

# **The Status of Employment Opportunities and Labor Rights of The Workers in Garment Factories in Industrial Zone and Special Economic Zones (SEZs) in Myanmar**

# Working Conditions

- ✓ Workers not treated human beings
- ✓ The workplace is controlled and operated by the way of favoring to the high up and oppressing to the subordinates
- ✓ Biased treatment for workers who are friendly with their superiors
- ✓ Uncomfortable working environment
- ✓ No recognition for the workers' skills and capacity
- ✓ Employment Contract (EC) rights are not enforced

# Wages and Salaries

- ✓ The minimum wage is the highest amount paid for workers
- ✓ The bonus and incentives are disrupting workers' rights
- ✓ The conditions of the economy is threatening labor rights
- ✓ The labor laws are threatening to the labor rights of the employee

# Employment Criteria

- Women aged between 18 years to 25 years
- Women must be single
- Men aged between 18 years to 25 years
- The person must be clear from educational responsibilities

# Leaves and Holidays

- ✓ Rights from statuated labor laws are difficult to achieve (6 days for casual leave, 10 days for annual leave, 30days for medical leave, 90days for maternity)
- ✓ Allowances are deducted when on leaves
- ✓ Availability of leaves are discriminated
- ✓ Social Security benefits relating to leaves are difficult to achieve

# The Status of Labor Rights in Myanmar





# The Status of Labor Rights in Myanmar



# The Status of Labor Rights in Myanmar





# The Status of Labor Rights in Myanmar



# The Status of Labor Rights in Myanmar





# The Status of Labor Rights in Myanmar



# The Requirements to Promote Living Standards of Employee



Fair Working Hours and Good Working Environment



# The Requirements to Promote Living Standard of Employee



To Recognize Labor Unions and To Promote  
Collective Actions and Capacities



# The Requirement to Promote Living Standards of Employee



To Promote Mutual Understanding, Learning  
and Respect between Employees

# The Requirement to Promote Living Standards of Employee



To Promote the Learning Capacity of the Employees



# The Requirement to Promote Living Standards of Employee



To Promote and Recognize Workers' Skills

# The Requirement to Promote Living Standards of Employees



To Promote the Wages and Salaries of the Employees to Reflect the Work



# Any questions?







# Thank You!

Thit Lwin Aung  
Programme Manager  
[thitlwin27@gmail.com](mailto:thitlwin27@gmail.com)

Jun 2019