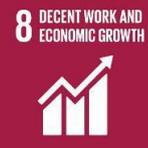


## LABOUR MARKET COOPERATION BETWEEN MYANMAR & DENMARK, Annual report for 2019

Danish Authorities in International Cooperation



### Safer and healthier workplaces and improved social dialogue in Myanmar

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 the first phase of the Strategic Sector Cooperation (SSC) on Labour Market Reform in 2016 and the second phase in 2019. 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 include 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 year 2019

In this phase of the SSC project, the training has gone from more general training to now focusing on training and developing a Technical Tarsk Force (TTTF). The aim is to create talented OSH inspectors. This group of inspectors serves as both a critical mass of OSH expertise in the FGLLID, but also 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.

In March 2019, Myanmar's parliament amended the new Occupational Safety and Health Law (OSH). The OSH Law includes sectors previously excluded from earlier legislation (Factories Act 1951) and these previously-excluded sectors pose new challenges and call for sufficient consultation with workers, employers, and line ministries to promote understanding and facilitate subsequent compliance and enforcement. To prepare for this the SSC-project is providing advice and training on the new subjects within oil and gas; agriculture and livestock breeding.

Lastly, training and workshops on social dialogue were held in 2019; one with a representative from the Danish Labour Court and three with representatives from the social partners in Denmark. The workshops contributed to improving social dialogue and provided input for the formulation of an understanding of workflow and mechanisms as well as training of the participants in skills related to negotiating collective agreements.

### Main achievements and lessons learned in 2019

The second phase of the SSC-project was launched in September 2019 with high-level visit from the Danish Minister of Employment together with a delegation of high-level social partners from Denmark. For the SSC-project in Myanmar it was a very strong statement to present a delegation of high level social partners and the minister together. The Danish delegation was able to tell and illustrate why collaboration and social dialogue is of big importance and value. The main message of the visit was that government, workers and employers have countless common interest in creating decent jobs, guaranteeing workers' rights and safe and healthy working conditions and that these issues are crucial conditions for developing Myanmar and attracting foreign investment and export-led economic growth.

**Status:** SSC Project under implementation. **Project period:** Phase one from 2016-2019 Phase two from 2019- 2022. **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. **Contact information:** Labour Market Counsellor Nanna Sars Schewitsch (nasche@um.dk), Embassy of Denmark in Myanmar, Project Manager Kenneth Emil Holm Petersen (kehpa@at.dk), Danish Working Environment Authority.