



**The Republic of the Union of Myanmar**  
**Ministry of Labour, Immigration and Population**  
**Announcement No. 4/2017**  
**11<sup>th</sup> Waxing Day of Tawthalin, 1379**  
**(1<sup>st</sup> September, 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 Ministry issued Notification 140/2017 on 28<sup>th</sup> August 2017 according to the authority given by section 41 (b) of the Employment and Skill Development Law 2013 saying that employers and workers in factories, workshops, workplaces, companies and businesses and government departments and organizations with more than five workers shall conclude a contract individually with the template approved in the negotiations between employers and workers.
4. Contracts signed by employer and worker shall, in order to obtain approval, be brought to the relevant township or district labour exchange office, and employment contracts made before the issuance of this Notification shall apply until the end their original contractual term, and Announcement No. 1/2015 of 31<sup>st</sup> August 2015 shall be repealed by Notification No. 140/2017.

Ministry of Labour, Immigration and Population