

Abstract

Title	An Exploration of Ethical Challenges in Employment and Protection: A Comparative Study of Burmese Migrant workers in Chiang Mai (Thailand) and Tokyo (Japan)
Researcher	Naw Chit Su Thar
Project Advisor	Dr.Somboon Panyakom
Degree	Master of Business Administration (International Business)
Date Approved	May 2013
Number of Pages	67
Keywords:	Ethical Challenges, Employment protection, Burmese Migrant workers

This study aims to explore the ethical challenges in employment and protection of Burmese migrant workers in Chiang Mai (Thailand) and Tokyo (Japan). The exploration particularly focuses on the common ethical challenges faced by Burmese Migrant Workers and the ways ethical challenges are minimized. The qualitative approach was used and in-depth interview were employed for this study. Data collection was carried out in the fourth quarter of 2012 and first quarter of 2013 by interviewing fourteen informants comprising two groups of Burmese migrant workers: seven workers from Thailand and seven workers from Japan.

Findings indicated that the common ethical challenges for migrant workers in Chiang Mai (Thailand) and Tokyo (Japan) were found three categories in general, which included migrant rights, exploitation, and physical and verbal abuses.

It was found that, most Burmese migrant workers in Japan worked legally and received migrant rights in general. In comparison with migrant rights in Thailand, many Burmese workers worked illegally and it was not easy for them to apply for their rights. Although they were legal

migrant workers, getting migrant rights was still difficult for them. Burmese migrant workers in Japan had been facing unfair wages, excessive working hours, labor exploitation and underpaid in their workplace. As for Burmese migrant workers in Thailand, they had been facing unfair wages, underpaid and excessive working hours as exploitation. Physical and verbal abuses were also found in different forms in Japan and Thailand.

In terms of the ways of solving to minimize ethical challenges in Thailand and Japan, in Japan the Japanese government already provides the rules and regulations towards migrant workers comprising benefits and rights of migrant workers which made it easy for them to claim about benefits and rights. There are also labor unions from in Japanese organizations and Burmese organizations assist Burmese migrants to protect their rights. Japanese governments assign migrant-related non-profit organizations to assist in protection and employment for migrant workers. Besides there are also many Burmese non-profit organizations and NGOs related Burmese migrants' workers are currently working in Japan actively. In Thailand, many Burmese migrant workers are working illegally and Thai government tries to legalize illegal migrant workers by providing specific procedures for them. NGOs are also trying to improve the awareness of Burmese migrant workers about legal procedures. The main problem for Burmese migrant workers in Thailand is that most of them do not know how to access this information and services. Therefore, the study found that ethical challenges in employment and protection for Burmese migrant workers in Japan are less vulnerable than Thailand at the present time.

It is recommended that getting legal working status for migrant workers is the most important factor for them to get a good quality of life. Besides, an easy access of information and services for migrant workers from both governmental and non-governmental organizations are also important to solve the ethical challenges. Migrant workers also need to have self-motivations to strengthen the employment and protection process by working together with NGOs as well as understanding rules and regulations. Lastly, Thai government should reduce the restriction over legal migrant workers to assess their rights such as, rights to education, rights to free movements and rights to property entitlements.