



7th Annual General Meeting of Myanmar Garment Manufacturers Association (MGMA)

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In the meeting, MGMA's Chairman U Myint Soe delivered welcome speech and UMFCCL's Vice Chairman U San Lin gave opening remark. MGMA's Secretary General Daw Khine Khine Nwe presented the MGMA annual report (2021 – 2022) of two year activities by executive committees and financial report of 2020-2021 and 2021-2022. Then, MGMA's Chairman U Myint Soe gave concluding remarks.

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Exchange Meeting with Bangladesh Embassy

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Upcoming Activities

<i>No.</i>	<i>Descriptions</i>	<i>Date & Time</i>	<i>Venue</i>
1.	“Week of SCO Textile Traditions”	April 1-15	Dilli Haat, New Delhi
2.	Exchange meeting of high value added garments with delegates business advisor of India	TBC	TBC

Membership Update

New Members in March 2023	19
Membership update as of March 2023	19

7th Annual General Meeting of Myanmar Garment Manufacturers Association (MGMA)



Vice - chairman of UMFCCL, Chairman, Vice Chairmen, Secretary General and CEC-EC members of MGMA

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The meeting attended by Patron, Vice - chairman of UMFCCL, Chairman, Vice Chairmen, Secretary General and CEC-EC members of MGMA, foreign garment cluster association members in

Myanmar and owner and representatives from member factories to the event. Group photo section and exchange of factories' products among the members in the final wrap up.



Vice – Chairman of UMFCCL U San Lin giving opening remark



Chairman of MGMA U Myint Soe delivering welcome speech



Secretary General of MGMA Daw Khine Khine Nwe presenting MGMA Annual Report



Guests



MGMA CEC/ECs and UMFCI Patron



Guests



Chairman, Vice Chairmen, Secretary General, CEC-EC members of MGMA and MGMA office team



Exchange factories product



Registration



Registration



Registration

Statement of Current situation in Myanmar Garment Industry

Myanmar garment manufacturers association established on 2002 and service oriented and leading local non-government association. Many areas of supporting to investment opportunities of international sourcing in Myanmar, skill development in soft skill and vocational training, working on compliance in Labour issues, environmental and occupational health and safety at workplace.

Myanmar's apparel industry is labor intensive industry and small compared with our neighbors in Bangladesh, China and Thailand. There are opportunities for sourcing international brands with international investors and retailers discover the attractive features of our industry. CMP factories (Cut, Make, Pack) are growing in garment sector that exports revenues are increasing significantly each year since on 2016.

Outlook to Members, secure jobs and investment opportunities

MGMA is growing members 797 factories are gradually increased and actively operated factories are 543 factories, collected survey data until February 2023. There are 1-6 factories new members were registered in MGMA in each month mostly since on year 2022-2023. Workers' job guaranteed about 550,000 in 2019 and 32% were reduced due to the double crisis in 2020-21. Those members' factories provide jobs and livelihoods for approximately 460,000 workers currently and many families depend on their jobs provide in factories.

Investment opportunities in Myanmar garment industry are existing currently as mainly China including Taiwan & Hong Kong (61%) , Korea (11%), Japan (4%), local investment (15%) and others (9%) were export to the destination of EU (Germany, Spain, Poland, Netherland) 56%, Korea - 6%, USA - 14%, UK- 8% and Japan- 16% up to September 2022 based on garment report of Comtrade survey.

Sourcing International brands in garment industry

International brands were sourcing in Myanmar garment industry of mainly H&M, Primark, , Best seller and other brands are placing order in high capacity until 2019. After the double crisis of 2020-21, Primark confirmed that it will be making a "responsible exit" with regards to sourcing from Myanmar, following a damning report of ETI, 30,000 workers lost their jobs forecast on December 2023.

Bestseller is monitored to place the new order base on considering of statement from trade unions. other brands are still working especially order placing from Japan and Korea are high demand.

Some brands such as M&S, Primark, C&A and Tesco – have either stopped sourcing or announced their intention to do so. However, there are about 80 brands buying clothing from Myanmar, the majority of H&M, Bestseller, Adidas and Zara have until now said they have no immediate plans to stop.

Based on this issues and consideration, members factories are worried on paused the production and lose the job guaranteed to their workers. MGMA have surveyed to members' factories based on workers' perspective and employers' perspective facing on double crisis in 2020-2021, which have posted in MGMA website and refer to read in News and Event, under <https://www.myanmargarments.org/report-of-assessment-survey-on-myanmar-garment-industry-2021/>

Labour issues and activities for Industrial relation

Voluntary Labor Compliance Assessment (VLCA) is a labor standards assessment tool made by collaboration between [Myanmar Garment Manufacturers Association \(MGMA\)](#) and [Bureau for Employers' Activities \(ACT/EMP\)](#) which is specialized unit within [ILO](#) Secretariat. VLCA is a tool which can provide an in-depth look at the company's performance against national labor laws and international labor standards. MGMA is assisting and monitoring the member factories with complying national Labour law using this tool.

Voluntary Labor Compliance Assessment program was developed in 2019 and officially launched on 17th Feb 2020 by MGMA to all its member factories and it has been a valuable service of the association since then.

The association has been conducting VLCA on-site assessments starting from December 2021 and 51 member factories were conducted since then as of March, 2023.

In effort to speed up the assessment, the association launch VLCA Online on 10th November 2022 and 65 member factories answered the questionnaire of VLCA Online.

The overview results of VLCA On-site or Online Assessment can be seen the following links:

<https://sites.google.com/view/mgmavlca/vlca-records/vlca-records-2022>

<https://sites.google.com/view/mgmavlca/vlca-records/vlca-records-2023-1stq>

Training and Awareness

MGMA has been giving "**Applied Labour Law in Manufacturing Factory**" to all member factories at the association's training center, MGHDC (Myanmar Garment Human Resource Development Center). The training is compulsory for member factories to attend and, tailor-made to promote applied Labour law provision especially for manufacturing industries and industrial relations in the workplace. The association organizes two times of one day training in a month and, two participants of HR and production departments from at least 15 member factories are invited to one training.

The training was started in August 2022 and, 13 batches has been conducted since then. Total 347 participants from 188 member factories attended the training.

The Opening Ceremony of “Interpreters' skill enhancement program in foreign investment garment factories” Training

The Opening Ceremony of “Interpreters' skill enhancement program in foreign investment garment factories” Training was held on 11st March, 2023 at Myanmar Garment Human Resources Development Training Center (MGHRDC) organized by Myanmar Garment Manufacturers Association (MGMA) and Yangon University of Foreign Language (YUFL).



This training is purpose to upgrade the skills of chinese interpreters in order to follow culture respect and exchange in Myanmar workplace culture in foreign investment factories.

In the ceremony, Secretary General of MGMA Daw Khine Khine Nwe giving opening remarks. Then, Rector of YUFL Dr. Kyi Shwin introduced delegates from YUFL individually and explained the purpose of training and teaching methods in details. Mr.San Khun from Chinese Textile & Garment Association in Myanmar (CTGA) gave thank you remarks.



Secretary General of MGMA Daw Khine Khine Nwe giving opening remark



Chairman, Vice-Chairman, CEC-EC of MGMA, Members of CTGA

The course will last for 2 months with weekend training and taught by experienced teachers from YUFL. The ceremony attended by Chairman, Vice-Chairman, Secretary General, CEC/ECs from MGMA, Rector, delegates from YUFL and CTGA and (16) interpreters from MGMA members' factories.



Rector of YUFL U Kyi Shwin introducing delegates from YUFL



Mr. San Khun from CTGA giving thank you remark



Trainer from YUFL presenting interpreters' skill



Guests and Participants

Exchange Meeting with Bangladesh Embassy



Exchange Meeting with Bangladesh Embassy was held on 21st March, 2023 at MGMA meeting room.

In the meeting, delegates from MGMA and Bangladesh Embassy discussed development of garment sector between two countries upon Labour intensive industry similarly in two countries, exchange the garment industry and explore new business opportunities. Two garment manufacturers associations from both countries consider the potential collaboration to exchange the study tour program for factory members.

The meeting attended by chairman, secretary general, CEC/ECs of MGMA, Commercial Counsellor and 3 delegates of Bangladesh Embassy.



Apparel Sourcing in Paris Messe Frankfurt's Pre-Meeting with MGMA



Apparel Sourcing in Paris organize by Messe Frankfurt's paid courtesy visit to MGMA on 21st March, 2023 at MGMA meeting room.

In the meeting, delegates from MGMA and organizer of Messe Frankfurt in Paris discussed about Myanmar Pavilion in the international sourcing platform to exist in

future Europe market. Myanmar garment manufacturers Association will participate as institutional association and more members of MGMA should participate as exhibitors in the Myanmar Pavilion to promote their products to sourcing with international buyers.

The meeting attended by Chairman, CEC/ECs of MGMA and organizer of Messe Frankfurt in Paris.



Regular Exchange Meeting for Garment Sector Development



Chinese Textile & Garment Association in Myanmar (CTGA), organized the regular exchange meeting of garment sector development with foreign garment associations in Myanmar.

The meeting dinner was held on March 25th, 2023 at Four Seasons Seafood Restaurant with Myanmar Garment Manufacturers Association (MGMA), Japan Garment Manufacturers Association (JGMA) and Korea Garment Association in Myanmar (KOGAM). Chairman, Vice Chairman and Joint Secretary were joined together and exchange about recent situation and challenges issue of garment sector in the meeting.

The Monthly MGMA Executive Committee Meeting

The Monthly MGMA Executive Committee Meeting was held on March 11st , 2023 at MGMA meeting room. Managing Director of MGMA chaired the meeting.

In the meeting, CEC/EC members were discussed issues of meeting with buyers at international textile exhibitions , association should present Made in Myanmar as a Myanmar Pavilion on European market platform, matters related to findings from factory field inspection with MGMA and CMP supervision committee, organization of annual general meeting and members networking meeting, MGMA's 20th anniversary celebration and the next process of MGMA.



The association's Chairman, Vice-Chairmen, Joint Secretary and members of Central Executive Committee/Executive Committee attended the meeting.

Labour Law Awareness Training – Compulsory Program (Batch – 12 & 13)

Labour Law Awareness Training was held on March 10th and 22nd, 2023, at Myanmar Garment Human Resources Development Training Center (MGHRDC), organized as compulsory training of Batch (12 & 13) by Myanmar Garment Manufacturers Association (MGMA).



Batch – 12 Group Photo



Discussion Session



**Labour Officer presenting
Labour Law Awareness**



Batch – 13 Group Photo

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

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 (58) participants from (31) member's factories attended the training. MGMA will hold this training in monthly basis regularly as part of sustainable development goal in garment industry.

Industrial Engineering Training (Batch – 75)



Industrial Engineering Batch – 75 Group Photo



Executive Committee of MGMA U Ye Khant giving closing remarks

Myanmar Garment Manufacturers Association (MGMA) organized Industrial Engineering in garment industry (11 days) Training (Batch – 75) was held from March 13rd to 24th , 2023 at Myanmar Garment Human Resources Development Center (MGHRDC).

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. Participants visited Thiri Sandar Garment & General Trading Co-op Society Ltd for three days as factory practice. The information from factory practice was presented to two group as group presentation.

Executive Committee of MGMA U Ye Khant gave closing remark and awarded certificate. Total (22) participants from MGMA's member factories attended the training.



Awarding Certificate



**Trainer from MGHRDC lecturing
Industrial Engineering**



Group Presentation



Group Presentation



**Factory Practice Information
preparation**



Factory Practice at Thiri Sandar Garment



Awarding Certificate

Basic Sewing Machine Operator Training (Batch – 216)



Group Photo

Basic Sewing Machine Operator Training (Batch – 216) was held on February 13rd to March 3rd, 2023 at Myanmar Garment Human Resources Development Training Center (MGHRDC), organized by Myanmar Garment Manufacturers Association (MGMA).

In this training, training instructor from MGHRDC lectured knowledge of sewing and sewing method step by step with practice session. MGMA conducted the awareness of labour law in factory. Total (24) participants attended the training and awarded certificate.



Trainer from MGHRDC lecturing sewing method



MGMA conducting the awareness of labour law



Practice Session



Trainer from MGHRDC lecturing sewing method

Covid Test Kit Distribution at Pilot factory of MGMA Member



Myanmar Garment Manufacturers Association (MGMA) distributed covid test kit to pilot factory in Hlaing Thar Yar Township, on March 14th , 2023 as CSR activity of MGMA, supported by LIFT 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 (300) garment workers and 1,000 test kits were distributed to pilot factory so far.



**MD of MGMA Daw Aye Mi Shein
giving opening remark**



Distributing Covid test kit



**MD of MGMA Daw Aye Mi Shein
giving opening remark**



Worker practicing covid test kit



**Project officer of MGMA
Demonstration how to use covid
test kit**



Worker practicing covid test kit

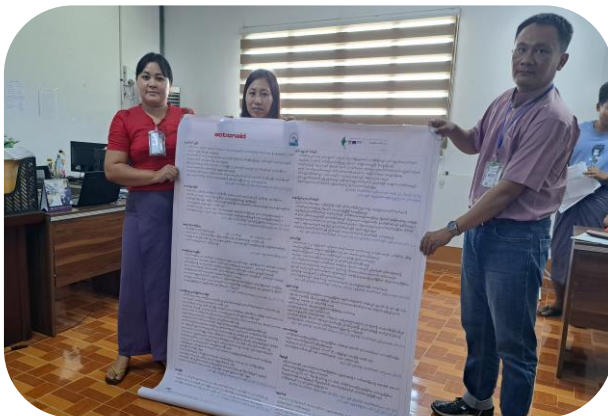
Voluntary Labour Compliance Assessment Program



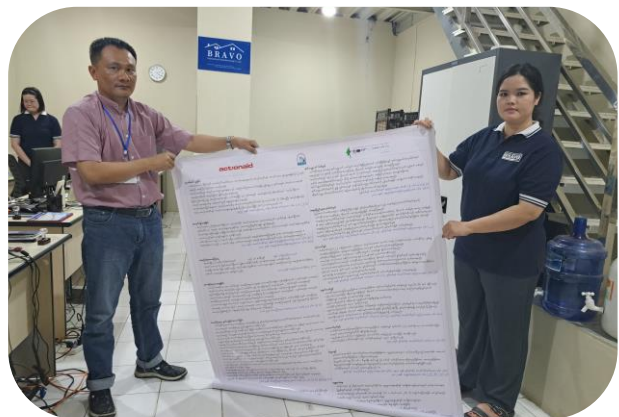
Voluntary Labour Compliance Assessment Program of Myanmar Garment Manufacturers Association (MGMA) scrutinized (3) member factories in March 2023.

They are Matsuya R & D Myanmar Co.,Ltd, Fuxin Fuyi Industry Co.,Ltd, Bravo International Mfg Co.,Ltd. Inspected various factories Matsuya R & D Myanmar Co.,Ltd at Mingalardone Township on 13rd March, Fuxin Fuyi Industry Co.,Ltd at East Dagon Township on 23rd March, Bravo International Mfg Co.,Ltd at East Dagon Township on 24th March.

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 February 2020 by MGMA to all its member factories.



Fuxin Fuyi Industry Co.,Ltd



Bravo International Mfg Co.,Ltd.



Matsuya R & D Myanmar Co.,Ltd,

UPCOMING ACTIVITIES

No.	Description	Date & Time	Venue
1.	“Week of SCO Textile Traditions”	April 1-15	Dilli Haat, New Delhi
2.	Exchange meeting of high value added garments with delegates business advisor of India	TBC	TBC

MEMBERSHIP UPDATE

New Members in March 2023

Country	No. of New Member Factories
China	3
Korea	1
Myanmar	1
Total	5

Membership Update as of March 2023

Status	Country	No. of Factories
Active	Myanmar	68
	China	306
	Korea	55
	Japan	18
	Others	21
	Joint Venture	29
	Local, Sub-Con, Marketing, Inspection ,Textile	50
Total (Active)		547
Total (Inactive)		255
Grand Total		802