

INVESTING IN THE FUTURE FOR A SUCCESSFUL GARMENT INDUSTRY

ACT (Action, Collaboration, Transformation) is a collaboration of 21 international brands and IndustriALL, the global trade union federation of garment and textile workers.

ACT members are committed to work together with employers, trade unions and governments at national level to build a sustainable garment industry based on long-term business cooperation, good employment relations and growing wages.

FREEDOM OF ASSOCIATION (FOA)

“Social dialogue provides a process for addressing different interests. The trusting relations created through social dialogue reduce the risk of an industrial dispute and create the stability needed to ensure continued production and investment.”

Global Deal (2017)

In Myanmar, a better balance between business needs and workers expectations is required in order to reduce conflicts between workers and management that frequently disrupt production. Freedom of Association (FOA) and collective bargaining are the best way to deal with conflicting interest and to achieve mutual respect and joint responsibility.

Compliance with freedom of association - the right of workers to form and join trade unions - is a key requirement of the Codes of Conduct of ACT member brands.

Successful cooperation requires a common understanding about the contents and practical implications of Freedom of Association. That is why ACT brands have supported suppliers and trade unions in jointly developing a Guideline on Freedom of Association.

OBJECTIVES OF THE MYANMAR FREEDOM OF ASSOCIATION GUIDELINE

✓ Help secure constructive relations between employers and workers

✓ Specify and ensure the practical application of the principles of Freedom of Association under International Labour Standards

✓ Help build a practical mechanism to deal with issues at the workplace

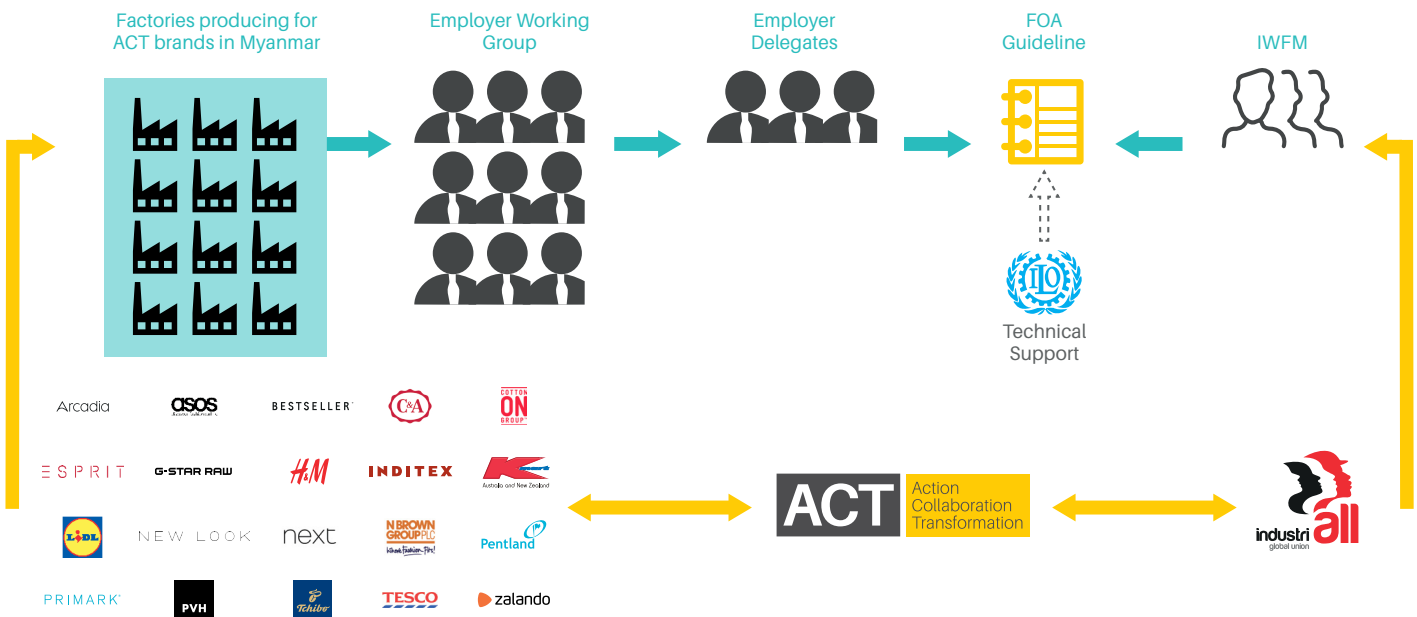
✓ Ensure that suppliers and buyers can meet their compliance responsibilities and fulfil the expectations of their customers

✓ Help position Myanmar as a world-class responsible production location

✓ Facilitate cooperation between employers and trade unions to solve workplace issues before they evolve into major conflicts

MYANMAR FOA GUIDELINE PROCESS

Factories producing for ACT brands have established an Employer Working Group (EWG) to engage in the development of the Guideline on Freedom of Association. The working group nominated delegates to negotiate the content of the Guideline with the Industrial Workers' Federation of Myanmar (IWFM), the sectoral trade union federation representing garment and footwear workers affiliated to IndustriALL Global Union. The ILO has offered technical assistance during the negotiation process.



CONTENTS OF THE MYANMAR FOA GUIDELINE

Preamble	Section 6. Strikes, lock-out and picketing
Section 1. Right to Freedom of Association	Section 7. Standards of conduct for management and trade unions
Section 2. Process for joint meetings between management and trade unions	Section 8. Support to factory business activities
Section 3. Release and facilities for trade union activities	Section 9. Dispute resolution procedure
Section 4. Dismissal procedure	Section 10. Implementation and Monitoring
Section 5. Collective bargaining mechanism and negotiation process	Glossary

For more information on the Myanmar FOA Guideline please visit www.actonlivingwages.com.