

# Higher productivity, higher profits and higher wages through lean management in Myanmar's garment sector

The example of Myanmar Synergy Garment Co. Ltd. linking productivity with benefits for both, business and workers

Myanmar Synergy is a vivid example of successful collective action. As a company with young leadership, Myanmar Synergy quickly realized that business is not only about higher profits but depends to a large extent on good worker-management relationship. For solving production related issues Myanmar Synergy always involved line supervisors and workers. This strategy paid off, as we can see in this article.

Myanmar Synergy has practiced pre-production meetings based on internal experienced method. General order information's were discussed with staff members of all departments, including production issues such as workmanship matters and capacity planning. Nonetheless not all departments were prepared on time for collective production start. Now and then the fabric was not ready for cutting because the relaxation period was not completed, or some sewing machines were not prepared and adjusted for particular order on time.

Myanmar Synergy was introduced to a pre-production meeting method which is commonly used in the garment industry international wise. A major component during pre-production meeting is to create a time table for all department in-charge. Based on these dates each department in-charge must plan and organize his area of responsibility according to start and end date.

Myanmar Synergy confirmed that their practiced pre-production meetings are similar to introduced version, but the major component "Time Table" has not been included in their current proceeding. Myanmar Synergy created a new pre-production meeting procedure by implementing the time table system and a few more other suggestions from advised SMART Myanmar's version by modifying according to their purpose.

## Time table

Departments	Start Date	End Date
Pattern Department	02. Aug	02. Aug
Warehouse(Fabric & accessory)	10. Aug	12. Aug
Cutting Department	14. Aug	14. Aug
Sewing line incharges (each line)	14. Aug	22. Aug
Mechanics	14. Aug	23. Aug
Final QC department	14. Aug	23. Aug
Ironing department	17. Aug	26. Aug
Packing department	26. Aug	27. Aug
AQL inspection	28. Aug	28. Aug
Delivery	Aug 31 st	

## Quick Facts on Myanmar Synergy Garment Co. Ltd.

Founded: August 2012

Total Number of employees: 1131

Office Staff: 31

Production Worker: 1100 workers

Ownership: Myanmar

Production Mode: CMP

Sewing Machine: 13 production lines

Product Range: knit products for men, ladies and kids.

Production Capacity: 300,000 pieces per month for basic Polo T-Shirt

Markets: Netherland, France, UK, Korea

Response: Mr. U Daewar Ye Htay, Administration Manager "Very well organized and an effective program".

In the sewing department was one area in which labors were placing position marks with chalk on cut fabric layers. For e.g. pocket position marks on pants. After sewing several labors were busy removing these chalk position marks with toothbrushes.



Suggestion by SMART Myanmar and German garment Technician Mrs. Barbara Waeschle (ESGE)

Use textile magic marker for position marking, as these special textile markers dissolve after 4-5 hours without the need of treatment. The markers are available in different colors for 2,-\$. It is enough to mark only small dots at the corners. Even though the marks dissolve, the marking will not be visible as these will be covered by the seam.



Myanmar Synergy is saving manpower which can elsewhere be more efficiently needed.

Myanmar Synergy participated in SMART Myanmar's *Social Compliance Academy* conducted by Sustain Consulting.

Within only seven to ten weeks the management implemented successfully 15 out of 22 improvement measures. The implementation of the remaining 5 measures is in process.

Situation 4 <sup>th</sup> – 7 <sup>th</sup> November 2014	1 <sup>st</sup> follow up December 31 <sup>st</sup> 2014	2 <sup>nd</sup> follow up January 21 <sup>st</sup> 2015
<b>Management process</b>		
Basic wages and job title in contract	Done	-----
Resignation policy	Done	-----
<b>Child labor</b>		
Young worker protection policy	Done	-----
<b>Working hours</b>		
No overtime recording	Done	-----

Health and safety		
MSDS missing	In process	Done
MSDS in Burmis language	In process	Done
Chemical list and training	In process	Done
Emergency light in packing department	In process	Done
Exit sign in packing department	Done	-----
Evacuation aisles blocked in cutting dep.	Done	-----
Evacuation map in Burmis	Done	-----
Sign for fire extinguisher	In process	Done
Scissors securely tide to table	In process	Done
First aid certificate	Done	-----
Lift inspection	Done	-----



Response: Mr. U Daewar Ye Htay, Administration Manager: “ SMART Myanmar is very strong and effective which provides us with good knowledge and required information”.