

ANNUAL REPORT

20 25



A YEAR IN REVIEW

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1

MIGRATION CONTEXT IN 2025

Throughout 2025, Thailand continued to pursue its development objectives by promoting safe, orderly and regular migration, acknowledging the importance of migrants in sustaining economic growth, addressing labour market needs and advancing inclusive and sustainable development.

SOCIO-ECONOMIC OUTLOOK

Thailand is navigating a period of slow population growth and rapid ageing, alongside a shrinking workforce and persistently low fertility rates that are reshaping its long term development needs. At the same time, the economy continues to face modest growth and high household debt, underscoring structural challenges that require sustained adaptation. According to the National Economic and Sustainable Development Council (NESDC), the economy grew by around 2.4 per cent in 2025¹, falling behind its ASEAN peers² and remaining below the regional average growth rate of 4.5 per cent.

Despite modest economic growth, Thailand's labour market demonstrated relative resilience. Even during periods of economic contraction, unemployment remained low at 0.71 per cent³. However, population ageing continues to have profound implications for the workforce.

As of the end of 2023, Thailand's working age population stood at approximately 40.7 million. NESDC projections indicate that labour demand is expected to rise to 44.7 million workers by 2037, while the working age population is projected to decline steadily by an average of 3 million people per decade⁴. This widening gap between labour supply and demand underscores growing structural pressures within the labour market.

Amid these challenges, the presence and contributions of migrants have become increasingly critical to Thailand's sustainable development. As of 2025, Thailand hosts an estimated 6 million non-Thai nationals, with migrants accounting for up to 10 per cent of the overall workforce. Migrant workers play a particularly vital role in sectors facing persistent labour shortages, including construction, agriculture, fisheries and

seafood processing and manufacturing. These sectors are key pillars of the Thai economy and are deeply integrated into regional and global supply chains. Notably, manufacturing employs the largest share of migrant workers in Thailand, reflecting the sector's reliance on migrant labour to sustain labor-intensive production processes within the country's export oriented economy⁵.

KEY POLICY ADVANCEMENTS SHAPING MIGRATION GOVERNANCE IN THAILAND

Amidst these challenges, Thailand has made considerable efforts to improve migration governance and harness the potential of migration to accelerate sustainable development. Several landmark policy decisions in 2025 have set the foundations that enable non-Thai nationals to better integrate and contribute to inclusive growth.

In-country registration

In-country registration has continued to play a critical role in helping Thailand manage its existing migrant workforce amid persistent labour demand. In response to labour shortages and cross-border disruptions in key countries of origin, the government policy in 2025 reaffirmed in-country registration as a key instrument, implemented on an ad-hoc basis, to both supplement bilateral recruitment mechanisms which became increasingly unrealistic option in 2025 and instead regularise migrant workers already residing in Thailand.

Through this process, migrant workers already present in the country were able to regularise their legal status, participate formally in the workforce and gain improved access to basic services and protection, while reducing vulnerabilities associated with irregular status and exploitation.

In 2025, more than 2.9 million migrants were regularized through in-country registration, accounting for 82 per cent of all registered migrants (3,634,276). This made in-country registration the primary legal pathway for migrant workers to remain and work in Thailand, far exceeding the Memorandum

1 ["Thailand exceeds targets with 2.4% GDP growth following Q4 surge in 2025"](#), The Government Public Relations Department (17 February 2026).

2 Duc Nguyen, ["Vietnam set to eclipse Thailand economy: Indonesia in sight"](#), *Broadsheet Asia* (19 November 2025).

3 NESDC, ["Thai economic performance in Q4 of 2025 and the outlook for 2026"](#), press release (16 February 2026).

4 ["NESDC flags challenges for manufacturing as Thai labour force shrinks by 3 million"](#), *The Nation* (24 March 2024).

5 [IOM Thailand Labour Migration Profile](#)

of Understanding (MOU) pathway, through which only 640,560 migrant workers were registered⁶.

Skilled migration pathways

Thailand has also enhanced skilled migration pathways by diversifying its visa portfolio, including the Long Term Resident (LTR) Visa, SMART Visa, Destination Thailand Visa (DTV), Elite Visa and Education (ED) Visa. These measures have expanded access for highly skilled professionals, investors, executives and their families and are designed to strengthen Thailand's competitiveness as a regional hub for investment and high potential talent.

Calls for improved migration governance

During the UN General Assembly in September 2025, Thailand's Foreign Minister highlighted that migration is one of the key transnational challenges Thailand faces. This was one of the few instances in which the Royal Thai Government publicly acknowledged its significance. Throughout 2024 and 2025, several parliament committees produced reports to examine challenges and measures of Myanmar nationals entering Thailand due to armed conflicts and instability in Myanmar as well as problems and sustainable solutions concerning irregular migration.

This broad-based recognition of the need for a more coherent and strategic approach to managing inflows led to the Cabinet Resolution on 10 November 2025, mandating the Office of the National Security Council to establish a working group to explore possible national policy directions on migration governance.

Long-term right to work

In August 2025, the Royal Thai Government adopted a landmark resolution granting approximately 81,000 long staying refugees from Myanmar residing in temporary shelters the right to work legally outside the camps⁷. This measure represents a significant step toward advancing rights-based and durable solutions for displaced populations.

The decision came at a critical juncture, as forcibly displaced people increasingly face heightened risks amid severe reductions in global humanitarian funding, while key sectors of the Thai labour market are experiencing growing labour shortages driven by population ageing. By expanding access to legal employment, the policy responds to both protection needs and labour market realities, supporting more inclusive and sustainable approaches to displacement management.

The wider UN system similarly recognized the policy as being aligned with Thailand's commitments on statelessness, child rights and broader protection frameworks, highlighting its potential to serve as a constructive model for the region.

NATURAL HAZARDS

Thailand experienced several significant natural hazard events in 2025. On 28 March, a 7.7 magnitude earthquake originating in Myanmar's Sagaing Region was felt across much of the country, including Bangkok. The tremors led to the collapse of a building under construction in the capital, resulting in confirmed fatalities among construction workers, including migrant workers. Later in the year, Cyclone Senyar struck in November, affecting more than 4 million people and temporarily displacing over 200,000 families in the southern provinces⁸.

REGIONAL TRENDS

Deepening crisis in Myanmar

Since the military takeover in February 2021, Myanmar has experienced a deepening, multidimensional humanitarian crisis, with conflict now affecting more than 97 per cent of townships and displacing nearly 3.6 million people internally. By 2025, an estimated 19.9 million people, approximately one third of the population, required humanitarian assistance, while close to 16.7 million faced acute food insecurity amid sharply rising food prices and a significant decline in agricultural output. The situation is particularly severe for Rohingya communities in Rakhine State, who continue to face violence, movement restrictions, forced labour and conscription and limited access to food and essential services. Renewed fighting since late 2024 has further exacerbated conditions in Rakhine State, where poverty levels remain among the highest in the country and a majority of families are unable to meet basic food needs.

The humanitarian emergency was further compounded by a 7.7 magnitude earthquake that struck central Myanmar on 28 March 2025, affecting more than 6.3 million people and leaving around 2 million in urgent need of assistance as of September 2025. Conflict-related access constraints continue to hamper the humanitarian response, while the destruction of rural livelihoods and widespread job losses have intensified existing vulnerabilities.

In response to the escalating situation in Myanmar, Thailand has continued to experience cross-border inflows of Myanmar nationals. IOM flow monitoring indicates sustained arrivals through northern and western corridors, particularly in Chiang Rai, Tak, Kanchanaburi and Ranong provinces. These

⁶ Department of Employment, [Statistics on Migrant Worker \(November 2025\)](#)

⁷ UNHCR, ["UNHCR welcomes Royal Thai Government resolution providing long-term refugees the right to work"](#), press release (26 August 2025)

⁸ ReliefWeb, [Thailand: Floods – Nov 2025](#)

movements are driven by economic hardship, conflict, disaster-related livelihood loss and protection needs, placing increasing pressure on border provinces and essential services in Thailand.

Trafficking for forced criminality

In 2025, trafficking for forced criminality in the ASEAN has reached what UN experts describe as a humanitarian and human rights crisis⁹, with hundreds of thousands trapped in scam compounds primarily in Myanmar, Cambodia, Lao People's Democratic Republic and the Philippines. Victims are subjected to coercion, violence and severe restrictions on their freedom while being forced to engage in cyber-enabled crimes against their will. Thailand has been significantly impacted both as a transit and origin country, with more than 17,000 presumed victims of trafficking from over 42 countries fleeing scam centers in Myanmar in 2025.

The Royal Thai Government, through its continued implementation of the National Referral Mechanism to Protect and Assist Survivors of Trafficking in Thailand (NRM), strengthened inter-agency coordination to screen, identify and protect victims of trafficking. Individuals entering Thailand from affected border areas were systematically screened by multidisciplinary teams to determine their status and protection needs, while upholding the non-punishment principle. While awaiting formal identification, individuals were accommodated in designated facilities and those confirmed as victims were provided access to specialized protection and assistance services, including support for safe and dignified return to their countries of origin through government-to-government coordination. These measures reflect Thailand's continued commitment to addressing trafficking in persons in line with national legislation and international standards.

Thailand has played a visible convening role to advance international cooperation against this evolving form of transnational organized crime. In December 2025, Thailand co-hosted the International Conference on the Global Partnership Against Online Scams, which brought together participants from 67 countries, international organizations, the private sector, civil society and academia to address the global threat of online scams and trafficking for forced criminality. The conference led to adoption of the Bangkok Joint Statement on 18 December 2025, reaffirming shared commitments to victim-centred responses, enhanced cross-border cooperation and stronger engagement with technology and private sector actors to disrupt online recruitment, fraud and exploitation.

However, significant challenges persist. The scale and speed at which trafficking in forced criminality has expanded continues to strain national systems for victim identification, shelter capacity and service provision. In this context, Thailand

maintained its Tier 2 status in the 2025 U.S. Trafficking in Persons Report, underscoring the importance of consistent application of the NRM, trauma-informed screening and close coordination among law enforcement, social service providers and diplomatic missions.

Thailand-Cambodia border

In 2025, tensions along the Thailand-Cambodia border intensified and resulted in military confrontations, leading to temporary displacement of civilian populations due to heightened insecurity and disruptions to daily life. Many households sought safety in temporary shelters or with host communities.

The closure of border crossings disrupted cross-border economic activities, particularly in areas dependent on the daily movement of goods, workers and traders. Local trade, transport and service sectors were affected, with small businesses, informal traders and agricultural producers experiencing income losses due to restricted market access, supply chain delays and reduced mobility, placing strain on local economies.

The situation also prompted the return of Cambodian migrant workers from Thailand. These largely crisis driven returns added pressure to key sectors in Thailand that relied on Cambodian labour. Overall, the developments highlighted the close interdependence between security dynamics, labour mobility and border-based economies.

LOOKING AHEAD

Thailand's development trajectory will increasingly depend on its ability to harness the full potential of migration as a strategic response to demographic, economic and regional challenges. As a Champion Country of the Global Compact for Safe, Orderly and Regular Migration (GCM), Thailand continues efforts to align migration governance with national priorities. Recent initiatives, including migrant worker regularization, strengthened responses to trafficking in persons and the extension of work rights to displaced populations in temporary shelters, reflect ongoing steps to address labour market needs and protection concerns. These measures are complemented by wider discussions on improving policy coherence, data systems and inter-agency coordination. Together, they reflect Thailand's commitment to inclusive growth, human rights and regional cooperation.

⁹ Joint Statement by the Special Rapporteur on contemporary forms of slavery, Special Rapporteur on trafficking in persons and Special Rapporteur on Cambodia on immediate human rights-based action to tackle forced criminality in South-East Asia scam centres.

2 IOM THAILAND

IOM Thailand has been present since 1975, beginning with support to the resettlement of Indo-Chinese refugees. Over the decades, the mission has grown into a comprehensive country office working across all dimensions of migration and engaging closely with government ministries, academic institutions, the private sector and civil society.

2025 marks the penultimate year of the IOM Thailand Country Strategy 2022–2026. Anchored in the vision of an inclusive society that upholds the rights of migrants, the strategy has guided the mission's work across three priority areas aligned with the United Nations Sustainable Development Cooperation Framework (UNSDCF) for Thailand.

Projects

44

Total beneficiaries

15,196

Annual budget (USD million)

20.5

Active locations (Province)

35

Direct assistance provided

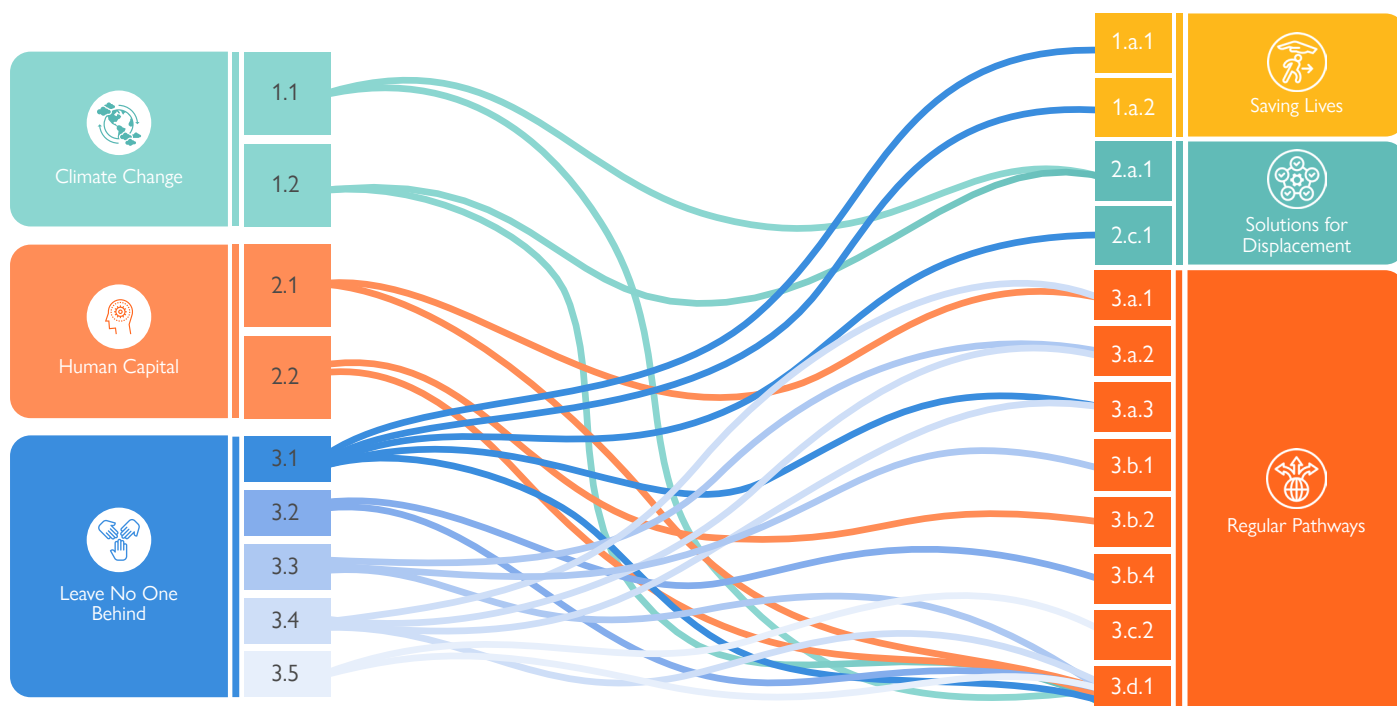
7,439

Offices in Thailand

3

THAILAND AND THE IOM GLOBAL STRATEGY

Following the adoption of IOM's Global Strategy 2024–2028, IOM Thailand maintained strong alignment between its country strategy (2022–2026) and the Organization's global priorities. A midyear review in 2024 validated this alignment across local, regional and global levels, reinforcing the strategic coherence of IOM Thailand's programming.





Our vision

An inclusive society that respects the rights of migrants

Our strategic priorities

1 Climate Change Adaptation and Resilience

Migration is integrated in the Royal Thai Government's environment and climate change goals and migrants' resilience to mobility related risks are strengthened.

2 Human Capital and Mobility Solutions

Human capital is improved through effective, innovative and responsive mobility solutions.

3 Leave No One Behind

Inclusive migration policies, strategies and structural factors are in place to promote migrants' rights and protection from all forms of discrimination.

PILLAR

1



CLIMATE CHANGE ADAPTATION AND RESILIENCE

Migration is integrated in the Royal Thai Government's environment and climate change goals and migrants' resilience to mobility related risks are strengthened.

In 2025, IOM officially launched the regional programme “Resilient Futures: Addressing Climate Mobility in Southeast Asia.” This initiative supports partners across the region in generating robust data and new evidence, advancing policy development, strengthening capacity and promoting locally-led solutions to address the complex impacts of climate-induced mobility. It also fosters knowledge exchange and policy dialogue at the ASEAN level to strengthen regional cooperation. By building knowledge and capacity across sectors and borders, the programme aims to protect at-risk communities and promote resilient, inclusive futures.

In Thailand, the initiative is enabling IOM to convene key stakeholders, especially academia and establish a knowledge-sharing community to enhance cooperation and the exchange of climate mobility data. The initiative also strengthens the government's ability to analyze and apply this data, thereby improving the integration of human mobility considerations into national climate adaptation strategies.

This year, IOM and the Department of Climate Change and Environment (DCCE) under the Ministry of Natural Resources and Environment finalized a joint action plan to integrate human mobility considerations into national climate change efforts. Aligned with the government's commitments under the Paris Agreement, the Sendai Framework, the 2030 Agenda and the Global Compact for Migration (GCM), the collaboration underscores the strategic importance of linking climate action with human mobility and is expected to enhance community resilience by ensuring climate policies are informed by human mobility data.



IOM has established a knowledge-sharing community with key stakeholders to strengthen collaboration and improve the exchange of climate mobility data. © IOM 2024

PILLAR

2



HUMAN CAPITAL AND MOBILITY SOLUTIONS

Human capital is improved through effective, innovative and responsive mobility solutions.

SKILLS DEVELOPMENT TO ADDRESS CURRENT AND FUTURE SKILLS NEEDS

2025 marked the final year of implementation for IOM's PROMISE¹⁰ Phase II programme. Since 2021, PROMISE II has forged stronger linkages between migration, skills development and employment support, working across the labour migration cycle to promote more coherent and migrant-inclusive systems in the region. The programme piloted bilateral Skills Mobility Partnerships (SMPs) to promote cross-border recognition of skills and championed inclusive policy reforms, including the landmark adoption of the Vientiane (ASEAN) Declaration on Skills Mobility, Recognition and Development for Migrant Workers and its checklist. Across the region, the programme helped develop or revise 15 labour migration policy instruments, contributing to enhanced regular migration pathways and expanded access to market-relevant skills development and recognition opportunities. These efforts have boosted job prospects and livelihoods for migrant workers while reinforcing positive labour migration outcomes.

In Thailand, PROMISE II strengthened national mechanisms for labour mobility and skills development by catalyzing multi-stakeholder collaboration through the establishment of a Public-Private Steering Committee (PPSC) on Migrant Employment. Building on this foundation, the programme supported several key policy advancements, including amendments to Ministerial Regulation No. 14 to enhance protection for domestic workers and the establishment of a government-led Working Group on Semi-Skilled Migrant Worker Recruitment, following the pilot SMP between Thailand and Cambodia. At the operational level, IOM's strategic engagement empowered 106 companies to establish employer-led, in-service training schemes that benefited nearly 3,000 migrant workers with skills in occupational safety and health, Thai language and financial literacy. Through close collaboration with the Thailand Professional Qualification Institute (TPQI), the programme also established the first, accessible pathway for migrant workers to obtain nationally recognized certifications, while supporting employers and training providers to align existing training curricula with national competency standards.

¹⁰ Poverty Reduction through Safe Migration, Skills Development and Enhanced Job Placement

PROMISE II REGIONAL ACHIEVEMENTS



Supported bilateral **Skills Mobility Partnerships (SMPs)** to promote cross-border recognition of migrant workers' skills.



Contributed to inclusive regional policy reform, including the adoption of the **Vientiane (ASEAN) Declaration on Skills Mobility, Recognition and Development for Migrant Workers** and its checklist.



15 labour migration policy instruments were developed or revised, strengthening regular migration pathways and access to skills recognition.



1.74 million migrant workers reached across four countries.

PROMISE II THAILAND'S ACHIEVEMENTS



Strengthened multistakeholder coordination through the establishment of a **Public-Private Steering Committee on Migrant Employment**.



Employer-led training expanded with **106 companies** delivering in-service training, benefiting **nearly 3,000 migrant workers** in OSH, Thai language and financial literacy.



Skills recognition enhanced as **238 migrant workers** obtained nationally recognized certifications and **59 employers and training providers** aligned curricula with national competency standards in collaboration with TPQI.



Largescale skills development delivered with **4,751 migrant workers** accessing technical skills training, **5,746** participating in soft skills training and **9,737** certifications issued.

PROMISE II significantly expanded access to skills development through close collaboration with CSOs and employer associations, with 4,751 migrant workers participating in technical skills training in areas such as construction and hospitality and 4,982 receiving technical certification. An additional 5,746 migrant workers accessed soft skills training in areas such as Thai language and workplace communication, with 4,755 achieving certification. To improve access to reliable information, an online MitrThai platform was established to provide up-to-date information in migrant-friendly languages. These efforts were complemented by a trilateral partnership between the Thailand International Cooperation Agency (TICA), the Swiss Agency for Development and Cooperation (SDC) and IOM, which

advanced South–South cooperation on skills development and labour mobility. These achievements not only enhanced employability and livelihoods but also laid the foundation for sustainable, inclusive and skills-based labour mobility systems in Thailand.

In total, PROMISE II reached 1,738,228 migrant workers across the four countries underscoring the programme's far-reaching impact. PROMISE II leaves a legacy of stronger regional cooperation, evidence-based policy innovation and sustainable, skills-driven opportunities for migrant workers throughout the Greater Mekong Subregion.

PROMOTING ACCESS TO HEALTHCARE FOR MIGRANTS

In 2025, IOM continued to work closely with the Royal Thai Government and health partners to promote universal health coverage for migrants. Through strengthened collaboration with the Ministry of Public Health (MoPH), IOM played a pivotal role in integrating migrant health into national strategies including the drafting of the National Migration Health Strategy.

This year, IOM focused efforts on strengthening local migration health governance in light of the increasing arrivals from Myanmar. IOM and MoPH launched a two-year initiative in Tak province that aims to enhance local migration health governance, improve access to essential healthcare and insurance for migrants and strengthen the capacity of Migrant Health Volunteers and frontline health workers.

IOM reinforced the Ministry of Public Health's efforts to strengthen Thailand's border health systems through targeted collaboration with the Tak Border Health Learning Centre (BHLC). This partnership enhances the capacity of migrants as well as public and private health personnel in Thailand-Myanmar border areas, easing pressure on frontline health facilities and improving migrants' access to essential health services. Together with sustained technical support and multistakeholder engagement, these efforts demonstrate IOM's commitment to ensuring that migrants are not left behind in Thailand's transition towards inclusive, resilient and sustainable health systems.



Under the collaboration with Mae Sot General Hospital through the Tak Provincial Border Health Learning Centre (BHLC), 343 key health actors along the Thailand-Myanmar Border received trainings in the efforts to strengthen border health.

KEY ACHIEVEMENTS



100 Myanmar Migrant Family Health Leaders mobilized, providing household level health support and serving as a vital community-based network alongside MHVs.



50 new MHVs, with reporting, monitoring and evaluation mechanism developed to systematically support the established network.



70 existing MHVs trained on noncommunicable diseases (NCDs), enhancing early identification, referral and community health awareness.



43 frontline public and private health personnel trained in epidemiology, strengthening disease surveillance and outbreak preparedness.



80 MHVs completed refresher trainings, reinforcing core competencies and service quality at community level.



4,205 individuals in temporary shelters screened for tuberculosis (TB), with 9 individuals diagnosed, referred and treated.



Strengthened migration health policy dialogue across 6 multi-stakeholder engagements, culminating in **Joint Policy Recommendations on Migration Health**.

PILLAR

3



LEAVE NO ONE BEHIND

Inclusive migration policies, strategies and structural factors are in place to promote migrants' rights and protection from all forms of discrimination.

In 2025, IOM reinforced its collaboration with the Royal Thai Government to enhance policy coherence across migration-related legislation. These efforts were complemented by targeted initiatives to uphold the rights of migrant workers and extend protection to vulnerable mobile populations, including individuals affected by the Myanmar crisis, victims of trafficking and those in need of refugee resettlement support.

CONTRIBUTING TO A NATIONAL FRAMEWORK ON MIGRATION GOVERNANCE

IOM and the Ministry of Foreign Affairs, co-hosted the event “Translating the Global Compact for Safe, Orderly and Regular Migration (GCM) into Action in Thailand,” Bringing together 45 government officials from 23 ministries and departments, the workshop enhanced cross-sectoral understanding of the GCM, identified national priorities and fostered inter-agency collaboration, bringing together government entities that do not usually engage in the migration governance discourse though some aspects of migration intersect with their ministry's mandates.

Through interactive sessions, participants explored the alignment of GCM objectives with Thailand's national strategies and the Sustainable Development Goals (SDGs), while addressing key challenges such as access to health coverage, birth registration and migration data governance. The workshop also highlighted Thailand's progress in areas such as alternatives to detention and anti-trafficking mechanisms.



Over 40 participants gathered in Bangkok, Thailand, for the national GCM workshop organized by IOM and the Ministry of Foreign Affairs. © IOM 2025

MIGRATION BUSINESS AND HUMAN RIGHTS

IOM continues to work in close cooperation with the RTG, private sector, civil society partners and migrant workers to ensure that migrant workers employed in supply chains in Thailand and the region experience the full respect of their human and labour rights at all stages of labour migration cycle.

In 2025, IOM convened six multi-stakeholder consultations, bringing together 194 representatives from 110 organizations, including government agencies, the private sector, civil society organizations, academic institutions and development partners, to advance dialogue and strengthen labour migration governance. These consultations resulted in the three evidence-based and Thailand-focused policy papers: *From Policy to Practice: Enhancing Access to the Regularization Process for Migrant Workers in Thailand*, *Rapid Assessment of Migrant Worker Risks in Thailand's Border Provinces of Ranong and Tak* and *Policy Brief: Enhancing Ethical Recruitment in Thailand's Sugarcane Sector: Challenges and Recommendations*, the last of which was produced in

collaboration with Bonsucro, a global multi-stakeholder platform for sustainable sugarcane.

In addition, to advance business and stakeholder readiness on human rights due diligence (HRDD), IOM organized a government-requested training on global regulatory shifts, including the EU Corporate Sustainability Due Diligence Directive (EU CS3D), bringing together 272 participants, including 138 government officials, to support preparations for the revision of the Thailand Labour Standard (TLS 8001-2020). IOM further partnered with Ministry of Justice, the Securities and Exchange Commission of Thailand, UNDP Thailand and Global Compact Network Thailand, to deliver a Training of Trainers for 132 representatives from 47 listed companies, focusing on operationalizing HRDD in the recruitment and employment of migrant workers. This was followed by a targeted provincial-level training in Sa Kaeo province for 100 representatives from 58 companies in sugar supply chains,

conducted in collaboration with Ministry of Labour, Sa Kaeo Governor's Office, Ministry of Justice, UNDP Thailand and the Global Compact Network Thailand.

As a regional hub, IOM Thailand also implemented ASEAN-facing convenings in Bangkok to strengthen regional leadership and peer learning on responsible business and labour migration. This included a February 2025 workshop co-hosted with Thailand's Department of Labour Protection and Welfare on implementing and monitoring the ASEAN Guidelines for Corporate Social Responsibility (CSR) on Labour, bringing together 101 representatives from ASEAN Member States, as well as the July 2025 ASEAN Intergovernmental Commission on Human Rights (AICHR) regional dialogue on responsible business and migration in ASEAN, convening 84 participants in Bangkok.

IOM, through the strategic partnership with the Human Rights and Development Foundation (HRDF), also expanded migrant workers' access to remedy in Thailand through case management and legal support, assisting 128 migrant workers, with USD 28,747 in compensation awarded.

To strengthen non-state support systems, IOM and HRDF also delivered capacity-building webinars for CSOs on IOM's Fair and Ethical Recruitment Due Diligence toolkit, alongside raising awareness of 724 Myanmar migrants through community outreach and migrant leadership development activities on their rights, grievance literacy and access to available services.

IOM co-organized the 2025 UN Regional Business and Human Rights Forum under the theme "Anchoring Progress and Strengthening Regional Leadership on Human Rights through Crisis." The Forum was jointly organized by IOM, ILO, UNDP, UN Environment Programme, UNICEF, OHCHR, UN Women and the UN Working Group on Business and Human Rights. The Forum convened 1,100+ in-person participants and 2,300 total registrations from 93 countries; half of registrants were youth and two-thirds were first-time attendees. Delivered through contributions from 150 partners across 90 sessions, discussions emphasized strengthening policy coherence, meaningful participation of rights holders and improving access to remedy as a core measure of credible responsible business practice.



128 migrant workers awarded with compensation amounting to USD 28,747.



724 migrants reached through community outreach sessions.



194 representatives engaged through multi-stakeholder dialogues.



504 representatives trained on HRDD, including 272 participants trained to support preparations for the revision of the Thailand Labour Standard.



3 policy papers published to support evidence-based labour migration governance.



Under the MBHR programme, IOM works with civil society partners to organize labour rights awareness sessions for migrant workers in Chiang Mai, Thailand. © IOM 2025

IOM-PRIVATE SECTOR PARTNERSHIPS



IOM launches its first Human Rights Due Diligence (HRDD) training for the agricultural sector at the provincial level, bringing together more than 100 private sector representatives in Sa Kaeo, Thailand. © IOM 2025

Since 2017, IOM Thailand has engaged with private sector partners on Migration, Business and Human Rights (MBHR), steadily expanding its portfolio as companies have strengthened efforts to meet international standards on responsible recruitment and employment. Through these partnerships, IOM supports businesses in upholding the rights of migrant workers in global supply chains and in operationalizing their responsibilities under the UN Guiding Principles on Business and Human Rights (UNGPs).

In 2025, IOM Thailand partnered with 11 companies across key sectors to promote ethical and inclusive labour practices. A total of 1,199 representatives from company management and suppliers were trained on labour migration, responsible recruitment and human rights due diligence requirements. Complementing these capacity building efforts, IOM conducted risk assessments with four companies to identify challenges faced by migrant workers. The assessments, informed by input from 201 migrant workers, generated tailored recommendations

to strengthen recruitment practices, employment conditions and grievance mechanisms.

To promote broader awareness and collective action, IOM Thailand convened five public–private dialogues and multi stakeholder consultations, facilitating shared understanding of migrant worker risks and coordinated approaches to mitigation. Notably, in 2025, IOM co-organized the first public–private consultation on Thai berry pickers in Sweden with IKEA and Ethical Trade Sweden. The consultation brought together Swedish authorities, private sector actors and civil society to discuss recent legislative developments, review recruitment and employment practices and identify practical solutions to emerging risks. The process also strengthened engagement with companies participating in Ethical Trade Sweden’s working group on berry picking and was informed by interviews with Thai government representatives, a recruitment agency and 37 Thai berry pickers.

IOM-IKEA PARTNERSHIP

Building on over a decade of collaborating since 2011, in 2024, IOM and IKEA entered into a three-year global partnership aiming to uphold the rights of migrant workers in IKEA’s supply chain. The partnership is managed from Thailand, reflecting the country’s role as a major regional hub for labour migration and a longstanding focus of joint IOM–IKEA engagement.

Since 2011, the partnership has focused on mapping supply chains and labour migration journeys from origin to destination and helped define IKEA’s approach to responsible recruitment and address risks. In 2024, the partnership expanded globally to respond to the changing socio-political climate, aiming to address the emerging risks faced by migrant workers and to enable IKEA to share good practices to uphold migrant workers’ rights to countries where its value chain is located.

In 2025, IOM and IKEA translated global commitments into concrete action by advancing fair and inclusive workplaces across multiple countries. Among others, through joint capacity building initiatives, IOM supported IKEA suppliers in six countries: Bulgaria, Czechia, Poland, Romania, Slovakia and Türkiye, strengthening ethical recruitment practices, promoting decent working and living conditions and improving access to grievance and remedy mechanisms for migrant workers. These activities reinforced responsible labour migration management and supported the implementation of human rights due diligence within IKEA’s supply chain.

HUMANITARIAN ASSISTANCE TO MIGRANTS AND MOBILE POPULATIONS AFFECTED BY THE CRISIS IN MYANMAR



Five years following the military takeover in Myanmar, the crisis induced humanitarian needs and lack of livelihood opportunities continue to push Myanmar people to migrate to Thailand in search of safety and economic opportunities. IOM provided humanitarian assistance to vulnerable Myanmar migrants their community members and enhanced resilience of Myanmar nationals in Thailand. This year, IOM provided life-saving assistance to more than 7,500 migrants from Myanmar, including Rohingya refugees.

Multi-sectoral assistance

5,741 **1,689** **610** **396**

Displaced Myanmar migrants and Thai host community members who are facing various vulnerabilities received food, household and hygiene items to meet their immediate needs in Chiang Mai, Chiang Rai, Kanchanaburi and Tak provinces.

Myanmar migrant workers received occupational and soft skills training, including occupational safety, labor rights, Thai language, cooking, baking, sewing, digital and financial literacy.

Rohingya refugees in detention and shelters, received one or more forms of rights-based assistance.

The assistance included health check-ups, mental health and psychosocial support (MHPSS), food, non-food items, hygiene kits and learning activities.

Moreover, IOM supported the transfer of 17 mothers and children out of police stations and detentions into shelters under the alternatives to detention measure.

Displaced Myanmar migrants, their host community members, village leaders, local officials and civil society organization members in Kanchanaburi Province co-organized and participated in a social inclusion programme.

The programme promoted increased access to assistance and services for migrants through CSO networking and stakeholder dialogue events and reduced exploitation risks while bridging cultural divides to foster harmonious coexistence and promote informed preparedness aligned with the ever-changing humanitarian situation in Myanmar.

PROTECTION

In 2025, protection needs intensified due to the scale of cross-border movements linked to the crisis in Myanmar and the rapid expansion of trafficking for forced criminality in the region, placing increased pressure on national protection systems. IOM's protection interventions prioritized victim-centred, rights-based and trauma-informed approaches, ensuring that assistance responded to evolving vulnerabilities and emerging forms of exploitation, such as cyber-enabled scamming and fraud operations.

IOM provided protection and assistance to migrants in need, including trafficked persons, smuggled migrants, (rejected) asylum seekers, migrants in irregular situations, unaccompanied and separated migrant children and other migrants exposed to violence, exploitation and abuse. This year, 181 vulnerable migrants, including victims of trafficking (VOTs), were provided with tailored protection support. Assistance included access to shelter, provision of immediate needs such as food and water, case management, psychosocial support and safe, dignified and voluntary return and reintegration to their countries of origin.

IOM continues to support the Royal Thai Government in enhancing victim protection frameworks by strengthening the localization of the NRM for VOTs in three provinces and improving coordination among authorities, law enforcement and service providers at both the provincial and national levels. In the context of emerging forms of exploitation, including cases where individuals were forced to engage in unlawful acts as a direct consequence of trafficking, these efforts emphasized consistent application of the non-punishment principle and improved coordination between immigration, law enforcement, social service providers and diplomatic missions.

Additionally, IOM collaborated with the Royal Thai Government to develop and implement the Consular Guide to Assist and Refer Potential Victims of Trafficking, providing clear guidelines for consular officers on the NRM process and assisting their nationals. The guide strengthens cooperation between Thai authorities and diplomatic missions, supporting timely identification, referral and assistance for foreign nationals affected by trafficking and other forms of exploitation and reinforcing government-to-government coordination in cross-border protection responses.

In support of stronger systemic responses to protection issues, IOM deepened its partnership with the Royal Thai Police's Police Education Bureau (PEB) to develop standardized training modules for national law enforcement and relevant ministries, enhancing capacities on victim identification, trafficking for forced criminality, cyber-enabled crimes and rights-based and gender-sensitive investigation practices. At the policy level, IOM provided technical support to the government in the review of Thailand's existing anti-trafficking legislation, contributing to

draft amendments that integrate victim-centred protection approaches and non-punishment principles, including in cases of forced criminality, through a study and analysis of domestic, foreign and international laws and practices relevant to trafficking in persons.

IOM also supported the implementation and review of the current government's Five-Year Plan of Action against Trafficking in Persons (2023 – 2027), strengthening coherence between national and provincial responses and laying the groundwork for more sustainable and coordinated anti-trafficking efforts across the country. Furthermore, IOM has contributed to the government's efforts in drafting the next Five-Year Plan of Action against Trafficking in Persons (2028 – 2032), leveraging their involvement with as many stakeholders as possible along the roadmap in order to gain holistic understanding and actual and direct experiences from end-users.



181 VOTs were provided with tailored protection support, including return and reintegration.



38 stranded and vulnerable migrants in Thailand were assisted with safe, dignified and voluntary return and reintegration to their countries of origin.



692 third-country nationals who left scam centres in Myawaddy, Myanmar, received food and hygiene items, while awaiting screening and return to their home countries in Tak Province.



153 government and civil society stakeholders capacitated with protection approaches including mental health and psychosocial support, trauma-informed interviewing techniques and survivor-centred, gender-sensitive victim referral.



In coordination with the Royal Thai Government and relevant embassies, IOM facilitates the safe return of individuals trafficked to scam centres in Myanmar. © IOM 2025

REFUGEE RESETTLEMENT

In partnership with the RTG, UNHCR and resettlement countries, IOM facilitated the resettlement of refugees from Thailand to third countries through resettlement management and movement assistance delivered across key stages of the process. This included support with case processing requirements such as form-filling, facilitation of biometric collection and interviews, pre-migration health assessments, cultural orientation and pre-departure assistance, contributing to safe and well-prepared onward movement.

In 2025, 1,432 refugees were assisted to resettle to seven countries. Of these, 74 per cent originated from the nine Temporary Shelters along the Thailand-Myanmar border, while 26 per cent were from urban areas. To support preparedness for resettlement during this year, IOM provided cultural orientation to 954 refugees in Thailand for their resettlement to Australia and Canada, enabling them to better understand travel procedures, settlement processes and life in destination countries.

IOM continued to provide health-related services for travelers, including refugees and migrants. In 2025, a total of 3,293 refugees and 6,860 migrants underwent pre-migration health assessments and 16 patients were diagnosed with Tuberculosis (TB), then referred and provided with treatment, supporting early intervention and continuity of care prior to departure. In addition, 2,483 individuals received one or more vaccines, including measles mumps rubella (MMR), Hepatitis B, Polio and Tetanus.



1,432 refugees were assisted to resettle to seven countries.



954 refugees were provided with cultural orientation in preparation for resettlement in Australia and Canada.



10,153 individuals underwent pre-migration health assessments.



2,483 individuals and refugees were provided with various vaccines, including (but not limited to) MMR, Hepatitis B, Polio and Tetanus.

PROMOTING WELL-INFORMED NARRATIVES ON MIGRATION

Recognizing the role media plays shaping public narratives and influencing policies, in collaboration with Thailand's Ministry of Foreign Affairs (MFA) and academic partners from Chulalongkorn University, Mahidol University and Hanyang University in Seoul, IOM strengthened capacities of journalists, students and civil society organizations to promote evidence-based migration discourse and ethical media reporting in Thailand.

Through a combination of targeted trainings, journalism fellowships and academic-media exchanges, the initiative equipped participants with the knowledge and tools for inclusive, balanced and fact-based reporting on migration, grounded in ethical journalism standards and protection principles. This supports the Royal Thai Government's pledge to promote positive perceptions of migrants and end discrimination and stigmatization as a Champion Country of the Global Compact for Migration.

Building on national initiatives in Thailand, IOM also expanded these efforts regionally through collaboration with DW Akademie, jointly delivering two regional media trainings in 2025 to promote collaborative reporting on migration issues between journalists from South and South-East Asia and counter misinformation and stigmatizing migration narratives.



180+ journalists, students and civil society organizations trained on evidence-based media reporting on migration issues.



330+ youth supported with enhanced understanding on migrants' stories and contributions.



466,900+ individuals through social media to improve public understanding on migration



20+ balanced stories produced on migration by journalists and students who underwent IOM's training on migration reporting.

MIGRATION DATA AND RESEARCH

In 2025, IOM strengthened evidence-based migration governance in Thailand through largescale data collection and strategic partnerships with government and academic institutions. Through Flow Monitoring activities in four border provinces, IOM conducted 11,656 surveys and estimated nearly 2 million crossborder entries into Thailand. About 84 per cent of these movements were short term visits, with individuals returning to Myanmar within a few days, while around 336,000 people indicated an intention to stay in Thailand for longer periods.

Together, these data provide timely and reliable evidence on migration patterns, needs and vulnerabilities among Myanmar nationals. The findings were shared through dashboards, factsheets and reports to support programme design and policy dialogue.

To enhance national ownership and use of migration data, IOM deepened collaboration with the Thailand National Statistical Office (NSO) through a series of capacity building workshops focused on migration data governance, analytical and

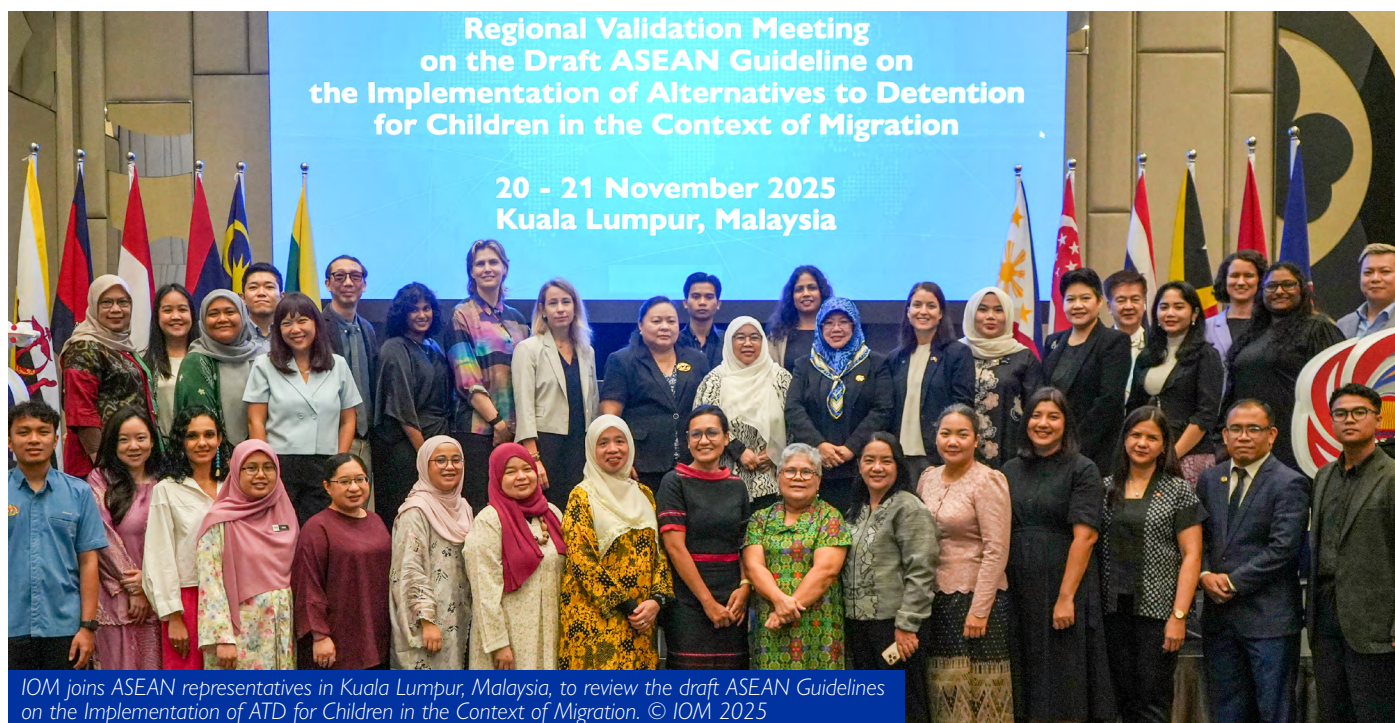
geospatial skills and alignment with UN international standards. This support strengthened Thailand's ability to produce policy-relevant, comparable migration statistics and contributed to future GCM follow-up processes. IOM also conducted the first-ever joint migration trend analysis with NSO using Labour Force Survey data (2019–2023) and provided technical inputs to the design of migration questions for the 2025 Population and Housing Census.

In parallel, IOM expanded academic partnerships, including signing a cooperation agreement with Mahidol University, reinforcing joint commitments to evidence-based research on migration. Engagements with universities through guest lectures and student visits further supported capacity development and strengthened the migration research ecosystem in Thailand.



IOM co-organizes a media training in Bangkok, Thailand, with DW Akademie to promote collaborative reporting on migration issues among journalists in the region. © IOM 2025

3 STRENGTHENING ASEAN COOPERATION



In 2025, IOM's partnership with the Association of Southeast Asian Nations (ASEAN) delivered concrete advances in regional migration governance, labour mobility and migrant protection. Working alongside governments, civil society, UN agencies and the private sector, IOM helped operationalize key ASEAN instruments, translating political commitments into on-the-ground action.

Through technical assistance, research and regional dialogues, IOM served as a critical partner in supporting ASEAN's efforts to manage migration safely, in alignment with both ASEAN's priorities and IOM's global mandate.

ASEAN Guideline on the Implementation of Alternatives to Detention for Children in the Context of Migration

In November 2025, the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) Thailand, with the support of IOM and the Bali Process Regional Support Office, held an ASEAN Regional Validation Meeting on the Draft ASEAN Guideline on Alternatives to Detention (ATD) for Children in Migration in Kuala Lumpur. The meeting not only validated the draft framework but also marked a critical step toward harmonizing regional commitments to end child immigration detention.

The Guideline provides ASEAN Member States with a practical, rights-based tool to protect children in migration contexts, ensuring that noncustodial, community-based alternatives become the norm, in line with the Convention on the Rights of the Child and the Global Compact for Migration. The Guideline is aimed to be finalized by 2026.

Fair Recruitment & Decent Employment Checklist

In 2025, under the regional “Multi-stakeholder Initiative on Migration and Business,” IOM supported the translation of the official Checklist for Fair Recruitment and Decent Employment Practices into local languages (Tetum and Tagalog). Originally adopted by ASEAN Labour Ministers, this checklist provides governments, recruiters and employers with concrete guidelines for ethical recruitment.

By producing translations, IOM helped frontline service providers and stakeholders in South-East Asia more easily apply these guidelines in local contexts. This localization of regional tools is a crucial step toward fair labour migration, enabling broader adherence to ethical recruitment and decent work standards among ASEAN member states.

Post-2025 Action Plan to Implement the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers (ASEAN Consensus)

IOM supported the development of the Post-2025 Action Plan under the guidance of the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW). The action plan translates the 2017 Consensus into an actionable framework with focus areas including fair recruitment, social protection, skills development, elimination of trafficking, and access to remedy. The plan guides ACMW’s cooperation over five years and advances SDG targets on decent work and reduced inequalities by 2030.

ASEAN Guideline on the Placement and Protection of Migrant Fishers

Following the 2023 declaration, IOM collaborated with ILO to develop and finalize the ASEAN Guideline on the Placement and Protection of Migrant Fishers, with 2025 efforts focused on operationalization. IOM translated the Guideline into eight ASEAN languages, reviewed and endorsed by each Member State, ensuring frontline accessibility across South-East Asia for key protections covering ethical recruitment, access to information, safe repatriation, and justice for abuses.

18th ASEAN Forum on Migrant Labour (AFML)

The AFML is ASEAN’s primary annual platform for dialogue on migrant workers’ rights. IOM continued to serve as a key technical and financial supporter of the 18th AFML, held on 9-10 September 2025. This year’s Forum, in partnership with ILO, UN Women and the TFAMW (Task Force on ASEAN Migrant Workers), focused on “Accelerating Actions Towards Sustainable Development Goals on Safe Migration and Decent Work for Migrant Workers in ASEAN.”

The 18th AFML culminated in a set of actionable recommendations for ASEAN Member States, reaffirming commitments to combat forced labour and lower the cost of migration for workers. Through this forum, IOM and partners helped ASEAN translate broad goals into specific policy recommendations, keeping the region on track toward its labour migration-related SDG targets.

4 UN NETWORK ON MIGRATION

About the network



Thailand United Nations
Network on Migration
Working Better Together

The United Nations Network on Migration (UNMN) in Thailand supports country-level implementation of the Global Compact for Migration (GCM). IOM acts as the coordinator and secretariat of the Network, working in close cooperation with the Ministry of Foreign Affairs and 14 UN entities.

In early 2025, members of the United Nations Network on Migration in Thailand worked together to develop and submit comprehensive amendments to Thailand's Immigration Act (B.E. 2522) and Foreign Workers Management Decree. In response to a formal request from the House of Representatives' Committee on National Security, Border Affairs, National Strategy and National Reform, IOM, as the UN Network coordinator, convened a multi-agency working group to review the draft laws, consult across stakeholders and consolidate unified UN input. This collaboration brought together five UN agencies, namely IOM, ILO, OHCHR, UNHCR and UNICEF and leveraged expert partners to ensure the proposed amendments were robust, rights-based and aligned with international standards.

Later in the year, as part of its support to the Government during the 2025 Asia-Pacific Regional Review of the GCM, the Network co-organized two high-impact side events that showcased Thailand's leadership as a GCM Champion Country. The first, "Reframing Migration Narratives through Informed, Balanced and Ethical Media Reporting," convened government officials, media, civil society and academia to promote fact-based public discourse and counter xenophobia. The second, "Promising Practices and Peer Learning on Alternatives to Immigration Detention," highlighted Thailand's pioneering

efforts to end child immigration detention and fostered regional collaboration on rights-based, community-centered alternatives. These events exemplified the Network's commitment to whole-of-government and whole-of-society approaches in advancing safe, orderly and regular migration across the region.

In June 2025, the regional network and the Thailand network worked together on targeted trainings to strengthen national-level understanding and implementation of the GCM. The first session, tailored for the United Nations Country Team (UNCT), supported the integration of migration priorities into the updated United Nations Sustainable Development Cooperation Framework (UNSDCF). The Network also established a roster of inter-agency trainers that are able to conduct trainings in Thai and developed a Thai GCM training package. This collaboration will enable the network not only to mainstream GCM concepts into existing agency-led trainings but also enable the network to carry out joint training in the future, reinforcing the networks shared commitment to promote a one UN approach to enhancing migration governance in Thailand.



The UNMN in Thailand co-hosts a side event with the Royal Thai Government during the 2025 Asia-Pacific Regional Review of the GCM in Bangkok, Thailand. © IOM 2025

5 KEY PUBLICATIONS

Advancing Skills Mobility, Recognition and Development in ASEAN

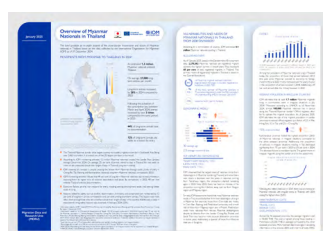


IOM (in partnership with ILO) published a landmark analytical report titled “Advancing Skills Mobility, Recognition and Development in ASEAN: Unlocking Opportunities for Migrant Workers through the Vientiane Declaration.” This comprehensive study reviewed existing frameworks, evidence and practices related to labour and skills mobility in South-East Asia. It identified challenges and opportunities in enabling skills-based mobility for low- and medium-skilled workers and highlighted good practices to inform policy.

Click or scan to access the publication:



Overview of Myanmar Migrants in Thailand (January 2025)



This product consolidates findings from Flow Monitoring in four provinces and Multi-sectoral Assessments (MSAs) of Needs conducted in 16 provinces.

Click or scan to access the publication:



Cross-border Remittances between Thailand and Myanmar (April-May 2024)



IOM Thailand conducted a remittances assessment between April and May 2024 of Myanmar migrants in Thailand to better understand cross-border remittances in select origin and destination areas of South-East Myanmar and Thailand, respectively.

Click or scan to access the publication:



Multisectoral Assessment of Needs: Tak Comparative Report 2023 and 2024

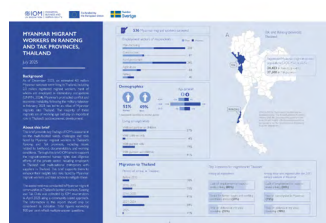


This product aims to capture the evolving conditions and needs of Myanmar migrants in Tak province by identifying notable variations and shifts between the 2023 and 2024 Multi-Sectoral Assessments (MSAs) of Needs conducted in Tak province.

Click or scan to access the publication:



Myanmar Migrant Workers in Ranong and Tak Provinces, Thailand (2025)



This brief presents key findings of IOM's rapid assessment on the multi-faceted needs, challenges and risks faced by Myanmar migrant workers in Thailand's Ranong and Tak provinces, including issues related to livelihood, documentation and working conditions. Through this brief, IOM aims to support the migrant-centered human rights due diligence efforts of the private sector, including employers in Thailand and multi-national enterprises with suppliers in Thailand. This brief supports them to enhance their insights into risks faced by Myanmar migrant workers and take action to mitigate these.

Click or scan to access the publication:



Flow Monitoring Findings: Profiles of Myanmar Nationals Crossing into Thailand (January-December 2024)(January-December 2024)

FLOW MONITORING FINDINGS: PROFILES OF MYANMAR NATIONALS CROSSING INTO THAILAND
(January-December 2024)

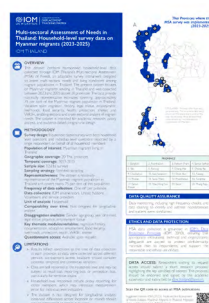


To gain a better understanding of the mobility dynamics and vulnerabilities of Myanmar nationals entering Thailand, IOM Thailand initiated flow monitoring activities at key points of entry (PoEs) in Tak, Ranong, Kanchanaburi and Chiang Rai border provinces in 2024 using IOM Displacement Tracking Matrix (DTM) tools. This report covers mobility dynamics for the entire year of 2024 in Tak, Ranong and Kanchanaburi provinces and additionally includes analysis of Chiang Rai province from September to December 2024.

Click or scan to access the publication:



Multisectoral Assessment of Needs in Thailand: Household-level Survey Data on Myanmar Migrants (2023-2025)



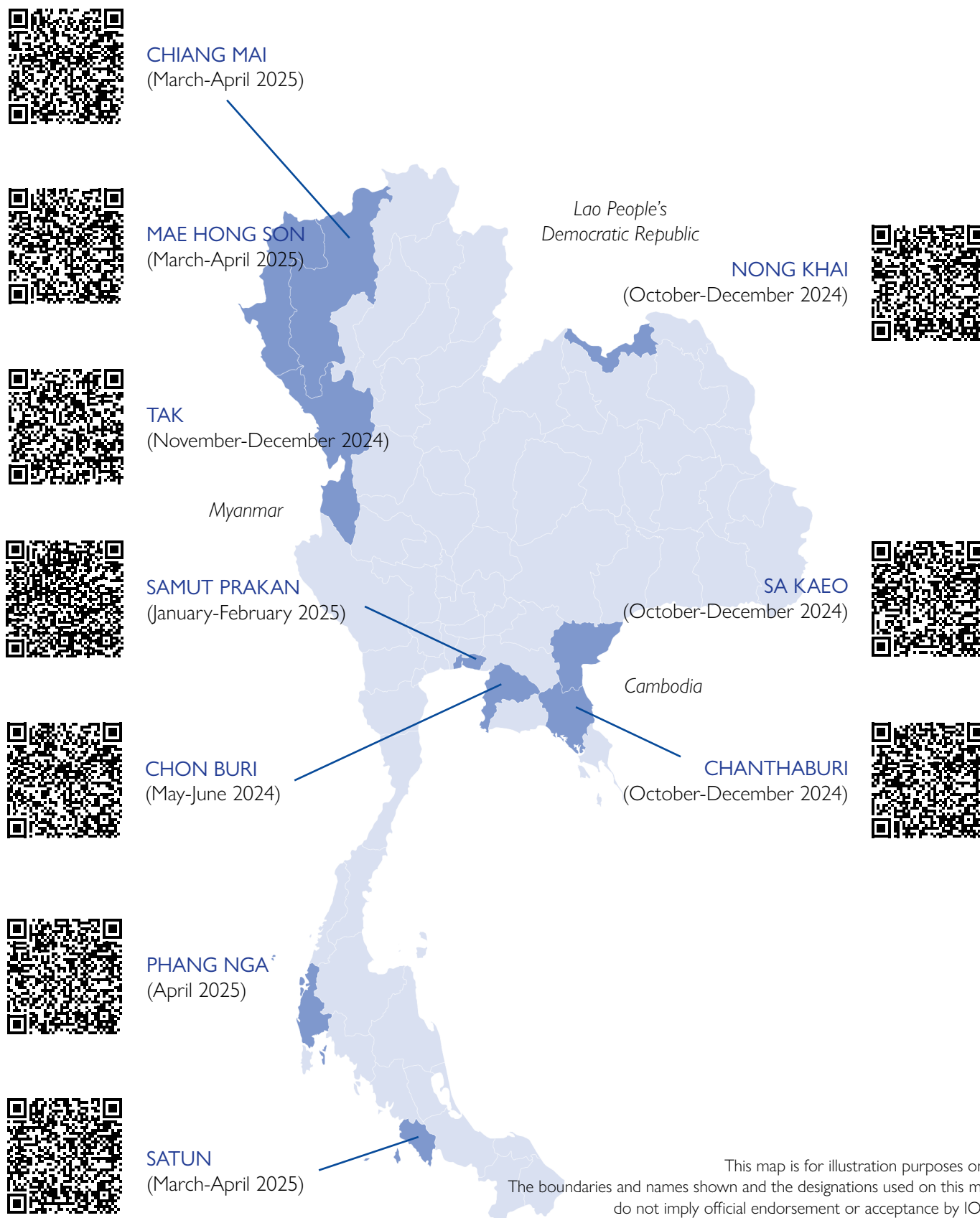
This document presents a dataset containing harmonised household-level data collected through IOM Thailand's Multi-sectoral Assessment (MSA) of Needs, an adaptable survey instrument designed to assess multi-sectoral needs and living conditions among migrant populations in Thailand. The dataset focuses on Myanmar migrants residing in Thailand and was collected between 2023 and 2025 across 20 provinces. The dataset is intended for academic research, policy analysis and evidence-based programme design.

Click or scan to access the publication:



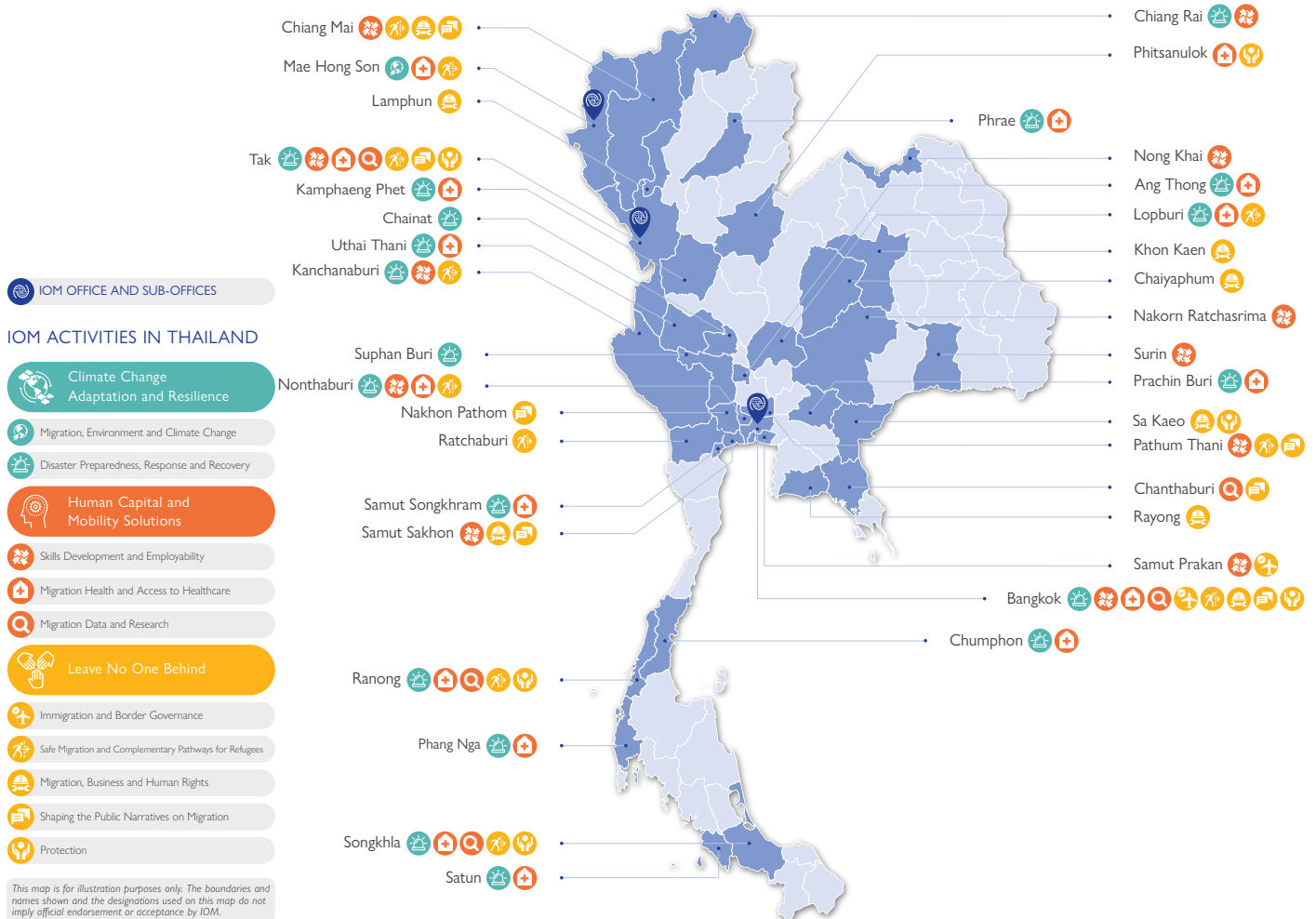
The following factsheets present a snapshot of the multi-sectoral conditions, needs and challenges among migrants in the provinces as captured by IOM Thailand's multi-sectoral assessment of needs.

Click or scan to access the publication.

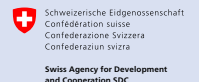


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GEOGRAPHICAL COVERAGE OF IOM OPERATIONS



DONORS



International Organization for Migration (IOM) in Thailand
 18th Floor, Rajanakarn Building, 3 South Sathorn Road, Sathorn, Bangkok 10120 Thailand
 Tel: (+66) 2-343-9300 | Fax: (+66) 2-343-9399 | Web: thailand.iom.int | Email: iomthailand@iom.int