

ABSTRACT

Hlaing Tharyar Industrial Zone was established since 1995 and factory workers were composed of different socio-demographic characteristics. This study intended to describe socio-demographic characteristics of native and non-native workers in Hlaing Tharyar Industrial Zone and to find out association between nature of their works and socio-demographic characteristics. Three factories included in this study were Myanmar Paper & Stationery Mart, Pinya Manufacturing Co.,ltd and Great International Fisheries. The study was cross-sectional descriptive and analytic in nature. Three stages sampling method was conducted. The study included secondary data for descriptive and primary data for both descriptive and analytical purpose.

All 3 studied factories included 873 workers. Among them, male to female ratio was 55:45. Regarding native origin, nearly half of all workers were born inside Yangon City Development Committee, one fifth of all workers from outside YCDC area, Yangon Region and 1/3 of all workers from outside Yangon Region. Primary data were obtained from interviews with 163 workers. Male workers were less than female (40:60). Nearly 18% of all workers were adolescent. Nearly half of workers was higher education and had previous work experience. Nearly three quarter of workers was single. Nearly 80 % of their fathers and 30% of their mothers were working for some kind of job. Most of workers were enjoyed for their work, had no side job and current job might be the main source of income for them. Major reasons for choosing their job was found to be intended for good salary, to have work experience, career development, self interest to job and peer persuasion. Currently, native to non-native workers ratio was found to be nearly 35:65.

It could be concluded that age and native area were primary factors for longer duration of service, married workers were stuck more to work and higher rank might be a good incentive for job adherence. Higher level of education was prerequisite for higher rank status and longer duration of service could be additional factor. Lower educated female non-native workers were migrating to urban factory and working at lower rank. Higher proportion of non-native than native was only seen in first and second tertiles but not in third tertile duration of service could reflect rural to urban migration of industrial workers.