



5th MGMA New Members' Orientation

Myanmar Garment Manufacturers Association (MGMA) organized 5th MGMA New Members' Orientation on January 19th, 2024 at MGHRDC. Vice – Chairman of MGMA U Kyaw Win delivered the opening speech and Executive Committee Members of MGMA introduced in person.

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The Monthly MGMA Executive Committee Meeting



The Monthly MGMA Executive Committee Meeting was held on January 13th, 2024 at MGMA meeting room. Managing Director of MGMA chaired the meeting.

In the meeting, CEC/EC members discussed issue of registered participants of VIATT on February 28th to March 1st 2024, follow up stage to BHARAT TEX 2024 on 26-29 February, 2024 in New Delhi, India, feedback and comments on 10 meeting decisions of MOC and MGMA zoom meeting on 3.1.2024 and review on action of VLCA and Labour law training series for 2023.

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Upcoming Activities

<i>No.</i>	<i>Descriptions</i>	<i>Date & Time</i>	<i>Venue</i>
1.	"Retreat to Recharge: Navigating Success Together"	February 10 th – 11 th	TBC
2.	Basic Sewing Machine Operator Training (Batch - 232)	TBC	MGHRDC
3.	Occupational Safety and Health	February 22 nd & 23 rd	MGHRDC
4.	Export Promotion Conference organized by Ministry of Commerce	TBC	Naypyitaw MICC II

Membership Update

New Member in January 2024	15
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ACTIVITIES & NEWS

5th MGMA New Members' Orientation



U Kyaw Win (Vice-Chairman)



U Thein Pe Win (Voluntary Audit)



U Tun Tun @ Tun Aung (CEC)



Daw Aye Aye Han (CEC)



Dr.Khin Khin Kyi (CEC)



U Aung Myo Hein@Eddie (CEC)



U Wai Yan@Ye Khant (EC)



Daw Kway Kway Zin (EC)



Daw Yin Yin Moe (EC)

Myanmar Garment Manufacturers Associations (MGMA) organized 5th MGMA New Members' Orientation on January 19, 2024 at MGHRC.

Vice – Chairman of MGMA U Kyaw Win delivered the opening speech and Executive Committee Members of MGMA introduced in person. Then, Managing Director of MGMA, Labour Officer of MGMA , Manager of MGHRC and Sr.Administrative officer of MGMA were

presented current update about MGMA's activities, service offering, employer package, Voluntary Labour Compliance Assessment, orientation about resource center fabric library and collaboration of international project's activities respectively.

MGMA's Vice-Chairman, CEC/ECs and (54) representatives from MGMA's member factories participated in this event and took group photos in the final wrap up.





**Managing Director of MGMA presenting
MGMA's activities**



**Senior Labor Officer of MGMA presenting
Employer's Package and VLCA**



**Senior Administrative Officer of MGMA
presenting MGMA's service offering**



**Manager of MGRHDC presenting Training
Center's activities**



**Executive Committee of MGMA and representatives
from MGMA Member factories**

The Monthly MGMA Executive Committee Meeting



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In the meeting, CEC/EC members discussed issue of registered participants of VIATT on February 28th to March 1st 2024, follow up stage to BHARAT TEX 2024 which will be held on 26-29 February, 2024 in New Delhi, India, discussion of

response informative action from meeting minute for 2024-25 budget year export promotion planning activities of garment industry by MGMA and MOC, zoom meeting held on 3.1.2024 and review on action of VLCA and Labour law training series for year 2023.

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





Myanmar Garment Manufacturers Association

Employers' Package

Services for Businesses

What is Employers' Package?

Employers' Package is a service package developed by Myanmar Garment Manufacturers Association (MGMA) for the employers in the labour intensive manufacturing industries.

Services of Employers' Package cover three main areas,

1. Information & Advice
2. Assistance with Dispute Resolution
3. Training & Development

How to get the services?

Membership of Employers' Package is required to get the services. Membership can be registered;

As Factory/Company

No. of workers
1 - 2000 → 300,000/- MMK per year
2001 - ↑ → 500,000/- MMK per year

As Person

1 person → 150,000/- MMK per year

How to register for membership?

- Go to <https://bit.ly/empmbf> or scan QR
- Fill up the membership form
- Call us - 09 25 731 3341, 09 96 352 2939



Information & Advice Assistance with Dispute Resolution Training & Development

Information & Advice Assistance with Dispute Resolution Training & Development



As Factory/Company

- Information & Advice
- Assisting with dispute resolution
- Training & Development
 - Attending certificate awarded trainings (2 persons & certificate with Factory Name)
 - Labour Law Awareness (in-factory, only on factory's request)
 - Forming and Training WCC (in-factory, only on factory's request)
 - Occupational Safety and Health (in February, May, August and November)

As Person

- Information & Advice
- Assisting with dispute resolution
- Training & Development
 - Attending certificate awarded trainings (certificate without Factory Name)
 - Occupational Safety and Health (in February, May, August and November)

How the services are delivered?

- Sharing valuable information and documents by phone, emails, in person.
- Assisting with dispute resolution
- Providing trainings
- One year access to the valuable resources @ <https://sites.google.com/view/mgmaemp>

Information & Advice Assistance with Dispute Resolution Training & Development

Garment HR Management

Certificate-awarded Training

Training Contents

- Garment Industry & Related Policies
- Labour Laws, Rules & Regulations
- Office Works & HR Functions
- Compliance & Audits

The Garment HR Management training is going to be conducted **only 4 batches in 2024** as follows;

1 st Batch	March 10 th Sunday	Only limited seats are available.
	March 17 th Sunday	
	March 31 st Sunday	
2 nd Batch	June 9 th Sunday	
	June 16 th Sunday	9:00 AM To 5:00 PM
	June 23 rd Sunday	
3 rd Batch	September 8 th Sunday	
	September 15 th Sunday	
	September 22 nd Sunday	
4 th Batch	December 8 th Sunday	We provide Lunch & Tea Breaks
	December 15 th Sunday	
	December 22 nd Sunday	

Only **limited** seats are available for each batch. Certificate holders are fully certified and recommended by the association, MGMA.

Information & Advice Assistance with Dispute Resolution Training & Development

MGMA's Employers' Package training is just around the corner !

The number of participants is limited, so you need to register as soon as possible.

Employers' Package is a service package developed by MGMA for the employers in labor intensive industries like Garment.

If you want to get Employers' Package services,

Visit <https://bit.ly/empmbf> (or scan the QR Code)



and fill out the membership form. The MGMA office will contact you first.

If you want to know more detail about MGMA's Employers' Package, you can visit bit.ly/mgmaemp.

MGMA's Employers' Package can help, if you want to be

- improve the efficiency of your factory office team

(or)

- stand and work as a professional HR Manager confidently

Go to <https://bit.ly/empmbf> and register as a member now.

For more detailed information,

call us 01-2300243, 01-2314829 (ext-10),

U Kyaw Zayar Phyo (Labor Officer) Ph: 09963522939,

U Kaung San (Junior Labor Officer) Ph - 09 770129330.



Myanmar Garment Manufacturers Association
Employers' Package
Training Calendar
for
Months of February and March, 2024

Training Title	Batch	Date	Training Course
Occupational Safety and Health (Certificate Awarded)	OSH Batch (1)	February 22 nd Thursday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Basic concepts of Occupational Safety and Health • Controlling and managing hazards in garment factory <ul style="list-style-type: none"> • Risk assessment • Ergonomic • PPE
		February 23 rd Friday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Occupational Safety and Health Management System • Good practices and preparation for emergency <ul style="list-style-type: none"> • Fire safety & Electric safety • Chemical management
Garment HR Management (Certificate Awarded)	HR Batch (1)	March 10 th Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Understanding Garment industry and gov. policies • Recruitment and Employment • Workplace rules and disciplinary actions • Work hours, payment of wages
		March 17 th Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Leave and holiday • Office work, MS Word, Excel • Social dialogue, workplace relations and dispute resolution • Freedom of association
		March 31 st Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Understanding Multi National Corporations and global unions • Understanding Certification, Credentialing and Supply Chain Management • Understanding How to Higg Guide for Higg Facility Environment Module (FEM) • Understanding amfori BSCI system manual • SA8000:2014 Standard • Writing Policies and Procedures



Myanmar Garment Manufacturers Association
Employers' Package
Training Calendar
for
Months of August and September, 2024

Training Title	Batch	Date	Training Course
Occupational Safety and Health (Certificate Awarded)	OSH Batch (3)	August 22nd Thursday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Basic concepts of Occupational Safety and Health • Controlling and managing hazards in garment factory <ul style="list-style-type: none"> • Risk assessment • Ergonomic • PPE
		August 23rd Friday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Occupational Safety and Health Management System • Good practices and preparation for emergency <ul style="list-style-type: none"> • Fire safety & Electric safety • Chemical management
Garment HR Management (Certificate Awarded)	HR Batch (3)	September 8 th Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Understanding Garment industry and gov. policies • Recruitment and Employment • Workplace rules and disciplinary actions • Work hours, payment of wages
		September 15 th Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Leave and holiday • Office work, MS Word, Excel • Social dialogue, workplace relations and dispute resolution • Freedom of association
		September 22 nd Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Understanding Multi National Corporations and global unions • Understanding Certification, Credentialing and Supply Chain Management • Understanding How to Higg Guide for Higg Facility Environment Module (FEM) • Understanding amfori BSCI system manual • SA8000:2014 Standard • Writing Policies and Procedures



Myanmar Garment Manufacturers Association
Employers' Package
Training Calendar
for
Months of May and June, 2024

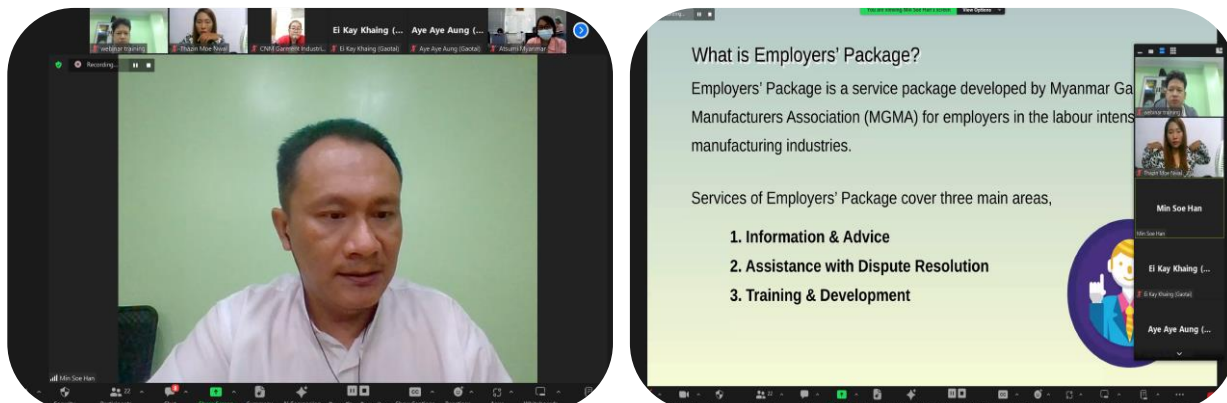
Training Title	Batch	Date	Training Course
Occupational Safety and Health (Certificate Awarded)	OSH Batch (2)	May 16th Thursday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Basic concepts of Occupational Safety and Health • Controlling and managing hazards in garment factory <ul style="list-style-type: none"> • Risk assessment • Ergonomic • PPE
		May 17th Friday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Occupational Safety and Health Management System • Good practices and preparation for emergency <ul style="list-style-type: none"> • Fire safety & Electric safety • Chemical management
Garment HR Management (Certificate Awarded)	HR Batch (2)	June 9 th Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Understanding Garment industry and gov. policies • Recruitment and Employment • Workplace rules and disciplinary actions • Work hours, payment of wages
		June 16 th Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Leave and holiday • Office work, MS Word, Excel • Social dialogue, workplace relations and dispute resolution • Freedom of association
		June 23 rd Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Understanding Multi National Corporations and global unions • Understanding Certification, Credentialing and Supply Chain Management • Understanding How to Higg Guide for Higg Facility Environment Module (FEM) • Understanding amfori BSCI system manual • SA8000:2014 Standard • Writing Policies and Procedures



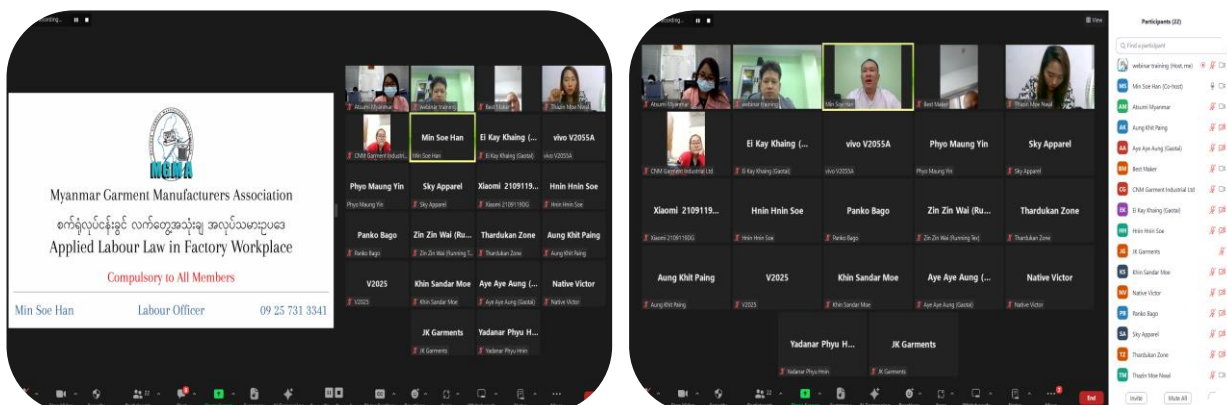
Myanmar Garment Manufacturers Association
Employers' Package
Training Calendar
for
Months of November and December, 2024

Training Title	Batch	Date	Training Course
Occupational Safety and Health (Certificate Awarded)	OSH Batch (4)	November 21 st Thursday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Basic concepts of Occupational Safety and Health • Controlling and managing hazards in garment factory <ul style="list-style-type: none"> • Risk assessment • Ergonomic • PPE
		November 22 nd Friday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Occupational Safety and Health Management System • Good practices and preparation for emergency <ul style="list-style-type: none"> • Fire safety & Electric safety • Chemical management
Garment HR Management (Certificate Awarded)	HR Batch (4)	December 8 th Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Understanding Garment industry and gov. policies • Recruitment and Employment • Workplace rules and disciplinary actions • Work hours, payment of wages
		December 15 th Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Leave and holiday • Office work, MS Word, Excel • Social dialogue, workplace relations and dispute resolution • Freedom of association
		December 22 nd Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> • Understanding Multi National Corporations and global unions • Understanding Certification, Credentialing and Supply Chain Management • Understanding How to Higg Guide for Higg Facility Environment Module (FEM) • Understanding amfori BSCI system manual • SA8000:2014 Standard • Writing Policies and Procedures

Labour Law Awareness Training – Compulsory Program (Batch – 29)



Labour Law Awareness Training was held on January 26th – 2024, via zoom application, organized as compulsory training of Batch (29) by Myanmar Garment Manufacturers Association (MGMA).



The compulsory training was provided 28 times from 2022 August to 2023 December and it was regularly held twice a month. As a result of providing labor law awareness training, MGMA has been able to conducted awareness of labor law and industrial relations widely into the garment sector.

In this batch - 29, Senior Labour Officer of MGMA ,U Min Soe Han, conducted the training of labour law awareness, update information of Employer’s Package and zero tolerance points of Voluntary Labor Compliance Assessment (VLCA) and explained about upcoming training with Q&A session.

Total (30) participants from MGMA member factories attended the training. MGMA will hold this training in monthly basis regularly as part of sustainable development goal in whole garment industry.

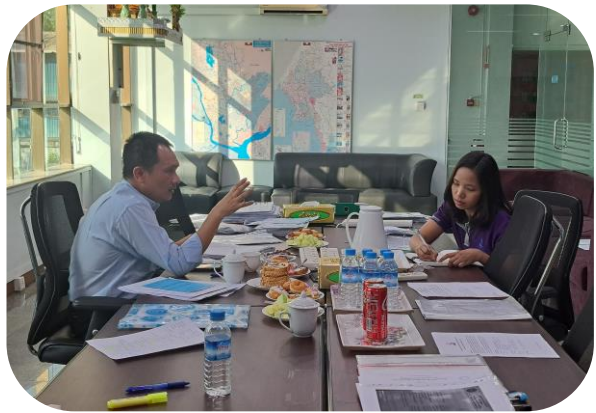
Training has been provided to (829) participants role of Management and Supervisor of Production Department from (464) factories in the whole garment sector level.

Voluntary Labour Compliance Assessment Program

Voluntary Labour Compliance Assessment Program of Myanmar Garment Manufacturers Association (MGMA) scrutinized (1) member factories in January 2024.

Senior Labour Officer of MGMA scrutinized all the documents relation to the VLCA from Myanmar Synergy Garment Co.,Ltd on January 9th .

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.



Myanmar Synergy Garment Co.,Ltd

Basic Sewing Machine Operator Training (Batch – 231)

Basic Sewing Machine Operator Training (Batch – 231) was held on January 1st to 19th, 2024 at Myanmar Garment Human Resources Development Training Center (MGHRDC), organized by Myanmar Garment Manufacturers Association (MGMA).

Principle of Government Technical High School (Ywarma) U Zayyar Aung gave opening remarks. 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 (12) trainees attended the training and awarded certificate.



Principle of GTHS U Zayyar Aung giving opening remarks



Group Photo



Giving closing remark



Giving closing remark



MGMA conducting the awareness of labour law



Trainers from MGHRC gave sewing methods



Awarding Certificates



Practice Session

UPCOMING ACTIVITIES

	Description	Date & Time	Venue
1.	"Retreat to Recharge: Navigating Success Together"	February 10 th – 11 th	TBC
2.	Basic Sewing Machine Operator Training (Batch - 232)	TBC	MGHRDC
3.	Occupational Safety and Health	February 22 nd & 23 rd	MGHRDC
4.	Export Promotion Conference organized by Ministry of Commerce	TBC	Naypyitaw MICC II

MEMBERSHIP UPDATE

New Members in January 2024

Country	No. of New Member Factories
China	4
Korea	1
JV	2
Total	7

Membership Update as of January 2024

Status	Country	No. of Factories
Active	Myanmar	61
	China	306
	Korea	54
	Japan	19
	Others	18
	Joint Venture	28
	Local, Sub-Con, Marketing, Inspection, Textile	44
Total (Active)		530
Closed, Non - Active		303
Grand Total		833