



**Selection Criteria for workers from Garment, Textiles & Footwear Sector who will be supported by EU Covid-19 Rapid Response Support to Myanmar**

**(Myan Ku Emergency Cash Fund)**

**Labor Alliance**

2020 April 11

1. workers from factories which has been left by employers without paying wages, compensation and severance pay for lay off, temporary shutdown and complete shutdown.

le. 1. Myanmara Royal Apolo Garment which is located in Shwe Pyithar Industrial Zone.

2. Su Xing Garment which is located in Hlaingtharyar Industrial Zone.

2. Workers who worked in daily, temporary and contract type of work. There are workers who are working in informal type of work in garment, textiles and footwear sector. When the workers were dismissed by employers, they did not get compensation at all. These workers should be prioritized.

3. Workers who worked in Home Based small workplace which were sub contracted by factories. Some factories outsource to home based workers. They were working in small houses for factories. When the factories faced covid-19 impact, they became the first ones to be laid off. ( However, for these workers, we need to have a system to trace them because these home based works were not registered. How we will verify these workers? We are going to follow up how can we trace them and verify.

4. workers who worked in apprenticeship and in provisional period, and workers who had less than 6 months services because they were not covered by the notification No. 84/2015 which is released on the 3rd of July, 2015 for severance pay for lay off. There are two conditions for the workers who had less than 6 month work services. One condition is – they got notice payment, when employers did not notice and suddenly laid off or shutdown. Another condition is – they did not get notice payment, when employers gave notice to the workers one month in advance. In these two conditions, we would like to propose that the workers who did not get notice payment should be provided 125,000 kyats for the first month and the workers who got notice payment should be provided 100,000 kyats for the first month.

5. Workers who had less than 3 years services when they were dismissed.

6. Workers who had 3 years and above services when they were dismissed and who did not get compensation according to the notification No. 84/2015 and the existing labour laws.
7. The last priority is regardless of service terms, the workers from the factories which were completely shut down.
8. Workers who are still in the dispute settlement for lay off, temporary shutdown and complete shutdown which are related to covid-19 strike and health conditions.
9. workers from the factories which were temporarily shutdown without any payment to workers due to the government orders to stay at home and not to do gathering.

The COVID 19 infection is spreading widely and the CMP Garment, Textile and Footwear factories with big numbers of workers who stay within the industrial zones in the congested communities are the ones to be effected very much. Through - temporary shutdown, complete shutdown of these factories – although late in terms of prevention - it is suggested to also consider the possible growth in numbers of workers in need..

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#### **Concerns regarding the actual transfer**

EU and Myan Ku Fund will apply “Wave Money transfer system” for cash transfer to the workers.

Workers group will make sure to have contact telephone numbers in the list so that the cash transfer will reach smoothly to the workers.

Using “**Wave Money** System” is good but there should be also other systems as back up.

1. Some workers, might face some difficulties when they do not have telephone numbers to use “Wave Money System”. Therefore, we have to check whether the workers have telephone numbers.
2. We have to check if “Wave Money service” reaches every village across the country.
3. We would like to share this experience.

The workers who were laid off, dismissed went to their home towns and villages. CTUM was informed by a worker from Nyaung Htauk Village, Nyaung Done township, Ayeyarwaddy Region. There were 33 workers who had been facing difficulties for their survival because they were dismissed and they are unemployed. IWFM with the assistance of Online Food box Volunteer Team provided the food for one week through local village authority. 3 representatives of the 33 workers, received the assistance from the local authority. Then shared other workers. ( this was what was done but seems to have a hole for fraud)

Individual workers will have to apply for the assistance in application form.

If an individual worker has difficulty to receive the cash transfer, then, we could transfer to their representative. The Alliance members will work together to monitor whether all workers receive the transfer or not. We have to be careful of possible "Fraud Issue".

### **Recommendation**

In case of limited fund by the EU for the affected workers, we would like to propose that the cash fund should be covering more workers; ie if EU provides 100000 kyats to each worker with a target for 1,000 persons, we would like to propose EU to provide 50,000 kyats each to worker and target 2,000 persons..

# Workers group will also apply online data collection so that we could reach the workers affected by Covid-19.

### **For the verification process,**

Workers will have to prove evidence/record if they are laid off, dismissed workers or not. In some factories, the factory management announced the list of laid off, dismissed workers in the public area of the factories. Workers can take the record or evidence easily. However, some factories, they did not inform the relevant labour officers and they did not announce in written. In that case, workers will have difficulties to prove it.

Note: In Bago Township, Hmawbe Township, South Dagon Township, some factories they dismissed and laid off their workers any prior notice. Workers do not have record or evidence. In that case, we will need assistance from the relevant labour officers.