

Table 3-A: Recruitment-Related Fees and Costs for Migrant Workers according to National Laws

Item ⁴²	Source Country Laws			Thai laws ⁴³
	Cambodia ⁴⁴	Laos ⁴⁵	Myanmar ⁴⁶	Thailand
A) Passport 1. Application 2. Issuance	Worker 5,000 - 10,000 KHR (USD1.20 – 2.50) 400,000 KHR (USD100)-regular 800,000 KHR (USD200)-premium	Worker 30,000 LAK (USD3.40) 30,000 (USD3.40) regular passport 400,000 LAK (USD45) e-passport	Worker 25,00 t0 30,000 MMK (USD16 – 20)	Worker
B) Criminal Records Certificate	Worker 10,000 – 20,000 KHR (USD2.25 – 5.0)	Worker 20,000–40,000 LAK (USD2.25-4.50)	No information	No information
C) Labor card fee (overseas workers) in the source country	Not required	Not required	Worker Smart Card 1,900 MMK (USD1.20)	No information
D) Medical check-up in the source country before contract signing	Worker 20,000 to 40,000 KHR (USD5.0 – 10.0)	Worker 100,000 LAK (USD2.25-7.30)	Worker 15,000 – 23,000 MMK (USD10 – 15)	Worker
E) Approval of Name List for MOU process	Worker 10,000 – 20,000 KHR (USD2.5 – 5); Department of Employment	Worker 10,000 LAK plus 25,000 LAK for photo (total USD5.10)	Employer and Recruitment Agencies (processing)	Employer and Recruiters-Embassy in Bangkok (processing)
F) Issuing of Permission and Work Permit	Worker 50,000 – 80,000 KHR (USD12.50 – 50)	Worker 100,000 LAK (USD11)	Employer and Recruitment Agencies (processing)	Employer and Recruiters-Provincial Office of Employment for MOU

⁴² From ILO 2020. *Recruitment Fees and Related Costs for Migrant Workers from Cambodia, Lao PDR and Myanmar* unless otherwise stated; Items A to J for MOU Recruitment Process; also, Items Q and X.

⁴³ In the *Foreigners Working Management Emergency Decree B.E. 2560 (2017)* - shortened to Migrant Decree of 2017 - section 42 states that “licensee who is permitted to bring in foreign workers.....is prohibited to demand for or receive money or any other property from the employer or the foreign worker other than service fee or cost from the employer according to the list and rate prescribed by the Director-General”. The 2018 Amendment to the Migrant Decree of 2017 later allowed charging passport, health check and work permit fees at fixed rates endorsed by the Government.; THB = baht.

⁴⁴ *Sub-Decree No. 190 on The Management of the Sending of Cambodian Workers Abroad through Private Recruitment Agencies of 2011*; KHR = riel.

⁴⁵ *Decree on the Dispatching of Lao Labor to Work Abroad, No. 68 of 2002; Guideline on Implementation of Decree on Export of Lao Workers Working Abroad (No. 2417/MoLSW) of 2002*; LAK = kip.

⁴⁶ *Law Relating to Overseas Employment of 1999* and regulations guiding implementation of 2014; MMK = kyat.

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	Cambodia ⁴⁴	Laos ⁴⁵	Myanmar ⁴⁶	Thailand
	Department of Skills Development			
G) Application for work visa- Thai Embassy or Consulate in source country	Worker 200,000- 250,000 KHR (THB 1,900 – 2,400) or (USD50 – 60)	Worker 500 THB (USD16)	Paid at the Thai border	Worker
H) Medical Insurance in source country	Worker 40,000 – 80,000 KHR (USD10 – 20) for six to twelve months	No information	Worker 15,000–30,000 MMK (USD10 – 20) for 6-to 12 months	Not applicable
I) Pre-departure training at source country	Worker 80,000 – 100,000 KHR (USD20 – 25)	No information	At Labor Attaché Office in Yangon before MOU Contract signing - free	Employer and/or Thai Recruitment Agency go to Myanmar at their expense
J) Non-LA Visa and Work Visa - MOU Source country or Thai border	Worker see G above; completed in Phnom Penh Thai Embassy	Worker/Employer See G above plus 1,900 THB (USD61) for work visa stamp-two years	Worker/Employer MOU: 2,400 THB (USD77) for 2 years at Mae Sot;	Worker/ Employer MOU: 500 + 1,900 2,400 THB=USD77 for two years
K) Work Permit fees ⁴⁷ For MOU (Myanmar) pre-paid at Provincial Office of Employment (POE) or at Thai border	Obtained at source country (see above)	Obtained at source country (see above)	Employer/Worker pre-paid at POE 1,800 + 100 THB for processing; two years effectivity	Employer/ Worker pre-paid at POE 1,800 + 100 THB (USD 61) for two years
L) Nationality Verification (NV) at OSSC in 2018 ⁴⁸	Worker/Employer 2,350 THB (USD75)	Worker/Employer 2,350 THB (USD75)	Worker/Employer 2,350 THB(USD75)	Worker/Employer 2,350 THB (USD 75)
M) Non-LA Work Visa for NV, paid at OSSC	Worker/Employer 500 THB (USD16)-one year	Worker/Employer 500 THB (USD16)-one year	Worker/Employer: 500 THB	Worker/Employer 500 THB

⁴⁷ The 2019-2020 Guideline for Migration Management was issued by the Department of Employment (DOE) to summarize fees for work visa, work permit, medical insurance, ID card issuance and repatriation deposit at fixed rates approved by the Committee on Worker Management.

⁴⁸ NV fees appear to vary with the period and location of OSSC opening; the rates (L,M,N- Type B) were seen in 2018 at an OSSC in Rayong. In addition, health check fees at the time were THB 1,000 but currently THB 500 (see P).

Item ⁴²	Source Country Laws			Thai laws ⁴³
	Cambodia ⁴⁴	Laos ⁴⁵	Myanmar ⁴⁶	Thailand
			(USD16)– one year	(USD16)- one year
N) Work Permit fees ⁴⁹ for NV recruitment process paid at OSSC	Worker/Employer Type A 1,900 THB (USD 61) for 2 years for 1 year - fishing	Worker/Employer Type A 1,900 THB for 2 years for 1 year - fishing	Worker/Employer Type A 1,900 THB for 2 years for 1 year - fishing	Worker/Employer Type A 1,900 THB (USD 61) for 2 years For 1 year- fishing
	Worker/Employer Type B 325–550 THB (USD10 – 18) 3 mos. – 1 year	Worker/Employer Type B 325 – 550 THB (USD10 – 18) 3 mos. – 1 year	Worker/Employer Type B 325 – 550 THB (USD10 – 18) 3 mos. – 1 year	Worker/Employer Type B 325–550 THB (USD10 - 18) 3 mos. – 1 year
O) ID Card Issuance fee (pink card) – for NV paid at OSSC	Worker/Employer 80 THB (USD2.5) – new or extension 1 - 2 years	Worker/Employer 80 THB (USD2.5)- new or extension 1 - 2 years	Worker/Employer 80 THB (USD2.5)– new or extension 1 - 2 years	Worker/Employer 80 THB (USD2.5)– new or extension 1 - 2 years
P) Post-Arrival Medical Checks (at Thai border center) ⁵⁰ - for NV and MOU	Employer/Worker For work permit 500 THB (USD16)	Employer/Worker For work permit 500 THB (USD16)	Employer/Worker For work permit 500 THB (USD16)	Employer/Worker For work permit 500 THB(USD16)
Q) Medical Insurance in Thailand (health insurance during first three months while waiting for Social Security Fund)	Worker or Employer 500 - 3,200 THB (USD 16 – 103) for 3 months to 2 years coverage	Worker or Employer 500 - 3,200 THB (USD 16 – 103) for 3 months to 2 years coverage	Worker or Employer 500 - 3,200 THB USD 16 – 103) for 3 months to 2 years coverage	Worker or Employer 500 - 3,200 THB (USD 16 – 103) for 3 months to 2 years coverage
R) Post-Arrival training at border center Thai side by Ministry of Labor (MOL) and Ministry of Public Health (MOPH)	Thai MOL and MOPH at Sakaew; Thai Recruitment Agency observes - free	Thai MOL and MOPH at Nongkhai Thai Recruitment Agency observes - free	Thai MOL and MOPH at Mae Sot; Thai Recruitment Agency observes - free	Thai MOL and MOPH at Thai Border Centers Thai Recruitment Agency observes-free

⁴⁹Type A are for migrant workers who have completed nationality verification (NV); Type B is for those in process of completion; for Type A migrant workers, the NV fee will not be needed. Green shade for NV-specific fees.

⁵⁰Although the 2018 Amendment to the Migrant Decree of 2017 allowed recruitment agencies to charge workers for passport, health check and work permit fees at fixed rates endorsed by the Thai Government, some Thai Employers opt to pay for fees incurred in Thailand directly or through their recruitment agencies (if used).

Item ⁴²	Source Country Laws			Thai laws ⁴³
	Cambodia ⁴⁴	Laos ⁴⁵	Myanmar ⁴⁶	Thailand
S) Transportation, accommodation, food from home to border town in source country to Thai border center ⁵¹	Worker	Worker	Worker	Worker
T) Transportation, accommodation, ⁵² food from Thai border to the workplace ⁵³	Employer	Employer	Employer	Employer
U) Post-Arrival training at Employer facility	Some Thai RAs Conduct half-day training – free or Training by Employer	Some Thai RAs Conduct half-day training- free or training- Employer	Some Thai RAs Conduct half-day training- free or training-Employer	Thai RA or Employer conduct training-free
V) Recruitment fee for the Thai agency (service and processing fees)	Not applicable	Not applicable	Not applicable	Employer pays Thai RA Service Fees ⁵⁴ depending on source country, industry sector, number of workers, etc. negotiated and documented in Service Contract
W) Document fees for both Thailand and in source country ⁵⁵	Employer	Employer	Employer	Employer

⁵¹ Usually land border crossing at Mae Sot, Sakaew and Nongkhai can be done on foot or public transport.

⁵² In reality, no accommodation is provided from Mae Sot to the work location. Workers stay overnight on the bus. On the way, there may be bus changing to a new bus. The reason for no provision of accommodation at a hotel is that it will be complex as it will involve reporting to the police the presence of non-Thais within 24 hours of arrival at the border. However, rest stops for washrooms and meals are provided during travel

⁵³ In case the workplace is far from the border processing center.

⁵⁴ MOL Fee Schedule of B.E. 2559 (2016) caps the recruitment service fees (one-time) paid by the Employer to the Thai RA at the following % of one-month salary for migrant worker: 25 % of salary for 12 persons and less; 20% of salary for 13 to 45 persons; 15% of salary for 46 to 90 persons; 10% of salary for 91 persons up.

⁵⁵ The DOE 2019 – 2020 announcement specifies that the Employer pays for all document preparation fees starting from the Demand Letter, the Power of Attorney, Approved Worker List and other documents; also document verification, translation fee and MOU Employment Contract fee processing and travel to source country.

Item ⁴²	Source Country Laws			Thai laws ⁴³
	Cambodia ⁴⁴	Laos ⁴⁵	Myanmar ⁴⁶	Thailand
X) Recruitment fee for the agency in the source country ⁵⁶	No cap on recruitment fees that can be charged to workers	No information	Worker pays to Myanmar RA 150,000 MMK (USD100) for Thailand – includes costs above?	Thai RA does not pay or demand any fees from source country RA
Y) Social Security Fund (3 months after start of employment)	Employer and worker (@ contributes 5%)	Employer and worker (@ contributes 5%)	Employer and worker (@ contributes 5%)	Employer and worker (@ contributes 5%)
Z) Repatriation deposit of THB 1,000 ⁵⁷ per migrant worker	Employer or Recruitment Agency to DOE	Employer or Recruitment Agency to DOE	Employer or Recruitment Agency to DOE	Employer or Recruitment Agency to DOE

⁵⁶ MOUs separate responsibilities of RAs by country in what they charge the migrant worker. The Thai Employers/Recruiters lack legal control over source country RAs and fees they charge. Only source country governments can license and manage local recruiters. Myanmar has a cap on recruitment-related service fees. An association of local RAs oversee their members' activities through a COC and blacklists non-compliant members.

⁵⁷ There are two cases. Case No. 1 is for direct recruitment- the employer does not use recruitment agency service and so puts up a deposit of THB 1,000 with the Thai DOE. Case No. 2 is for those who use recruitment agency's service. The Thai RA will put the deposit of THB 1,000 with the Thai DOE. The deposit goes into a Repatriation Fund. At contract completion, workers will apply for refund of the deposit and use the money to return home. Unclaimed deposits will be used to pay for travel costs of other migrants who might need the funds to return home, for whatever reason, e.g., if the business where they were working went bankrupt or the owner died.

Table 3-B: Total Recruitment-Related Fees and Costs for Migrant Workers - MOU and NV

Item	Cambodia		Laos		Myanmar		Host Country
	Low	High	Low	High	Low	High	Thailand
A) Passport 3. Application 4. Issuance	1.20 100.00	2.50 200.00	3.40 3.40	3.40 45.00	16.00	20.00	Worker
B) Criminal Records Certificate	2.25	5.00	2.25	4.50			-
C) Labor card fee (overseas workers) in source country					1.20	1.20	-
D) Medical check-up in the source country before contract signing	5.00	10.00	2.25	7.30	10.00	15.00	Worker
E) Approval of Name List for MOU process	2.50	5.00	5.10	5.10	Process	Process	Process
F) Issuing of Permission and Work Permit	12.50	50.00	11.00	11.00	Process	Process	Process
G) Application for work visa - Thai Embassy/ Consulate	50.00	60.00	16.00	16.00	-	-	2,400 THB in Cambodia; 500 THB in Laos
H) Medical Insurance in source country	10.00	20.00	-	-	10.00	20.00	Worker
I) Pre-departure training at source country	20.00	25.00	-	-	Free at DOE	Free at DOE	Employer, Thai RA attend-own expenses
J) Non-LA Visa and Work Visa - MOU	In G	In G	61.00	61.00	77.00	77.00	500 + 1,900 2,400 THB = USD77 for two years
K) Work Permit fees for MOU pre-paid	In F	In G	In F	In F	61.00	61.00	1,900 THB for two years
Total MOU (A – K) (USD), THB	(203.45) 6,307.00	(377.50) 11,702.50	(104.40) 3,236.40	(112.80) 3,496.80	(175.20) 5,431.20	(194.20) 6,020.20	
Total MOU (A – K) plus Q – insurance (USD), THB	(219.45) 6,803.00	(480.50) 14,895.50	(120.40) 3,732.40	(215.80) 6,690.00	(191.20) 5,927.20	(297.20) 9,213.20	

Item	Cambodia		Laos		Myanmar		Host Country
	Low	High	Low	High	Low	High	Thailand
Range for Total (A – K) + Q (16 for H)	(219.45 to 393.50) 6, 803 to 12,199		(120.40 to 128.80) 3,732 to 3,993		(191.20 to 210.20) 5,927 to 6,516		50 - 77% of costs (J,K,Q)
L) Nationality Verification (NV) at OSSC in 2018	75.00	75.00	75.00	75.00	75.00	75.00	2,350 THB
M) Non-LA Work Visa for NV, paid at OSSC	16.00	16.00	16.00	16.00	16.00	16.00	500 THB
N) Work Permit ⁵⁸ fees for NV recruitment process paid at OSSC ⁵⁹	Type A 61.00	Type A 61.00	Type A 61.00	Type A 61.00	Type A 61.00	Type A 61.00	Type A 1,900 THB
	Type B 10.00	Type B 18.00	Type B 10.00	Type B 18.00	Type B 10.00	Type B 18.00	Type B 325 – 550 THB
O) ID Card Issuance fee (pink card) - for NV paid at OSSC	2.50	2.50	2.50	2.50	2.50	2.50	80 THB- aligned with work permit
P) Post-Arrival Medical Checks (at Thai border center) - NV, MOU (option)	16.00	16.00	16.00	16.00	16.00	16.00	500 THB
Q) Medical Insurance - Thailand (for first three months before Social Security Fund) - NV, MOU	16.00	103.00	16.00	103.00	16.00	103.00	500 to 3,200 THB (3 months to 2 years)
Total ⁶⁰ for NV (L – P) – Type B (USD), THB	(119.50) 3,704.50	(127.50) 3,952.50	(119.50) 3,704.50	(127.50) 3,952.50	(119.50) 3,704.50	(127.50) 3,952.50	
Total for NV (L- P) plus Q- Type B (USD), THB	(135.50) 4,200.50	(230.50) 7,145.50	(135.50) 4,200.50	(230.50) 7,145.50	(135.50) 4,200.50	(230.50) 7,145.50	

⁵⁸ Type A are for migrant workers who have completed nationality verification (NV); Type B is for those in process of completion; for Type A migrant workers, the NV fee will not be needed.

⁵⁹ NV fees appear to vary with the period and location of OSSC opening; the rates (L,M,N- Type B) were seen in 2018 at an OSSC in Rayong. In addition, health check fees at the time were THB 1,000 but currently THB 500 (see P).

⁶⁰ Totals have the USD in parentheses for both MOU and NV sums; for range, Thai baht on top layer, USD at bottom.

Item	Cambodia		Laos		Myanmar		Host Country
	Low	High	Low	High	Low	High	Thailand
Total for NV (L - P) – Type A (USD), THB	(95.50) 2,960.50	(95.50) 2,960.50	(95.50) 2,960.50	(95.50) 2,960.50	(95.50) 2,960.50	(95.50) 2,960.50	
Total for NV (L-P) plus Q- Type A (USD), THB	(111.50) 3,456.50	(198.50) 6,153.50	(111.50) 3,456.50	(198.50) 6,153.50	(111.50) 3,456.50	(198.50) 6,153.50	
Range for Total (L – P) + Q (16 for H)	(111.50 to 214.50) 3,456 to 6,650		(111.50 to 214.50) 3,456 to 6,650		(111.50 to 214.50) 3,456 to 6,650		100% of costs ⁶¹ (L to Q)
R) Post-Arrival Training at border center Thai side	Thai MOL and MOPH free		Thai MOL and MOPH free		Thai MOL and MOPH free		Thai MOL and MOPH free
S) Transportation, accommodation, food from home to Thai border center	Worker or Source Country RA No estimates		Worker or Source Country RA No estimates		Worker or Source Country RA No estimates		Source Country RA responsibility
T) Transportation, accommodation, food-Thai border to the workplace	Employer No estimates		Employer No estimates		Employer No estimates		Employer No estimates
U) Post-Arrival training at Employer facility	Employer or RA No charge		Employer or RA No charge		Employer or RA No charge		Employer or RA No charge
V) Recruitment fee for Thai agency (service and processing fees)	Not applicable		Not applicable		Not applicable		Employer pays Thai RA Service Fees ⁶²
W) Document fees for both Thailand and source country ⁶³	Employer		Employer		Employer		Employer
X) Recruitment fee for the	No cap on recruitment fees		No information		Worker pays to local RA 150,000		Thai RA does not pay to or

⁶¹ Estimated % of costs that could be categorized as incurred in Thailand.

⁶² depending on source country, industry sector, number of workers, etc. negotiated and documented in Service Contract; MOL Fee Schedule of B.E. 2559 (2016) caps the recruitment service fees (one-time) paid by the Employer to the Thai RA at the following % of one-month salary for migrant worker: 25 % of salary for 12 persons and less; 20% of salary for 13 to 45 persons; 15% of salary for 46 to 90 persons; 10% of salary for 91 persons up.

⁶³ Included in Service Fees paid by Thai Employer to Thai RA.

Item	Cambodia		Laos		Myanmar		Host Country
	Low	High	Low	High	Low	High	Thailand
agency in the source country	that can be charged to workers				MMK (USD100) for going to Thailand ⁶⁴ – includes costs above?		demand any fees of Partner RA or workers
Y) Social Security Fund (three months after start of employment)	Employer and worker (@ contributes 5%)		Employer and worker (@ contributes 5%)		Employer and worker (@ contributes 5%)		Employer and worker (@ contributes 5%)
Z) Repatriation deposit-THB 1,000 ⁶⁵ per migrant worker	Employer or Recruitment Agency to DOE		Employer or Recruitment Agency to DOE		Employer or Recruitment Agency to DOE		Employer or Recruitment Agency to DOE
GRAND TOTAL (all types, all countries)	USD 111 to USD 526 -including X and Z; but not including in-country travel, lodging, personal expenses, other processing and service fees						

⁶⁴ MOUs separate responsibilities of RAs by country in what they charge the migrant worker. The Thai Employers/Recruiters lack legal control over source country RAs and fees they charge. Only source country governments can license and manage local recruiters. Myanmar has a cap on recruitment-related service fees. An association of local RAs oversee their members' activities through a COC and blacklists non-compliant members.

⁶⁵ Employer or Thai RA pays into Repatriation Fund; migrant workers completing Employment Contract can get the refund to use for travel home.