

# NEWSLETTER

MAY 2024, ISSUE



## 5<sup>th</sup> MGMA Members' Day

5<sup>th</sup> MGMA Members' Day was held on 31<sup>st</sup> May 2024 at Melia Hotel Yangon, Grand Ballroom, organized by Myanmar Garment Manufacturers Association. In the beginning of the program, market place at commercial booths of AYA Bank as Platinum Sponsor, DHL as Gold Sponsor and G-Link Global as Silver Sponsor.

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## Regular Exchange Meeting with MGMA and 4 garment cluster associations

The regular exchange meeting of 5 garment cluster associations in Myanmar, hosted by Myanmar Garment Manufacturers Association (MGMA). The meeting was held on May 24<sup>th</sup>, 2024 at Lantern Restaurant @ Melia Hotel Yangon.

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

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## Upcoming Activities

<i>No.</i>	<i>Descriptions</i>	<i>Date &amp; Time</i>	<i>Venue</i>
1.	51 <sup>st</sup> AFTEX Council Meeting and 49 <sup>th</sup> Plenary Session	June 5 to 7	Bangkok, Thailand
2.	Strategic Goal Setting Workshop	June 14 - 15	Wyndham Grand Hotel
3.	8 <sup>th</sup> MGMA Annual General Meeting	June 22	Melia Hotel Yangon

## Membership Update

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## 5<sup>th</sup> MGMA Members' Day



Chairman of UMFCFI U Aye Win giving welcome speech

**5<sup>th</sup>** MGMA Members' Day was held on 31<sup>st</sup> May 2024 at Melia Hotel

Yangon, Grand Ballroom, organized by Myanmar Garment Manufacturers Association.

In the beginning of the program, market place at commercial booths of AYA Bank as Platinum Sponsor, DHL as Gold Sponsor and G-Link Global as Silver Sponsor.

Firstly, Chairman of UMFCFI U Aye Win delivered welcome speech and then Secretary General of MGMA Daw Khine Khine Nwe gave key note message " Employment and Resources in Garment Industry" with Q&A Session. Afterwards, panel discussion was conducted the title of "Opportunities, Challenges and issues on current situation in Myanmar Garment Sector" with Garment Stakeholders and MGMA, moderated by Daw Khine Khine Nwe.

The platinum title sponsor 'AYA Bank' presented their services. Senior Labour Officer of MGMA U Min Soe Han gave summary report of VLCA 2023-2024 and then gave VLCA award to awarded factories.



Chairman of MGMA U Myint Soe giving closing remarks



Secretary General of MGMA Daw Khine Khine Nwe giving key note message



Myanmar I-Text Garment Co., Ltd awarded as “Higher Compliance” and Xinda Home Textile (Myanmar) Co., Ltd and Myanstar Garment Co., Ltd awarded as “Best of Full Compliance” and then representatives from awarded factories expressed their experience in best practiced of factory comply to VLCA and thank you notes.

Chairman of MGMA U Myint Soe gave closing remarks and thank you notes and took group photos in final wrap up. The event attended by President of UMFCCL, Chairman, Vice-Chairman, Secretary General and CECs/ECs of MGMA, delegates of Garment Cluster Associations, EuroCham Myanmar, Smart Myanmar, Executive committee of MRGMA and MGMA’s member factories.



**Senior Labour Officer of MGMA presenting summary of VLCA report**



**Platinum Title Sponsor “ AYA Bank “ presenting their service**



Awarding VLCA Award



Awarding VLCA Award



Awarding VLCA Award



Awarded Factories



AYA Bank Booth



DHL Booth



**MGMA Executive Committee and Garment Stakeholders**



**Glink Global Booth**



**During Event**



**MGMA Executive Committees and Delegates from Title Sponsors**



MGMA Event Team and Delegates from Title Sponsors









**မြန်မာနိုင်ငံအထည်ချုပ်လုပ်ငန်းရှင်များအသင်း  
အဋ္ဌမအကြိမ် နှစ်ပတ်လည် အသင်းသားစုံညီ အစည်းအဝေး  
ဖိတ်ကြားလွှာ**

မြန်မာနိုင်ငံအထည်ချုပ်လုပ်ငန်းရှင်များအသင်း၏ “ အဋ္ဌမအကြိမ် နှစ်ပတ်လည် အသင်းသားစုံညီ အစည်းအဝေး ” ကို အောက်ပါအစီအစဉ် အတိုင်း ကျင်းပပြုလုပ်မည်ဖြစ်ပါ၍ အသင်းသားများအားလုံး စုံညီစွာ တက် ရောက်ပေးကြပါရန် လေးစားစွာဖိတ်ကြားအပ်ပါသည် -



- (က) ကျင်းပမည့်နေ့ရက် - ၂၂.၆.၂၀၂၄ (စနေနေ့)
- (ခ) ကျင်းပမည့်အချိန် - နေ့လည် (၂:၀၀ ) နာရီ မှ ညနေ (၄:၀၀) နာရီအထိ
- (ဂ) ကျင်းပမည့်နေရာ - Melia Hotel Yangon , Grand Ballroom (Level 2)



မှတ်ချက်။ ။ အောက်ဖော်ပြပါဖုန်းနံပါတ်များသို့ (၁၄.၆.၂၀၂၄)ရက်နေ့ နောက်ဆုံးထား၍တက်ရောက် နိုင်ခြင်းရှိ၊ မရှိ အကြောင်းပြန်ကြားပေးပါရန် မေတ္တာရပ်ခံအပ်ပါသည်။

ဆက်သွယ်ရန် ဖုန်း - ၀၁-၂၃၁၄၈၂၉၊ ၀၁-၂၃၀၀၂၅၃ (လိုင်းခွဲ ၁၃၊ ၁၄) ၊ ၀၉-၆၆၆၅၈၈၂၂

**အလုပ်အမှုဆောင်အဖွဲ့**

## MOU Signing Ceremony between MGMA and Wave Money



**M**emorandum of Understanding (MOU) Signing Ceremony between MGMA and Wave Money was held on May 15<sup>th</sup>, 2024 at MGMA meeting room.

In this ceremony, Myanmar Garment Manufacturers Association (MGMA) and Wave Money have signed a Memorandum of Understanding (MOU), affirming a commitment to work together to support development of garment workers' soft skills.

They have agreed to collaborations of pilot test 3 months to three trainings of basic operator training, advance operator training and IE Supervisor training with basic and advance of financial literacy/digital literacy training to go further with sustainable CSR training for migrant and garment workers. The ceremony attended by Vice-Chairman, Secretary General and Central Executive Committees of MGMA and delegates from Wave Money.



## The Monthly MGMA Executive Committee Meeting



**T**he Monthly MGMA Executive Committee Meeting was held on May 11<sup>th</sup>, 2024 at MGMA meeting room. Managing Director of MGMA chaired the meeting.

In the meeting, CEC/EC members discussed about MGMA Pavilion in upcoming Apparel Sourcing Paris on 1-3 July 2024, reply from Messe Frankfurt Team on the feedback of MGMA, Upcoming AFTEX country meeting in Bangkok on 5-7 June 2024, feedback of MOU Signing in Hongkong with AFTEX and CNTAC, proposal of MOU by Wave Money and MGMA, Machinery approval status by OSS, Update status of sponsorship for 5<sup>th</sup> MGMA members' day and draft agenda, MGRDC training series and lack of trainees in 2023-24 , actions of membership suspension of VLCA follow up factories in 2nd quarter 2023, data of workers information provide by factories on monthly basis and EC Election (2024-2027).

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



## Regular Exchange Meeting with MGMA and 4 garment cluster associations



**T**he regular exchange meeting of 5 garment cluster associations in Myanmar, hosted by Myanmar Garment Manufacturers Association (MGMA).

The meeting was held on May 24<sup>th</sup>, 2024 at Lantern Restaurant @ Melia Hotel Yangon. In the meeting, 5 garment cluster associations exchanged about update information of myanmar garment industry, current government issues and policy updates.

Chairman, Vice-Chairman, Secretary General 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.



# Occupational Safety & Health Management System (Intermediate Level) Batch - 2



CEC of MGMA U Tun Tun giving opening remarks

Occupational Safety & Health Management System (Intermediate Level) Batch - 2 was held on 2024, May 16 and 17 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.

Central Executive Committee of MGMA U Tun Tun gave opening remarks. In this training, Labour Officer Team from MGMA presented 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.

Central Executive Committee of MGMA U Aung Myo Hein gave closing remarks and awarded certificates. Total (20) participants were attended the training.



Group Photo



CEC of MGMA giving closing remarks



Presenting OSH



Presenting OSH



Presenting OSH



Awarding Certificates

## Basic Sewing Machine Operator Training (Batch – 236)

**B**asic Sewing Machine Operator Training (Batch – 236) was held on April 22<sup>nd</sup> to May 10<sup>th</sup>, 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 and Manager of MGHRDC Daw Mya Thida Soe gave opening remarks. In this training,



Group Photo

training instructor from MGHRDC lectured knowledge of sewing and sewing method step by step with practice session. Professor Daw Htwe Htwe Soe from Government Technical High School (Ywarma) and Manager of MGHRDC Daw Mya Thida Soe gave closing remarks. MGMA conducted the awareness of labour law in factory. Total (13) trainees attended the training and awarded certificate.



Principle of GTHS (Ywarma) giving opening remarks



Manager of MGHRDC presenting giving closing remarks



Professor of GTHS (Ywarma) giving closing remarks



Trainer of MGHRDC presenting sewing method



Practice Session



Practice Session



Practice Session



Trainer of MGRDC presenting sewing method



Awarding Certificates





## Basic Sewing Machine Operator Training (Batch – 237)

**B**asic Sewing Machine Operator Training (Batch – 237) was held on from May 13<sup>th</sup> to 31<sup>st</sup>, 2024 at Myanmar Garment Human Resources Development Training Center (MGHRDC), organized by Myanmar Garment Manufacturers Association (MGMA).

Managing Director of MGMA Daw Aye Mi Shein gave opening remarks. In this training, training instructor from MGHRDC lectured knowledge of sewing

and sewing method step by step with practice session. Principle of Government Technical High School (Ywarma) U Zayyar Aung gave closing remarks. MGMA conducted the awareness of labour law in factory. Total (32) trainees attended the training and awarded certificate.



Group Photo



MD of MGMA giving opening remarks



Principle of GTHS (Ywarma) giving closing remarks



Trainer of MGHRDC presenting sewing method



Trainer of MGHRDC presenting sewing method



Conducting Labour Law Awareness



Practice Session



Awarding Certificates

## Industrial Engineering Training (Batch – 80)

**M**yanmar Garment Manufacturers Association (MGMA) organized Industrial Engineering in garment industry (10 days) Training (Batch – 80) was held from May 13th to 25th , 2024 at Myanmar Garment Human Resources Development Center (MGHRDC).

Managing Director of MGMA Daw Aye Mi Shein gave opening remarks. 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.



MD of MGMA giving opening remarks



Group Photo

Participants visited Best Industrial Ltd for three days as factory practice. The information from factory practice was presented to two group as group presentation. Total (20) participants from MGMA's member factories attended the training and awarded certificates.



**Manager of MGHRDC presenting IE**



**Group Activities**



**Group Presentation**



**Awarding Certificates**

## Voluntary Labour Compliance Assessment Program

**V**oluntary Labour Compliance Assessment Program of Myanmar Garment Manufacturers Association (MGMA) scrutinized (8) member factories in May 2024.

They are Ace Apparel International Co.,Ltd, Lat War Co.,Ltd (1), Hung Kiu (Myanmar) Garment Manufacturing Ltd, Myan Star Garment Co.,Ltd, Myanmar I-TEX Garment Co.,Ltd, Xinda Home Textile (Myanmar) Co.,Ltd, Seo Ho International Co.,Ltd, Golden 5 Garment Manufacturing Co.,Ltd.



**Ace Apparel International Co.,Ltd**



**Golden 5 Garment Manufacturing Co.,Ltd**

Inspected various factories that Ace Apparel International Co.,Ltd and Lat War Co.,Ltd (1) on May 8<sup>th</sup>, Hung Kiu (Myanmar) Garment Manufacturing Ltd and Myan Star Garment Co.,Ltd, on May 10<sup>th</sup>, Myanmar I-TEX Garment Co.,Ltd on May 14<sup>th</sup>, Xinda Home Textile (Myanmar) Co.,Ltd and Seo Ho International Co.,Ltd and May 20<sup>th</sup>, Golden 5 Garment Manufacturing Co.,Ltd on May 28<sup>th</sup>.



**Hung Kiu (Myanmar) Garment Manufacturing Ltd**



**Lat War Co.,Ltd (1)**



Myanmar I-Tex Garment Co.,Ltd



Myanstar Garment Co.,Ltd

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 17<sup>th</sup> February 2020 by MGMA to all its member factories.



Seo Ho International Co.,Ltd



Xinda Home Textile (Myanmar) Co.,Ltd

## MEMBERSHIP UPDATE

New Members in May 2024

Country	No. of New Member Factories
China	4
Total	4

Membership Update as of May 2024

Status	Country	No. of Factories
Active	Myanmar	62
	China	318
	Korea	55
	Japan	18
	Others	16
	Joint Venture	27
	Local, Sub-Con, Marketing, Inspection, Textile	47
Total (Active)		543
Temporary Closed		50



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 <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





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 (FEM)</li> <li>Understanding amfori BSCI 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 16 <sup>th</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>
		May 17 <sup>th</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 (2)	June 9 <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>
		June 16 <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>
		June 23 <sup>rd</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 amfori BSCI 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 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>
		August 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 (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 (FEM)</li> <li>Understanding amfori BSCI 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 amfori BSCI system manual</li> <li><b>SA8000:2014 Standard</b></li> <li>Writing Policies and Procedures</li> </ul>

နေ့စွမ်းအင်နဲ့  
 လုပ်ငန်းလည်ပတ်ကြမယ်

AYA CORPORATE SOLAR FINANCING



	<b>Minimum Down Payment</b>	<b>Interest Rate</b>	<b>Loan Tenor</b>
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