



# NEWSLETTER

MYANMAR GARMENT MANUFACTURERS ASSOCIATION

MGMA

NEWSLETTER

September 2018

NEWS

## Garment Technology ToT Opening Ceremony

To provide broader vocational trainings which are necessary for development of garment industry and job creation of the country, Myanmar Garment Manufacturers Association (MGMA) is running ToT School on 1st floor of Dakkina Building in Insein Government Technical Institute (GTI), in cooperation with Department of Technical and Vocational Education under Minister of Education (MOE) in form of Public Private Partnership (PPP). In the first batch of Garment Technology ToT, 6 trainers from MGMA's another training school Myanmar Garment Human Resource Development Center (MGHRDC) and 15 trainers from MOE will be trained by 3 trainers from Buildtek Consultants, Sri Lanka. Opening ceremony of the ToT program was held on 2018-10-02, 1st floor of Dakkina Building in Insein Government Technical Institute (GTI). Garment Technical ToT Opening Ceremony was attended by Union Minister for Ministry of Education U Myo Theim Gyi, Union Minister for Ministry of Industry U Khin Maung Cho, Vice-Chairman of Union of Myanmar Federation of Chambers of Commerce and Industry U Thaung Tin, Chairman of Myanmar Garment Manufacturers Association U Myint Soe, Chairman of Myanmar Garment Human Resource Development Center Daw Khine Khine Nwe and MGMA's Vice-chairmen, Secretaries, members of Central Executive Committee, Executive Committee, Chairmen of Korea Garment Association in Myanmar and Chinese Textile & Garment Association in Myanmar and representatives from ILO. The Union Ministers gave opening speeches and MGMA Chairman gave thanks in his speech. Then Chairman of MGHRDC Daw Khine Khine Nwe presented about trainings and opportunities.





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## Donation for Purchasing Sewing Machines in MGHRDC

Myanmar Garment Manufacturers Association (MGMA) is running Myanmar Garment Human Resource Development Center (MGHRDC) to provide basic operator training, supervisor training and others. Moreover, MGMA is providing Garment Technology ToT in cooperation with Department of Technical and Vocational Education under Ministry of Education (MOE) in form of Public Private Partnership (PPP), at 1st floor of Dakkina Building in Insein Government Technical Institute (GTI). To purchase sewing machines for those training schools, MGMA collected the following cash donations.

Sr.	Donor's Name	Amount in MMK	Amount in USD
1.	Shwe Sakar Co., Ltd.	5,000,000	
2.	Maple Trading Co., Ltd.	1,000,000	
3.	Korea Garment Association in Myanmar		2,500
4.	Chinese Textile & Garment Association in Myanmar	3,000,000	
5.	CHK Garment Co., Ltd.	50,000	

PRIORITY

## ILO's Decent Work Country Program Signed

International Labour Organization (ILO) and Ministry of Labour, Immigration and Population signed Memorandum of Understanding (MoU) for ILO's Decent Work Country Program (2018-2021) (DWCP 2018-2021) on 2018-09-21 in Nay Pyi Taw. Objective is mentioned as for development and reducing poverty of the country. The signing ceremony was attended by representatives from ministries which will implement the program, guests from embassies, employer representatives and worker representatives.

DWCP (2018-2021) is a program linked to UN's Sustainable Development Goals (SDG) and ILO's main program. ILO's projects like ILO-GIP and Vision Zero Fund will be under DWCP (2018-2021). The other new projects on Freedom of Association, Collective Bargaining Agreement and living wage may also be implemented under the program.





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## သင့်လျော်ကောင်းမွန်သောအလုပ်အကိုင်ဌာနေအစီအစဉ် (၂၀၁၈-၂၀၂၁) အကောင်အထည်ဖော်ဆောင်ရွက်ရန် MoU လက်မှတ်ရေးထိုးပွဲကျင်းပ

နေပြည်တော် စက်တင်ဘာ ၂၀

နိုင်ငံတော်စွဲမြဲတိုးတက်ရေးနှင့် ဆင်းရဲနွမ်းပါးမှုလျော့ကျရေးကို အထောက်အကူပြုနိုင်ရန်အတွက် မြန်မာနိုင်ငံတွင် သင့်လျော်ကောင်းမွန်သော အလုပ်အကိုင်ဌာနေ အစီအစဉ် (၂၀၁၈-၂၀၂၁) ကို အကောင်အထည်ဖော်ဆောင်ရွက်ရန် အလုပ်သမား၊ လူဝင်မှုကြီးကြပ်ရေးနှင့် ပြည်သူ့အင်အားဝန်ကြီးဌာန၊ အလုပ်သမား၊ အလုပ်ရှင်ကိုယ်စားလှယ်များနှင့် အပြည်ပြည်ဆိုင်ရာ အလုပ်သမားရေးရာအဖွဲ့ (ILO) တို့အကြား နားလည်မှုစာချုပ် (MoU) လက်မှတ်ရေးထိုးသည့် အခမ်းအနားကို ယနေ့ နံနက်ပိုင်းတွင် နေပြည်တော် သစ်တပို့တယ်၌ ကျင်းပသည်။ (အောက်ပုံ)

အခမ်းအနားတွင် အလုပ်သမား၊ ဦးသိန်းဆွေက သင့်လျော်ကောင်းမွန်သော အလုပ်အကိုင်ဌာနေအစီအစဉ်ကို လူဝင်မှုကြီးကြပ်ရေးနှင့် ပြည်သူ့အင်အားဝန်ကြီးဌာန ပြည်ထောင်စုဝန်ကြီး ဖရိုဖရိုဗွတ်က ဖြစ်ပွားခဲ့သော အခင်းများနှင့် တေးအန္တရာယ်သင့်ခဲ့သော အခင်းများရှိ ထိခိုက်လွယ်သောပြည်သူတို့အပါအဝင် လူတိုင်းသင့်လျော်

မှုဖြင့် လုပ်ငန်းခွင် အခြေခံစည်းမျဉ်းများနှင့် အခွင့်အရေးများအား လိုက်နာကျင့်သုံးမှုကို အားကောင်းလာစေရန်နှင့် အားလုံးအတွက် အထူးသဖြင့် ထိခိုက်လွယ်သော အလုပ်သမားများနှင့် ပြည်သူများအတွက် လူမှုကာကွယ်စောင့်ရှောက်ရေးလွှမ်းမိုးမှုတိုးချဲ့နိုင်ရန် စသည့်ဦးစားပေးနယ်ပယ်သုံးရပ်ဖြင့် အကောင်အထည်ဖော်မည်ဖြစ်ပြီး နိုင်ငံ၏စွဲမြဲတိုးတက်ရေးဆိုင်ရာမူဝါဒများနှင့် အနီးစပ်ဆုံးချိန်ညှိရေးဆွဲထားကြောင်း၊ ကုလသမဂ္ဂ၏ ရေရှည်စွဲမြဲတိုးတက်ရေးပန်းတိုင် (SDGs) များနှင့် ချိတ်ဆက်ထားသောကြောင့် လူငယ်နှင့်အရွယ်ရောက်သူများ၏ နည်းပညာနှင့်အသက်မွေးဝမ်းကျောင်းဆိုင်ရာ အရည်အသွေးများ စဉ်ဆက်မပြတ် တိုးတက်စေမည်ဖြစ်ကြောင်း၊ သင့်လျော်ကောင်းမွန်သော အလုပ်အကိုင်များရရှိပြီး လူမှုကာကွယ်စောင့်ရှောက်ရေး တိုးတက်ရရှိမှုဖြစ်ကြောင်း၊ လုပ်ငန်းခွင်အခြေခံစည်းမျဉ်းများနှင့် အခွင့်အရေးများ လိုက်နာ



### can Section 44(D)'s Protection be Misused

The strike blocking gates of a Chinese-owned factory in Dagon Seikkan Township made noisiest arguments in garment industry. The strike started on 21st Aug 2018 because of dismissal of 30 workers including members of basic union of the factory. Over 100 workers were on strike blocking the gates of the factory so that over 900 workers were unable to get inside the factory and continue working.

The strike workers accuse that the employer violates Section 44(D) of 2011 Labour Organization Law. But the employer defends that the workers who violated workplace rules and regulations were selected and laid off for business survival because of low productivity. Similar kind of labour dispute very tend to happen in garment industry. Therefore, the question of the Section 44(D),

"No employer shall dismiss a worker for his membership in a labour organization for the exercises of organizational activities or participating in a strike in accord with this law"

can be misused, becomes valid for asking.

In every dismissal dispute, worker accuses that dismissal is because of membership in a labour organization and employer defends that dismissal is because of violation in workplace. In way of logical thinking;



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- if worker's accusation is right, employer violates the Section 44(D) of 2011 Labour Organization Law. In accord with Section 51 of the same law, any employer who violates the Section 44(D), on conviction, can be punished with a fine not exceeding one hundred thousand kyats or with imprisonment for a term not exceeding one year or with both.
- if employer's defence is right, worker misuses protection of the Section 44(D) for his/her violation in workplace or commit violations in workplace misusing protection of the Section 44(D). There is no provision of prohibition and punishment for such misuse.

Nonetheless, the fact that a circumstance is exposing opportunity for misuse of the Section 44(D) to workers, is undeniable.

Limited ability of arbitration body and tribunal unlike court in which evidences are carefully examined in accord with legal procedures and Evidence Act, is also making the circumstance easier for misuse.

Therefore, employers should keep records in documents, collect evidences and follow steps to perform dismissal in accord with provisions of "Termination and Dismissal" of Paragraph 15(b) of the template of Employment Contract which was officially release on 28th August 2017.

### UPCOMING

Description	Date	Place
1. HR Management Improvement In-Factory Training HR Management Improvement Training for problem solving, with focus on "Reducing Turnover and Absenteeism The course is specially designed to improve social compliance standards, as well as problem solving skills and productivity in your factory. The On-site Factory Training will be individually scheduled between the participants and MCY trainer within a period of 3 weeks after the workshops.	Oct, 2018	On-Site
2. 2nd Myanmar Textile Summit 2018 MGMA and <a href="#">ECV International</a> are organizing in collaboration 2nd Myanmar Textile Summit 2018. The summit will focus on the latest government policies and international trading policies on the textile and apparel industries in Myanmar, sourcing practice and trends of international brands, the main challenges for FDI and so on.	12-13 Nov 2018	Sedona Hotel
3. 7th Myanmar International Textile & Garment Industry Exhibition (MTG) <a href="http://www.myanmar-expo.com/MTG">www.myanmar-expo.com/MTG</a> Yangon Convention Center (YCC) in Inya Lake Hotel Compound	6-9 Dec 2018	YCC, Inya Lake Hotel
4. Factory Award Dinner (2018) Myanmar Garment Manufacturers Association (MGMA)	8 Dec 2018 (TBC)	



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### NEW MEMBERS IN SEPTEMBER 2018

Number of New Factories in September 2018		4
Country	No. of Factories	No. of Workers
Chinese	3	1700
Korea	1	1600
<b>TOTAL</b>	<b>4</b>	<b>3300</b>

### MEMBERSHIP UPDATE AS OF 2018-09-30

Status	Country	No. of Factories	No. of Workers
Active	Myanmar	109	73341
	Chinese	202	187373
	Korea	58	56951
	Japan	19	54462
	Others	132	68445
Inactive	All	72	0
<b>TOTAL</b>		<b>592</b>	<b>440572</b>