



MGMA attended the Intertextile 30th Anniversary Gala Dinner and Panel Discussion with ASEAN Federation of Textile Industries (AFTEX)

MGMA delegates were joined the Intertextile 30th Anniversary Gala Dinner at InterContinental Shanghai Hongqiao Hotel in participation with AFTEX Members.

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The Monthly MGMA Executive Committee Meeting

The Monthly MGMA Executive Committee Meeting was held on August 17th, 2024 at MGMA meeting room . Managing Director of MGMA chaired the meeting.

In the meeting, CEC/EC members discussed about proposal of 2024 Innovative Fabric & Fashion Expo at Guangzhou, China in October 2024 and Global sourcing fair at Vietnam in April 2025,

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Upcoming Activities

<i>No.</i>	<i>Descriptions</i>	<i>Date</i>	<i>Venue</i>
1.	Strategic Action Plan (Final Workshop)	September 15-22-29	MGHRDC
2.	Garment HR Management Training Batch - 3	September 15-22-29	MGHRDC

Membership Update

Membership update as of August 2024	19
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MGMA attended the Intertextile 30th Anniversary Gala Dinner and Panel Discussion with ASEAN Federation of Textile Industries (AFTEX)



AFTEX Delegation Group Photo

MMGMA delegates were joined the Intertextile 30th Anniversary Gala Dinner at InterContinental Shanghai Hongqiao Hotel in participation with AFTEX Members. On August 28th, Central Executive Committee of MGMA U Aung Myo Hein discussed the outline "Incentives to Invest in ASEAN Labour-Rich Countries" and presented about the opportunities and current investment situation in Myanmar garment industry with panelist from Myanmar, Cambodia, Laos and Hong Kong.



AFTEX Delegation Group Photo



Panel Discussion



MGMA participated Buyer Delegation Visit at Intertextile Shanghai Apparel Fabrics Fair 2024

(12) garment manufacturers from member factories of MGMA attended the Intertextile Shanghai Apparel Fabrics 2024 was held on from August 27th to 29th at National Exhibition and Convention Center (Shanghai) organized by Messe Frankfurt (Shanghai) in collaboration with Myanmar Garment Manufacturers Association (MGMA) for "Buyer Delegation Visit".

On August 27th, business matching with fabric producers and MGMA buyer delegates were sourcing needs of products. Managing Director of MGMA joined the interview section, organized by PR team of Messe Frankfurt (Shanghai) about the Myanmar-China business relation with possible collaboration in future.

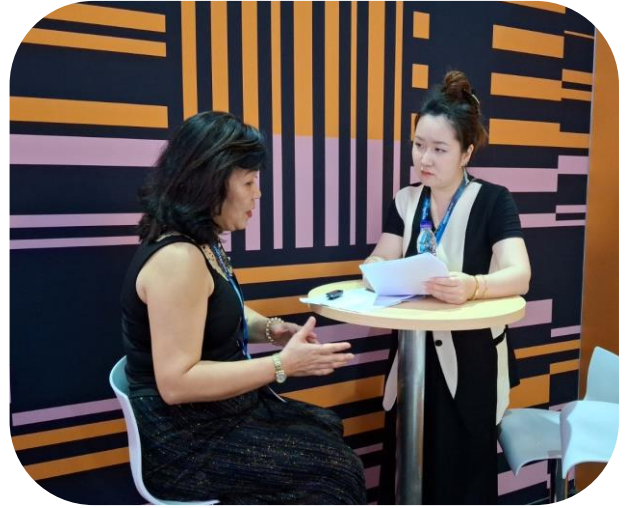
During August 27th-29th, Networking dinner of MGMA buyer delegates and visited the fair in looking around the display item from exhibitors. This year nearly 4,000 exhibitors from 27 countries and regions displayed their item and 95,000 trade visitors visited the fair.



Buyer Delegates Group Photo



Business Matching



Business Matching

Interview Session



Fair Visit



Cooperate Management Training of MGMA Secretariat Office

Cooperate Management Training of MGMA Secretariat Office was held on August 3rd, 2024 at Myanmar Garment Human Resources Development Training Center (MGHRDC).

In order to improve the performance management system of MGMA staff is objective goal of capacity strengthening by MGMA. In this training, Daw Nyunt Theingi Htwe, Consultant of FDILH (Future Development Initiative Learning Hub) presented employee performance management policies and procedures.

Staff performance management policies and procedures are conducting to improve MGMA Staffs' performance and ensure alignment between individual aspirations in the team systematically.



The Monthly MGMA Executive Committee Meeting

The Monthly MGMA Executive Committee Meeting was held on August 17th, 2024 at MGMA meeting room . Managing Director of MGMA chaired the meeting.

In the meeting, CEC/EC members discussed about proposal of 2024 Innovative Fabric & Fashion Expo at Guangzhou, China in October 2024 and Global sourcing fair at Vietnam in April 2025, upcoming AFTEXPO at Singapore in November, process of MOC calendar and Notebook, import machinery approval status, panel topic "Incentives to Invest in ASEAN Labour-Rich Countries" with AFTEX at Intertextile Shanghai Apparel Fabrics Fair, upcoming strategic action plan workshop in September 2024, working group assigned by executives committee member, poster of Grievance procedure, staff performance appraisal and KG updated list.

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



Digital and Financial Literacy Foundation Course for TOT

Myanmar Garment Manufacturers Association (MGMA) organized Digital and Financial Literacy Foundation Course for TOT was held on August 23rd, 2024 at Myanmar Garment Human Resource Development Center (MGHRDC), supported by Wave Money.

Secretary General of MGMA Daw Khine Khine Nwe and Daw Khaing Wai Thwal from Wave Mney gave opening remark. The purpose of this training is TOT program for instructors from MGHRDC and further awareness training conduct to trainees of MGHRDC.



Sewing Machine Adjusting and Tuning Technique Training (One day course)

Sewing Machine Adjusting & Tuning Technique training (One day course) was held on August 17th, 2024 at Myanmar Garment Human Resources Development Training Center (MGHRDC), organized by Myanmar Garment Manufacturers Association.

In this training, Central Executive Committee of MGMA U Ye Khant gave opening remarks. In this training, Japanese Expert Mr. YOSHITAMA presented adjusting and tuning technique of sewing machine in detail with practice session. The training was attended by (18) technicians, supervisors, and leaders from MGMA member factories.



Industrial Engineering Training (Batch – 81)



Batch – 81 Group Photo

Myanmar Garment Manufacturers Association (MGMA) organized Industrial Engineering in garment industry (10 days) Training (Batch – 81) was held from July 29th to August 9th, 2024 at Myanmar Garment Human Resources Development Center (MGHRDC).

Secretary General of MGMA Daw Khine Khine Nwe 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.

Participants visited Maple Trading Co.,Ltd for three days as factory practice. The information from factory practice was presented to two group as group presentation. Managing Director of MGMA Daw Aye Mi Shein gave closing remarks. Total (27) participants from MGMA's member factories attended the training and awarded certificates.



Secretary General of MGMA Daw Khine Khine Nwe giving opening remarks



Trainer of MGHRDC presenting Sewing Method



Factory Practice



Group Work



Group Presentation



Awarding Certificates



Managing Director of MGMA Daw Aye Mi Shein giving closing remarks

Group Photo

Basic Sewing Machine Operator Training (Batch – 241)



Batch - 241 Group Photo

Basic Sewing Machine Operator Training (Batch – 241) was held on August 5th to 23rd, 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 and closing 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 (30) trainees attended the training and awarded certificate.



Principle of GTHS U Zayyar Aung giving opening remarks



Trainer of MGHRDC presenting Sewing Method



Trainer of MGHRDC presenting Sewing Method



Practice Session



MGMA conducting Labor Law Awareness



Group Work



Group Work



Practice Session



Group Work



Trainer of MGHRDC presenting Sewing Method

Occupational Safety & Health Management System (Intermediate Level) Batch - 3

Occupational Safety & Health Management System (Intermediate Level) Batch - 3 was held on 2024, August 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 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.



Senior Labour Officer of MGMA U Min Soe Han 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.

Secretary General of MGMA Daw Khine Khine Nwe gave closing remarks and awarding certificates. Total (23) participants were attended the training.



Secretary General of MGMA Daw Khine Khine Nwe giving closing remarks



Senior Labour Officer of MGMA giving opening remarks



Labour Officer Team presenting OSH



Participants



Labour Officer Team presenting OSH



Awarding Certificates

Voluntary Labour Compliance Assessment Program

Voluntary Labour Compliance Assessment Program of Myanmar Garment Manufacturers Association (MGMA) scrutinized (1) member factory in August 2024.

Senior Labour Officer of MGMA scrutinized all the documents relation to the VLCA from Merry Queen Co.,Ltd on August 2. 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.



Merry Queen Co.,Ltd

National Skill Standard Authority (NSSA) Level 1 Assessment

National Skill Standard Authority (NSSA) Level 1 Assessment on August 22nd and 23rd, 2024 at MGHRDC Assessment Center.

(30) 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

Membership Update as of August 2024

Status	Country	No. of Factories
Active	Myanmar	62
	China	321
	Korea	56
	Japan	18
	Others	16
	Joint Venture	27
	Local, Sub-Con, Marketing, Inspection, Textile	47
Total (Active)		547
Temporary Closed		48



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	
	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	
	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



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 May and June, 2024

Training Title	Batch	Date	Training Course
Occupational Safety and Health (Certificate Awarded)	OSH Batch (2)	May 16 th 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 17 th 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 August and September, 2024

Training Title	Batch	Date	Training Course
Occupational Safety and Health (Certificate Awarded)	OSH Batch (3)	August 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
		August 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 (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 (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

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