



MYANMAR GARMENT MANUFACTURERS ASSOCIATION

NEWSLETTER

FEBRUARY 2024, ISSUE



Chairman of MGMA and Member factories attended VIATT

Chairman of MGMA U Myint Soe attended Vietnam International Trade Fair for Apparel, Textile and Textile Technologies (VIATT) was held on February 28 to March 1 - 2024 at Saigon Exhibition and Convention Center (SECC), Ho Chi Minh City, Vietnam organized by Messe Frankfurt (Hong Kong).

Myanmar Garment Manufacturers Association (MGMA) arranged the buyer delegation visit for 31 garment manufacturers from member factories of Yangon and Mandalay Region. The buyer delegates joined the delegation tour in exhibition and discussed about potential market and business matching with exhibitors.

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MGMA organized “Retreat to Recharge:Navigating Success Together Workshop”

Myanmar Garment Manufacturers Association (MGMA) organized the team building workshop “Retreat to Recharge:Navigating Success Together” was held on 10th to 12th February-2024 at Kalaw Garden Hotel. The workshop kicked off welcome and motivational remarks by Managing Director of MGMA Daw Aye Mi Shein.

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Upcoming Activities

<i>No.</i>	<i>Descriptions</i>	<i>Date & Time</i>	<i>Venue</i>
1.	Organizational Development Workshop for Executive Committee Member	TBC	TBC
2.	Basic Sewing Machine Operator Training (Batch - 235)	TBC	MGHRDC
3.	Garment HR Management Training	March 10,17 , 31 (3 Days)	MGHRDC

Membership Update

New Member in February 2024	27
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Chairman of MGMA and Member factories attended VIATT



MGMA's Chairman, Executive Committee, MRGMA and Delegates of MGMA Member Factories Group Photo

Chairman of MGMA U Myint Soe attended Vietnam International Trade Fair for Apparel, Textile and Textile Technologies (VIATT)'s Opening Ceremony was held on February 28 to March 1 - 2024 at Saigon Exhibition and Convention Center (SECC), Ho Chi Minh City, Vietnam organized by Messe Frankfurt (Hong Kong).

Myanmar Garment Manufacturers Association (MGMA) arranged the buyer delegation visit for 31 garment manufacturers from member factories of Yangon and Mandalay Region. The buyer delegates joined the delegation tour in exhibition and discussed about potential market and business matching with exhibitors.

On February 28, VIATT's Networking Dinner in collaboration with MGMA &

Tung Shing Sewing Machine Co.,Ltd was held at Eastin Grand Hotel Saigon. In this networking dinner, Chairman of MGMA U Myint Soe gave opening remark and then Mr.Albert Chen from Tung Shing Sewing Machine Co.,Ltd gave welcome remarks. Then, garment manufacturers from Myanmar discussed about future market of garment industry and knowledge sharing between CMP factories and Local factories. Total 31 garment manufacturers from member factories of Yangon and Mandalay Region joined the dinner.

The exhibition was attended by (20) member factories lead by MGMA and Made in Myanmar products of 2 CMP factories of MGMA and 3 local factories from MRGMA were displayed at association village of VIATT for three days.



Cutting Ribbon at Opening Ceremony of VIATT

MGMA Booth at Association Village



MGMA Team

VIATT



VIATT

MGMA Booth



MGMA Booth



MGMA Booth



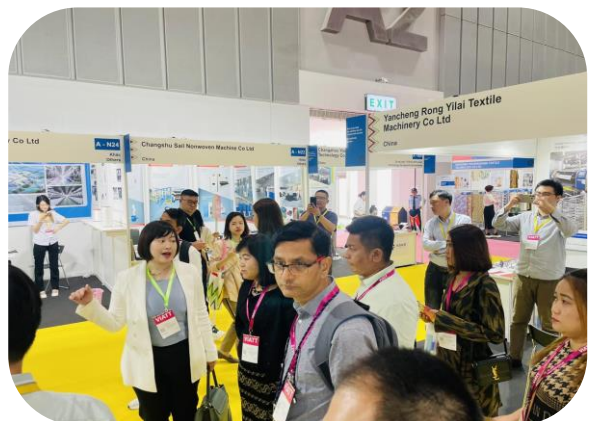
Delegation Tour



Delegation Tour



Delegation Tour



Delegation Tour



Networking Dinner Group Photo



Chairman of MGMA U Myint Soe giving opening remarks



Mr. Albert Chen from Tung Shing Sewing Machine Co., Ltd giving welcome remarks



The Monthly MGMA Executive Committee Meeting



The Monthly MGMA Executive Committee Meeting was held on February 7th, 2024 at MGMA meeting room. Managing Director of MGMA chaired the meeting.

In the meeting, CEC/EC members discussed follow up process of Buyer Delegation Visit of VIATT on February 28th, in collaboration with Messe Frankfurt Myanmar who organize for launching ceremony and networking dinner of Apparel sourcing in Paris , follow up

process of BHARAT TEX 2024 on 26-29 February in New Delhi, re-activate of working group committee of MGMA, Machinery and Chemical/material and equipment to get import license endorsement by MGMA, discussed to hold the organizational development workshop for MGMA Executive Committee Member in March.

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



MGMA organized “ Retreat to Recharge: Navigating Success Together Workshop ”



Myanmar Garment Manufacturers Association (MGMA) organized the team building workshop “ Retreat to Recharge:Navigating Success Together ” was held on 10th to 12th February-2024 at Kalaw Garden Hotel.

The workshop kicked off welcome and motivational remarks by Managing Director of MGMA Daw Aye Mi Shein.

In the workshop, Trainer Daw Kay Thi and Daw Nyunt Theingi Htwe from Future Development Initiative Learning Hub lectured by performance management, self-assessment practice session, performance appraisals , Proactive and Reactive, case studies of ethics, activities of role play and energizer games. The workshop was attended by (24) MGMA staffs.



Managing Director of MGMA Daw Aye Mi Shein giving welcome and motivational remarks





Occupational Safety & Health Management System (Intermediate Level)

Occupational Safety & Health Management System (Intermediate Level) was held on 2024, February 22 and 23 at Myanmar Garment Human Resource Development Center (MGHRDC), organized by Myanmar Garment Manufacturers Association (MGMA).

This training is the one of the activity of training and development in Employer's Package that is a service package developed by MGMA for the employers in the labour intensive manufacturing industries.



Central Executive Committee of MGMA U Tun Tun gave opening remarks. In this training, Labour Officer Team from MGMA presented BSCI – Performance Area 07, Basic concepts of Occupational Safety and Health, Occupational Safety and Health Laws, Roles & Responsibilities, Workplace Hazards and Prevention in Garment Industry, Risk Management System, Occupational cleanliness and waste management, Occupational safety and Health Management System, Emergency Preparedness, Fire Safety, Electrical Safety, Chemical Safety, Occupational Health Hazards and ways to prevent, Building Good habits/Practices & Auditing with group discussion and Q&A session.

Voluntary Audit of MGMA U Thein Pe Win gave closing remarks and awarding certificates. Total (30) participants were attended the training.



**Voluntary Audit of MGMA U Thein Pe Win
giving closing remarks**



**Central Executive Committee of MGMA
U Tun Tun giving opening remarks**



Labour Officer Team from MGMA presenting OSH



Labour Officer Team from MGMA presenting OSH



Labour Officer Team from MGMA presenting OSH



Discussion Session



Awarding Certificates



Awarding Certificates



Discussion Session



Discussion Session



Discussion Session



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

MGMA Chairman attended Launching Ceremony of Messe Frankfurt's Apparel Sourcing Paris and Networking Dinner



MGMA's Chairman U Myint Soe giving Opening Remark

MGMA Chairman U Myint Soe attended Launching Ceremony of Messe Frankfurt's Apparel Sourcing Paris and Networking Dinner was held on February 26 - 2024 at Emerald Meeting Room, Lotte Hotel Yangon, organized by Su Shwe Nadi Trading & Consultancy in collaboration with Myanmar Garment Manufacturers Association (MGMA).

In this event, MGMA Chairman U Myint Soe gave opening remarks and President/CEO of Messe Frankfurt France

Mr.Frederic Bougeard gave welcome remarks. After that, Daw Thet Su Hlaing from Su Shwe Nadi Trading & Consultancy explained about Upcoming Texworld Apparel Sourcing Paris in July 2024 organized by Messe Frankfurt. Chairman, Vice Chairman, Executive Committee from MGMA and delegates from MGMA member factories attended the event and networking dinner.



Guest



Mr.Frederic Bougeard giving welcome remarks



Daw Thet Su Hlaing explaining about upcoming events



Q & A session



Q & A session



Q & A session



Q & A session



Guests

Industrial Engineering Training (Batch – 79)

Myanmar Garment Manufacturers Association (MGMA) organized Industrial Engineering in garment industry (10 days) Training (Batch – 79) was held from February 19th to March 1st, 2024 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 Star Sandar Garment and General Economic 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 remarks and awarded certificates. Total (21) participants from MGMA's member factories attended the training.



Batch – 79 Group Photo



Executive Committee of MGMA U Ye Khant giving closing remarks



Trainers from MGHRDC presenting IE



Trainers from MGRDC presenting IE



Group Presentation



Group Work



Factory Practice at Star Sandar Garment Co.,Ltd



Awarding Certificates



Voluntary Labour Compliance Assessment Program

Voluntary Labour Compliance Assessment Program of Myanmar Garment Manufacturers Association (MGMA) scrutinized (2) member factories in February 2024.

They are Lat War Co., Ltd (Factory-2) and Sincere Season (Myanmar) Garment Co., Ltd. Inspected various factories that Lat War Co., Ltd (Factory-2) on 26th February and Sincere Season (Myanmar) Garment Co., Ltd on 27th February. Senior 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.



Lat War Co., Ltd (Factory-2)



Sincere Season (Myanmar) Garment Co., Ltd

Basic Sewing Machine Operator Training (Batch – 232)

Basic Sewing Machine Operator Training (Batch – 232) was held on January 21st to February 9th, 2024 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 (16) trainees attended the training and awarded certificate.



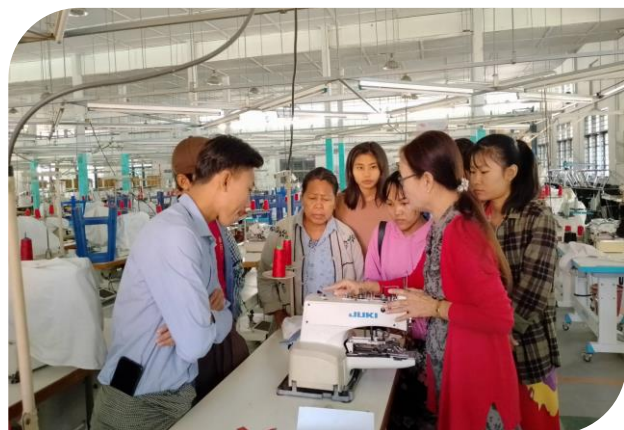
Manager of MGHRDC Daw Mya Thida
Soe giving opening remarks



Group Photo



Trainer of MGHRDC presenting sewing method



Trainer of MGHRDC presenting sewing method



Practice Session



Practice Session



Awarding Certificates

Basic Sewing Machine Operator Training (Batch – 233)

Basic Sewing Machine Operator Training (Batch – 233) was held on from 13th February to March 3rd, 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.



Batch – 233 Group Photo



U Zayyar Aung giving opening remarks



Practice Session



MGMA Conducting labour law awareness



Group Work



Practice Session



Practice Session



Awarding Certificates



Awarding Certificates

UPCOMING ACTIVITIES

	Description	Date & Time	Venue
1.	Organizational Development Workshop for Executive Committee Member	TBC	TBC
2.	Basic Sewing Machine Operator Training (Batch - 235)	TBC	MGHRDC
3.	Garment HR Management Training	March 10,17 , 31 (3 Days)	MGHRDC

MEMBERSHIP UPDATE

New Members in February 2024

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

Membership Update as of February 2024

Status	Country	No. of Factories
Active	Myanmar	60
	China	307
	Korea	54
	Japan	19
	Others	16
	Joint Venture	27
	Local, Sub-Con, Marketing, Inspection, Textile	46
Total (Active)		529
Temporary Closed		54