



**UNFAIR AND ILLEGAL WAGE PAYMENTS TO IMMIGRANT WORKERS:  
A CASE STUDY OF WAGE PAYMENT IN THAI RESTAURANTS  
IN LAS VEGAS**

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### ABSTRACT

This study examines the issue of unfair and illegal wage payments of immigrant workers employed in Thai restaurants in Las Vegas, Nevada, USA. The study aims to uncover the prevalence and consequences of wage exploitation in this sector of the service industry. The research utilizes a documentary and in-depth interview approach, including surveys, interviews, and analysis of legal and labor documents. Findings revealed that a significant number of immigrant workers in Thai restaurants were subjected to unfair and illegal wage practices, such as wage theft and below-minimum-wage payments. These violations have detrimental effects on the well-being and economic stability of the workers and contribute to the perpetuation of their vulnerable status. The study calls for increased legal protections for immigrant workers and improved enforcement of existing labor laws to ensure fair and just compensation for all workers, regardless of their immigration status.

**Keywords:** immigrant workers, service industry, unfair wage

Approved by  
.....  


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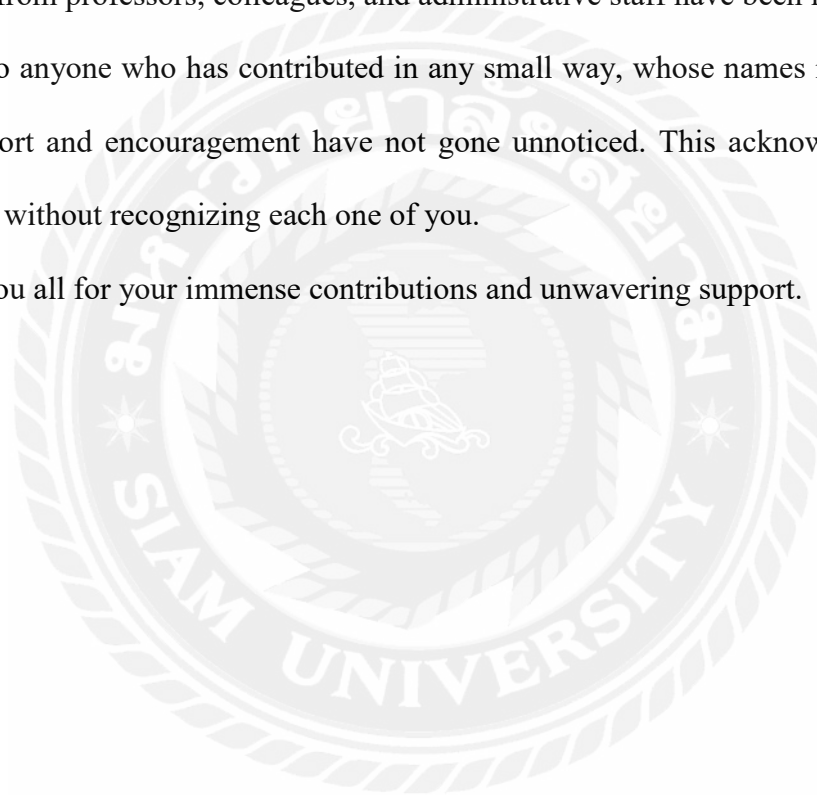
My heartfelt gratitude goes to my parents, Ms. Sawinee and Mr. Nimit. Their unwavering love and support have been a bedrock throughout my life. Despite my mother's initial promise of funding my education, which did not materialize, I am grateful for the resilience and resourcefulness it fostered in me. I have endeavored to achieve self-sufficiency by making and saving money for my tuition fees. However, due to various life circumstances, it has been challenging to accumulate sufficient funds. In these times, my husband has stepped in to provide the necessary financial support, for which I am immensely grateful.

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## DEDICATION

This work is dedicated to wage payment methods in Thai restaurants in Las Vegas in the United States of America.




### DECLARATION

I, Ms. Nion Kaeophoung, hereby declare that this academic work is entirely mine and it is original unless specific acknowledgements prove otherwise. I have done this Independent Study by myself under close supervisor of an advisor.

Signature..........

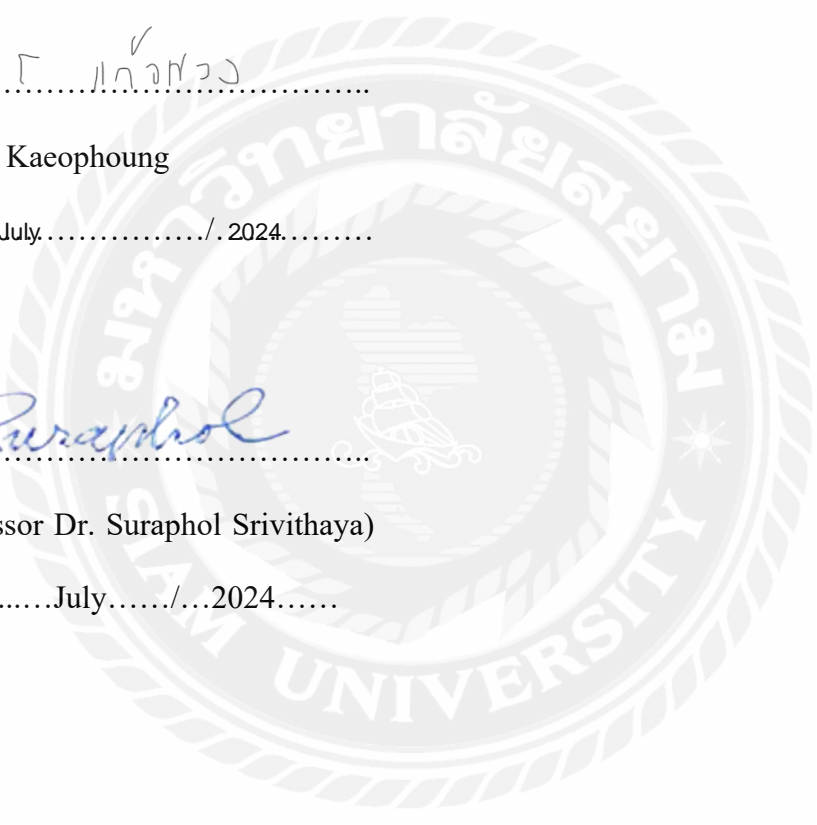
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Date...25...../.....July...../.....2024.....



## List of Abbreviations

OT	Overtime
KSR	Kitchen Staff Only Cash Payments (excluding servers)
KS & S	Kitchen Staff and Servers Cash Payments
EMP	Employees
MGT	Management
PAY	Payment
COM	Compensation
TAX	Tax Compliance
UNLIC	Unlicensed Employees
REG	Regulatory Bodies
EMPL	Employers
OVT	Overtime Compensation
EUR	Equitable Treatment
DCP	Daily Cash Payments
WPT	Work Permits and Taxes
UCEMP	Under-the-Table Employment
LAB	Labor Force
EXPL	Exploitation
FAIR	Fair Wages
VULN	Vulnerable Positions
USA	United States of America
USD	United States Dollar



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# Chapter 1

## Introduction

### 1.1 Background and Significance of the Research

Thai restaurants have gained popularity and become a significant part of the culinary landscape in many cities around the world, including Las Vegas, Nevada, USA. These establishments offer a taste of Thailand's unique cuisine and showcase its diverse cultural heritage. However, behind the vibrant facade of these restaurants lies an issue that has received limited attention: unfair and illegal wage payments to immigrant workers.

The Thai restaurant industry in Las Vegas, Nevada, serves as a particularly relevant case study due to the high number of Thai restaurants and the significant presence of immigrant workers in this service sector. The exploitation of immigrant workers' labor rights poses significant ethical concerns and has legal ramifications for the employers involved. Additionally, these wage violations contribute to perpetuating income inequalities and reinforcing vulnerable labor conditions and well-being.

The objective of this research is to shed light on the systemic issues that contribute to the prevalence of unfair and illegal wage payments in Thai restaurants in Las Vegas. By conducting an in-depth study of the workers in this industry, this research seeks to analyze the various factors driving these exploitative practices and propose potential solutions to address the issue.

This research aims to fill the existing knowledge gap regarding unfair wage practices and their impact on immigrant workers, highlighting the specific challenges faced within the Thai restaurant industry. By examining the issues specific to Las Vegas, this study seeks to provide evidence-based insights into the dynamics of labor rights violations and the factors contributing to such practices.

Through original research, including data analysis, literature review, and interviews with key stakeholders, this study aims to generate a comprehensive understanding of the unfair and illegal wage payments experienced by immigrant workers in Thai restaurants. The findings of this research will offer valuable insight into the reasons behind these exploitative practices, the industry's role, and potential strategies to address and prevent such violations in the future.

Ultimately, this study aims to create awareness about the plight of immigrant workers in the Thai restaurant industry, prompt discussions about labor rights, and inform policymakers, restaurant owners, workers, and relevant stakeholders about the urgent need to address these issues. By promoting fair wage practices and protecting the rights of all workers, societies can move towards a more equitable and just labor environment.

### **1.1.1 Labor Migration**

International Labor Organization (ILO) estimates that the average labor force participation rate stands at about 62 percent of the working age population with approximately 3.3 billion individuals engaged in employment. 1.1 billion or 54 percent of the working age

population are wage and salaried workers and income from wages makes up a significant portion of the household income (ILO, 2018).

Labor migration is important for development of host country and its economy. An estimated 164 million migrants' workers are a part of the global workforce and half of them are women (Amo-Agyei, 2020). Migrants' workers however earn 12.6 percent less per hour than nationals in high income countries and 17.3 percent more per hour than nationals in low- and middle-income countries based on mean wages. The migrant pay gap in United States of America is 15.3 percent in 2019/20.

The integration of immigrants into the host country's labor market is directly linked with their economic contribution to their destination countries. Immigrants in most partner countries have higher labor force participation and employment rates than native-born workers. However, immigrant workers do not have the opportunity to decent work due to the quality of job these immigrants take (Organization for Economic Co-operation and Development., 2018).

### **1.1.2 Wages**

Wages are considered remuneration normally calculated in monetary terms paid by employers to employees for the work performed either on a contractual basis written or verbal or for a specific set of work. To elaborate, it depends on the complexity and conditions of work performed, the professional and quality of an individual, and the link to the result of work or economic activity of the firm. The market economy considers wages as a price paid for human capital in the labor market (Mashevskva, 2020a).

Illegal wage payment is a part of a shadow economy which is also known by other names such as hidden economy, gray economy, black economy or lack economy, cash economy or the informal economy (Medina & Schneider, n.d.). The relationship between wage payment and working hours is crucial in today's work environment. Globally wage growth is at its lowest level since 2008 and in real terms it has declined from 2.4 percent in 2016 to just 1.8% in 2017. Since real wage is calculated using gross monthly wages due to limited information on hourly wage rates fluctuations does reflect both hourly wages as well as average number of hours worked (ILO, 2018).

The wages and working conditions depend on factors such as recruitment, lack of protection, working time and employment insecurity, low wages: underpayment, non-payment and other features (Campbell et al., 2016).

### **1.1.3 Background of the Country**

United States of America (USA) is a country with a population of over three hundred and thirty-one million situated in the northern hemisphere. It is one of the world's most developed and advanced countries and is hope to many immigrants. These immigrants have travelled all the way from their homeland in search of better opportunities in relation to work, education and living standards.

Thailand is a country in Southeast Asia and is home to over seventy million people. It is a country that is proud of its heritage and is one of the most traveled countries in the world. Thailand is also a member of Association of Southeast Asian Nations (ASEAN) which included

9 other countries in Southeast Asia namely, Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, and Vietnam. Thailand has a Gross Domestic Product (GDP) of over five hundred billion United States Dollars.

## **1.2 Independent Study Statement**

The thesis statement of this research work is that there is a prevalence of low-wage payment which is unfair and illegal. This is a case of Thai restaurants running in the United States of America which has immigrant workers working in the restaurant as waiters/ waitresses, cleaners, and other odd jobs.

## **1.3 Research Questions**

This research is concerned with exploring, understanding, and elaborating the illegal workspace in the restaurant industry in the United States of America. To do so, this research will focus on the concepts as well as the reality in existence today. The research questions concerning the study therefore are:

- What is the concept of illegal work and how is it relevant to study wage payment?
- Who are immigrant workers and why are they treated unfairly at their workplace?
- Why are Thai immigrants workers treated the way they are in the job market in the United States of America with a specific focus on the hospitality industry?

## 1.4 Research Objectives

The objectives of this research are to

- Identify Thai workers in the restaurant industry in Las Vegas, Nevada, United States of America.
- Find out at the illegal wage payments made to Thai workers in the restaurant industry in Las Vegas, Nevada United States of America.
- Analyze factors that lead to illegal wage payment for workers in the restaurant industry in Las Vegas, Nevada, United States of America.

## 1.5 Research Limitations

The limitations of this research are

- This research is conducted by in-depth interviews of some workers and can only be considered a representative study.
- The research itself focuses specifically on Thai immigrant workers and in doing so excludes immigrant workers from other countries.
- The research is conducted with limited resources, time, and capabilities available at hand.

## Chapter 2

### Review of Literature

#### 2.1 Informal Economy

Informal economy was first introduced in the 1970s and for more than four decades discussion has revolved around the causes of informality around the world as well as the definition and measurement of informality. ILO defines informal economy as all economic activities by workers and economic units that are in law or practice not covered or insufficiently covered by formal arrangements (*Definitions of Informal Economy, Informal Sector and Informal Employment Informal Economy, Informal Employment and Employment in the Informal Sector: International and Operational Definitions*, 2019). Shadow economy activities are those kinds of economic activities that revolve around government regulation, taxation, or observation. Shadow economy includes monetary and non-monetary transactions of a legal nature which include all productive economic activities that are generally taxable if reported to the state authorities (Medina & Schneider, n.d.).

Non-Standard forms of employment (NSE) consist of four different employment arrangements. They are namely temporary employment, part time or on call work, multi-party employment relationship and disguised employment or dependent self-employment (International Labor Organization, n.d.). Further, informal employment is a job-based concept and is defined in terms of the employment relationship and protections associated with the job of the worker.



Temporary employment can be fixed term contract, including project or task-based contracts, seasonal work, and casual work, including daily work (International Labor Organization, n.d.). Part time and on call work normally has shorter working hours compared to full time work and can also be called marginal part time employment and includes zero contract hours. Multi party employment relationship which is also known as 'dispatched', 'brokerage', and 'labor hire' and is a basically subcontracted labor or temporary agency work. Disguised employment or dependent self-employment is dependent on self-employment and is considered misclassified self-employment.

To understand the wage payment in the restaurant sector we can look at the three contrasting explanations of informal economy. The three perspectives to explain informal economy can be modernization perspective which suggests that the informal economy decreases as economies modernize and develop, neo – the liberal perspective that informal economy exists as a direct result of high taxes, public sector corruption, and state interference in the free market and political economy perspective that informal economy is an outcome of inadequate levels of state intervention in work and welfare that lead to the workers being unprotected (Williams, 2015).

Wage theft in the context of the United States of America is either an underpayment or non-payment either from wrongly compensated overtime, denied or foreshortened breaks, and off-the-clock violations. This further involves underreporting the number of hours worked, the creation of a complex set of challenges for workers' centers and other organizations seeking to

recoup these wages. Researchers also discuss wage theft as the deduction of illegal fees for food, lodging, supplies, and other services provided by the employer.

## **2.2 Immigrant Workers**

Any worker who is traveling to a foreign country in search of work and employment or for better job opportunities is an immigrant worker. Immigrant workers are traveling from their countries to a foreign land with the belief that it will help improve their living standard, give them better access to opportunities for a satisfactory income, and help them expand their horizons.

Approximately a million people travel to a foreign land from their countries in search of job opportunities as well as for a better living standard. Some of them travel legally while some of them travel illegally. This leads to disparity in immigrant workers being treated favorably or unfavorably in the working environment. The primary reason for individuals migrating is to get a decent job. The United States has been a major target destination for individuals seeking jobs in the past and today (de Castro et al., 2006).

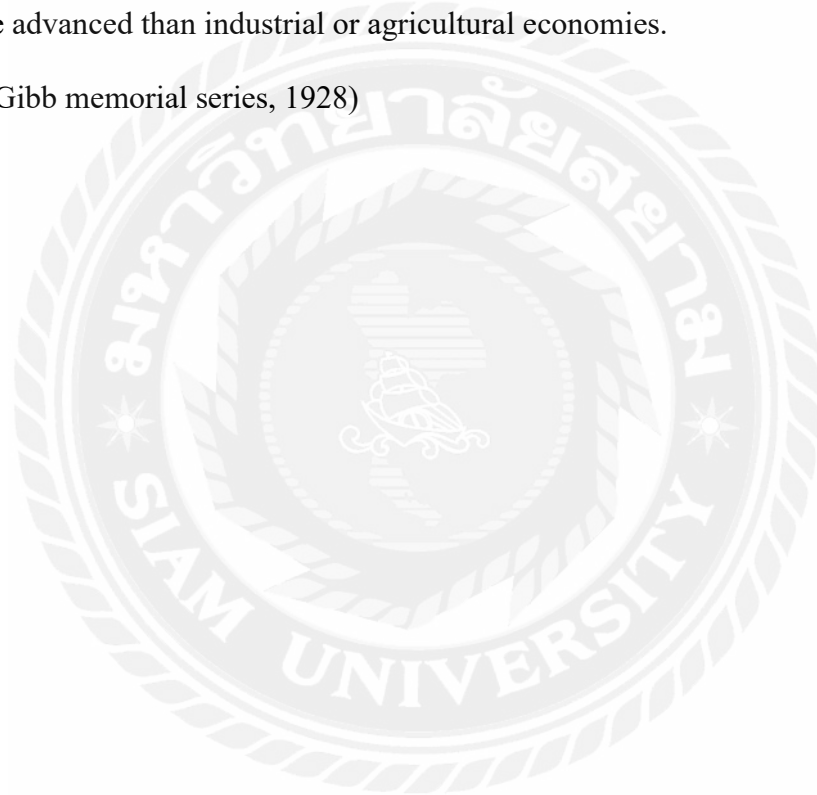
## **2.3 Wage Payment**

Wages are a part of the job system where a certain individual gets paid for what they do. Depending on the amount of work done or a certain number of hours spent working wages are paid by the employers. The employees receive wage either in the form of cash or in kind and as per the rules and regulations of a certain country as well as the regulation of the organization (Aaronson et al., 2008; Card & Krueger, 2000; Mashevskva, 2020b).

## 2.4 Service Industry

The service sector produces intangible goods, more precisely services instead of goods, and according to the U.S. Census Bureau, it comprises various service industries including warehousing and transportation services; information services; securities and other investment services; professional services; waste management; health care and social assistance; and arts, entertainment, and recreation. Countries with economies centered around the service sector are considered more advanced than industrial or agricultural economies.

(E.J.W. Gibb memorial series, 1928)



## **Chapter 3**

### **Research Methodology**

Research design is a critical process that transforms an idea, interest, or question from ‘just a thought’ into a meaningful and purposeful investigation of human or physical processes and the central emphasis of research design is the process itself. Similarly, the research design does not refer to the product, the results, a new grand theory, or a specific methodology but is a continuous process and looks at the dynamics of the evolving study and ongoing negotiation between the researcher and peers (Gatrell et al., 2020).

The study was undertaken to understand the situation of Thai workers in the restaurant industry in Las Vegas, Nevada, the United States of America. This is a qualitative study and involves the use of both primary and secondary sources of data collection. Initially, secondary sources of data were collected including going through news articles, government documents, ILO reports and journals, and past literature. Thereafter, the focus was on identifying restaurants that employed Thai workers either on a full-time or a part-time basis. Then, a depth interview with seven workers was conducted to validate the research.

Qualitative study leads to understanding the meaning of people’s lives under real-world conditions. It also helps in understanding the perspectives and views of the people in a study and covers the contextual conditions within which people live or work. It further leads to contribution to insights into existing or emerging concepts which helps in explaining human social behavior. Conducting a qualitative study further means using multiple sources of evidence rather than relying on a single source alone (Yin, 2016).

### 3.1 Documentary Research

This independent study applied qualitative study by using documentary research methods to collect all legal and labor documents concerned. The researcher analyzed all collected data by using content analysis and logical analysis for research results and discussion in Chapter 4, as well as the conclusion and recommendations in Chapter 5.

### 3.2 In-Depth Interview

Question 1: Why would you like to work for a Thai restaurant, do they pay overtime?

Answer: Working for a Thai restaurant in the United States of America, there are many good things which worth enough to work for, even if they do not pay you for working overtime or hourly rate. When you are not good at English, no one wants to hire you. Thai restaurant owners are willing to hire you and help you to get a job because you are Thai.

(Thai worker, 56 years old, Waiter at Thai Restaurant in Las Vegas, February 21, 2022 ).

Answer: I was working for a hotel and was laid off many times when the low season came. I worked 2-3 days a week. Now I am 59 years old, it is not easy for me to find a new job. I do not want to be laid off and find a new job every year. That's why I work here, I have been working here for 7 years. I don't want to quit, even if it is an unfair wage payment. They pay me 8 hours a day while I work 13 hours a day.

(Thai worker, 59 years old, Waiter at Thai Restaurant in Las Vegas, April 22, 2022)

Question 2: As an immigrant worker, why are you treated unfairly at your place of work?

Answer: No one here stands up for themselves or calls out their rights. If they don't like where they are working, they just quit and find a new job. However, if it's a Thai restaurant, they are going to face the same problem. Not too many Thai restaurants will pay exactly what the law says.

(Thai worker, 34 years old, Waitress at Thai Restaurant in Las Vegas, July 3, 2024)

Answer: I think Thai people are easygoing. When something goes wrong, they tend to think it's okay. In contrast, Americans might sue over anything. For example, if you serve very spicy food and they can't handle it, they might sue you. You can usually tell which restaurants are paying overtime when you see either white or black people working there.

(Thai Worker, 42 years old, Waiter at Thai Restaurant in Las Vegas, July 3, 2024)

## Chapter 4

### Results and Discussion

#### 4.1 Results

Restaurants in the United States of America employ foreign workers. Most of the restaurants employ foreign workers either on an hourly payment basis or daily. Most Thai restaurants in the US request employees work over 8 hours a day with no overtime paid. Thai students on student visas and individuals with work visas are also employed by these restaurants. The hourly wage payment is less than the normal wage as per the rules and regulations stated by the labor department.

Working in the hospitality industry, particularly in Thai restaurants in Las Vegas, presents a complex landscape of wage payment practices that vary based on work permits and legal status. It has been observed that establishments may opt to pay a daily cash wage for individuals without work permits who exceed the typical 8-hour workday, with this daily wage averaging between \$80 to \$120. Conversely, employees with valid work permits, permanent residents, and US citizens are typically compensated at an hourly rate set at the minimum wage.

It is noteworthy, however, that there exists a concerning pattern within some Las Vegas restaurants where employees are paid an hourly wage that falls below the legally mandated minimum wage, violating labor laws. Additionally, many establishments seem to neglect to honor overtime pay for extra hours worked beyond the standard workweek.

Findings from surveys, phone calls, and undercover investigations shed light on these prevailing wage practices throughout an extensive 8-month period, I undertook a comprehensive study of employment practices across six distinct Thai restaurants in Las Vegas. Through firsthand experience and meticulous observation, a concerning pattern emerged regarding wage differentials among employees occupying the same positions within these establishments.

A notable revelation from this research endeavor was the glaring discrepancy in daily or hourly wages among individuals in similar roles within the same restaurant. This inconsistency in wage structures within a single establishment raises questions about equity, transparency, and fair compensation practices. Particularly troubling was the observation that in certain restaurants, wages appeared to be arbitrary and contingent upon the owner's discretion, rather than being aligned with legal minimum wage requirements. This disparity in remuneration not only underscores a lack of standardized wage policies but also points towards potential violations of labor regulations within the Las Vegas Thai restaurant industry. The notion that wages are determined based on subjective criteria rather than established legal standards highlights a critical area of concern that warrants further investigation and potential intervention to safeguard the rights and well-being of restaurant employees.

By shedding light on these discrepancies, we aim to advocate for greater accountability, consistency, and adherence to labor laws within the realm of Thai restaurants in Las Vegas. Research conducted through various means, including monitoring social media platforms such as Facebook for recruitment posts, has provided valuable insights into the compensation trends within the Thai restaurant sector in Las Vegas. As we delve deeper into the intricacies of wage



payment methods and labor law compliance in this industry, it becomes apparent that addressing these disparities and potential violations is crucial to ensuring fair and just compensation for all restaurant employees, regardless of their work status. By highlighting these issues and advocating for transparency and adherence to labor regulations, we strive to create a more equitable and respectful working environment for all individuals employed in the vibrant culinary scene of Las Vegas.

Upon comprehensive examination of the practices surrounding employment within the restaurant industry in Las Vegas, it is evident that there are notable observations to consider. Out of the 20 restaurants surveyed, a substantial 17 establishments do not provide compensation for overtime work. It is concerning to note that all 20 of these restaurants resort to cash payments daily for their kitchen staff. This discrepancy raises questions about fairness within these establishments and begs the issue of equitable treatment across all roles. Moreover, the intricacies of managing taxes within these dining establishments appear to add another layer of complexity to the employment dynamics.

The contention that the tax management of these restaurants is more convoluted could potentially shed light on possible irregularities or challenges faced by both the employees and employers regarding tax compliance. Furthermore, the existence of 6 restaurants that offer daily cash payments to both kitchen staff and servers without requiring work permits or tax contributions underlines a concerning practice of under-the-table employment. This situation not only undermines the integrity of the workforce but also perpetuates a cycle of exploitation for those without legal work status or tax obligations. It is disheartening to acknowledge that

unlicensed employees, compelled to work overtime without proper compensation, find themselves in a vulnerable position due to their inability to negotiate fair wages. The oppressive nature of such circumstances accentuates the need for greater scrutiny and regulation within the restaurant industry to ensure the protection and fair treatment of all individuals involved in the labor force.

4.1.1 Prevalence of Unfair Wages: Reports indicate that a significant proportion of Thai workers in Las Vegas are paid below the minimum wage or their contracted rates. Instances of wage theft are also common, where employers withhold payments or underreport hours worked.

#### 4.1.2. Factors Contributing to Unfair Wage Payment

- **Lack of Awareness:** Many Thai workers are not fully aware of their legal rights and the minimum wage laws in Nevada.
- **Language Barriers:** Limited proficiency in English makes it difficult for Thai workers to advocate for themselves, understand employment contracts, or seek legal assistance.
- **Fear of Retaliation:** Workers often fear losing their jobs or facing deportation if they complain about unfair wages.
- **Employer Practices:** Some employers exploit the desperate need for employment among migrant workers by offering lower wages and poor working conditions.

4.1.3. Impact on Workers: Unfair wage practices lead to financial instability, inability to afford basic needs, and elevated stress levels among Thai workers. This exploitation hinders their ability to achieve financial goals and secure a better future for themselves and their families.

#### 4.1.4. Summary of Relevant Data

1. Number of restaurants surveyed: 20
2. Number of restaurants not providing overtime compensation: 17
3. Number of restaurants paying kitchen staff daily in cash: 20
4. Number of restaurants paying both kitchen staff and servers daily in cash, without work permits or tax contributions: 6

<b>List of Restaurant</b>	<b>Overtime Compensation</b>	<b>Kitchen Staff Without Work Permit Daily in Cash</b>	<b>Kitchen Staff and Servers Daily in Cash, Without Work Permits</b>
Restaurant A	No	Yes	Yes
Restaurant B	No	Yes	No
Restaurant C	No	Yes	No
Restaurant D	No	Yes	No
Restaurant E	No	Yes	No
Restaurant F	Yes	Yes	No
Restaurant G	Yes	Yes	Yes

Restaurant H	No	Yes	No
Restaurant I	No	Yes	No
Restaurant J	No	Yes	Yes
Restaurant K	No	Yes	No
Restaurant L	No	Yes	Yes
Restaurant M	No	Yes	No
Restaurant N	No	Yes	No
Restaurant O	Yes	Yes	No
Restaurant P	No	Yes	No
Restaurant Q	No	Yes	No
Restaurant R	No	Yes	No
Restaurant S	No	Yes	Yes
Restaurant T	No	Yes	Yes

## 4.2 Discussion

The research conducted sheds light on a pervasive employment issue affecting Thai individuals in the United States, particularly within the context of Thai restaurants. Drawing a comparison between employment practices in Thailand, where daily wage payments are commonplace, and the US, where hourly wages are the norm, the study underscores the unique challenges faced by Thai workers in navigating labor regulations and wage structures in a foreign country.

One prominent finding of the research is the prevalence of daily wage payments for Thai workers employed in Thai-owned restaurants in the US. It was observed that these workers often put in extended hours, surpassing the legal limits stipulated by US labor laws. Despite the legal requirement for hourly wage payments in the US, the practice of compensating Thai workers daily suggests a deviation from standard labor norms within the industry.

The study aimed to provide insights into the experiences of immigrant workers, specifically focusing on the issue of unfair and illegal wage payments. While the research centered on Thai restaurant workers, it acknowledges that similar challenges may exist across a broader spectrum of restaurants in America, signifying a systemic issue that warrants attention and intervention.

One notable revelation from the research is the reluctance of Thai workers to file complaints with the US Department of Labor regarding unfair wage practices. This reluctance can be attributed to various factors, including a lack of work permits, language barriers, and a desire to maintain a sense of community and camaraderie within their workplace. Despite facing dissatisfaction with their wage payments, these workers exhibit resilience and a willingness to continue working under subpar conditions due to the complexities of their circumstances.

In conclusion, the research illuminates the complex landscape of employment challenges faced by Thai workers in the US restaurant industry, underscoring the need for greater awareness, advocacy, and enforcement of labor regulations to ensure fair and just treatment of immigrant workers across various sectors.

## Chapter 5

### Conclusion and Recommendations

#### 5.1 Conclusion

The examination of employment practices within Las Vegas' restaurant industry reveals several areas of concern that demand immediate attention and remedial measures. The prevalent issue of uncompensated overtime, the inconsistent application of cash payment systems, and the dubious tax management practices indicate significant lapses in fairness and compliance. Additionally, the alarmingly high number of restaurants engaging in under-the-table employment practices highlights the exploitation of vulnerable workers, particularly those without legal work status.

To address these issues, it is critical for regulatory bodies to intensify oversight and enforcement of labor laws within the restaurant sector. Employers must be held accountable for ensuring fair compensation, proper tax contributions, and equitable treatment of all employees regardless of their role. Furthermore, there is a need to support unlicensed and undocumented workers through advocacy and legal pathways that protect their rights and provide avenues for regularization.

Stakeholders, including policymakers, employers, and advocates, must collaborate to develop robust frameworks that foster transparency, accountability, and equity within the industry. By doing so, the restaurant sector in Las Vegas can transition towards a more just and

compliant working environment, ultimately improving the overall quality of employment for all individuals involved. This collective effort is essential to uphold the integrity of the workforce and safeguard the rights and well-being of all restaurant employees.

## **5.2 Recommendations**

The Thai government should establish an organization to support the Thai food industry by creating skilled labor to work abroad. The most popular Thai businesses overseas are the Thai Food industry. This is how Thailand uses soft power to extend its influence on other countries.

Soft power is a way to improve international relations between Thailand and other countries. It's formed through food and culture. It extended society's movement slowly by using soft power. Thai food is very popular in the United States of America as we know the most popular dishes are Pad Thai, Tom Yum, Khao Soi, Massaman Curry, and Pad See Ew is gaining in popularity in the United States as more consumers experiment with global flavors. There are many reasons why Thai food is popular, flavor, health, and variety.

Unfair wage payment is a pervasive issue affecting Thai workers in Las Vegas, exacerbated by a lack of awareness, language barriers, and fear of retaliation. Addressing this problem requires concerted efforts from government bodies, community organizations, and the broader public to ensure fair treatment and just compensation for all workers.

However, efforts to combat unfair wage practices require a multifaceted approach:

- **Legal Protections and Enforcement:** Strengthening labor laws and ensuring strict enforcement can deter unfair wage practices. Regular inspections and penalties for non-compliant employers are crucial.

- **Awareness and Education:** Providing Thai workers with resources and information about their rights can empower them to stand up against exploitation. Community organizations and embassies can play a pivotal role in this regard.
- **Support Services:** Establishing support networks, including legal aid services and helplines, can assist workers in reporting wage theft and seeking justice.
- **Community Engagement:** Encouraging collaboration between Thai worker communities, local advocacy groups, and labor unions can create a unified front against unfair labor practices.
- **Policy Reforms:** Advocate for stronger labor protections and comprehensive immigration reform to safeguard migrant workers from exploitation.
- **Educational Initiatives:** Develop educational programs and materials in Thai to inform workers of their rights and available resources.
- **Support Infrastructure:** Strengthen support systems such as legal aid, hotlines, and community centers to assist workers facing unfair wage practices.
- **Research and Monitoring:** Conduct ongoing research to monitor the prevalence of wage theft and evaluate the effectiveness of measures implemented to combat it.

By addressing the root causes of unfair wage payments and implementing targeted solutions, it is possible to create a more equitable and just working environment for Thai workers in Las Vegas.



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## Appendix

\*\*\*\*\* lasvegas. ...

🗣️ ประกาศรับสมัครพ่อครัว,แม่ครัว Part Time กะดึก (ต้องการคน  
มีประสบการณ์)

📍 ร้านอาหาร \*\*\*\*\* "

🕒 เวลา 10.00pm-02.30am

📌 สำหรับคนที่มองหางานเสริมรอบดึก ตรงต่อเวลา ชยันทำงาน  
ค่าแรง \$50  
\*(หรือสะดวกทำก็วันลองมาคุยกันก่อนได้คับ)

☎️ : ติดต่อ \*\*\*\*\*

🙏 ขอขอบคุณ \*\*\*\*\*-lasvegas.

This restaurant offers \$50 from 10:00 pm to 02:30 am.

Filters

Posts You've Seen

Most Recent

Posted by

\*\*\*\*\*

Nevada)

...

ที่ร้านรับสมัครพ่อครัวแม่ครัวมือฝึกหัดคะ. วันละ\$120คะ สนใจติดต่อเบอร์ที่ร้าน ได้เลยคะ ขอขอบคุณคะ..



This restaurant offers \$120 a day.

 บ้านคนไทยในอเมริกา ...

Sep 25, 2023 · 

ประกาศรับ

สมัครพนักงานร่วมทีมAvengers 😊

- 🧑‍🍳 มีอแอฟ 150

\*\*\*ร้าน 

ค่าที่พัก 300

บ้านพักอยู่ไม่ไกลจากร้าน เดิน 10 นาทีถึงร้านเลยค่า

ทำงาน 6 วัน

ขอคนที่อยู่อเมริกานะคะ 👍

บรรยากาศน่ารักทั้งร้าน เจ้าของใจดี ไม่มีระบอบเจ้าขุนมูลนาย ใครสนใจ inbox มาได้เลยนะคะ

This restaurant offers \$150 a day.





## บ้านคนไทยในอเมริกา

\*\*\*\*\*

### \*\*\* รับสมัคร \*\*\*

- คนครัว มืออาชีพ 1 ตำแหน่ง (Full-Time)

ทำงานอาทิตย์ละ 6 วัน

เงินเดือนเริ่มต้นวันละ \$140+

ถ้ามีความสามารถ ยินดีเพิ่มให้ครับ

+ มีที่พัก (ห้องส่วนตัว) จ่ายค่าน้ำ/ค่าไฟเอง

+ มีรถให้ใช้ (ใช้ร่วมกับเพื่อนร่วมงาน)

ร้านเปิดอาทิตย์ละ 6 วัน

\*\*\* วันจันทร์-ศุกร์ (มีพักกลางวัน 2 ชม.) \*\*\*

วันจันทร์-พฤหัสบดี 10.00-14.30 และ 16.30-20.30

วันศุกร์ 10.00-14.30 และ 16.30-21.00

วันเสาร์ 11.30-21.00

ขอคนอยู่อเมริกาพร้อมเดินทางนะครับ

สนใจทัก inbox สอบถามรายละเอียดได้ครับ

หรือ โทรมาเบอร์ \*\*\*\*\* (จันทร์-เสาร์)

This restaurant offers \$140 a day.



บ้านคนไทยในอเมริกา



\*\*\*\*\*

Nov 30, 2021 • 🌐

ขอ อนุญาตให้... วิศวกรคนทำงานค่ะ

สวัสดิการ \*\*\*บ้านพักห้องส่วนตัวฟรี ย้ำ ฟรี!!! ไม่หักค่าน้ำค่าไฟ ค่า  
อินเทอร์เน็ต แม้แต่กระดาษเช็ดก้นก็ฟรี 😂😂

\*\*\* รถรับส่ง ฟรี ( ถึงขั้นจองวีรถให้ขับ )

ร้าน \*\*\*\*\* อนุรักษ์ทุกคน

ขอคนที่อยู่เมกาแล้ว หรือมี วีซ่า พร้อมเดินทาง

\*\* ค่าตอบแทน สูงสุดที่ \$180 ต่อวัน

# ถ้าอยู่กับเราถึง 3 ปีเราจะทำเรื่อง โบนัสให้

มือตัด 2 ตำแหน่ง

มือ แอป 1 ตำแหน่ง

ติดต่อ

ส่ง

\*\*\*\*\*



2 comments 2 shares

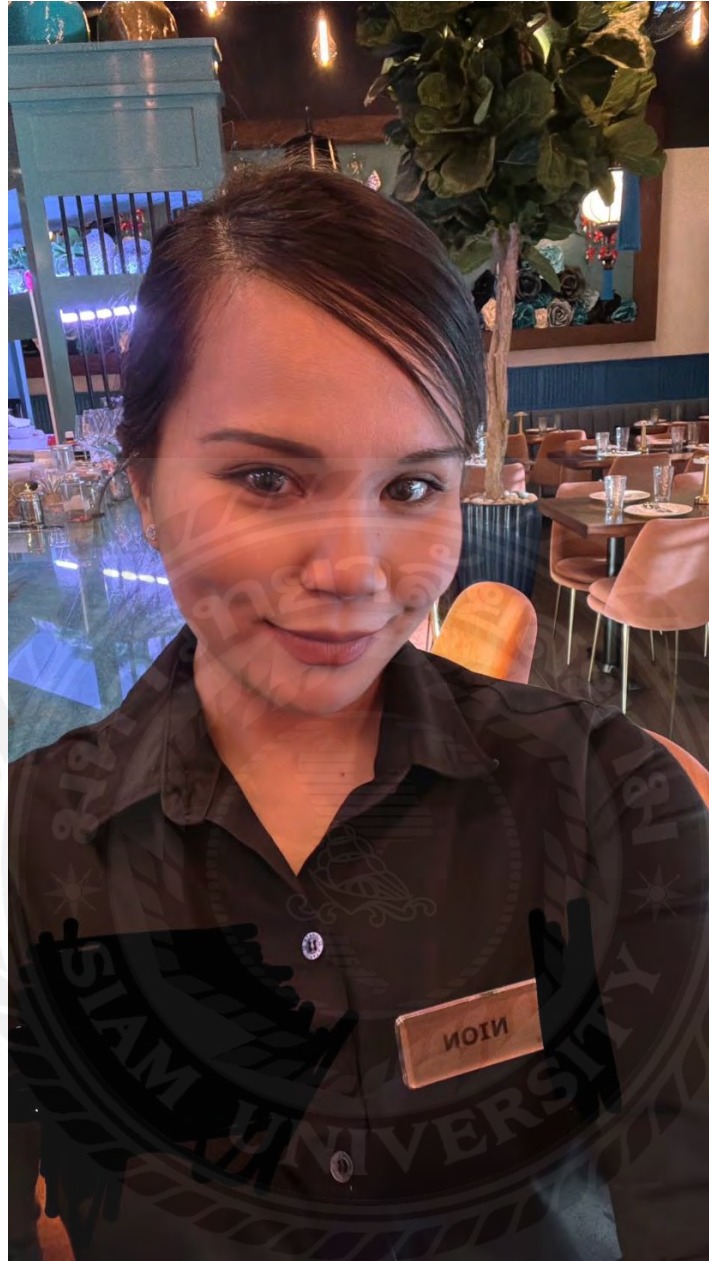
This restaurant offers \$180 a day.



Nion Kaeophoung, Author

Worked as a waitress from September to November.





Nion Kaeophoung, Author

Worked as a waitress from November to February.





Nion Kaeophoung, Author

Worked as a waitress from February to April.