



SUSTAINABLE TERMS OF TRADE INITIATIVE (STTD) MEETING

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LABOUR LAW AWARENESS TRAINING – COMPULSORY PROGRAM (BATCH 1 AND 2)

Labour Law Awareness Training were held on 11-12 August 2022, at Myanmar Garment Human Resources Development Center (MGHRDC) organized as compulsory training of batch (1) and (2) by Myanmar Garment Manufacturers Association (MGMA).

In accordance with mandatory of MGMA, the purpose of this training is to strengthen compliance with labour law awareness in the garment factories.

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Upcoming Activity

<i>No.</i>	<i>Descriptions</i>	<i>Date & Time</i>	<i>Venue</i>
1.	Nutrition pack supplies to pilot factory in Nay Pyi Taw (supported by UNICEF-MGMA)	TBC	Nay Pyi Taw
2.	Industrial relation management workshop (Supported by LIFT Myanmar-MGMA)	21-22 September	MGHRDC
3.	Industrial Engineering Training	29 August to 9 September	MGHRDC
4.	Labour Law Awareness Training	15 and 29 September	MGHRDC

Membership Update

New Members in August 2022	13
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ACTIVITY

Labour Law Awareness Training – Compulsory program (Batch 1 and 2)



Labour Officer of MGMA presenting Labour Law Awareness

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In accordance with mandatory of MGMA, the purpose of this training is to strengthen compliance with labour law awareness in the garment factories.

& Overtime, Paying Wages, Workplace Relations, Settlement of Disputes & WCC and Labour Organization with discussion and Q & A session.

Total (50) participants from (28) member’s factories attended the training. MGMA will hold this training in monthly basis regularly as part of sustainable development goal in garment industry.

In this training, Labour Officer of MGMA U Min Soe Han lectured Induction & Employment, Working Hours

Staffs of HR department and production team from members’ factories joined the training.



Labour Officer of MGMA presenting Labour Law Awareness



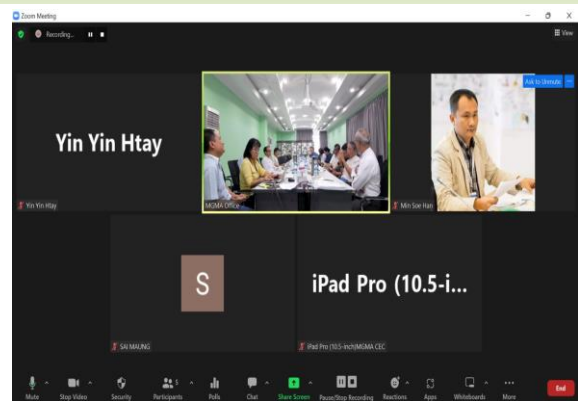
Participants



The Monthly MGMA Executive Committee Meeting

The Monthly MGMA Executive Committee Meeting with hybrid meeting was held on August 13, 2022 at MGMA meeting room. Managing Director of MGMA chaired the meeting. In the meeting, CEC/EC members were discussed about the manual to online process of new membership registration, new membership registration of MGMA will change to fully online system from

manual fee may apply with new system with E-member card, collaboration of project activities and upcoming events in 2022 as well as ongoing process of MGMA. The association's Chairman, Vice-Chairmen, Secretary General and members of Executive Committee attended the meeting and some CECs joined via zoom.



Sustainable Terms of Trade Initiative (STTI) Meeting



Sustainable Terms of Trade Initiative (STTI) Meeting with hybrid event attended by Secretary General Daw Khine Khine Nwe and Central Executive Committee Dr. Min Gaung Oo from MGMA, Myanmar Garment Manufacturers Association. The meeting was held on 15 to 17 August 2022 at Sofitel Siem Reap, Cambodia, hosted by GIZ.



The three day meeting was held as STAR Meeting on August 15, STTI Meeting on August 16 and “Asian Dialogues for Greener Production” International Conference on August 17.

In the meeting, STTI member discussed about supplier solutions, dispute resolutions, cooperation with brands and MSIs, how to work together STTI and brands in future and sustainability textile legislation or the new license to operate in the EU.

STTI is one of the GIZ FABRIC project activities and organize the members of Myanmar, Turkish, India, Egypt, Moroccan, Indonesia, Chinese, Pakistan, Bangladesh, Vietnam and Cambodia. The objective of STTI to deliver a major contribution towards purchasing practices that allow textile and garment manufacturers to run a socially, economically and environmentally sustainable operation, taking strongly into account the concept of commercial compliance.

STTI Members
(alphabetically)





 **Azizullah Goheer**
 **Fazlee Shamim Ehsan**
 **Junaid Makda**
 **Ken Loo**
 **Khine Khine Nwe (Rosaline)**
 **Mai Nguyen-Thi-Tuyet**
 **Miran Ali**
 **Muzzammil Hussain**
 **Xiaohui Liang**

 **Anne Patricia Sutanto**
 **Fatima Zohra Alaoui**
 **Hany M. Kadah**
 **Naren Goenka**
 **Sanem Dikmen**



Practical Application of Human Resource Management Workshop Batch - 3



Group Photo



Awarding Certificates

Myanmar Garment Manufacturers Associations (MGMA) organized “Practical Application of Human Resource Management Workshop Batch - 3” on 2022, August 17 to 19 at MGHRDC for three days workshop, supported by LIFT Myanmar.

The purpose of this training is to equip conceptual and practical skills to the participants who are committed to be negotiators in their respective companies and to understand basic concept of human resources management and how to build overall an organization’s capacity.

Managing Director of MGMA, Daw Aye Mi Shein gave opening remarks to participants. In the training, Daw Nyunt Theingi Htwe (Human Resource Experts, Founder and Consultant from Future Developments Initiative Learning Hub) lectured learning outline as HRM and organizational strategy, Recruitment and Selection of employee, Orientation and Onboarding, Establishing a salary structure, Employee engagement and Team building, Organization & Employment Policy & Procedure, Workforce Planning & HR Budgeting, Performance Management, Reward and Recognition .

Central Executive Committee of MGMA, U Thein Pe Win gave closing remarks and awarded certificates. Total (31) participants from members’ factories were active participated to the training.



CEC of MGMA U Thein Pe Win giving Closing Remarks



MD of MGMA Daw Aye Mi Shein giving Opening Remarks



Daw Nyunt Thingi Htwe presenting HRM



Game activities



Group Discussion



Group Activities

Covid Test Kit Distribution at Kyarr Lay Apparel Co.,Ltd



Myanmar Garment Manufacturers Association (MGMA) distributed covid test kit on August 10, 2022 at Kyarr Lay Apparel Co.,Ltd which is pilot as model factory, supported by AAM Myanmar. MGMA's Project Officer demonstrated how to use covid test kit and let workers to practical use and supposed to forward knowledge acquired in the demonstration among peers. Moreover, MGMA distributed covid test kit to (200) garment workers and 700 test kits were distributed to pilot factory so far.



MD of MGMA giving opening remarks



Giving Covid Test Kit



Project Officer of MGMA demonstration how to use covid test kit



Worker practicing covid test kit

Mobile Healthcare Service to Garment Workers



Mobile Healthcare Service to garment workers were held on 6-12-13-19-20-26-27 August, 2022 at MGMA members' pilot factories, supported by UNICEF Myanmar.

Garment workers screened for blood test for diabetes, measure of blood oxygen saturation, weight measurement, height measurement, workers were consult to workers like contraceptive counseling, health education for early antenatal care and prescribe them with necessary medicines and supplements by experienced medical doctor team. Also refer the workers with concerned health issues to specialists for further counseling if necessary.

Total (126) workers from CNM Garment Industrial Limited were screened on 6-13 August, total (101) workers from Hyatt Knitwear Co.,Ltd screened on 12-13 August and total (274) workers from Star Sandar Garment and General Economic Co-op Society Ltd screened on 19-20-26-27 August This mobile healthcare service organized by MGMA to be upgrade living conditions of garment workers. In addition, MGMA distributed pamphlets for pregnant women and nutrition bowl to workers.



During healthcare service to pregnancy woman



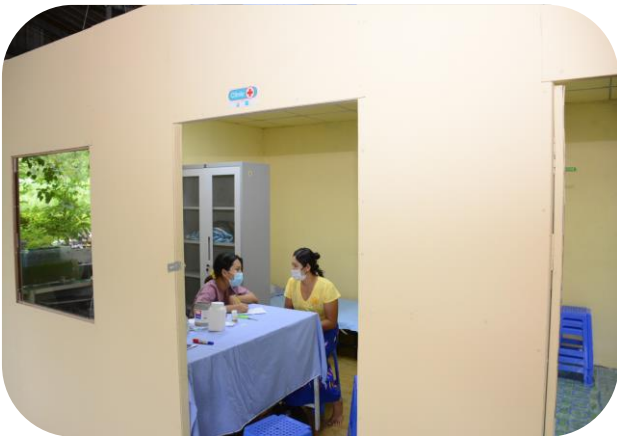
Measuring of blood oxygen saturation



MD of MGMA giving opening remarks



Measuring Blood Pressure



Consulting by doctor



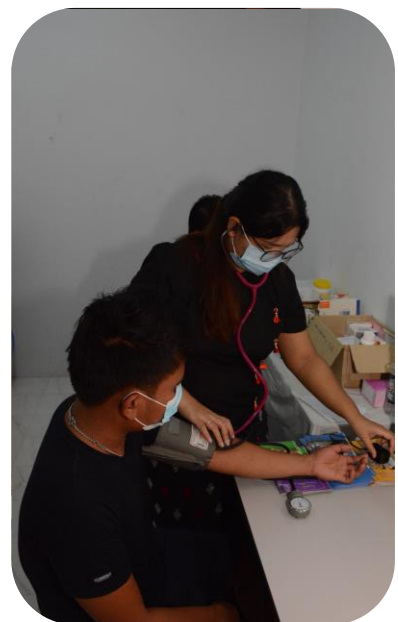
Giving nutrition bowl and pamphlet



Measuring weight



Measuring height



Measuring blood pressure

Supplies Nutrition Packs at Pilot Factory



CEC of MGMA Daw Htay Htay Aye giving remarks

Myanmar Garment Manufacturers Association (MGMA) supplied nutrition packs were held on 19, 20 August, 2022 at pilot factory, Star Sandar Garment and General Economic Co-op Society Ltd., supported by UNICEF Myanmar.

In the activity, nutrition pack contains rice, vegetable oil, iodine salt, bean, red bean, dry fish, soap which is nutritious items group were distributed to (200) garment workers. This process organized by MGMA aim to boost factory productivity with healthy and nutritious workforce in the garment factory.



Giving Nutrition Pack



Nutrition Packs Ingredients



Nutrition Packs

Voluntary Labour Compliance Assessment



Guotai Huasheng Glory Fashion Co.,Ltd



CNM Garment Industrial Ltd.



Sinoproud Their Wa Co.,Ltd

Voluntary Labor Compliance Assessment Program of Garment Manufacturers Association scrutinized three member factories in August 2022. They are Sinoproud Their Wa Co.,Ltd , Myanmar Guotai Huasheng Glory Fashion Co.,Ltd and CNM Garment Industrial Ltd.

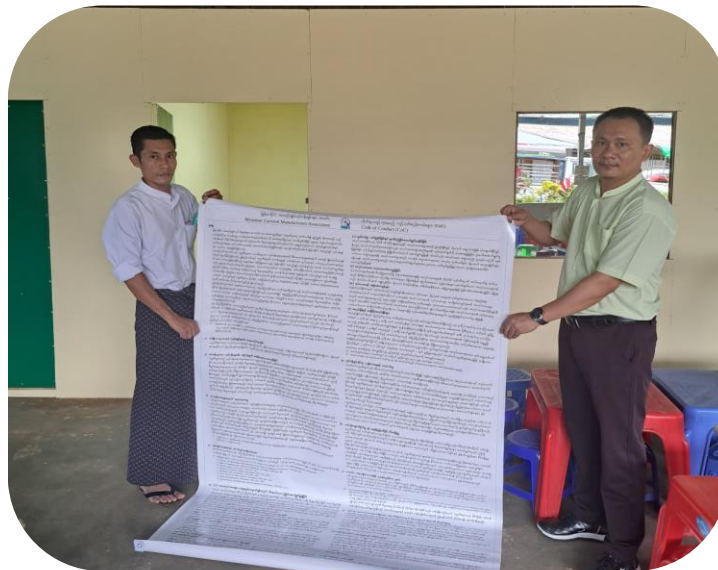
Inspected various factories that Sinoproud Their Wa Co.,Ltd on August 18, Myanmar Guotai Huasheng Glory Fashion Co.,Ltd on August 23 and CNM Garment Industrial Ltd on August 25 and Labour Officer of MGMA scrutinized all the documents relation to the VLCA. Voluntary Labour Compliance Assessment is an 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.



Guotai Huasheng Glory Fashion Co.,Ltd



Sinoproud Thein Wa Co.,Ltd



CNM Garment Industrial Ltd.

UPCOMING ACTIVITIES

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2.	Industrial relation management workshop (Supported by LIFT Myanmar-MGMA)	22-23 September	MGHRDC
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4.	Labour Law Awareness Training	15 and 29 September	MGHRDC

MEMBERSHIP UPDATE

New Members in August 2022

Country	No. of New Member Factories
China	10
Total	10

Membership Update as of August 2022

Status	Country	No. of Factories
Active	Myanmar	68
	China	295
	Korea	57
	Japan	18
	Others	21
	Joint Venture	27
	Local, Sub-Con, Marketing, Inspection ,Textile	45
Total (Active)		532
Grand Total		779