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Article

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Journal of economics and political economy

Provided in Cooperation with:
KSP Journals, Istanbul

Reference: Sujinda Chemsripong (2016). Skilled labor mobility in the ASEAN Economic Community (AEC) : experience from Thailand labor market. In: Journal of economics and political economy 3 (4), S. 767 - 781.

This Version is available at:
http://hdl.handle.net/11159/656

Journal of
Economics and Political Economy
www.kspjournals.org
Volume 3 December 2016 Issue 4

Skilled Labor Mobility in the ASEAN Economic Community (AEC): Experience from Thailand Labor Market

By Sujinda CHEMSRIPONG †

Abstract. Skilled labor mobility in the ASEAN Economic Community (AEC) plays an important issue in labor market due to the impact of globalization, especially increasing demand for high technology and integration among region. This impact leads free movement of workers among employer in service sectors, foreign investment and need more demand for skilled labor. Moreover, AEC blueprint in 2015 outlined to moves forward to free flow of skilled labor achieve strategic goal of single market and production base. These included facilitate the issuance of visas and employment passes; mutual recognition arrangements (MRAs) for major professional service; core concordance of service skills and qualifications; and enhance cooperation among ASEAN universities to increase region mobility for student and staff. To achieve the free flow of skilled labor in AEC member countries many issue have been discussed such as the mutual recognition arrangement (MRAs) for major professional services and core competencies for job skills required in the priority integration services (PIS) sectors (ASEAN Economic Community Blueprint: 2012). The objective of the study is to determine the impact of AEC on Thai labor market by using the comparison of labor immigration in AEC member countries. The paper provides a description of (a) currently govern the cross-country labor movement within ASEAN for skilled workers: and b) the analytical framework that support the discussion in deriving the recommendations that there are already experiences on these types of worker movements. The finding of Thai labor market has found in two characteristics: shortage of professionals and technicians and unskilled and semi-skilled labor.
Keywords. Labor migration, ASEAN economic community: AEC, Labor market, Thailand.
JEL. C91, E20, F66, J61.

1. Introduction

The impact of globalization and explosive growth of information and communications technology (ICT) can lead skilled labor mobility among region. A net flow of highly skilled professionals and executives or brains from the less developed countries to the more developed countries is a growing issue in recent years. This phenomenon has gained importance in the past two decades, although their numbers are still small relative to the large flows semi-skilled and unskilled foreign workers. Now, many developed countries as well as advanced developing countries have considered policies of attracting brains. At the

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same time, freer of the movement of natural persons in the General Agreement on Trade in Services (GATS) and growing foreign direct investment (FDI) presence have resulted in significant labor mobility of the professionals and skilled from developed to developing countries as well as flows among developing countries.

There are four main reasons to increase skilled labors movement among countries. The first reason is that more trade and investment lead to the more movement of investors and entrepreneurs. The second reason is that the expansion of the multinational corporation (MNC) can move professionals between subsidiaries include in short term until local workers are trained, or long term to allow managers to learn about all parts of corp. The third reason is that sales of complex goods rise require specialized and customized inputs, often tailored to the needs of particular buyers such as airplanes, heavy machinery and seller must educate the buyer before sale provide services after the sale. The final reason is that self-limiting numbers can get few integration issues.

Among ASEAN member countries, 300 million people are workforces and 70 percent of these workforces came from Indonesia (41%), Philippines (16%) and Vietnam (15%) and the rest e.g. Cambodia, Myanmar and Lao etc (29%). Thailand, Singapore and Malaysia are record as received migrant worker while Cambodia, Indonesia and Philippines and Vietnam are the sending countries of immigration. Today most intra-ASEAN skilled labor flows are into Singapore, Malaysia and Thailand but most migrants moving within ASEAN are low-skilled e.g. Indonesians to Malaysia or Burmese to Thailand generally unilateral programs or bilateral program.

The data from ASEAN Secretariat (2015) indicated that the Thailand's population is the fourth rank followed by Indonesia (252 million), Philippines (101 million), and Vietnam (90 million). However, Thailand's GDP has recorded as the second rank followed by Indonesia while GDP per capita, Thailand's has recorded as the fourth rank followed by Singapore. In terms of exports value, Thailand has recorded as the second rank followed by Singapore. Foreign direct investment (FDI) is the third rank followed Singapore while import value is the second rank followed Malaysia (see Figure 1 and 2).

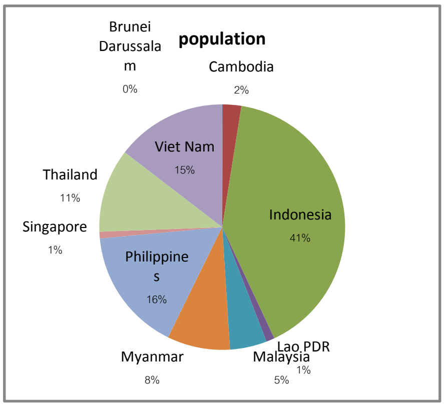

Figure1. *Total population, 2015*

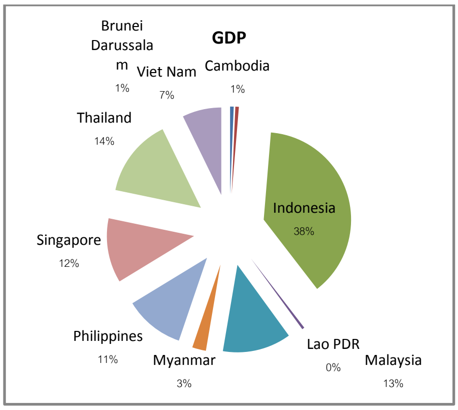

Figure 2. *GDP current prices US$ Million, 2015*

Source: *ASEAN statistics as of August 2015*

According to skilled labor mobility is one of the AEC's desire to transform ASEAN into a region with free movement. The AEC blueprint launched and outlines the vision for the AEC in 2008 with the steps towards its realization (ASEAN, 2008). Free flows of professionals under the managed and transparent skilled mobility system based on the existing supply and demand gaps by starting from professional groups and expanded to other skilled workers are required.

Benefit of skilled mobility in ASEAN under AEC are augmenting the domestic production and increasing productivity. Other benefits are flexible and efficient labor market that would attract investments and skilled workers. Thus, greater inflow of FDI, expanded trades in goods and service, rise in per capita income, narrower development gaps, competitive region are the example of its benefit. Other potential benefits are encourage mutual recognitions of skills and talents, promote regional cooperation among training institutes, universities, and research institutions, better paid and better job for skilled workers, services and firms will benefit from increased employment and productivity, increase human capital and knowledge generation, make ASEAN attractive to investors and workers.

Even though, many barriers are discussed to freer flow movement of natural persons (MNP) among ASEAN countries. Three questions need to answer: 1) how to facilitate the skill mobility e.g. visa and employment passes for business and skilled workers; 2) how to operate the recognition of professional qualifications under MRAs and 3) how to improve human resource development and strengthen labor market efficiency. This study will focus on freer labor movement among AEC countries engage in single market and production Base, with an emphasis on free movement in skilled labor in ASEAN member countries. The organization of this paper is following: part one will be explain the movement of natural persons or skilled labor mobility. Then part two will focus on supply of skilled labor in Thailand. Part three will be explore demand of skilled labor mobility in ASEAN countries. Part four will focus on factors in ASEAN skilled labor mobility and the impact of AEC on skilled labor. Then the last part will apply conclusion and the policy implementation and recommendation for the way forward.

2. Supply of skilled Labor in Thailand

Mode of service supply has been explained by the GAT in the Uruguay round into four modes, namely mode 1: cross border supply; mode 2: consumption abroad; mode 3: commercial presence; mode 4: movement of natural persons (MNP). This paper will focus on the movement of natural persons which refers to cross-border mobility of professionals and skilled individuals on a temporary basis either as self-employed individual service providers or as employees of foreign companies supplying services. The scope of MNPs cover: business visitors: engage in business without seeking employment; traders and investors: natural persons carrying out specific trading and investment activities; intra-corporate transferees: employees of MNCs that move their staff across borders; and professionals: include doctors and nurses, lawyers, accountants, engineers, IT personnel and other professions.

Thailand is accounted for the top rank of international migration stock in ASEAN (4.0 million people in 2015) followed by Malaysia and Singapore (see Table 1). Those migrant numbers come from Myanmar; Lao PDR; and Cambodia respectively. The export countries are Philippines, Cambodia and Myanmar. More than 55 percent of skilled labor in ASEAN comes from Philippines and the rest comes from Malaysia and Singapore. Thailand's labors were mostly immigrant to USA, Germany and Australia.

Table 1. *The Origins of international migrant stock in Singapore, Malaysia and Thailand*

Singapore		Malaysia		Thailand	
Non-ASEAN	(47.1%)	*Non ASEAN*	*(38.8%)*	*Non ASEAN*	*(3.8%)*
Malaysia	(45.0%)	*Indonesia*	*(42.6%)*	*Myanmar*	*(50.8%)*
Indonesia	(6.6%)	*Myanmar*	*(10.0%)*	*Lao*	*(24.9%)*
Other ASEAN	(0.6%)	*Vietnam*	*(3.5%)*	*Cambodia*	*(20.2%)*
		Singapore	*(3.2%)*		
		Other ASEAN	*(2.0%)*		

Source: *UN trends in international migrant stock: the 2015 revision database and Wordbank. [Link].*

Skilled labor from ASEAN countries mobilized to Thailand for working depended on the growth rate of its expansion economy and investment. Mostly it depended on the exporting and wage in Thailand, compare with the neighborhood countries. Normally, skilled labor will move from the lower paid countries e.g. Philippines, Indonesia and Thailand to the higher wage paid countries and well using English language like Singapore and Malaysia. Therefore, skilled labor from Thailand moved to work in Malaysia and Singapore especially doctors and engineering. This can course the lack of skilled labor in Thailand in the future. However, employers will take this opportunity to employ the efficiency skilled of labor with the high quality labor lead to less bargaining for labor union. This can lead the labor market to widen out more competitive. Thus, lead labors to develop through a good quality for transferring to work in other countries. Figure 3 shows the number of foreigners mobilized to Thailand as professional and skilled. Philippines, UK, China and Japan have register as a high rank of professional numbers to Thailand and education was the top rank number of legal immigration (23.08) to Thailand (see figure 3).

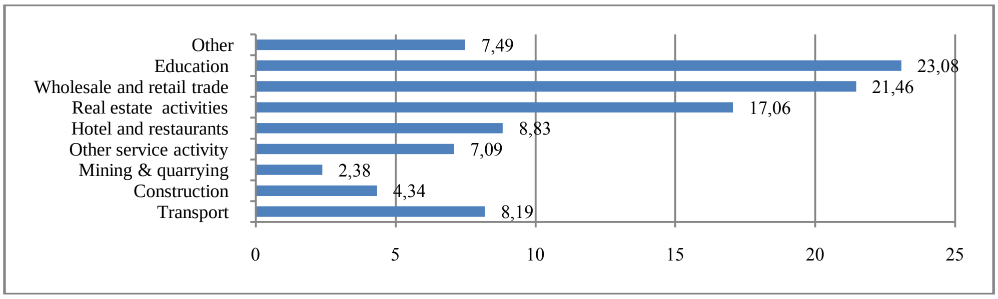

Figure 3. *Number of legal immigration classify by Industry category, 2015*
Source: *Alien Labor Management Bureau, 2015*

In terms of skilled labor supply in seven categories under joining AEC namely accountants, architects, dentists, doctors, engineers, nurses, surveyors and tourism industry works will show in Figure 4. The estimation of skilled worker in seven subjects classify by education level focus on bachelor degree level during 2010-2017 has increased in all subjects. Engineering has registered as the highest number for the market followed by nurse accountant doctor architect and dentist respectively (see figure 4).

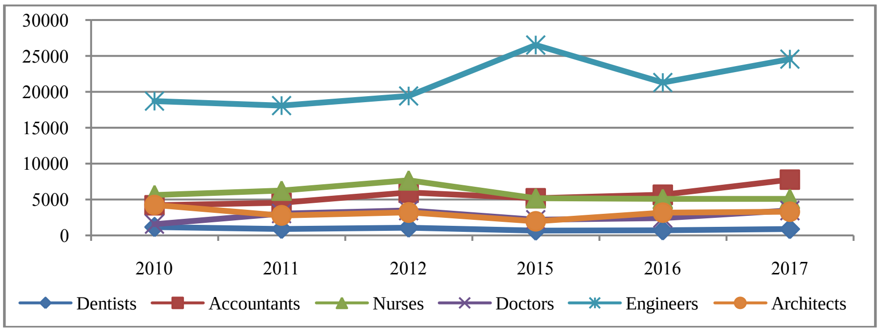

Figure 4. *Number of labor force in 7 subjects*
Source: *Higher education committee, 2016.*

3. Demand for skilled labor in Thailand

Many reasons can explain the increasing demand for the Thai labor: 1) the policy of the Thai government has promoted the country as a centre for medical care (so-called medical tourism) and 2) the location in Thailand is a good place for retirement. These can course to the increase in international migration. The First group is the professional and skilled workers. In the whole kingdom, the percentage of the Thai professional workers and technicians were 8.9 percent and 7.6 percent in 2015 respectively (see graph). Therefore, the Thai's government had to provide the incentive policy to encourage the professional labor especially skilled workers from foreign countries (Srawooth, 2011; Ajis *et. al*, 2010). The total number of professionals, skilled and semi skilled workers flow into Thailand were 306,148 in 2015.

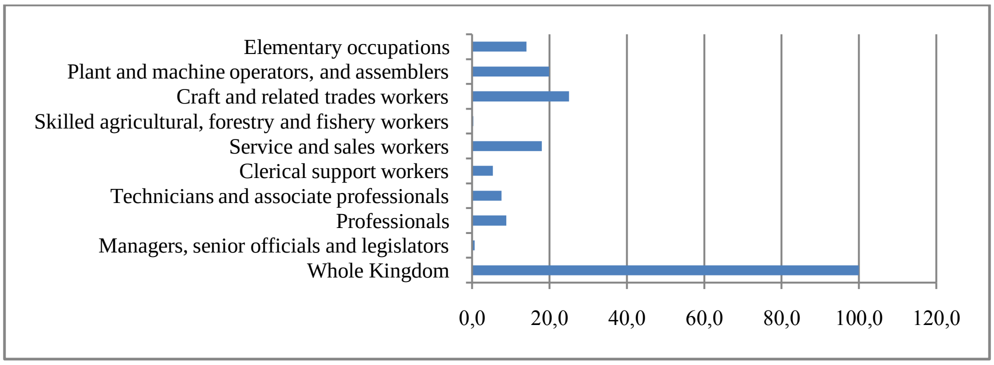

Figure 5. *Percentage of total number of labor Demand*

Second group is low- and semi-skilled workers where come from nearby countries. Engineer, accountant, IT, sale and office supporting staff are registered as a highest demand for skilled labor in Thailand. This can be increased industry in automobile electronic consumer goods IT and real estate (Adecco, Thailand, 2014). The foreign labors increased 63.56 percent from 2009. This number consist of residence worker; general migrant worker. Japanese is the most nations followed by Chinese; Philippines; United States and United Kingdom respectively. Those skilled labor are working in school/ university education institute. Most of them are senior officials and managers. Follow the entrepreneur in business sector, law firm and accountant; migrant workers through the MOU process moved to Thailand 236,569 persons was Myanmar, industry namely construction, production and wholesale retail; migrant workers through BOI 23,245 person most of them are Japanese Chinese and Indian, worker in machinery and auto part and automotive and manager or CEO.

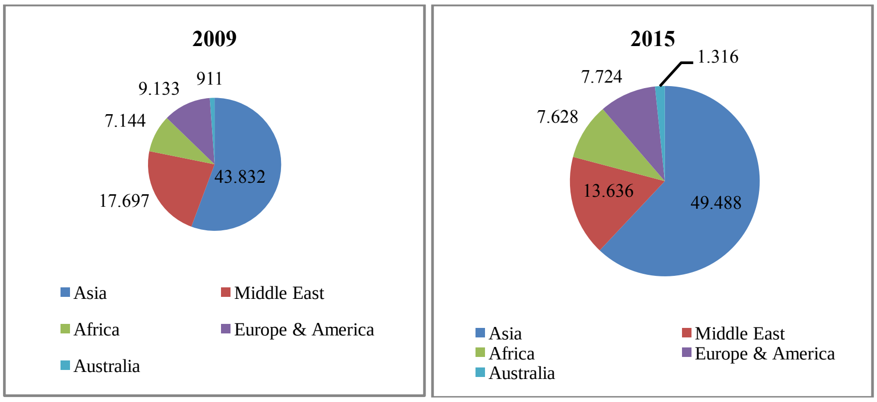

Figure 6. *Labor force registered for working in foreign countries classify by group of countries*

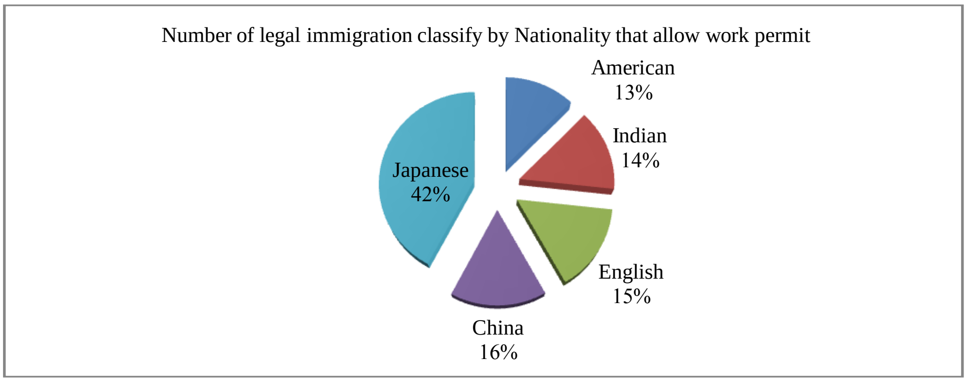

Figure 7. *Number of legal immigration classify by nationality that allow work permit*

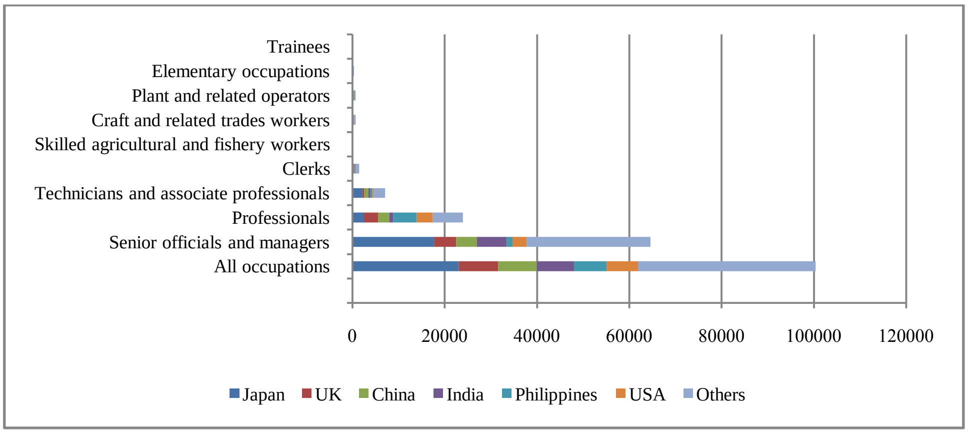

Figure 8. *Number of foreigners holding work permits for professional and skilled occupations by nationality, March 2010*

Source: *Department of Employment, Ministry of Labor. Calculated by summing data from table 5 on general workers (according to Article 9 of the Alien Employment Act,2008) and table 9 on workers permitted by.*

Though, supply and demand for Thai skilled labor are mismatch, the fundamental freedom enables AEC nationals to move to another AEC member countries, seek and accept employment there, reside there with their family members and gain access to social benefits on the same terms as the nationals of the receiving country. In spite of these legal provisions, the persistent cultural, social, linguistic and other barriers have kept internal mobility in the AEC rather low compared to the United states (Bonin *et.al.*, 2008).

4. Influence factors of skilled labor mobility in ASEAN

Since Thailand engaged with AEC and followed the objective goal to be a single market and production base to promote competitive among ASEAN countries and the rest of the world. Freer trade and service and investment of ASEAN member countries is very important due to it can cause the freer good and service raw material labor and money among member countries. Even though, the ASEAN region has seen growing international and regional labor mobility. There are the much smaller flow of professionals and skilled manpower in ASEAN. Skilled labor migration from Thailand to the AEC countries is mainly driven by:

First, large disparities in wages and employment opportunities: The higher wages and better employment opportunities tend to attract migrants from less developed neighboring countries. The high per capita income ranking and salary ranking among ASEAN countries are Singapore, Brunei, Malaysia, Thailand, Philippines, Indonesia, Vietnam and CLM. Singapore, Brunei and Malaysia are experiencing general labor shortage as well as skills shortages, while the other countries include Thailand are experiencing skills shortages to varying degrees.

Second, geographic proximity and social cultural linguistic environment: There was much free movement among the populations of Southeast Asia. In particular, people moved freely between Thailand and Myanmar or Lao as those countries share along common social-cultural ties. So when job opportunities for Myanmar and Lao became openly, many of them sought such opportunities in Thailand and stayed on as permanent residents. However, in this day of globalization and the internet, geographic proximity and its accompanying ready access to information and socio-cultural affinities are no longer strong pulls for skilled migrants, while language and educational links have become more important. Hence, many English speaking professionals from ASEAN found employment in English-speaking countries in America, UK, and Australia-New Zealand. On the other hands, professional conversant in the various European and Japanese languages tend to seek employment in Thailand.

Third, disparities in educational development: Thailand adopted the American educational systems have long had broad-based education and produced large numbers of university and college graduates. With this foundation, Thailand was able to transit towards knowledge-based economies with little difficulty. On the other hand, the other AEC countries such as Singapore and Malaysia adopted the more restrictive British educational system. Singapore only rapidly expanded its university and polytechnic intakes from the 1980s and hence there is a shortage of experienced mid-level professionals and managers. Increasingly, ASEAN students studying in developed countries in America, Europe, Japan and Australia-New Zealand are often attracted to stay on after graduation because of better-paying jobs, career-development prospects, and quality of life. The capacity of ASEAN professionals to secure overseas employment often depends on the quality of education received and foreign language (particularly English) proficiency.

Fourth: policy factors in ASEAN countries: The mobility of professionals and skilled manpower can be divided into 3 main groups: Group 1: inflows of skills for exceeded outflows of skills that is, net brain grain. Singapore, Brunei and to a lesser extent Thailand are in this category. Group 2: outflows of skills far exceeded inflows of skills that are net brain drain. Philippines and Malaysia are in this category. Most ASEAN countries do not have an active policy towards outward migration of its professionals and skilled workers except for the Philippines. Malaysia has historically large outflows of skills to Singapore but also increasingly to the developed countries of US, Canada, UK, Australia, New Zealand, reflecting dissatisfaction with discriminatory education and employment policies in the country. Malaysia is also actively promoting inflows of talents, including red carpet treatment for its disposal, as part of its economic restructuring strategy. Group 3: in the other ASEAN countries of Indonesia and CLMV, skilled and professional manpower inflows and out flows do not figure prominently. In these countries, inflows have been limited by restrictive regulations while out flows have not been significant because of the small pool of professional and skilled manpower and their inadequate English proficiency that restricts their international mobility. Myanmar has English proficiency but outflows are restricted by the political regime.

Progress to date in relation to the major commitments has been made but many areas require further attention;

1) Facilitating visas and employment passes: Access to working visas is one of the most fundamental issues in relation to labor market opening. ASEAN is committed to facilitating the issuance of visas and employment passes for professionals. However, this commitment only applies to persons engaged in cross-

border trade and investment related activities'. This very limited scope falls far short of free flow of skilled professionals.

2) Other remaining barriers: Requirements for work visas vary greatly across ASEAN countries and many restrictions remain that effectively limit the ability of non-nationals to gain access to employment in many sectors. For instance, in Cambodia, Thailand Myanmar and people's democratic republic of Laos employers hiring foreigners have to guarantee that knowledge is transferred to locals and the foreign employee will eventually be replaced by a local (Yue, 2011). In Indonesia, foreigners are only allowed to hold positions that cannot be filled with nationals; foreign employees must have a minimum of 5 years relevant work experience, must state their willingness to relinquish the position to a national, and must be able to communicate in Indonesian. Likewise, the Phillippino constitution reserves the practice to many licensed professionals to nationals including accountancy, medicine and engineering.

3) Mutual Recognition Agreements (MRAs): MRAs are a major instrument for skills labor mobility in ASEAN. Through MRAs, ASEAN members may recognize the education or experience obtained, requirements met and certification or licensing granted by other ASEAN members. MRAs have been completed in accountancy, engineering, medicine, dentistry and nursing. MRA frameworks (which provide the agreed platform for negotiation of a future MRA) are expected by 2015 in architecture and surveying. Negotiation of MRAs can be complicated by wide variations in educational standards and practices. There are further problems related to determining the equivalence of on the job training and formal training in some professions e.g. Chefs or IT workers. Furthermore, implementation of these MRAs does not equate to market access; permission to work is still subject to domestic rules and regulations which, as seen above, are highly restrictive in many ASEAN members. While the ASEAN scorecard for 2011 judged that ASEAN has fully implemented required measures on the free of labor, no assessment or report has been undertaken on the implementation of MRAs or their effectiveness (Chia, 2013).

4) Greater mobility for students and researchers: The AEC blueprint calls for enhanced cooperation among universities in ASEAN countries in order to expand student and staff mobility within the region (Pornavalai, 2012). The ASEAN university network (AUN) is the vehicle for this goal. Additionally, research capabilities are to be strengthened in each ASEAN country in terms of promoting skills, job placements and developing labor market information networks among ASEAN countries. This last point will have beneficial effects on labor migration in that it allows prospect labor migrants better information about potential job placements in the host country. Influencing factors of Thai labor mobility are below (see figure 9).

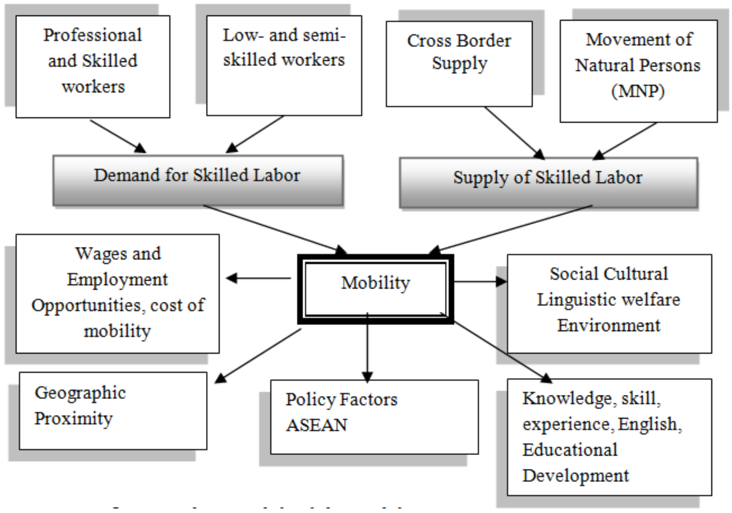

Figure 9. *Influencing factors of Thai labor mobility*

5. Conclusion

The labor migration in ASEAN is also occurs independently of trades, driven by the large inter-country differences in labor supply/demand, wage differentials, and demographic factor. The labor migration in ASEAN is temporary due to the contract nature and national regulations limiting permanent migration. The intra ASEAN migration has been increasing and it tends to continue to increase after 2015 and has a long term historical link and dynamic response to economic fluctuations. Other counters factual supporting the impacts. Some 6.5 million ASEAN citizens were reported to reside in other ASEAN states (UN Global migration database 2013). A significant number of non-ASEAN workers working in ASEAN countries and significant number of ASEAN university student studying abroad, including to other ASEAN countries (OECD report on talent..good for knowledge transfer creating win-win situation). By 2025 AEC could lead to: A significant increase in output and job; GDP increase by 7.1 percent from the base line, with the largest gains for lower income ASEAN member states; a net increase of 14 million jobs in six ASEAN economies, accompanied by the expansion and decline of specific sectors (ADB-ILO2014).

Skilled labor within seven branches of profession will flow freely in ASEAN under AEC agreement. The agreement could play both positive and negative role in labor migration. Job market could not be more open for Thai skilled labor while Thailand could loses skilled labor to country with higher wage. As a result, Thailand must balance between the cost and benefit migrant and emigrants of skilled labor. Lead to increasing in production sectors and labor sectors. Need more demand in unskilled and semiskilled labor for industries e.g. rubber, textile, jewelry and ornament, service sectors lead to increase wage. Standard of labor or quality of life is higher. Labor welfare and environment is better. Study in MRA such as engineering, accountant, lawyers has been required. Inward flow of labor into Thailand continued to increase. More than 90 percent of the flow was unskilled labor. Most inflows of labor entered into Thailand illegally from neighboring countries with Myanmar ranked member one. Inward flows of labor are expected to increase to the predicted growth of Thai economy decelerating rate of population growth and ageing society. Future demand for labor is expected to shift toward knowledge workers response to the 11th national social and economic plan.

Since, Thailand has joined ASEAN Economic Community (AEC) in 2015 lead to free labor movement in 5 subjects. Apart from barriers to professional and skilled worker, fewer move than anticipated due to language and training difference and lack of MRAs. To sum up three characteristic of Thai labor market has been register: First, the labor movement to high skills labor in 7 subjects including foreign labor, business and investment from foreign investors. Most of them are multinational corporation in Thailand which important to economic development and labor employment in Thailand. Second, unemployment of labor supply in Thailand register as a few numbers, only one percent, this means labor supply in Thailand will use. Thailand does not have any excess supply of labor lead cause a shortage of workers in the manufacturing sector. The labor movement to semi-low skills according to the open market exchange negotiations between the benefits a chance to increase the workforce of Thailand can still go to work abroad. Third, manufacturing sector indicated that capacity technology. There are still remains. It cannot find workers to work with the machine. The problem of labor shortage in the manufacturing sector, it will be more. It can be seen from the industries of Thailand today with the use of foreign labor in almost every industry. The use of foreign labor is not cheap, but because there is not enough. Therefore, Thailand labor policy, it's a very important labor. The strategic must be positioned to supply enough workers to accommodate up to attendance and AEC requires cooperation from all sectors including want strict immigration story of narrowing the illegal eavesdropping and the secret to working without permission. Potential effects of further labor market of Thailand from opening the market to move people between countries.

6. Recommendation

For the Thai Labor migration, a process for a few barriers to migration to be managed not a problem to solve goal a world. The problem is how to find the best way to protect the brain and to promote the migration of professionals in order to harmonize training and education systems, establish MRAs, foster student mobility. Four recommendations for Thai labor market have been made as following: First, Thailand must be prepared by developing the skilled labor to be able to work in a foreign country, for example, the use of English and ASEAN language through professional standards. Second, Thailand should move to set up manufacturing bases in the country, with workers in neighboring countries, to solve the problem of labor shortage and prevent foreign workers into the country over Thailand, causing social problems. Third, place the country's strategy, consistent with the change to join the ASEAN economic community to develop labor effective and labor performance in service sectors especially in health service sector and export skilled labor that use local wisdom such as chef, health expert use herb and local traditional treatment Thai massage etc. To prepare these skilled labors go global with well English language. ASEAN countries have to help each other to organize and solve the problem for immigrant by training and educate labor. This can make labor market flexible for movement (Parviz et al, 1988, 13-24). Open training course such as building contractor, jewelry maker, computer, elder carer, housekeeper, entrepreneur, traditional massage for labor. These labors are high demand for foreign countries. Fourth, Protect brain drain by add more wage welfare income or earning out come for better life than moving to work in other countries

To sum up, trend in the future for the Thai labor market will be the changes in the sector distribution of employment to the shift of occupation demand. The largest demand will continue to be for low and medium skill workers but demand for skill workers will increase faster. The bigger and more integrated market under AEC will be increasing employment and reducing skill mismatch. The skilled labor mobility will attract more skills and mobility creating a productive self reinforcing mechanism. In terms of the policies approaches, the eleven national social and economic plans will pioneer Thailand toward knowledge base society and creative economy where structure of production will increasingly diverge from labor intensive into knowledge and technology intensive production. In response to ASEAN community by 2015 labor sector in Thailand is in the process of preparing national system adjustment in order to comprise with international system.

Appendices

Table 1: *Selected basic ASEAN indicators*

Country	Total land area	Total population[1/]	Population density[1/]	Annual population growth[1/]	Gross domestic product at current prices	Gross domestic product per capita at current prices	
	km^2	thousand	persons per km^2	percent	US$ million	US$ [2/]	US$ PPP [3/]
	2014	2014	2014	2014	2014	2014	2014
Brunei Darussalam	5,769	413.0	72	1.7	17,108	41,424	82,850
Cambodia	181,035	15,184.1	84	1.5	16,771	1,105	3,334
Indonesia	1,860,360	252,164.8	136	1.3	983,571	3,901	11,498
Lao PDR	236,800	6,809.0	29	1.9	11,777	1,730	5,096
Malaysia	330,290	30,261.7	92	1.0	326,346	10,784	24,607
Myanmar	676,577	51,486.0	76	0.9	65,785	1,278	4,923
Philippines	300,000	101,174.9	337	1.8	284,910	2,816	6,846
Singapore	716	5,469.7	7,638	1.3	307,872	56,287	82,714
Thailand	513,120	68,657.0	134	0.6	373,225	5,436	14,333
Viet Nam	330,951	90,630.0	134	1.0	186,224	2,055	5,644
ASEAN	4,435,618	622,250.2	140	1.2	2,573,589	4,136	10,700

Sources: ASEAN Finance and Macro-economic Surveillance Unit Database, ASEAN Merchandise Trade Statistics Database, ASEAN Foreign Direct Investment Statistics Database (compiled/computed from data submission, publications and/or websites of ASEAN Member States' national statistics offices, central banks and relevant government agencies, and from international sources) Symbols used

Notes: -not available as of publication time. 1- Refers to/based on mid-year total population based on country projections n.a. not applicable/not available/not compiled. 2- Based on AMSs data submission to ASEANstats and Official National Statistical Offices website. Data in *italics* are the latest updated/revised figures. 3- Computed based on IMF WEO Database July 2015_estimates and the latest actual country data from previous posting. 4- ASEAN IMTS Databddase 2014 figures are as of 17 June 2015. 5- Unless otherwise indicated, figures include equity, reinvested earnings and inter-company loans. 6- FDI, 2014 figures are preliminary as of 26 May 2015.

Source: ASEAN Statistics as of August 2015.

Table 2. *International merchandise trade and Foreign direct investments in ASEAN countries*

Country	International merchandise trade[4/]			Foreign direct investments infow[5/6/]	
	Exports US$ million	Imports US$ million	Total trade US$ million	US$ million	US$ million
	2014	2014	2014	2013	2014
Brunei Darussalam	10,584.1	3,596.6	14,180.7	725.5	568.2
Cambodia	10,681.4	18,973.2	29,654.6	1,274.9	1,726.5
Indonesia	*176,292.7*	178,178.8	*354,471.5*	18,443.8	22,276.3
Lao PDR	*2,639.9*	*2,748.9*	*5,388.8*	426.7	913.2
Malaysia	*234,161.2*	*208,918.2*	*443,079.4*	12,297.4	10,714.0
Myanmar	11,030.6	16,226.1	27,256.7	2,620.9	946.2
Philippines	61,809.9	67,756.9	129,566.9	3,859.8	6,200.5
Singapore	409,768.7	366,247.3	776,016.0	56,138.3	72,098.3
Thailand	227,573.6	227,952.3	455,525.9	*12,999.8*	11,537.9
Viet Nam	148,091.5	145,685.6	293,777.1	8,900.0	9,200.1
ASEAN	*1,292,633.6*	*1,236,283.8*	*2,528,917.4*	*117,687.0*	*136,181.4*

Table 3. *International migration in ASEAN at a glance, 2015 (unit: million)*

Country	Population	International Migration Stock	Stock of National broad	Where do migrants come from (stock)	Where do nationals go to (stock)
ASEAN	*617.6*	*9.49*	*18.83*	*Myanmar (2.1)* *Indonesia (1.2)* *Malaysia (1.0)*	*USA (4.3)* *Thailand (3.7)* *Malaysia (1.5)*
Brunei Darussalam	*0.4*	*0.20*	*0.05*	*Japan (0.1)* *Thailand (0.02)* *New Zealand (0.02)*	*India (0.02)* *Malaysia (0.006)* *UK(0.005)*
Cambodia	*15.1*	*0.07*	*1.11*	*Vietnam (0.03)* *Thailand (0.03)* *China (0.002)*	*Thailand (0.7)* *USA (0.1)* *France(0.06)*
Indonesia	*251.3*	*0.29*	*2.99*	*China (0.6)* *Korea (0.2)* *UK (0.2)*	*Malaysia (1.0)* *Saudi Arabia (0.3)* *UAE(0.3)*
Lao PDR	*6.6*	*0.02*	*1.29*	*Vietnam (0.01)* *China (0.003)* *Thailand (0.002)*	*Thailand (0.9)* *USA(0.2)*
Malaysia	*29.5*	*2.46*	*1.44*	*Indonesia (1.1)* *Bangladesh (0.3)* *Myanmar(0.2)*	*Singapore (1.0)* *Australia (0.2)* *USA(0.06)*
Myanmar	*52.9*	*0.10*	*2.64*	*China (0.05)* *India (0.04)* *Pakistan (0.004)*	*Thailand (1.9)* *Malaysia (0.2)* *Bangaladesh (0.1)*
Philippines	*97.6*	*0.21*	*5.48*	*China (0.3)* *USA (0.03)* *Japan (0.01)*	*USA(1.99)* *Saudi Arabia (1.02)* *UAE(0.04)*
Singapore	*5.4*	*2.32*	*0.30*	*Malaysia (1.0)* *China (0.03)* *Indonesia(0.01)*	*Malaysia (0.07)* *Australia (0.06)* *UK(004)*
Thailand	*67.5*	*3.72*	*0.89*	*Myanmar(1.89)* *Lao (0.92)* *Cambodia(0.75)*	*USA (0.26)* *Germany (0.07)* *Australia(0.05)*
Viet Nam	*91.4*	*0.06*	*2.60*	*Libya (0.01)* *Myanmar (0.01)* *China(0.009)*	*USA (1.38)* *Australia (0.22)* *Canada(0.18)*

Source: United nations department of economics and social affairs (UNDESA) 2013: International migration stock. The 2013 revision

Table 4. *The number of employment in 7 occupations in bachelor degree level, 2010-16 (Unit: head)*

Faculty/subjects	**2010**	**2011**	2012	2015	2016	2017e
Dentists	*1162*	*902*	*1081*	*660*	*691*	*879*
Accountants	*4198*	*4555*	*5960*	*5183*	*5649*	*7762*
Nurses	*5626*	*6230*	*7660*	*5187*	*5089*	*5101*
Doctors	*1568*	*3033*	*3435*	*2171*	*2399*	*3454*
Engineers	*18712*	*18075*	*19419*	*26538*	*21310*	*24584*
Architects	*4223*	*2779*	*3193*	*1972*	*3174*	*3292*
Total	*35489*	*35574*	*40748*	*41711*	*38312*	*45072*

Source: Department of labor marketing research, Department of Labor [Retrieved from]. National Statistics Officer: the survey of employment and unemployment in Thailand, 2016. (e=estimation).

Table 5. *Number of legal immigration classify by Industry category*

Industry	Immigration (person)	percentage
Transport, storage and communication	*5,918*	*8.19*
Construction	*3,153*	*4.34*
Mining and quarrying	*1,723*	*2.38*
Other community, social and personal service activity	*5,121*	*7.09*
Hotel and restaurants	*6,378*	*8.83*
Real estate, renting and business activities	*12,318*	*17.06*
Wholesale and retail trade, repair of motor vehicles motorcycles and personal and household goods	*15,494*	*21.46*
Education	*16,665*	***23.08***
Other	*5,409*	*7.49*
Total	*72179*	*100*

Source: Alien Labor Management Bureau

Table 6. *Number of foreigners holding work permits for professional and skilled occupation by nationality*

		Nationality						
Occupation	Total	Japan	UK	China	India	Philip	USA	Others
All occupations	*100,338*	*23,060*	*8,481*	*8,414*	*8,047*	*7,052*	*6,838*	*38,446*
Senior officials and managers	*64,586*	*17,681*	*4,792*	*4,482*	*6,452*	*1,271*	*3,040*	*26,868*
Professionals	*23,920*	*2,471*	*3,053*	*2,478*	*839*	*5,114*	*3,453*	*6,512*
Technicians and associate professionals	*7,099*	*2,155*	*409*	*895*	*398*	*470*	*233*	*2,539*
Clerks	*1,439*	*288*	*125*	*86*	*63*	*100*	*53*	*724*
Skilled agricultural and fishery workers	*33*	*5*	*1*	*1*	*0*	*1*	*1*	*24*
Craft and related trades workers	*675*	*109*	*20*	*143*	*69*	*10*	*9*	*315*
Plant and related operators	*721*	*152*	*33*	*153*	*38*	*20*	*23*	*302*
Elementary occupations	*322*	*5*	*3*	*8*	*3*	*3*	*3*	*297*
Trainees	*230*	*8*	*3*	*8*	*10*	*21*	*2*	*178*

Source: Department of Employment, Ministry of Labor. Calculated by summing data from table 5 on general workers (according to Article 9 of the Alien Employment Act, 2008) and table 9 on workers permitted by agreements with the Board of Investment (Article 12).

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