55-01:56: unclear what he bought) to fill in so others workers could also use it to wash. I did not obstruct this however the toilet is separated into 4 different rest rooms. But the supervisor took the water pipe from his washing machine and connected it with the main water pipe connected for the restroom area. I told the boss that by doing this then we would not be able to use the restroom anymore and that a new water pipe is needed to reconnect it to the restroom so that workers can use it. So, from saying this I got scolded again. I have been scolded many times. When I served food for other workers, they return the plates but my supervisor did not return the plate back. There are not enough plates in the room to use. My supervisor's younger brother also came in to work during the night shift but he told me that there was no food left for his brother to eat. The night shift normally starts at 5 PM but my shift already ends around then but he said that there was no food for his brother to eat. The following morning however I saw his brother take out the dish to dispose some left-over food when I came to the washing area to wash the dishes too. I asked him why he was disposing of the remaining food away but said earlier that there was no food left for his brother. He disposed the food away in front of me so I asked him straight if he did not have the food to eat then where did you get this food to dispose away. When I said this straight it seemed like they did not want to work there anymore.

Q: And the owner did not say anything about this? Were they aware of what was going on?

05:00-09:59

MW1: No, they were not aware of this and no one was able to reach them directly. There are about 3 owners that I was aware of: 2 Thais and 1 Chinese person. They were not really taking charge of the welfare of the workers though.

Q: Did the owners, both the Thai or Chinese not really come in to take care or taking charge of the welfare of the workers? Did they just allow the supervisor the role to take care of other workers?

MW1: Yes, but there was really not much work for him to do. Upon week ends on Friday, he would provide some food feast for other workers as well.

Q: And where did this money come from to provide food?

MW1: He got the money from his wife and she is a merchant selling different food items including alcohol like beer and other products.

(06:00-07:12 –MW2 female: incomprehensible, speech in another Thai dialect)

MW1: The supervisor has been beating up workers and how the workers have to endure it and take the beating.

07:12

MW1: One day before I left the work, the supervisor teased other two workers. The first of which knew his away around and was able to do everything aside from cleaning the floor. The supervisor accused him of using his spare time to play with his mobile phone instead of cleaning the floor. He got someone to clean the floor but then the worker was not familiarizing with the work of cleaning so he teased him and kicked him out.

Q: Is he able to kick out anyone?

MW1: Yes, he does everything according to his own will and satisfaction.

Q: Is the supervisor still working there? /Q2: is he able to find new workers promptly?

MW1: Yes, but if someone treats him with beer and alcohol then they would be appraised by him.

Q: And where do the workers get the money to buy this to treat him though?

MW1: If they treat him with food and alcohol then the workers would be appraised. The company also provides the workers with food though. Let's say when there is food left over from the 3 meals including the 4th one for the night shift, the workers are getting paid at 40 Thai baht per hour, with another 20 deducted for the utility bills but they do offer all the meals without additional charges to the workers. They do not deduct additional fees from the 3-4 meals each day.

Q: So how much do the workers get approximately?

MW1: The minimum salary. 40 baht per hour, deducting 20 for the utility.

Q: If they deduct 20 baht off on average, that means the workers are getting about 6,000 baht per month, right?

MW1: Yes, but I am satisfied with this as there are free meals and accommodation that I do not have to pay.

Q: When would you be able to get the money?

MW1: It depended on the work load. I would get more money if I got additional OT but if there were not much work then I would not receive the additional OT. Some workers were able to get additional 2-3 hours of OT if there were more work to do.

10:00-15:59

Q: Do you know how much do they make approximately? Do you have an idea?

MW1: So, the minimum is 320 baht and just added another 40 baht per hour for the OT.

Q: This would make it approximately 5-6,000 baht, or more than this?

MW1: more than this amount.

Q: Only during when there are additional tasks right?

MW1: Yes, when there were more tasks.

Q: And what about during the season for longan, is that the 2-month period?

MW1: it's about 3-4 months period but I am able to survive on this with the free meals offered but..

(10:43-11:24 unclear and disturbance noises)

11:25

Q: For this factory, workers are peeling only the longan seeds, right?

MW1: During the longan season when there is work, each kilogram would be worth about 33 baht. That would take about a whole day if you wake up at 5 in the morning and work until midnight to obtain a kilogram of longan seeds as each longan is very small.

Q: Do you have to accumulate 1 kilogram for all of the longan seeds to make it worth 33 baht for a kilo?

MW1: Yes

Q: Do you have to wake up at 5 AM in the morning and work until midnight?

MW1: Yes, I had to wake up at 5 in the morning and work until midnight to gather 99-baht worth of longan seeds (3 kilograms). This was the work during the Covid period. It was good in a way that I did not have to buy my own three meals though.

Q: Were you affected from the Covid pandemic as well?

MW1: Yes, as there wasn't much work for over a year.

Q: What did you do then at that time?

MW2: We remained here and there was nowhere else to go so we were told to stay here with them in the room.

(13:20-14:48 unclear when they relocated to from Hua Lum, MW2 answers in Burmese)

For this section, I heard that they have relocated from a location to work for another unnamed factory and received a minimum wage.

14:48-14:58

Q: How many kilograms are there in each box?

MW1: Each box has about 12 kilograms

Q: For these 12 kilograms, what did you have to do?

(14:58-15:59 - much background noise and background conversation to understand what the worker was saying)

16:00- 20:00

MW1: They came in a big 22-wheeled container trucks and we would have to finish them all. It would take about 12 hours to finish them and receive the minimum wage.

Q: And if you finish then you can take a break, right? If it's not the time to take a break yet then they would not allow you to take a break?

16:40 Ans: unclear

Q: How long have you been here?

MW2: I am not staying there anymore. I have there for only about a little over a month then I moved to work in a construction site. The transport to this new location (unclear) is 1,300 baht.

Q: how did you go there, on a van?

MW2: On a big truck getting there with other workers too.

Q: Are you staying with your partner?

MW2: No, my partner is not living with me. He moved to work in Chiang Rai.

Q: But he was staying together with you at this factory you mentioned?

MW2: Yes, we stayed together at this factory but now (18:30 he is on the way to Chiang Dao)

(18:30-18:57- unclear what MW2 is answering, but vaguely understands that her partner was quickly relocated to a new place to find work

18:58-20:17 – taking break for some banana snacks

20:17-25:00

Q: Ok let's continue about the construction work

MW2: Imagine that you are the employer, the employer has 2-3 houses to be working on it and they hire us for the whole day to work in the different place. The employer has not pay the wage to us

Q: Why they don't pay you?

MW: First, they said the wage is 300 Baht per day but they said they need to deduct some fee such as the meal

Q: The employer is Thai?

MW: Yes, he is Thai. I used to work for him for 16 days

Q: You didn't get any wage for 16 days?

MW: Yes, the total is 4,800 Baht but I only got 2,700 Baht

Q: So, you will receive 4,800 Baht but you only got 2,700 Baht? Why the deducted your wage?

(22:48-23:22- unclear what MW2 is answering, but vaguely understands that she didn't receive the total wage that they agree first, they didn't give her another 2,100 Baht)

MW: They said they will transfer the remaining unpaid but they disappear.

Q: Then after this construction work? Where do you go next?

MW: I went to [REDACTED] (District in Chiang Mai) and rent the room to stay. The rental fee is 2,000 Baht per month.

Q: How do you go to Hot?

MW: I went there with my husband's brother.

Q: What is your job there?

MW: My job there is to cut the grass.

Q: At the garden? What is your wage?

MW: I got 400Baht per day

25:00-30:00

MW: I didn't work everyday but mostly, if they hire me. They gave me individually 400 Baht. When I moved here, my kid can have a chance to go to school.

Q: But your husband right now is not stay together?

MW: On that time my husband is in [REDACTED] (a district in Chiang Mai province) and I called him and said that here in [REDACTED] (a district in Chiang Mai province), Chiang Mai there not a lot of job opportunity.

(26:00-27:00 unclear what is her situation after she called her husband)

For this section, I understand that she was helped by her husband's brother for rental fee and he was helping her by find the job for her. After that, she worked in current job which the employer is Chinese.

MW2: The warehouse right now is in the same district but it quite far from previous workplace. The previous warehouse is in [REDACTED] (a district in Lamphun province). The current workplace is in [REDACTED] (a district in Lamphun province) but both is the same industry, producing dry longan. But right now, his husband has job but she is unemployed.

Q: So, you and your husband are working at the same place?

MW: Yes, I used to get 280 Baht per day for producing dry longan but my husband is work as an engineer so he gets 500 Baht per day.

Q: You already have work permitted?

MW: Yes

Q: When you got this work permitted?

MW: I got it long time ago since my first job in Durian farm. The employer has done it for me.

28:12-29:00 Ans: unclear due to language but understood that she got fired at the first job because there are a lot of workers in that time.

Q: Where you got fired?

MW: In [REDACTED] (a district in Lamphun province)

Q: So, where you got fired? At the first job?

MW: Yes, at the first job at Durian farm. They also produce dry longan.

30:00-35:00

Q: The employer helps you with the document, how much you need to pay to them?

MW: It is around 5,800 Baht. This is about to expire because it is last for 10 years. I got help from my husband which is currently working in refrigerator room. Working in refrigerator room is a heavy job because you need to stay in very cold room for 8 hours. It is easy to get sick and when they have sickness, the employer will not pay any expense for them.

31:55 – 32:10 (Talking another topic)

Q; How much they pay for your husband?

MW: 350 per day.

Q: What is your husband working hour?

MW: It is 8 hours per day like every job but in term of law, working hour in refrigerator room maximum is only 7 hours and after that will be overtime.

Q: How much they pay for overtime working?

MW: 40 Baht per hour.

Q: So, they will work for 8 hours and after that they will be paid extra for 40 Baht per hour?

MW: Yes

Q: When do your husband start to work?

MW2: We start at 8:00AM and we have lunch break at 12:00. Sometime, in longan season we need to start at 7:00AM. We will finish at 17:00.

Q: You are not working for this job for the whole year?

MW: Yes, it is not continuously depended on longan season.

Q: Your husband needs to stay in refrigerator room for whole day? Why?

MW2: My husband is the one who look after all the product, when we receive the product and send the product will be my husband who take care of these process.

34:00 – 34:30 (Unclear answer from MW2 but vaguely understand that her husband need to take care all of the cargo transportation in the factory and he also need to deliver cargo nearby)

Q: When your husband work in refrigerator room, did he wear sweater?

MW2: Yes, he needs to wear because it is very cold.

Q: It still can breathe?

MW2: Yes, it still can breathe

35:00-40:00

MW: Her husband needs to climb to stock the goods into shelf which is very high, it is about 13 steps of ladder. It quite risky because it was very high and if you drop some goods and did some damage, the employer will deduct the amount from his salary. As I said, the law announces that working in refrigerator room or very cold room is maximum at 7 hours but her husband needs to work 8 hours for very long time.

35:50 – 36:20 (Unclear answer from MW2 for this section but I hear that the workload is depend on the boss and manager, some of them are very nice and some aren't)

MW: Your working experience is depended on the boss. After they finished the work, they will usually drink some alcohol and migrant worker that buy him a drink will always get better job and stay longer.

Q: So, you pay your own money to buy him a drink?

MW2: Yes, it is from our wages.

MW: Sometime, if you are not buying him a drink. You will get fired.

37:00 – 37:30 (Unclear answer but the interviewer tries to wrap up and understand that employer tell her husband to buy some drinks but, in the end, he is not paying worker back. Sometime, he paid you back but he will deduct on our salary)

37:45 – 38:14 Break for ice cream.

38:15 For this section, I understand that the wages are very well for her husband but meeting with graceless manager can also ruin his career (most of the manager are Thai)

MW2: The wage is also depended on purchase order of the longan, the employer will need to find buyer first and then, they will start to hire us. The wage sometimes is also depended on longan price.

Q: This is your current factory at [REDACTED] (a district in Lamphun province)?

MW2: Yes

Q: Where is your current place to stay?

MW2: I lived in the factory but currently, I'm unemployed.

Q: How do you live now?

MW2: I try to find a job during this time. Someday, I working as a steel welder and I got 500 Baht per day but the wage will come every 15 days. I will give my children 40 Baht every day for school.

Q: How many kids you have?

MW2: Only one and right now he is 3 years old.

Q: When is the current work permitted expire?

MW2: It will expire in this February (2023)

___ Finished___

Date: 26 Nov 2022

AW: Female

Focus Group Lamphun: Agri-Migrant Workers

AW1: Male

FGD3 Thai

AW2: Male

Duration: 115:39 Mins

00:00 -05:00

Q: I will start recording, first I want to explain that this record is anonymous. If the topic that we talk today is interesting. We might do a podcast to presenting your point of view that interesting.

AW: My name is [REDACTED] from Lamphun.

AW1: My name is [REDACTED] kub.

AW2: My name is [REDACTED].

Q: I want to ask you, which year you entered Thailand.

AW2: I stayed in Thailand for 29 years.

AW1: I stayed here for 16 years

AW: I came here since 2005.

Q: Have you ever go back to your country since you stay here?

AW: No, I never been back to my origin country. I used to call my family and transfer the money back to my country.

AW2: We have a very different type of family; my family has moved to Thailand.

Q: Everyone is Thai Yai, how you consider to come to work here in Thailand?

AW1: I think living here is better, in my country there are some war and violence. I came here when I was young, my mother brought me here.

Q: You are not the one who take a decision to live in Thailand because you came when you were very young?

AW: Yes, I came here when I was 10 years old. My mom said that in my country there are dangerous.

AW1: for me I think I stayed in Thailand for more than 16 years. When I was 4-5 years old my mom always brings me across the border to Thailand.

Q: How many times you cross the border, can you remember?

AW1: I can't remember but it quite often because my home is near the border in Mae Hong Sorn.

Q: What are your mom jobs in Thailand?

AW1: My mom just does the regular labor work. She used to live and work in the forest.

AW2: For me, I never back to my country. I came here by the border near Chiang Mai. First when my family arrive here, they worked in Lychee farm. Then I moved here to Lamphun to work in Longan farm. When I was teenager, I used to go inside the city to work like another teenager.

Q: What about your marriage?

AW2: After I married, I moved back from city to Longan farm with my wife.

05:00 – 10:00

Q: In agriculture sector, most of the migrant worker has entered Thailand by the whole family?

AW2: yes, of course.

Q: Your family have to work by everyone in the family in farming or agriculture sector?

AW2: Yes, we worked as a family.

Q: If you came by the whole family, and your child start to work. How they paid you, did they pay your child?

AW2: the wage has 3 types of hiring in the agriculture sector. First, is the salary which they pay you month by month. If they have any task, we need to do everything including watering, spray some chemical and also collecting fruits. The maximum wage for the whole family will be around 13,000 – 14,000 Baht per family.

Q: Is your child also working too?

AW2: No, if they are under 15-16 years old because they need to go to school but after 15, they will start to work and receive wages. The average wage for person is about 6-7 thousand Baht which I think it is still low income because employer said that we also provide you an accommodation.

Q: Is your accommodation safe right now?

AW2: It is quite OK, but the water is coming from underground which we can't drink so we need to buy a water for drinking.

Q: who is paying for drinking water?

AW2: Of course, we need to pay by ourself.

Q: The employer didn't pay for drinking water? Because I think it is quite important for you.

AW2: No, because I didn't request.

AW2: The second type of hiring is Daily wages because of the unstable income. The wage is 350 Baht per day for men but for women is 250 Baht per day

Q: Why the wage is different by gender?

AW1: They said that men can work more than women such as they can climb a tree or cutting the branches.

AW2: This is the solution for employer that have unstable income but these employers allow us to do other job in the district. One month, I need to work around 10 days to watering and spraying chemical. After I finished my task, I can go to do other work such as construction.

10:00 – 15:00

Q: Did employer help you to find other job?

AW2: No, they didn't. We need to ask our friend for job.

Q: If you working really hard, for the daily wages. What is the maximum income you can earned per month?

AW2: I think approximately around 20,000 Baht per family but I think it will be no more than this amount because other job is also quite hard to find.

Q: Can you describe your situation by the past few years, when Covid-19 Pandemic?

AW2: On that period of time, we are really bad. We can't find other jobs apart from agriculture work. If we stay in farm, the employer will have maximum day for work around 10-15 days per month. The employer allows us to go outside to work for other jobs, but there are no hiring among Covid-19 Pandemic.

Q: What about your story can you describe [REDACTED]

AW1: Yes, we can't delivery some fruits during Covid-19

Q: What about the food and meal?

AW1: We need to take care ourself because there is no help from government at all.

Q: In your group, are there anyone infected by Covid-19

AW: yes, there a lot of spreading among migrant worker. There are some deaths from Covid-19.

Q: What happen to the people who died from Covid-19

AW2: In Lamphun, if you died from Covid-19, you can still host a funeral. The employer also helping some of logistic expense.

Q: When you sick from Covid-19, is employer try to bring you to hospital?

AW2: Yes, they help but mostly, they look after themselves.

Q: The one who died from Covid-19, did the employer help to bring them to hospital?

AW2: yes, employer come to visit his worker. Mostly, migrant worker has their own motorcycle. So, we are bringing them to hospital by our family. The employer helps us on logistics problem but the expense, we need to pay them all by ourselves.

Q: When the Covid-19 Pandemic, how you look after the sick people?

AW2: It is quite struggle on that time, but we live under the rule of our district such as we are not allowed to go outside after 10PM.

Q: Is there any pregnant women who infected Covid-19?

AW2: Yes. Most of the people who infected, they just go to hospital and the hospital gave us the medicine.

15:00 – 20:00

Q: Who is paying for drug and medicine?

AW2: On that time, the hospital is quite good. They treated us very well and the medicine is also free because most of the migrant worker has health insurance and we go back to recover at our place.

Q: How much it's cost for health insurance?

AW1: It is around 2,700 Baht included health check.

Q: Did the employer help you pay health insurance?

AW2: No, we need to pay by ourselves.

AW1: It is very rare for the employer who take care of the expense, especially, in agriculture sector.

Q: Do you think employer need to help pay this expense, what is your opinion?

AW2: I think it will be good if they help us pay these bills, I think 50/50 is also acceptable. They said that the income is not stable as in industrial sector. They can't pay much for wages. They said that if the income is not enough, you can go and do some work rather than this job but this is still illegal according to Thai law.

Q: What is your opinion for solution to this problem? You want them to allow you to work anywhere legally?

AW: For example, we are doing in longan business but the price right now is not good.

Q: What is the price?

AW: 10-15 Baht per kilogram. The best grade for exporting is no more than 30 Baht per kilogram. China always buys the best grade for longan we called it "White basket". Producing best grade is also depending on chemical we used.

AW2: Nowadays, we have the third type of hiring is percentages from selling. But I have stayed with the same employer for very long time so they allow us to receive wage from profit sharing. They always said that they can't make profit from the business. Sometimes, they showed us all the expense and describe that they also can't make a profit and they will start to negotiate with us to enter the third type of hiring (profit sharing) even it still illegal.

Q: What about the percentages is that 50/50?

AW1: No, it will be around 70/30.

AW2: Some of good employer, can give us 50/50 due to agreement.

Q: Do we have power on bargaining?

AW2: Yes, we will talk together first. We will agree on both sides, if we can't accept it is also our rights to decline the job.

Q: Which type is the best type of hiring?

AW2: I think the second type is the best which is daily wages. But for the third type is very slow when they need to pay us. Sometime, they showed us this round of selling which has no profit at all so we don't get paid.

Q: what is the minimum amount you got from profit sharing?

AW2: Sometime, we don't get any wages because the employer didn't make any profit. Sometime, they gave us 10,000 Baht for all.

Q: How long is the period of growing these fruits?

AW2: Over a year, for one lifetime of longan.

Q: How do you live without any income?

AW2: Migrant worker will find some free time to do other job in their area.

Q: So, if the price is not good. You will always be working for free?

AW1: It is depended on profit they made, if they invested 100,000 and they got 200,000 from selling then the 100,000 profits will be shared.

Q: Have you ever face any situation that they don't pay you?

AW: No, because I always work for daily wages and finding more job outside.

25:00 – 30:00

AW1: Employer didn't force us to do the work, they honestly tell us that they can't make any profit.

Q: I heard that in agriculture sector in northern, there other type of hiring which the employer let us rent the farm and do the farming by ourselves.

AW1: It quite rare here but this model is also illegal.

Q: Overall, there will be 4 types of hiring

AW1: yes, first is salary, 2. Daily wages 3. Profit sharing and 4. employer let us rent the farm. I think the last model is not rental because there is no agreement but the employer will let us take care the farm for whole year and then in the end of the year, worker will give employer a rental expense. I think this is win/win situation because he doesn't need to abandon his farm. There are law that some property, you need to do agriculture. If you abandon it, it will be illegal. This is seem like we are taking care and look after his property for him.

Q: This also illegal?

AW1: Yes, but the government don't care much about this. We all have work permitted but the way we work is illegal because Thai law is not related to the real situation of hiring.

Q: Among your friend, has anyone has been cheated by employer?

AW1: There's a lot of type of hiring. I can say it is more than 4 type so it is a normal thing for migrant workers to be cheated by employer. The type of hiring that be cheated on a lot is lump sum hiring. They don't pay us daily wages but they will pay us depend on the fruits that we collect (Counted as a basket). For example, 50 Baht per basket. It depends on the number of fruits that we collected.

Q: How they cheated you

AW1: They will say that the fruits are not reaching the amount that they wanted. They expecting 50 baskets but we can collect only 20-30 basket, they will not pay us.

30:00 – 35:00

Q: How they appealing when they got cheated?

AW1: We are not appeal because we understand that we can't request anything much these days. Daily wages are also risky for us to be cheated on.

AW: Some of my friend that have an experience on cheated by employer, they are not brave enough to concern these problems because they also illegal worker in Thailand. We just find another job instead. They likely to think that if they cheated on them, migrant worker will not have enough power to appeal and also, we are doing illegal job even the employer is also wrong.

Q: have you ever sign any contract before doing job?

AW1: No, we haven't.

Q: what about salary?

AW1: No, but if you working in factory or company, it may have some contract.

Q: Have you ever receive salary?

AW2: Yes, in the past 10 years. But nowadays, I received daily wage.

Q: What is better between salary and daily?

AW2: I think the salary is not enough for us. Both of salary and daily wage have both advantages and disadvantages. 10 years ago, I receive salary only 8,000 Baht per month.

Q: Each for 8,000 baht?

AW2: No, 8,000 Baht per family. I stayed there only 2 month and then I leave because the amount is not enough for our family. When it's come to salary payment, we can't do anything rather than the main job. This is the limitation for salary, the income is fixed.

Q: How they know, if you take other extra jobs?

AW2: There always checking on salary worker. The owner is in Bangkok, but the manager is with us to look after the worker every day. Most of them are Thai. We need to ask before we leave for anything but not to go outside and work for other jobs.

Q: What are the advantages for salary worker?

AW2: We don't need to work when it's come to rainy season because my main job is watering.

35:00 – 40:00

AW2: The advantages of daily wage are we can go outside to do other thing.

AW1: The daily wage is really good if we have to work every day, we can make really good income.

Q: I want to know about the detail. When is your working hour? How do you work each day?

AW: If the daily type of hiring, we need to wake up at 4AM and finish at 6PM. The wage is around 1,000 – 2,000.

Q: You got 1,000 Baht per day?

AW: No, it is a lump sum around 4-5 days. If we go to work for whole family is around 2,000 Baht because we have a lot of people. But for the daily wage is around 250 Baht per day.

Q: What about your rest hour?

AW: We only have time for lunch, after lunch we will continue to work.

AW1: We actually wake up at 4AM to do some cooking and send our child to school. We actually work at around 7AM.

AW: If it come to Saturday and Sunday, we also bring our child to help at work so they also receive an income.

Q: When you back to your place?

AW: We used to comeback at 6PM.

Q: If you have a baby, can you also bring them to work?

AW: If it lump sum payment we can bring baby to the work because the work is depend on the result that we made, but for the daily wage, we can't bring them because some employer will see this as a distraction from work.

Q: There will be more freedom in lump sum model than the daily hiring?

AW: yes, but the lump sum didn't come often.

Q: For example, if you didn't come to work for 1 day, what is your activity during that day off.

AW: I will do other hiring job for Guava which start from 8AM.

Q: Do you need to drive to workplace?

AW: Yes, I ride a motorcycle to my workplace which is quite far.

Q: Where do you find this job?

AW: I used to help them in gardening and then he starts to hire me for daily job.

40:00 – 45:00

Q: Is there too much work in 1 day?

AW: No, not that much. The daily task is to spraying chemical watering plant and also delivery some fruits. Sometime, we need to carry fruits during the day which is quite heavy. The basket for guava is around 20 Kilograms but for longan is 35 Kilograms.

Q: have you ever faced accident during the work?

AW1: I used to fall down from the longan tree.

Q: When did this happened can you talk more about it?

AW1: I think it almost 10 years ago, I climbed to cutting the branches and then fall off from the tree. I broke my arm from falling.

Q: How tall is it?

AW1: On that time, we use a ladder to climb. The ladder is about 16-17 steps. I was trying to reach the branches and fall down.

Q: Anyone helping you on that time?

AW1: My migrant worker friend assisting me immediately to the hospital.

Q: Did the employer help you with anything, do they help the hospital fee?

AW1: yes, they paid for me around 10,000 Baht.

Q: in that time, do you have a social security welfare yet?

AW1: no, I didn't have any insurance because on that period, I am still illegal worker. I didn't register into the system on that time.

Q: I think it is a lot that the cost is 10,000 in past 10 years. The employer covers it all?

AW1: yes, the employer paid it all, it is lucky to have good employer.

Q: Is there a lot of good employers?

AW2: No, it is quite hard to find. One of my friends faced an accident and they need to pay the fees and the employer help us around 1-2 thousand Baht.

AW1: One of my friends faced an accident while cutting the grass and the employer didn't help us at all. They said that we are doing other job rather than the main one so the employer has a rights to avoid the hospital fees, that what he said.

Q: So, both of your employer is saying that it is over his responsibility?

AW1: Yes, both of them.

Q: What did they said to you?

AW1: they said that they just hired you for 1-2 days, he doesn't want to responsible for these problems.

45:00 – 50:00

Q: Have you ever feel that you are insulted? Can you tell us some story you have faced?

AW2: Yeah, there a lot of insulting because Thai people always see us as a uneducated workers. For example, when we having a new job. They always considered us as a unskilled labor.

Q: Do they use bad word or any harm?

AW2: There are not much harming and violence these days, and most of the employer are talking to us in a really good ways but there are some of question that we think they are insulting us for example like "Can you really do this task? You have enough skill to do this?" Something like this. Also, the wage is different for Thai people even we are in the same job.

Q: Do you see it obviously that there is different wage between Thai and Migrant worker?

AW2: Yes, but mostly the newcomer worker will receive less income if we compared to the previous worker who have worked before.

Q: Do Thai worker receiver easier or less job than Migrant worker? Or most of the worker also migrant?

AW2: I want to separate first between industrial sector and agriculture sector. In factory, Thai people always receive more wages than Migrant worker but in the small business, it is quite hard to see Thai people work in this small business.

Q: I want to ask you about the safety in your accommodation also in the workplace, what is it look like? Is it safe?

AW1: As my experience, the place that we live is quite OK.

AW2: Mostly, if the employer hires us for the whole family. They also provide us the accommodation for example, they will build a small house in the farm for us. But there also some of migrant worker that need to live in very bad condition place. Some of good employer are bring us to stay outside of the farm due to the safety of chemical leak. If there are some individual workers, they will provide us a room in the apartment.

Q: Is it too crowd in your apartment?

AW2: Yes, there are too crowd. Some of the room they are stayed for the whole family.

AW2: There are two types of hiring, first is the salary. This type will not have much problem because employer always provide us a place to live in the farm. For other type is the longan collector, this is all migrant workers. These people need to live in the crowded place. The income for them is quite well but the workload is heavy.

50:00 – 55:00

AW2: Longan collector, mostly they will hire from the big factory. Their main job is to collect the longan. The factory will have their own collector around 100-200 people.

Q: I want to know more about the workplace, is it safe and clean?

AW2: There are mixed with good accommodation and some bad place too. It's mixed.

Q: Do we have a chance to visit?

AW2: No, I don't think so because most of the accommodation are the property of the factory. We don't have power to go in there.

Q: What about the bathroom, is it safe? Because most of the women need to concern about the safety of bathroom.

AW2: Most of the place, the bathroom is used by everyone. For example, if we have 20 rooms. There will be 1-2 bathroom in the middle to use. In my opinion, I think it is quite dangerous for women. Most of the apartment that have few bathrooms will be very cheap. Which is around 700-800 per month.

Q: Do the factory pay for us?

AW2: No, they just assisting in finding the place to live.

Q: You need to find place to live on your own?

AW2: Yes, of course. Sometimes, we moved to work in Chiang Mai from Lamphun. Then we need to find a place to live in different place. Some of them have tent and they rent the house together and live together to reduce the cost.

AW2: I want to explain more about this, the location of work depend on which farm will they choose to collect. If it far, the manager will find a place for us. Sometimes, they rent 1 house for us to live around 15-20 people. If I need to collect at this farm for 10 days, they will rent the place for 10 days because we can't travel.

Q: They cover the rental?

AW2: Yes, if we go outside, they will be in charge of the rental fee but for the main place that we lived, we need to pay it on our own.

55:00 – 60:00

AW2: It is a big business. They will pay through manager then; manager will pay us depend on the basket we collected. In some farm, they need to use 400-500 people to collect the longan because it is a very big farm.

Q: These company, they will not hire you directly but they will use broker as a manager?

AW2: yes, there always have a broker to manage on worker documents and accommodation.

Q: Have you ever work for them?

AW2: Yes, but we didn't do the document with them. I just work for them for few days. The broker will split the work between migrant worker's leader again. The leader in each worker group will need to have a car to transport workers. Most of them are Thai-yai but the broker usually a Thai people.

Q: How much they pay you with transportation cost?

AW2: Mostly, they will be around 50 Baht per basket. As I said, the wage is depended on how much we collected each day.

AW2: My brother is also the leader which have around 20 people. He always brings his people to do the documents and work with Thai broker.

Q: How much they cost you for the documents? As we talked yesterday, is around 6,000 to extend it but how much it cost to start the registration?

AW2: It is around 12,000 Baht. The broker didn't do it by themselves, they just gather the documents and send it to the government office. Sometime, they pay for us first.

Q: Have you ever tried to extend the document by your own?

AW1: Yes, but it quite expensive and also took a lot of time.

Q: Have you ever start the registration by yourself?

AW2: For the newcomer in the country depend on the announcement from DOE they will cost us 1,000 for registration fee, 2,000 for social security and health check, collecting identity around 500. It is not expensive; it will be around 5,000 but we have to go to many places. If we contact the broker, it will be around 12-13K.

Q: If you can do it by yourself, why wouldn't you go on your own?

AW2: Most of migrant worker, they don't know the process. They don't know how to go to government office.

Q: Don't they have friend to advice?

AW2: Yes, but it quite rare. I think we need to have more training on registration to make them educated about the process.

Q: Do you think the broker exploit you?

AW2: In my opinion, the broker is not wrong. They run the company and do this as a business. They charge us on document and process that they did. It is also easy for new worker that came into country to let the broker be in charge for the documents.

AW1: If it is a big business-like factory, I think it very rare that migrant worker do it by themselves. Most of them are letting the manager of the work did the documents for them. It is also easy for us to give the authorization to the factory at once.

60:00 – 65:00

AW1: it is easy that we gave authorization to broker at once because we have 100-200 people.

AW2: Migrant worker that collect logan only in northern is many thousand people.

Q: You want this process to be online system? Why?

AW1: As my experience, the process is seemed there always have an exploitation for the migrant worker who did it by themselves.

Q: How?

AW1: For example, some company bring the document for 50 people at once and it almost 5 company. The government officer will need to handle 250 documents of migrant worker. They need to work for these 250 people and we need to wait after the process finish, it like an queue system.

As my experience, I need to go there 2 days because it can't be finish in one days. Most of the broker will receive a very fast queue.

Q: Is this situation happen often?

AW2: Yes, it very often.

Q: They didn't separate for factory worker and local worker?

AW2: this is the problem, sometime we need to go there since 2AM to make it fast.

AW1: Mostly, the broker is well-known with government officer. They always receive faster service than migrant worker. This happens in all province.

Q: There are no indulgent with the migrant worker but, for the broker they always help each other.

AW: It seem like it is a very easy process for the broker, they don't need much document which is totally different from us.

Q: I think this is the kind of insulting. They see us different from Thai people and the service is also different.

AW2: Yes, you totally correct.

65:00 – 70:00

AW: I need to go there every 3 months to pay the fee. The government officer will ask for more documents for example, they want us to copy more document and then they will charge us more. They always charge me 100 Baht for this process.

Q: If you want the process to change, how you want it to be?

AW2L In my opinion, I think they can make it better but they don't do it. I want everything in online and it can be done in 5 minutes.

Q: Did the employer help you with online system? Have you ever had an experience?

AW2: yes, but the system is not accepted us, our employer also understand that this process is complicated. I heard that right now they are open the online system but I tried and I think it not that easy, we still need to go there by ourself.

AW1: I want government office to have a training to migrant worker on how we deal with these process and documents. We always have training to give migrant worker better understanding but, in the training, they don't teach us about extending visa and how to deal with these documents.

Q: What are the topics they taught in the training?

AW2: They give us information about the rights and law, social security, driving license. In my opinion, the most important thing is the documents. I have request them for 2 years already but there still no responsible from them. I hope that next year they will have this topic.

Q: I think they figure out already about the budget on training that is why they don't have more topic on training. Who in charge of this program?

AW2: It is from HRDF kub. This hosted for 3-4 years.

AW1: I want HRDF to work with DOE and also immigration office on how we start the registration, extending visa, extending passport.

AW2: I think it is a big problem even migrant worker can fill the document by themselves but, the process is too complicate. It has a lot of queues and some priority to broker. I think if you want to solve this problem is to put everything online and let the migrant worker did it by themselves.

AW1: They said that they have plan to make it online yesterday? But the process is not start yet. Right now, is the online system is still needing employer to assist in filling the data online. It is only employer who has permission to do this process. I think the problem right now is not between worker and employer but the employer also doesn't have any information they also need to contact a broker or middle man.

70:00 – 75:00

Q: Seem like every process will depend on employer.

AW2: Yes, because the system makes this complicated. I understood that this process is easier for the big factory but for local business it is still depend on employer.

Q: I want to ask you about your current situation, what is your problem right now. Have you ever faced something really bad in Thailand? Specially in agriculture sector.

AW2: I think the problem in agriculture sector work right now is they hired migrant worker for very short period. They usually hire us for only three month which is the season that they will need us to collect the fruits. After that, we will be unemployed. The employer will tell us to find the new job and comeback in next year. Some family, need to find another job during that time and it is very hard. This just an example for some employer, we also have some employer that hired worker for the whole year to work in different farm. For the profit-sharing model, some of employer only gave us 30% after the work which I think it is too little for us. We also have risk in losing profit too and I

think we need to set a standard but this model, we can't request any change from government because this model is illegal but I think they need to adjust for many different type of hiring. I want them to allow us to do other side job without being illegal.

Q: If you work for daily wage, health insurance is not covered?

AW2: Yes, we can earn a lot of money but we need to look after ourself. The government should just let us do other work. I want to fix the law 33/1 for social security to cover all the work not just cover for the main employer.

75:00 – 80:00

Q: I want to ask you last question about the future of your family, you thinking of coming back to your country? What you want to see the change in the future.

AW2: Mostly migrant worker, they all want to come back to their country but in my country there still a lot of problem. I want to separated migrant worker into two group, the first group is migrant worker that have Myanmar passport. These people can come back to their country whenever they wanted because they are all population. But there are another group of migrant worker which government called us unregistered worker and they can't come back to their country. They will have another type of document and Myanmar government still not verify us. I think for the migrant worker child right now, they all think that they are Thai people already. They grow up in Thai.

AW1: Living here is a lot easier, it also easy to find the job. In Myanmar, the living cost is not much different with Thailand but living here is easier in every way. I think living cost in Thailand is also expensive but in Myanmar there are no factory and big agriculture business. I live here and I think I have more freedom.

Q: Do you have a child?

AW1: Yes, they are born here and they already have Thai nationality.

Q: Is that a lot of way to get Thai nationality?

AW2: Yes, if you have stay in Thai for 15 years and you spend on Thai tax for 5 years. In my group, there a lot of members requested for Thai nationality but there are also requirement which you have to earn 20,000 Baht per month.

80:00 – 85:00

AW2: A lot of my friend request for Thai nationality. Some of them got it but also, some of them was denied. The requirement is you need to pay tax for 5 years but sometime, the tax that we paid for previous 5 years is not reaching the minimum. Women is easier than men to get nationality. We stayed in Thailand for 5 years but our income is not reaching the requirement. In my opinion, migrant worker is not worried about the nationality because most of the child can have that. If they finish the bachelor degree, they will get Thai nationality right away. For me, the nationality is not the concerned problem but the thing that we want is to make every process for migrant worker easier and reduce the unnecessary process. I didn't want to become Thai people but we just want to work. As I said, 80-90 percent of migrant worker want to come back to their origin country. For example, last 10 years when our country is become better. There are a lot of migrant worker comeback to their own country. I think the situation of the country is also the most important thing for migrant worker. In current situation, most of them are escaping the chaos in their country to live in better place.

Q: Can you guys read Burmese?

AW1: I can talk but I can read it roughly because I lived here since I was young and I never learn in Myanmar.

Q: Which language is better between Thai and Burmese?

AW1: I lived here for 16-17 years. I think I am more suitable with Thai language

85:00 – 90:00

AW2: In Myanmar country side can't speak Burmese (They speak Thai-Yai, which quite similar to Thai) but for people who lived in the city will learn Burmese. Worker from Thai-yai will familiar with Thai language. They also Burmese people but they already separate.

Q: Do you think there are problem between Burmese and Thai-Yai?

AW2: Mostly, migrant worker in northern are Thai Yai but in southern is Myanmar people. We usually don't talk much because of the language but I have an experience that I went to the training and both of us need to use Thai language to communicate.

Q: They don't hate you?

AW2: No, when it comes to population there will be no problem at all specially in Thailand. Myanmar country always send people to live among Thai-Yai too after they took the land in 100 years ago. That is the reason why Myanmar people are in every sector in Northern.

90:00 – 95:00

AW1: There are more problem with the solidier not the population.

Q: I ask this question because if we want to form a trade union or gather people to request something, we need to stay together between Myanmar, Thai-Yai, Mon and Karen.

AW2: Yes, we are all friend but in Myanmar they trying to break people between Myanmar and Thai-Yai. They always start the conflict between different nation.

Q: I think we covered all the topic today but do you have anything to tell us or want to ask us?

AW2: I think the only thing I want to change is with agriculture sector not only in Lamphun but every province. The model of hiring is quite similar in different province. I want daily hiring to be fix, when we don't have to work for the main employer. I want them to allow us to go work for other job and also receive the right and protection according to the law. I think this can help both employer and worker. We didn't request to do all type of job in Thailand but just allow us to work in local.

Q: I think they should allow you to work in whole province not just work in sub district.

AW2: yes, it will be really good but we request for a simple change to make it possible first. We already request the government and they said it is possible to do that.

Q: You want all type of hiring to have more than one employer?

AW2: Yes, I think all of 4 types is already OK but just allow us to work for other employer without being illegal and receive every protection that we should get.

Q: The one type of hiring that counted as a basket is that popular in here?

AW2: yes, but most of them are popular for Longan industry. They counted by kilogram. If we collect 100 Kilogram will receive 300 Baht but right now the longan price is decrease and we only have 200 Baht for 100 kilograms which is about 5-6 basket.

95:00 – 100:00

Q: What you think about this model, is it good or not?

AW2: Yes, I want to keep all of the 4 models but the most concern problem is daily wages model. The daily wage hiring need to be fix to prevent being illegal when we are working side job. I want it to be illegal. The profit-sharing model is also good enough for both employer and worker.

Q: The profit-sharing model is illegal in term of law?

AW2: Yes, this is still illegal but I don't want them to call this model "Profit-sharing" but I want to call this "Another type of hiring" because we will not receive any protection, they will see us as a business partner but we are workers. I think this profit-sharing and daily wage should put this type together. Migrant worker that works for these two models will receive rights and protection according to Thai law.

Q: This process is usually taking time to change, maybe in 5 to 10 years.

AW2: Yes, we understand that. In term of protection, I think this need to change quickly and focus on this different type of hiring. (Daily wage, Lump sum model and profit-sharing) This model is existing for a long time but they didn't try to adapt. They use this gap to earn money from migrant worker which I think it is not right. Sometime, I work in the farm beside the main employer's farm. If the immigration police see us, we will be arrested.

100:00 – 105:00

Q: How they arrest you? You need to pay any fine to police?

AW2: Yes, they will bring us to immigration office and fine us.

Q: Do they request for your money before they bring you to immigration office?

AW2: In the past 10 year, there are a lot but right now they can't do this anymore because most of the migrant worker are also having a power.

Q: How they come to find you?

AW2: they will come as a spy, as a normal people to ride around the farm and check if there are any possible that migrant worker is doing illegal work. They will act as normal people in village.

Q: How they know that you are doing illegal job?

AW2: they all know the local farm. If they came to the farm and the farm have 50-60 workers, they will understand that in this group there will be 3-5 illegal worker. They understand the size and the amount of worker.

Q: Have your friend ever been arrested?

AW2: Yes, a lot. The immigration police know that if they came into agriculture sector to arrest illegal worker, they can arrest us all day because the model that they are hiring us are illegal but it also have compromise from the government sector.

Q: When your friend got arrested, how they pay to the police? is the employer help you?

AW2: The law and detention of migrant worker that work in agriculture sector is quite a lot. You need to pay fine around 5,000 Baht but for the employer is 50,000 – 500,000 Baht fine. Most of Thai employer, they also don't know about this law. The case that we arrested is working with wrong employer but sometime, officer also sympathized us.

Q: Working with wrong employer is better than working without work permitted?

AW2: Yes, sometime migrant worker found unspecified car driving around their village, they will start to run and hide. I also have an experience running in to jungle (laughing).

AW1: 10 years ago, there are spy among our village and after they caught migrant worker, they will receive sharing from arresting us. Most of the spy are Thai people that lived in the same village.

105:00 – 110:00

AW2: This is very funny for me, the officer usually come to our farm to check that we are doing it legal or not. If we are working in that farm then we need to run to the road or forest to preventing us from arresting. We need to leave every tool that we use on the ground. (laughing)

AW1: My mom used to walk to the government office to extend her visa. She always been checked up from the police along the way. Migrant worker and Thai people are totally different and easily recognized by officer.

Q: Do you think that when you are unemployed from agriculture work, you want to do construction work instead?

AW2: Yes, I used to work in construction work too. When covid-19 situation, migrant worker needs to adapt their jobs into construction work, housekeeping. When we do a daily hiring, it is not just an agriculture work but we do the job depend on employer command.

Q: This is also illegal for you to work for different type of job?

AW2: Yes, this is still illegal and risky. Enthought it risky, we still need to work and find other job because the main income is not enough for living and saving.

Q: According to yesterday topic about flower industry, have you had an experience working in flower farm? Did the chemical in flower farm is more than fruit farm?

AW2: Facing chemical in agriculture sector or farming is the thing that you can't avoid. Even longan farm is also using chemical.

Q: Do you feel anything after getting the chemical?

AW2: We will be very weak after spraying the chemical and feel very hot at your face. If we use soft chemical, the insect will destroy your product.

AW1: Vegetable in northern is also use a lot of chemical specially for kale. I have an experience growing kale in the farm and I am very scared to eat these vegetables.

110:00 – 115:39

AW2: The chemical use is not only for kale but every vegetable, it is also different with the amount of chemical use with different products.

AW1: After the rain, we also need to spray chemical every time to prevent the fungus. I always avoid to eat kale because I know the process and the use of chemical. Kale farm will need to spray the chemical every single week.

AW2: The guava is also use chemical but the ratio of chemical in the fruits is not high because they will use plastic bag to cover the fruits at the beginning of the process. I think every vegetable are using a lot of chemicals during the process even in the local farm. Non-toxic fruits and vegetable need to use a lot of money to grow and maintain. In Thailand, they will select the most perfect fruit and vegetable and I can say that every perfect fruits and vegetable, they are all use chemical. The fruits and vegetable with the insect or worm are safe.

Q: After the lunch, we will go into in deep interview. Are you ok with that? And after that we will go to visit the local farm.

AW2: Ok kub, we will go back home together when it's finish.

Q: The question will be personal question; we will choose 1 people from each table.

___ Continued ___

AW1: There are spread of hiring people among the district. In term of law, it is illegal because it not directly from employer. The employer said that they can't hire us for a full-time because they don't have the job for every day, it is impossible.

Q: What is your current fruit that you are working now?

AW1: It is Guava farm right now.

Q: How long did they took to grow?

AW1: Approximately, 2 years. I also need to cut the grass that grow in this whole farm. If there are too much grass in the farm, I also need to hire my friend to help me. Sometime, my friend also hired me.

Q: How many people stay in this house? This is just your family?

AW1: Yes, only me and my family in this house and I need to look after the farm for 13 Rai. The salary that they gave me is no more than 15,000 Baht per month for the whole family. Most of the farm owner are small business, some of small business can have up to 100 Rai farm.

AW1: If they paid you salary, we need to stay the whole month to work for them. We cannot have another job. We will receive a task from employer to watering and look after the farm. If there are a big farm, they will be very busy. Most of the farm here, they will use 1 – 2 family to work for the whole farm.

Q: As I have talked to NGO women, there are really big orange farm. Have you ever known someone from that farm?

AW1: Yes, some of them.

Q: Do you heard anything from them?

AW1: Most of them are just a simple worker. Some of them receive wage daily and some of them receive as a salary if they used to stay for a long time.

Q: Can they go outside?

AW1: Yes, they can. The employer allow worker to go outside. There are some differences between big farm and small farm. Some of the small farm, worker need to find the place to live by themselves. For the big farm, sometime they provide us accommodation and salary but they paid you as a whole family. For the fruit collector, they need to rent a room to stay.

Q: this house you need to rent or not? What about the electricity bills?

AW1: No, I don't need to rent. The electricity bill is included in the business model, we don't need to pay. We need to record the amount every month for the employer and then they reimbursed us.

5:00 – 7:14

Q: How long you stay in this farm?

AW1: I stayed here for 11 years. When I arrived here, I used to get money by salary. But when the price of fruits decrease, there are some bargaining from employer to change from salary to daily wages. Nowadays, employer will share the money from selling to us.

AW1: We are both work together with employer, when it's come to the problem of price decreasing. We need to talk and find the solution together like helping each other. But another farm, they are not divided profit yet. Some of them still hire worker for daily wages.

Q: I really appreciate you.

AW1: As I said, in this area there will be 4 types of hiring 1) Daily 2) Salary 3) Lump sum and 4) profit sharing. Every province has 4 different types of hiring like this in northern part of Thailand.

___ *FINISHED* ___

Date: 26 Nov 2022
Focus Group Lamphun: Agri-Migrant Workers
FGD3 Thai08 (96 minutes)

MW1: male [REDACTED]
MW2: female 1 [REDACTED]
MW3: female 2 (younger woman)
MW4: female 3 [REDACTED]
NGO Woman: [REDACTED]

00:00-04:59

Q: For [REDACTED], so you came to [REDACTED] (a village in Lamphun province). All these time that you have worked you have been exploited every once in a while, but you have not requested for any help anywhere. What is this the case?

MW1: Before this, I have never known any place to seek help.

Q: When you arrived at [REDACTED] (a district in Lamphun province), you already acquired all of the correct documentations?

MW1: I had it since I arrived in [REDACTED] (a district in Chiang Mai province), the time that I had to pay 3,800 baht for it.

Q: And for the 3,800-baht fee, who asked you to acquire that document?

MW1: The employer was the one that told me to get it but the employer did not pay for it. I had to pay it myself.

Q: Did you have to pay the 3,800-baht fees and paid it altogether 4 times as you had extended it four times right?

NGO Woman: you can try to ask him how many documentations did the workers have to carry around back in the days.

MW1: There used to be the พ.ร.บ. 38 along with another health card as well.

NGO Woman: How did you able to do the health card in the past? But now the workers had to prepare so many more and more documents. Like in the past, migrant workers only required only a few documents. This has been the reason why the migrant workers carry around small bags with them, not to be used to collect the money but all the documentations that they have to carry around. You can see that in the past the workers had to carry around two different documents. Like processing the documentation in the old system and this was durable before. Is the social security in Thailand a really the 4.0 system? The workers had to carry the pink document called พ.ร.บ. 38/2 in which they would have to carry them around and took it along with them when they relocated to another workplace. For instance, From Chiang Mai if the workers travelled to Bangkok, then the employers would have to register them for proper documentations. It has to be something that can be checked regarding the worker's relocation from Chiang Mai to Bangkok.

Q: Then all the information about the workers would be included in the documentation. It would be like the Thai identification card that can be used in any place using the same chip to make things innovative.

NGO woman: Even the ILO is still feeling empathy for the government so I could not provide opinions that are too harsh regarding the matters as ILO has to coordinate with both sides at the same time but we are working more with the state sector.

Q: Actually, the department of interior can do everything related to the bio-data in similar way to the Thai identification cards. It's Ok as it's something that we can still fight for it even it has been over 10 years that we have been fighting for this.

MW1: I felt sorry that I knew [REDACTED] a little late otherwise I would be able to know what was needed regarding my welfare such as the social security that I had to acquire.

Q: Now you cannot do it anymore?

MW1: Now I am not able to make it anymore as my age has already surpassed the age that I could request for one as all of my children had already been born. I had been expelled from work like animals even though an employer promised that I would get an additional 10% if the profits were good for the work with the longan farm. Those special bonuses might not be a lot for them but this would be a lot of sums for me.

05:05- 09:59

Q: it was in the tens of thousands, right?

MW1: Yes.

Q: Let's go to [REDACTED] next as we have finished the questions for [REDACTED]. [REDACTED], could you tell us about your life circumstances?

MW1: She is 19 and is lucky that she got the work immediately at the chicken farm so she was not in hardship at all.

MW2: I came from the [REDACTED] (a district in Chiang Mai province) route as well.

Q: And where did you stay in Myanmar?

MW2: I stayed in [REDACTED] in the **Shan state**.

NGO woman: it's considered to be a historical old capital as well in the Shan state. It's the town that they made the MoU with [REDACTED] (a city in Myanmar).

Q: How did you get from [REDACTED] (a city in Myanmar) to [REDACTED] (a district in Chiang Mai province). Did you have to rent a pickup truck to travel here with other workers as well?

MW2: I came with the pickup truck.

Q: How much did you have to pay?

MW2: I don't remember how much but I had to sell about 30 grams of gold from my wedding gift to find the money to emigrate but all of this money was spent by the time I got to the border, not even reached [REDACTED] (a district in Chiang Mai province) yet.

Q: How many people did you come together?

MW2: I remarried and emigrated here with another partner and also brought with me the 30 grams of gold (2 baht of gold) but I do not have this anymore as I sold it off for food already.

Q: You got on the pickup truck and where did you get off and where did you go next?

MW2: I got off at the border then walked cross the border in the night then came to the [REDACTED] (a village in Chiang Mai province). The villagers there called it [REDACTED] but Thais call it [REDACTED] (a village in Chiang Mai province).

NGO Woman: [REDACTED] (a village in Chiang Mai province) is not in Chiang Rai?

MW2: It's located in [REDACTED] district (a district in Chiang Mai province) next to the border.

Q: When you arrived here, did you know anyone or you came in without knowing someone?

MW2: My partner already arrived in [REDACTED] (a district in Lamphun province) before to stay with an employer growing longans for about 3 years. And as he was the only son in the family, his mom called him back to get married and I was his bride so we came back here to work with his former employer's farm.

Q: When you travelled with the pickup truck, how many people were there on the pickup truck?

MW2: There were over 20 people and every one had to squeeze on the pickup truck. Normally in the front seats, 4 people in the back is considered to be very packed already but when I travelled here, there were 6 people squeezed in the back of the seats. Including a driver and 2 more people in the front seat together there were 9 people indoor and over 10 people in the back of the pickup truck. It was quite packed both in the front and the back.

Q: How was the seating like?

10:00-15:15

MW2: We had to squeeze our bodies very tightly and my legs were all numb.

Q: How many hours did you have to sit like that? Was there any break along the way?

MW2: There were no toilet breaks, if someone needed to take toilet stop then they would stop in the middle of the street and workers just went down to do their business on the side of the street. They stopped in the jungle for two hours and then took a stop at a temple for another two days where we ate food at the temple.

NGO Woman: Did you have to pay for the food at the temple?

MW2: No, we didn't have to pay for the food at the temple. They couldn't make a stop at a resort or hotel so they dropped us off at the temple so we had to eat food at the temple in [REDACTED] district (a district in Chiang Mai province).

Q: [REDACTED] (a district in Chiang Mai province) is already in Thailand, right?

MW2: Yes, we stopped in [REDACTED] (a district in Chiang Mai province) and then we had to move to another vehicle, stop to stop to [REDACTED] district in Chiang Mai. It took 4 to 5 days in order to reach the destination. We had to stay in **Suan Hom** for a day as well, then from there we moved to the temple for another 2 days before staying in [REDACTED] (a village in Chiang Mai province) for another 3 days. It took quite many days to reach the destination in [REDACTED] (a district in Lamphun province).

Q: From [REDACTED] (a city in Myanmar), where did you stop to stay next? Could you recall it?

MW2: From [REDACTED] (a city in Myanmar), we moved to **Lang Kher** for 1 night, then from there we moved to Mekong River at [REDACTED] (a city in Myanmar). At the time there was no bridge to cross over the river so we had to take a big boat to cross over the river.

MW1: There was also another point at Ping River where they normally dropped the workers then cross over the river to the Thai side.

MW2: From [REDACTED] (a city in Myanmar), we had to pass through **Lang Kher** to cross over the Mekong and also a hill at [REDACTED] (a city in Myanmar) then we would get to [REDACTED] (a city in Myanmar). Then once we got on the hill, the pickup truck broke down for 2 days so we had to walk for another 2 days. At that time, another worker carried some plum to make merits for monks in [REDACTED] (a district in Chiang Mai province). I wanted to buy some off but the worker wanted to bring them to make merits. However, by the time we got to the temple, all of the plums were already rotten. Along the way there were also jackfruits that I ate but it was the juicy ones I found.

15:16-20:12

Q: While you came here, you had to walk for 2 days and you ate jackfruits along the way?

MW2: It 2 days of walking until we arrived to [REDACTED] (a city in Myanmar).

Q: From [REDACTED] (a city in Myanmar), where did you go next?

MW2: We stayed a night in [REDACTED] (a city in Myanmar) then we had to cross over the border at night to get to [REDACTED] (a village in Chiang Mai province).

Q/NGO Woman: Were there any barricade at that time at the border.

MW2: Yes, there were so we had to dug under the barricade to get through the border.

Q: From [REDACTED] (a city in Myanmar) to the Thai border, how many of you were there altogether?

MW2: It was me and my partner but there were over 20 people that shared the route together to get here but we were all separated into different directions at [REDACTED] (a city in Myanmar) already.

Q: How did they know which way that they had to take then?

MW2: It depends on their directions, where their friends or relatives stay at. They would be informed of the locations along the way.

NGO Woman: How many workers crossed over into [REDACTED] (a village in Chiang Mai province)?

MW2: only 4 of us remained once arrived at [REDACTED] (a village in Chiang Mai province). Then when we arrived there, we stayed at our relatives' places and then it was just me and my partner.

Q: When you stayed overnight at a temple, where did you sleep? At the time that you had to sleep for 2 nights at the temple.

MW2: We stayed at the temple at [REDACTED] (a village in Chiang Mai province) in Mae Tan for 4 to 5 nights in order to wait for a vehicle. It took a while to fill up the vehicle with the workers. It was a little over 10 people altogether when we departed. From [REDACTED] (a village in Chiang Mai province) we departed and stayed at [REDACTED] in [REDACTED] (a district in Chiang Mai province) for a night. The driver dropped us there at [REDACTED] before arriving to stay at the temple for 2 nights. This was the temple where the monks gave us food to eat.

NGO woman: who recommended you to go to the temple?

MW2: the owner of the car, he took us there to the temple.

NGO woman: Why didn't he take you directly to the temple, why did the driver have to stop for a night in [REDACTED] (a village in Chiang Mai province)?

19:40- MW1: If it was the right time for a break or sleep, they would normally stop for a rest first before continuing their journey.

MW2/1: Because we came together with other workers as well in a big group.

20:13-24:59

Q: You stayed at the temple for 2 nights, then where did you go next?

MW2: From there, we arrived here at the longan farm.

Q: Is this the place that you currently live at the moment?

MW2: No, this was the past already but this was the place that we had stayed for 8 years at the longan farm in [REDACTED] (a district in Lamphun province).

Q: How much did they offer you?

MW2: It was 4,000 baht altogether for me and my partner? We were paid this amount and we stayed there at the farm for 8 years.

Q: Did they offer you the meals?

MW2: No, but they provided us with one bag of rice every month.

NGO woman: They gave you a bag of rice each month along with the 4,000 baht for the two of you and also a place to stay?

MW2: Yes,

Q: Did you have to work every day?

MW2: Yes, every day. There were no holidays or days off?

Q: What did you have to do?

MW2: working at the longan farm. I had to make the longan juices while my partner had to trim and spray the longan trees.

Q: How many Rai of land did you employer had.

MW2: It was a large farm area of 56 Rai of land.

Q: Did you have to do the work all day?

MW2: Yes, all day. If there was work to put the longan juices then I would normally switch to do that during the day to during the night instead. My partner did it during the day while I was doing it at night.

Q: You stayed there for 8 years. Why did you relocate to work in another location?

MW2: Yes, we stayed there for 8 years. Not sure how I did it to endure it for that long either.

NGO woman: How long did you have to stay here to get the proper identification card?

MW2: It was over 10 years but it was about the 7th year that the employer's friend took us to make the card at [REDACTED] district in Tak province. That was also a border town as well. There were all people from Myanmar there to make the cards.

NGO woman/Q: how much did you have to pay for it?

MW2: The employer helped paying for everything at the time?

Q: Did you know how much it was?

MW2: The card was free as the district provided it for us at that time. The only payment that was made by the employer of the rent of the van that took us there to make the cards at the village. This was fortunate for us to be able to do the cards without any charges for us. The employer did not inform us that we had to prove our nationality. It was our friends in Chiang Mai who told us about this card when I went to their wedding there and they asked if we already had this card or if our employer let us knew about this but we still did not get this, so I asked my employer if they could provide one for us as well. As that time when we came to work there, the employer did not allow us to go outside of the premises so we had to request for a proper permit so that we can cross over to other districts to work too.

25:00-29:59

MW2: This new type of card can prove the nationality of the workers so I had to go to [REDACTED] (a district in Tak province) district to prove my nationality. This one I had to pay for everything as everyone involved including elders, doctor, the village headman and district administration officer in order to prove my nationality.

Q: Where did you get the elders to come with you to prove your nationalities?

MW2: From the village that I worked in. They helped me.

*NGO woman: For this **Prachakhom** fees, how much did you have to pay?*

MW2: 10,000 baht each for each of the 7 witnesses. 70,000 baht in total.

NGO woman: It was cheap then at that time as now you cannot get it for that price. As they had to be false witnesses to help you out.

MW2: From there if we wanted to go to [REDACTED] (a district in Tak province), we would need to get two transports to get there so I had to pay the fees to get a vehicle there instead along with the fees for the 7 witnesses.

Q: 70,000-baht payment and you received the cards for the both of you?

MW2: Yes. I think it was worth it to live and work here. As these cards were acquired in 2005.

Q: And now what cards did you get?

MW2: The Thai identification card. It was lucky for us that the person that took us provided us with all of the information to obtain this.

Q/NGO woman: For this payment of 70,000 baht. Who told you about this price that you have to find witnesses, the village headman?

MW2: I think it was the district administration officer who took us there.

NGO woman: Now it costed about 70,000 baht per person to get this.

MW2: It is considered as a benevolence from them for helping us.

Q: Where did you get the 70,000 baht to find for these fees.

MW2: That was the time that we changed employer to stay with the 2nd employer, the employer got millions of baht of the longan fruits and we got about 6-figures income/10% from the produced products even if we got low wages that we obtained.

NGO woman: Did they give you the additional 10% as according to the contract?

30:00-34:59

MW2: This was the 2nd employer that provided this so it was a good employer.

Q: Is it the same employer that you are staying with right now? How many years did you spend with the 2nd employer?

MW2: about 3-4 years.

Q: Why did you leave from them?

MW2: Because I left them to make the national identification so we went to Mae Sot. I came here as the new employer's place is close to my children's school.

Q: Where was this with the 3rd employer?

MW2: At the [REDACTED] sub-district (a district in Lamphun province).

Q: How did you get to [REDACTED] (a district in Lamphun province)?

MW2: As the new place is close to my children's school.

Q: Was there any recommendation to move there?

MW2: No, but as I saw that my children came to study in this village as we did not have to pick and drop them off at school. They could go to school by themselves. We came there and they gave us 500 baht to watch over their factory.

Q: 500 baht per month?

MW2: Yes. As it was an empty factory when we relocated here so we had to only sleep and monitored it.

Q: per person?

MW2: 500 baht for the 2 of us, husband and wife.

Q: What about the food, how was the food arranged?

MW2: We went to work outside to earn more but at this place they provided us with 500 baht.

Q: At that time when you moved to the 3rd employer, how many children did you have?

MW2: 4 children by that time. 3 children born at the first place, then the 4th one while I was with the second employer and the last one with the last employer.

NGO woman: Why didn't you name your child according to the name of each farm then?

Q: How long did you stay there?

MW2: We stayed there until the children finished primary school so it was about 5 years. As the children finished and they had to continue the studies in secondary school so we decided to move on to start my own farm now.

Q: Where did you get the land for to make this farm?

MW2: This was at [REDACTED] (a sub district in Lamphun province) in [REDACTED] (a district in Lamphun province). The employer did not have the money to give us so they gave me the land to do our own farm.

Q: How did it become your own farm? Could you recall how to obtain this? How much land did they have?

MW2: We were employed to work there but the employer did not have the wage to give us so they gave us the land to farm on instead. It's a forest in a 5-Rai area and I had to clear out the land and everything else by myself. The employer died that year so we got the land from the death.

NGO woman: Did you have the residence certificate?

MW2: The land belongs to the child of the employer but we just got permitted to utilize the land so we still do not own the land so it is the **ALRO** land.

NGO woman: Is there a chance that you can acquire this land?

MW2: I'm not sure but now I already own the house number on this piece of land but the residence certificate still belongs to the employer's child.

35:00-40:04

NGO woman: I'm not sure if they allow people to acquire land by the **ALRO**. You have to follow up with them if you can request them for the land. If there is a chance for this and they permit you, they could also transfer the name over to you as currently they have plans to provide residence permits for people who wish to acquire.

MW2: It's still in the process (4 ๖๖๖ 3) so I have been following up on this with officers from the **ALRO**

Q: Then you would need to acquire the ๖๖ 3 right before you can have to right to utilize that land.

MW2: It's like we are renting the land now to use it.

Q: The owner may not want it anymore.

MW2: They understand this..

*NGO woman: As land belonged to **ALRO** cannot be sold.*

Q: Where did the land owner's child live in? Do they have money?

MW2: Yes, but I'm not sure where he/she stays, either [REDACTED] (Bangkok province) or Nakhon Pathom but heard that he/she acquired school from abroad.

NGO woman: If that's the case then the landlord may be able to evict you out.

MW2: The landlord is in Phitsanulok province

NGO woman: Can you still get in contact with the landlord?

MW2: I can still reach the landlord as the landlord of the land and **Praewa's land** is the same employer. The land there is also under Sor Por Kor. The landlord has 3 pieces of land, altogether of about 150 Rai (37:53)

Q: And for this piece of 5 Rai, what have you been using it for so far?

MW2: I grow longan and guava. There are about 100 of which trees but sometimes they were hit by storm or getting dried then I have to regrow them again.

Q: What about your income, it would be quite a sum isn't it?

MW2: I used to get about 300,000 per year a long time ago but now it is not this amount anymore due to the high cost of investment. For guavas, I am getting about 4-5,000 baht per week. For longans, the earning depends on the season and yields acquired. There was only that year a few years back that I made 300,000 baht.

Q: Guavas would be the main crop then. For P Torn, there is no more additional remarks, right? Let us move on to interviewing the next person. It seems that you are already settled here in this piece of land.

Please tell me how you moved here.

MW3: I stayed in an area of **Wat Nong Samana** temple in [REDACTED] (a district in Lamphun province).

MW2: There are many chicken farms, about 4 or 5 of which around this area.

40:05-45:01

Q: How did you arrive here? Was it a struggling to get here?

MW3: I rode to [REDACTED] district (a district in Shan state, Myanmar).

Q: How much did you have to pay?

MW3: 1 million kyat, or approximately 16,000 baht.

Q: And how did you arrive, and stayed at next?

MW3: I took the vehicle straight from village to [REDACTED] (a district in Shan state, Myanmar) and stayed with the vehicle owner for 8 nights.

NGO woman: How did you arrive into Thailand next?

MW3: I got on a pickup truck and crossed over the river/ MW2 discusses on how some people could also take the boat from [REDACTED] (a district in Shan state, Myanmar) to cross over too.

Q/NGO Woman: How did you able to cross over? Was there someone who took you to cross over?

MW3: The vehicle (pickup truck) owner took me to cross over from [REDACTED] (a city in Shan state, Myanmar).

NGO woman: Didn't you get checked if you came with a pickup truck?

MW3: Yes, there was, the soldiers who are along the border at Chiang Rai point.

Q: Did you have to pay money?

MW3: I did not have to pay additional fees. They only checked and let us through.

NGO woman: Does that mean that the pickup truck driver would have to pay some fees to the checkpoint authority?

MW3: I came through with the student status along with 4 others who crossed over with student status.

NGO Woman: What did you tell them that you would do in Thailand to avoid the authority from holding you?

MW3: I told them that I wanted to make a visit to [REDACTED] (a district in Chiang Rai province) and decided to flee there to enter.

Q: Were these 5 including you all students? Did you have to wear uniforms and how old are the group.

MW3: No, just a normal wear. There were 3 females and 2 males but they are all students but we are not the same age.

NGO woman: The boarding pass can only permit 7-15 days of stay at a town next to the border areas.

Q: The vehicle owner just drove and took you to cross over through the Thai immigration?

MW3: The vehicle owner told the check point that he was taking his family to visit his grandmother at the hospital.

45:02- 49:59

Q: For all of the five people?

MW3: Yes.

Q: And where did you go next, was it a long journey from the immigration point to the chicken farm here?

MW3: (unclear to disturbance: 45:24-45:27)

Q: How much did you have to pay?

MW3: 1 million kyats was the price from my village to cross over the border from [REDACTED] (a city in Shan state, Myanmar) to [REDACTED] (a city in Shan state, Myanmar) and I had to pay 26,000 baht from [REDACTED] (a city in Shan state, Myanmar) to the chicken farm.

Q: Where did you get the money?

MW3: I got them from my relatives who are living in Thailand. I came with my younger brother, he had to pay for 26,000 baht as well.

Q: How old were you guys when you arrive?

MW3: I was 18 and my brother was 16 when we arrived.

NGO Woman: Do they have accommodation for you?

MW3: Yes.

MW2: She was able to pay all of these fees for the loans from the relatives.

NGO woman: How many months have you stayed here that you were able to pay back this to your relatives?

MW3: Almost a year already.

Q: How much do you make at the chicken farm?

MW3: It depends on the month, as the months have 30 days and 31 days but I receive 9,960 baht a month.

Q: Does your brother get the same?

MW3: My brother doesn't work there but I am not sure where he went.

Q: Where is your brother?

MW3: He is working in a longan farm.

Q: Are you still in contact with him?

MW3: He is in another village, **Toong Loo (48:22)** but in the same district.

NGO woman: Did your brother have to repay back the loan too?

MW3: Yes, my brother has already paid back all the loan we made to our relatives.

Q: That's very extraordinary. This means that you can save up money already?

MW3: Yes.

Q: Are you the last generations that have left from Myanmar. Where are your parents?

MW3: My mom is in [REDACTED] (a city in Shan state, Myanmar) and my father is in Lamphun too but my parents are separated.

NGO Woman: Have you visited your mother?

MW3: Not yet, as I still do not have the identification card yet. It's still not done yet.

50:00- 54:49

Q: You don't have any documentation but have already paid back all your loan?

MW3: Yes, it is still in process as the farm has registered me with the labor ministry.

Q: How much did you have to pay to the employer/broker?

MW3: 15,000 baht.

NGO woman: The employer obviously called the broker to take documentations to process it and take their cut. The employer may have broker in hands as normally if you go through broker agency, the fees for this would be higher than this amount.

Q: Did you already pay this 15,000 already? How long have you paid this off?

MW3: About 2-3 months ago.

Q: Did they take it from your wage or?

MW3: Yes, they have deducted it off from my salary a little by little each month.

Q: Did you get the document already? Would it be the blue work permit to work?

MW3: Not yet, but it is in process. (Went to get the document)

NGO woman: Is this the 29 document permitting work from the DOE.

Q: Could I take a photo of it? We will not disclose your name and face so don't be worried. So, what would need to be done next after receiving this? (Addressing [REDACTED])

NGO woman: They would need this in order to make a proper green book identification.

MW3: I have spent the 15,000 baht but I do not know what I would receive yet. I think I will have to pay to make the green card.

53:00-54:23 (Ajarn taking a look of other cards that they have to compare the different types of identification cards)

54:24: Q: What is this?

MW3: This is the work permit that was given from Myanmar.

Q: Once you receive the proper book it would be quite a sum of money.

55:00- 59:59

MW3: It is quite lucky how they got here, before the parents have to be guardians to take them to cross the border.

Q: Currently you have already paid this 15,000-baht fee for the book and is still waiting for it while you continue to work?

MW3: Yes.

Q: Is this all? Is there any hardship that you mentioned that you have? Were there any holidays?

MW3: I don't have any holiday. I have to work at 05:50 AM every morning until 18:50 every day. Started the day to clean the chicken farm until 06:50 AM then I go to eat breakfast. Then from 07:40 AM I have to collect the eggs until about noon as there are 3 rounds in 12 different coops in which I have to do this errand. The time taken also depends on the collections which I need to take the eggs to separate according to their sizes in the machine.

Q: then you eat lunch at noon? How long is your break?

MW3: Yes, then from 13PM I have to collect eggs from another coop until about 14 or 15 PM then I have to continue cleaning the chicken coops until 16:30 PM then I am able to take rest.

60:00-64:59

MW3: The older chicken would need to be taken out to be slaughtered later on during the night as they are not able to lay eggs.

Q: During the renewal of new chicken, how many days do you have to work on this shift each month?

MW3: It depends on the rotation of the shift but normally it's 1 or 2 days every now and then. But sometimes the machine is broken so I would have to wait in order to be able to work until late at night.

Q: Is it frequent that the machine breaks down?

MW3: Not very frequent but some of the machines have been broken every month since I started working here.

NGO Woman: It would be odd if they allow the machines to be broken down every single month.

Q: After 16:30 you would get to take a rest right, but there are no holidays?

MW3: Yes, I have to work every day without having a holiday.

Q/NGO woman: What about the welfare, do they provide you with accommodation?

MW3: Yes, they have accommodation for free but I have to stay with another female worker. Some workers are couple so they stay together while others are not.

Q: Do you stay with another female worker?

MW3: Yes, but there are also workers that stay with another friend as well.

NGO woman: As normally they would provide a place for a male only and female only and one for family.

MW3: This one does not separate but in each room, there need to be 2 people staying in 1 room.

NGO woman: Normally farms would provide male and female only zones like CP and ones for family.

Q: Can you choose to change the room on your own accord, in case you don't like the person you are staying with?

MW3: No, I would have to be assigned to live in that room.

Q: How big is the room?

MW3: Not really big, a standard size with a big bed.

65:00-70:09

Q: What about the toilet?

MW3: The toilet is integrated within the room similar to typical rooms.

Q: Do they provide you with the meals? Would you have to buy the for every meal?

MW3: Yes, I have to buy my own food for every meal.

Q: How much do you have to pay for each meal?

65:23- Intervened by NGO woman and MW2 discussing about how there are meals offered at the site. As these chicken farms are supply chains for CP but these people are not offering meals for the workers. MW2 discussed how large farms provide meals for the workers including their children up until they finish grade 9th but those are only for much larger farms.

66:19 Q: Do you know how many workers are there working?

MW3: About 50 people.

Q: How many males and how many females, do you know? And what are the ages of the staff are they similar to your age?

MW3: I do not know but many are around the same age with me and some of them are older too.

Q: Do all the workers have cards?

MW3: Yes, everyone but there are different types of permit cards, some are like mine while others are different.

Q: Is this all of your story, if there's more uneasiness, please let me know.

NGO woman/Q: finds out the average wage of 320 baht per day but if it's over 8 hours each day then it is not right.

Q: Could you tell me about your hardship?

MW3: It's tough when I had to renew the chicken with the little chicks as those are coming in at night time.

Q: How frequent that you have to renew the chicken?

MW3: once every 6 months, but there are many coops though not just 1 coop therefore every chicken would need to be taken out and replace with a new lot in each coop. But the chicken sometimes fights back, injuring my hands even though I'm wearing gloves. There are fans in coops with older chicken but for the small ones they normally place coals to warm up the little chicks.

Q: Could you breathe? Do you have to wear masks as well? What else do you have to wear as a uniform?

MW3: Yes, wearing mask but other things include a glove and a mask. A glove is needed to catch the chicken but not while collecting the eggs.

70:10- 74:59

Q: Do you have to wear the mask when you catch the chicken?

MW3: Yes.

Q: Are there many chickens in each coop?

MW3: Yes, each coop has about over 10,000 chickens

Q: Do you want to change job? NGO woman: If you change job would you, do it? For example, if you get additional for doing the night shifts as well so that you are getting double the payments.

MW3: I still want to change the job. The day that I got off work was that I had to lie to them that my father is sick and that I had to visit my father.

NGO woman: If you get all the documentation ready, please come to me so that I could help file a case against them for not providing a weekly holiday, also for OTs and other traditional holidays. For double shifts you are supposed to get 640 baht altogether and for OTs there should also be about one and a half payments on top of your main salary. You would need to wait for a little until you are getting your documentation. As your document needs to be finished within the 13th February 2023. So,

once you get the paper then you should find a new place to work and quit this one. Then you can file them a dispute to pay you for the payments that were not provided.

Q: If you change job, do you know any place anywhere that could recommend you?

MW3: No, not at all but there are sisters in law

NGO woman: Do you have to work at night to speculate the chicken? Do they use AI robots to monitor chicken at night?

MW3: Normally, the nights are guarded by security officers who walked around for security concern. But sometimes it working late at night and sometimes if we finish early, I am still unable to go back home. Sometimes I finish the tasks but still wasn't able to eat yet too.

Q: What did you have to do if you cannot go back to your room?

MW3: I have to continue the work if all of the eggs are still remaining

75:00-80:27

Q: What if you have already finished with the tasks?

MW3: I still have to go work in the coops. The income received is calculated to a per day rate but the work itself is very tiring.

Q: Are there supervisors who monitor your work progress?

MW3: There are and I have to work promptly, I cannot work slowly.

Q: Is the supervisor with you in the coop or do he/she monitor from outside?

MW2: He/she is normally outside to monitor and sometimes he/she comes inside to monitor.

Q: Do they have security cameras that they could monitor the workers' progress through the cameras?

MW3: Yes, they do. The farm owners normally watch it from the cameras but the supervisors would walk around to monitor work progresses.

Q: You can wait until February 2023, so about 3 months from now and you can try to call P' Su but don't tell them that you would file against a lawsuit against them as you would probably be expelled from work first.

77:20 MW4: Female

Q: Where did you come from?

MW4: I came from [REDACTED] in [REDACTED] which is a village in Myanmar.

Q: How did you get here?

MW4: From Nam Sang, I travelled to and sleep in [REDACTED] (a city in Shan state, Myanmar) and I had to pay 450,000 kyats along with another friend and we were picked up by the relatives of a friend.

Q: How many days and mode of travel did you enter?

MW4: It took 2 days to arrive at [REDACTED] (a city in Shan state, Myanmar) as my friends' relatives are staying there so we stayed at my friend' relative house for a night then I moved to an orange farm as I did not have the card identification.

Q: From Nam Sang, then to [REDACTED] (a city in Shan state, Myanmar) and then to [REDACTED] (a city in Shan state, Myanmar) for a night, right?

MW4: Yes, for a night but then they told me to leave as I have no legal documentation and told me to leave and stay at an orange farm to work. I was given 100 to 200 baht a day in which I had to pay for my own meals.

80:44-84:59

MW4: The salary was paid for the whole month and the employer would deduct the wage for the days that the work was not done. But then I had to pay back 3,500 for a loan there so I stayed there for a month then my older sister told me to come to live and work with her. I made a loan another 6,000 in order to get to [REDACTED] (a village in Lamphun province) and asked from my older sister for my sister as a loan.

Q: What did you do in [REDACTED] (a village in Lamphun province)?

MW4: I stayed with my older sister for 4 to 5 days at the durian farm but there was no work so my older sister called a salon in Lamphun for me to come to so I came here to work at the salon. The employer also taught me how to do the hairs.

Q: From the durian farm to the salon, how much did you have to pay to work there?

MW4: I had to pay the application fees of 500 baht. My sister said that she called the salon and they told her that I could also work there to do house cleaning tasks and also help at the salon and they would give me 6,000 baht per month.

Q: So, the fees of 500 was for the fee for finding work?

MW4: Yes, and I stayed at the salon for 1 month. I didn't want to work there anymore as the salon employer is a **Thai Yai** but I cannot speak Thai very well so I got shy and wanted to move elsewhere. The employer to live with other people from Myanmar if I cannot speak Thai. I called my older sister again and told me to return back to Lamphun and tried to work at a longan farm instead peeling longans.

85:00-89:59

Q: Is it a fruit factory?

MW4: I rent a room for 1,000 baht per month and I bought the longans at 7 baht per kilograms to peel it.

Q: where did you find the money to rent the room?

MW4: I borrowed it from my older sister.

Q: From the salon to this rent room, how did you go there?

MW4: My older sister's boyfriend took me to this rent room in Lamphun at the [REDACTED] **factory**.

Q: And from there you are peeling off longans to get the meat out?

MW4: Yes.

Q: This was not your last job, right? What are you doing currently?

MW4: I'm working at a longan factory processing dry longan. But back to the place where I rent the room for 1,000 baht, I only stayed there for 15 days as many people were doing the same thing therefore the income earned from doing this was very low. Each day I was able to get about 70 to 80 baht each day. Therefore, I had to eat MaMa noodle every day before asking my older sister to come and pick me up again so she told me to return back to [REDACTED] (a village in Lamphun province) to work at the durian factory with her. I stayed with my sister for about 15 days before I got some work. There was no work yet with her during the first 15 days.

Q: After these 15 days of waiting, you started to have work?

MW4: My task was to collect and select the dry longans and I was getting 290 baht per day. If there are more longans then I would get about 310 baht a day. In 15 days, I gather about a little over 3,000 baht that I earned and gave back to my older sister for what she has helped me with. I found a partner there where he was getting 350 baht per day and stayed together with him. From then, I came to [REDACTED] factory (88:55 unclear) to work in a longan factory.

Q: How much did you get?

MW4: Each day I was able to peel 4 to 5 kilograms of longans and received 33 baht per kilogram.

90:00- 96:19 (end of tape)

Q: That would mean about 100 something baht each day?

MW4: Yes, but they are providing 3 meals each day and also provides utility bills for me.

Q: Did you come with your husband as well?

MW4: Yes.

Q: Your husband left the former employer to join you?

MW4: Yes, but my husband has been going back and forth to work. We stayed here until I got a child and when my child was 4 months old, my employer told me to do cooking work instead to provide 3 meals for the workers each day when my child was 1 year old. I was getting 300 baht a day for cooking meals for the workers. There are many workers of around 70-80 people who are working so I told the factory secretary to help.

Q: Did you have to do alone? Did you have to buy the groceries to cook it too?

MW4: The groceries I have to buy but they drive me to Makro to buy the groceries. So, I told the secretary if I can find someone else to help me too as there are many workers that I have to cook the food for. I asked an aunty to help up and she was working together with me for about a year before she left. I stayed here at [REDACTED] factory for a little over three years then I moved elsewhere.

Q: When you had to cook for the 70-80 workers, you only had to cook during the longans season right?

MW4: Yes, only when there were longans. At other time there is no longan to process then there would be no work but they allowed us to stay there and provided utilities and accommodation without any payment. They only gave us rice every now and then to cook the meal but they did not provide any meal for me while I do not have work.

Q: What about your husband? Did you still stay together with him?

MW4: Yes, but he has work as he was working in rotation and was working in rotations with other workers and worked for every other day. Sometimes he has to take off day on Saturday as inquired by the employer.

Q: At the time when there were 70-80 workers, why were there so many workers at that time? What's the name of the factory?

MW4: The factory's name is [REDACTED] Factory 94:46 unclear)

Q: Is it a Chinese factory.

MW2: Taiwanese

MW2: during the high longan season, there would be lots of workers and 2 cookers are needed to cook the meals for everyone. This work was considered as a good work with minimum wage offered but the con was that the supervisor wasn't good and exploitative to the workers as he/she would lay them off telling them not to work.

___ Continued ___

00:00- 05:16

Q: So, is it similar? Can your parents speak Thai?

MW1: Yes, they can

Q: [REDACTED] (a city in Myanmar) is on the border?

MW1: [REDACTED] (a city in Myanmar) is just across the river of Mae Sai area.

Q: And you have used Thai since you were a child?

MW1: No, I was able to use only Thai Yai before. It's considered to be lucky as when arriving here I was able to work immediately at a chicken farm.

Q: And why did you decide to work at a chicken farm?

MW1/MW2: There were relatives that we knew took us there as there were already there prior to our arrival.

Q: What about for others, let me recall back a little as for you [REDACTED] you have stayed here for 6 years and how did you come to work here?

MW2: I came through Mae Sai after calling my older sister and came to stay at [REDACTED] (a sub-district of Phitsanulok province) then came to [REDACTED] (a district in Chiang Rai province) (01:39) as it was close to each other.

Q: And when you get to this factory making dried food products, is it like a typical house? Which district was that located in?

MW2: Yes, it was at [REDACTED] district (a district in Lamphun province), behind the hospital.

Q: It was a daily wage, right? How much did they offer you?

MW2: 300 baht per day

Q: And what about you, [REDACTED], how much did you get per day?

MW5: 320 baht

Q: And what about P Torn, how much did you make?

MW1: I was doing general labor and was getting 250 baht. I would get 300 baht if I was lucky but it was not all the time that I got 300 baht.

MW4 (male): I also got 300 baht.

Q: For you [REDACTED], how is the circumstances for you?

MW4: (02:43-03:00 speaking in another dialect)

Q: Do you [REDACTED] stay in the same accommodation with them?

MW4: Yes, I stayed in a place accommodated by the employer without having to pay for the rent fees.

Q: In 1 year, did they offer you a month work or a daily work type? And how many days each month did you have to work?

MW4: A daily work type. In some month I would work for 10 days while some other months I would work for about 14-15 days.

Q: And what did you do when there was no work?

MW4: I provided general labor for people in the village like helping them pick longans or mangos.

Q: [REDACTED], are you married? Any children and what sexes are they?

MW4: Yes, and I have 2 children. 2 males, one is 12 and another 17. They are both in school and are not working yet.

Q: And what kind of deification cards do your children use?

MW4: it's a 10-year type identification cards for the both of them.

Q: And what does your wife do?

MW4: She is also in the same farm with me, living in [REDACTED] (a village in Lamphun province).

04:39-05:17: unrelated discussion about Ajarn's house in Lee that it was close to them and that they should come and visit Ajarn and work to college longan there.

05:17-10:27

Q: And for [REDACTED], you have stayed here the longest right? Do you stay with the employer at home?

MW3: I stay in my own place but it is not under my name. At first, I stayed with the employer but the employer did not have any work for me to do and money to pay me. The employer offered me to stay in this land composed of 5 Rai of land but the land is still under the employer's name.

Q: But the employer allowed [REDACTED] to use this place?

MW3: Yes, actually it's like living at the employer's area but I am able to find other work on my own such as growing longan and guava and sometimes I offered general labor outside as well.

Q: Has this been sufficient for you?

MW3: I have to try to work hard as I have many children. I have 5 children. My daughter is also studies in a university too so I have to work hard to find all channels to work. If there are no work in the farms, then I would have to find work outside. If there was no work outside then I would have to find one at a factory. Like last year I was working as a cook in a factory and had worked there for over a year. If there are durian factory, then I would also go and work there too.

Q: There are durian factory around here too? Around where?

MW3: Yes, I had worked at a durian factory for only 2 years. They are located in [REDACTED] districts (districts in Lamphun Province).

07:08-07:20- MW3 intervened in another dialect

Q: Can durians grow here? That is strange.

MW3: During when it is cheap, they mostly buy them to peel them here, freeze it here prior to packing it and exporting them to China. We would have to take out the durian, pack them and place in a freezer.

MW2: They normally buy the whole yield of durian from the farms, have workers pick them up at the durian farms and then process them here.

Q: [REDACTED] could you talk more about your children?

MW3: All of my 5 children are girls. The oldest one is 26 years old, the second one is 23 and the third one is 21 and these three are studying at Chiang Mai University. And the fourth one is in 11th grade and she is almost 19. The last girl is a little over 11 and studies in 7th grade.

Q: Are you first three daughters working?

MW3: The oldest one has been working for almost a year but she has just recently finished university.

Q: Is she able to make some salary for herself and help you out, right?

MW3: Yes, but I still do not want her help as she took a student loan from the government so I want her to be able to work to repay back the student loans. But I still have the will to work so I do not want to ask from her. But the first month that she worked she bought a washing machine for me.

Q: When all the girls grow up then you would be comfortable.

MW3: My girls are working while studying too at the same time. The second daughter is still studying in her last semester and is practicing her teaching skills in [REDACTED] district (a district in Lamphun Province) in a school there prior to finishing her degree.

10:28-15:14

NGO Woman: At the school there they hired 2 teachers from Myanmar but there was a problem so the 2 Myanmar teachers came to seek for help at our foundation. At first, they applied the positions on Facebook and the director already informed that the school is located afar from the town and would be hard to commute however the school provided the accommodation and they accepted to these terms. When the school proceeded to bring them here, they were unable to stay here and travelled to see friends in Chiang Mai. They preferred Chiang Mai more so they fled to apply for a teaching position at a school in Chiang Mai Mueng district instead. The former school had to terminate their contracts but did not inform them. Now I have to negotiate with the school director and was told of this dismay incident as everything had been prepared and proceeded to hire the two teachers but they decided not to teach there anymore. They have worked there for less than a year but left already. The lesson plans and all are still not in place. The school director was disappointed. But on the other hands even for us who are educated, if we see a place that is more convenient and comfortable then we would want to work and live there too. I told the school director to let them go as they wanted to go.

Q: And what happens next as the director is also in trouble?

NGO Woman: The director ought to proceed to terminate their contract and told them to proceed to apply again at a new school.

Q: They would have to pay the processing and documentations fees over again.

NGO Woman: When I talked with the director, the people asking for our help sometimes also did not do the right thing.

Q: But maybe they were not aware of this?

NGO Woman: Yes, they thought that they could flee to work elsewhere without informing the school. The school director informed me that they did not return therefore the director had to proceed to terminate their contracts. The teachers said that the director did not inform them about the termination but the director insisted that the termination needed to be proceeded as they did not return back to teach the kids and asked me what I would do under such circumstance.

Q: Where did these two teachers come from?

NGO Woman: They came from Yangon. They proceeded everything accordingly and flew here. They are considered as skilled workers who are relocating here to teach at the school.

13:30 Q: Back to our story, for [REDACTED], how did you get here at first?

MW4: I came through [REDACTED] district (a district in Chiang Mai province). Before it used to be very easy to pass through from walking in and I took a vehicle here. And from [REDACTED] (a district in Chiang Mai province) I travelled to Chiang Mai as my relatives are living there.

Q: You already have some relatives in Chiang Mai? Did you stay with them?

MW4: Yes, but only for a night only as I had no identification so I was wondering around here and there and went to [REDACTED] district (a district in Chiang Mai province) to do general labor that involved doing everything that they requested. For instant this Saturday I have to pack longans into baskets. Fresh longans would need to be packed into baskets but dried ones would be packed into boxes.

15:15-19:59

Q: So, you have to do everything?

MW4: But we have to wait to the 6th or 7th month of the year to get money from the yield. If the employer is good then its good but if the employer is not good then I'd still have to do it as it is needed. They offer food and accommodation but not payments. I could ask for a little advance if needed but I would have to wait till the 6th or 7th month to get the wages.

Q: Did you have a wife when you arrived at first? And how did you travel?

MW4: I came with the wife too along with my mother, altogether with 3 other people. The 4 of us travelled to the employer's site and stayed there

Q: So there was [REDACTED], your mom,...

MW4: and was my oldest child and my wife.

Q: Why did you decide to relocate here in the first place?

MW4: It was hard to find work back at home and many of the item prices soared high among many other things.

Q: Where did you live in Myanmar? And how did you get to [REDACTED] (a district in Chiang Mai province)?

MW4: **Meung Geung** in **Shan** state, quite a distance from [REDACTED] (a district in Chiang Mai province). We got into a pickup truck and took 2 days and 2 nights to get to [REDACTED] (a district in Chiang Mai province). We had to pay about 400,000-500,000 kyat each to get on the pickup truck.

Q: How many people were there in the pickup truck? Weren't you stopped and arrested by military personnel?

MW4: There were about 11 or 12 people in the back of the pickup truck. It was easier to get through before as long as we have **Myanmar** identifications but we had to pay some fees of about 1,000-2,000 baht at all the immigration points.

18:24-19:12

Stories how Ajarn went from [REDACTED] (a city from Tak province) to [REDACTED] (18:30) before and there were also unofficial immigration points along the way to get through.

19:13 MW4: But for us when we relocated, we only paid a single fee of 400,000 Kyat without having to pay additionally at each of these immigration points. It was about 9,000 baht per person that I had to pay per person to get to the border.

NGO Woman: 400,000 Kyat, wouldn't that be 12,000 baht at that time, wasn't it? How much was 100,000 Kyat to baht at the time when you arrive?

20:00-24:49

MW4: 100,000 Kyat was about 2,800 baht to 2,900 baht at the time.

Q1/NGO Woman: You came in a 4 people-group/ At that time that was not a low price. 400,000 Kyat would be around 11,200 baht per person already.

Q1: And where did you find the money to come?

MW4: I sold off the lands there.

20:32 NGO Woman: That's how you spent if all from selling land and houses. When there were human trafficking victims before. Once the cases were all completed the state would try to push them back to their countries but they have nothing left there anymore; no places to stay in their countries as they had already sold off everything to get here. That was why they did not want to say that they were trafficked as they would be sent back to their countries. The law there does not accommodate victims of human trafficking. The victims should have been given the chance to be able to registered properly with the labor department here so that they could find employment.

Q: This is a good story; you can hear it together as well so that you are aware of the situations of others as well. When you arrive here at first, how much did you make the loan?

MW4: I made a loan of 13,000 baht from my relatives.

Q: And how much did you repay them back?

MW4: There are relatives there who gave me a loan but now I have repaid them all already. That was the loan I made from them since 2004 so this was about 18 years ago and now, I have already paid them back.

Q: That mean your decision to relocate here was very brave, if it was me, I wouldn't be able to do it.

MW4: I came in here and was sleeping in [REDACTED] in Chiang Mai without any money or work. I had to ask my relatives who are **Thai Yai** living there for 2,000 baht and was able to make an identification card, **๗๓ 38** at that time. And from that document I've made a proper worker passport that was in red color. This was changed recently to a purple then eventually a green book.

*Q: How much did you have to pay when it was this **๗๓ 38**?*

MW4: 3,800 baht annually per person.

Q: And where did you find the money then to pay for it?

MW4: From the work that I was doing, when I made some and saved to pay for this fee.

Q: Do you still stay together as a 5-people family? How old is your mom?

MW4: We all live together, with my mom as well. My mom is 60 years old and she does not wish to return back home. We have all already relocated here.

Q: Your father passed away?

MW4: Yes, I don't have my father as he passed away.

Q: When you arrived in [REDACTED] district (a district in Chiang Mai province), where did you go next?

MW4: I came to [REDACTED] (a district in Samut Prakan province) to work in a guava farm.

Q: When you came from [REDACTED] (a district in Chiang Mai province) to [REDACTED] (a district in Samut Prakan province), how did you get there?

MW4: I came on a van without knowing what job I would get but there were relatives living there.

Q: And your relatives were also working in the chili farm as well?

MW4: They are **Thai Yai** working in a chili farm.

25:00-29:59

MW4: It's not guava but the big chili like a tomato. They come in red, yellow and green color.

Q: And you live at the chili farm together with your family? For how many years? How much did you get?

MW4: For about 3 years with my family as well. They give the wage of 100 per day but they provided all the meals each day. Because they had already provided living and all the 3 meals already. By the end of every month, the employer would give us a bag of rice and also bought food for us as well so it was like paying me for buy my own food.

Q: Does that make it like you rent their house? Instead of getting 300 baht, they took our 200 as accommodation and meals for you, right?

MW4: The rice and the food were all provided by the employer and the workers cooked them and eat together each day, different food each day.

Q: And these 100 baht a day, did everyone else get this too in your family?

MW4: Yes, but it used to be 300 baht/3 people as my child was still young back then. But everyone else at the time was in the same boat as well getting similar wages.

Q: In [REDACTED] (a district in Samut Prakan province), you stayed there for 4 years? Then where did you go next?

MW4: 3 years, then we moved to [REDACTED] (a district in Lamphun province) near [REDACTED] (a district in Lamphun province) that is next to the [REDACTED] (a district in Lamphun province). There are [REDACTED] (villages in Lamphun province).

Q: How did you get to [REDACTED] (a district in Lamphun province)? Weren't your last employer say anything?

MW4: We got on the van and asked for dismissal from the former employer. We stayed there for the contract and requested to be dismissed. The employer did not obstruct us as we were committed to leave. Also, the wage was low. There were also some relatives referred us to come and work there who were already living in [REDACTED] (a district in Lamphun province) with a different employer and we came to work with another employer

Q: How much did you get here? What about accommodation and meals?

MW4: They gave us 6,000 baht each along with my wife so it was 12,000 baht a month for the two of us with free accommodation but we had to pay for our own meals.

Q: How many years were you in [REDACTED] (a district in Lamphun province)?

MW4: We stayed there for 2 years working in a longan processing factory and also working at the longan farm as well.

Q: Did you have to work every day? Was there any holiday?

30:00-34:59

MW4/MW2: yes, everyday and even when there were Buddhist holidays that **Thai Yai** have to go to the temple to make merits in the morning then we would still have to come back to continue the work.

Q: Why didn't the employer let you take leave or holiday? Was there a lot of work to be done?

MW4/MW1: They had us work every day. For instance, when they brought in the longans to the warehouse, the guys would have to work with different types of longans including the dried ones and the fresh one and worked until about 10 pm. We would have to collect the meat with the machines to get the meat longans. The machines would be specifically for grade AA, A, B, and C and we have to separate and place the longans according to the sizes and pack them prior to sending them to the factory.

Q: Do you have to place the longans into the machines all the time?

MW4/MW1: Yes, it is quite a tough work as the longans come in different bag sizes. Some people are getting small bags, some larger ones so it would be harder for the workers dealing with larger bags that come in like a large fertilizer bag of 45 kg. It is quite heavy as well for the bags of longans that we had to carry.

Q: Each tree can yield about 600-700 kg of longans, and there are hundreds of trees in each farm, right? How long would that take to process all the fruits?

MW4: We sleep at night every day and always slept like passing out after the work each day.

Q: Could you able to carry them? What about your wife, did she have to carry the bags too?

MW4: It was necessary in the work to carry them but my wife did not have to carry them. Her role was to take empty baskets and filled them up with fruits and took them to be weighted. It was quite heavy as well for them. That's the role for female workers. The guys would be responsible to carry the longans bags out from the vehicle and another task would be pouring them into the machines. In some places, there are no male workers so the female workers would also need to carry the bags too.

MW3: I used to do it too.

Q: How many kilograms are there in each basket?

MW4: Each basket is 23 kilograms, without the basket is about 20 kilograms.

35:00-40:32

NGO Woman: And what about the bags?

MW4: That's depend on the bags, if it's like the fertilizer bags then it would be 45 kilograms but if they come in chicken food bags then it would not exceed 25 kilograms. They mostly retrieved and selected the larger bags. They are very heavy and each worker would have to carry a bag each down the vehicle. 1 worker would be responsible to carry down all the bags in 1 vehicle. Carry them all down then carry them to the machines to be separated. They are heavy but it was needed as part of the tasks. During high season then there would be many bags but less work load if there are less fruits.

Q: And did you have to do this all the time?

MW4: They do this too along with onions as well. Workers would need to work with both longans and onions depending on the tasks work in rotation.

Q: Would you need to carry the onion bags as well?

MW4: Yes, but they are not as heavy as longans but their smell is much stronger than longans, in particular the molded ones.

MW1: The onions come in bags that we have to carry to a place to dry them prior to loading them off to be sold further.

Q: Does the employer also grow the onions? Do you have to cut them off and bring them to be dried?

MW1: Yes, and we had to collect and took them to be dried.

Q: For longans, how many months did you have to carry these heavy longan bags?

MW4: 2 months, not exceeding 3 months would be the very tough work, sleeping late at night and waking up very early in the morning.

MW1: The longans could not be placed in baskets so they needed to be placed in bags where we had to take them to be separated according to sizes and dry them afterward.

Q: After 2 years there in [REDACTED] district (a district in Lamphun province), where did you go next?

MW1/MW4: We came here to [REDACTED] (a village in Lamphun province).

Q: How did you get here?

MW4: There are some relatives living and working here who reached that they need workers at the longan and mango farms.

Q: How many Rai of land do they have here? Do they use all of the land here for the fruits?

MW4: approximately 7-8 Rai of land but they do not utilize all of the land here for these fruits.

Q: How much do the employer give you here?

MW4: 300 baht per day. In each month there would be about 14 to 15 days of work. In some months there are only 10 days of work so this has become the normalcy here.

Q: Would this be about 3,000 per month?

MW1: Some of the months we are getting about 1,000-2,000 baht per person

Q: 1-2,000 baht per person, so does this mean for the whole family you would earn about 4-5,000 baht?

MW1: About 4-5,000 baht of earning from the whole family.

Q: How long have you been in [REDACTED] (a village in Lamphun province)?

MW1: 8, 9 years

Q: You seem to be settled here. Why are you able to stay here for so long?

MW1: It is good here as there are work continuously and the employer also provides us with accommodation for all of us and the work load is not heavy. When there is no work here, we can provide general labor work outside but this place is quite comfortable.

___ FINISHED ___

Date: 26 November 2022

Interview with Lamphun agricultural migrant workers

Lamphun Interview_Burmese01 and 02

00:00 – 00:20

Q – What is your name?

MiMi – XXXXXXXX

Q – How old are you?

MiMi – I am 49 years old.

00:21 – 01:00

Q - How long have you been in Thailand?

MiMi - I have been here for 28 years. In Thai Calendar year, I arrived to Thailand in 2538.

01:01 – 01:20

Q – Where did you live before you came to Thailand?

MiMi – I lived in Pinlon, Southern Shat State.

01:21 – 01:40

Q - Why did you leave Myanmar?

MiMi - My husband and I did not have job after we married. So, we decided to move to Thailand.

01:41 – 02:00

Q - Did you come to Thailand with passport?

MiMi - I had no document. But only Myanmar national ID.

02:01 – 02:20

Q – How did you find jobs in Thailand then?

MiMi – My husband came here firstly, and he worked in a farm for three years already. Then, he came back to Myanmar and married me. And we came here together.

02:21 – 02:40

Q- Where did you live when you arrived?

MiMi – I lived here (Lamphun). I started working in this farm.

02:41 – 03:00

Q – Was there any broker helping you?

MiMi – No.

Q – So you have been working here (the farm) the whole time?

MiMi – Yes.

Q – What did you do in Myanmar before you left?

MiMi – There was no permanent job for me in Myanmar

03:01 – 03:20

MiMi – I sewed in Taunggyi. I mined in Mong Hsu. I also did farming in my house. I worked for various jobs.

03:21 – 03:40

MiMi – I lived and worked for sewing job in Taunggyi for three years.

03:41 – 04:00

MiMi – And I went to work in Mong Hsu for over two years.

Q - Have your wage increased since you first came here (Thailand)?

04:01 – 04:20

Q - It has increased. At first, I had language barrier. As I did not have any registered document. I had to stay where they told me to stay. As a burmese saying goes, stay where you should, not where you would like. At that time, a day-labor received only 100 baht.

04:21 – 05:00

Q - 100 baht per day?

MiMi - Yes.

Q - How much do you earn now?

MiMi - Legally, the daily rate was 320 baht in Lamphun. Now, it has been increased to 330 baht. However, since we are living in a farm, men get 350 baht and women get 150. So, I am not paid at legal rate.

05:01 – 05:20

Q – So, is the rate different if you do not live in this farm?

MiMi – It's different. It is called piece-rate pay. During the harvest time, people are hired for piece-work. For instance, you get 60 THB per basket. But you have to pay 10 THB to the driver who brings you to the farm. So, you get 50 THB.

05:21 – 05:40

Q – But we live in the farm. People who do not live in farms are independent (to find jobs). But, since we have kids, it's better for us to live in farms.

05:41 – 06:00

Q – Do you have any social security card?

MiMi – No, I did not get that.

06:01 – 06:30

Q – Why?

MiMi – No one told me at that time. I did not know about that.

Q – Didn't your friends tell you about that?

MiMi – Since we lived in the farm and did not go outside, I did not know anything about that.

06:31 – 07:10

Q - Why do you have to live in the farm? Why don't you live outside?

MiMi - At first, I was told that it was better for me to stay in the farm together with my husband. So, I didn't need to worry much about accommodation even though the job was exhausting. And I could also save money. And I also worried that strangers could trick me if I chose to live outside.

07:11 – 07:30

Q – So, it was not employer who did not allow you to go outside. You voluntarily chose to stay in the farm?

MiMi – Yes. I rarely met with my employer.

Q – Did you have language barrier when you arrived?

07:31 – 07:50

MiMi – I speak Shan, and Shan and Thai languages are similar. And I learnt Thai from my children who went to school here (Thailand).

07:51 – 08:10

Q – Did you face any difficulties at first because this place must have been new to you?

08:11 – 08:30

MiMi – To go outside, we needed motorcycles. But I had none.

08:31 – 08:50

Q – Is the farm far from shops and markets?

MiMi – Yes. It (the farm) is in a village. There are couple of shops in the village, but far from the farm if you go by foot. It's about 2 km.

08:51 – 09:10

MiMi – The employer gives us one pack of rice per month, and we grow our own foods.

09:11 – 09:30

Q – What was the most difficult experience for you in Thailand? Was it language or culture or anything else?

09:31 – 09:50

MiMi – The lack of legal document was the most difficult experience for me because documents were essential for daily life. For instance, you need an ID if you want to go to hospital. If you have ID, you only need to pay for 30 THB in hospitals.

09:51 – 10:10

Q – What do you mean by ID? Do you mean work permit?

MiMi – Yes. It is Thai labor card. If you have the card, it only costs you 30 THB when you got to hospitals.

10:11 – 10:30

MiMi – Since I did not have the card then, I did not go to hospitals. I only went to clinics. Clinics were also ok because it was fast and good. I think it takes more time when you go to hospitals.

10:31 – 10:50

Q – What about the expenditures?

MiMi – It was not very different. Clinics are fast and they also give good medicine.

10:51 – 11:10

Q – How long did you work without work permit in Thailand?

MiMi – About one year.

11:11 – 11:30

MiMi – After one year since I arrived, my employer did the permit for me. But I did not know about social security at that time.

11:31 – 11:50

Q – What kind of IDs do you have now?

MiMi – Now I have Thai national ID.

11:51 – 12:20

MiMi - At first, I got Highlander ID card. Then, due to the goodwill of the former King of Thailand (Rama IX), I could change my Highlander ID into Thai ID. I was lucky.

12:21 – 12:40

Q – Since you have been here for a long time, do you still have contact with your family from Myanmar?

MiMi – Not very much

12:41 – 13:00

MiMi – Our parents passed away already. My husband's parents too.

13:01 – 13:20

Q – So what about your siblings?

MiMi – I have one brother left. My husbands' sisters are working here (Thailand).

13:21 – 13:40

Q – Do you have contact with your brother?

MiMi – Only sometimes. Since he cannot afford a mobile phone, it's hard to contact him.

13:41 – 14:00

Q – Did you feel homesick at first?

MiMi – Three of my children were in Myanmar then. It costed me thousands just to talk with them via phone.

14:01 – 14:20

Q – How did they go back to Myanmar?

MiMi – My parents brought them back to Myanmar, and they put them in a Chinese school to learn Chinese.

14:21 – 14:40

MiMi – Their grandmother asked me to leave kids in Myanmar. But my kids have Thai birth certificates.

14:41 – 15:00

MiMi – My kids were in Myanmar learning Chinese for three years. Then we changed our Highlander IDs to Thai national ID.

15:01 – 15:20

Q – When did you get that?

MiMi – It was 2548.

15:21 – 15:40

MiMi – At that time, our kids were in our household registration document in Thailand.

15:41 – 16:00

MiMi – So we brought our children back to Thailand from Myawaddy. We did national ID registration for our kids at Mae Sot. I worked in Mae Sot with my kids and it was the most difficult times of my life.

16:01 – 16:20

Q – Could you please tell me about that experience?

MiMi – It was very difficult. Women were paid only 80 baht per day and men got 100 baht.

16:21 – 16:40

MiMi - And I had to wait beside the streets with many others like me for those who came with buses to recruit workers. Although they wanted only 10 people at a time, about 20 people rushed onto a bus.

16:41 – 17:00

Q - You had to wait for someone who gave jobs?

MiMi - Yes. Otherwise, I would be left with no income and nothing to eat.

Q – What kind of jobs did you do?

MiMi – I worked for various farms such as vegetables, potatoes, corns, beans.

17:01 – 17:20

MiMi – When I was in potato farm, I also worked during rainy days regardless of the weather condition.

Q - How many hours did you work for 80 baht per day?

MiMi - There was no working hour for such kind of jobs.

17:21 – 17:40

MiMi – When the sun rises, I leave my house, and when it sets, I return. I didn't stop working even on rainy days.

Q – Did you have day-offs?

MiMi – No. I couldn't afford to take day-offs because I worried that I would be jobless.

17:41 – 18:00

Q – So, you worked everyday?

MiMi – Yes. Some people rested for a few days. I wouldn't be able to feed my children if I didn't work everyday.

Q – How long did you stay in Mae Sot?

MiMi – Over one year. There was one time I was treated unfair.

18:01 – 18:20

MiMi – I went to harvest corns. It was 10 THB per one bag of corns. The corn field is downhill. I went from downhill to the top of the hill for like 4-5 times. But it didn't make a bag. I wondered why. Because although I carried corns that would make two bags, the one waiting at the top hill made a bag to fill corns that amounted to two bags.

18:21 – 18:40

MiMi – Actually, I would be paid for two bags, but she made it into one bag.

Q – So you were not paid according to your work rate.

MiMi – Yes.

18:41 – 19:00

MiMi – So I only went to that farm for one day. I didn't go there next day. Then I went to harvest peas. I was paid 40 THB for a basket.

19:01 – 19:20

Q – What was the size of a basket?

MiMi – A basket is equal to 8-Pyi (Pyi is a Burmese unit. 1-Pyi equals to 2.6 liter approximately). It took times to get a basket.

19:21 – 19:40

Q – How long did it take to get a basket?

MiMi – Usually, I could harvest for 2-3 baskets per day. Dusk till dawn.

19:41 – 20:00

MiMi – Then I went to harvest chilies. I was paid 2.5 THB for 1 kg of chilies. If there were only red chilies, I got 3 baht.

20:01 – 20:20

MiMi – I worked that for a couple of months.

Q – What is your current job?

MiMi – I am working for charcoal making.

20:21 – 20:40

Q – How long do you work for a day?

MiMi – I'm paid at least 2 baht for one mold of charcoal. It usually takes about six days to make charcoal.

20:41 – 21:00

MiMi – Generally, they make charcoal twice a month.

Q – Since you have been working for a very long time, what would be your favorite job?

21:01 – 21:20

MiMi – Since I am getting older and my children are going to schools, I imagine that it would be great if I could get 20,000 baht per month.

21:21 – 21:40

Q - Any job if you are paid 20,000 baht?

MiMi – I can do any job as long as it is legal.

21:41 – 22:00

Q – Do you work everyday?

MiMi – Yes. But I am paid better during the harvest.

22:01 – 22:20

MiMi – When I go harvesting fruits, I get 2-3 baht for a kilo. If we can work faster, we get around 1,000 baht per day. But there are only around 50 days like these in a year.

22:21 – 22:40

Q – What does your husband do?

MiMi – We are working together. If we don't have other jobs, we make charcoal. We also sell guavas sometimes. We sell guava twice a month, every Sunday.

22:41 – 23:00

MiMi – Because my kids are in universities.

Q – Which universities do they go?

MiMi – at Chiang Mai University.

Q – What are they studying?

23:01 – 23:20

MiMi – My eldest daughter finished her program. She is graduating in January (2023).

23:21 – 23:40

MiMi – The other two daughters are in third and fourth years of their programs. Both of them are going to work as school teachers.

Q – Is it very costly for their tuition fees?

23:41 – 24:00

MiMi – Yes, it is. But they took loans from the government. And the government also gave them stipends for their merits.

24:01 – 24:20

MiMi – They also work for part-time after school. 40-50 baht per hour at restaurants.

24:21 – 24:40

MiMi – Then they work for house cleaning in weekends.

Q – Have you ever participated in labor organizations?

24:41 – 25:00

MiMi – Yes, I sometimes go to trainings for migrant workers.

25:01 – 25:20

Q – What kind of trainings?

MiMi – Such as labor rights, social security, and legal knowledge for workers.

25:21 – 25:40

MiMi – Since I did not know about these things in the past, I was exploited. Now I am trying to learn and know my rights.

25:41 – 26:00

Q – In addition to your work, what do you want in your life?

MiMi – I want my children to finish their studies and get degrees. I will be happy when my children finish their education.

26:01 – 26:20

Q – Where do you live now?

MiMi – I live in the farm together with my husband.

26:21 – 26:40

MiMi – We pay electricity and water bills by ourselves. But our employer gives us a place to live.

26:41 – 27:20

Q – Do you have any additional comments?

MiMi – Since I was exploited in the past due to my lack of knowledge about labor rights, I want to urge people coming to work here to learn their own rights. There should be more trainings for them to teach labor rights.

27:21 – 27:40

MiMi – I also advised people around to do these and that. To apply for social security card. If they don't understand anything, I introduced them to organizations providing trainings to workers. I invite them to come to these trainings and to participate in labor organizations.

27:41 – 28:00

MiMi – I advised them as much as I could so that they will not be exploited or suffered like me.

Q – Why do you think you experienced exploitations in Mae Sot or some other places in the past?

28:01 – 28:20

MiMi – because I did not have any legal identification.

28:21 – 28:40

MiMi – for example, if any one has to work more than 8 hours, like 10 hours a day, I informed them about their legal rights and told them that that was not right.

29:00 – 29:20

MiMi – Since I was ten years old, I didn't live like other girls. I went to markets and collect cow dung for fertilizers. I usually worked in weekend.

29:21 – 29:40

Q – Since when did you start working?

MiMi – I started working since I was in school. About since 11 years old.

29:41 – 30:00

MiMi – Yes, around 10/11 years old. I woke up at around 3 am in the morning. Then I collected cow dungs and brought them to the market.

30:01 – 30:20

MiMi – Then I came back home at 7:30 am and then I sold pine apple slices at school. I didn't ask my parents for pocket money.

30:21 – 30:40

MiMi – I made money for textbooks and stationaries by selling corns, beans, and pine apples. Until 7th grade, I was the only one in class who did not take private tuitions.

30:41 – 31:00

MiMi – Then I dropped out of school, and my teacher asked me why I dropped the school. I replied I did not want to study.

31:01 – 31:20

MiMi – Actually, I needed to make money for my whole family. While there was nothing to eat at home, I didn't want to go to school.

31:21 – 31:40

MiMi – Then I worked many different jobs. I worked at paddy fields, I collected cow dungs, I sold groceries at wet markets.

31:41 – 32:00

Q – Have you ever stopped working for a while?

MiMi – I usually do not work on one particular day every year. It's Chinese New Year day.

Date: 26 Nov 2022

Focus Group Lamphun: Agri-Migrant Workers

FGD3 Thai

Duration 30:07 Mins

00:00 – 10:00

Q: Let's start can you introduce yourself?

AW: My name is [REDACTED], I am the agriculture worker in Lam Phun.

Q: What is your position in your foundation?

AW: I am one of the directors in MWF (Migrant Worker Federation)

Q: What is the type of worker in MWF

AW: MWF has founded 10 years ago mostly, consisted of every labor worker including construction worker, farm worker or even house keeper. In 2022, most of the director in this foundation are from agriculture sector.

Q: So, the member is from every type of job in northern part?

AW: Yes, there are many different groups of workers.

Q: When they found MWF, what is their vision? Why they create this

AW: 10 years ago, migrant worker in northern part didn't receive rights and some welfare benefits that we need such as the minimum wages is different from Thai people and Driving permission is not allow.

Q: The problem of migrant worker on that day is the normal problem that you faced in daily life?

AW: Yes

Q: There are also work that you can't do on that time?

AW: Yes, the construction work is now allowed and agriculture work is allowed for few types. There are a lot of limitation in changing job and travelling to another place.

Q: What is main work and goal for MWF?

AW: We are worked as a community for Northern Labor work. Most of our mission is to request for the rights case by case. For example, some of worker having a problem. They can come to consult with MWF and help to find solution for each case. We also send the request letter to government office for each province.

Q: If worker didn't receive a minimum wage, what they will do?

AW: This is the most common problem we faced in MWF, migrant worker is really hard to reach government office because of the language barrier. MWF will help negotiate between government and migrant worker to find the best solution.

Q: What is the size of MWF right now?

AW: Currently, we have approximately 700 workers in MWF. Most of them, staying in Chaing Mai and Lam Phun.

Q: Rather than the law and government problem, you have any other case to help? Such as registration.

AW: Yes, a lot. Rather than helping with the problem. We have done a lot of field training to train our migrant worker. In each year, we have a plan to visit migrant worker camp about 7-8 times per year. We go to site visit for asking them if there are any problems.

AW: We also ask about the workplace, is it safe to live? And we always ask that did they receive a minimum wage.

Q: For Covid-19 situation, what kind of service MWF provide to help migrant worker.

AW: In Covid situation we have work with many different NGO to give away some necessary thing. Because most of the migrant worker will not receive some support from government.

Q: As MWF are migrant community, what migrant worker see your position?

AW: I see MWF as a really important foundation for migrant worker because we always give an advice to migrant worker and we worked as a middle man for other organization to work together. Nowadays, we sent our member to every meeting, to gain as much as knowledge as possible.

Q: In the past 10 years, the amount of member is always increasing?

AW: Yes, it is always increasing.

Q: The problem now is Thai law is not allowed you to form a trade union. How you see this problem and what trade union can help migrant worker after we can form a trade union?

AW: This is also the most challenging problem that MWF facing. We have a hope that one day we can form a trade union. We need to related with ILO to form this foundation; we need to use agreement between country to protect us because in Thailand it still illegal to from trade union.

Q: In the past, when you work with government sector what is the main problem that we consult them about?

AW: Mostly, we joining into policy dialogue to discuss about accessing to social security welfare.

Q: SO MWF is working as a helping center and also producing policy recommendation?

AW: Yes

10:00 – 20:00

Q: What is the most common problem right now?

AW: I think the most common problems is extending the documents such as visa and work permitted. We are all spend a lot of time extending the documents every year.

Q: How extending document is the problem? Which part of the process you see as a main problem?

AW: Mostly, is about filling information in the form.

Q: The document is in Burmese or Thai?

AW: The document is in Thai and the migrant worker can't even read so it is really hard to fill. We need to hire middle man to do the documents work. It is really complicated system. The broker that helps us also charge us really high price which is around 10,000 Baht.

Q: You need to hire middle man because they can fill documents?

AW: Not only filling the documents but they also provide you a really fast queue

Q: If you hire middle-man you don't need wait for the queue?

AW: Yes, it is really fast. Sometime, you don't need to go by yourself.

Q: SO, the problem is come from management system from government sector?

AW: I think the management system is problem, the office that work for migrant worker is not enough. They should add more office.

Q: What is your recommendation about extending document? If you have a chance to tell the government sector.

AW: In my opinion, we don't want to hire middle man to do these documents. All the time that we have work, MWF always give the information about how to extend the documents to our migrant worker step by step. But at last, migrant worker can't do it by themselves.

AW: I want government office to put all of these documents in to online system, just to make it easier and reduce cost to us and we can do all the process by ourself.

Q: In the previous system, you need to access through the computer only?

AW: Yes, I want this system available in Smart phone too. Reduce the required documents. As my experience, once you need to do the paper work. You need to carry bunch of documents which is not necessary because most of the data is already in the system. It is also a waste of time because when we go to the office, most of the process can't finish in one day.

Q: Another topic is about the protection for labor especially agriculture worker, What MWF want to change about this topic?

AW: Agriculture labor is quite complicated if you comparing to another sector. For industrial agriculture, there are just a few problems. For local agriculture business, there will be many different types of hiring as I mention before. (4 types of hiring) Every province has 4 different types of hiring like this in northern part of Thailand.

1) Daily:

2)Salary: Pay monthly, but you need to work for the whole month.

3)Lump sum: They will pay depend on the fruits that we collect.

4)profit sharing. This will be shared after they sell their goods and the decision depend on employers and agreement.

There are 3 of them that is still the problem 1. Daily 2. Lump sum and 3.Profit sharing. For the salary payment, there are no problem at all but for these 3 types, the worker will be very hard to reach social security welfare. For example, worker that work for daily wage entering the social security, the employer will say that we don't have enough money to pay you. The lump sum model is also the

same because the employer doesn't want to pay for social security fees. The current situation, I want to change these 3 types of hiring to have an access to social security.

20:00 – 25:00

AW: Is there any solution for these 3 types of workers to receive social security welfare. If it possible I want department of employment and social security office to think and find the best way for this. Migrant worker that works for these 3 types of hiring is much more than the salary hiring.

Q: Another problem is forming a trade union. And right now, migrant worker can't gather together to request the rights. Because forming a group of migrant workers has shown that migrant worker can look after and take care of themselves also having enough knowledge.

AW: Gathering people to protest or request anything, most of the government sector are disagree. When we grouping together, we also protest and request under the Thai law. Most of the protest is to help all the migrant worker to stay in the rules which mean they can manage and control themselves under the Thai law. If we are not stay together, we can't know the problem that migrant worker in separate area is facing. If the migrant worker does something wrong, we can warn and educate them more under the migrant community. Government thinks that gathering together is not appropriate for them.

Q: Lastly, what you want to say to Thai people about migrant worker.

AW: Most of the migrant worker that came into Thailand because of they want to live in better place, escaping from poverty. Most of them are working in Thailand to look after their family in origin country. They don't want to stay forever in Thailand and become Thai people. But they have some reason, that they can't go back to their country depend on current situation. There are no jobs, poverty also the war which make people in their country want to move away. Some of them are moved with the whole family. I think migrant worker also important to Thailand because worker is also the part of Thai business economy especially for agriculture sector.

25:00 – 30:00

AW: I want Thai people understand that we are all human too, I want them to understand us more. If they can fix the law for migrant worker will be really great and take an action for migrant worker problems. Because some of Thai people still have bias about migrant worker.

Q: In your experience have you ever face any complain from Thai people. Thai people like to say migrant worker entering to Thailand is causing the chaos in their country for example, they like to say migrant worker are stealing Thai people job.

AW: Yes, I have faced a lot in real life and also in the social media. I want them to analyze that we also have some bad people and good people too. We can do something wrong because sometime, we doesn't know about the law.

AW: Lastly, I want to say about migrant worker who work in agriculture sector. When we are having another job outside rather than agriculture, they will think this is illegal. I want them to understand that working in agriculture sector, is not having enough job to do every day. Nowadays, they always arrest us if they find us working for another job. This is the law I want to fix. How we want to fix? I recommend them to change the law to allow migrant worker to work among the sub-district in their local town. The agriculture work income is not that stable. I don't want to take another job for the whole country but just allow us to work in sub district. I used to request them to work In the whole

province, but they think it is too much so I think my recommendation is to allow migrant worker to work among their district.

___ Continued ___

Q: Can I see your Pink Card? Is this the old one?

AW: Here is the new card, this one is old one

Q: So, we need to bring pink card with the red book?

Adisorn: In the past, the pink card will have some detail at the back about the current job and work permit but right now, we don't have a detail in the back of the card anymore so we need to bring another book (red book) together. This has made a document more complicated.

Q: I don't understand why they added another document for migrant worker? Is that to make more income for government?

01:00 – 02:00

Q: Who is in charge for approving this card? First card is for the province and then the second one is most likely a work permit which approve by Department of Employment.

02:00 – 02:54

AW: This is the new edition of the card and the back of the card has written down the available work for migrant worker is Labor working and every work that is not unauthorized due to the announcement from DOE

Q: Did the agriculture work count as a labor working?

AW: Yes, it a labor work but if you want to do another work for example construction work you need to request another permission to work as a constructor

Q: So, the migrant worker can do many different type of jobs?

AW: Yes, Correct

___ FINISHED ___