

The Opening Ceremony of Industrial Engineering (IE) Training



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The purpose of this Advanced OSH training is to improve the skills and knowledge of OSH experts or responsible persons in social compliance.

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In effort to increase capacity of performing VLCA, Myanmar Garment Manufacturers Association (MGMA) is also building VLCA Online System. By VLCA Online System, many more member factories can be performed VLCA within a short time.



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Upcoming Activity

<i>No.</i>	<i>Descriptions</i>	<i>Date & Time</i>	<i>Venue</i>
1.	Labour Law Awareness In-Factory Training , supported by UNICEF Myanmar	TBC	In-Factory
2.	4 th New Members' Orientation	July 18	MGHRDC
3.	Environmental Management Plan Workshop, Supported by LIFT Myanmar	July 21- 22	MGHRDC

Membership Update

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ACTIVITY

The Opening Ceremony of Industrial Engineering (IE) Training



Group Photo

The opening ceremony of Industrial Engineering (IE) Training for supervisor level was held on 2022, June 6 at GTI (Insein) by Myanmar Garment Manufacturers Association (MGMA), in collaboration with Ministry of Science and Technology, Technical and Vocational Education and Training (TVET) Department.

Daw Khine Khine Nwe, Secretary General of MGMA, delivered opening remarks and the purpose of this training is to strengthen our long-term partnership with the MGMA and TVET and further develop the garment industry. The 11-day training period will take place from June 6 to 17 and the trainer from MGHRDC lectured four sections on the role of supervisors in garment factories.

MGMA and TVET will work together to expand the garment industry and facilitate the opening of apparel technology training courses with deeper cooperation in the future. The training attended by (25) participants from MGMA's member factories.



The ceremony attended by secretary general, CEC/ECs and managing director from MGMA, principle and teachers from Ministry of Science and Technology, TVET Department, MGHRDC and took group photo.



Daw Khine Khine Nwe giving opening remarks



Daw Khine Khine Nwe Lecturing IE



CEC of MGMA, Daw Aye Aye Han, awarding certificate



Secretary General of MGMA, Daw Khine Khine Nwe, awarding certificate



EC of MGMA, U Ye Khant, awarding certificate



Group (1) Presentation



Group (2) Presentation

The Monthly MGMA Executive Committee Meeting

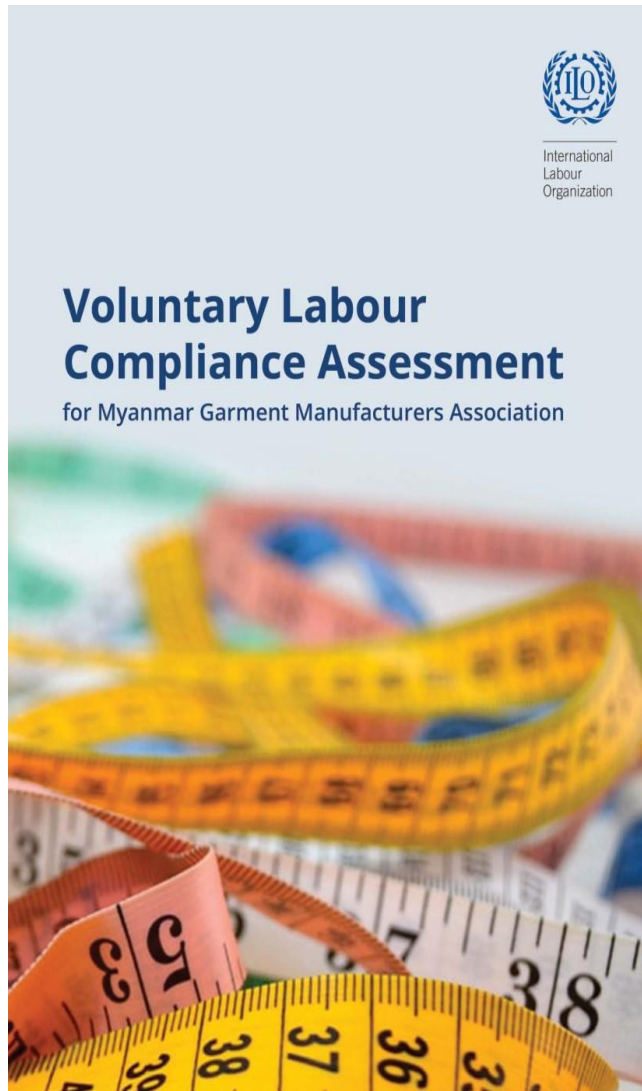


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The Monthly MGMA Executive Committee Meeting was held on June 18, 2022 at MGMA meeting room. Managing Director of MGMA chaired the meeting. In the meeting, CEC/EC members were discussed each other about association's activities, training in collaboration with project activities, overcoming the difficulties of systems in online license verification with MOC as well as next process of MGMA. The association's Chairman, Vice Chairmen, Secretary General and members of Executive Committee attended the meeting.

Voluntary Labour Compliance Assessment - VLCA



The Myanmar Garment Manufacturers Association (MGMA) has launched the Voluntary Labor Compliance Assessment (VLCA) program, which was implemented in 2019 with the assistance of the International Labor Organization (ILO). The program was officially announced in February 2020. After being suspended due to COVID - 19 outbreak, VLCA inspections on member factories started in December 2022. Since then, 18 member factories were inspected in 6 months by May 2022.

In the assessment, five compliance areas is specified and levels of compliance is classified as **Non, Partial, Full** and **Higher**. Among the 18 member factories, the assessment marked 2 factories as Higher, 14 factories as Full and 2 factories as Partial respectively.

Among the findings, the common factors of strong compliance in the member factories are the minimum wage, payment of wages, working hours and, leave and holiday.

Paying 100% of minimum wage in probation period and cash benefits for unused casual leave days are commonly found as higher level of compliance. Although all factories have Workplace Coordination Committee (WCC), the significance and functionality of the committee remain in question.

The common findings of non-compliance are that payment of wages for resignation is paid only on the day specified by the factory if the worker left with 3 days absence and the employment card, form (7) are not obtained.

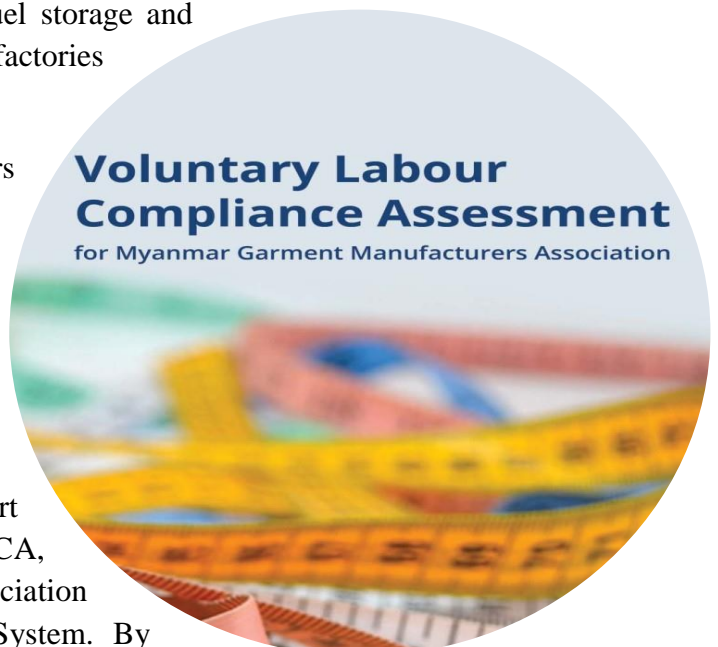
In the assessment, five compliance areas is specified and levels of compliance is classified as Non, Partial, Full and Higher. Among the 18 member factories, the assessment marked 2 factories as Higher, 14 factories as Full and 2 factories as Partial respectively.

As common deficiencies in documentation and statistic, incomplete information and inaccurate headings in warning letters and undertaking letters and, using calendar year to calculate 12 months of the worker's service for cash benefits of unused annual leave days, are found. Some unfavorable practices are also found in procedures of giving Social Security Benefits and, rules and regulations of probation period or employment.

In addition, one finding that is common and controversial is recruitment of temporary-daily-workers. In some factories, temporary-daily-workers are used for urgent requirement of work but so not in others. The daily wages are paid at the end of the month without wages for weekly rest day in case of the worker completed prescribed working hours per week.

In the area of occupational safety, personal protective equipments are used, especially in cutting departments, iron gloves are used. Basically, the member factories' compliance are acceptable in terms of the lunch area, drinking water, toilets, ventilation, aisles, emergency exits, fire extinguishers, fire hoses, boiler, fuel storage and chemical storage. Compliance is stronger in factories exporting their products to European markets.

The Myanmar Garment Manufacturers Association (MGMA) conducts VLCA at member factories and, advise and help them to correct or adjust the requirements. A report has been issued to the factory that provides findings, corrective actions and recommendations. Warnings and actions are being taken for non-compliance that could be detrimental to the workers' legal rights. In effort to increase capacity of performing VLCA, Myanmar Garment Manufacturers Association (MGMA) is also building VLCA Online System. By VLCA Online System, many more member factories can be performed VLCA within a short time. Please contact MGMA Labor Officer (Phone No. 09257313341) for more details about VLCA.



Advanced Occupational Safety and Health Training (Batch – 3)



Myanmar Garment Manufacturers Association (MGMA), supported by LIFT Myanmar, conducted Advanced Occupational Safety and Health training (Batch – 3) on 27th - 29th June , 2022 at Myanmar Garment Human Resource Development Center (MGHRDC). The purpose of this training is to improve the skills and knowledge of OSH experts or responsible persons in social compliance.

The Central Executive Committee of MGMA U Aung Myo Hein gave opening remarks and the training team from WSH Myanmar presented the learning outline as Understanding Legal Requirements and Legal Inspection, Risk management for Garment Industry, Mechanical Safety and Inspection, Electrical Safety and Inspection, Chemical Safety and Inspection, Boiler Safety and Inspection, Fire Safety and Emergency Preparedness, Waste Management and Environmental Inspection, Occupational Health with pre - test, post - test and Q & A session.

Total (26) participants from MGMA member factories attended the training. Vice - chairman of MGMA U Kyaw Win gave closing remarks and awarding certificates.

OSH



Vice – chairman of MGMA, U Kyaw Win
giving closing remarks



Awarding certificate



CEC of MGMA, U Aung Myo Hein
giving opening remarks



The trainer from WSH Myanmar
presenting OSH



Awarding certificate



The trainer from WSH Myanmar
presenting OSH



Mobile Medical Check to Trainees

Mobile Medical Check to trainees was held on June 1, 2022 at MGHRDC, supported by UNICEF Myanmar. Trainees screened for blood test for diabetes, weight measurement, height measurement and other necessary medical check up and prescribed by medical team. Total (40) trainees from MGHRDC were screened and this medical check-up organized by MGMA to be ready for workplace as healthy and nutritious garment workers.



MD of MGMA Daw Aye Mi Shein giving opening remarks



Weight Measurement

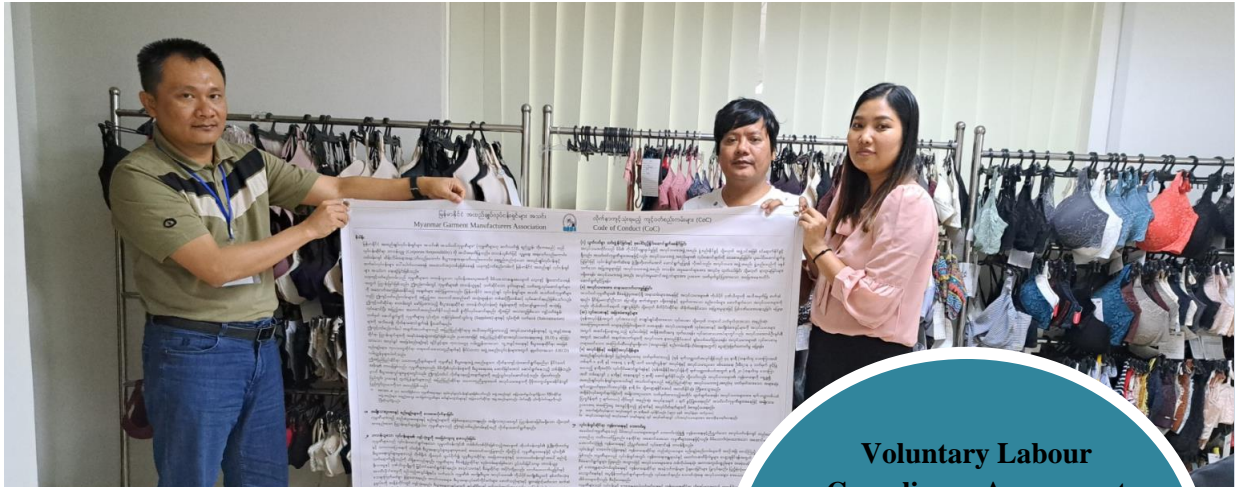


Prescribing by medical team

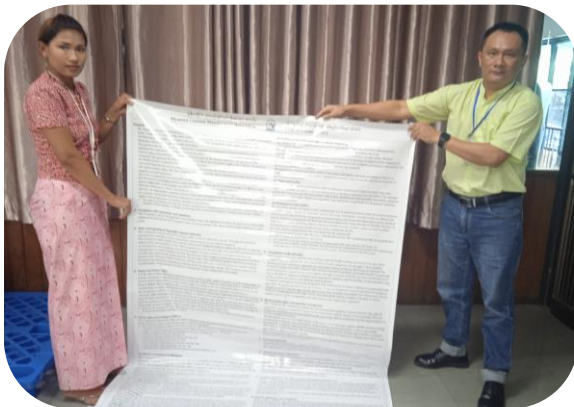


Height Measurement

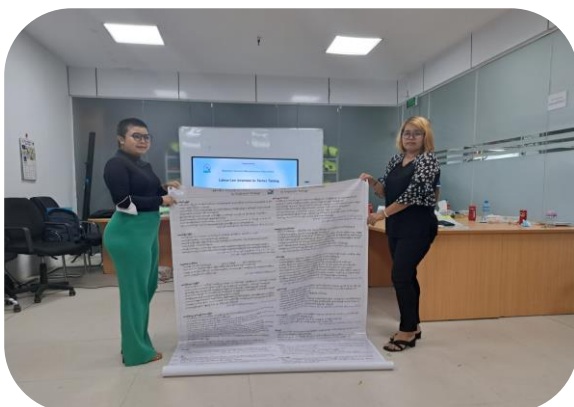
Voluntary Labour Compliance Assessment



Hang Kei Myanmar Garments Co.,Ltd



Oumi Fashion Myanmar Co.,Ltd



Amava Apparel Ltd

VLCA

VLCA

VLCA

Voluntary Labour Compliance Assessment Program of Myanmar Garment Manufacturers Association scrutinized three member factories in 2022 June. They are Hang Kei Myanmar Garments Co.,Ltd at Shwe Lin Ban Industrial Zone, Oumi Fashion Myanmar Co.,Ltd at Hlaing Thar Yar Industrial Zone (1) and Amava Apparel Ltd at Patheingyi Industrial Park. Labour Officer of MGMA scrutinized all the documents relation to the VLCA. Voluntary Labour Compliance Assessment is an assessment tool implemented by the collaboration project between MGMA and ILO/ ACTEMP, Bureau for Employer Activity under International Labor Organization, in 2019. VLCA was officially launched on 17th Feb 2020 by MGMA to all its member factories.



Hang Kei Myanmar Garments Co.,Ltd



Oumi Fashion Myanmar Co.,Ltd



Amava Apparel Ltd

UPCOMING ACTIVITY

No.	Description	Date & Time	Venue
1.	Labour Law Awareness In-Factory Training , supported by UNICEF Myanmar	TBC	In-Factory
2.	4 th New Members' Orientation	July 18	MGHRDC
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MEMBERSHIP UPDATE

New Members in June 2022

Country	No. of New Member Factories
Hong Kong	1
JV	1
Total	2

Membership Update as of June 2022

Status	Country	No. of Factories
Active	Myanmar	66
	China	283
	Korea	57
	Japan	17
	Others	21
	Joint Venture	27
	Local, Sub-Con, Marketing, Inspection ,Textile	45
Total (Active)		516
Grand Total		768