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# Enhancing the Effective Management of Foreign Workers in Ranong Province

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## Abstract

At present, increasing the effectiveness of managing foreign workers under circumstances that are constantly changing Or even in the situation of the outbreak of “COVID-19”, various agencies or ministries, especially the Ministry of Labor, which has a duty to manage labor. This is a job that is very important to the development of the country. are related to both dimensions of security, economy, and socio-psychology The ministry has systematically formulated a policy on the management of foreign workers. This article focuses on explaining how the government uses effective management of migrant workers to drive the organization towards successful implementation. Organization Management The aim is to encourage personnel to realize the importance of managing foreign workers to be effective in working fully. This article contains the introduction of foreign labor management, including 1) policy on foreign workers, 2) laws and regulations governing foreign workers, 3) foreign labor management organization, and 4) building a network of foreign labor databases and conclusions.

**Keywords:** management, foreign workers

## 1. Introduction

At present, increasing the effectiveness of managing foreign workers under circumstances that are constantly changing Or even in the situation of the outbreak of “COVID-19”, various agencies or ministries, especially the Ministry of Labor, which has a duty to manage labor. This is a job that is very important to the development of the country. are related to both dimensions of security, economy, and socio-psychology The ministry has systematically formulated a policy on the management of foreign workers. This article aims to explain the model used by the government to effectively manage migrant workers in driving the organization towards successful implementation. Organization Management The aim is to encourage personnel to realize the importance of managing foreign workers to be effective in working fully.

In addition, the current situation of foreign workers By the Office of Foreign Workers Administration, Department of Employment, Ministry of Labor Has reported aliens who are allowed to work throughout the kingdom. Classified by immigration attributes By studying the aforementioned data for the past 2 years, it was found that in the year 2021 there were a total of 2,350,677 people and in the year 2022 there were a total of 2,994,453 people (The Office of Foreign Workers Administration Department of Employment, 2022). When considered, it was found that the rate of importing foreign workers increased. representing 78.50% percent, summarized by the classification of imports that are allowed to work as follows

1. Foreign workers of 4 nationalities (Myanmar, Laos, Cambodia and Vietnam) are imported workers according to the MOU. Work is allowed to work in 2 positions: labor and domestic work in 25 types of businesses. Types of businesses that are permitted The top 3 most working activities are agricultural continuity. Construction and various service businesses, respectively.

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2. Foreign workers who come to work in nature round-trip or seasonal Permitted to work in accordance with Section 64, the top 3 types that are allowed to work the most are agricultural and livestock affairs. business of manufacturing or selling ready-made garments, and business of providing various services, respectively

3. Foreign workers imported according to the cabinet resolution of 29 December 2020. The top 3 types of workers allowed to work the most are construction. Agriculture and Livestock and businesses producing or distributing food and beverages, respectively. Regarding the situation of foreign workers in Ranong Province during the past 1-2 years, from 2021 to 2022, according to the report of the Ranong Provincial Labor Office, most of them were foreign workers according to the cabinet resolution (aliens of 3 nationalities, namely wives Nama, Laos and Cambodia) In addition, it was found that the number of workers has decreased by 1.05% due to the situation of the outbreak of "COVID-19" causing the number of workers to return to their home countries. (Ranong Provincial Labor Office, 2021-2022)

From the situation, foreign workers are allowed to work throughout the kingdom. Including within Ranong province, it can be concluded that most of the workers are allowed to work. It is divided into 3 major categories: 4 foreign nationals (Myanmar, Laos, Cambodia and Vietnam). round-trip or seasonal and foreign workers who come to work in nature round-trip or seasonal In addition, the number of foreign workers has increased and decreased according to the situation of the outbreak of "COVID-19".

## **2. Foreign Worker Policy**

The Minister of Labor has announced the policy of the Ministry of Labor. Fiscal Year 2021 for heads of government agencies under the Ministry of Labor, both in the central and the region on August 28, 2020 at Field Marshal P. Phibulsongkram meeting room, having adopted the philosophy of sufficiency economy as a guideline for government operations. In driving the policy "MOL Agenda, Thai Sang Nation 2021", which has provided important policies related to foreign labor management measures. (Action plan to drive policies of the Ministry of Labor, Department of Employment, 2021) as follows:

### **1. Measures for managing the work of foreign workers**

1) Manage foreign workers of 3 nationalities (Myanmar, Laos and Cambodia).

2) Manage foreign workers who have not returned out of the Kingdom. So that foreign workers are allowed to stay in the kingdom and work legally. But that permission has expired. and has not traveled back out of the Kingdom Able to live and work until March 31, 2022

3) Manage the importation of foreign workers By importing 2 groups of foreign workers: a group of aliens to work under the MOU system and a group of foreign workers who already have WP and VISA but have returned to the country Due to the situation of COVID-19 (4) transfer the mission of issuing work permits for foreign workers to the private sector (Outsource)

### **2. Measures to prevent and resolve labor trafficking in persons to achieve Tier 1**

1) Develop training to educate workers to proactively identify victims

2) Increase the verification of the copy of employment contract documents. to have the language of the country of origin for employees to understand

3) Increase cooperation between the government and civil society at the local level in the Migrant Worker Assistance Center. Centers for admission and termination, employment, and state shelters for victims of human trafficking. Including the management of services to the victims.

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4) Increase cooperation between government sectors To ensure that labor abuses and claims of foreign workers Including indications of forced labor will be provided. Investigation in human trafficking cases.

5) Mandatory payment of wages by law, requiring employers to pay recruitment fees to migrant workers and giving employees the right to take possession. identity documents and financial documents.

### **3. Laws and regulations governing foreign workers**

The study of laws and regulations governing foreign workers are divided into laws controlling foreigners working in Thailand and protecting foreigners working in Thailand. Especially after the COVID-19 situation began to subside. The government has issued laws to be consistent with such situations as follows:

1. Laws relating to the control of foreigners working in Thailand Related laws include Foreign Work Management (No. 2) B.E. And guarantees for bringing foreigners to work with employers in the country B.E. For foreign nationals of Cambodia, Laos and Myanmar, according to the resolution of the Cabinet on September 28, 2021 (No. 2), the announcement of the Ministry of Labor on granting permission for foreigners to work in the Kingdom as a special case For foreign nationals of Cambodia, Laos and Myanmar who have a work permit of aliens is terminated as a result of the Aliens Employment Management Act. According to the Cabinet Resolution on July 13, 2021 (No. 2) (Department of Employment Office of Foreign Workers Administration :Online)

2. Laws relating to the protection of foreigners working in Thailand Related laws include ministerial regulations prescribing fees and exempting fees. Management of Alien Workers (No. 2) B.E. 2564, Ministerial Regulations for Business Permission for Bringing Foreigners to Work with Domestic Employers and Security for Bringing Foreigners to Work with Domestic Employers, B.E. 2564 Regulations Department of Employment Regarding notifying and receiving notification of alien work, 2021 (Department of Employment Office of Foreign Workers Administration : Online)

### **4. Management of foreign workers management organization**

From the study of the management of foreign workers in Thailand from the past to the present It can be seen that the government has tried to manage foreign workers fleeing into the city. by using various measures and methods The end goal is for foreign workers to be workers. legally And the government can systematically inspect and control foreign workers, both in line with the COVID-19 situation by the Department of Employment. ministry of labor Organize the management system for foreign workers to prepare for the opening of the country In summary, the government's management of foreign workers (Action plan to drive policies of the Ministry of Labor, Department of Employment, 2021) (Policies of the Department of Employment, Department of Employment, 2022) as follows:

1. Measures to import foreign workers according to the MOU to solve the labor shortage problem. to provide provincial employment, store information of establishments Information of foreign workers and coordinating with the Social Security Office to prepare for the vaccination of foreign workers Including the planning and management of the detention of workers who will come to work. This is in accordance with the number of foreign forces in each area. The work was completed on time. And the urgency of the work must be allocated appropriate personnel as well.

2. Foreign workers according to the Cabinet resolution on September 28, 2021, everyone must enter the social security system. or health insurance If not Must not issue a work permit is strictly prohibited in order not to affect the social security fund. and tax money of Thai people in paying medical expenses for foreign workers.

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3. Operations of CIs in 5 provinces (Ranong, Samut Prakan, Chiang Mai, Samut Sakhon and Chonburi) to proceed as follows:

3.1 Manage to prevent congestion until leading to the formation of a new cluster

3.2. Screening for COVID-19 with ATK must have quality, standards and prices in each area must be similar.

3.3 Provide provincial employment Coordinating the Disease Control Committee in requesting permission to bring foreign workers out of the area to travel across the province to the CI center.

4. Accelerate knowledge building understanding to employers Entrepreneurs who import foreigners under Section 64 to work in the agricultural sector seasonally in provinces bordering neighboring countries such as Chanthaburi, Sa Kaeo

5. Solving the problem of labor shortages in the fishery sector Asked to coordinate with the Department of Fisheries and to provide employment in Chong Wah 22 seaside provinces. Consult with the Provincial Fisheries Association And summarize the results of the discussion to the Director-General of the Department of Employment for acknowledgment.

6. The transfer of work permit preparation tasks of the Department of Employment through outsourcing system to speed up the process to be completed as soon as possible.

Therefore, the management of the work of foreigners is systematic and efficient. by prescribing rules for bringing foreigners to work with employers in the country and work of foreigners and there shall be a management policy committee working of foreigners who have the power to set policies and supervise the management of foreigners' working. This Emergency Decree contains certain provisions that limit the rights and liberties in life and body of a person, liberty of a person's dwelling place. freedom of person to write printing and advertising property rights of individuals and freedom of person in occupation with limited rights and freedom to the extent necessary for the purpose of managing the work of foreigners in accordance with systematic and efficient. (Emergency Decree on Work Management of Aliens, 2017), (Asst.Prof.Pol.Lt.Gen.Dr.Sunthan Chayanon, 2021)

## **5. Creation of a network of foreign labor databases**

Building a foreign labor database network is an urgent necessity in the present day. Because in the past, the process of monitoring and controlling foreign workers whether the Ministry of Labor ministry of interior Ministry of Social Development and Human Security, Ministry of Foreign Affairs Ministry of Digital Economy and Society Ministry of Education Ministry of Justice, Army, Navy, Royal Thai Police The Immigration Office and others, in order to create a single system for managing the database of foreign workers who is responsible Able to supervise and monitor for maximum benefits to Thailand Creation of a network of acquired foreign workers databases

Therefore, in order to comply with the law under the COVID-19 situation, the Department of Employment The Ministry of Labor has established an important policy to create a network of foreign workers database (Action Plan to Drive the Policy of the Ministry of Labor, Department of Employment, 2021) (Policy of the Department of Employment, Department of Employment, 2022) as follows:

1. Upgrading the foreign labor database to be One Data and able to retrieve data in real time by studying from countries with a large number of foreign workers. But can be managed effectively, such as the United Arab Emirates. by giving all departments

2. The private contracting project provides services for requesting work permits, issuing work permits. and notification work of foreigners (e-WorkpermitOS) outsourcing service

2.1 Seek approval from the Cabinet 2) Seek budget allocation for operations from Fund for the management of alien work. 3) If the budget is allocated, it will be selected.

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Contractors to carry out work permit issuance tasks

Transferring work permit issuance missions for foreign workers to the private sector (Outsource)

2.2 Increase cooperation between the government and civil society at the local level in the Migrant Worker Assistance Center. First-time acceptance center and termination of employment and the State Protection Center for Victims of Human Trafficking. Including the management of services to the victims.

2.3 Increase cooperation between government sectors To ensure that labor abuses and claims of foreign workers Including indications of forced labor will be investigated in human trafficking cases.

## **6. Conclusion**

Increasing the effectiveness of foreign worker management is a process that the Department of Employment Office of Foreign Workers Administration Policies and laws related to the management of foreign workers have been transferred to Ranong recruitment, executives and workers respectively. To push for the registration and application for work permits of foreign workers thoroughly and fairly. And able to push entrepreneurs and foreign workers to be able to access easily and quickly And when the grace period is over, foreign workers can be imported according to the MOU. In addition, the ministries and departments involved in the management of foreign workers have improved the method of importing foreign workers from neighboring countries according to the MOU by reducing the process, period. conditions and cost reduction to incentivize foreign workers into the employment system legal labor including relevant ministries, departments and offices have taken legal measures Strictly against employers and foreign workers by having an inspection unit to visit the survey area illegal labor If detected, action must be taken immediately and publicized to foreign workers. In the border area know the penalty if there is an illegal work in the Kingdom of Thailand.

In addition, the responsibility for the performance of the recruitment manager in Ranong Province see mistakes from operations as an opportunity to learn and gain more experience for the benefit of executives when their subordinates have the intention Enthusiastic in working to achieve the goals of the organization. (Parunyoo Kochkaew, Wijitra Srisorn, Sunthan Chayanon, 2022) Executives can therefore drive strategies in accordance with the objectives and vision of the organization and on the part of the organization. In order to improve the quality of work, increase the efficiency of the work of the department. and also resulted in the reduction of illegal foreign labor imports in the province

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