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**MIGRATION IN MYANMAR:**

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# Moving to Cope

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SEPTEMBER 2024

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Map 1: The States and Regions of Myanmar



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# Executive Summary



**P**eople have always moved, both in Myanmar and elsewhere. This study uses sample survey data to explore whether any new patterns or practices are emerging and what lessons can be learned to better understand and support people who are moving in times of growing volatility and uncertainty in this country. The study carefully analyzes both the state/regions and the sectors of work at the points of origin and destination. This detailed picture enables targeted interventions at the state/region level to address labor shortages at the origins and the absorption capacity at the destinations. Given the abnormal circumstances under which people are compelled to move, the study also examines their well-being, particularly mental health, to inform community-level interventions to address these challenges.

A multitude of factors – economic aspirations, educational opportunities, the pursuit of a better quality of life, and ongoing security concerns – are driving people in Myanmar to migrate, either within the country or abroad. Migration has become one of the primary strategies for escaping poverty and conflict. This study focuses mainly on a sample of migrants who moved within the country after February 2021. Where relevant, comparisons are made with a sample of migrants who moved to Thailand during the same period. For example, migrants in Thailand earn more than three times as much as their internal counterparts and demonstrate better mental health. Such comparative perspectives highlight the risk that if employment opportunities do not improve in Myanmar, significant portions of the country's productive workforce may move abroad. The resulting labor and skill shortages will diminish Myanmar's prospects for economic recovery and growth in the near future. The study does not cover refugees or internally displaced persons.

The predominant demographic among internal migrants consists of young adults aged 18 to 34, with 72% relocating to urban areas in search of improved living standards, steady wages, and less strenuous employment. Many experienced better economic prospects, transitioning from unemployment to gainful employment or self-employment. However, a notable 13.5% remain unemployed even after moving, indicating that people are often relocating not for job opportunities but for personal safety—a situation that can be mentally stressful.

A significant shift in sectors of employment is evident, with many migrants moving away from agriculture, which was their mainstay in their places of origin. This shift has potential ramifications for rural economies and agricultural productivity across Myanmar. The sectoral shift underscores evolving employment patterns and implies a skills mismatch, as people do not have the option to work in fields aligned with their training and skill sets. Cross-border migrants, on the other hand, are in a better position to choose sectors of work based on their comparative advantage.

Gender disparities in the labor market are significant, with 72% of men and 64% of women securing paid work post-migration. On average, women earn 13% less than their male counterparts and face multiple forms of discrimination, including fewer promotion opportunities, longer working hours, and pregnancy-related job losses. These issues are especially severe for women in lower-level positions, particularly in the garment industry. Education appears to mitigate some of these challenges, as those with higher education levels report fewer gender-related issues. This finding aligns with the report "Poverty and the Household Economy of Myanmar: A Disappearing Middle Class,"<sup>1</sup> which showed that a higher level of education of the household head—both male and female—is associated with lower poverty. As women with higher education are expected to be employed in higher positions, they also face fewer gender-related issues.

Different sectors pose unique challenges for migrants, with the construction and garment industries being notably problematic. Since the 2021 military takeover, labor rights conditions in Myanmar's garment sector have deteriorated significantly, disproportionately affecting women. Despite these adversities, the propensity to seek assistance remains low among migrants, with only 7.7% indicating that they sought help.

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<sup>1</sup> UNDP (2024) Poverty and the Household Economy of Myanmar: A Disappearing Middle Class



**“Gender disparities in the labor market are significant, with 72% of men and 64% of women securing paid work post-migration. On average, women earn 13% less than their male counterparts and face multiple forms of discrimination, including fewer promotion opportunities, longer working hours, and pregnancy-related job losses. These issues are especially severe for women in lower-level positions, particularly in the garment industry.”**

Healthcare access presents another significant hurdle, with over one-third of employed migrants not seeking any healthcare services, a figure significantly higher than the national average of 19.8%. Financial constraints, particularly among older migrants and those with lower educational attainment, are major barriers. Mental health challenges are also prevalent, exacerbated by the financial and emotional stresses of migration. Female migrants, in particular, report higher levels of mental stress symptoms compared to their male counterparts. The data indicates a stark contrast based on the reasons for migration; those who moved due to war and conflict report the poorest mental health, with only 15.5% showing no signs of mental distress and over half exhibiting moderate to severe symptoms (4 to 9 symptoms).

Efforts to address these multifaceted challenges must encompass economic support, healthcare access, and mental health services tailored to the needs of Myanmar's internal migrants. Strengthening support systems and improving awareness and accessibility of these services are crucial steps towards enhancing the well-being and resilience of this vulnerable population. It should be noted that moving across the border is much more rewarding financially as well as in terms of some health-related indicators. The rate of outflow is already very significant—nearly 25% of Myanmar's population is believed to be living abroad by now—likely leaving the country devoid of a productive workforce in the coming months and years. Therefore, addressing the challenges of internal migrants is critical to retaining people of working age in the country.

Given the income disparities between those who migrate internationally, such as to Thailand, and those who stay within Myanmar, the study highlights the strong economic pull factors driving international migration. For Myanmar to address this loss of dedicated skills and capabilities in priority sectors, as well as the potential skills mismatch of internal migrants, significant investments will be required—particularly a return to the peace and stability needed to create a more sustainable and predictable environment for overall economic well-being and human development.

# 1. Introduction



**I**nternal migration, which involves people moving within a country from their place of origin to a new destination, is a widespread phenomenon. It is driven by various factors, including the pursuit of improved economic prospects, access to education, a desire for a better quality of life, and the need to escape conflict, insecurity, and environmental disasters. Rural-to-urban migration naturally occurs as a country progresses toward increased economic development and urbanization.

Myanmar has experienced high levels of internal migration since the 1990s. Notably, the drivers of migration have evolved over the years. In 1991, 10 out of 100 people moved within the country to pursue economic opportunities in urban areas, a number that rose to 14 out of 100 by 2007.<sup>2</sup> In 2008, internal migration surged significantly after Cyclone Nargis devastated the Delta area, particularly the Ayeyarwady Division.<sup>3</sup> Following this, democratic reforms in 2011 redirected opportunities previously reserved for the privileged and powerful toward the general public. The political transition also led to reforms in external economic relations, including improvements in trade, foreign investment, and the movement of people.<sup>4</sup> These reforms motivated people, particularly landless and land-poor workers from rural areas, to seek opportunities created by a construction boom, growth in the manufacturing sector, and an expansion of services in urban areas. The COVID-19 pandemic in early 2020 triggered another wave of internal migration due to permanent workplace closures and partial job dismissals. Another major wave of internal migration was observed after the 2021 military takeover, which disrupted livelihoods and forced large numbers of people to migrate in search of opportunities in less affected areas.

Internal migration is a natural mechanism for reallocating surplus rural workers from traditional farming to a growing modern industry. However, excessive movement in a society with insufficiently organized public services can strain host communities by increasing competition for access to health, education, and jobs. It can also threaten the security and well-being of migrants due to social tensions between migrants and host communities.

Against this backdrop, UNDP's 2023 People's Pulse Survey (PPS) studied the experiences of 1,581 randomly selected individuals who engaged in internal migration in Myanmar after 2020. The survey aims to analyze the livelihoods, challenges, and needs of internal migrant workers across Myanmar while also highlighting differences in experiences based on gender and other demographic factors. The findings provide evidence-based recommendations to enhance the support and social security of internal migrants in Myanmar.

This report first provides context on internal migration in Myanmar through a review of existing literature. This section is followed by an explanation of the data collection methods and key findings on migration trends, employment-related migration, working conditions of migrants, gender-based discrimination, access to healthcare services, and mental well-being. The report concludes with final remarks.

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<sup>2</sup> UNFPA (2023) UNFPA and Department of Population (Ministry of Immigration and Population – Myanmar), Levels, Trends and Patterns of Internal Migration in Myanmar. Available at: [http://www.themimu.info/sites/themimu.info/files/documents/Ref\\_Doc\\_Internal\\_Migration\\_in\\_Myanmar\\_Sep2013.pdf](http://www.themimu.info/sites/themimu.info/files/documents/Ref_Doc_Internal_Migration_in_Myanmar_Sep2013.pdf)

<sup>3</sup> The term "Ayeyarwady Division" was changed into "Ayeyarwady Region", together with six other administrative zones, in August 2010.

<sup>4</sup> World Bank Group (2020) Myanmar - economic transition amid conflict: A systematic country diagnostic, World Bank. Available at: <https://www.worldbank.org/en/country/myanmar/publication/myanmar-economic-transition-amid-conflict-a-systematic-country-diagnostic>

## 2. Migration within Myanmar



**I**nternal migrants in Myanmar move both across states/regions (inter-state/region) and within a single state/region (intra-state/region). Inter-state/region migration is more common among migrants from Ayeyarwady, Bago, Magway, Mandalay, Yangon, and Nay Pyi Taw<sup>5</sup>. Meanwhile, migrants from Chin, Kayah, Kayin, Kachin, Mon, Rakhine, Sagaing, Shan, and Tanintharyi predominantly migrate within their original state/region.<sup>6</sup> After categorizing intra- and inter-state/region migrations, the movement of internal migrants can be classified into urban-urban, urban-rural, rural-rural, and rural-urban

<sup>5</sup> ILO (2024) Internal labour migration in Myanmar: Building an evidence-base on patterns in migration, human trafficking and Forced Labour, International Labour Organization. Available at: <https://www.ilo.org/publications/internal-labour-migration-myanmar-building-evidence-base-patterns-migration>

<sup>6</sup> Ibid.

transitions. Notably, urban-urban migration emerges as the predominant pattern of spatial movement in Myanmar, according to previous studies.<sup>7</sup> Urban residents are generally less inclined to migrate to rural areas; however, urban-rural migration typically occurs as return migration at some stage of the migrant life cycle. Conversely, rural-urban migration is driven by factors such as limited agricultural prospects and a scarcity of year-round employment opportunities in rural regions. Urban areas offer migrants diverse lifestyles, better educational options, improved working conditions, more promising job prospects, and greater year-round employment opportunities, both formal and informal, often requiring higher skills and education levels.

While domestic migration has traditionally served as a powerful coping strategy for people seeking to escape poverty and find economic opportunities, the current context of conflict and insecurity acts as another significant push factor, compelling individuals to move in pursuit of safety. Other factors driving migration include exorbitant housing costs, increasing traffic congestion, rising crime rates, high tax rates, poor climate, or a lack of satisfying and well-paying jobs.<sup>8</sup> Conversely, pull factors include the promise of higher-paying jobs, a pleasant physical setting, the availability of affordable housing, a desirable climate, or the lure of nearby family members.<sup>9</sup> The push and pull factors influencing the decision-making of internal migrants in Myanmar can be categorized into risk management, upward mobility, and shock response<sup>10</sup>:

- **Risk Management:** People tend to use migration as a coping strategy, along with other mechanisms such as liquidating assets and working extra hours when they face volatility and uncertainty in their primary sources of income due to adverse events such as harvest failures or the death or illness of a household member.
- **Upward Mobility:** People who own a certain amount of assets or capital move, particularly to urban areas, to participate in the larger market economy, take advantage of higher wages, and pursue skills development. Migrants engaged in this type of migration generally have better educational qualifications, enabling them to compete for more formal and well-paid employment in urban areas.
- **Shock Response:** People are forced to migrate when shocks such as natural disasters, conflicts, weather changes, and food insecurity strike. While some households with substantial assets can adapt to most circumstances, a large portion of people in Myanmar, following armed conflict and insecurity, lack this option and are forced to move.

<sup>7</sup> UNFPA (2023) UNFPA and Department of Population (Ministry of Immigration and Population – Myanmar), Levels, Trends and Patterns of Internal Migration in Myanmar. Available at: [http://www.themimu.info/sites/themimu.info/files/documents/Ref\\_Doc\\_Internal\\_Migration\\_in\\_Myanmar\\_Sep2013.pdf](http://www.themimu.info/sites/themimu.info/files/documents/Ref_Doc_Internal_Migration_in_Myanmar_Sep2013.pdf)

<sup>8</sup> Lee, Everett S. (1966), "A Theory of Migration," *Demography*, Vol.3 (11): 47-57.

<sup>9</sup> *Ibid.*

<sup>10</sup> LIFT Fund (2016) A Country on the Move: Domestic Migration in Two Regions of Myanmar. Available at: [https://www.themimu.info/sites/themimu.info/files/documents/Report\\_Country\\_on\\_the\\_Move\\_-\\_Internal\\_migration\\_AYE\\_MGY\\_LIFT\\_2016\\_ENG.pdf](https://www.themimu.info/sites/themimu.info/files/documents/Report_Country_on_the_Move_-_Internal_migration_AYE_MGY_LIFT_2016_ENG.pdf)

**People's decisions to migrate are often influenced by the availability of finance for logistical and administrative purposes, philanthropic help offered by social networks in accessing desired economic and other opportunities at their destination, distance, and the presence of convenient means to commute between origins and destinations, and access to migration-related information through different mediums. Among these factors, social networks play the most prominent role in facilitating migration opportunities.**

These factors are not independent of each other. The decision to migrate is often a result of several intertwined factors. Conflict and insecurity, for example, can directly drive migration as individuals seek physical safety. At the same time, conflict also acts as an indirect driver by disrupting economic livelihoods and limiting opportunities, compelling people to seek economic prospects elsewhere. A recent UNDP report<sup>11</sup> showed that states and regions more affected by ongoing conflict also exhibit greater economic regression, further incentivizing migration.

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<sup>11</sup> UNDP (2024) Poverty and the Household Economy of Myanmar: A Disappearing Middle Class

<sup>12</sup> World Bank (2014) Qualitative Social and economic monitoring: Round four report (2014).

## 3. Data



**T**he Internal Migration Survey conducted in Myanmar involved a telephone survey of 1,581 migrants between September and October 2023. The survey employed Computer-Assisted Telephone Interviewing (CATI) technology and aimed to include migrants from all States and Regions within Myanmar. Table 1 shows the sample distribution of the survey.

Table 1: Sample Distribution of Survey

	Sample	%
<b>Overall</b>	1580	100
<b>Gender</b>		
Male	825	52.28
Female	753	47.72
<b>Location of respondent</b>		
Rural	450	28.46
Urban	1131	71.54
<b>Age Group</b>		
18 - 24 yrs	610	38.58
25 - 34 yrs	565	35.74
35 - 49 yrs	304	19.23
50 and above	102	6.45
<b>Marital Status</b>		
Single	886	56.04
Married	639	40.42
Others	56	3.54
<b>Education</b>		
Primary and below	177	11.20
Middle	296	18.72
High	746	47.19
Higher	362	22.90

Source: People's Pulse Survey 2023 (UNDP)

Additionally, some findings from the Internal Migration Survey were compared with those from the Thailand Migration Survey.<sup>13</sup> The Thailand survey involved face-to-face interviews with 2,249 migrants who arrived in Thailand after February 1, 2021. These interviews were conducted during May and June 2023, providing insights into the experiences and challenges faced by Myanmar migrants in Thailand. By integrating data from the Thailand Migration Survey, this report seeks to compare some indicators between internal and cross-border migrants.

The survey findings were further supplemented by data gathered from local organizations supported by UNDP. These organizations conducted localized studies focusing on specific issues within their communities, providing valuable insights into the unique challenges and circumstances at the grassroots level. By combining the broader survey data with insights from these studies, the report highlights nuanced local issues that may not be captured in the main survey.

<sup>13</sup> UNDP (2023) Seeking Opportunities Elsewhere: Exploring the lives and challenges of Myanmar migrant workers in Thailand.



## 4. Demographics



**S**eventy-two percent of internal migrants in Myanmar gravitated toward urban areas, particularly those with high school education or above, comprising 47% and 25%, respectively (see Table 1). However, given the current high levels of conflict in rural areas, security also plays a significant role in internal migrants choosing cities as their destination.

The data indicates that 75% of migrants were young adults aged between 18 and 34. In Myanmar, young men typically leave home in search of work to provide for their families, while young women and girls are often discouraged from migrating due to concerns about safety, potential risks of human trafficking, abuse, and sexual harassment. However, changing cultural attitudes and the growing financial demands on households may have led to an increasing number of young females opting for internal migration. Additionally, heightened security concerns in the current political climate have deterred young men from moving, as they face greater risks of arrest or recruitment by various armed groups along the way. Therefore, in conflict-prone areas like Sagaing, young women tend to have more freedom of movement than young men. Older cohorts of people above 50 made up around 7% of internal migrants.

Single individuals dominated Myanmar's internal migration, representing nearly 60% of respondents in this survey. The participation of married migrants was at 40%, indicating that married individuals, who have greater responsibilities to their families, typically choose to migrate only when they encounter unmanageable risks to their livelihoods or are exposed to severe shocks.

# 5. Drivers and Destinations of Migration



**E**mployment opportunities were the primary driver of migration across regions (82%), followed by conflict and security concerns (18%), and only 4% for educational purposes (see Figure 2). The sample does not include internally displaced people residing in camps or other temporary locations, as communication with these groups is restricted.<sup>14</sup> Telephone surveys are also likely to exclude migrants who are most vulnerable, without jobs or access to a cellphone. Furthermore, it is crucial to note that the survey predates the escalated conflict in October 2023 and the recently introduced conscription law.

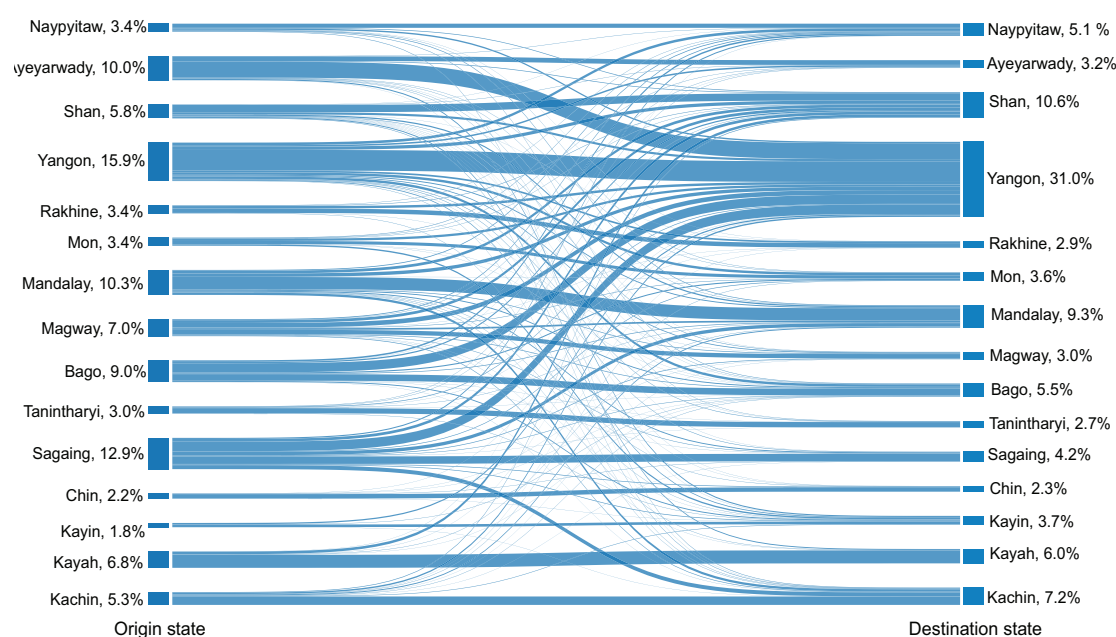
<sup>14</sup> IDPs were covered in a specially organized survey in one township of Rakhine state, Pauktaw. That report is available on request.

**Despite the seemingly low percentage for conflict-related migration, conflict and insecurity are undoubtedly factors that shape both the decision to migrate and the choice of destination. The results indicate that, despite the fragile conflict and security situation Myanmar is facing, employment and economic aspirations were reported as the main drivers of migration. This is also because conflict has significant implications on people’s livelihoods, making it difficult to quantify the two effects separately on migration.**

Among the 18% who reported conflict and security as reasons for migration, respondents from Kayah, Chin, and Sagaing were particularly significant, alongside those from Kayin, Kachin, and Tanintharyi (see Appendix Table 6). In Kayah, a striking 83% reported migrating due to armed conflict. By contrast, 96% of migrants from Ayeyarwady cited employment opportunities as their reason for migration.

Figure 1 shows the origins and destinations of migrants by state/region. Yangon, as the economic hub, emerges as the main destination, attracting a significant portion of migrants. In Ayeyarwady, 65.8% migrated to Yangon, while 19.6% reported moving within their home region. Bago sees 30.3% internal migration, with 42.3% heading to Yangon. Magway witnesses 25.2% internal migration, with 27% choosing Yangon and 16.2% moving to Shan state. Sagaing experiences substantial migration to Yangon (30.4%), with 12.8% relocating to Kachin (see Appendix Table 3). Residents of conflict-affected states like Kayah, Kayin, and Kachin reported moving within their region to a larger extent, possibly due to logistical challenges, movement restrictions, or limited information/networks.

**Figure 1:** Origin and current destination of migrants<sup>15</sup>



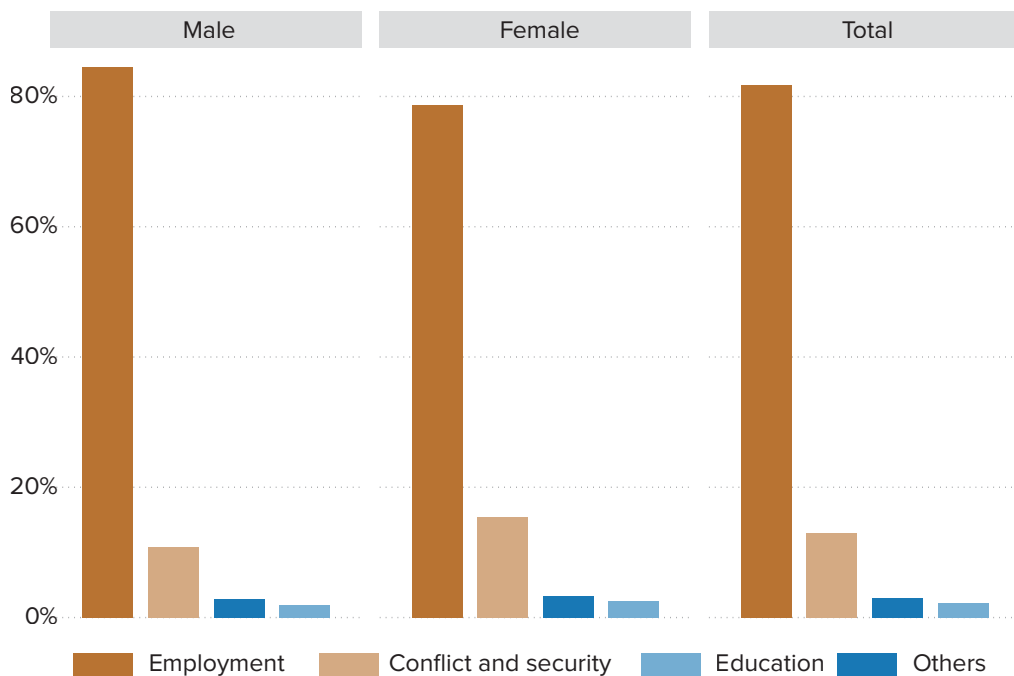
Source: People’s Pulse Survey 2023 (UNDP)

<sup>15</sup> See Appendix Table 2 and 3

Beyond intra-region or inter-region migration, many migrants seek opportunities in other countries. A survey conducted by UNDP on Myanmar migrants in Thailand revealed that conflict-affected areas such as Mandalay, Bago, Mon, Kayin, Shan, and Tanintharyi have high rates of out-migration to Thailand.<sup>16</sup>

A slightly larger proportion of men (84.5%) in our sample, compared to women (78.8%), reported employment as the reason for migration, likely reflecting the gendered expectation of men as the primary financial providers in households (Figure 2). Nevertheless, employment emerges as a primary driver of migration for both women and men. Slightly more women reported conflict and security as reasons for migration; however, the difference is small. The conflict situation is changing almost daily, making it difficult to directly correlate the intensity of conflict with the timing of migration. However, it is clear that employment and conflict are intertwined reasons for migration for both men and women.

Figure 2: Reasons for migration by gender<sup>17</sup>



Source: People's Pulse Survey 2023 (UNDP)

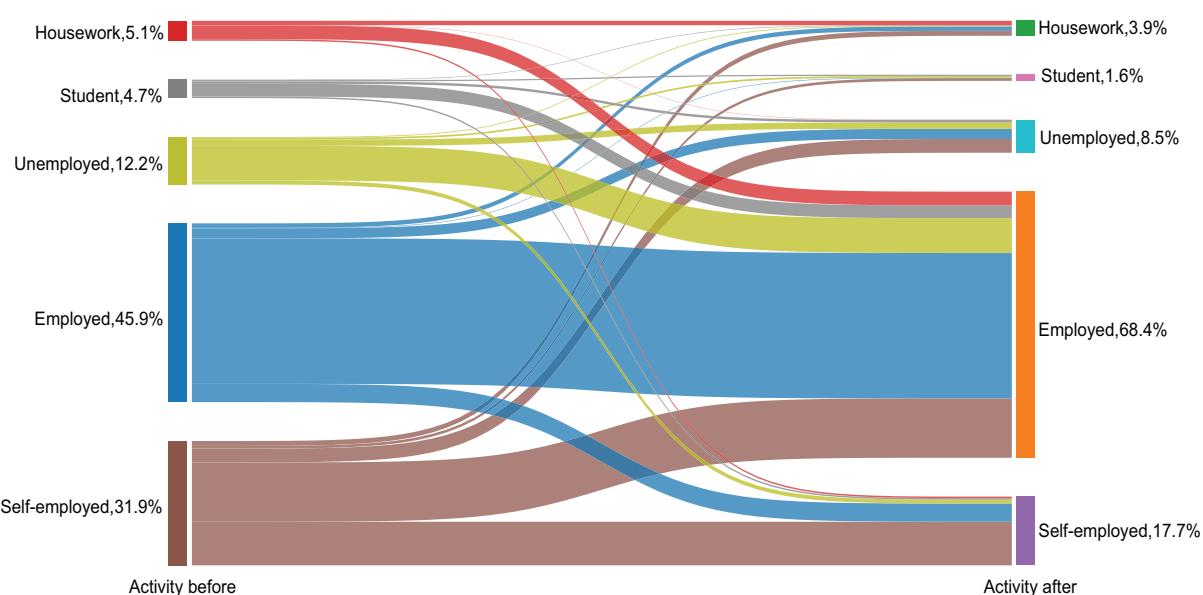
The survey data (Figure 3) shows that a significant portion of migrants managed to find better economic opportunities, emphasizing the importance of creating area-based jobs and livelihood options. These opportunities appear to be confined to certain pockets of prosperity, which can hinder balanced growth and development. Of the unemployed individuals who migrated, a substantial proportion (73.1%) transitioned to employment, while 8.3% became self-employed, leaving only 13.5% still unemployed. This suggests that migration primarily leads to better employment outcomes for those seeking work opportunities. However, a subset of migrants continues to face unemployment or is awaiting employment at their new destination.

<sup>16</sup> UNDP (2023) Seeking Opportunities Elsewhere: Exploring the lives and challenges of Myanmar migrant workers in Thailand.

<sup>17</sup> See Appendix Table 5

Interestingly, a small percentage (5.7%) of employed migrants experienced unemployment after migration, with 10.2% transitioning to self-employment. The time since arrival at the destination could be a predictor for finding employment, a factor not further analyzed in this report. Consequently, it is natural that some migrants are unemployed during a transition period while looking for work. Additionally, some migrants who were previously employed or self-employed in their place of origin became unemployed by the time of the interview, indicating potential fluctuations in employment status post-migration. There are two possible reasons why some people remain unemployed, lose employment, or are in unproductive jobs after migration. The first is the compulsion to flee a conflict-affected area for life-saving reasons. The second is the dwindling manufacturing and services sectors in urban areas due to the withdrawal of both domestic and foreign investment, as well as ongoing conflict.

Figure 3: Migrants' activities pre- and post-migration<sup>18</sup>



Source: People's Pulse Survey 2023 (UNDP)

More male migrants (72%) than female migrants (64%) reported being in paid employment after migration (Figure 4). Additionally, 19% of male migrants were self-employed, compared to 16% of female migrants. Consequently, a larger share of female migrants reported being unemployed (11.3% for females compared to 5.9% for males) or engaged in housework (7.3% for females compared to 0.7% for males). This underscores the gender discrimination in the migrant labor market, which further exacerbates the precarious situation for women. Among female migrants, 15% were unemployed, 9% were involved in housework, and 5% were students before migration. Meanwhile, 40% were employed, and 30% were self-employed.

By age cohort, migrants aged 50 years and above had the highest percentage (18.6%) of unemployment after moving.

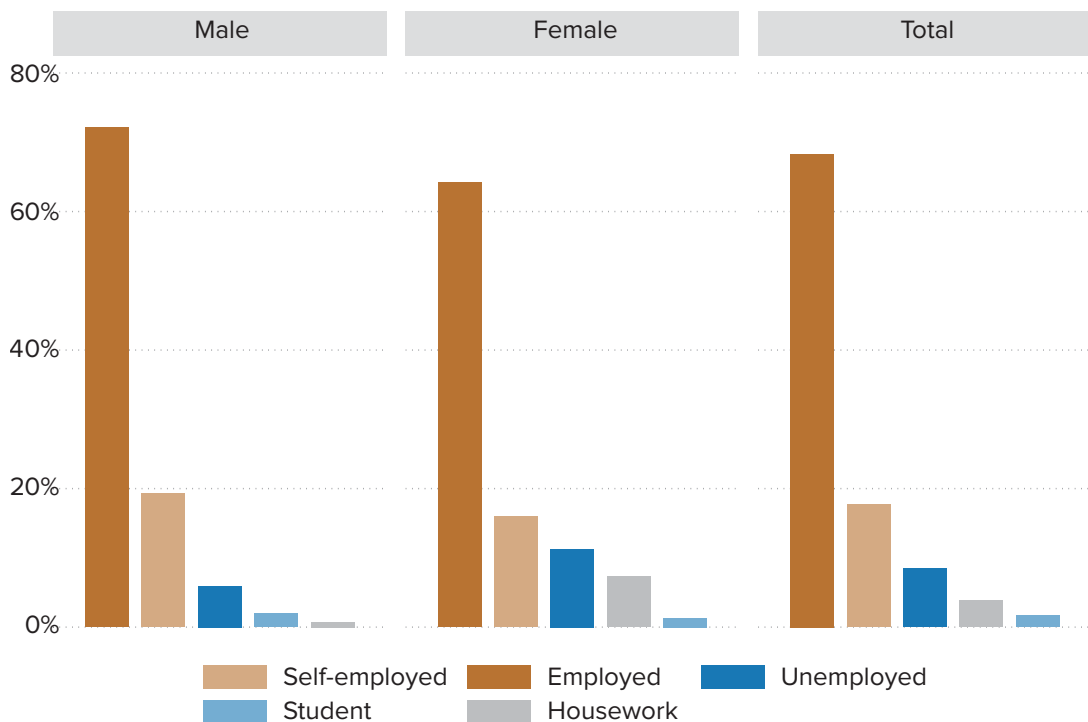
<sup>18</sup> See Appendix Table 7

**Box 1:** Case study on conflict-displaced migrants in Hmawbi township, Yangon<sup>19</sup>

The study's findings indicate that unemployment among conflict-displaced migrants is exacerbated by a lack of vocational training aligned with job requirements. Without access to appropriate training programs tailored to their needs and circumstances, many migrants find it challenging to compete in the labor market and secure employment.

In addition to skill shortages, language barriers and older age further compound the challenges faced by conflict-displaced migrant workers. Without opportunities for skill development and enhancement, migrants may struggle to overcome these obstacles and effectively integrate into the labor market.

Addressing unemployment among conflict-displaced migrant workers requires targeted interventions that prioritize vocational training programs tailored to their specific needs. These programs should consider the diverse origins, skills, ages, and experiences of conflict-displaced migrants while offering practical training in industries with high labor demand.

**Figure 4:** Activity after migration by gender<sup>20</sup>


Source: People's Pulse Survey 2023 (UNDP)

<sup>19</sup> This research was conducted by the Agapet Social Development Foundation (ASDF) with funding and technical assistance from UNDP. The research studied about challenges of job opportunities among migrant families, who migrated from Paletwa township, Chin state, to Myaungdakar, Pho Gyi and Thin Phyu villages in Hmawbi township, Yangon region.

<sup>20</sup> See Appendix Table 7

## 6. Employment status

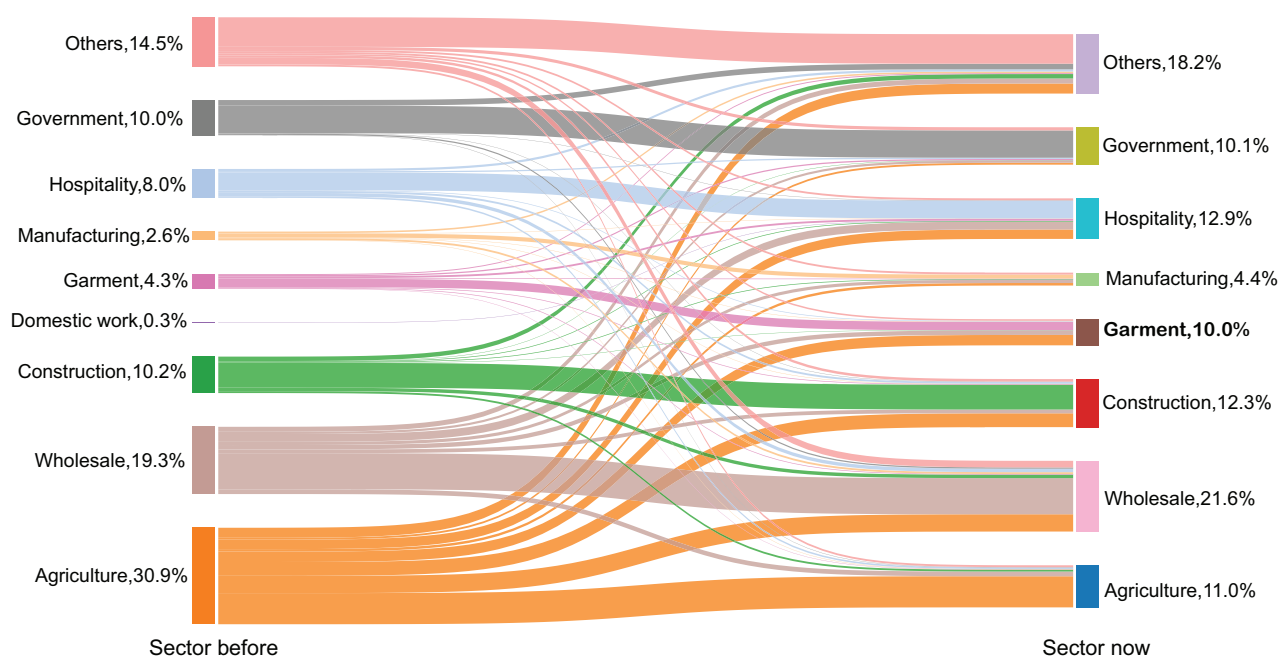


**T**he majority of migrants in Myanmar tend to remain within the same sectors post-migration, except for those in agriculture and retail trading. Notably, 68% of individuals who previously worked in agriculture switched to other sectors after migrating, indicating a significant shift away from agricultural employment (Figure 5). According to the Qualitative Social and Economic Monitoring of Livelihoods in Myanmar research funded by the LIFT Fund (2014), the unpredictability of work opportunities and incomes in the agricultural sector in Myanmar has compelled individuals to seek non-farm income and transition away from the agrarian economy. The survey on migrants in Thailand also reflects this trend, with the largest proportion of respondents (37%) having previously worked in agriculture in Myanmar before migrating. This trend highlights a potential loss of workers in the agricultural sector, which could jeopardize food security in the short term. For example, Mon State reportedly

faced significant shortages in agricultural labor and low rice productivity in the previous rainy season due to farmers migrating abroad and disruptions in the movement of seasonal migrant farmers from Ayeyarwady to Mon, caused by transportation restrictions and local instabilities, among other factors.<sup>21</sup> Additionally, approximately half of those previously employed in the retail trading sector transitioned to other sectors post-migration, with many likely entering the hospitality sector. This dynamic suggests a shifting labor market landscape where migrants adapt their skills and employment preferences to meet evolving opportunities and demands in destination regions.

In terms of gender, male migrant workers are more commonly found in construction, while female migrant workers are more likely to work in the garment sector and domestic or housekeeping roles.

Figure 5: Work sectors pre- and post-migration<sup>22</sup>



Source: People's Pulse Survey 2023 (UNDP)

The income disparity between migrants in Thailand, who earn an average of 960,000 MMK per month<sup>23</sup>, and those within Myanmar, who earn 330,000 MMK per month on average<sup>24</sup>, serves as a significant incentive for outmigration (Figure 6).

<sup>21</sup> Thanlwin Times (2023). Labour shortages in Mon State hinder rainfed rice cultivation. Available at: <https://thanlwin.com/2023/06/21/labour-shortages-in-mon-state-hinder-rainfed-rice-cultivation/>

<sup>22</sup> See Appendix Table 8

<sup>23</sup> UNDP (2023) Seeking Opportunities Elsewhere: Exploring the lives and challenges of Myanmar migrant workers in Thailand.

<sup>24</sup> According to the PPS 2023 data, the National median income per capita was only 75,000 MMK per month. In rural areas the median was 24% smaller than urban areas.

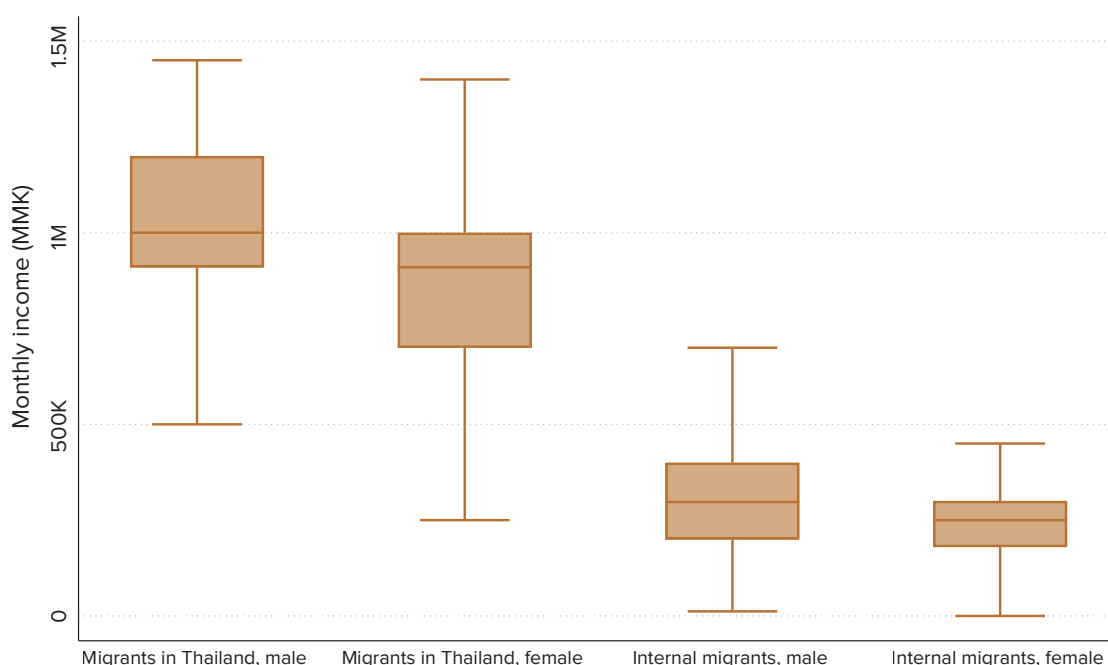


The data also revealed differences in wages between women and men. For internal migrants, male migrants earned an average of 358,000 MMK, while female migrants earned 295,000 MMK on average, indicating an 18% wage disparity. For migrants in Thailand, the average wage for men was 1,070,000 MMK, while female migrants earned 860,000 MMK on average, corresponding to a 20% lower wage for women. These findings indicate a gender wage gap, with males earning higher wages than females in both contexts. It also implies that more and more people are eager to leave the country as the expected wages are three times higher than what they can earn at home, as exemplified by the case study in Box 2.

### Box 2: Case study on female migrant workers in Yangon garment factories<sup>25</sup>

The ongoing crises in Myanmar, leading to rising commodity prices and economic instability, have caused many respondents to express concerns that their current wages are insufficient to adequately support their families. This financial strain has driven many garment workers to explore opportunities abroad as a means of providing better living conditions for their families. Only a few respondents expressed a desire to enhance their skills, pursue future goals, or establish their own businesses upon their return. These findings highlight the complex interplay of economic concerns, familial responsibilities, and aspirations for a better life that shape the decision-making processes of migrant workers in Myanmar.

Figure 6: Monthly income of internal migrants and migrants in Thailand<sup>26</sup>



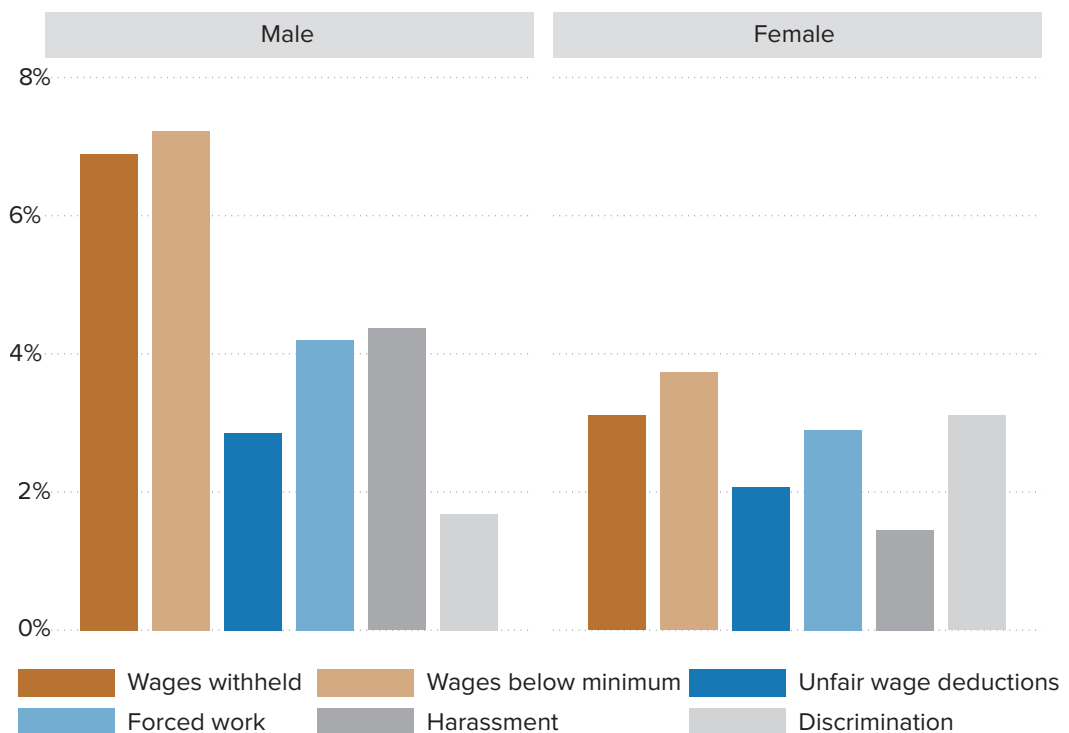
Source: People's Pulse Survey 2023 (UNDP)

<sup>25</sup> This research was conducted by the Future Light Center with funding and technical assistance from UNDP. The study interviewed with female migrant workers in Yangon garment industries who were planning to leave the country to work elsewhere.

<sup>26</sup> See Appendix Table 13

The survey also highlights the workplace-related challenges faced by migrants, ranging from economic exploitation to violations of labor rights and discrimination (Figure 7). A significant proportion of migrants reported issues related to wages, including concerns such as wage withholding (5.2%), low wages (5.6%), and unfair wages (2.5%), indicating widespread problems with compensation among migrants. Approximately 3.6% of migrants reported experiencing forced labor, suggesting instances where individuals are coerced into working against their will. Disaggregating the data by gender reveals distinct patterns in reported challenges among male and female migrants in Myanmar. Male migrants were more likely than female migrants to report wage withholding issues (6.9% vs. 3.1%). Similarly, a larger proportion of male migrants expressed dissatisfaction with wages lower than the standard minimum wage (7.2%) compared to their female counterparts (3.7%). However, as previously mentioned, female migrants, on average, receive lower wages than male migrants. Additionally, male migrant workers (4.4%) report higher instances of harassment or bullying in the workplace than female migrant workers (1.5%). Both male (2.9%) and female (2.1%) migrant workers face unjust salary deductions, demonstrating systemic issues with labor rights protection across genders. In terms of forced labor, 4.2% of male migrants and 2.9% of female migrants reported it, highlighting ongoing concerns about labor exploitation and human rights violations within Myanmar's migrant workforce. Notably, while male migrants tend to report higher percentages across most labor-related issues, female migrants report a higher incidence of gender discrimination (3.1%) compared to male migrants (1.7%), indicating that gender-based discrimination remains a persistent challenge in the Myanmar migrant workforce. It is crucial to acknowledge that female migrants might be more hesitant to disclose workplace difficulties due to fear of potential repercussions, which likely contributes to the higher instances of reported issues among men. Overall, 12.7% of male migrants reported facing at least one challenge, compared to 11.2% of female migrants.

Figure 7: Challenges faced in the workplace, by gender<sup>27</sup>



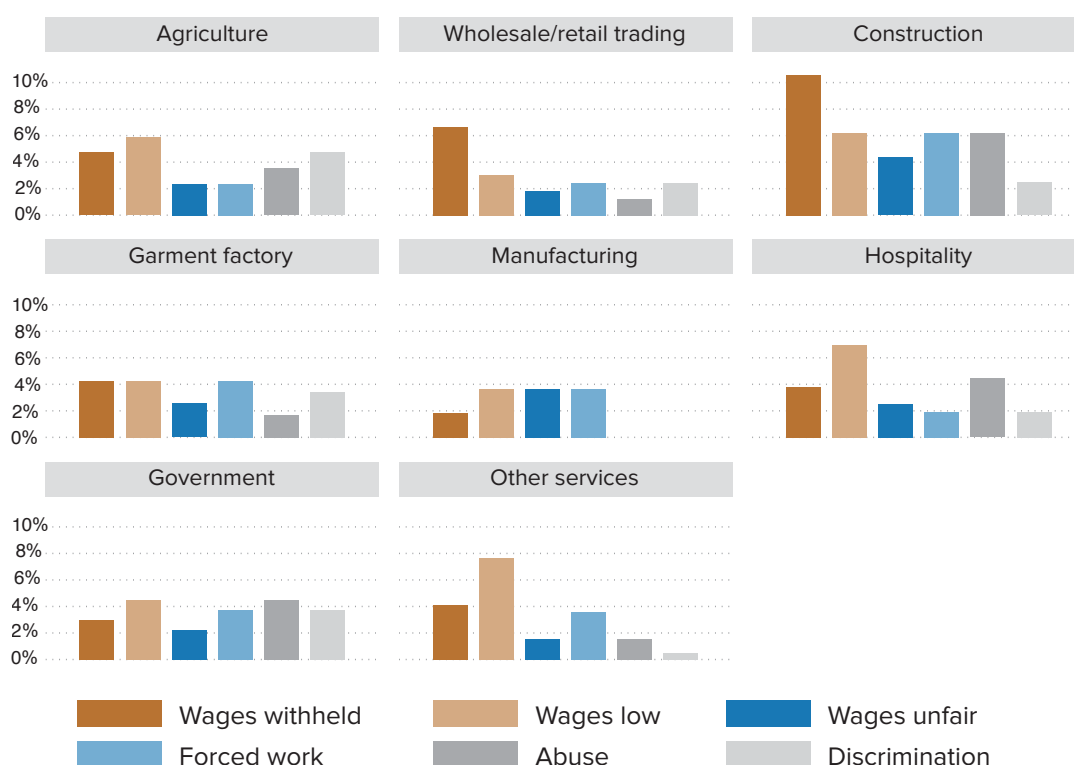
Source: People's Pulse Survey 2023 (UNDP)

<sup>27</sup> See Appendix Table 17

Other demographic factors, such as marital status, age group, and level of education, reveal further disparities. Single migrants report higher percentages on most issues, particularly those related to wages and harassment, compared to married migrants. Additionally, younger migrants, especially those aged 18 to 24, report higher percentages on most issues, whereas older migrants, aged 50 and above, report lower percentages overall (Appendix Table 10). Migrants with higher education levels report lower percentages on most issues, suggesting a link between education and reduced vulnerability to labor rights violations.

Different work sectors present varying challenges for migrants (Figure 8). For instance, in the construction sector, which primarily employs male migrant workers, a significant proportion of migrants reported issues with wages, forced labor, and abuse, indicating systemic problems within this sector. Similarly, in the garment sector, which primarily employs female migrant workers, a notable percentage of migrants reported issues related to wages, forced labor, and discrimination, suggesting widespread challenges in this sector as well. Employment opportunities and labor rights conditions for women in Myanmar's garment sector have deteriorated significantly since the military takeover in 2021. Specifically, the country's garment sector has seen the suspension of 271 factories due to conflicts and economic challenges.

Figure 8: Challenges faced in the workplace, by work sectors<sup>28</sup>



Source: People's Pulse Survey 2023 (UNDP)

<sup>28</sup> See Appendix Table 17

The data highlights a generally low rate of seeking assistance, with only 7.7% of migrants indicating they sought help (see Appendix Table 18). However, variations are apparent among different demographic and occupational categories. Specifically, female, single migrants with lower levels of education exhibit a lower likelihood of seeking help, underscoring the need for targeted support services.

On average, the surveyed migrants reported receiving some benefits from their employers, with the most prevalent being paid leave (52.2%), sick leave (52.7%), having a day off per week (63.1%), maternity leave (37.2%), and overtime pay (40.5%). Interestingly, female migrants tended to report higher rates of benefits compared to their male counterparts. Additionally, single migrants appear to receive more benefits than those who are married. Moreover, migrants with higher levels of education tend to report receiving a greater number of benefits, indicating a potential correlation between educational attainment and access to workplace benefits. However, it should be noted that “benefits” are only one element of overall workplace satisfaction and do not necessarily outweigh the challenges discussed earlier.

## 7. Gender issues

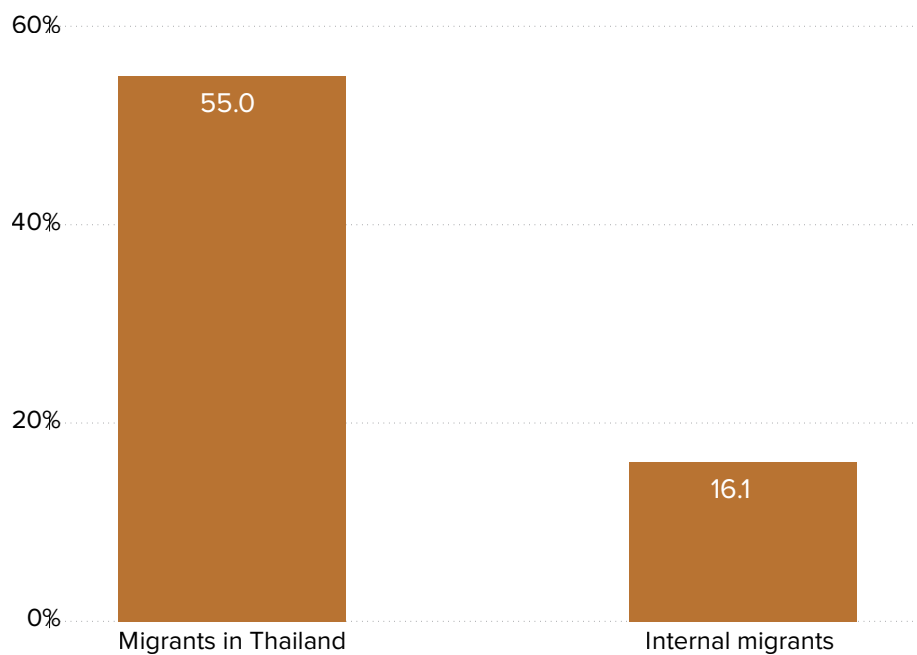


**C**oncerns about men being paid more were reported by 5.6% of the respondents, while 4.8% suggested that gender-based discrimination in promotions is prevalent (Figure 10).

Among female migrants, 2.3% reported that women have to work longer hours than men, and 4.1% suggested that women are laid off due to pregnancy. Marital status appears to influence the perception of gender-related challenges, with married migrants reporting higher instances of discrimination. Migrants with primary-level education reported the highest percentages of gender issues, including men being paid more (11.2%) and women working more (3.7%), while those with higher education levels reported relatively lower rates of gender-related challenges. This suggests that education might play a role in mitigating gender-related challenges.

Across different work sectors, the construction industry stands out with notably high percentages of gender issues reported, such as men being paid more (13.6%) and women working more (5.5%) (Appendix Table 19). This suggests that gender disparities in the workplace are particularly pronounced in certain industries, underscoring the importance of targeted interventions to address these inequalities.

**Figure 9:** Proportion of workers reported about gender-based discrimination

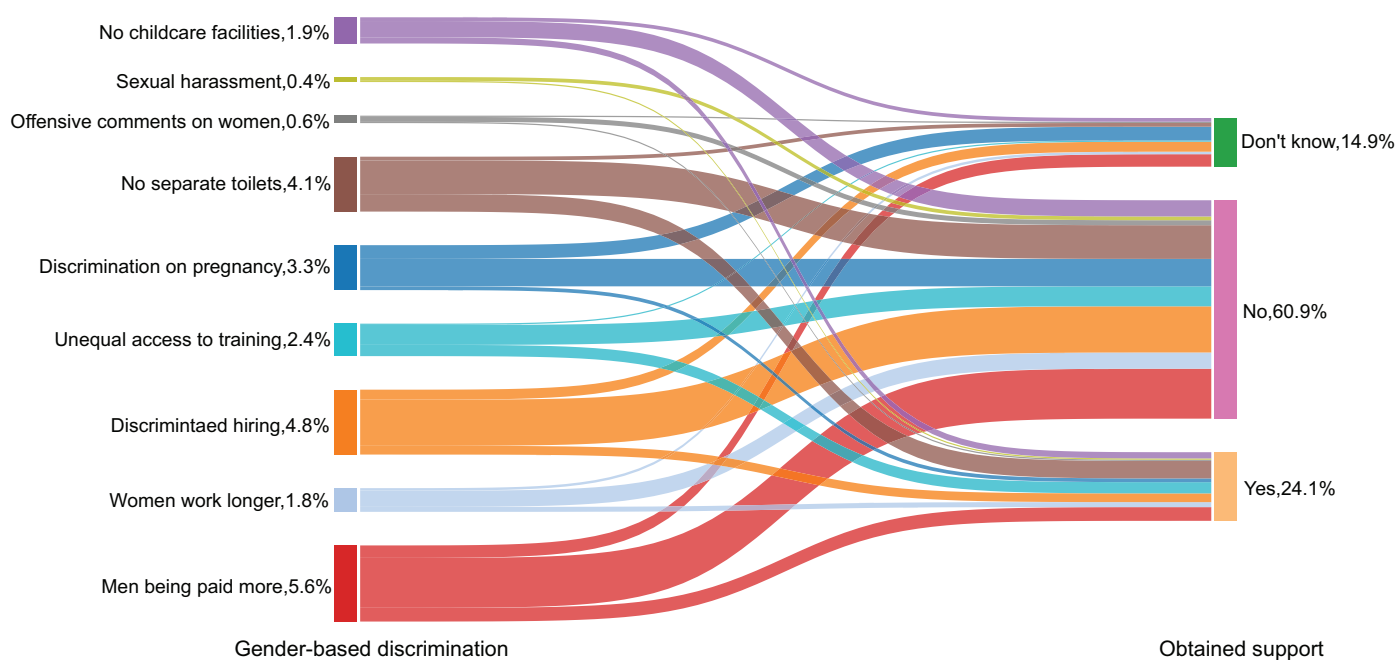


Source: Survey on Myanmar Migrants in Thailand (UNDP) and People's Pulse Survey 2023 (UNDP)

On average, 16% of respondents reported any form of gender-based discrimination, a notably lower figure compared to the situation among migrants in Thailand,<sup>29</sup> where it stands at 55% (Figure 9). However, only 24% of those who reported gender-based issues sought support for the challenges they faced, while the majority did not seek any assistance (Figure 10). This highlights a potential gap in awareness and accessibility of support services among migrants. Barriers such as lack of knowledge about available resources or fear of reprisal may prevent migrants from seeking help. On the other hand, this underscores the importance of enhancing support systems and making them more responsive to the needs of migrant workers. The low rate of seeking support may also reflect broader systemic challenges, such as inadequate funding or capacity constraints within support organizations.

<sup>29</sup> UNDP (2023) Seeking Opportunities Elsewhere: Exploring the lives and challenges of Myanmar migrant workers in Thailand.

Figure 10: Gender-based discrimination and support obtained<sup>30</sup>



Source: People's Pulse Survey 2023 (UNDP)

Approximately 10% of the respondents indicated a good understanding of the sexual harassment policy within their workplaces, while another 12% acknowledged the policy's existence but admitted lacking detailed knowledge about it (see Appendix Table 20). These findings indicate that only a minority of respondents possess comprehensive awareness of both the presence and intricacies of sexual harassment policies at their workplaces. Notably, younger individuals and those with higher educational attainment exhibited greater awareness. This highlights the importance of implementing and clearly communicating sexual harassment policies across different segments of the migrant workforce, particularly among those with lower educational attainment.

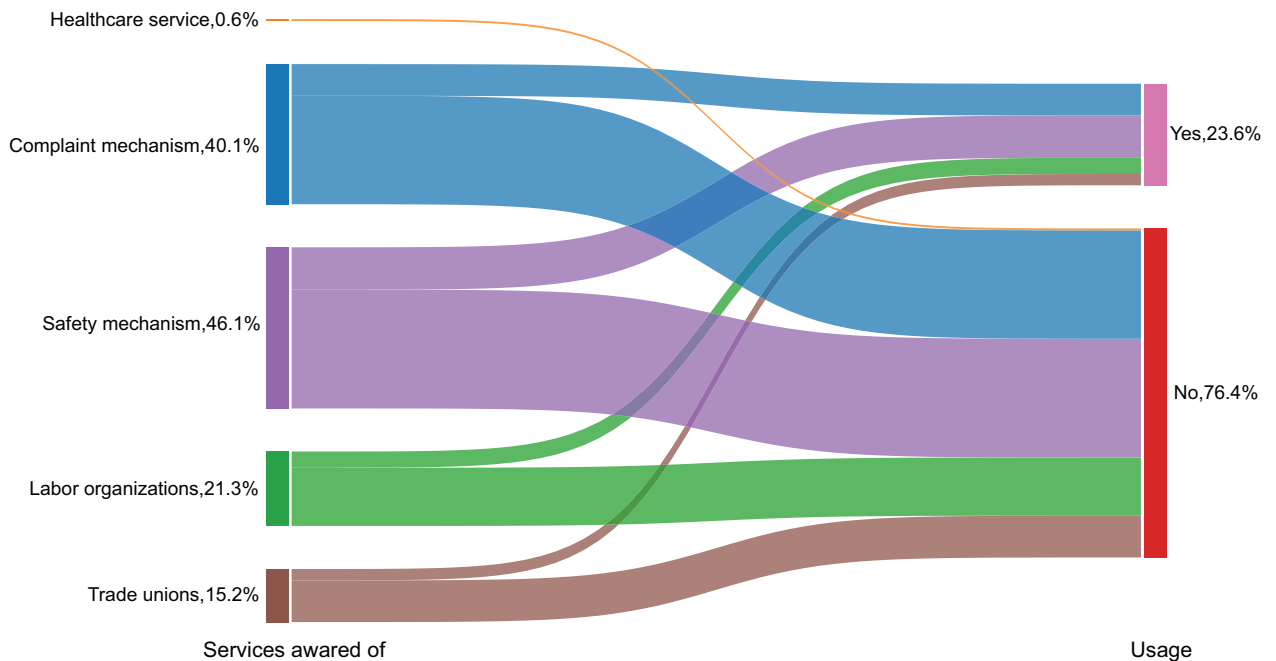
When it comes to seeking support, approximately 42% of respondents indicated awareness of various support services, including trade unions, labor organizations, safety mechanisms, complaint mechanisms, and healthcare services (Figure 11). Notably, a significant portion of migrants reported awareness of safety (46%) and complaint mechanisms (40%). Awareness levels for trade unions and labor organizations were slightly lower, at 15% and 21%, respectively. A slightly higher percentage of female respondents reported awareness of support services compared to males. For instance, 25% of females were aware of labor organizations, whereas only 18% of males were. However, despite this awareness, only 24% of those who reported being aware of any support service actually utilized it.

<sup>30</sup> See Appendix Table 19

### Box 3: Case study on challenges of female garment workers in Yangon<sup>31</sup>

Discrimination against pregnant women in recruitment and during maternity leave remains a prevalent issue. Pregnant women are often not recruited, especially in the garment industry, where practices such as urine testing are used to screen out potential candidates. Similarly, distance learning university students experience prejudice since factories are unable to provide leave for exams. However, with the current maternity and paternity leave rights, couples who are already employed do not encounter significant obstacles related to pregnancy. Workplace discrimination against women is more common among those in lower-level job positions, who have fewer opportunities to speak up. While women are favored in job recruitment in the garment industry, there are issues with leave entitlements for women with specific needs, such as menstruation disorders or breastfeeding. Therefore, there is a need to amplify women's voices within labor unions due to the low representation of women in prominent positions. Furthermore, workplace harassment and violations of human dignity persist, with verbal abuse often perpetrated by supervisors, quality inspectors, line leaders, and managers. The lack of punishment for abusers exacerbates this ongoing issue.

Figure 11: Awareness and usage of support services<sup>32</sup>



Source: People's Pulse Survey 2023 (UNDP)

<sup>31</sup> This research was conducted by the Coordination Committee of Trade Unions (CCTU) with funding and technical assistance from UNDP. The study interviewed female apparel workers from industrial zones located in Hlaingtharyar and South Dagon, Yangon.

<sup>32</sup> See Appendix Table 21 and 22



## 8. Health and Well-being

**A**ccess to healthcare services remains a challenge for migrants within Myanmar. Over one-third (36.5%) of employed migrants reported not seeking any healthcare services, which is about 16 percentage points higher than the national average (19.8%) obtained from PPS 2023 (Figure 12). The migrants who did access healthcare relied mostly on costly private clinics or hospitals, rather than public healthcare options, representing 43.2% and 22.6% respectively. Myanmar's health sector is historically inefficient, and the budget allocated to the health sector has deteriorated further after the military takeover, dropping to 5.4% of GDP in 2023, which is only 1.7% of total public expenditure for the same period.<sup>33</sup> The already weak health infrastructure was further exacerbated by three waves of COVID-19 and medical professionals' reluctance to work in SAC-run public hospitals.<sup>34</sup> Moreover, the cost of healthcare services has surged due to Myanmar's heavy reliance on imported pharmaceuticals, coupled with the soaring inflation rate and volatile foreign exchange market.<sup>35</sup> Consequently, accessing healthcare at private hospitals or clinics has become increasingly burdensome, particularly for individuals of low socio-economic status.<sup>36</sup> Although community clinics exist, only 8.7% of respondents reported utilizing healthcare services at these facilities.

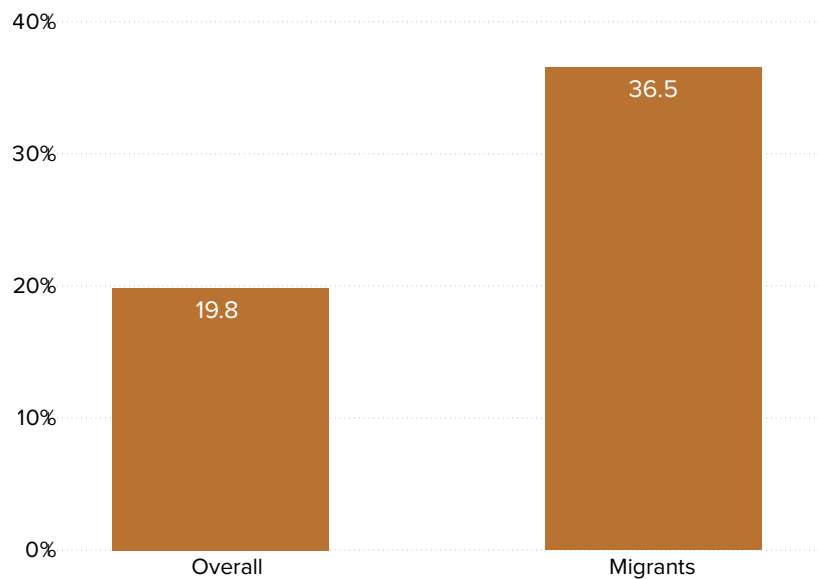
<sup>33</sup> World Bank (2024) Myanmar Economic Monitor : Challenges amid conflict, World Bank. Available at: <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/099121123082084971/p5006631739fd70a01a66c1e15bf7b34917>

<sup>34</sup> Kyaw HK, Than KK, Diaconu K, Witter S. (2023) Community stressors and coping mechanisms in accessing the health system during a double crisis: a qualitative case study from Yangon Region, Myanmar, *International Journal for Equity in Health*, 6 March 2023.

<sup>35</sup> Irrawaddy.com (2023). Soaring drug prices squeeze Myanmar's patients. – Irrawaddy News. Available at: <https://www.irrawaddy.com/news/burma/soaring-drug-prices-squeeze-myanmars-patients.html>

<sup>36</sup> Frontier Myanmar (2023). No remedy a broken public health system fosters neglect and corruption – Frontier Myanmar [online] Available at: <https://www.frontiermyanmar.net/en/no-remedy-a-broken-public-health-system-fosters-neglect-and-corruption/>

Figure 12: Not seeking any healthcare services in the last 12 months



Source: People's Pulse Survey 2023 (UNDP)

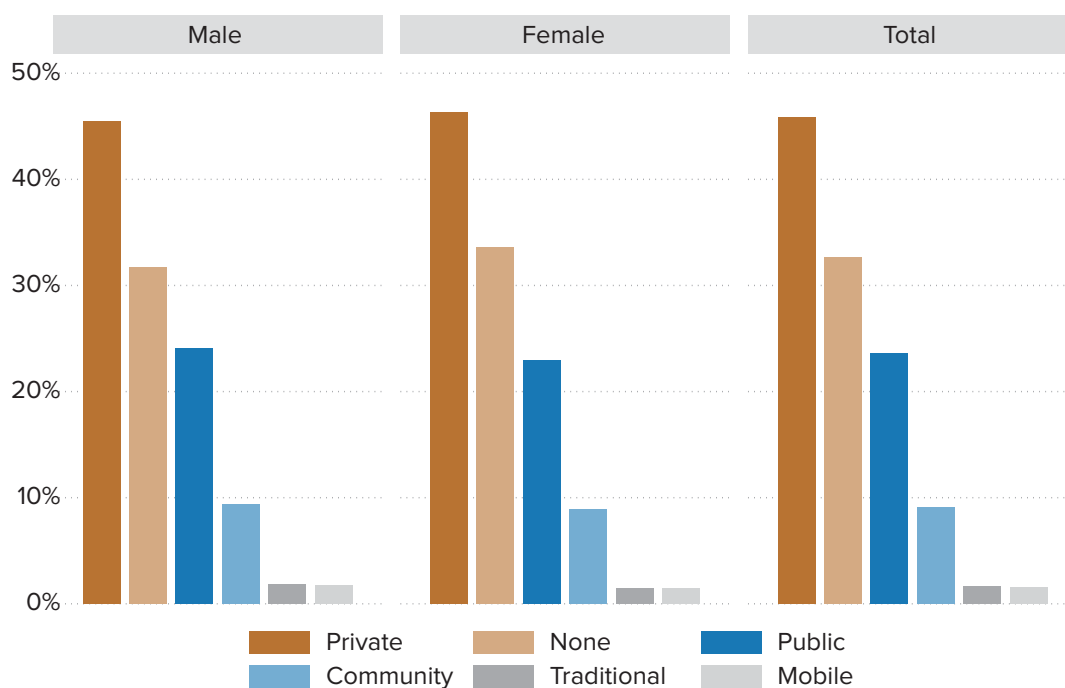
Analysis based on demographic factors provides nuanced insights into various levels of healthcare access and utilization (Figure 13). Both male and female migrant workers rely more heavily on private healthcare facilities (45.0% for males and 40.8% for females) than on public ones (23.9% for males and 20.9% for females). However, the data suggests that more females (41.4%) than males (32.8%) reported not accessing healthcare services, indicating potential gender-specific barriers to healthcare access.

Single migrants reported a higher percentage of not using healthcare services at their current location compared to their married counterparts, 39.6% vs. 31.9% (see Appendix Table 23). Married migrants tend to seek more healthcare services in public facilities than single migrants, 27.4% vs. 19.7%. Migrants with lower levels of education, such as those with primary or middle school education, use public healthcare services more frequently than those with higher levels of education. Migrants with higher levels of education rely more on private healthcare services. This indicates a potential disparity in healthcare access based on educational level, with better education correlating with higher incomes and hence the ability to afford healthcare services.

When it comes to challenges accessing healthcare services, migrant workers consistently cite financial constraints as a major obstacle, with percentages ranging from 16.3% to 35.4% across different demographic groups (Figure 14). The majority of Myanmar's workers are informal and thus are not eligible for social security or healthcare benefits. In line with this, only 1.3% of survey participants said their health insurance covered their medical care, while 71.3% and 20.4% said they paid for it themselves (Appendix Table 25). As a result, the majority of migrant workers pay for healthcare out of pocket. This financial burden is more severe among migrants with a primary level of education (28.9%) and those over the age of 50 (35.4%). This may be linked to the fact that migrants with primary-level education and older age groups generally earn less compared to other groups. Although male migrants reported the high cost of healthcare services, it was female migrants who spent more on their own and received less benefit from employer-funded and insurance-covered healthcare services.

People find rising transportation fees, driven by fuel shortages, to be a significant burden when traveling to clinics or hospitals.<sup>38</sup> Hence, distance has been identified by 14.9% of respondents as

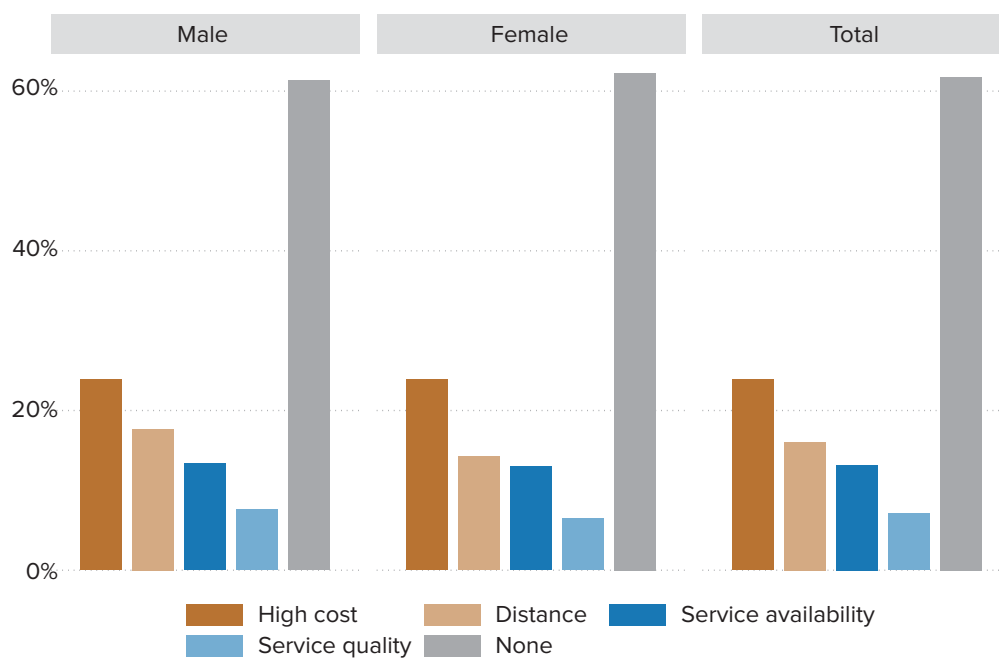
Figure 13: Types of healthcare services used by gender of migrants<sup>37</sup>



Source: People's Pulse Survey 2023 (UNDP)

a second barrier to accessing healthcare services, exacerbated by movement restrictions due to ongoing conflict. Additionally, the survey found that limited availability of services is the third most significant barrier restricting migrant workers' access to healthcare, reported by 11.4% of respondents.

Figure 14: Challenges experienced in accessing healthcare services<sup>39</sup>



Source: People's Pulse Survey 2023 (UNDP)

<sup>37</sup> See Appendix Table 23

<sup>38</sup> Kyaw HK, Than KK, Diaconu K, Witter S. (2023) Community stressors and coping mechanisms in accessing the health system during a double crisis: a qualitative case study from Yangon Region, Myanmar, International Journal for Equity in Health, 6 March 2023.

<sup>39</sup> See Appendix Table 24

## 9. Mental stress

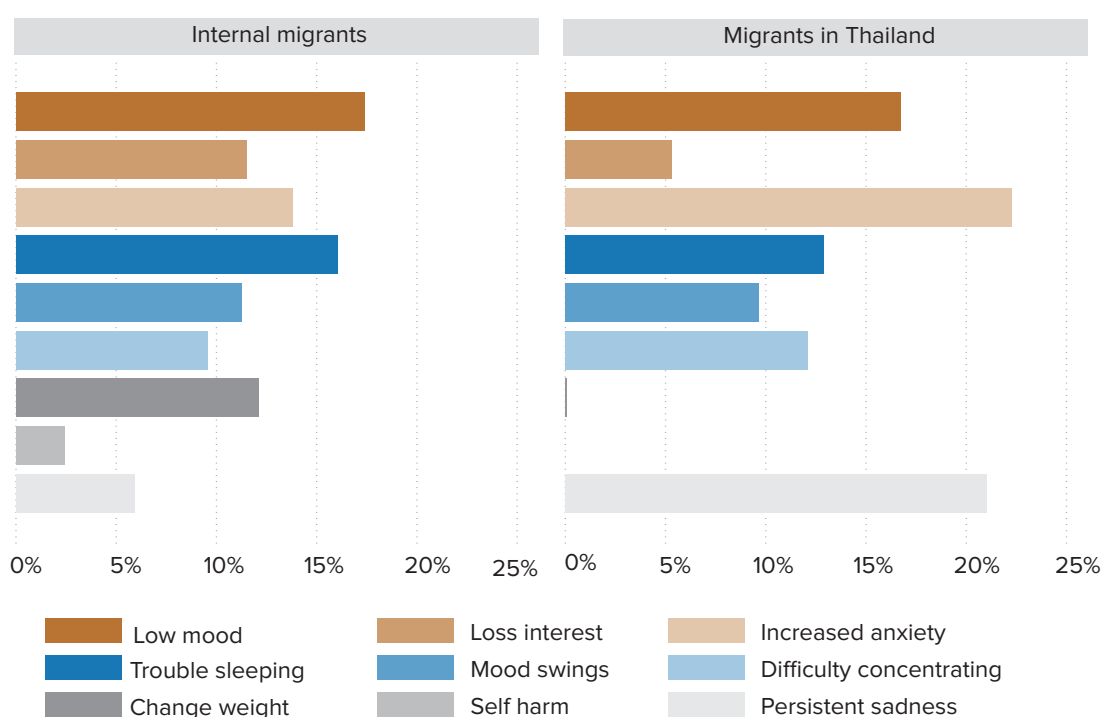


**T**he mental health challenges faced by migrant workers in Myanmar are significant, with a notable prevalence of emotional distress symptoms reported by the respondents. These mental health issues arise from the financial hardships that migrant households experience and the emotional strain of being away from home. A significant portion of migrants in Myanmar reported experiencing one or more symptoms of mental distress: specifically low mood (38.8%), loss of interest (25.3%), trouble sleeping (36.4%), mood swings (26.5%), loss of appetite (27.4%), and thoughts of self-harm (6.3%), indicating a prevalent sense of emotional distress that is much higher than the experience of Myanmar migrants in Thailand<sup>40</sup> (Figure 15). Comparatively, migrants in Thailand reported lower rates of mental stress symptoms overall. However, significant proportions still reported experiencing symptoms such as persistent sadness (32.2%) and increased anxiety (34.15%), which are higher than the experience of internal migrants in Myanmar.

<sup>40</sup> UNDP (2023) Seeking Opportunities Elsewhere: Exploring the lives and challenges of Myanmar migrant workers in Thailand.

These findings suggest that mental stress is a prevalent issue among migrants, both internal and external. The higher rates of mental stress symptoms among internal migrants within Myanmar may reflect the daily challenges they face, including conflict and insecurity, economic hardships, low wages, and limited access to support services. On the other hand, mental stress symptoms among migrants in Thailand appear to be more associated with the experience of being away from home and grappling with social isolation. In both cases, external factors such as political instability, economic insecurity, and displacement due to conflict in Myanmar can exacerbate these stressors. The ongoing turmoil in Myanmar may leave internal migrants particularly vulnerable to mental health issues as they grapple with the uncertainty of their future and the impact of violence and instability on their daily lives.

Figure 15: Mental stresses faced by internal and international migrants<sup>41</sup>

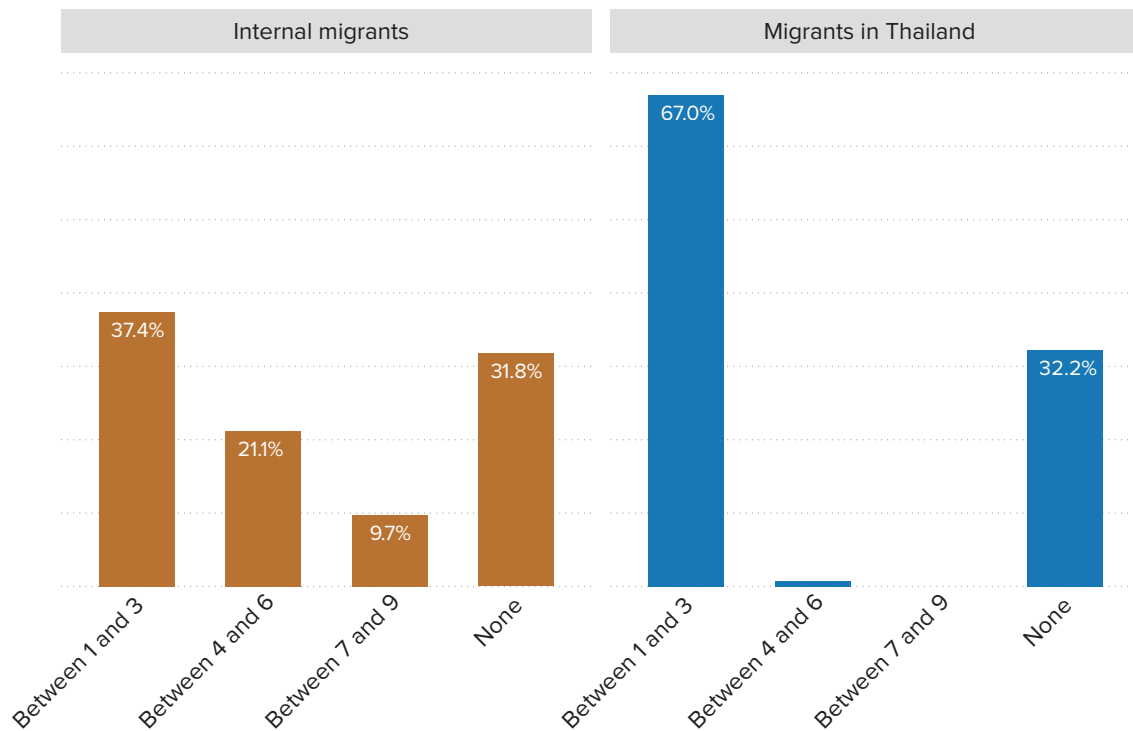


Source: Survey on Myanmar Migrants in Thailand (UNDP) and People's Pulse Survey 2023 (UNDP)

Figure 16 presents a comparison of mental stress symptoms between internal migrants and Myanmar migrants in Thailand, segmented by the intensity of symptoms. For internal migrants, the majority reported mild symptoms (37.4% with 1-3 symptoms), followed by 21.1% experiencing 4-6 symptoms and 9.7% experiencing severe symptoms (7-9 symptoms). Conversely, migrants in Thailand show a different distribution: a substantial 67% reported mild mental stress symptoms, a stark contrast to internal migrants, with very few reporting 4-6 symptoms and none reporting 7-9 symptoms. This suggests that migrants in Thailand may experience less mental stress or have greater access to coping mechanisms compared to internal migrants.

<sup>41</sup> See Appendix Table 26

Figure 16: Mental stress symptoms, by types of migrants



Source: Survey on Myanmar Migrants in Thailand (UNDP) and People's Pulse Survey 2023 (UNDP)

Appendix Table 28 presents a detailed cross-tabulation of mental stress symptoms among internal migrants, revealing several significant trends related to demographic and socio-economic factors. First, gender differences are apparent, with women exhibiting higher levels of mental distress: 23.9% of women report experiencing 4 to 6 symptoms of mental distress compared to 18.4% of men, and 11.7% of women report 7 to 9 symptoms, against 8% of men. Education emerges as a crucial mitigating factor for mental health issues. For instance, 22.2% of migrants without any education show severe mental distress (7 to 9 symptoms), whereas only 5.6% of those with tertiary education do. This underscores education's role in providing resilience against mental health challenges.

Employment status also correlates strongly with mental health, with 33.3% of employed respondents reporting no symptoms of mental distress, significantly higher than the 23.5% among the unemployed. Moreover, the data indicates a stark contrast based on the reasons for migration: migrants who moved due to war and conflict report the poorest mental health, with only 15.5% showing no signs of mental distress and over half exhibiting moderate to severe symptoms (4 to 9 symptoms).

Age-related variations further reveal that younger migrants (aged 18 to 24) and older migrants (aged over 50) are more susceptible to specific mental health challenges than other age groups, with older migrants more likely to report symptoms like increased anxiety and difficulty sleeping. This nuanced understanding of mental health across different age groups highlights the need for age-specific mental health interventions, particularly as the recent conscription law may exacerbate stress among younger individuals in the country.

# 10. Conclusion



**A**n increasing number of people in Myanmar are moving within the country and across borders. These migration trends reflect a complex interplay of factors, with conflict, insecurity, and employment opportunities acting as intertwined drivers across different regions. This study provides a detailed analysis of internal migrants and, where relevant, makes comparisons with data on Myanmar migrants in Thailand.

Yangon emerges as the primary destination for internal migrants due to its economic prominence, attracting individuals from neighboring areas in pursuit of job prospects. In addition to internal migrants, there is also a substantial number of internally displaced persons (IDPs) and forcibly displaced people across the country, driven by ongoing conflict and insecurity.

The majority of migrants tend to switch sectors of work post-migration, with agriculture experiencing a significant loss of workers. This shift highlights changing employment preferences and has potential implications for agricultural productivity and rural livelihoods. Income differentials between migrants in Thailand and those within Myanmar serve as a significant incentive for out-migration, driving individuals to seek opportunities abroad.

However, internal migration presents several challenges. About 25% of migrants in Myanmar face obstacles such as economic exploitation, labor rights violations, and discrimination. Gender-based issues are also prevalent, with women migrants experiencing disparities in wages, promotions, and working conditions. Despite some awareness of sexual harassment policies and support services, their utilization remains low, indicating a need for better implementation and communication of these measures.

Access to healthcare services presents significant challenges for internal migrant workers in Myanmar, exacerbated by economic downturn, inflation, and political instability. Barriers such as cost, distance, and limited service availability leave many migrants vulnerable to health risks and unable to access necessary medical care.

Mental health issues are prevalent among migrants, reflecting the psychological toll of migration, economic hardships, and political turmoil. This highlights the need for mental health support and intervention programs tailored to the needs of migrants.

In conclusion, addressing the multifaceted challenges faced by internal migrants in Myanmar requires a comprehensive approach that addresses economic disparities, labor rights violations, healthcare access, and mental health support. Interventions aimed at improving labor conditions, expanding healthcare access, and providing psychosocial support are essential to mitigate the adverse effects of migration and enhance the well-being and rights of the growing migrant population in Myanmar.

The granular data presented in this paper can guide the development of targeted, area-based interventions with active community engagement. While a national migrant tracking system is currently unfeasible, local registers could be established for migrants to enroll after moving, supported by systems addressing health and education needs. Additionally, involving the private sector to identify local demand for skills could facilitate relevant training programs.

Another important area not covered in the survey is the challenge of remittances. Given the fragile financial system in Myanmar, addressing remittance issues through digital solutions could provide significant relief.



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# Appendix Tables



**Appendix Table 1. Sample Distribution of Survey**

	Sample	%
<b>Overall</b>	1580	100
<b>Gender</b>		
Male	825	52.28
Female	753	47.72
<b>Location of respondent</b>		
Rural	450	28.46
Urban	1131	71.54
<b>Age Group</b>		
18 - 24 yrs	610	38.58
25 - 34 yrs	565	35.74
35 - 49 yrs	304	19.23
50 and above	102	6.45
<b>Marital Status</b>		
Single	886	56.04
Married	639	40.42
Others	56	3.54
<b>Education</b>		
Primary and below	177	11.20
Middle	296	18.72
High	746	47.19
Higher	362	22.90

**Appendix Table 2. Summary of Directions of Migrations**

	%
From the same township	13.35
From a different township in the same State/Region	31.14
From another State/Region	55.06
From abroad	0.44

**Appendix Table 3. Origin and Current Destination of Migrants (%)**

	Origin	Current Destination
Kachin	5.31	7.15
Kayah	6.77	5.95
Kayin	1.77	3.67
Chin	2.21	2.34
Sagaing	12.90	4.17
Tanintharyi	3.04	2.66
Bago	8.98	5.50
Magway	7.02	3.04
Mandalay	10.31	9.30
Mon	3.35	3.61
Rakhine	3.35	2.85
Yangon	15.88	30.99
Shan	5.76	10.56
Ayeyarwady	9.90	3.16
Naypyitaw	3.35	5.06

**Appendix Table 4. Drivers of Migration, Overall**

	%
Armed conflict	11.95
Security/Safety	5.69
Natural disaster	0.44
Education	4.36
Employment opportunity	81.78
Marriage	2.02
Health	1.39
Better living environment	3.42
Others	0.82

**Appendix Table 5. Migration Reasons, by Gender (%)**

	Male	Female	Total
Conflict and security	10.79	15.41	12.99
Education	1.94	2.52	2.22
Employment	84.48	78.75	81.75
Others	2.79	3.32	3.04

Appendix Table 6. Migration Reasons, by S/R Level (%)

	Conflict and Security	Education	Employment	Others
Kachin	13.27	2.65	81.42	2.65
Kayah	82.98	1.06	13.83	2.13
Kayin	13.79	1.72	81.03	3.45
Chin	45.95	2.70	43.24	8.11
Sagaing	28.79	1.52	68.18	1.52
Tanintharyi	11.90	4.76	80.95	2.38
Bago	8.05	0.00	86.21	5.75
Magway	4.17	6.25	89.58	0.00
Mandalay	10.20	6.12	79.59	4.08
Mon	1.75	3.51	89.47	5.26
Rakhine	4.44	2.22	86.67	6.67
Yangon	2.45	1.43	94.08	2.04
Shan	12.57	1.20	85.03	1.20
Ayeyarwady	2.00	2.00	90.00	6.00
Naypyitaw	2.50	1.25	91.25	5.00

Appendix Table 7. Migrant's Activities Pre- and Post-migration (%)

	Before					After				
	Self - employed	Employed	Un-employed	Student	House work	Self - employed	Employed	Un-employed	Student	House work
<b>Union</b>	31.96	45.95	12.22	4.75	5.13	17.66	68.42	8.48	1.58	3.86
<b>Gender</b>										
Male	33.98	51.21	9.47	4.00	1.33	19.30	72.21	5.95	1.82	0.73
Female	29.88	40.24	15.14	5.44	9.30	15.94	64.14	11.29	1.33	7.30
<b>Marital Status</b>										
Single	25.31	43.95	16.72	7.91	6.10	10.85	78.53	7.12	2.71	0.79
Married	40.38	48.83	6.42	0.78	3.60	27.23	54.93	10.17	0.16	7.51
Others	41.07	44.64	7.14	0.00	7.14	16.07	62.50	10.71	0.00	10.71
<b>Age Group</b>										
18 - 24 yrs	24.14	41.54	17.41	11.17	5.75	7.72	77.83	9.52	3.78	1.15
25 - 34 yrs	31.33	49.20	12.92	1.24	5.31	21.42	68.50	6.19	0.35	3.54
35 - 49 yrs	42.43	50.33	3.62	0.00	3.62	28.62	56.58	7.24	0.00	7.57
50 and above	50.98	41.18	2.94	0.00	4.90	23.53	47.06	18.63	0.00	10.78
<b>Education</b>										
Primary	46.33	44.63	4.52	0.00	4.52	22.60	60.45	10.73	0.00	6.21
Middle	42.57	42.91	8.78	2.03	3.72	20.27	63.85	9.46	0.34	6.08
High	30.60	38.79	16.91	8.05	5.64	16.38	68.99	8.86	2.95	2.82
Higher	19.06	63.81	9.12	2.49	5.52	15.75	74.86	5.80	0.55	3.04

Appendix Table 8. Work Sectors Pre- and Post-migration(%)

	Before		After	
	Male	Female	Male	Female
<b>Work Sectors</b>				
Agriculture	213 (30.34%)	167 (31.63%)	88 (11.69%)	60 (10.10%)
Wholesale/ Retail and Trade	118 (16.81%)	119 (22.54%)	149 (19.79%)	292 (21.68%)
Construction	108 (15.38%)	17 (3.22%)	148 (19.65%)	18 (3.03%)
Domestic Labour	2 (0.28%)	2 (0.38%)	N/A	N/A
Garment Factory	8 (1.14%)	45 (8.52%)	19 (2.52%)	109 (18.35%)
Manufacturing (except Garment)	22 (3.13%)	10 (1.89%)	33 (4.38%)	27 (4.55%)
Hospitality	62 (8.83%)	36 (6.82%)	93 (12.35%)	81 (13.64%)
Government	57 (8.12%)	66 (12.50%)	65 (8.63%)	70 (11.78%)
Other Services	112 (15.95%)	66 (12.50%)	158 (20.98%)	86 (14.48%)

Appendix Table 9. Job Expectation after Migration (%)

	Worse	Same	Better
<b>Union</b>	13.41	49.68	36.91
<b>Gender</b>			
Male	14.79	47.90	37.31
Female	11.80	51.76	36.44
<b>Marital Status</b>			
Single	10.36	49.21	40.43
Married	19.37	49.00	31.62
Others	14.29	65.71	20.00
<b>Age Group</b>			
18 - 24 yrs	10.55	46.62	42.83
25 - 34 yrs	14.21	49.61	36.18
35 - 49 yrs	15.70	55.23	29.07
50 and above	27.08	60.42	12.50
<b>Education</b>			
Primary	22.43	41.12	36.45
Middle	14.29	46.03	39.68
High	13.04	49.42	37.55
Higher	9.96	56.09	33.95
<b>Work Sectors</b>			
Agriculture	36.47	34.12	29.41
Retail Trading	8.48	44.24	47.27
Construction	15.53	47.83	36.65
Garment	7.69	60.68	31.62
Manufacturing	5.45	43.64	50.91
Hospitality	10.13	51.27	38.61
Government	16.42	55.97	27.61
Others	12.24	51.53	36.22

Appendix Table 10. Negative Aspects of the Job (%)

	Contrary to Expectations	Salary	Working Hours	Work Location	Working Days	Danger-outness	Housing	Tasks	Benefits	Freedom of Movement
<b>Union</b>	28.28	42.76	20.69	19.31	5.52	6.21	12.41	16.55	2.07	9.66
<b>Gender</b>										
Male	26.14	44.32	18.18	18.18	4.55	7.95	17.05	15.91	2.27	9.09
Female	31.58	40.35	24.56	21.05	7.02	3.51	5.26	17.54	1.75	10.53
<b>Marital Status</b>										
Single	31.94	45.83	19.44	18.06	6.94	5.56	8.33	11.11	1.39	8.33
Married	23.53	38.24	20.59	22.06	4.41	7.35	17.65	23.53	2.94	11.76
Others	40.00	60.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Age Group</b>										
18 - 24 yrs	32.00	46.00	18.00	20.00	6.00	6.00	6.00	12.00	4.00	10.00
25 - 34 yrs	29.09	41.82	23.64	18.18	7.27	5.45	14.55	20.00	1.82	5.45
35 - 49 yrs	11.11	44.44	22.22	18.52	3.70	3.70	11.11	22.22	0.00	14.81
50 and above	46.15	30.77	15.38	23.08	0.00	15.38	30.77	7.69	0.00	15.38
<b>Education</b>										
Primary	25.00	45.83	20.83	25.00	4.17	8.33	12.50	4.17	0.00	12.50
Middle	33.33	33.33	33.33	18.52	0.00	7.41	11.11	7.41	3.70	3.70
High	28.36	44.78	17.91	17.91	7.46	2.99	7.46	19.40	2.99	13.43
Higher	25.93	44.44	14.81	18.52	7.41	11.11	25.93	29.63	0.00	3.70
<b>Work Sectors</b>										
Agriculture	41.94	45.16	19.35	32.26	3.23	6.45	19.35	6.45	3.23	25.81
Retail Trading	21.43	50.00	14.29	21.43	7.14	0.00	0.00	7.14	0.00	0.00
Construction	16.00	40.00	40.00	24.00	12.00	8.00	4.00	12.00	4.00	0.00
Garment	66.67	33.33	33.33	11.11	0.00	0.00	0.00	22.22	11.11	11.11
Manufacturing	0.00	66.67	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00
Hospitality	31.25	43.75	25.00	6.25	6.25	0.00	12.50	12.50	0.00	6.25
Government	18.18	40.91	9.09	22.73	4.55	4.55	27.27	27.27	0.00	9.09
Others	25.00	41.67	12.50	8.33	4.17	16.67	12.50	25.00	0.00	8.33

**Appendix Table 11. Working Hours (per day) and Days (per week) of Employed Migrants**

	Hours per day	Days per week
<b>Union</b>	8.6	5.9
<b>Gender</b>		
Male	8.5	5.9
Female	8.7	5.8
<b>Marital Status</b>		
Single	8.7	5.9
Married	8.4	5.8
Others	9.3	5.9
<b>Age Group</b>		
18 - 24 yrs	8.9	6.0
25 - 34 yrs	8.4	5.8
35 - 49 yrs	8.2	5.7
50 and above	8.8	5.3
<b>Education</b>		
Primary	8.7	6.2
Middle	8.9	6.0
High	8.8	5.9
Higher	8.0	5.5
<b>Work Sectors</b>		
Agriculture	8.0	5.5
Retail Trading	8.7	6.1
Construction	8.5	6.1
Garment	8.9	6.0
Manufacturing	8.6	6.1
Hospitality	9.2	6.2
Government	8.1	5.3
Others	8.4	5.8



**Appendix Table 12. Monthly Average Income earned by Migrants (Self-employed/ Employed), Myanmar Kyat**

	Self-employed	Employed
<b>Union</b>	478918	291690
<b>Gender</b>		
Male	547597	307610
Female	387917	271986
<b>Marital Status</b>		
Single	453646	285196
Married	492184	305212
Others	492000	285029
<b>Age Group</b>		
18 - 24 yrs	590000	260961
25 - 34 yrs	505851	328549
35 - 49 yrs	408736	305355
50 and above	380000	249000
<b>Education</b>		
Primary	328625	294860
Middle	412550	281722
High	543361	259879
Higher	516316	357725
<b>Work Sectors</b>		
Agriculture	395762	222494
Retail Trading	559646	277315
Construction	280000	359413
Garment	205833	319402
Manufacturing	450000	268673
Hospitality	498125	294380
Government	725000	247287
Others	450408	303097

**Appendix Table 13. Monthly Income of Internal Migrants and Myanmar Migrants in Thailand**

	Thailand Migrants (Male)	Myanmar Migrants (Male)	Thailand Migrants (Female)	Myanmar Migrants (Female)
<b>Mean</b>	1070472	358217	860962	295056
<b>Median</b>	1040000	300000	910000	250000

Appendix Table 14. Sending Internal Remittances (%)

	Yes	No
<b>Union</b>	68.28	31.72
<b>Gender</b>		
Male	71.53	28.47
Female	65.32	34.68
<b>Marital Status</b>		
Single	71.25	28.75
Married	64.78	35.22
Others	21.43	78.57
<b>Age Group</b>		
18 - 24 yrs	71.16	28.84
25 - 34 yrs	71.90	28.10
35 - 49 yrs	53.62	46.38
50 and above	52.94	47.06
<b>Education</b>		
Primary	70.59	29.41
Middle	72.73	27.27
High	69.77	30.23
Higher	61.90	38.10
<b>Work Sectors</b>		
Agriculture	52.94	47.06
Retail Trading	74.80	25.20
Construction	75.47	24.53
Garment	73.13	26.87
Manufacturing	62.50	37.50
Hospitality	71.26	28.74
Government	61.11	38.89
Others	71.13	28.87

Appendix Table 15. Salary Conditions (%)

	Less	Same	More
<b>Union</b>	6.66	42.65	50.69
<b>Gender</b>			
Male	7.23	41.01	51.76
Female	6.00	44.51	49.48
<b>Marital Status</b>			
Single	5.32	43.45	51.22
Married	8.83	42.17	49.00
Others	11.43	31.43	57.14
<b>Age Group</b>			
18 - 24 yrs	5.49	42.62	51.90
25 - 34 yrs	6.98	45.22	47.80
35 - 49 yrs	8.72	36.63	54.65
50 and above	8.33	43.75	47.92
<b>Education</b>			
Primary	13.08	31.78	55.14
Middle	11.64	45.50	42.86
High	5.06	44.55	50.39
Higher	3.69	41.33	54.98
<b>Work Sectors</b>			
Agriculture	16.47	44.71	38.82
Retail Trading	7.27	40.00	52.73
Construction	7.45	45.34	47.20
Garment	4.27	47.01	48.72
Manufacturing	5.45	36.36	58.18
Hospitality	6.96	41.77	51.27
Government	0.75	38.06	61.19
Others	6.63	43.88	49.49

Appendix Table 16. Benefits received at Workplace (%)

	Paid Leave	Bonus	Food	Living Space	Sick Leave	Day Off	Maternity/ Paternity Leave	Overtime Payment	Compensation	Insurance	None
<b>Union</b>	52.17	43.66	40.89	53.75	52.73	63.09	37.19	40.52	21.46	0.09	8.33
<b>Gender</b>											
Male	49.75	42.52	47.23	58.32	51.43	56.64	31.09	38.15	21.18	0.00	8.57
Female	54.87	44.93	33.13	48.03	54.04	70.81	44.51	43.27	21.74	0.21	8.07
<b>Marital Status</b>											
Single	57.70	52.23	45.18	57.12	56.98	70.50	38.56	47.77	24.17	0.00	3.02
Married	43.02	28.77	33.05	48.72	46.44	50.14	35.61	28.77	17.38	0.28	17.38
Others	34.29	22.86	34.29	37.14	31.43	45.71	25.71	14.29	8.57	0.00	22.86
<b>Age Group</b>											
18 - 24 yrs	56.54	56.96	48.31	55.06	54.85	64.77	35.23	50.63	23.84	0.00	3.38
25 - 34 yrs	52.20	42.89	37.98	52.20	55.56	65.63	39.02	40.05	24.29	0.00	8.53
35 - 49 yrs	41.86	18.60	31.98	51.74	42.44	53.49	36.63	20.93	12.21	0.58	19.19
50 and above	45.83	8.33	22.92	60.42	45.83	60.42	43.75	14.58	8.33	0.00	16.67
<b>Education</b>											
Primary	23.36	33.64	39.25	47.66	32.71	30.84	20.56	25.23	13.08	0.00	23.36
Middle	38.62	37.04	39.15	46.56	39.68	45.50	23.28	44.44	19.05	0.00	16.93
High	51.17	51.95	50.19	54.09	51.56	65.76	32.88	46.69	23.35	0.19	5.64
Higher	74.91	36.53	25.09	60.52	71.96	83.03	61.62	32.10	22.88	0.00	1.48
<b>Work Sectors</b>											
Agriculture	22.35	17.65	25.88	44.71	25.88	28.24	17.65	9.41	12.94	0.00	43.53
Retail Trading	53.33	63.64	51.52	55.76	52.12	70.91	29.70	48.48	23.64	0.00	2.42
Construction	29.81	35.40	46.58	52.80	29.81	39.13	16.15	42.86	13.66	0.00	13.66
Garment	64.96	70.94	26.50	26.50	65.81	90.60	56.41	84.62	47.01	0.00	1.71
Manufacturing	58.18	54.55	36.36	40.00	52.73	80.00	36.36	60.00	29.09	0.00	3.64
Hospitality	50.00	47.47	53.80	62.66	54.43	55.70	30.38	37.34	13.92	0.00	2.53
Government	85.07	16.42	26.87	78.36	81.34	84.33	77.61	20.90	19.40	0.75	0.75
Others	53.06	41.84	41.84	52.04	55.61	63.27	37.24	31.12	20.41	0.00	8.16

Appendix Table 17. Challenges faced at Workplace (%)

	Wages Withheld	Low Wages	Unfair Wages	Forced Labour	Abuse	Discrimination	None
<b>Union</b>	5.18	5.64	2.50	3.61	3.05	2.31	74.84
<b>Gender</b>							
Male	6.89	7.23	2.86	4.20	4.37	1.68	72.94
Female	3.11	3.73	2.07	2.90	1.45	3.11	77.23
<b>Marital Status</b>							
Single	5.76	6.19	2.73	3.45	2.59	2.16	73.67
Married	3.99	4.84	1.71	3.70	3.99	2.56	77.21
Others	5.71	2.86	5.71	5.71	2.86	2.86	74.29
<b>Age Group</b>							
18 - 24 yrs	6.33	7.59	3.16	4.43	3.38	2.53	70.25
25 - 34 yrs	4.65	4.65	2.84	2.84	3.36	2.33	75.45
35 - 49 yrs	4.07	2.91	0.58	2.33	1.74	2.33	84.30
50 and above	2.08	4.17	0.00	6.25	2.08	0.00	81.25
<b>Education</b>							
Primary	5.61	3.74	2.80	2.80	3.74	3.74	72.90
Middle	5.82	6.35	1.59	1.59	5.82	1.59	74.07
High	6.81	6.81	3.31	3.31	2.53	2.33	71.98
Higher	1.48	3.69	1.48	1.48	1.85	2.21	81.55
<b>Work Sectors</b>							
Agriculture	4.71	5.88	2.35	2.35	3.53	4.71	83.53
Retail Trading	6.67	3.03	1.82	2.42	1.21	2.42	75.76
Construction	10.56	6.21	4.35	6.21	6.21	2.48	76.40
Garment	4.27	4.27	2.56	4.27	1.71	3.42	68.38
Manufacturing	1.82	3.64	3.64	3.64	0.00	0.00	67.27
Hospitality	3.80	6.96	2.53	1.90	4.43	1.90	72.15
Government	2.99	4.48	2.24	3.73	4.48	3.73	76.87
Others	4.08	7.65	1.53	3.57	1.53	0.51	75.51

**Appendix Table 18. Seeking Help to solve Workplace Issues (%)**

	Yes	No
<b>Union</b>	7.72	92.28
<b>Gender</b>		
Male	9.32	90.68
Female	5.45	94.55
<b>Marital Status</b>		
Single	6.56	93.44
Married	10.00	90.00
Others	11.11	88.89
<b>Age Group</b>		
18 - 24 yrs	7.09	92.91
25 - 34 yrs	8.42	91.58
35 - 49 yrs	11.11	88.89
50 and above	0.00	100.00
<b>Education</b>		
Primary	3.45	96.55
Middle	6.12	93.88
High	9.03	90.97
Higher	8.00	92.00
<b>Work Sectors</b>		
Agriculture	14.29	85.71
Retail Trading	2.50	97.50
Construction	13.16	86.84
Garment	2.70	97.30
Manufacturing	0.00	100.00
Hospitality	2.27	97.73
Government	19.35	80.65
Others	10.42	89.58

Appendix Table 19. Forms of Gender Discrimination observed at Workplace (%)

	Men paid more	Women work longer	Discriminated hiring	Access to training	Maternity leave	Separate toilet	Offensive comments	Harassment	Childcare facilities	None
<b>Union</b>	5.64	1.76	4.81	2.41	3.33	4.07	0.56	0.37	1.94	83.90
<b>Gender</b>										
Male	5.55	1.34	5.55	2.52	2.69	4.03	0.50	0.50	2.18	84.20
Female	5.80	2.28	3.93	2.28	4.14	4.14	0.62	0.21	1.66	83.44
<b>Marital Status</b>										
Single	4.03	1.73	4.89	2.59	3.17	3.74	0.43	0.14	1.58	85.76
Married	7.98	1.99	4.27	2.28	3.42	5.13	0.57	0.85	1.99	80.91
Others	14.29	0.00	8.57	0.00	5.71	0.00	2.86	0.00	8.57	77.14
<b>Age Group</b>										
18 - 24 yrs	5.27	1.69	6.33	3.16	3.59	3.38	1.05	0.63	2.11	83.97
25 - 34 yrs	5.43	1.81	3.88	1.81	3.36	5.68	0.26	0.26	1.29	83.98
35 - 49 yrs	7.56	1.16	2.33	2.33	3.49	3.49	0.00	0.00	2.91	82.56
50 and above	4.17	4.17	6.25	0.00	0.00	0.00	0.00	0.00	2.08	87.50
<b>Education</b>										
Primary	11.21	3.74	3.74	0.93	5.61	1.87	0.00	0.00	5.61	76.64
Middle	10.58	1.06	4.76	4.76	3.17	5.29	0.53	1.06	2.12	78.84
High	4.47	1.95	5.64	2.53	3.89	3.70	0.97	0.39	1.75	85.41
Higher	2.21	1.11	3.69	1.11	1.48	4.80	0.00	0.00	0.74	87.45
<b>Work Sectors</b>										
Agriculture	10.59	2.35	2.35	0.00	1.18	1.18	1.18	0.00	1.18	85.88
Retail Trading	3.03	1.21	4.24	1.82	2.42	7.27	0.00	0.00	2.42	84.24
Construction	13.66	1.24	4.97	3.11	6.21	5.59	1.24	1.24	3.73	76.40
Garment	5.98	1.71	6.84	2.56	5.13	0.85	0.85	0.00	0.85	86.32
Manufacturing	3.64	3.64	7.27	5.45	10.91	0.00	1.82	0.00	5.45	72.73
Hospitality	4.43	1.90	4.43	3.80	3.16	6.33	0.63	0.63	0.63	82.91
Government	1.49	1.49	4.48	1.49	0.00	0.75	0.00	0.00	0.75	92.54
Others	3.57	2.04	5.10	2.04	2.04	5.10	0.00	0.51	1.53	85.20

Appendix Table 20. Sexual Harassment Policy in Workplace (%)

	Yes (Well)	Yes (Not Detail)	No	Don't Know
<b>Union</b>	10.36	12.30	70.40	6.94
<b>Gender</b>				
Male	11.60	10.59	71.43	6.39
Female	8.90	14.08	69.36	7.66
<b>Marital Status</b>				
Single	11.80	14.10	67.77	6.33
Married	7.98	8.83	74.64	8.55
Others	5.71	11.43	80.00	2.86
<b>Age Group</b>				
18 - 24 yrs	10.97	14.56	67.72	6.75
25 - 34 yrs	10.59	11.63	71.32	6.46
35 - 49 yrs	9.88	9.88	70.35	9.88
50 and above	4.17	4.17	89.58	2.08
<b>Education</b>				
Primary	2.80	5.61	86.92	4.67
Middle	7.41	6.35	76.72	9.52
High	10.70	15.37	67.51	6.42
Higher	14.76	13.28	64.94	7.01
<b>Work Sectors</b>				
Agriculture	4.71	5.88	76.47	12.94
Retail Trading	7.88	13.94	71.52	6.67
Construction	7.45	6.83	80.12	5.59
Garment	11.11	21.37	56.41	11.11
Manufacturing	9.09	9.09	74.55	7.27
Hospitality	14.56	8.86	71.52	5.06
Government	14.93	15.67	64.18	5.22
Others	11.22	14.80	68.37	5.61



Appendix Table 21. Awareness of Support Services (%)

	Trade Unions	Labour Organizations	Safety Mechanisms	Complaint Mechanisms	Healthcare	Nothing
<b>Union</b>	15.17	21.28	46.07	40.06	0.56	1.11
<b>Gender</b>						
Male	13.45	18.49	44.20	39.66	0.50	0.84
Female	17.18	24.64	48.03	40.17	0.62	1.45
<b>Marital Status</b>						
Single	17.27	23.88	50.22	44.89	0.43	0.72
Married	11.97	16.81	39.03	31.34	0.85	1.71
Others	5.71	14.29	34.29	31.43	0.00	2.86
<b>Age Group</b>						
18 - 24 yrs	17.93	24.68	47.89	44.09	0.21	1.27
25 - 34 yrs	16.02	21.45	46.77	37.21	0.52	1.03
35 - 49 yrs	9.30	16.86	40.70	38.95	1.16	1.16
50 and above	2.08	2.08	41.67	27.08	2.08	0.00
<b>Education</b>						
Primary	13.08	15.89	27.10	19.63	0.93	2.80
Middle	11.64	20.11	42.86	30.16	0.53	2.12
High	16.73	23.54	46.69	42.22	0.19	0.78
Higher	15.50	19.93	54.61	50.92	1.11	0.37
<b>Work Sectors</b>						
Agriculture	4.71	9.41	20.00	20.00	0.00	3.53
Retail Trading	11.52	16.97	40.61	39.39	0.00	2.42
Construction	11.80	18.01	46.58	29.81	0.62	2.48
Garment	35.04	52.14	57.26	42.74	0.00	0.00
Manufacturing	18.18	29.09	58.18	43.64	1.82	0.00
Hospitality	15.19	18.99	48.10	46.84	0.00	0.00
Government	13.43	17.16	55.22	52.24	2.24	0.75
Others	14.80	17.35	44.90	42.86	0.51	0.00

Appendix Table 22. Usage of Support Services (%)

	Trade Unions	Labour Organizations	Safety Mechanisms	Complaint Mechanisms	Others	No Use
<b>Union</b>	1.02	1.85	8.70	5.83	0.00	48.38
<b>Gender</b>						
Male	0.84	2.02	10.08	6.72	0.00	45.21
Female	1.24	1.66	7.04	4.76	0.00	51.97
<b>Marital Status</b>						
Single	1.29	2.30	8.20	7.19	0.00	52.09
Married	0.28	1.14	10.26	3.42	0.00	41.60
Others	2.86	0.00	2.86	2.86	0.00	42.86
<b>Age Group</b>						
18 - 24 yrs	0.63	2.11	6.33	6.96	0.00	51.69
25 - 34 yrs	1.55	2.33	10.85	6.98	0.00	46.77
35 - 49 yrs	0.58	0.58	9.88	1.74	0.00	45.35
50 and above	2.08	0.00	10.42	0.00	0.00	39.58
<b>Education</b>						
Primary	0.00	0.93	5.61	1.87	0.00	35.51
Middle	1.06	1.06	9.52	3.70	0.00	44.44
High	1.36	3.11	7.59	7.59	0.00	46.50
Higher	0.74	0.37	11.44	5.54	0.00	59.78
<b>Work Sectors</b>						
Agriculture	1.18	0.00	4.71	3.53	0.00	30.59
Retail Trading	1.82	1.21	4.24	8.48	0.00	49.70
Construction	0.00	1.24	14.91	6.83	0.00	40.37
Garment	3.42	5.98	5.13	3.42	0.00	58.12
Manufacturing	0.00	3.64	10.91	1.82	0.00	56.36
Hospitality	0.63	1.90	13.29	8.86	0.00	46.20
Government	0.75	0.75	11.94	3.73	0.00	58.96
Others	0.51	1.53	5.10	5.61	0.00	48.98

Appendix Table 23. Types of Healthcare Services used by Migrants (%)

	Public	Private	Community	Mobile	Traditional	None
<b>Union</b>	22.57	43.20	8.70	1.48	1.67	36.54
<b>Gender</b>						
Male	23.87	45.04	9.92	1.68	1.85	32.77
Female	20.91	40.79	7.25	1.24	1.45	41.41
<b>Marital Status</b>						
Single	19.71	43.17	6.19	0.86	1.58	39.57
Married	27.35	43.30	12.82	2.56	1.99	31.91
Others	31.43	42.86	17.14	2.86	0.00	22.86
<b>Age Group</b>						
18 - 24 yrs	22.57	41.77	7.59	0.42	1.48	37.76
25 - 34 yrs	19.38	47.29	8.27	2.07	1.03	36.18
35 - 49 yrs	26.74	37.21	11.63	2.33	2.91	36.63
50 and above	33.33	45.83	12.50	4.17	4.17	27.08
<b>Education</b>						
Primary	28.97	38.32	13.08	2.80	1.87	35.51
Middle	24.34	39.68	12.17	2.12	1.59	36.51
High	21.01	44.75	6.61	0.78	1.36	36.77
Higher	21.77	44.65	8.49	1.85	2.21	36.53
<b>Work Sectors</b>						
Agriculture	31.76	42.35	18.82	1.18	2.35	20.00
Retail Trading	14.55	40.00	6.06	0.61	1.21	45.45
Construction	22.36	44.72	11.80	1.86	1.24	33.54
Garment	27.35	41.03	3.42	0.85	0.85	39.32
Manufacturing	23.64	43.64	9.09	0.00	0.00	36.36
Hospitality	22.78	47.47	5.70	2.53	1.27	38.61
Government	32.84	38.81	9.70	1.49	5.97	32.84
Others	15.31	46.94	9.18	2.04	0.51	36.73

Appendix Table 24. Challenges experienced in accessing Healthcare Services (%)

	Cost	Distance	Availability	Quality	Poor Service	None	Nothing to Use
<b>Union</b>	20.07	14.89	11.38	6.75	0.19	65.86	0.65
<b>Gender</b>							
Male	21.01	17.31	12.61	7.39	0.17	63.53	0.84
Female	19.05	12.01	9.94	6.00	0.00	68.74	0.41
<b>Marital Status</b>							
Single	16.26	12.09	10.79	5.90	0.29	70.36	0.58
Married	26.78	20.80	11.97	7.98	0.00	57.83	0.57
Others	28.57	11.43	17.14	11.43	0.00	57.14	2.86
<b>Age Group</b>							
18 - 24 yrs	16.24	13.50	10.97	5.49	0.21	68.57	0.84
25 - 34 yrs	22.48	14.99	11.11	9.04	0.26	64.86	0.52
35 - 49 yrs	20.93	18.02	12.79	4.07	0.00	65.12	0.58
50 and above	35.42	16.67	12.50	10.42	0.00	50.00	0.00
<b>Education</b>							
Primary	28.97	20.56	17.76	7.48	0.00	53.27	0.93
Middle	19.05	14.29	7.41	5.29	0.00	65.08	1.06
High	18.68	14.79	12.26	6.81	0.00	68.29	0.78
Higher	19.93	13.28	9.96	7.38	0.74	66.79	0.00
<b>Work Sectors</b>							
Agriculture	25.88	30.59	17.65	9.41	0.00	51.76	0.00
Retail Trading	14.55	8.48	9.70	7.27	0.00	73.33	0.61
Construction	25.47	17.39	14.29	5.59	0.00	60.25	0.62
Garment	19.66	8.55	5.98	5.98	0.00	75.21	0.00
Manufacturing	20.00	12.73	7.27	5.45	0.00	72.73	1.82
Hospitality	19.62	10.76	8.86	6.96	0.00	66.46	0.63
Government	20.15	20.15	14.93	8.21	0.75	58.96	0.75
Others	18.37	15.31	11.73	6.12	0.51	67.35	0.51

Appendix Table 25. Financing for Healthcare Services of Migrants (%)

	Insurance	Employer	Relative	Yourself	Parents/ Children	Not Using	Others
<b>Union</b>	1.30	20.35	0.93	71.32	5.09	0.74	0.28
<b>Gender</b>							
Male	2.02	24.37	0.67	67.39	4.71	0.67	0.17
Female	0.41	15.53	1.24	76.19	5.38	0.83	0.41
<b>Marital Status</b>							
Single	1.15	22.45	1.01	66.91	7.19	1.01	0.29
Married	1.71	15.95	0.85	79.49	1.42	0.28	0.28
Others	0.00	22.86	0.00	77.14	0.00	0.00	0.00
<b>Age Group</b>							
18 - 24 yrs	1.27	21.73	1.27	65.61	8.23	1.27	0.63
25 - 34 yrs	1.03	22.48	0.52	72.87	2.84	0.26	0.00
35 - 49 yrs	1.74	15.12	1.16	79.07	2.33	0.58	0.00
50 and above	2.08	8.33	0.00	87.50	2.08	0.00	0.00
<b>Education</b>							
Primary	0.00	21.50	1.87	71.03	3.74	1.87	0.00
Middle	1.59	22.22	1.06	70.90	3.70	0.53	0.00
High	1.36	21.21	0.97	68.29	6.61	0.97	0.58
Higher	1.48	16.97	0.37	77.49	3.69	0.00	0.00
<b>Work Sectors</b>							
Agriculture	2.35	10.59	2.35	77.65	5.88	1.18	0.00
Wholesale	0.00	21.21	2.42	67.88	6.06	1.21	1.21
Construction	0.62	27.95	0.00	65.22	6.21	0.00	0.00
Garment factory	1.71	6.84	1.71	82.91	6.84	0.00	0.00
Manufacturing	0.00	21.82	0.00	72.73	5.45	0.00	0.00
Hospitality	1.27	23.42	1.27	66.46	6.33	0.63	0.63
Government	4.48	12.69	0.00	79.10	2.24	1.49	0.00
Other services	0.51	27.04	0.00	68.37	3.06	1.02	0.00

Appendix Table 26. Mental Stresses faced by Migrants (%)

	Low Mood	Interest	Anxiety	Sleeping	Mood	Concentration	Change Weight	Self-harm	Sadness	None
<b>Union</b>	38.76	25.25	31.17	36.36	26.55	21.55	27.38	6.29	13.97	34.60
<b>Gender</b>										
Male	36.81	25.04	28.40	36.81	22.69	19.66	28.57	7.39	12.61	35.29
Female	40.99	25.26	34.58	35.61	31.26	23.81	25.88	4.97	15.73	33.75
<b>Marital Status</b>										
Single	38.71	25.61	30.22	35.97	27.34	22.30	27.05	5.32	12.09	34.10
Married	37.04	23.65	31.91	34.76	22.51	18.80	26.50	7.98	15.67	36.18
Others	57.14	34.29	42.86	60.00	51.43	34.29	42.86	8.57	34.29	28.57
<b>Age Group</b>										
18 - 24 yrs	43.04	27.00	31.86	36.92	29.75	24.68	29.96	6.12	14.77	31.86
25 - 34 yrs	37.47	24.55	32.04	36.69	26.87	20.41	25.58	7.75	13.95	35.40
35 - 49 yrs	31.40	22.09	22.67	31.40	15.12	16.28	25.00	4.65	10.47	40.12
50 and above	33.33	25.00	47.92	45.83	33.33	18.75	25.00	2.08	18.75	35.42
<b>Education</b>										
Primary	44.86	32.71	41.12	46.73	35.51	24.30	35.51	10.28	30.84	26.17
Middle	43.92	25.93	32.80	43.92	24.34	23.28	24.87	5.82	17.99	34.39
High	41.05	24.71	30.16	35.60	28.21	21.98	30.35	7.20	12.84	32.68
Higher	28.41	22.88	28.04	28.41	21.40	18.45	20.30	3.32	6.64	41.70
<b>Work Sectors</b>										
Agriculture	52.94	41.18	47.06	52.94	42.35	30.59	35.29	7.06	25.88	25.88
Retail Trading	40.61	28.48	32.12	36.36	29.70	21.21	29.09	3.64	12.12	28.48
Construction	42.24	20.50	31.68	37.89	22.98	18.63	32.92	9.32	16.77	33.54
Garment	36.75	23.93	24.79	31.62	23.93	23.93	25.64	2.56	17.95	39.32
Manufacturing	36.36	16.36	25.45	40.00	27.27	18.18	25.45	5.45	14.55	36.36
Hospitality	39.24	31.01	31.01	41.77	27.85	23.42	24.68	10.13	12.66	32.28
Government	28.36	24.63	32.84	26.87	23.13	17.91	20.15	7.46	9.70	40.30
Other services	35.71	19.39	28.06	32.65	23.47	21.94	28.06	4.59	9.18	38.78

Appendix Table 27. Positive Aspects of Current Job (%)

	Enjoy	Job Security	Supportive Friend	Access to Health	Financial Security	Fair Treatment	None
<b>Union</b>	77.43	75.95	82.79	75.95	66.70	82.79	3.24
<b>Gender</b>							
Male	77.82	72.94	81.01	73.28	64.03	84.03	3.19
Female	76.81	79.50	84.89	79.30	69.77	81.16	3.31
<b>Marital Status</b>							
Single	83.02	80.14	87.48	79.28	71.94	84.75	1.87
Married	69.23	69.23	74.07	70.09	58.12	79.77	5.13
Others	48.57	60.00	77.14	68.57	48.57	74.29	11.43
<b>Age Group</b>							
18 - 24 yrs	81.65	77.64	86.71	77.85	67.51	82.91	2.53
25 - 34 yrs	79.84	79.07	82.43	76.23	68.48	82.43	2.33
35 - 49 yrs	66.86	65.12	75.00	70.93	62.79	84.30	5.81
50 and above	54.17	72.92	75.00	72.92	58.33	79.17	8.33
<b>Education</b>							
Primary	62.62	57.94	58.88	61.68	51.40	71.03	9.35
Middle	71.96	67.20	79.89	65.61	56.08	79.37	3.70
High	80.74	77.63	85.60	78.21	69.84	83.66	2.92
Higher	80.81	85.98	88.93	84.50	74.17	88.19	1.11
<b>Work Sectors</b>							
Agriculture	61.18	49.41	67.06	58.82	43.53	74.12	4.71
Wholesale	81.82	78.18	89.09	80.00	67.88	84.24	3.64
Construction	75.16	65.84	73.29	66.46	59.01	83.23	3.11
Garment factory	79.49	83.76	82.91	76.07	66.67	76.92	2.56
Manufacturing	90.91	87.27	83.64	80.00	70.91	81.82	3.64
Hospitality	74.05	74.05	85.44	75.32	68.35	86.71	1.27
Government	74.63	91.79	85.82	84.33	74.63	81.34	3.73
Other services	83.16	76.02	87.76	80.61	73.98	86.22	3.57

**Appendix Table 28. Cross-tabulation summary of the mental stress symptoms and the set of independent variables for the sample of internal migrants**

	Mental stress symptoms <sup>42</sup> (%)				chi2 test p-value
	none	1to 3	4 to 6	7 to 9	
<b>Age</b>					
18 to 20	27.2	40.4	24.4	8.0	0.455
21 to 30	31.6	36.6	22.0	9.9	
31 to 40	34.6	39.2	16.4	9.9	
41 to 50	35.3	34.5	22.3	7.9	
51 to 60	28.8	32.9	20.5	17.8	
61 to 70	22.2	55.6	22.2	0.0	
71 to 80	33.3	33.3	33.3	0.0	
<b>Gender</b>					
Female	30.5	33.9	23.9	11.7	0.001
Male	32.8	40.7	18.4	8.0	
<b>Residence</b>					
Urban	32.4	38.1	20.8	8.8	0.156
Rural	30.2	35.6	22.0	12.2	
<b>Education status</b>					
None	18.5	37.0	22.2	22.2	0.005
Below primary	25.3	36.0	26.7	12.0	
Primary	30.4	34.1	22.6	12.8	
Middle	31.0	38.1	21.3	9.7	
High	30.4	56.5	8.7	4.3	
Tertiary	38.6	38.1	17.7	5.6	
<b>Marital status</b>					
Single	33.1	36.6	22.6	7.8	<0.000
Married	30.7	39.6	18.5	11.3	
Other migrants	23.2	25.0	28.6	23.2	
<b>Employment status</b>					
Employed	33.1	38.5	20.0	8.4	<0.000
Unemployed	23.5	30.3	28.1	18.1	
<b>Type of migrants, by location</b>					
From the same township	24.6	42.7	19.0	13.7	0.010
From the same state	29.1	35.6	25.2	10.2	
From another state	34.9	37.1	19.5	8.5	
From abroad	42.9	42.9	0.0	14.3	
<b>By reason for migration</b>					
Migrated due to war and conflict	15.5	29.8	31.0	23.7	<0.000
Other migrants	34.7	38.8	19.3	7.2	

<sup>42</sup> (1) Persistent sadness or low mood; (2) Loss of interest in activities; (3) Increased anxiety; (4) Trouble sleeping; (5) Mood swings; (6) Difficulty concentrating; (7) Changes in appetite or weight; (8) Thoughts of self-harm; (9) Persistent sadness





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