



# NEWSLETTER

MYANMAR GARMENT MANUFACTURERS ASSOCIATION

MGMA

NEWSLETTER

January 2019

ACTIVITY

## MGMA-AVE Project Planning Workshop



The Myanmar Garment Manufacturers Association (MGMA) and The Foreign Trade Association of German Retailers (AVE) teams conducted to Ngwe Saung Beach for the introduction of Planning Workshops for the year of 2019. MGMA and AVE are co-operating a joint-project to strengthen the garment industry and capacity of the association. Phase 1 of the project has ended, and phase 2 has started. The project planning meeting was organized for phase 2. Chairmen and Central / Executive Committee Members from MGMA and AVE team arrived to Ngwe Saung from Yangon on January 21, 2019. In MGMA-AVE Project Planning Workshop, the teams discussed together about objectives, expected results, and future action plans and activities. This MGMA-AVE Project Planning Workshop period was 4 days and they all arrived back in Yangon on January 24, 2019.





# NEWSLETTER

MYANMAR GARMENT MANUFACTURERS ASSOCIATION

MGMA

NEWSLETTER

January 2019

ACTIVITY

## Garment Skill Development Training 1 (ToT Program)

The Myanmar Garment Manufacturers Association (MGMA), in collaboration with Technical and Vocational Education and Training (TVET), launched Garment Skill Development Training 1 (TOT Program) for the level of supervisors & team leaders from member factories at Dekkhina Building, GTI (Insein) on 14 January, 2019 and closing ceremony was held on 08 February, 2019.

At the closing ceremony, MGMA awarded certificates to all of trainees for their attendance and ,in addition, presents to outstanding students.

Garment Skill Development Training's (ToT Program) Opening Ceremony & Closing Ceremony Photo Gallery



Group Photo on Opening Ceremony Day



U Myat Ko (Principal of Government Technical Institute (GTI) in Insein) awarding certificate to one of the trainees



The Trainees from Garment Skill Development Training 1 (ToT Program)



Group Photo on Closing Ceremony Day



# NEWSLETTER

MYANMAR GARMENT MANUFACTURERS ASSOCIATION

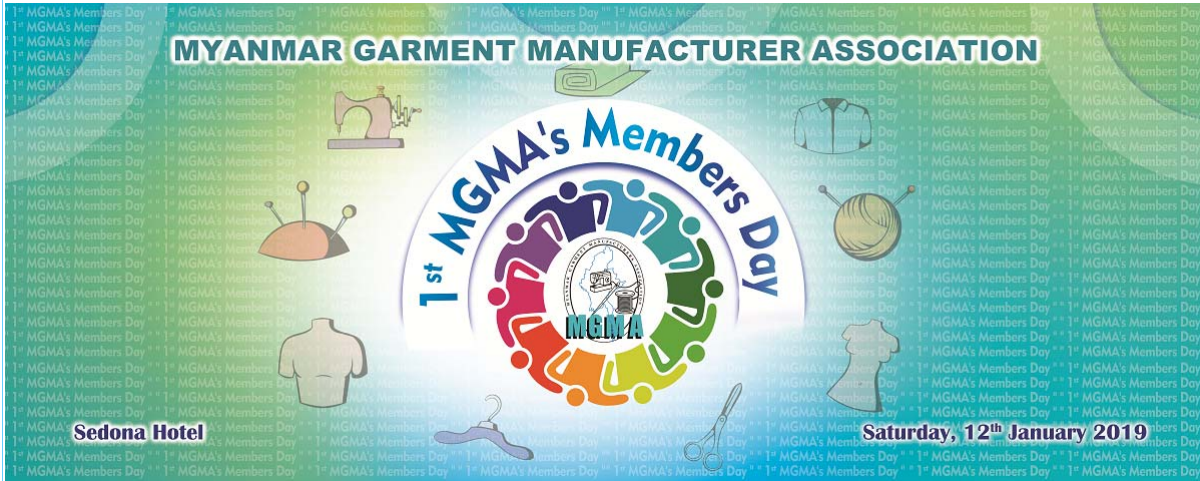
MGMA

NEWSLETTER

January 2019

NEWS

## 1st MGMA's Members Day



The 1st MGMA's Members Day was held successfully on 12 January, 2019 at Sedona Hotel in Yangon. Chairmen and central / executive committee members from MGMA, Myanmar textiles and garment employers / manufacturers and its representatives, members from Chinese and Korea garment and textile associations - ( an estimated total of more than 180 persons ) attended the 1st MGMA's members day.



### Welcome remark by Chairman of MGMA, U Myint Soe

In the welcoming remark, the chairman of MGMA, U Myint Soe thanked all the members for attending the MGMA's Members day conference and for their strong support. He announced that MGMA would organize more forums which will provide further opportunities for exchange in response to the labor law.

### Message by General Secretary of MGMA, Daw Khine Khine Nwe

At the 1st members` day conference of Myanmar Garment Manufacturers Association, the General Secretary of MGMA, Daw Khine Khine Nwe, informed about a recently conducted members` need analysis to better understand the members` current needs with the technical support of ILO/ ACTEMP. She mentioned a new quality of services for the members based on the findings of the survey and the start of an Employer`s Service Package, which aims at providing a 6-item packaged service in the area of labor laws for the member companies.



# NEWSLETTER

MYANMAR GARMENT MANUFACTURERS ASSOCIATION

MGMA

NEWSLETTER

January 2019



**U Myint Soe (Chairman of MGMA)**



**Daw Khine Khine Nwe (General Secretary of MGMA)**

Daw Khine Khine Nwe also stated that MGMA is in discussion with ILO to have a third party independent research on child labor in the garment sector which is in line with one of the 11 principles of MGMA Code of Conduct, namely “labor rights and working conditions – effective remediation of child labor”. The objective of the research is to express the sector’s zero tolerance to child labor and to demonstrate “Myanmar garment sector is child labor free”. She asked the members to have an open door policy to the research and said this is the initial concrete step MGMA has ever taken for the effective implementation of the code of conduct.

MGMA has grown significantly since the EU re-instatement of the highest GSP scheme – everything but arms in 2013, benefiting both, number of employment and export earnings more than doubled.

Daw Khine Khine Nwe recalled on the sector’s 10 year strategy and said they are on track but it is still a long way to achieve the goals of 1 to 1.5 million employment and 8 to 10 billion export earnings by 2024. “We need to triple our efforts to reach these targets”, she said.

She acknowledged the international community including EU, USA, China, Japan and Korea for the growth of industry for supporting trade privileges, investments and market access. She also showed appreciation for private sector development committee and relevant ministries which are supporting the industry’s growth.

Finally she urged all well-wishers to continue with the good will and good faith for the industry, for the business, for the workers and for the country.





# NEWSLETTER

MYANMAR GARMENT MANUFACTURERS ASSOCIATION

MGMA

NEWSLETTER

January 2019

NEWS

## Together We Succeed



### Why GSP is Essential For Decent Work and Industrial Peace

“Discussion upon the withdrawal of Generalized System of Preferences (GSP)”

Proclamation of the Union of Myanmar Federation of Chambers of Commerce and Industry (UMFCCI)

On 17th December 2018, Daw Khine Khine Nwe (UMFCCI/MGMA - Secretary General) and Daw Phyto Sandar (CTUM) moderated a discussion on consequences of GSP withdrawal and provided reasons for keeping it based on EU’s decision at No-29, Min Ye Kyaw Swar Street, UMFCCI Building, Mingalar Hall from 8:30AM to 4:00 PM. Also included in the discussion on Generalized System of Preferences (GSP/EBA) were Employers, Employees, Diplomats and International Guests.

In opening speech, UMFCCI president U Zaw Min Win told the audience that this meeting is to join hands together for the rejection of the withdrawal of GSP by European Union. He also mentioned that a joint statement on this will be issued shortly with signatures from UMFCCI, CTUM and MICS-TUsF.



# NEWSLETTER

MYANMAR GARMENT MANUFACTURERS ASSOCIATION

MGMA

NEWSLETTER

January 2019

U Maung Maung, the president of CTUM, continued focusing on the aftermath effects of the withdrawal, and MGMA, MIA, MTF and MFF further discussed on “Why GSP is essential”.

U Sai Maung from MGMA made a thorough presentation on “Why GSP is essential for Myanmar Garment Manufacturing”. He said, “We need GSP for all of the employers, employees and the improvement of Myanmar Garment Industry”.



The EU’s decision reinstating the GSP under the EBA scheme in 2013 to support Myanmar’s democratic transition by permitting tax free imports of Myanmar products into the European Union has brought great benefits to the people of Myanmar and helped Myanmar democratic transition to be a successful start. But lately the EU commissioner for trade visited Myanmar to study upon possible withdrawal of EBA preferences in the light of human and labor rights situation in Myanmar.





# NEWSLETTER

MYANMAR GARMENT MANUFACTURERS ASSOCIATION

MGMA

NEWSLETTER

January 2019

SERVICES

## Employer's Package

The Myanmar Garment Manufacturers Association (MGMA) announced the new services of Employer's Package on January 2019.

Including the MGMA Employer's Package:

### Knowledge

Unique insights into labour law industrial relations and detailed sectoral analysis.

### Information and advice

HR Advice on employee relations, industrial relations, WCC formation and HR policies and procedures.

### Training and Skills

Access to wide variety of management training and professional development programmes.

### Briefings

A series of up-to-date briefings from the MGMA team on key labour issues including HR best practice.

### Assistance in case of labour dispute

Easy access to township labour offices, arbitration and relevant labour departments. Assistance for dealing with blocking strikes and preparing documents for arbitration.

### Voluntary Labour Audit service

Voluntary audit to make sure you are fully compliant with national labour law and ready for audits by international brands or embark in certification system.

The annual fee varies depending on the number of employees in your factory.

The promotional annual fee for this year will be as low as follow

Factory with up to 500 employees	100,000/-MMK per year
Factory with 501 to 1000 employees	200,000/-MMK per year
Factory with 1001 to 2000 employees	350,000/-MMK per year
Factory with 2001 to 4000 employees	600,000/-MMK per year
Factory with over 4000 employees	1,000,000/-MMK per year



# NEWSLETTER

MYANMAR GARMENT MANUFACTURERS ASSOCIATION

MGMA

NEWSLETTER

January 2019

How to be member of MGMA Employer's Package?

Just go to [www.tinyurl.com/mgma-employerpackage](http://www.tinyurl.com/mgma-employerpackage) (or) scan QR code.

Fill in the form in English and make payment within 30 days.

Scan QR Code for the MGMA Employer's Package Registration Form



Please credit membership fee to following bank account in 30 days.

Bank Details:

Bank Name – Myanmar Citizens Bank Ltd.

Account Name – (M-1292) MYANMAR GARMENT MANUFACTURERS ASSOCIATION

Account No – 1650208624

(or) Please make payment in cash in person at MGMA Office in 30 days.

**Be our member and enjoy our services!**

Call for the Services

Labour Officer +95 9 257313341

Junior Labour Officer +95 9 963522939

Email for the Services

[labourofficer.myanmargarments@gmail.com](mailto:labourofficer.myanmargarments@gmail.com)

[jlo.myanmargarments@gmail.com](mailto:jlo.myanmargarments@gmail.com)



**Employers' Package**  
**Myanmar Garment Manufacturers Association**







# NEWSLETTER

MYANMAR GARMENT MANUFACTURERS ASSOCIATION

MGMA

NEWSLETTER

January 2019

The Training Calendar of Employer’s Package as follow

## Training Calendar (January - June 2019)

Theme	Duration	Venue	Dates	Times	Cost for members of the MGMA Employers package	Cost for non members
Introduction to applied Labour Laws	3 hours	MGMA Training Room	19 Jan 2019	1:30PM - 4:30PM	FREE	FREE
Understanding and interpreting labour laws	3 hours	MGMA Training Room	26 Jan 2019	1:30PM - 4:30PM	3,000 MKK per person	10,000 MKK per person
Leaves and Holidays	3 hours	MGMA Training Room	16 Feb 2019	1:30PM - 4:30PM	Free	10,000 MKK per person
Grievances, Termination of Employment and dealing with strikes	3 hours	MGMA Training Room	23 Feb 2019	1:30PM - 3:30PM	3,000 MMK per person	10,000 MMK per person
Employment contract and workplace rules	3 hours	MGMA Training Room	16 Mar 2019	1:30PM - 3:30PM	Free	10,000 MKK per person
Payment of wages, overtime Calculation, variable pay systems	3 hours	MGMA Training Room	23 Mar 2019	1:30PM – 4:30PM	Free	10,000 MKK per person
Grievances and Termination of Employment and dealing with strikes	3 hours	Hlaing Thar Yar Industrial Zone	9 April 2019	1:30-4:30PM	3,000 MMK per person	10,000 MMK per person
Dealing with absenteeism	3 hours	MGMA training room	27 April 2019	1:30PM-4:30PM	5,000 MKK per person	20,000 MKK per person
Grievances and Termination of Employment and dealing with strikes	3 hours	Shwe Pyi Thar Industrial Zone	30 April 2019	1:30PM-4:30PM	3,000 MMK per person	10,000 MMK per person
Payment of wages, overtime Calculation, variable pay systems	3 hours	Hlaing Thar Yar Industrial Zone	7 May 2019	1:30PM – 4:30PM	Free	10,000 MKK per person
Preparing for Audit	3 hours	MGMA Training Room	18 May 2019	1:30PM – 4:30PM	5,000 MKK per person	15,000 MKK per person
Basics of Occupational Safety & Health	3 Hours	MGMA Training Room	25 May 2019	1:30PM – 4:30PM	10,000 MMK per person	20,000 MMK per person
Basics of Occupational Safety & Health	3 hours	MGMA Training Room	7 June 2019	1:30PM-4:30PM	10,000 MMK per person	20,000 MMK per person
Improving Productivity	3 hours	MGMA training room	15 June 2019	1:30PM – 4:30PM	10,000 MKK per person	20,000 MKK per person
Formation and effective functioning of WCC	3 hours	MGMA training room	22 June 2019	1:30PM – 4:30PM	5,000 MKK per person	10,000 MKK per person

You do not know anymore which are the updated laws and how do they apply in your business?

How to calculate overtime?

What to do to form a workplace coordinating committee?

An employee is too often absent without justification: what to do to terminate employment?

How to issue employment contract?

One of your workers will be soon on maternity leave: how to get access to social security funds?

**\* If you are struggling with all these matters, join the MGMA Employer’s Package \***



# NEWSLETTER

MYANMAR GARMENT MANUFACTURERS ASSOCIATION

MGMA

NEWSLETTER

January 2019

## NEW MEMBERS IN JANUARY 2019

Number of New Factories in January 2019		0
<b>Country</b>	<b>No. of Factories</b>	<b>No. of Workers</b>
China	7	4092
Myanmar	2	100
<b>TOTAL</b>	<b>9</b>	<b>4192</b>

## MEMBERSHIP UPDATE AS OF 2019-01-31

Status	Country	No. of Factories	No. of Workers
Active	Myanmar	111	73391
	Chinese	209	191465
	Korea	59	58025
	Japan	19	54462
	Others	133	68578
Inactive	All	73	0
<b>TOTAL</b>		<b>604</b>	<b>445921</b>

## UPCOMING

Description	Date	Place
1. AC meeting/regional conference Collaboration of MGMA with GIZ	3-4 April, 2019	(TBC)
2. The 2nd Buyer forum Collaboration of MGMA with Smart Myanmar and AVE.	23-24 May, 2019	Sedona Hotel
3. The 2nd MGMA's Members Day The 1 <sup>st</sup> MGMA's Members Day was held successfully on 12 January, 2019 at Sedona Hotel in Yangon.	May 2019	Sedona Hotel (TBC)