



Executive Committees of MGMA and its members attended Zayet Kwin Industrial Park Exclusive Grand Opening



Voluntary Labour Compliance Assessment Program

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

They are Guohua Glory Co.,Ltd and Sen Ma Te (Myanmar) Apparel Co.,Ltd.

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The Monthly MGMA Executive Committee Meeting

The Monthly MGMA Executive Committee Meeting was held on April 6th, 2024 at MGMA meeting room . Managing Director of MGMA chaired the meeting.

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Upcoming Activities

<i>No.</i>	<i>Descriptions</i>	<i>Date & Time</i>	<i>Venue</i>
1.	5 th MGMA Members' Day	May 31	TBC
2.	Basic Sewing Machine Operator Training (Batch - 237)	TBC	MGHRDC
3.	Occupational Safety and Health Training Batch - 2	May 16 and 17	MGHRDC

Membership Update

New Member in April 2024	15
Membership update as of April 2024	15

Executive Committees of MGMA and its members attended Zayet Kwin Industrial Park Exclusive Grand Opening



Executive Committees and members of MGMA attended the Exclusive Grand Opening of Zayet Kwin Industrial Park was held on April 7, 2024. Garment factories are mainly located in Industrial Zones of Hlaing Tharyar, Shwe Pyi Thar, Mhawbi, Mingalardone, South Dagon and job opportunities given to the workers and majorities are staying in those Industrial Zone. Zayet Kwin Industrial Zone is one of the potential investment for garment manufacturers and job opportunities for

workers who stay in Hlegu and related area.

In this ceremony, chairman of KMA Group of Companies gave opening remarks and welcome speech and then Chairman of Hlaing Thar Yar Industrial Zone, U Aye Thaung gave speech. After that, Executive Committees of MGMA and delegates from member factories joined sales discussion and participated industrial park tour by sale team.



The Monthly MGMA Executive Committee Meeting



The Monthly MGMA Executive Committee Meeting was held on April 6th, 2024 at MGMA meeting room . Managing Director of MGMA chaired the meeting.

In the meeting, CEC/EC members discussed about feedback of organizational development workshop for executive committee members from March 25 to 28, preparation process of executive committee election (2024-2027), update information of machinery and chemical/material and equipment by OSS, request export shipment data from CMP factories by MOC, issue of meeting with MGMA member factories that have been delayed to cooperate in VLCA process and upcoming event that 5th MGMA Members' Day in May.

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





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 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		9:00 AM To 5:00 PM
	June 16 th Sunday		
	June 23 rd Sunday		
3 rd Batch	September 8 th Sunday	We provide Lunch & Tea Breaks	
	September 15 th Sunday		
	September 22 nd Sunday		
4 th Batch	December 8 th Sunday		
	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 <i>(Certificate Awarded)</i>	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 <i>(Certificate Awarded)</i>	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 May and June, 2024

Training Title	Batch	Date	Training Course
Occupational Safety and Health <i>(Certificate Awarded)</i>	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 <i>(Certificate Awarded)</i>	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 August and September, 2024

Training Title	Batch	Date	Training Course
Occupational Safety and Health <i>(Certificate Awarded)</i>	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 <i>(Certificate Awarded)</i>	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 November and December, 2024

Training Title	Batch	Date	Training Course
Occupational Safety and Health <i>(Certificate Awarded)</i>	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 <i>(Certificate Awarded)</i>	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

Basic Sewing Machine Operator Training (Batch – 235)

Basic Sewing Machine Operator Training (Batch – 235) was held on from 25th March to 12th April , 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 (10) 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



Practice Session



Group Activities



Trainer of MGHRDC presenting sewing method

Voluntary Labour Compliance Assessment Program

V

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

They are Guohua Glory Co.,Ltd and Sen Ma Te (Myanmar) Apparel Co.,Ltd. Inspected various factories that Guohua Glory Co.,Ltd on 8th April and Sen Ma Te (Myanmar) Apparel Co.,Ltd on 26th April. 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.



Guohua Glory Co.,Ltd



Sen Ma Te (Myanmar) Apparel Co.,Ltd

UPCOMING ACTIVITIES

No.	Description	Date & Time	Venue
1.	5 th MGMA Members' Day	May 31	TBC
2.	Basic Sewing Machine Operator Training (Batch - 237)	May 13 to 31	MGHRDC
3.	Occupational Safety and Health Training Batch - 2	May 16 and 17	MGHRDC

MEMBERSHIP UPDATE

New Members in April 2024

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

Membership Update as of April 2024

Status	Country	No. of Factories
Active	Myanmar	62
	China	315
	Korea	55
	Japan	18
	Others	16
	Joint Venture	27
	Local, Sub-Con, Marketing, Inspection, Textile	46
Total (Active)		539
Temporary Closed		50