

# Myanmar Perspective on Recommendations

Short Presentation

By

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# Recommendations (*MYANMAR*) based on the report

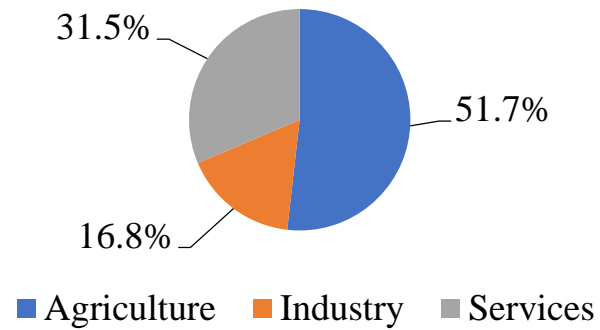
- 1. To the Government of the Republic of the Union of Myanmar: Develop a garment industry-wide skills recognition programme to formally validate the acquired skills and work experience of garment factory workers.
- 2. To factory owners: Provide skills training to workers during working hours.

# Government Perspective to response to recommendation

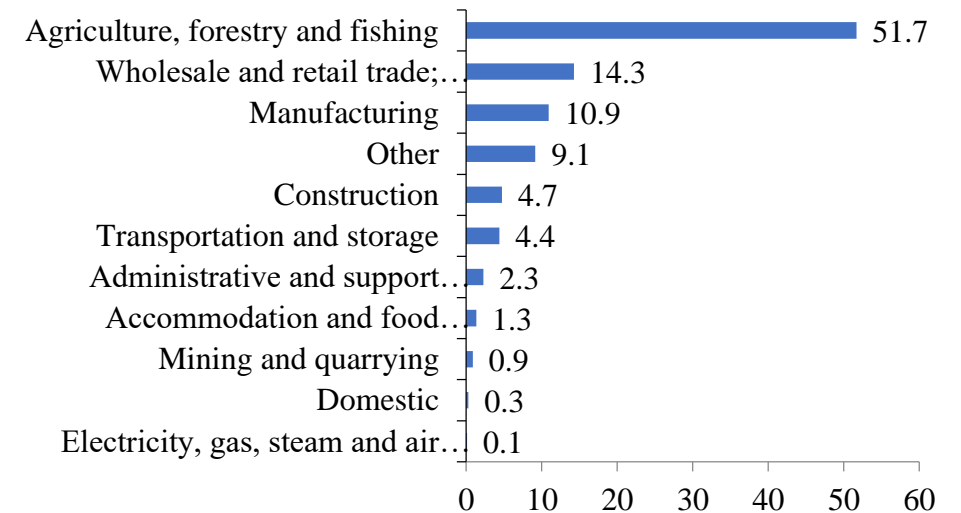
- To develop a garment **industry-wide skills recognition** programme to formally validate the acquired skills and work experience of garment factory workers.
- **Myanmar is thriving the efforts to operate the NSSA System to fully recognize the skills of existing workers**

# Overview of Myanmar Labour Force

**Figure : Distribution of employed persons by broad industry 21.92 Million/ 52.92 Million (2016) in Myanmar**



**Figure-: Percentage of Employed persons by Industry Groups in Myanmar**





## Establishment of National Skills Standards Authority (NSSA) and skills recognition for workers

- Since 2007, Myanmar has launched the National Skills Standards Authority (NSSA), headed by Deputy Minister for MOLES (Now Permanent secretary of MOLIP) and comprised of various stakeholders (Government Ministries and private organizations) to facilitate the improvement of labour market flexibility to be in line with ASEAN region and to establish the National Occupational Skill Framework to enhance the labour productivity and to recognize the skills of workers.

According to the law, the Skills Development Authority( NSSA) shall form the following committees for the performance of it's functions :-

(1) Competency Standards and Training Development Committees

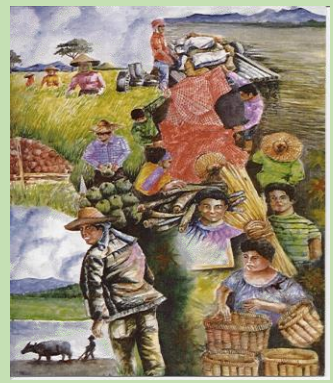
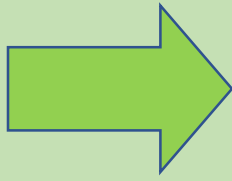
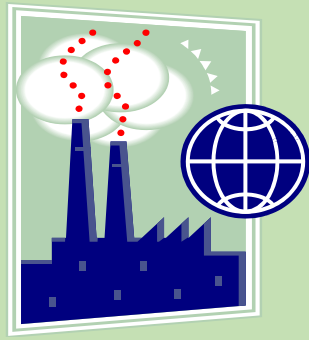
(2) Skills Assessment and Certification Committee  
(including- to recognize the skills of existing workers)

The Skills Development Authority(NSSA) may form sub-committees (sector committees) as required based on each sectors under the Committees formed according to Section 12 (a) of the ESD law.

# Sector committees of NSSA( each industry sector)

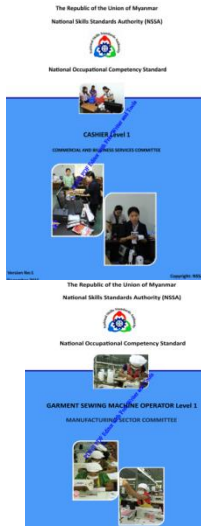
1) ---  
2  
3

**15 Sectorial Committees for Occupational Competency Standards (OCS) Based on ESD Law**



- Metal and Engineering Industry
- Construction
- Woodworking Industry
- Agricultural
- Livestock and Fishery
- Transport Industry
- Mining Industry
- Information Technology
- Health Services
- Social Welfare Services
- Manufacturing Industry
- Commercial & Business Services
- Hotel and Tourism
- Oil and Natural Gases
- Electrical Engineering

led by MGMA and UMFCI as focal



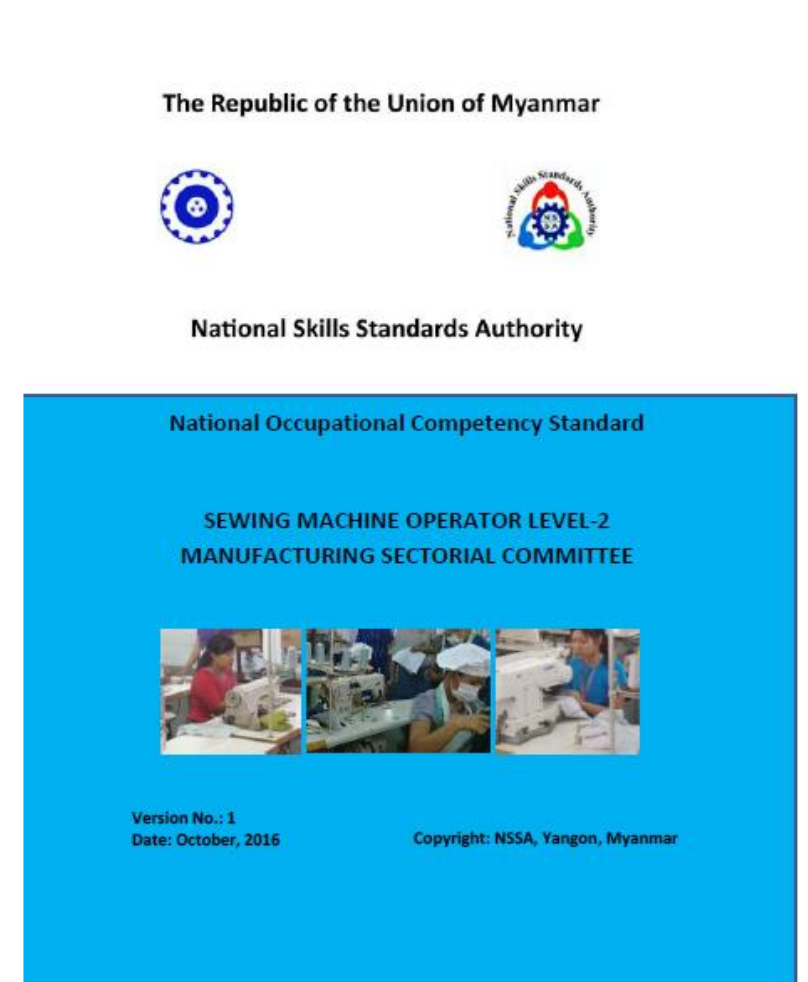
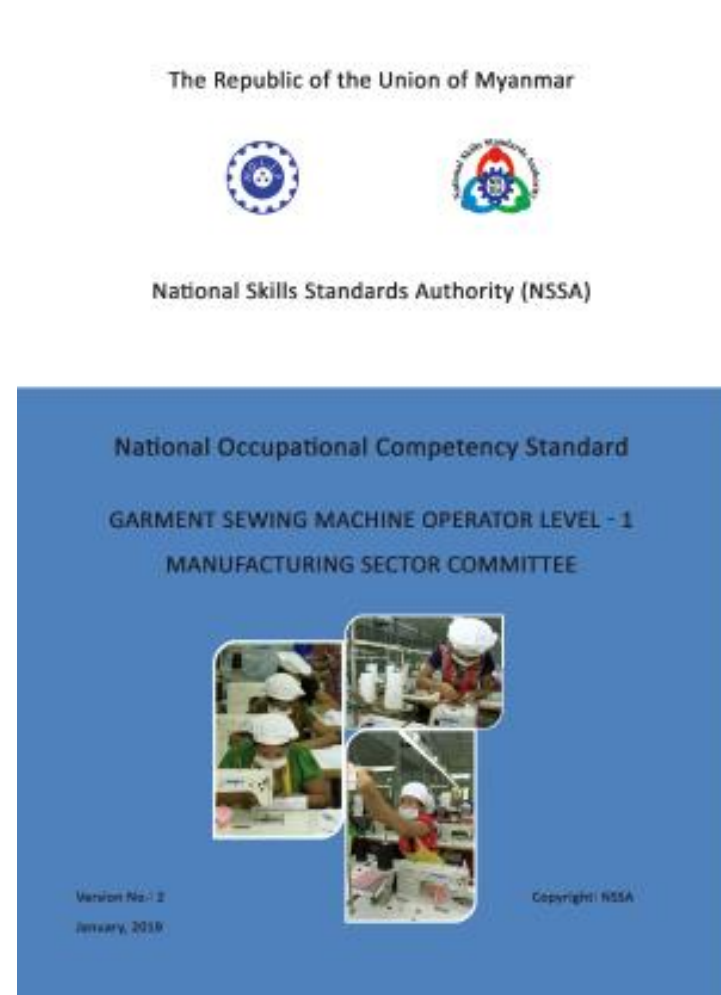
## NSSA's scope of Implementations

- At present, NSSA concerns the development of four levels of competency standards for the national level certification of occupational skills. The four levels are:
  - Level 1: Semi-skilled Worker
  - Level 2: Skilled Worker
  - Level 3: Advanced Skilled Worker
  - Level 4: Supervisor/Technician
- Drew up the 173 competency standards for selected occupational areas by 15 sectorial committees
- 55 competency standards are approved by cabinet (including Sewing Machine Operator level 1 and 2)



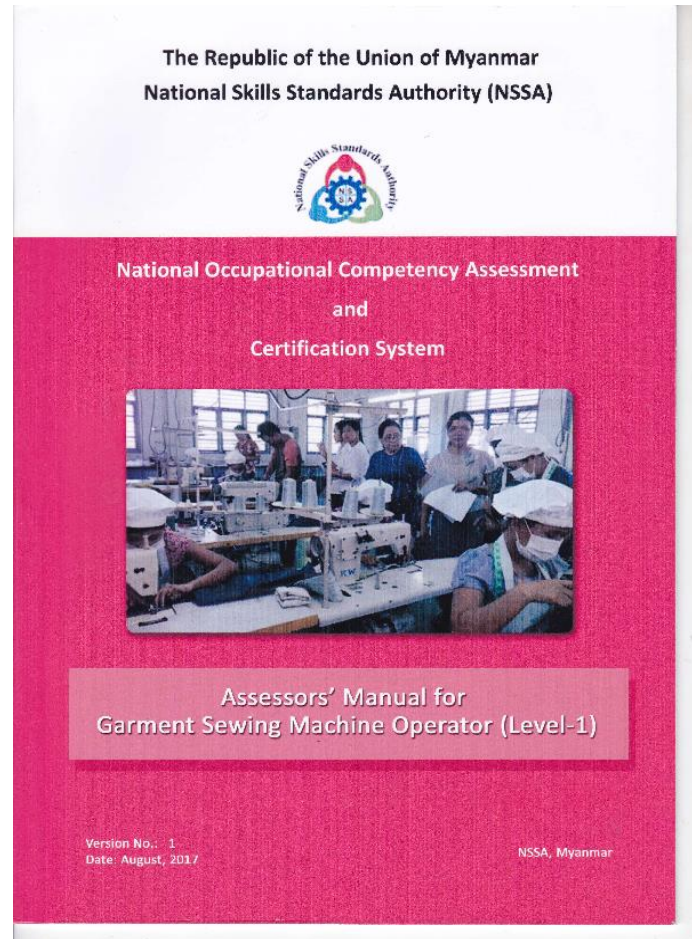
# National Occupational Competency Standard level 1 and 2 for Sewing Machine Operator in garment Sector of National Skills Standard Authority (NSSA)

To recognize the current skills of workers working in garment factories, Manufacturing sectorial committee (which is led by MGMA and UMFCCI as focal) of NSSA developed NOCS of SMO level 1 and 2 version .1 and 2 (supported by giz and Aung Myin Mu project)

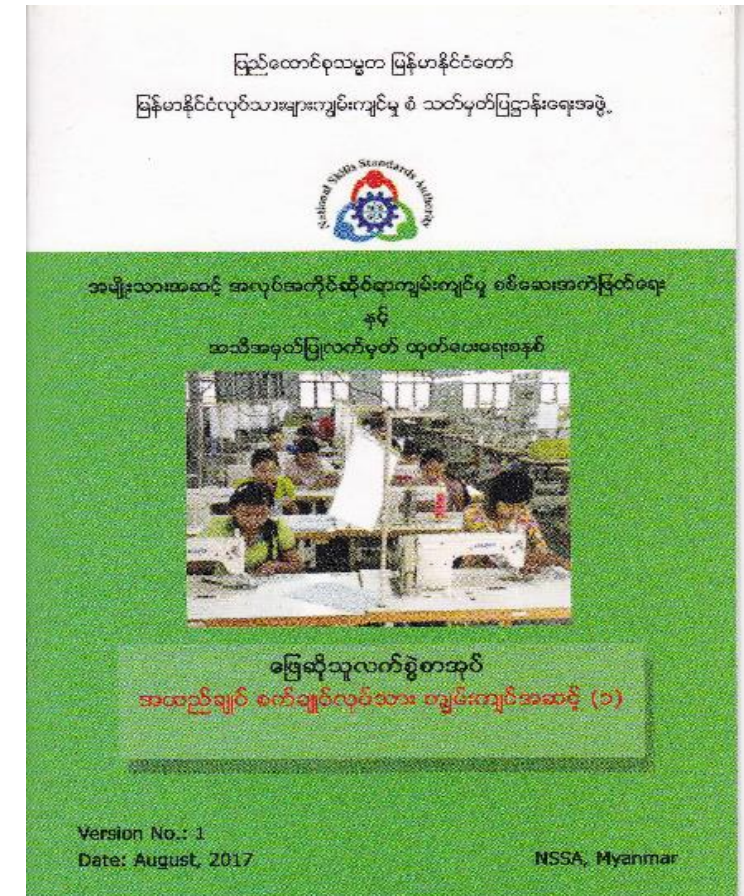


# Candidate Manual, Assessors' Manual of National Skills Standard Authority (NSSA) on level 1 and 2 for Sewing Machine Operator in garment Sector

To assess and certify the current skills of workers working in garment factories, Assessment and certification committee (ACC) of NSSA developed candidate manual and assessor manual (supported by giz)

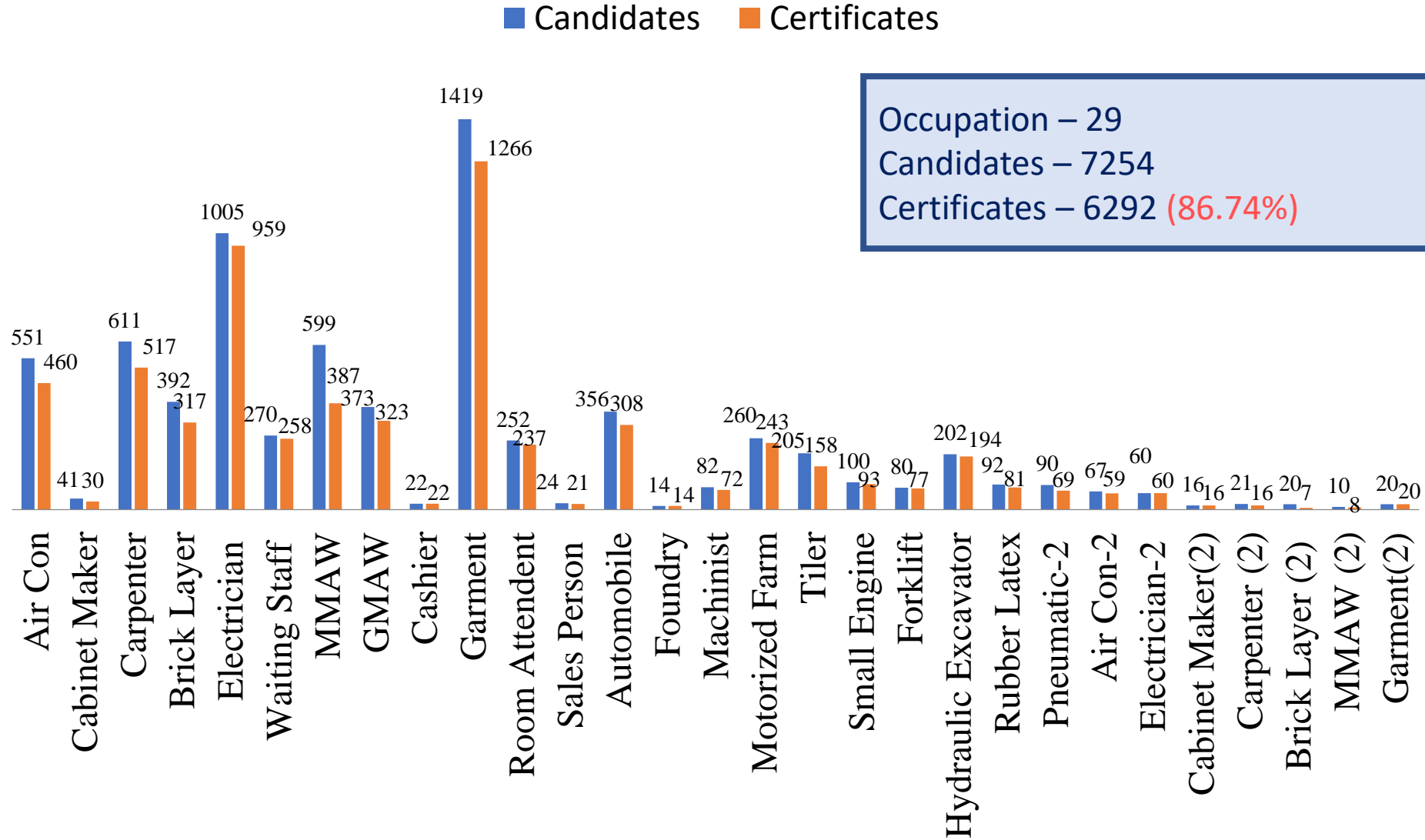


SD FORUM



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# Example- Some figures regarding Candidates and Certificates (2014-2018March.) of Skills Recognition arranged by NSSA( focal by MOLIP)



# SEZs in Myanmar

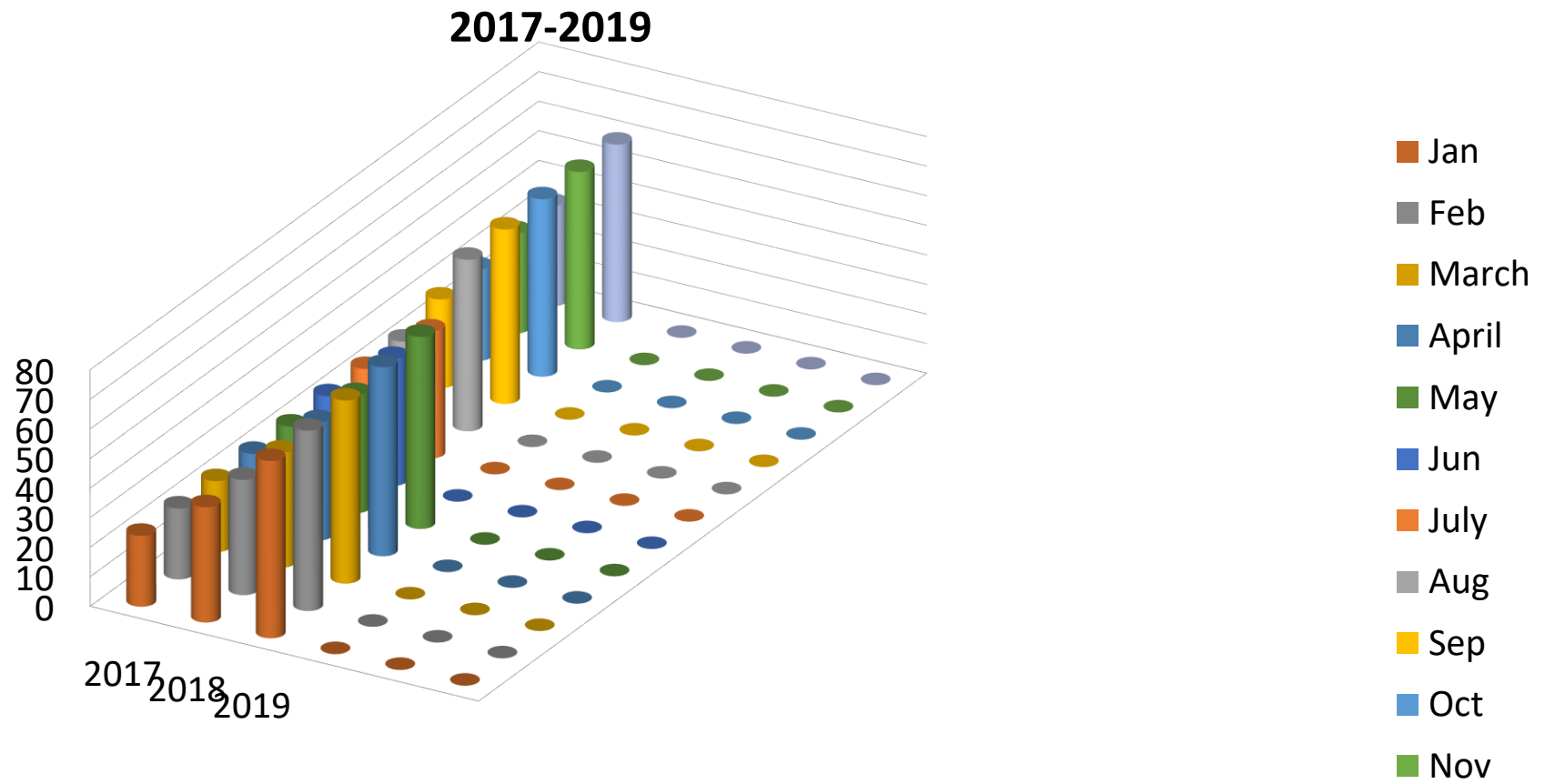
1. **Thilawa SEZ**

2. **Kyauk Phyu SEZ**

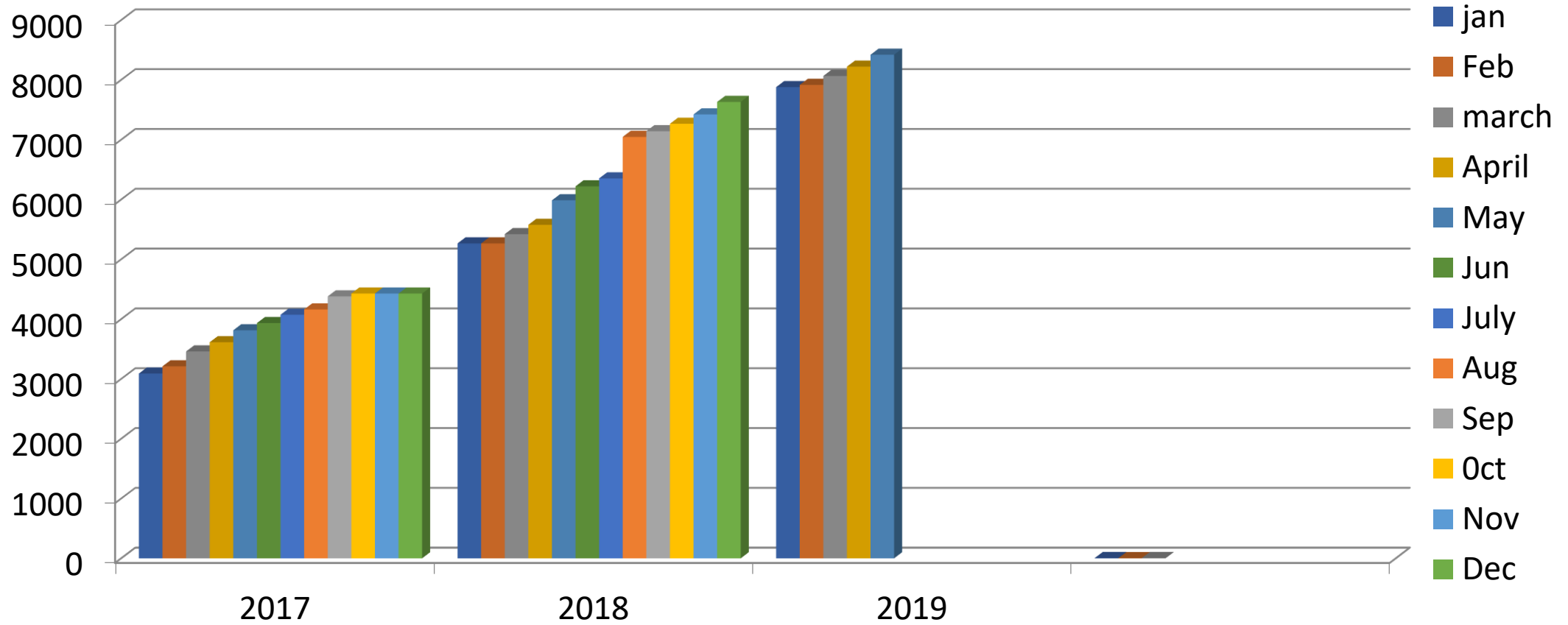
3. **Dawei SEZ**

- **Thilawa SEZ is more successful among of them,**
- **Over 8,000 employees are working in Thilawa**
- **90 % are from villages nearby Thilawa SEZ**

# Operating Factories List



# Labour force



## Recommendations (*MYANMAR*) based on the report

- 2. To factory owners: Provide skills training to workers during working hours.
- All factories- owners implement their own training programs

# Some Examples of Training- Employer-based program

Ball Asia Training	Foster Electric Training	Trainings provided the Most	Vocational Training School in Thilawa
<p>Total 23 types of training provided the employees till Jun 2019</p> <p>66 out of 334 are female and 268 out of 334 are male</p> <p>Most of trainings are external trainings and some are internal trainings</p> <p>e.g. Safety Briefing for Culture Change and Risk Assessment, Washer &amp; Wastewater Treatment, FSSC 22000, Documentation Requirement Training , Advanced Excel Training , Leadership Training , Refreshment training for Calibration (Internal), etc.</p>	<p>Foster provided employees oversea trainings:</p> <p>Operators to China,</p> <p>Staff to Vietnam, China, Indo, Malaysia and Japan,</p> <p>Management level employees to Vietnam, China, Indo and Japan</p> <p>After Training, 50 Operators were promoted to UO, Leader and Staff level and 20 Staff also were promoted.</p>	<p>Mechanical development Training</p> <p>Mechanical maintenance Training</p> <p>ISO Training</p> <p>Forklift driving Training</p> <p>Pest control awareness Training</p> <p>Safety and Health Training in Workplace</p> <p>Firefighting Training</p> <p>Sewing Training</p> <p>Refreshment Training</p>	<p>FUjiwork is a vocational Training School in Thilawa.</p> <p>It provides only Management Training such as HRD, HRM and Accounting Training currently</p>



# Issues for NSSA Implementation and skills recognition (Myanmar Side)

- Limited capacity, and resources
- Employers awareness and collaboration
- Budget constraints
- Limited number of Assessment and Training providers

**Thank you**

