



**The Republic of the Union of Myanmar  
Ministry of Labour, Immigration and Population**

**Notification No. 140/2017**

**7<sup>th</sup> Waxing Day of Tawthalin, 1379**

**(28<sup>th</sup> August, 2017)**

**Announcement to conclude an employment contract**

1. The Ministry of Labour, Immigration and Population enacted the Employment and Skill Development Law on 30<sup>th</sup> August 2013 and, according to section 5 of this law, an employer has to conclude an employment contract within 30 days; consequently, the Ministry issued Announcement No. 1/2015 specifying the template of the employment contract that factories, workshops, workplaces, companies and businesses with more than five workers have to conclude.
2. As some employers and workers had difficulties concluding the specified contract, representatives of employers' and workers' organisations cooperated to make a draft and requested the Ministry to approve it; consequently, the Ministry held a discussion with representatives of employers and workers on 29<sup>th</sup> July 2017 and approved the draft in accordance with the opinion and remark of the Union Attorney General's Office.
3. The employment contract shall be concluded individually for the workers (irrespective of whether they are paid daily or after the work is done) in factories, workshops, workplaces, companies, businesses and government departments and organizations with more than five workers, and approval shall be obtained from the relevant township or district labour exchange office after the contract has been concluded.
4. Therefore, the Ministry exercises the authority given by section 41 (b) of the Employment and Skill Development Law and hereby announces that employers and workers shall conclude a contract with the template approved in the negotiations between employers and workers.
5. Employment contracts made before the issuance of this Notification shall apply until the end their original contractual term.
6. Announcement No. 1/2015 issued by the Ministry of Labour, Immigration and Population on 31 August 2015 is repealed this Notification.

U Thein Swe  
Union Minister



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28 August 2017

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