

The Capacity Development on Textile & Garment Industry and Its Sustainability for SMEs of CLMV Countries Training



The Capacity Development on Textile & Garment Industry and Its Sustainability for SMEs of CLMV Countries Training attended by Executive Committees of U Aung Myo Hein and Daw Lay Lay Mon, and other members of MGMA, Myanmar Garment Manufacturers Association. To >>>>>Pg - 2



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Upcoming Activity

<i>No.</i>	<i>Descriptions</i>	<i>Date & Time</i>	<i>Venue</i>
1.	MGMA team activities to members' factories in Pathein <ul style="list-style-type: none">- Voluntary Labor Compliance Assessment- Labour Law Training- Income Management Training, supported by LIFT Myanmar	October 17 to 22	Pathein
2.	Merchandiser Training supported by LIFT Myanmar	October 27,28,29	MGHRDC

Membership Update

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ACTIVITY

The Capacity Development on Textile & Garment Industry and Its Sustainability for SMEs of CLMV Countries Training



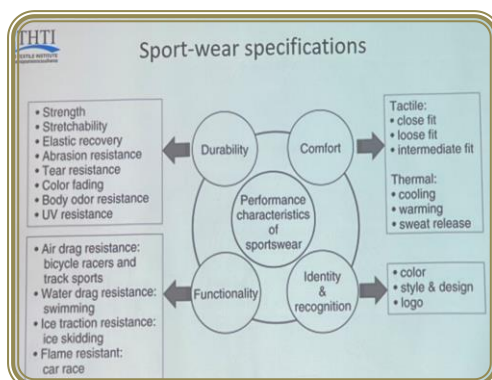
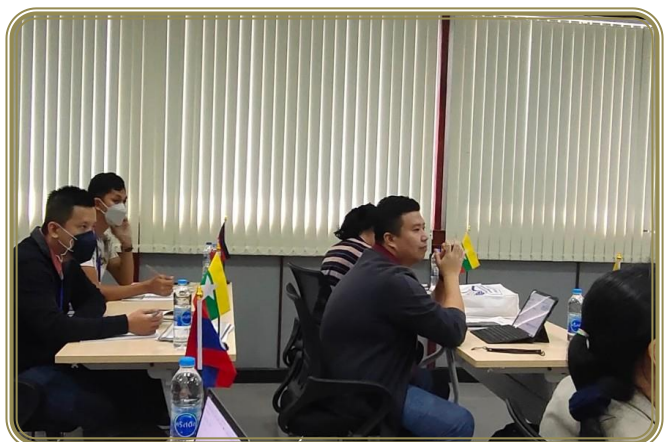
The Capacity Development on Textile & Garment Industry and Its Sustainability for SMEs of CLMV Countries Training

attended by Executive Committees of U Aung Myo Hein and Daw Lay Lay Mon, and other members of MGMA, Myanmar Garment Manufacturers Association. The training was held on September 26 to October 7, 2022 at Thailand Textile Institute, Bangkok, Thailand, hosted by AFTEX Thailand.

In this training, they learned about Textile product design, Textile product management, Textile testing, Types of raw materials used in the dyeing, printing, and finishing processes, Bleaching-dyeing process, Textile printing process, Textile finishing process, Testing after the dyeing, printing, and finishing processes and Development of natural fibers. The purpose of this training is to develop the personnel in the textile and garment industry of the CLMV countries and Thailand, provide knowledge, expertise,

upgrade skill, as well as generate the exchange of know-how and experience of each country, leading to connectivity and cooperation to mutually assist each other in jointly developing the sustainable textile and garment industry.

The training period for 10 days including theoretical and practical trainings for 9 days with 1 day in the field trip.



“ Information on Border Trade ”

Companies produce items of sewing fabrics, bags and shoes with the CMP system are imported raw materials through border area. We observed that single vehicle is used by more than one owner and banned items by authorities that are not legally allowed to be imported on the cargo, restricted items and duty-free items are mix loaded in the vehicle. We have also heard that if illegal items are detected during the inspection of cargo vehicles, all the goods on the vehicle along with these items are temporarily impounded.

We urge to inform member factories/companies are encouraged to notify their representatives in charge (or) their agents to obtain photos record for raw materials/goods before and during the cargo loading, and after completion of loading and storage status of the raw material products to be imported by CMP system are loaded onto the cargo vehicle. Please make sure above photos record will helps to make evidence base recorded for your items' safety purpose.

Voluntary Labour Compliance Assessment – VLCA Online System and Grievance Mechanism

To Start in November, 2022

Myanmar Garment Manufacturers Association (MGMA) will be launching Voluntary Labour Compliance Assessment -VLCA Online System in November, 2022.

There will be a Grievance Mechanism along with the online assessment system. The workers from MGMA member factories will be able to file their complaint through the Grievance Mechanism. MGMA will then contact the relevant parties and, make intervention, supervision, coordination accordingly.

Myanmar Garment Manufacturers Association MGMA

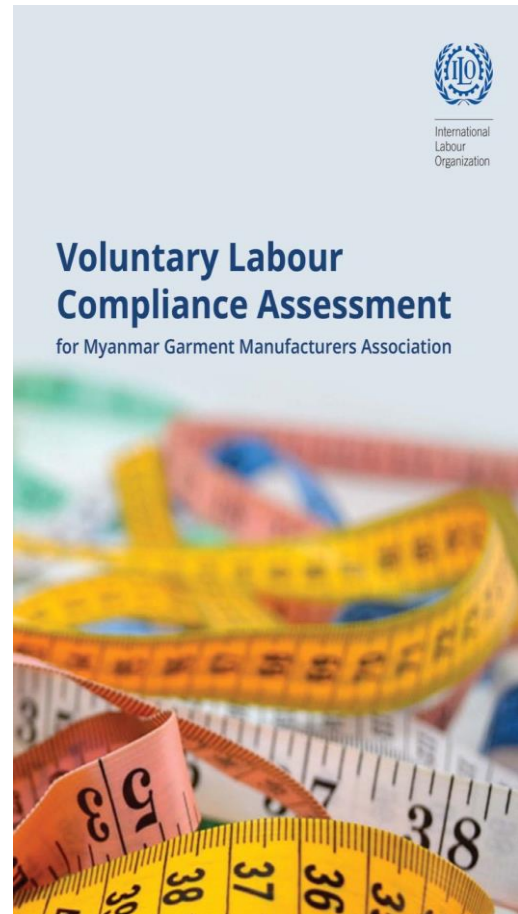
developed the "Voluntary Labor Compliance Assessment - VLCA" program in 2019 with the support of the Employer Bureau (ACT/EMP) of the International Labor Organization (ILO) and conducted pilot assessments in 2 factories.

VLCA was officially launched in 2020 February. The association started conducting VLCA on the member factories in Dec 2021 after COVID -19 outbreak, and by September 2022, 30 member factories have been conducted VLCA. The classified VLCA reports with the findings and recommendations of the assessment were sent to the relevant factories, and supervision and advice are being provided and follow-ups were made to ensure that the factories comply with the existing laws and to improve the working relationship.

In order to further enhance the VLCA assessment works, Myanmar Garment Manufacturers Association (MGMA) is developing the "VLCA Online System" (VLCA Online System) and the above-mentioned Grievance Mechanism system.

Using the VLCA online system, the labour law compliance of every member factories can easily and quickly be checked along with the relevant documents, and the workers from member factories will also be able to voice their grievances through the Grievance Mechanism.

The association would like to inform that VLCA Online System and Grievance Mechanism will start functioning very soon.



The Monthly MGMA Executive Committee Meeting



The Monthly MGMA Executive Committee Meeting with hybrid meeting was held on September 24, 2022 at MGMA meeting room. Managing Director of MGMA chaired the meeting. In the meeting, CEC/EC members were discussed about regarding the statement of the central bank, issues related to export earnings, the differences of export earnings in the impact on foreign-owned factories and myanmar-owned factories are renegotiated at a meeting hosted by MIC, issues of being able to distribute rice at an affordable price to garment workers through the Myanmar Rice Federation's 2nd Good Rice Good Price plan, garment workers' welfare issues as well as next process of MGMA. The association's Chairman, Vice-Chairmen, Secretary General and members of Executive Committee attended the meeting and other CECs/ECs joined via zoom.



Industrial Relations in Garment Factories Training



VICE-CHAIRMAN OF MGMA U KYAW WIN
GIVING OPENING REMARKS

Myanmar Garment Manufacturers Association (MGMA) organized “Industrial Relations in Garment Factory Training” on September 22nd and 23rd, 2022 at Myanmar Garment Human Resources Development Center (MGHRDC), supported by LIFT Myanmar. The purpose of this training is to improve capacity and knowledge of the management teams in turn to protect rights and improve the well-being of the workers in the member factories.



GROUP PHOTO

Vice-Chairman of MGMA U Kyaw Win gave opening remarks to participants and thanks to active participation. In this training, Labour officer of MGMA, U Min Soe Han presented by the Employment & Workers’ Orientation, Recruitment and Personal Interview, Payment of Wages and Variable Pay Systems , Leave & Holiday, Workers’ Entitlements and Benefits , Labour Organization and Dialogue in Workplace, Settlement of Labour Dispute with discussion and activities. Central Executive Committee of MGMA, U Tun Tun delivered closing remarks and awarded certificates to participants. The training was attended by (30) participants from MGMA’s member factories.



CEC OF MGMA U TUN TUN GIVING
CLOSING REMARKS



**LABOUR OFFICER OF MGMA U MIN SOE HAN
PRESENTING INDUSTRIES RELATIONS**



GROUP WORK



GROUP WORK



AWARDING CERTIFICATE



AWARDING CERTIFICATE



AWARDING CERTIFICATE

Labour Law Awareness Training – Compulsory program (Batch 3 and 4)

Labour Law Awareness Training were held on 15-29 September 2022, at Myanmar Garment Human Resources Development Center (MGHRDC) organized as compulsory training of batch (3) and (4) 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.



BATCH – 3 GROUP PHOTO



BATCH – 4 GROUP PHOTO



GROUP WORK

In this training, Labour Officer of MGMA ,U Min Soe Han, lectured Induction & Employment, Working Hours & Overtime, Paying Wages, Workplace Relations, Settlement of Disputes & WCC and Labour Organization with discussion and Q & A session.

Staffs of HR department and production team from members' factories joined the training. Total (53) participants from (29) member's factories attended the training. MGMA will hold this training in monthly basis regularly as part of sustainable development goal in garment industry.



**LABOUR OFFICER OF MGMA PRESENTING
LABOUR LAW AWARENESS**

Industrial Engineering Training (Batch – 73)



GROUP PHOTO



MD OF MGMA DAW AYE MI SHEIN

GIVING OPENING REMARKS

Myanmar Garment Manufacturers Association (MGMA) organized Industrial Engineering in garment industry (11 days) Training (Batch – 73) was held from August 29 to

September 9, 2022 at Myanmar Garment Human Resources Development Center (MGHRDC).

Managing Director of MGMA Daw Aye Mi Shein delivered opening remark. The training was organized the purpose of Increasing and Qualified Production in garment factories and the training was taught by MGHRDC trainers who have several years of experience in conducting

operators and Industrial Engineering in Garment factories trainings with factory practice and group presentation.

In the final wrap up, Managing Director of MGMA Daw Aye Mi Shein gave closing remark and awarded certificates. Total (25) participants from MGMA's member factories attended to the training.



AWARDING CERTIFICATE



LECTURING IE



GROUP DISCUSSION



GROUP WORK

Supplies Nutrition Packs at Pilot Factory



DISTRIBUTION NUTRITION PACKS

vegetable oil, iodine salt, bean, red bean, dry fish, soap which is nutritious items group were distributed to (400) garment workers including the activity of nutrition bowls and pamphlets distribution to them. This process organized by MGMA aim to boost factory productivity with healthy and nutritious workforce in the garment factory.

Myanmar Garment Manufacturers Association (MGMA) supplied nutrition packs were held on 5-6 September - 2022 at pilot factory, Chindwin Banner 3 Co.,Ltd in Nay Pyi Taw, supported by UNICEF Myanmar.

Firstly, Managing Director of MGMA Daw Aye Mi Shein brief about the purpose of the activity in nutrition pack contains rice,



SUPPLIES NUTRITION BOWLS



DISTRIBUTION NUTRITION PAMPHLETS



DISTRIBUTION NUTRITION PAMPHLETS



NUTRITION PACKS INGREDIENTS



NUTRITION PACKS

Voluntary Labour Compliance Assessment



TIANJIAN FASHION MILESTONE CO.,LTD

Voluntary Labor Compliance Assessment Program of Myanmar Garment Manufacturers Association scrutinized three member factories in September 2022. They are Zong Hong Myanmar Garment Co.,Ltd at Mya Sein Yaung Industrial Zone, TI Garment Co.,Ltd at Mingalardone Industrial Park and Tianjian Fashion Milestone Co.,Ltd at Shwe Lin Ban Industrial Zone.

Inspected various factories that Zong Hong Myanmar Garment Co.,Ltd on September 13, TI Garment Co.,Ltd on September 19 and Tianjian Fashion Milestone Co.,Ltd on September 27 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.



TI GARMENT CO.,LTD



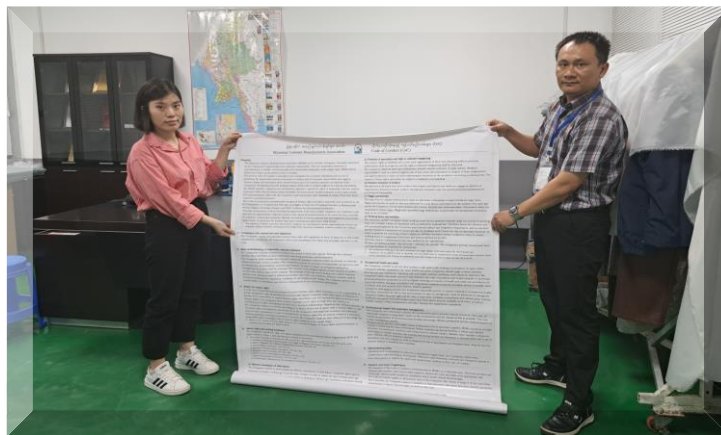
ZONG HONG MYANMAR GARMENT CO.,LTD



TI GARMENT CO.,LTD



TIANJIAN FASHION MILESTONE CO.,LTD



ZONG HONG MYANMAR GARMENT CO.,LTD

UPCOMING ACTIVITY

No.	Description	Date & Time	Venue
1.	MGMA team activities to members' factories in Pathein -Voluntary Labor Compliance Assessment -Labour Law Training -Income Management Training, supported by LIFT Myanmar	October 17 to 22	Pathein
2.	Merchandiser Training supported by LIFT Myanmar	October 27,28,29	MGHRDC

MEMBERSHIP UPDATE

New Members in September 2022

Country	No. of New Member Factories
China	3
Myanmar	1
Total	4

Membership Update as of September 2022

Status	Country	No. of Factories
Active	Myanmar	69
	China	298
	Korea	57
	Japan	18
	Others	21
	Joint Venture	27
	Local, Sub-Con, Marketing, Inspection ,Textile	45
Total (Active)		535
Grand Total		783