



NEWSLETTER

MYANMAR GARMENT MANUFACTURERS ASSOCIATION

MGMA

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November 2018

NEWS

5th MGMA Annual Factory Award Dinner



Myanmar Garment Manufacturers Association (MGMA)'s 5th MGMA Annual Factory Award Dinner was held on 8th December 2018 at Inya Lake Hotel. The event was attended by Ministry of Education Union Minister U Myo Thein Gyi, Yangon Region Government Minister for Rakhine Ethnic Affairs U Zaw Aye Maung, MGMA's Chairman, Vice-Chairmen, Secretaries, CECs, ECs, members and other dignitaries. Union Minister U Myo Thein Gyi and MGMA Chairman U Myint Soe gave opening speeches.

The prize of "The Garment Factory of the Year 2018" was awarded to Mingalar Sumbari Garment Co., Ltd., the prize of "The Best Practices Factory of the Year 2018" was awarded to Natural Garment Mfg Co., Ltd. and the prize of "The Best Practices in OSH Factory of the Year 2018" was awarded to Myanmar Huayi Co., Ltd..

Outstanding participants of Garment Technology ToT Training, Ma Zin Nwe Moe from Ministry of Education, Ma Win Sandar from Best Industrial Co., Ltd. and Ma Su Myat Tun from Ministry of Education were awarded the prizes of Best Instructor, Second Best Instructor and Best Presenter respectively. The ToT training is two month course and was started on 2018-09-17 at 1st Floor of Dakkina Building in Government Technical Institute compound, in cooperation of Myanmar Garment Manufacturers Association (MGMA) and Ministry of Education (MOE).



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U Myo Thein Gyi (Union Minister for MOE)



U Myint Soe (Chairman of MGMA)



Mingalar Sumbari Garment Co., Ltd.
The Garment Factory of the Year 2018



Myanmar Huayi Co., Ltd.
The Best Practices in OSH Factory of the Year 2018



Natural Garment Mfg Co., Ltd.
The Best Practices Factory of the Year 2018

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Exploring Effective Representations for Myanmar's Businesses in Industrial Relations Workshop



To promote the country's private sector, Union of Myanmar Federation of Chamber of Commerce and Industries (UMFCCI) has been speeding up its momentum in working with workplace relations and labour affairs. UMFCCI organized "Exploring Effective Representations for Myanmar's Businesses in Industrial Relations Workshop" on 10th November 2018 at Mercure Hotel. The Workshop was attended by UMFCCI Vice-Chairman Dr. Maung Maung Lay, Joint Secretary General Daw Khine Khine Nwe, CECs, ECs from Myanmar Garment Manufacturers Association (MGMA) and other associations, ILO Officers, international technicians and employer representatives.

UMFCCI Vice-President Dr. Maung Maung Lay and ILO Liaison Officer Mr. Rory Mungoven gave opening speeches. UMFCCI Joint Secretary General Daw Khine Khine Nwe gave a presentation about current affairs of labour and industrial relations.

Matters to establish an employer organization which will focus on industrial relations and to legalize tripartite practice in labour laws were discussed.



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PRIORITY

Individual/Collective Dispute and going to Arbitration

There have been complaints since labour disputes which are defined as individual disputes, are passed to competent courts. Workers complain that they are being deprived their legal right to go to arbitration because township conciliation bodies are passing their case to competent court. 2012 Settlement of Labour Dispute Law, section (2) (n) and (o) say -

"Individual dispute means a right dispute between the employer and a worker or workers relating to the existing law, rules, regulation and by-law; collective agreement or employment agreement."

"Collective dispute means the dispute between one or more employer or employer organization and one or more labour organization over working conditions, the recognition of their organizations within the workplace, the exercise of the recognized right of their organizations, relations between employer and workers, and this dispute could jeopardize the operation of the work for social peace. This expression includes a dispute on rights in the existing labour law or interest dispute."

When a dispute is processed in settlement, according to the section 12 of the Settlement of Labour Dispute Law, township conciliation body defines the dispute between kinds of individual dispute and collective dispute. Then according to the section 12(a) of the Settlement of Labour Dispute Rules, township conciliation body has to inform dispute parties that either party can go to competent court if the dispute is defined as individual dispute and can not be resolved in township conciliation.

Therefore defining a dispute between kinds of individual dispute and collective dispute become important. According to provisions, right dispute between the employer and one or more worker means individual dispute. Right or interest dispute between one or more employer or employer organization and one or more labour organization means collective dispute.

But defining a dispute in a factory in which there is no basic labour organization as individual dispute and a dispute in a factory in which there is a basic labour organization at least as collective dispute, becomes told by and among workers.

Even in a letter, dated 2018-11-29, of Yangon Regional Government informing regional judiciary office's legal advisory to chairman of a regional labour organization, defining kind of dispute based on existence of labour organization in a factory is mentioned.

In this case, if kind of dispute is defined by the existence of labour organization, the question;

"whether a dispute in which a worker – who is a member of basic labour organization in the factory – is dismissed on violation of rules in the workplace, should be defined as collective dispute just because the basic labour organization involves in dispute resolution process"

is to be answered.



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ACTIVITY

Closing Ceremony of Garment Technology ToT

Closing ceremony of Garment Technology ToT Training – Myanmar Garment Manufacturers Association (MGMA) and Ministry of Education (MOE) are cooperating the training with support of Foreign Trade Association of German Retailers (AVE) – was held on 2018-11-10 at 1st Floor of Dakkina Building in Government Technical Institute (Insein) compound. In the ceremony, certificates are awarded to 28 students who completed the course. Three outstanding students out of them – Ma Zin Nwe Moe from MOE, Ma Win Sandar from Best Industrial Co., Ltd. and Ma Su Myat Tun from MOE – are awarded prizes of Best Instructor, Second Best Instructor and Best Presenter respectively.





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7th MTG Exhibition

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The 7th Myanmar Int'l
Textile & Garment
Industry Exhibition

6-9 December 2018

Yangon Convention Center, YCC
(Inya Lake Hotel compound)

www.myanmar-expo.com

YOUR BEST STRATEGIC PLAN FOR TEXTILE & GARMENT INDUSTRY IN ASIA

MTG had applied the resources of TG-Series across the ASEAN network and the 'Yorkers' professional ability to establish the launching edition seven years ago. Along with the development of Myanmar economy and the strong cooperation with U.M.F.C.I., MGMA and MTMA, we have become the best choice for professions in Textile & Garment industry to meet with each other annually, globally and precisely.

We welcome all trade visitors from Textile and Garment industries, to visit **MTG** from 6 - 9 December from 10am to 5pm at Yangon Convention Center, a brand new exhibition hall (Inya Lake Hotel Compound). You will be really pleased to see more than 130 brands with their products and services and network with people from over the world as well as local contacts, we are supported by the leading associations in Myanmar and it is a great opportunity to help the development of your business and also to keep driving to push forward the Textile and Garment industries in Myanmar.



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UPCOMING

Description	Date	Place
1. MGMA Member Forum 2018 MGMA's Member Affairs Committee is planning to organize a forum which will provide members opportunity to unite each other responding in the wake of labour organizations' strength of unity.	12 Jan 2019	Park Royal Hotel or Sedona Hotel (TBC)
2. ASEAN FEDERATION OF TEXTILE INDUSTRIES (AFTEX) 40th COUNCIL MEETING and 38th PLENARY SESSION AFTEX, a group of textile and garment associations of the 10 ASEAN member countries, has launched the Source ASEAN Full Service Alliance (SAFSA). SAFSA works on linking ASEAN apparel factories to create a virtual vertical supply chain between buyers, textile mills, and apparel factories, enabling businesses to offer a complete service package to international buyers. AFTEX's COUNCIL MEETING is organized twice a year.	16-18 Jan 2019	Chiang Mai, Thailand
3. Project Planning Meeting MGMA and AVE (Foreign Trade Association of German Retailers) are cooperating a joint-project to strengthen garment industry and capacity of the association. The project's phase 1 has ended and phase 2 has started. The	22-23 Jan 2019	Bago (TBC)



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project planning meeting is organized for the phase 2.

NEW MEMBERS IN NOVEMBER 2018

Number of New Factories in September 2018		0
Country	No. of Factories	No. of Workers
Korea	2	1274
Cambodia	1	200
TOTAL	3	1474

MEMBERSHIP UPDATE AS OF 2018-11-30

Status	Country	No. of Factories	No. of Workers
Active	Myanmar	109	73341
	Chinese	202	187373
	Korea	60	58225
	Japan	19	54462
	Others	133	68578
Inactive	All	72	0
TOTAL		595	441979