



# MYANMAR GARMENT MANUFACTURERS ASSOCIATION NEWSLETTER

MARCH 2024, ISSUE



## " Setting Strategic Goals for Shaping the Future " Workshop

" Setting Strategic Goals for Shaping the Future " Workshop was held on March 25 to 27 - 2024 at KMA Hotel Inle Lake, Shan State organized by Myanmar Garment Manufacturers Association (MGMA).

Chairman of MGMA U Myint Soe gave opening remarks and then briefed overview remark of workshop objective by Managing Director of MGMA Daw Aye Mi Shein.



MGMA Executive Committees attend MOU Signing Ceremony and " Belt & Road Initiative" Conference

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# ACTIVITIES & NEWS

## " Setting Strategic Goals for Shaping the Future " Workshop



Setting Strategic Goals for Shaping the Future " Workshop was held on March 25 to 27 - 2024 at KMA Hotel Inle Lake, Shan State organized by Myanmar Garment Manufacturers Association (MGMA).

Chairman of MGMA U Myint Soe gave opening remarks and then briefed overview remark of workshop objective by Managing Director of MGMA Daw Aye Mi Shein.

In this workshop, Daw Kay Thi and team from Future Development Initiative Learning Hub (FDILH) reviewed implementation of 2014-2024 strategic

plan and setting 7 goals for HR Development - MGMA Vs Garment Sector, Working with Stakeholders Vs Industrial relationship, CMP-FOB, Local Small Skill Garment sector, Textile and related accessories, MGMA organizational development Vs Financial Management with energize activities.

The workshop was actively attended by Executive Committee of MGMA in groups and then Vice-Chairman of MGMA, U Kyaw Win gave closing remarks. Total (26) CEC/ECs, members and staffs from MGMA attended to the workshop.



**Chairman of MGMA U Myint Soe giving opening remarks**



**Vice-Chairman of MGMA U Kyaw Win giving closing remarks**



**MD of MGMA Daw Aye Mi Shien briefing overview remark**



**Group Discussion**



**Group Discussion**



**Group Discussion**

# Workshop Activities Photos



## Workshop Activities Photos



## MGMA Chairman and Vice-Chairman attended 7<sup>th</sup> JGMA General Meeting



**M** GMA Chairman U Myint Soe and Vice – Chairman U Kyaw Win attended 7<sup>th</sup> Japan Garment Manufacturers Association (JGMA) General Meeting was held on March 20 – 2024 at Kamakura Restaurant (Marina Hotel).

In this meeting, U Myint Soe shared about current update policy and Myanmar’s garment industry strategy for the future. The meeting attended by Chairman and Vice-Chairman from MGMA and delegates from Japan Garment Manufacturers Association (JGMA).



## MGMA Executive Committees attend MOU Signing Ceremony and “ Belt & Road Initiative” Conference



**E**xecutive Committee of MGMA U Thein Pe Win and U Aung Myo Hein attended signing Ceremony of Memorandum of Understanding by China National Textile and Apparel Council (CNTAC), ASEAN Federation of Textile Industries (AFTEX), Textile Council of Hong Kong & Hong Kong General Chamber of Textiles and “ Belt & Road Initiative” Conference.

CNTAC and Textile Council of Hong Kong & Hong Kong General Chamber of Textiles organized the MOU signing ceremony and conference was held on March 21 – 2024 at Hong Kong Convention and Exhibition Centre - S221 , supported by office of The Hon Sunny Tan, AFTEX & Hong Kong Research Institute of Textile and Apparel.

On March 22, Executive Committee of MGMA and delegates of AFTEX visited Dongguan Luen Thai. Then, AFTEX Delegates joined study tour to Luen Thai Exhibition Hall, Skechers live streaming studio centre, Dogguan Tomwell Garment Co.,Ltd, Skechers Asia Pacific Product Development Center and participated exchange session with Luen Thai.

The signing ceremony and conference attended by delegates from AFTEX Myanmar, Chairman of Textile Council of Hong Kong, Executive Chairman of Hong Kong General Chamber of Textiles, Chairman of AFTEX, delegates from AFTEX member and representatives from other relevant organizations.







## Regular Exchange Meeting with MGMA and 4 Garment Cluster Associations

The regular exchange meeting of 5 garment cluster associations in Myanmar, hosted by Chinese Textile & Garment Association in Myanmar (CTGA). The meeting was held on March 23, 2024 at Hotel Yangon.

In the meeting, 5 garment cluster associations exchanged about update information of myanmar garment industry, current issues and policy update.

Chairman, Vice-Chairman, Joint Secretary and Central Executive Committee from Myanmar Garment Manufacturers Association (MGMA), delegation from Korea Garment Association in Myanmar (KOGAM), Japan Garment Manufacturers Association in Myanmar (JGMA) and Chinese Textile & Garment Association in Myanmar (CTGA) and Hong Kong Myanmar Manufacturers' Association Limited (HKMMA) were joined the meeting.



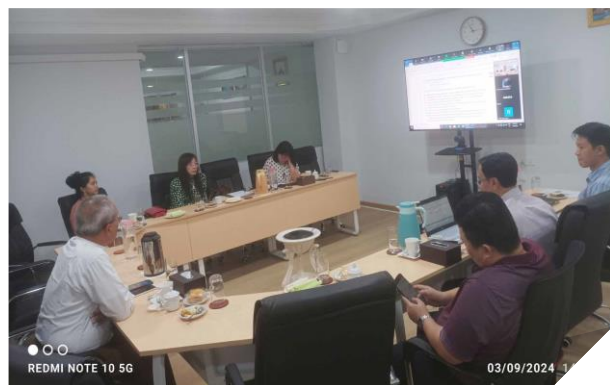
# The Monthly MGMA Executive Committee Meeting



The Monthly MGMA Executive Committee Meeting was held on March 9<sup>th</sup>, 2024 at MGMA meeting room . Managing Director of MGMA chaired the meeting.

In the meeting, CEC/EC members discussed about preparation process of EC Election (2024-2027) , feedback of buyer delegation visit of VIATT on Feb 28th to March 1st 2024, Mega International trade fair in India on December 2024, feedback of BHARAT TEX 2024 on 26-29 February, 2024 in New Delhi, India, process for " Setting Strategic Goals for Shaping the Future " Workshop at Inle Lake, information of update policy and application process of Machinery and Chemical/material and equipment by OSS.

The association's Chairman, Secretary General and Central Executive Committee/Executive Committee attended the meeting.



## Garment HR Management Training (Batch – 1)



Group Photo

**G**arment HR Management Training was held on 2024, 10 – 17 – 31 March at Myanmar Garment Human Resource Development Center (MGHRDC), organized by Myanmar Garment Manufacturers Association (MGMA).

This training is the one of the activities 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.

The training was kicked off by Secretary General of MGMA, Daw Khine Khine Nwe's opening remarks. Then, Senior Labour Officer of MGMA, U Min Soe Han presented understanding garment industry and government policies, recruitment and employment, workplace rules and disciplinary actions, work hours, payment of wages, social dialogue, workplace relations and dispute resolutions, freedom of association, understanding Multi National Corporations and Global Unions, Certification, Credentialing and Supply Chain Management, How to Higg guide for Higg Facility Environmental Module (FEM), amfori BSCI system manual, SA8000:2014 Standard, Writing policies and procedures with group work, activities, general discussion and Q&A session.

Executive committee of MGMA, Daw Yin Yin Moe gave closing remarks and awarded certificates. Total (26) participants were attended the training.



**Secretary General of MGMA Daw Khine Khine Nwe giving opening remarks**



**Executive Committee of MGMA Daw Yin Moe giving closing remarks**



**Senior Labour Officer of MGMA presenting Garment HR Management**



**Senior Labour Officer of MGMA presenting Garment HR Management**



**Awarding Certificates**



**Awarding Certificates**



Awarding Certificates



Awarding Certificates



Awarding Certificates



Myanmar Garment Manufacturers Association

## Employers' Package

Services for Businesses

Information & Advice Assistance with Dispute Resolution Training & Development

## 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



### 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 <sup>st</sup> Batch	March 10 <sup>th</sup> Sunday	Only limited seats are available.	
	March 17 <sup>th</sup> Sunday		
	March 31 <sup>st</sup> Sunday		
2 <sup>nd</sup> Batch	June 9 <sup>th</sup> Sunday		9:00 AM To 5:00 PM
	June 16 <sup>th</sup> Sunday		
	June 23 <sup>rd</sup> Sunday		
3 <sup>rd</sup> Batch	September 8 <sup>th</sup> Sunday	We provide Lunch & Tea Breaks	
	September 15 <sup>th</sup> Sunday		
	September 22 <sup>nd</sup> Sunday		
4 <sup>th</sup> Batch	December 8 <sup>th</sup> Sunday		
	December 15 <sup>th</sup> Sunday		
	December 22 <sup>nd</sup> 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](https://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
<b>Occupational Safety and Health</b> <i>(Certificate Awarded)</i>	OSH Batch (1)	February 22 <sup>nd</sup> Thursday 09:00AM - 05:00PM	<ul style="list-style-type: none"> <li>• Basic concepts of Occupational Safety and Health</li> <li>• Controlling and managing hazards in garment factory               <ul style="list-style-type: none"> <li>• Risk assessment</li> <li>• Ergonomic</li> <li>• PPE</li> </ul> </li> </ul>
		February 23 <sup>rd</sup> Friday 09:00AM - 05:00PM	<ul style="list-style-type: none"> <li>• Occupational Safety and Health Management System</li> <li>• Good practices and preparation for emergency               <ul style="list-style-type: none"> <li>• Fire safety &amp; Electric safety</li> <li>• Chemical management</li> </ul> </li> </ul>
<b>Garment HR Management</b> <i>(Certificate Awarded)</i>	HR Batch (1)	March 10 <sup>th</sup> Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> <li>• Understanding Garment industry and gov. policies</li> <li>• Recruitment and Employment</li> <li>• Workplace rules and disciplinary actions</li> <li>• Work hours, payment of wages</li> </ul>
		March 17 <sup>th</sup> Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> <li>• Leave and holiday</li> <li>• Office work, MS Word, Excel</li> <li>• Social dialogue, workplace relations and dispute resolution</li> <li>• Freedom of association</li> </ul>
		March 31 <sup>st</sup> Sunday 09:00AM - 05:00PM	<ul style="list-style-type: none"> <li>• Understanding Multi National Corporations and global unions</li> <li>• Understanding Certification, Credentialing and Supply Chain Management</li> <li>• Understanding How to Higg Guide for Higg Facility Environment Module (<b>FEM</b>)</li> <li>• Understanding <b>amfori BSCI</b> system manual</li> <li>• <b>SA8000:2014 Standard</b></li> <li>• Writing Policies and Procedures</li> </ul>



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

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



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

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



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

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

## Basic Sewing Machine Operator Training (Batch – 234)

**B**asic Sewing Machine Operator Training (Batch – 234) was held on from 4 March to 22 March, 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.



Group Photo



Principle of GTHS (Ywarma) giving opening remarks



Trainer of MGHRDC presenting sewing method



Trainer of MGHRDC presenting sewing method



Trainer of MGHRDC presenting sewing method



**Practice Session**



**Awarding Certificates**



**Awarding Certificates**



**Closing Ceremony**

## National Skill Standard Authority (NSSA) Level 1 Assessment

National Skill Standard Authority (NSSA) Level 1 Assessment on March 23 and 24, 2024 at MGHRDC Assessment Center.

(40) Operator level workers were assessed on multiple choice questions as well as practice tests of 5 types of machines: Single Needle Lock Stitch Machine, Four Thread Overlock Machine, Button Hole Machine, Button Attached Machine, and Bartack Machine.

National Skill Standard Authority (NSSA) Myanmar aims to develop a skill-based workforce capable of competing not only locally but also internationally.







## MEMBERSHIP UPDATE

New Members in March 2024

Country	No. of New Member Factories
China	3
Total	3

Membership Update as of March 2024

Status	Country	No. of Factories
Active	Myanmar	60
	China	316
	Korea	54
	Japan	18
	Others	16
	Joint Venture	27
	Local, Sub-Con, Marketing, Inspection, Textile	47
Total (Active)		538
Temporary Closed		48