



Project Description

In 2011, Myanmar initiated a comprehensive reform process aimed at achieving a more democratic, market-based and socially equal society. It is widely accepted, however, that labour market reform is a prerequisite for fostering inclusive and sustainable economic growth and an enabling business environment. Therefore, Myanmar and Denmark entered into Strategic Sector Cooperation (SSC) on Labour Market Reform in 2016.

The Danish support consists of capacity building aimed at contributing to better occupational safety and health (OSH) conditions and improved social dialogue. A major part of the activities is support to the Factories and General Labour Laws Inspection Department (FGLLID) and the Department of Labour Relations (DLR) under the Ministry of Labour, Immigration and Population. Support to promotion of social dialogue consists of capacity building of the social partners, including three major trade unions and the main employers' organization in Myanmar.

Key activities in 2018

In 2017, the training of 100 OSH inspectors on fundamental topics relevant to their work as OSH inspectors was completed. In 2017 and 2018, this training was followed up with a Training and Technical Task Force (TTTF) that was created consisting of talented OSH inspectors which will not only have the critical mass of OSH expertise much needed in the FGLLID, but also act as trainers for other inspectors. The TTTF members have received additional classroom and on-the-job training in the following subjects: Accident prevention

and risk assessment, including fire and electrical safety; chemical safety and indoor climate; machinery safety and noise; construction safety; ergonomics and legal skills. In these courses, training curricula covering all basic topics have been developed for future use by the FGLLID.

To prepare for the coming Myanmar OSH Law, training on the subjects OSH in the oil and gas industry; OSH in the Health Care sector and OSH in the agricultural and live stock industry, was started. 2018 also saw the successful completion of a tripartite process, where FGLLID and the social partners developed a written OSH guide for companies in the garment sector focusing on awareness raising on the need for proper risk assessments. The OSH sector guide is a milestone achievement in terms of tripartite cooperation on OSH in Myanmar.

On World Safety at Work Day on 28 April 2018, the Myanmar Minister for Labour, Immigration and Population, H.E. U Thein Swe launched the OSH sector guide. He emphasized the importance for the government and the social partners of cooperating on setting OSH standards and confirmed Myanmar's interest in continuing the strategic sector cooperation with Denmark beyond the current agreement.

Lastly, building on the training workshops on social dialogue held in 2016 and 2017, four additional training sessions were held during which trainees trained their skills in negotiating collective agreements.

Main achievements and lessons learned in 2018

The development of the tripartite OSH guide for the garment sector was a key achievement, which has prompted the demand for similar guides in other sectors. The cooperation between the social partners is progressing, but still extremely vulnerable and will need continued close support. The successful social dialogue workshops were encouraging and clearly show that important results in terms of improving dialogue between workers, employers and the government can be achieved. These achievements led to the signing of a Memorandum of Understanding for a new phase of the collaboration between the Myanmar Minister for Labour and the Danish Minister for Employment, which includes both FGLLID and DLR as official partners.

Status: SSC Project under implementation. **Partners:** The Ministry of Labour, Immigration and Population and the Danish Ministry of Employment. **Implementing partners:** The Factories and General Labour Laws Inspection Department (FGLLID) and Department of Labour Relations (DLR) The Agricultural and Farmers' Federation of Myanmar, Confederation of Trade Unions of Myanmar, Myanmar Industry, Commerce and Services Federation, the Union of Myanmar Federation of Chambers of Commerce and the Danish Working Environment Authority.

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