

Attachment 10: Project Success Stories

These stories were collected by the project training staff in follow up visits and meetings

I have attended the awareness raising workshop and basic capacity building workshop conducted in Dawei SEZ by ILO FOA project, and I have requested the project to give suggestions on dispute resolution process in legal way that my group faced mainly on overtime case. During the whole negotiations and arbitration process I kept in touch with the FOA project team and follow according to their suggestion. As a result, we the whole 67 workers won in arbitration council decision and now we got back our OT and compensate payment. As lesson learnt, dealing with this kind of issues not only by us alone but with technical support from ILO showed me in the right track and as for me, I got the trust form the workers since this is very important for a union leader to get trust form his team.

Nyunt Hnin, Mr, Dawei, Tanintharyi Division, Myanmar; Total E&P Worker

I have attended the training of promoter (TOP) and train the trainer (TOT) conducted in Pyin Oo Lwin in last April 014 by ILO FOA project. With the new learnings from those trainings, I trained back to 150 fellow farmers in Myin Chan Township about rights to form the labour union. And I kept informing and get advices from ILO FOA Project during last 5 months, whenever I faced difficulties in union organising and dealing with local authorities. As a result, there were 12 farmer's unions and 2 industrial worker's unions in Pyin Oo Lwin Township I could found. And I kept travelling to remote areas such as villages in Northern Shan State and Mandalay Division for union organising and kept conducting the awareness raising workshop in those areas.

Myint Soe, Mr and Win Naing Oo, Mr; Pyin Oo Lwin and Kyauk Padaung Township, Myanmar; Agriculture workers and freelance organiser for farmers' union establishment

Examples of stories from members of: MTUF, AFFM-IUF and Labour Activist Networks (Action Labour Rights, Labour Right Defender & Promoter, 88 Generation and Freelancer)

Before 2012	During FOA Project
<ul style="list-style-type: none"> - No rights to form labour unions and sometime recognised as illegal organisations - Lack of knowledge on FOA & CB - No education materials (pamphlets, laws, posters etc.) for workers and most of them are in English that worker could not access to read 	<ul style="list-style-type: none"> - Citizens aware of the importance of labour and rights at work because of the trainings, workshops and educational materials produced by ILO - Unions are recognised and can form legally according to LOL - Some employers and government open for social dialogue and started giving rights at work
<ul style="list-style-type: none"> - Feelings of fear for union organizing even LOL 2012 was approved by government - No place to get the suggestions and advices for dealing with individual and collective disputes - Military regimes and no one dare to form even talk and expressions - Legal frameworks and labour laws but no enforcement 	<ul style="list-style-type: none"> - Unions could represent their members and workers can form unions legally - Workers, governments and employers gone through training were aware of their rights and responsibilities - Workers got aware of systematic dispute resolution process and some cases won - There are improvements in number of unions but most not aware of the spirit of FOA and unionism since just union leaders got training and no chance to share knowledge to their members

Significant changes because of FOA project exist in Myanmar

- Tripartite social dialogue was introduced and conducted occasionally
- Unions could found and do systematic labour disputes resolution process because of the educational trainings, workshops conducted by project
- Freedom of organise and association even in local places
- Fair and free workers' delegates election for the ILO (normally in the past, government control and influence the election of the worker delegates).
- The workers, activists and federation knowledge and understanding of the concept of FOA, SD and IR were slightly improved
- Formation of Educators network and multiply the concepts
- Government and employers are more actively participation and follow according to ILO FOA project advices
- More understand upon ILO and its standing world wide
- FOA project was more popular and there are lots of social partners who wants to cooperate with the project trainings, factory visits and enterprise level education