

Myanmar Guideline on Freedom of Association (FOA)

We, the undersigned parties representing the Employer Working Group consisting of factories in the garment, textile, footwear and leather industry – both Myanmar and foreign-owned - producing in Myanmar for ACT member brands and the Industrial Workers' Federation of Myanmar (IWFM) affiliated to the Confederation of Trade Unions of Myanmar (CTUM) and industriALL Global Union, herewith confirm that we have jointly developed and agreed this Myanmar Guideline on Freedom of Association (FOA) between April – October 2019 with a view to contribute to stable and predictable industrial relations in the industry and realize the ILO principles and standards on Freedom of Association.

We agree on the following next steps in this process:

- a) Request from ACT to facilitate an information meeting about the FOA Guideline for ACT member brands' suppliers latest by end of February 2020.
- b) Request ACT to publish the FOA Guideline on the ACT website in the relevant languages.
- c) Disseminate and explain the content of the FOA Guideline to the workers and management at factory level and to other relevant actors.
- d) Review the implementation of the FOA Guideline annually.
- e) Develop a dispute resolution procedure to address any conflicts that may arise in the implementation of this Guideline by 31 March 2020. Once established, the dispute resolution procedure will automatically become an integral part of the FOA Guideline.
- f) Develop the collective bargaining mechanism and negotiating process as final section of the guideline starting in June 2020 with the aim to conclude the negotiations no later than December 2020.

For Industrial Workers' Federation of Myanmar

Khaing Zar Aung



Thinzar Htet



Ei Ei Hlaing



Win Theigi Soe (Soe Lay)



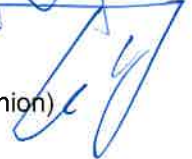
Ye Thuya Aung

For the Employer Working Group

Paul Zhu (Onetex/Textile Palace)



Gary Lee (Kei Lock Fashion/Jiale Fashion)



Ricky Li (Bright Sunshine International/Myanmar York Fashion)



Mya Yupar (Musung Garment)



Wang Rujun (Suzhou Silk)



Witnesses



Frank Hoffer, ACT



Catherine Vaillancourt-Laflamme ILO

Yangon, 27 October 2019