



# MYANMAR GARMENT MANUFACTURERS ASSOCIATION NEWSLETTER

OCTOBER 2024, ISSUE



## MGMA attend Employer Awareness on Elimination of Child Labor Seminar

Myanmar Garment Manufacturers Association's Chairman, Executive Committees and member factories attended "Employer Awareness on Elimination of Child Labor Seminar". This seminar was held on 2024, October 3<sup>rd</sup> at Mingalar Hall, UMFCCI.

To >>>>> Pg - 2

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

The regular exchange meeting of 5 garment cluster associations in Myanmar, hosted by Korea Garment Association in Myanmar (KOGAM). The meeting was held on October 23<sup>rd</sup>, 2024 at SooRakGan Korea Restaurant.



To >>>>> Pg - 5

# INDEX

| <b>Activities and News</b>                                                       | <b>Page</b> |
|----------------------------------------------------------------------------------|-------------|
| MGMA attend Employer Awareness on Elimination of Child Labor Seminar.....        | 2           |
| MGMA attend 2024 The 7 <sup>th</sup> World Textile Merchandising Conference..... | 3           |
| The Monthly MGMA Executive Committee Meeting.....                                | 4           |
| Regular Exchange Meeting with MGMA and 4 Garment Cluster Associations .....      | 5           |
| Basic Sewing Machine Operator Training (Batch – 243) .....                       | 6-7         |
| Basic Sewing Machine Operator Training (Batch – 244) .....                       | 8-9         |

## Upcoming Activities

| <i>No.</i> | <i>Descriptions</i>                                                        | <i>Date</i>       | <i>Venue</i> |
|------------|----------------------------------------------------------------------------|-------------------|--------------|
| 1.         | Asia-Pacific Textile and Apparel Supply Chain Expo & Summit (APTEXPO 2024) | November 13-15    | Singapore    |
| 2.         | OSH and Garment HR Management Training Batch - 4                           | November 19-20-21 | MGHRDC       |

## Membership Update

|                                            |    |
|--------------------------------------------|----|
| New Member in October 2024 .....           | 10 |
| Membership update as of October 2024 ..... | 10 |

# MGMA attend Employer Awareness on Elimination of Child Labor Seminar



**M**yanmar Garment Manufacturers Association's Chairman, Executive Committees and member factories attended "Employer Awareness on Elimination of Child Labor Seminar".

This seminar was held on 2024, October 3<sup>rd</sup> at Mingalar Hall, UMFCCI. The purpose of this seminar is to provide employers/employer representatives understand the contents of "Employer's Handbook on the Elimination of Child Labor" obviously. UMFCCI published employer manuals for private employers, and "Employer's Handbook on Elimination of Child Labor" was published now.



## MGMA attend 2024 The 7<sup>th</sup> World Textile Merchandising Conference

Executive Committee Members of MGMA U Thein Pe Win, U Aung Myo Hein and U Kyaw Tun Hein attended 2024 The 7<sup>th</sup> World Textile Merchandising Conference which was held on 24<sup>th</sup> to 26<sup>th</sup> October 2024 in Keqiao, Shaxing, Zhejiang Province of China.

The executive committee members of MGMA attended government welcoming dinner on October 24<sup>th</sup>, opening ceremony of International Textile Organizations Office (China), China (Keqiao)- Global Textile Industry Dialogue, Keqiao Fashion Week on October 25<sup>th</sup>.

WTMC is the largest and highest-level textile conference in China and this conference attended by Myanmar Garment Manufacturers Association (MGMA) and 30 global textile associations and chambers.



## The Monthly MGMA Executive Committee Meeting

The Monthly MGMA Executive Committee Meeting was held on October 12<sup>th</sup>, 2024 at MGMA meeting room . Managing Director of MGMA chaired the meeting.

In the meeting, CEC/EC members discussed about logistic arrangement and update information of APTEXO and AFTEX Meeting in Singapore on November 13 to 15, update information of 2024 Myanmar International Textile and Machinery Fair, Helping hands program in Phase II, donation fund update (in kind and cash), CSR activities of MGMA, MOU with Myanmar AOTS Alumni Association (MAAA), 10 Year Strategy (Myanmar version) and report of MGMA office process.

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



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

The regular exchange meeting of 5 garment cluster associations in Myanmar, hosted by Korea Garment Association in Myanmar (KOGAM). The meeting was held on October 23<sup>rd</sup>, 2024 at SooRakGan Korea Restaurant.

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

Chairman, Vice – Chairman and Secretary General from Myanmar Garment Manufacturers Association (MGMA), delegations 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.



# Basic Sewing Machine Operator Training (Batch – 243)



**Batch - 243 Group Photo**

**B**asic Sewing Machine Operator Training (Batch – 243) was held on from September 16<sup>th</sup> to October 4<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 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 (35) trainees attended the training and awarded certificate.



**Principle of GTHS giving Opening Remarks**



**MGMA conducting Labor Law Awareness**



**Trainer of MGHRDC presenting Sewing Method**



**Practice Session**



**Practice Session**



**Trainer of MGRDC presenting Sewing Method**



**Practice Session**



**Awarding Certificates**



**Awarding Certificates**



**Trainer of MGRDC presenting Sewing Method**



## Basic Sewing Machine Operator Training (Batch – 244)

**B**asic Sewing Machine Operator Training (Batch – 244) was held on from October 7<sup>th</sup> to 25<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 gave opening 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. Associate Professor of GTHS Daw Htwe Htwe Soe and Manager of MGHRDC Daw Mya Thidar Soe gave closing remarks. Total (30) trainees attended the training and awarded certificate.



**Batch – 244 Group Photo**



**Principle of GTHS giving Opening Remarks**



**Associate Professor of GTHS giving Closing Remarks**



**Manager of MCHRDC giving Closing Remarks**



**Trainer from MGHRDC presenting sewing method**



**MGMA Conducting Labor Law Awareness**



**Practice Session**



**Practice Session**



**Awarding Certificates**



**Awarding Certificates**

## MEMBERSHIP UPDATE

New Members in October 2024

| Country | No. of New Member Factories |
|---------|-----------------------------|
| Myanmar | 1                           |
| Total   | 1                           |

Membership Update as of October 2024

| Status           | Country                                        | No. of Factories |
|------------------|------------------------------------------------|------------------|
| Active           | Myanmar                                        | 63               |
|                  | China                                          | 323              |
|                  | Korea                                          | 56               |
|                  | Japan                                          | 17               |
|                  | Others                                         | 15               |
|                  | Joint Venture                                  | 25               |
|                  | Local, Sub-Con, Marketing, Inspection, Textile | 48               |
| Total (Active)   |                                                | 547              |
| Temporary Closed |                                                | 53               |



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       |                                   |
|                       | June 16 <sup>th</sup> Sunday      |                                   |
|                       | June 23 <sup>rd</sup> Sunday      |                                   |
| 3 <sup>rd</sup> Batch | September 8 <sup>th</sup> Sunday  |                                   |
|                       | 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><br><i>(Certificate Awarded)</i> | OSH<br>Batch (1) | February 22 <sup>nd</sup> Thursday<br>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<br>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><br><i>(Certificate Awarded)</i>          | HR<br>Batch (1)  | March 10 <sup>th</sup> Sunday<br>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<br>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<br>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>SA8000:2014 Standard</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><br><i>(Certificate Awarded)</i> | OSH<br>Batch (2) | May 16 <sup>th</sup> Thursday<br>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<br>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><br><i>(Certificate Awarded)</i>          | HR<br>Batch (2)  | June 9 <sup>th</sup> Sunday<br>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<br>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<br>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>SA8000:2014 Standard</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><br><i>(Certificate Awarded)</i> | OSH<br>Batch (3) | August 22 <sup>nd</sup> Thursday<br>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<br>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><br><i>(Certificate Awarded)</i>          | HR<br>Batch (3)  | September 8 <sup>th</sup> Sunday<br>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<br>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<br>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>SA8000:2014 Standard</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><br><i>(Certificate Awarded)</i> | OSH<br>Batch (4) | November 21 <sup>st</sup> Thursday<br>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<br>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><br><i>(Certificate Awarded)</i>          | HR<br>Batch (4)  | December 8 <sup>th</sup> Sunday<br>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<br>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<br>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>SA8000:2014 Standard</li> <li>Writing Policies and Procedures</li> </ul> |



Our Partner



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