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Follow-up to the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar

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▶ I. Introduction

1. At its 356th Session (March 2026), having recalled the resolution for a return to democracy and respect for fundamental rights in Myanmar adopted by the International Labour Conference at its 109th Session (2021) and the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar, adopted by the Conference at its 113th Session (2025) (see Appendix I), and having noted with utmost concern that certain limited steps taken to release some detained unionists fell short of demonstrating genuine engagement or credible progress towards full implementation of the recommendations formulated by the Commission of Inquiry in its 2023 report, which emphasized the urgency of the national situation, the Governing Body:

(a) as regards the 2021 resolution:

(i) deplored once again the continued absence of progress towards respecting the will of the people and restoring democratic institutions and processes over five years since the military coup, and expressed deep concern over the military-organized general elections;

(ii) called on the military authorities to end immediately all acts of violence, and the arbitrary arrest, detention and torture of trade unionists, labour activists and others, including the Rohingya, in the exercise of their human rights and ensure the immediate and unconditional release of those detained without resorting to section 401 of the Code of Criminal Procedure;

(b) as regards the recommendations of the Commission of Inquiry and the 2025 resolution:

(i) called on the military authorities to:

- immediately cease all violations identified by the Commission of Inquiry and ensure that employers' and workers' organizations be able to exercise their rights in a climate of freedom and security, free from violence, arbitrary arrest and detention, and revoke without delay any military orders, legislative or other measures, decreed since February 2021 and identified as restricting freedom of association and the basic civil liberties of trade unionists;
- take immediate action to put an end, in law and in practice, to any forced recruitment into the military contrary to the Forced Labour Convention, 1930 (No. 29), including the forced recruitment of children;
- provide the necessary guarantees and assurances at the highest level which would allow an ILO mission to visit the country and to carry out its mandate in full independence and security, with no retaliation, sanction or prejudice to any person being in contact with it, and continue to engage with the Office to determine the modalities of a possible mission;
- submit to the Director-General all information on the measures taken to implement the recommendations of the Commission of Inquiry by 24 April 2026 for transmission to the Committee on the Application of Standards for its special sitting and any relevant information on further developments by 21 September 2026 for transmission to the Governing Body at its 358th Session (November 2026);

(ii) invited the Organization's constituents – governments, employers and workers – to continue taking steps to ensure an effective follow-up to the 2025 Conference resolution, including a review of their relations with the military authorities to ensure that they do not enable, facilitate or prolong the violations of workers' rights in respect of freedom of association and forced labour, and respect for the principle of non-refoulement, and provide information to the Director-General on any measures taken and other developments by 21 September 2026 for transmission to the Governing Body at its 358th Session (November 2026);

(iii) took note of the Office's plan of action to implement the Conference resolution and called on the Director-General to:

- continue taking steps to implement the 2025 Conference resolution, including through direct support to Myanmar workers, employers and their organizations in line with the United Nations Country Team programmatic engagement guidelines, and through increased collaboration within the United Nations system to ensure coordinated action on the implementation of the recommendations of the Commission of Inquiry;
- continue to closely monitor the situation in Myanmar with regard to the exercise of freedom of association and the prohibition of forced or compulsory labour, including through the finalization of the preparatory phase of the proposed monitoring mechanism, in consultation with the International Organisation of Employers (IOE) and the International Trade Union Confederation (ITUC), for the confidential and credible documentation of ongoing violations, subject to the identification of available resources under Part I of the programme and budget for the current biennium or, failing that, through the use of the provision for unforeseen expenditure under Part II, given that the necessary financial and human resources were not budgeted in the Programme and Budget for 2026–27;
- submit a report on the latest developments in the country to inform the special sitting of the Committee on the Application of Standards at the 114th Session (2026) of the Conference;
- submit to the Governing Body at its 358th Session (November 2026) a document providing an update on relevant developments in the country, including progress made by Myanmar regarding compliance with the recommendations of the Commission of Inquiry and measures taken by the Organization's constituents to implement the 2025 Conference resolution, as well as an update on the operationalization of the monitoring mechanism for documentation of ongoing violations of fundamental rights.

2. At the 114th Session (June 2026) of the International Labour Conference, the Committee on the Application of Standards held a special sitting on Myanmar pursuant to the article 33 resolution, with a view to securing Myanmar's compliance with the recommendations of the Commission of Inquiry. The Committee adopted the following conclusions:

> The Committee held a special sitting on Myanmar at the 114th Session of the International Labour Conference on the application by Myanmar of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Forced Labour Convention, 1930 (No. 29), further to the resolution adopted by the International Labour Conference at its 113th Session, concerning the measures recommended by the Governing Body and the Conference under article 33 of the ILO Constitution.

It noted the written information submitted by the military authorities in Myanmar, and the discussion that followed.

The Committee noted the need to continue to closely monitor the situation in Myanmar with regard to the exercise of freedom of association and the prohibition of forced or compulsory labour, including through the finalization of the preparatory phase of the proposed monitoring mechanism, in consultation with the International Organisation of Employers and International Trade Union Confederation, in line with the decision of the Governing Body and for the confidential and credible documentation of ongoing violations with a view to support transparent reporting with appropriate safeguards to effectively implement the article 33 resolution.

The Committee again noted with deep concern the military authorities' persistent disregard of the recommendations of the Commission of Inquiry, the supervisory bodies and the Governing Body, and the absence of any genuine engagement or credible progress towards their full implementation.

The Committee deplored the continued absence of progress creating conditions for the effective exercise of fundamental rights and civil liberties over five years since the military coup, and expressed deep concern over the military-organized general elections.

The Committee expressed its deep concern and regret at the severe suppression of civil liberties and the continuing violence, arbitrary arrest, detention, torture, forced exile and intimidation directed against trade unionists and labour activists, which prevent workers from exercising their rights in freedom and security.

It recalled that this case had already been examined repeatedly by the Committee and other supervisory bodies and deeply deplored the continued failure of the military authorities to implement the recommendations relating to freedom of association and collective bargaining.

The Committee also noted that the situation in Myanmar is taking place in a highly fragile and constrained economic environment, with significant implications for all actors, including workers, the business community and society.

Regarding the continuing deterioration of freedom of association, the Committee deplored all forms of interference in the establishment, administration and functioning of workers' and employers' organizations and emphasized that such organizations must be able to exercise their rights in a climate of freedom and security, free from violence, arbitrary arrest, detention and intimidation.

The Committee deplored the continuing use of forced labour by the military, including the forced recruitment of children and other forms of compulsory labour in connection with military activities.

The Committee also noted that the military authorities had failed to demonstrate any credible progress towards implementing the Commission of Inquiry's recommendations and that the information submitted to the Committee did not show any meaningful change in law or practice.

The Committee further noted the continuing need for close monitoring of the situation in Myanmar, including developments relating to freedom of association and collective bargaining, as well as forced labour, and the follow-up given to the recommendations of the Commission of Inquiry.

After the discussion, the Committee called on the military authorities to take all necessary measures, without delay, to implement the recommendations of the Commission of Inquiry and all subsequent observations made by the supervisory bodies of the ILO concerning compliance with Conventions Nos 87 and 29.

The Committee urged in the strongest terms for the military authorities to immediately cease all forms of violence, torture and intimidation against trade union leaders and members in relation to the exercise of legitimate workers' or employers' activities, including those specifically mentioned in the report of the Commission of Inquiry.

The Committee also urged the military authorities to unconditionally and without delay release all trade unionists arrested, sentenced and detained for such activities, withdraw all criminal charges pending against trade unionists and others peacefully exercising their civil liberties in relation to legitimate trade union activities.

The Committee also urged the military authorities to stop any form of interference in the establishment, administration and functioning of trade unions at all levels and to ensure that employers' and workers' organizations are able to exercise their rights in a climate of freedom and security, free from violence, arbitrary arrest and detention.

The Committee urged the military authorities to take immediate action to put an end, in law and in practice, to any forced recruitment into the military contrary to Convention No. 29, including the forced recruitment of children and hold accountable all those responsible for these violations.

The Committee also urged the military authorities to cease with immediate effect the exaction of prison labour as a consequence of a criminal conviction linked to the exercise of civil liberties imposed since 1 February 2021.

The Committee urged the military authorities to ensure that cases of trafficking for labour exploitation, are promptly identified, independently investigated and effectively prosecuted.

The Committee urged the military authorities to submit to the Director-General all information on the measures taken to implement the recommendations of the Commission of Inquiry by 21 September 2026 for transmission to the Governing Body at its 358th Session (November 2026).

Finally, the Committee decided to include the discussions and conclusions of the special sitting in a separate part of its report. [1]

3. This document reports on follow-up action undertaken in response to the 2025 Conference resolution and the conclusions of the Committee on the Application of Standards, as well as on continued follow-up to the 2023 recommendations formulated by the Commission of Inquiry in its 2023 report *Towards Freedom and Dignity in Myanmar* and the two resolutions concerning Myanmar adopted by the International Labour Conference, respectively, at its 102nd (2013) [2] and 109th (2021) Sessions. The document provides an overview of the latest developments in the country, including information received from the social partners and other relevant actors and submissions received from stakeholders and international entities in follow-up to the 2025 resolution. It also examines communications submitted by the military authorities regarding the recommendations of the Commission of Inquiry.

▶ II. Latest developments in follow-up to the resolutions concerning Myanmar adopted by the International Labour Conference at its 102nd (2013) and 109th (2021) Sessions

A. General developments

4. This section provides an update on the situation in Myanmar and covers developments up to October 2026. Following the conclusion of the military-organized electoral process in January 2026, former military commander-in-chief Min Aung Hlaing assumed the presidency in April

[1] ILC.114/Record No. 3A/P.I., para. 302.

[2] ILO, Resolution concerning remaining measures on the subject of Myanmar adopted under article 33 of the ILO Constitution, International Labour Conference, 102nd Session, 2013.

2026 and made official visits to a number of countries. He remains, however, barred from participating in meetings of the Association of Southeast Asian Nations (ASEAN).

5. The overall political, security and human rights situation in Myanmar has continued to deteriorate. Armed conflict has persisted, with civilians continuing to bear the consequences of military operations and violence. According to the Office of the United Nations High Commissioner for Human Rights (OHCHR), the military increasingly relied on air strikes in populated areas, had deployed more than 125,000 forced conscripts by May 2026 and at least 1,241 civilians, including 382 women and 255 children, were killed by the military between 1 June 2025 and 31 May 2026, with air attacks accounting for the majority of verified civilian deaths. Internal displacement had risen and 12.4 million people faced acute hunger. Forced conscription remained a major protection concern and driver of displacement, with young people reportedly fleeing the country in large numbers, while forced recruitment by several anti-military armed groups, including of children and women, was also reported. [3]

6. Investigations conducted by the Independent Investigative Mechanism for Myanmar (IIMM) between July 2025 and June 2026 found evidence of serious violations of international human rights and humanitarian law, including a pattern of deliberate aerial attacks by the military against civilian targets, including homes, schools, medical facilities, religious buildings and camps for internally displaced persons, as well as evidence of arbitrary detention, torture and sexual violence in military-run detention facilities. While most of the evidence collected concerned crimes attributed to the Myanmar security forces and affiliated militias, alleged atrocities involving armed groups opposing the military were also reported. [4]

7. The humanitarian and public health situation continued to deteriorate in 2026 as armed conflict, displacement and monsoon flooding compounded existing vulnerabilities and constrained humanitarian access. More than 16 million people required humanitarian assistance and nearly 3.8 million were internally displaced. Heavy monsoon rains in August 2026 further affected more than 470,000 people across several regions and contributed to outbreaks of cholera and acute watery diarrhoea, as well as an increase in cases of malaria and dengue, amid shortages of essential medicines and supplies. Attacks on healthcare facilities persisted, with 101 incidents reported between January and August 2026. Humanitarian operations remained constrained by hostilities, movement restrictions and significant funding gaps, with only 43 per cent of the US$890 million required under the 2026 response received by mid-year. Despite these challenges, humanitarian and health partners continued to deliver assistance, including life-saving health services to more than 813,000 people in 227 townships during the first half of 2026. [5]

8. The human rights situation of the Rohingya Muslims and other minorities continued to deteriorate as they faced constant life-threatening risks from military airstrikes, extrajudicial killings, arbitrary detention, torture, extortion, forcible displacement and forced conscription, at the hands of both the military and the Arakan Army, compounding an existing crisis that had prompted UN warnings of potential war crimes and crimes against humanity. [6]

[3] United Nations High Commissioner for Human Rights (OHCHR), *Situation of Human Rights of Rohingya Muslims and other Minorities in Myanmar*, A/HRC/63/21, 2026.

[4] OHCHR, *Report of the Independent Investigative Mechanism for Myanmar*, A/HRC/63/19, 2026.

[5] United Nations Office for the Coordination of Humanitarian Affairs (OCHA), *Myanmar Humanitarian Update No. 52*, 13 July 2026.

[6] OHCHR, *Situation of Human Rights of Rohingya Muslims and other Minorities in Myanmar*.

9. By the end of July 2026, the number of internally displaced persons in Myanmar was estimated to have reached approximately 4 million, with substantial regional repercussions. Rohingya continued to undertake dangerous maritime journeys amid deteriorating conditions and limited prospects for safe return. Humanitarian assistance within Myanmar remained hampered by limited funding, access constraints and insufficient relief supplies. [7]

10. While economic activity showed some signs of stabilization in late 2025 and early 2026, the economic situation remained fragile and these improvements have not translated into a broad-based recovery. Conflict and insecurity continued to disrupt production, trade and labour mobility, while weak domestic demand, import and foreign exchange restrictions, power shortages and labour market constraints continued to weigh on businesses. The private sector continued to operate in a highly volatile and uncertain environment, facing crippling administrative burdens, soaring transport costs, acute labour shortages linked to military conscription and severe power outages that necessitated reliance on expensive alternative power generation. Disruptions to fuel supplies and rising domestic fuel prices contributed to higher transport and production costs, renewed pressure on the kyat and an increase in inflation to 24.6 per cent in April 2026. [8] This deterioration in economic conditions continued to have significant implications for households. While overall employment indicators remained relatively stable, there was a continuing shift towards informal, part-time and casual employment, alongside growing skills shortages and migration-related worker resignations. Poverty remained elevated at an estimated 29.9 per cent in 2025, corresponding to approximately 16.4 million people, with casual workers and populations in conflict-affected areas particularly vulnerable. The increasingly uncertain and discretionary business environment, including difficulties relating to trade licensing, access to foreign exchange, electricity and finance, continued to discourage investment and constrain private sector activity. [9]

11. Myanmar remained a primary epicentre for transnational organized crime in Southeast Asia, acting as a central hub for continuing industrial-scale synthetic drug production, alongside deeply entrenched, tech-driven online scam compounds associated with trafficking in persons, forced labour and forced criminality. Recent regional crackdowns had largely displaced rather than dismantled these operations, with syndicates shifting some infrastructure while continuing to exploit weak governance, corruption and emerging technologies within Myanmar's border areas. [10]

12. State Counsellor Aung San Suu Kyi, who had been detained since the 2021 military coup and denied contact with the outside world, was moved to house detention and on 3 August 2026 was visited by the International Committee of the Red Cross (ICRC). The National Unity Government (NUG) welcomed the ICRC's visit while stressing that this did not show the military authorities' goodwill and could not replace her immediate and unconditional release alongside all political prisoners. The NUG cautioned that the visit must not be exploited by the military

[7] United Nations High Commissioner for Refugees (UNHCR), *Myanmar Situation Update,* Regional Update No. 9 (June–July 2026), 28 August 2026.

[8] World Bank, *Myanmar Economic Monitor: Shock Amid Fragility*, June 2026. World Bank, "Myanmar's Economy Shows Tentative Stabilization, but Fuel Shock Intensifies Pressures", Press release, 16 June 2026.

[9] World Bank, *Myanmar Economic Monitor: Shock Amid Fragility*.

[10] United Nations Office on Drugs and Crime (UNODC), *An Interconnected Criminal Ecosystem: Transnational Organized Crime Threat Assessment for Southeast Asia*, 2026; OHCHR, *A "Wicked Problem": Seeking Human Rights-Based Solutions to Trafficking into Cyber-Scam Operations in South-East Asia*, 2026.

authorities to gain legitimacy, hide international law violations or distract from a genuine political solution to the crisis. [11]

B. International and regional developments

13. In June 2026, the United Nations Secretary-General's Special Envoy on Myanmar, Julie Bishop, briefed an informal meeting of the General Assembly on the continued deterioration of conditions in the country, highlighting the expansion of transnational cybercrime, human trafficking and illicit drug production, as well as the increasing impact of landmines, hunger, displacement and the deterioration of the health system. She noted that 2025 had been the deadliest year for children since the military takeover, with airstrikes representing the leading cause of civilian casualties. More than 3.7 million people were internally displaced, while a further 1.6 million were displaced across the region, including approximately 1.2 million Rohingya refugees in Bangladesh. Regarding the military-administered general elections, the Special Envoy contrasted the authorities' characterization of the process as free and fair with reports from communities of continued aerial attacks, exclusion of major political parties, low voter turnout and restrictions associated with the ongoing armed conflict, emphasizing that the United Nations had neither supported nor observed the process. She further reported that communities faced forced labour and recruitment, extortion, restrictions on movement and impediments to humanitarian assistance at the hands of different armed actors. The Special Envoy also emphasized the continuing obstacles to the safe, voluntary, dignified and sustainable return of the Rohingya and expressed concern regarding escalating hate speech and online abuse targeting Rohingya refugees. [12]

14. Also in June 2026, the UN Secretary-General reported that grave violations against children in Myanmar had increased significantly in 2025, with the UN having verified 2,203 grave violations affecting 1,746 children, the fourth-highest number recorded among the situations covered by the report, while a further 1,072 violations remained pending verification. The violations included the recruitment and use of 284 children by the Myanmar armed forces and numerous armed groups; the killing of 307 and the maiming of 920 children, with the majority of verified casualties attributed to the Myanmar armed forces and with airstrikes, including drone attacks, being the principal cause; sexual violence against 13 girls; 169 attacks on schools and hospitals, including 140 attributed to the Myanmar armed forces; the military use of 40 schools and hospitals; 348 abductions involving 343 children, mostly for military recruitment and use; and 162 incidents of denial of humanitarian access. The Secretary-General expressed alarm at the scale of violations and the continued use of explosive weapons in populated areas, particularly by the Myanmar armed forces, and called on all parties to cease the use of landmines and other explosive weapons, end the recruitment and use of children and facilitate safe and unimpeded humanitarian access. [13]

15. The Secretary-General further called for renewed international attention and action to address the plight of the Rohingya, who faced increasing insecurity, diminishing protection and reduced prospects for durable solutions, compounded by funding cuts affecting life-saving humanitarian assistance. He noted that Rohingya and other communities remained affected

[11] Democratic Voice of Burma (DVB), "NLD And NUG Dismiss Aung San Suu Kyi's ICRC Visit as Sign of Political Progress In Myanmar Crisis", 5 August 2026.

[12] United Nations, "UN/Myanmar Briefing", Remarks by Julie Bishop, Special Envoy of the Secretary-General on Myanmar, UNifeed, 19 June 2026.

[13] UN General Assembly Security Council, *Children and Armed Conflict*, Report of the Secretary-General, A/80/723–S/2026/357, 16 June 2026.

by armed conflict, displacement and grave human rights violations and abuses, including forced recruitment, arbitrary arrests and sexual violence by the Myanmar military, the Arakan Army and other actors. The Secretary-General called for the protection of civilians in accordance with international law, urged States to protect persons fleeing Myanmar and expressed concern over deaths at sea, human trafficking and increasing misinformation, disinformation and hate speech targeting the Rohingya. [14] The Office of the Secretary-General welcomed the ICRC's visit to Aung San Suu Kyi and reiterated its call for "the swift and unconditional release of all those arbitrarily detained as a fundamental step towards conditions conducive to a credible and transparent political process". [15]

16. In July 2026, an informal meeting was held in Bangkok between ASEAN foreign ministers and their Myanmar counterpart, marking a significant evolution in ASEAN's restrictions on Myanmar's representation at the senior political level. Chaired by the Philippines, the meeting served as an initial step towards a "calibrated re-engagement" strategy, which offers incremental political interactions with the regime in exchange for concrete steps towards peace. ASEAN foreign ministers reaffirmed their commitment to the Five-Point Consensus (5PC) as the organization's primary road map and expressed deep disappointment at the limited progress in its implementation. They collectively called for a permanent cessation of violence against civilians, the release of all political prisoners and the safe, non-discriminatory delivery of humanitarian aid. [16]

17. At the 59th ASEAN Foreign Ministers' Meeting in July 2026, ASEAN expressed deep concern over the continuing conflict and humanitarian situation in Myanmar and reaffirmed that the 5PC remained its main reference for addressing the political crisis. ASEAN denounced continued violence against civilians and public facilities, called on all parties to immediately halt indiscriminate violence, exercise restraint, protect civilians and civilian infrastructure, facilitate humanitarian assistance without discrimination and create conditions for inclusive national dialogue. The Foreign Ministers noted the conclusion of the general elections and welcomed the engagement undertaken by the ASEAN Chair's Special Envoy with a broad range of Myanmar stakeholders and international and regional partners. A comprehensive review of the 5PC's implementation would be undertaken, following which recommendations would be submitted to the 49th ASEAN Summit to be held in November 2026. ASEAN also reaffirmed its support for peace, stability, reconciliation and sustainable development in Rakhine State, including efforts to ensure the safety of all communities and facilitate the voluntary, safe, secure and dignified return of displaced persons. [17] The 29th ASEAN Labour Ministers Meeting (ALMM) and the 14th ASEAN Plus Three Labour Ministers Meeting (ALMM+3, with the participation of China, Japan and the Republic of Korea) were held in Bangkok in August 2026, both with the formal participation of Myanmar at a senior political level.

18. The Thai Prime Minister, while speaking at the ASEAN Secretariat in August 2026, reiterated his call for a calibrated re-engagement with Myanmar and emphasized the importance of

[14] United Nations, "Secretary-General Calls for Renewed Global Action as Rohingya Face Deepening Insecurity Nine Years after Mass Displacement", Press release, SG/SM/23244, 24 August 2026.

[15] United Nations, "UN/Myanmar Update", UNifeed, Statement by UN spokesperson welcoming ICRC's visit to Aung San Suu Kyi, 3 August 2026.

[16] Thailand, Ministry of Foreign Affairs, "Deputy Prime Minister and Minister of Foreign Affairs hosts the Informal Meeting of the ASEAN Foreign Ministers and the Foreign Minister of Myanmar and the Extended Informal Consultation on Myanmar", Press release, 13 July 2026.

[17] ASEAN, Joint Communiqué of the 59th ASEAN Foreign Ministers' Meeting, Manila, 21 July 2026.

maintaining dialogue while encouraging concrete progress on the ground. [18] Also in August 2026, the ASEAN Chair issued a statement calling the ICRC's visit to Aung San Suu Kyi a positive step towards national reconciliation and inclusive dialogue. He expressed hope that the visit would lead to regular access by her family, legal counsel, medical professionals and humanitarian representatives, and urged the military authorities to expand access to detainees for all individuals held since the February 2021 coup, while reiterating calls for their full and unconditional release. [19] The Malaysian Prime Minister stated that, while Malaysia and ASEAN were not prepared to recognize Myanmar's new government, engagement with the authorities was necessary to negotiate the return of Rohingya refugees and subsequent trade relations. Myanmar agreed to receive an initial 5,000 refugees from Malaysia. [20]

19. In September 2026, following Malaysia's announcement of the first phase of its voluntary repatriation programme, the Office of the United Nations High Commissioner for Refugees (UNHCR) warned that ongoing armed conflict and violence in Myanmar did not permit a safe, dignified and sustainable voluntary return of refugees and stated that it was not involved in the planned repatriation of Myanmar refugees. According to UNHCR data, Malaysia hosted approximately 193,800 refugees from Myanmar as of February 2026, including Rohingya and Chin. [21] On 30 September, after 1,476 people had been returned from Malaysia to Myanmar, the UNHCR expressed concern and questioned the voluntary character of the repatriation, noting that the returned individuals had been held in immigration detention. It urged Malaysia to ensure that all returns are subject to robust safeguards, including individual assessments and access to protection procedures, and recalled that, until conditions in Myanmar allowed for safe, dignified and sustainable returns, States should continue to provide access to asylum and uphold international protection obligations. [22]

20. Also in September 2026, at the opening of its 81st session, the UN General Assembly appointed nine members of its Credentials Committee (Bahamas, Belgium, Benin, China, Jamaica, the Russian Federation, Uganda, the United States of America and Vanuatu), which is expected to consider credentials submitted for that session. Against this backdrop, competing efforts over Myanmar's representation at the United Nations had intensified. The military authorities continued to press for the replacement of the current Ambassador, who had been appointed by the civilian government before the February 2021 military takeover, on the grounds that he had been dismissed from the civil service. [23] At the same time, the NUG, pro-democracy groups and members of the Myanmar diaspora continue to advocate for the Ambassador to retain the seat. [24]

[18] "Thai PM Urges 'Calibrated Re-Engagement' with Myanmar ahead of Meeting with Min Aung Hlaing", *Reuters*, 4 August 2026.

[19] ASEAN, "ASEAN Chair's Statement on the Meeting of Daw Aung San Suu Kyi with a Delegate from the International Committee of the Red Cross (ICRC)", 7 August 2026.

[20] "Malaysia PM To Offer To Host Myanmar's Min Aung Hlaing In Deal For Rohingya Return", *Reuters*, 16 September 2026.

[21] "UNHCR says it has no role in Malaysia's planned repatriation of Myanmar refugees, warns country is still unsafe", *Reuters*, 1 September 2026.

[22] UNHCR, "UNHCR Concerned by Returns from Malaysia to Myanmar Amid Ongoing Conflict", Press release, 30 September 2026.

[23] Myanmar, Ministry of Foreign Affairs of the military authorities, "Statement regarding the Illegal Activities of Kyaw Moe Tun, Former Permanent Representative of Myanmar to the United Nations", 13 September 2026.

[24] National Unity Government, "CRPH And NUG Issue Joint Statement To Mark Daw Aung San Suu Kyi's 81st Birthday", News Update, 4 July 2026.

21. The Office received two communications from the NUG tripartite delegation, one of which denounces repressive measures by the military authorities against migrant workers and employers' organizations (forced collection of income tax, coercion to remit 25 per cent of earnings and threats not to renew passports), which are alleged to contribute to the regime's access to foreign currency. The other communication alleges collaboration between the Union of Myanmar Federation of Chambers of Commerce and Industry (UMFCCI) and the military authorities, including the failure to protect UMFCCI members facing economic instability and complicity in fake tripartite meetings. Finally, the NUG tripartite delegation urges all relevant stakeholders to continue to review and manage their engagement with the military authorities to ensure that such relationships do not enable, facilitate or prolong violations of workers' rights, in accordance with the article 33 resolution.

C. Situation of the ILO social partners

22. The information received from workers' and employers' organizations indicates that the operating environment for social partners in Myanmar remains extremely challenging, against a backdrop of ongoing armed conflict, economic instability and restrictions on fundamental rights and civil liberties. Reports highlight growing difficulties in sustaining livelihoods, employment and productive activities.

23. The Agriculture and Farmer Federation of Myanmar – Food Allied Workers (AFFM–FAW) reports continuing challenges affecting workers in the industrial sector. It highlights the announced closure of a garment factory in Yangon Region, following the withdrawal of H&M as its main buyer, which is expected to result in the loss of approximately 3,000 jobs. The AFFM–FAW further reports that, since 2025, 16 labour disputes in the Shwe Pyi Thar industrial zone have been submitted to the Ministry of Labour, mainly concerning unpaid wages and other financial entitlements, while two disputes in the Thaketa industrial zone dating from July 2025 remain unresolved. The AFFM–FAW draws attention to the severe impact of the mid-2026 floods on agricultural workers and rural communities, with heavy monsoon rainfall and rising river levels having caused extensive flooding and riverbank erosion, displacing members of AFFM-affiliated farmer unions and causing significant damage to crops, fisheries and livestock. Relief efforts have reached some affected areas, but access to others remains restricted, with communities having limited access to food and medical supplies. The AFFM–FAW underscores the need for rehabilitation and reconstruction, including support to rebuild homes, restore agricultural production and revive livestock-based livelihoods.

24. The Myanmar Industries, Crafts and Services Trade Unions Federation (MICS-TUsF) reports continued serious labour rights violations and military involvement in workplace relations. Through its grievance hotline, the MICS-TUsF has received 610 complaints since 2023, relating to military involvement with wages, forced overtime, increased production targets, occupational safety and health, dismissals, compensation issues and restrictions on freedom of association; 38 cases were recorded between May and July 2026 and included, without explanation or justification, the arrest of 58 workers on the street, at their homes or while returning from overtime work, 53 of whom remain in detention. The MICS-TUsF reports that workers are targeted for forcible military recruitment – they are apprehended by individuals in uniform while travelling to and from work or during checks of hostels and rented accommodation. It attributes such practices to ward authorities, military-affiliated groups and other actors, and documented 18 incidents of forcible recruitment and arrest involving more than 60 individuals between May and July 2026. Threats of military recruitment are also reported in connection with workplace disputes, such as in a garment factory in August 2026,

where more than 700 workers demanding higher wages were reportedly threatened with arrest for military service.

25. The MICS-TUsF also points to significant restrictions on freedom of association. Its leaders are repeatedly being stopped and searched while travelling to industrial zones to meet affiliated workers, their mobile phones are seized and inspected and they are threatened with detention. The MICS-TUsF reports eight such incidents involving its leaders during a three-month period; in one of them, union leaders were required to make an unofficial payment to continue their journey. The MICS-TUsF further denounces pressure by the Department of Labour on recognized labour organizations in Pyigyitagon Township to surrender their registration certificates, re-elect their executive committees or dissolve. It is reported that a registration officer in Pyigyitagon Township made phone calls to trade unionists, making coercive demands and threatening their job security and personal security, as a result of which at least five MICS-TUsF affiliates have been dissolved and forced to surrender their registration certificates.

26. In view of the numerous reported incidents of labour rights violations, the MICS-TUsF intends to continue to monitor forced labour and forced recruitment and, in cooperation with international partners, to establish an independent mechanism to document violations relating to Conventions Nos 29 and 87. It further stresses the need for continued attention to the recommendations of the Commission of Inquiry and the ASEAN 5PC, as well as for the monitoring of international brands to prevent their involvement in violence or labour and human rights violations, and for opposition to organizations established to undermine the role of legitimate labour unions.

27. The ITUC expresses deep concern at the continuing armed conflict, economic deterioration and pervasive climate of fear that undermine the conditions necessary for the effective exercise of rights under Conventions Nos 29 and 87. It indicates that the legal framework continues to criminalize independent trade union activity, providing for prison sentences for forming or joining organizations deemed to be associated with opposition movements or considered to be unregistered. Released unionists remain subject to stringent bail conditions and legal restrictions. In July 2026, the Solidarity Trade Union Myanmar (STUM) formally suspended all trade union operations, citing financial constraints and continuing legal pressure, which illustrates the severe impact of coercive measures imposed by the military authorities on freedom of association. The ITUC further recalls that, out of the 66 members of the Education Workers' Federation of Myanmar arrested, 25 remained in detention, including under long-term or life sentences; 28 members of the Myanmar Railway Workers Union Federation remained in detention on long-term sentences and 2 were under capital sentences; and around 100 unionists had either been arrested or remain subject to arrest warrants. Healthcare workers are also reportedly subjected to arrest, intimidation and restrictions on employment, with private hospitals and clinics pressured not to employ them, resulting in a direct chilling effect on the exercise of freedom of association. The ITUC also recalls the military's intense efforts to displace and supplant the independent Confederation of Trade Unions Myanmar (CTUM) and its affiliates with military-controlled or otherwise non-independent organizations. Since the coup, independent workplace trade unions have continued to face attacks and pressure forcing their members into exile and their replacement by organizations controlled by employers or individuals unable to genuinely represent workers due to fear of conscription.

28. The ITUC further expresses concern that none of the emergency laws and decrees have been repealed and that repression increasingly extends into the digital sphere, with the Cybersecurity Law No. 1/2025 providing for extensive acquisition and retention of user data by the authorities, criminalizing the use of VPNs, permitting the blocking of online platforms and

creating broadly framed offences relating to “false news” and threats to “unity” and “stability”. Reports indicate that military patrols are stopping residents to inspect their phones, further restricting workers’ ability to communicate, organize and exchange information and undermining the practical exercise of trade union rights. The legal framework has also been used to suppress dissent during the military-organized electoral process – amendments to the Election Protection Law criminalize expressions or criticism relating to the election and were associated with more than 400 arrests during the election period. The Passport Law adopted in March 2026 applies particularly harsh restrictions on persons convicted of political offences or deemed to constitute a security risk and has a direct impact on trade unionists and workers who have been forced into exile, restricting their ability to participate in international trade union activities or return safely to their country. The ITUC further highlights that almost 15,000 persons are currently detained, contributing to a pervasive climate of fear among workers and trade unions. The military also continues to suppress independent media and civil society, depriving workers’ organizations of the public space necessary to communicate and organize.

29. According to the ITUC, the military authorities continue to exact forced labour systematically in connection with military operations, as well as through forced agricultural and portering work and land confiscation. Such practices form part of a systemic pattern of coercion involving military authorities and local administrative structures. Of particular concern are reports of forced recruitment of civilians, including children, into the military, through coercive recruitment practices, such as financial pressure, threats and extortion. In addition, according to the ITUC, there has been no meaningful progress in implementing the recommendation of the Commission of Inquiry concerning the cessation of prison labour exacted pursuant to criminal proceedings lacking due process. Rather, reports indicate continuing repression and erosion of safeguards against arbitrary arrest and detention. The ITUC further indicates that widespread unpaid overtime contributes to a broader pattern of coercive labour practices.

30. On the basis of these considerations, the ITUC argues that the continued detention and prosecution of trade unionists, the forced suspension or dissolution of independent workers’ organizations, the forced exile of trade unionists, the interference in their activities, the creation of military- or employer-controlled workers’ organizations, widespread arbitrary arrests and the systematic suppression of civil liberties demonstrate that workers cannot exercise their rights under Convention No. 87 in conditions of freedom and security. At the same time, coercive military recruitment, forced labour in support of military operations and the continued absence of effective safeguards against forced labour demonstrate the military authorities’ continuing failure to comply with Convention No. 29. The ITUC therefore expresses deep concern at the complete lack of progress by the military authorities in implementing the 11 recommendations of the Commission of Inquiry, with the situation continuing to deteriorate since the adoption of the article 33 resolution. The violations identified by the Commission of Inquiry have been reinforced through additional legislation, surveillance mechanisms and coercive practices. The ITUC therefore urges the Governing Body to pursue the implementation of the article 33 resolution as a matter of urgency and to operationalize the monitoring mechanism without further delay, with a view to securing the full implementation of the Commission of Inquiry’s recommendations.

31. The ITUC-Asia Pacific issued a press release in October 2026, reporting that, ahead of the ASEAN Forum on Migrant Labour, it had urged ASEAN to reject attempts by Myanmar’s military regime to hijack the identities of independent trade unions and warned that military-affiliated organizations were seeking to falsely present themselves as legitimate representatives of Myanmar’s workers, despite having no democratic mandate to do so. In particular, it pointed

to the military's attempts to misappropriate the registered names, flags and logos of internationally recognized trade unions, including the CTUM. The ITUC-Asia Pacific noted that the absence of conditions guaranteeing freedom of association and allowing independent unions to operate freely remained a fundamental barrier to genuine and democratic workers' representation.

32. While employers' organizations continue to promote responsible business conduct, awareness of international labour standards and livelihood recovery, they also draw attention to mounting pressures on enterprises, including insecurity, rising operating costs, regulatory constraints and disruptions to business activities. The UMFCCI reports continued activities to promote responsible business conduct and awareness of international labour standards, particularly Conventions Nos 29 and 87. It has made progress in the validation of its *Employers Guidebook on Preventing and Addressing Forced Labour in the Private Sector*, incorporating technical input from the ILO, with its formal launch planned for October 2026. Through its Industrial Relations and Employer Organisation Working Committee and Employer Organisation Department (EOD), the UMFCCI continues to disseminate guidance on forced labour, child labour and relevant labour legislation and to gather employers' perspectives on challenges relating to Conventions Nos 29 and 87. Awareness-raising is also incorporated into post-earthquake recovery and disaster resilience activities.

33. The UMFCCI further reports continued engagement in industrial relations and workplace dispute resolution. In its interactions with local authorities, it advocates for workers' right to peaceful protest in accordance with local regulations and is engaged with trade unions, labour activists and industrial zone authorities with a view to enabling strikes to take place freely and safely within factory premises and facilitating bipartite solutions that safeguard livelihoods and labour rights. It also continues to mediate workplace disputes and support the establishment and functioning of representative Workplace Coordination Committees. In addition, through the Myanmar Employers Decent Work Initiative, the UMFCCI continues to promote responsible business practices and awareness of Conventions Nos 29, 87, the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), in the food service sector through the Myanmar Ethical Teashops and Tablespaces Alliances, while supporting the Myanmar Garment Manufacturers Association's Voluntary Labour Compliance Assessment.

34. In relation to livelihood recovery following the 2025 earthquake, the UMFCCI reports continued collaboration with the ILO and its affiliated associations. In addition to five vocational training courses benefiting 123 participants in 2025, two further courses in advanced sewing and snack and confectionery production were organized in February–March 2026 for 77 participants, of whom 70 were women, including internally displaced persons from conflict-affected areas. The UMFCCI also collaborated with the ILO to provide Start Your Business training to 41 selected participants. Ten participants subsequently received in-kind equipment or materials to establish businesses, including sewing, bakery, weaving, printing and other small enterprises, complemented by coaching and follow-up visits.

35. Finally, the UMFCCI reports several initiatives aimed at strengthening employers' capacity and resilience. It is jointly implementing a study on the role of employers and businesses in natural disaster response and resilience in Myanmar and three other Asia-Pacific countries, with a view to documenting experience and identifying opportunities for partnerships with the public sector, civil society and humanitarian organizations. The project is also used to promote responsible business practices, occupational safety and health and awareness of Conventions Nos 29 and 87. Meanwhile, the EOD continues to provide labour law advisory services, as well as dispute-resolution counselling and training. Between January and August 2026, it handled

74 advisory cases covering matters such as termination, factory-closure compensation, leave entitlements, working hours and overtime, temporary shutdowns and employment contracts. A 12-subject workplace labour rights training programme was also delivered in May–June 2026 to strengthen employers' labour management capacity.

36. The Myanmar Employers Organisation (MEO) [25] reports a further deterioration in the operating environment for private enterprises, particularly in conflict-affected areas, with growing risks to the security of business owners, personnel and commercial assets. It reports a series of arrests and seizures by the military involving fuel businesses in Madaya in April and May 2026, in which two civilian fuel sellers and a fuel station owner were reportedly detained and a total of 1,890 gallons of fuel seized under section 37 of the Petroleum and Petroleum Products Law. In this regard, the MEO expresses concern about the "judicial weaponization" of administrative and commercial legislation by the military authorities to justify the seizure of private assets and detention of business owners. Such application of the law departs from its regulatory purpose of ensuring safety and standardization and instead facilitates arbitrary enforcement against private enterprises, thereby undermining legal certainty, the security and protection of private property and the ability of employers to operate in compliance with applicable legislation.

37. More broadly, the MEO reports that insecurity and the targeting of commercial assets have adverse effects on employer–worker relations, contractual obligations, workplace safety and the continuity of business operations. It highlights increased risks for investment and insurance, difficulties in conducting business due diligence and growing disruption to supply chains, particularly along strategically important transport routes. It considers that these developments risk further weakening the formal private sector and pushing economic activity towards informal arrangements, with potentially significant consequences for employment, livelihoods and the functioning of enterprises in Myanmar.

38. The European Chamber of Commerce in Myanmar (EuroCham Myanmar) indicates that, as demonstrated by the results of its June 2026 Business Confidence Survey (BCS), businesses in Myanmar continue to face a difficult operating environment, characterized by sharply rising costs, regulatory constraints, human resource challenges and continuing operational uncertainty. Increasing fuel prices emerged as the most frequently reported challenge, followed by regulatory challenges, including business licensing and import permits, as well as difficulties related to staff resignations and attracting talent. Employers continue to report constraints affecting business operations and financial transactions, including logistics-related difficulties, border closures, delays and costs, banking and foreign exchange challenges, reputational risks and pressure from stakeholders, as well as digital connectivity issues, including slow internet speeds and difficulties associated with virtual private networks. Respondents further reported increased pressure from headquarters, low demand, illicit imports, uncertainty regarding the commitment of peer companies and difficulties in obtaining or extending business visas. The findings demonstrate that, while some infrastructure, security and logistics-related concerns were reported less frequently than in earlier survey rounds, enterprises faced increased pressures associated with fuel costs and talent retention, alongside persistent regulatory constraints.

39. EuroCham Myanmar further reports that employers in the country have adopted a range of measures to support their workers struggling with high inflation and increased living costs. Salary increases were the most commonly reported response, implemented by 70 per cent of

[25] The MEO is an employers' organization established in 2024 in exile.

companies, while 43 per cent provided special allowances for expenses such as transportation, mobile communications, meals and housing, and the same proportion provided bonuses, including annual, attendance, service-year and efficiency-related payments. In addition, 35 per cent provided training and development support and 28 per cent offered additional monthly hardship allowances.

D. ILO operations in Myanmar

40. The ILO Liaison Office continued to implement development activities benefiting the Myanmar people in accordance with the 2025 resolution and the United Nations Country Team Programmatic Engagement Guidelines, without providing any direct support to the military authorities. ILO operations focused on disaster and conflict-affected areas and were delivered through workers' and employers' organizations, civil society organizations and community-based partners. All interventions were designed to ensure that assistance directly benefited workers, employers and communities, while mitigating operational, security and reputational risks in a highly constrained operating environment.

41. Building on the earthquake responses undertaken in 2025–26, the ILO Liaison Office delivered the consolidated "Enhanced Livelihood Recovery and Community Resilience Project" in earthquake-affected areas. Activities focused on skills and employability by supporting local skills development centres, providing vocational training, on-the-job learning and Start Your Business training. From January to August 2026, 120 participants completed training-of-trainers courses, while 5,136 beneficiaries received vocational skills training, direct education support, safe migration orientation and legal services. The Liaison Office supported the UN Myanmar working group in formulating guidelines for cash-for-work operations, coordinated by the United Nations Office for the Coordination of Humanitarian Affairs (OCHA).

42. In June 2026, the Liaison Office launched a new technical cooperation project focused on livelihood opportunities for vulnerable workers, in partnership with UNOPS and the European Union. Implemented through a consortium of national partners, the project provides livelihood support to workers who have lost or are at risk of losing their income.

43. With respect to labour migration, the Office continued its collaboration with civil society organizations and trade unions to support safe migration and advance migrant protection under the Ship to Shore Rights South-East Asia and TRIANGLE Partnerships programmes. Through ILO-supported Migrant Worker Resource Centres (MRCs) and partner networks, inclusive, gender-responsive and community-based support services were provided to 26,752 migrant workers, returnees and deportees across conflict-prone regions and border areas in Myanmar in 2026. Key services included safe migration information and counselling, legal aid, pre-departure orientation, reintegration support, vocational and women's leadership training, emergency assistance for deportees, targeted livelihood assistance for women and support for national and cross-border networking between civil society organizations in Myanmar and neighbouring countries. The Liaison Office also resumed the Yay Kyi Yar campaign, which provides information and assistance to migrant workers through educational content on safe migration and decent work through social media, reaching more than 1.5 million Myanmar followers across ten countries. The new phase of the project aims to further expand access to information for migrant workers and their family members, particularly in the fishing, seafood and aquaculture sectors.

44. The Liaison Office successfully concluded its implementation of the Achieving Reduction of Child Labour in Support of Education (ARISE) – Phase II project in August 2026, with financial support from the Government of Japan. Implemented across eight townships and 79 villages,

the project adopted an integrated, community-based approach to addressing the underlying drivers of the worst forms of child labour. A comprehensive Situation Analysis on the Worst Forms of Child Labour was completed and validated through a multi-stakeholder workshop, providing an evidence base for future child labour programming. The ARISE project continued to strengthen access to education, skills development and livelihood opportunities for vulnerable children, youth and families. Education support reached 567 vulnerable children, while 155 out-of-school children and youth completed vocational training and 176 caregivers and youth received livelihood training with the aim of strengthening household resilience and addressing economic factors contributing to child labour. The Office also strengthened community-based child labour prevention and referral mechanisms through the Child Labour Monitoring System (CLMS), which identified and documented 198 child labour cases for referral and follow-up. Despite significant security, access and operational challenges, the project achieved its planned outcomes and strengthened local capacity and mechanisms for continued efforts to eliminate the worst forms of child labour.

45. The Liaison Office continued to manage operational constraints, including those related to banking arrangements, staff visas and movement, while maintaining programme delivery and coordination with partners. Regarding bank transactions, the Liaison Office received four transfers to replenish funds for programme activities and operations in the local ILO bank account. With respect to visa extensions, the Liaison Officer received a visa valid until December 2026, while the second international staff member received an entry visa and a stay permit. Since January 2026, eight ILO officials have obtained visas for short-term missions to Myanmar.

46. Finally, regarding the recommendations of the Commission of Inquiry, the Liaison Officer has been communicating with the Ministry of Labour of the military authorities to press for the good-faith implementation of these recommendations, as well as the recommendations of the ILO supervisory bodies, the decisions of the Governing Body and the 2025 resolution.

▶ III. Follow-up to the article 33 resolution

47. The article 33 resolution adopted in June 2025 invited ILO constituents – governments, employers and workers – to take a number of measures to contribute to the implementation by Myanmar of the recommendations of the Commission of Inquiry and to prevent further violations of freedom of association and the prohibition of forced labour, while continuing to support activities benefiting directly the Myanmar people and their communities. The resolution invited ILO constituents and relevant international entities to report to the Director-General on any initiatives or steps taken, or other relevant developments, for transmission to the Governing Body. This section summarizes written submissions received in 2026, as well as the initiatives undertaken by the Office.

A. Measures reported by ILO constituents

Measures reported by Member States

48. In a communication dated 28 September 2026, the Government of *Australia* reiterated its strong condemnation of the actions of Myanmar's authorities, including ongoing attacks against civilians and continued violations of human and fundamental labour rights. It expressed deep concern at the authorities' persistent failure to address the serious issues

raised by the Commission of Inquiry and ILO supervisory bodies, including the lack of genuine engagement with and credible progress towards full implementation of their recommendations. The Government supported international efforts to pursue accountability and recalled statements delivered during the special sitting of the Committee on the Application of Standards in June 2026, as well as at previous Governing Body sessions, where it had expressed serious concern about reports of forced labour, restrictions on freedom of association and suppression of trade union activities. The Australian Ambassador to Counter Modern Slavery, People Smuggling and Human Trafficking continued to drive international and regional cooperation and close collaboration with partners to strengthen responses to forced labour, including efforts to counteract the proliferation of scam centres. Australia did not promote Myanmar as a market for new entrants, nor did it recommend it for investment, and it imposed targeted sanctions on members of the military regime responsible for the violent repression of the people, as well as on commercial entities with direct links to the regime. The Government acknowledged its international obligations concerning refugees and indicated that it provided access to protection visas to individuals, including trade unionists and human rights defenders, who were found to engage Australia's non-refoulement obligations. While Australia was contributing substantially to humanitarian assistance in Myanmar, it did not provide direct funding to the military authorities and took proactive steps to ensure that such assistance did not give credibility or legitimacy to the regime. The Government expressed continued support for measures under the article 33 resolution, including the establishment of a credible monitoring mechanism to ensure Myanmar's compliance with the recommendations of the Commission of Inquiry.

49. In a communication dated 21 September 2026, the Government of *Austria* indicated its alignment with the submission provided by the European Union. It further indicated that the Federal Ministry of Labour, Social Affairs, Health, Care and Consumer Protection had drawn the attention of the relevant federal ministries to the article 33 resolution and that the resolution, as well as detailed explanatory information, had also been transmitted to the following representative organizations: Austrian Federal Economic Chamber, Federal Chamber of Labour, Federation of Austrian Industries, Austrian Trade Union Federation, Austrian Chamber of Agricultural Workers and Austrian Chamber of Agriculture.

50. In a communication dated 5 October 2026, the Government of *Canada* indicated that it had implemented a comprehensive approach consistent with the objectives of the 2025 resolution, condemning the actions of the military regime and not recognizing it as the legitimate representative of Myanmar's people. Canada maintained autonomous sanctions targeting individuals and entities associated with the military regime and involved in serious human rights violations. Businesses operating in Myanmar were advised to exercise heightened due diligence in light of the ongoing conflict, widespread human rights concerns, sanctions-related risks and the possibility that commercial activities may directly or indirectly benefit the military regime or entities linked to it. The Government further expressed serious concern about the proliferation of illicit economies and scam centres contributing to labour exploitation, forced labour and human trafficking, as well as about the regime's use of forced conscription through coercive practices, including intimidation, abduction, violence, extortion and recruitment of underage and other vulnerable individuals.

51. In a communication dated 23 September 2026, the European Union and its Member States (*Austria, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Kingdom of the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain* and *Sweden*) expressed deep concern about the continuously deteriorating situation in Myanmar, in particular ongoing violations of

fundamental labour rights and basic civil liberties, including forced or compulsory labour imposed by the military regime and violent forms of abuse against women trade unionists. While some measures, such as the release of a number of trade unionists, were welcome, the EU and its Member States condemned in the strongest possible terms, the repressive actions of the Myanmar military, including serious incidents and violence against trade union leaders, widespread labour rights abuses and oppression of trade unions.

52. In response to these violations, direct EU assistance to Myanmar was suspended immediately after the coup, but vital support to the civilian population continued through international partners and civil society organizations. The European Union's response focused on exerting pressure on the military regime through targeted restrictive measures, while maintaining the Everything But Arms (EBA) trade preferences and part of its development assistance to those in need, consistent with the "do no harm" principle. The European Union adopted nine packages of individual sanctions targeting 105 individuals and 22 entities, among them key military officials. The measures included travel bans for individuals, asset freezes, a prohibition on making funds or economic resources available to listed individuals and entities, an arms embargo, an export ban on equipment that might be used for internal repression, an export ban on dual-use goods, a ban on providing technical assistance or financing military activities, a prohibition on military training and cooperation with the Myanmar armed forces and a ban on equipment, technology and software used to monitor or intercept internet or telephone communications. In April 2026, the Council of the European Union extended the restrictive measures in view of the situation in Myanmar until 30 April 2027.

53. Since the 2021 coup d'état, the EU and its Member States have been supporting Myanmar workers through programmes addressing their most immediate needs while laying the groundwork for long-term resilience. In the garment sector, this included forging alliances with responsible brands to uphold higher labour rights despite the crisis, such as the Multistakeholder Alliance for Decent Employment in Myanmar (MADE in Myanmar), which aimed to strengthen responsible business practices in the textile, apparel and footwear sector and promote compliance with international labour standards. EuroCham Myanmar supported European companies in continuing their operations in a high-risk market and continued dialogue with trade unions and industry groups to exchange views on how to support workers' rights, including freedom of association, and to avoid forced labour. Under its Humanitarian-Development-Peace Nexus approach, the EU and its Member States provided vulnerable communities and internally displaced persons in Myanmar with essential humanitarian assistance and livelihood support through local civil society organizations, helping to meet immediate needs while strengthening economic resilience amid ongoing conflict and displacement. They actively engaged with concerned stakeholders to contribute to the implementation of the recommendations of the Commission of Inquiry, with a particular emphasis on making ensuring that the space for freedom of association and the protection of labour rights were not further diminished. The EU and its Member States recalled that the applicable asylum system guaranteed that no individual would be sent back to a place where they risked persecution and reiterated their commitment to working with the ILO and its constituents to secure compliance by Myanmar with the recommendations of the Commission of Inquiry.

54. In communications dated 11 and 14 September 2026, the Government of *Honduras* reaffirmed its commitment to the prevention and eradication of forced or compulsory labour, including through the adoption of an executive order in July 2026 prohibiting the importation into the national territory of goods produced wholly or partially through forced or compulsory labour. While Honduras did not maintain significant trade relations with Myanmar, the scope of the

executive order and its implementing regulations enabled it to address not only potential direct commercial transactions but also situations in which international goods or inputs linked to forced labour could be connected to international supply chains and subsequently be destined for the Honduran market. The Government continued to monitor its commercial relations to ensure that they do not facilitate or benefit from forced or compulsory labour practices.

55. In a communication dated 1 September 2026, the Government of *Madagascar* indicated that the competent national authorities had reviewed their institutional and economic relations with Myanmar. Madagascar had no strategic trade agreement, specific bilateral cooperation arrangement or direct diplomatic or economic relations with the current military authorities that could enable, facilitate or perpetuate the violations of workers' rights identified by the Commission of Inquiry. The Government also reiterated its strict respect for the principle of non-refoulement, indicating that no expulsion or refoulement measure would be applied against nationals or protected persons who might be exposed to serious violations of their fundamental rights or to forced labour practices. The Government continued to closely monitor developments in Myanmar and reiterated its full support for the ILO supervisory mechanisms aimed at ensuring the effective restoration of freedom of association, the elimination of forced labour and the promotion of social justice in the country.

56. In a communication dated 21 September 2026, established in consultation with the most representative organizations of employers and workers, the Government of *Kingdom of the Netherlands* aligned itself with the statement made by the EU and its Member States. It further indicated that it deemed the elections organized by the military regime not to be in line with international standards; it did not recognize the Myanmar regime as the legitimate representative of the people of Myanmar; had ceased all projects involving the Myanmar regime; and maintained very minimal, technical-only contact with it, all the while continuing to support the people of Myanmar in their call for a peaceful and democratic future. The Government, together with the European Union, would continue to draw attention to human rights violations, including serious violations of the right to freedom of association and instances of forced labour, as found in the report of the Commission of Inquiry. The Government added that it had advised Dutch businesses about the recommendations of the Commission of Inquiry and expected all companies conducting business internationally to implement the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the UN Guiding Principles on Business and Human Rights.

57. In a communication dated 9 September 2026, the Government of *the United Kingdom of Great Britain and Northern Ireland* recalled that it had supported the measures invoked by the 2025 resolution and remained committed to their implementation. It had consistently called on the military authorities to uphold basic civil liberties and trade union rights and to respect the rights of workers, and had imposed 19 rounds of sanctions since 2021, which also concerned individuals and entities involved in repressing the civilian population. The Government had suspended all trade promotion activity in Myanmar, and businesses that continued to operate in the country were required to comply with UK sanctions and export controls and were expected to undertake robust enhanced due diligence. Businesses were further advised to ensure that their activities did not support the military, military-linked entities or sanctioned actors or enable, facilitate or prolong violations of workers' rights, including forced labour and restrictions on freedom of association.

58. The Government further indicated that UK-supported programming funded legal assistance and case management for labour rights violations in factory settings, including cash assistance, temporary safe shelter, basic material support and psychosocial counselling for

workers facing unfair labour practices and violations. The programme also supported awareness-raising on safe migration and labour exploitation. The Government recalled that it had convened numerous meetings on Myanmar at the UN Security Council to keep it on its agenda and would continue to pressure for the implementation of Security Council resolution 2669 and support action by the Human Rights Council.

Measures reported by workers' and employers' organizations

59. In a communicated dated 7 September 2026, the Austrian Federal Chamber of Labour indicated that it had expressly welcomed the resolution adopted under article 33 of the ILO Constitution. Both the Federal Chamber of Labour and the Chambers of Labour attached great importance to ensuring that the continuing violations by Myanmar of Conventions Nos 87 and 29 were effectively addressed. Despite the extensive economic sanctions already in place, there were no indications that the military junta was prepared to change course. Forced labour, violence, torture and inhuman treatment of the civilian population, and particularly of trade unionists, remained widespread. Only increased political and economic pressure offered a possibility of compelling the military junta to implement the necessary measures. The Federal Chamber of Labour therefore called on the Austrian Government to make a clear commitment to a foreign economic policy that effectively and sustainably protected human rights and to give tangible expression to this commitment through clear sanctions and political pressure at all levels. In this context, there was urgent need to implement the Corporate Sustainability Due Diligence Directive (Supply Chain Directive), since only an effective Austrian supply chain law could ensure that companies comply with due diligence obligations throughout their value chains and thus prevent and mitigate direct or indirect contribution to human or labour rights violations.

60. In a communication dated 12 September 2026, EuroCham Myanmar indicated that it had been supporting its members in their efforts to carry out heightened due diligence as part of its commitment to upholding international labour standards, including through a series of discussions on heightened human rights due diligence (hHRDD). It highlighted activities undertaken specifically in follow-up to the article 33 resolution, which included a discussion on the resolution immediately after its adoption in June 2025, as well as following the special sitting of the Committee on the Application of Standards in June 2026. EuroCham had also published business guidance on the 2025 resolution, setting out five practical recommendations for businesses to adopt and implement in response to the resolution and engaged in bilateral discussions with trade union federations. It further reported that it had issued statements welcoming the release of some unionists in October 2025, recognizing the vital role of effective trade unions in safeguarding responsible business operations and fair labour standards in Myanmar. It emphasized that the unimpeded work of Myanmar's trade unions was essential in supporting and ensuring an environment that complied with the heightened due diligence efforts of European brands and businesses operating in or sourcing from Myanmar. EuroCham also reported advocacy campaigns on hHRDD, wage advocacy, trade-union engagement, social dialogue and workforce development, with the stated aim of protecting labour standards and livelihoods while enabling responsible European businesses to continue operating or sourcing in Myanmar.

61. In a communication dated 21 September 2021, the Federation of Dutch Trade Unions (FNV) and the Christian National Trade Union Federation (CNV) indicated that it was important for the Dutch Government to coordinate with Australia and ASEAN partners to maintain pressure on the Myanmar military authorities and to ensure that Myanmar did not regain access to ASEAN processes until it showed meaningful progress towards the implementation of the 5PC

and the article 33 monitoring. Besides supporting political efforts, including a side event on Myanmar during the 358th Session of the Governing Body, the Government of the Kingdom of the Netherlands should also provide political and financial support to establish a credible and independent monitoring mechanism under article 33. Such a mechanism would provide effective oversight of the junta's actions and give ASEAN governments a structured and credible basis for principled engagement with the situation in Myanmar. The Government should also support stronger legislative and regulatory action to ensure the effective enforcement of existing sanctions against actors in the energy sector, so as to prevent the military authorities from accessing aviation fuel and sustaining air operations against civilians.

62. In a communication dated 4 September 2026, the Independent Self-Governing Trade Union "Solidarity" (NSZZ "Solidarność") observed with deep concern the situation of labour rights in Myanmar under the military junta and was exploring opportunities to provide direct assistance to the CTUM, as the representative of the independent trade union movement. It confirmed its readiness to continue constructive cooperation aimed at restoring genuine tripartite social dialogue and ensuring full respect for labour rights in Myanmar.

63. In a communication dated 12 August 2026, the Swedish Agency for Government Employers indicated that it did not envisage taking any measures in relation to Myanmar within the scope of the matters referred to in the Director-General's communication.

B. Measures reported by international entities

64. In a communication dated 21 September 2026, the IIMM indicated that the information and evidence it had collected supported the conclusions of the Commission of Inquiry on Myanmar's non-compliance with Conventions Nos 29 and 87. Since February 2021, human rights defenders and unionists had been subjected to violence during peaceful protests, arrested, interrogated and mistreated. The IIMM collected information suggesting that those released under amnesty were required to sign notes promising not to take up political activities again under the threat of re-arrest and were subjected to surveillance by the military upon release. According to the material and evidence collected, suppression of civil liberties and violence continued, with the military having become increasingly reliant on aerial operations, which had increased both in number and frequency. The IIMM had identified a clear pattern of aerial attacks deliberately targeting civilian objects, including villages, schools, religious and cultural buildings and sites, camps for internally displaced persons and medical facilities. It had further noted the increasing number of military orders and other legislative measures adopted since February 2021 restricting freedom of association and basic civil liberties, including the 2025 election law which had been widely used to arbitrarily arrest large numbers of civilians during the election period. Surveillance of the population also continued, with the military using advanced surveillance technology to monitor the population and track down members of the opposition movement. Finally, the IIMM indicated that the military and its allied forces had conscripted men, youth and children as young as 10 years of age and that some of the conscriptions were also conducted by non-state groups.

65. In a communication dated 30 September 2026, the OHCHR pointed to grave and ongoing human rights concerns, with conscription among the key drivers of the deterioration of the human rights crisis. According to open sources, over 270 abductions, arbitrary arrests and possible enforced disappearances associated with conscription by the military authorities were alleged and reported in 2026. Incidents reportedly occurred in urban and rural areas, both by day and by night, at checkpoints, while alone or in the company of others and as a consequence of arrests. Village administrators, along with the police and military-affiliated militias, continued to play a key role in the local conscription process. In order to meet military-imposed

quotas at village or township level, they identified conscripts and detained them. Families were requested to pay bribes and ransoms to secure their release. Since the activation of its conscription process, the military had subjected the Rohingya to forced military service, under a rotational system through which trained Rohingya were repeatedly called up to serve at bases, fight on the front lines and perform forced labour. According to local sources, 1,981 Rohingya from Sittwe were conscripted by the military between June 2025 and May 2026, with reports of abusive conditions, including forced alcohol consumption, denial of rest and physical abuse. Arbitrary military conscription and forced recruitment practices drove thousands to flee abroad, depriving the economy of part of its workforce.

66. Reports of forced recruitment practices by armed groups opposing the military regime were also received, including reports concerning the Arakan Army and Rohingya armed groups targeting the Rohingya people. Recruiters demanded that villagers meet quotas, and both men and women, boys and girls, were being recruited, including children as young as 12 years of age. Rohingya people also suffered other forms of forced labour imposed by the Arakan Army, organized at the village level, with each village compelled to provide labourers to the army for a certain number of days each week or month. Children as young as 6 years of age were systematically used for labour to clear the jungle, construct buildings and do menial work for Rakhine families. Local sources reported 2,353 instances of forced labour involving Rohingya in northern Rakhine in January 2026 alone, with 75 instances involving children.

67. The OHCHR further reported that the rapid expansion of rare earth mining had generated a highly exploitative and largely unregulated labour market characterized by serious labour rights abuses and indicators of forced labour, including prolonged withholding of wages. The OHCHR further documented human and labour rights abuses in scam centres, including forced labour, torture and sexual violence, as well as in the mining sector, often disproportionately affecting women.

68. Civil space continued to deteriorate, characterized by arrests, intimidation of political opponents and a lack of space to express any form of dissent. A total of 341 individuals were reportedly arrested and prosecuted in the context of the general elections in December 2025 and January 2026, with prison sentences of up to 49 years, clearly illustrating how the military regime used the law and the courts to persecute opponents peacefully exercising their rights. Further concerns were noted with the introduction of new technologies for surveillance purposes, such as the use of the Person Scrutinization and Monitoring System (PSMS) – a unique surveillance technology that combined smart ID card tracking, CCTV networks and artificial intelligence (AI) – allowing the military to efficiently identify and track individuals suspected of opposing them (from March to April 2025, some 1,650 people had been arrested with the support of PSMS in the Mandalay Region). In March 2026, the military introduced regulations implementing the 2022 Association Registration Law, further restricting civic space and freedom of association through broad grounds for denying or cancelling registration, substantial financial requirements, mandatory police vetting and onerous reporting obligations, all of which facilitated extensive State surveillance. By August 2026, the military authorities had raided and inspected civil society organizations, detaining personnel and targeting unregistered groups, prompting several organizations to suspend their activities. Also in March 2026, the military adopted a new Passport Law, introducing restrictive administrative requirements and vaguely defined grounds for refusing or revoking passports, with no effective remedies. The law further expanded military control over freedom of movement, enabled increased surveillance and targeting of political opponents and could particularly affect human rights defenders, trade unionists and nationals with personal security concerns.

69. Regarding trade unions, the OHCHR reported that the STUM – one of the country's most prominent independent labour organizations, terminated its activities in July 2026, citing severe financial difficulties. This decision followed years of harassment, surveillance and targeted detentions by the military authorities, including the arrest of its founder and leader and nine other members in July 2025. These arrests and stringent bail conditions, together with wider restrictions affecting independent civil society organizations, contributed to the financial and organizational pressure preceding the union's closure, which left thousands of workers without access to institutional support, legal assistance and collective representation.

C. Measures taken by the Office

70. As mandated by the article 33 resolution and subsequent Governing Body decisions, the Office continued to provide support to Myanmar workers and employers, including through the implementation of the Enhanced Livelihood Recovery and Community Resilience Project in earthquake-affected areas in Myanmar, as well as projects aimed at promoting safe migration and reducing and preventing child labour, channelling support to the Myanmar people through independent trade unions, employers' and community-based organizations. Further measures and projects implemented by the Liaison Office in support of the local population are detailed above in paragraphs 40–46.

71. As per the request of the Governing Body, the Office submitted a report on the latest developments in the country to inform the special sitting of the Committee on the Application of Standards at the 114th Session (June 2026) of the Conference. [26]

72. Since the last report, the Office has continued, in consultation with the IOE and the ITUC, the preparatory work necessary for the establishment of the monitoring mechanism mandated by the 2025 Conference resolution [27] and subsequent decisions of the Governing Body. As previously indicated, the mechanism is intended to fulfil its mandate by providing a confidential, credible, independent and protection-sensitive means of collecting, preserving and assessing information concerning ongoing violations of fundamental rights in Myanmar, with particular attention to the prohibition of forced labour and to freedom of association and related civil liberties, in the context of Conventions Nos 29 and 87 and in follow-up to the recommendations of the Commission of Inquiry. In this regard, modalities are being considered to ensure that the mechanism can receive and give due consideration to the voices of individuals and organizations affected by such violations throughout Myanmar. Through the documentation and assessment of confidential and credible information, the mechanism will support the ILO's supervisory and engagement functions and contribute to enhanced accountability of public authorities regarding reported violations. While not exercising any adjudicative function, the mechanism will contribute to the implementation of the Conference resolution by promoting transparent reporting, enhancing accountability for ongoing violations and supporting access to expeditious and effective redress for victims. To this end, and where appropriate and feasible, it will facilitate access to appropriate protection and existing remedy measures for victims.

[26] ILO, Director General's report on the latest developments regarding the situation of freedom of association and forced labour in Myanmar, 29 May 2026.

[27] ILO, Resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar, International Labour Conference, 113th Session, 2025, para. 3(b), which invites the Director-General to: "develop relevant and appropriate monitoring mechanisms for the confidential and credible documentation of ongoing fundamental rights violations in the country with a view to transparent reporting, ensuring accountability and delivering expeditious and effective redress to the victims".

73. At the request of the Governing Body, the Office engaged in extensive consultations with the IOE and the ITUC, which addressed key aspects of the mechanism's design and functioning, including its mandate and scope, security arrangements for the safe submission of information, modalities for verifying the authenticity of organizational submissions through the direct involvement of the IOE and the ITUC, confidentiality safeguards and follow-up procedures. This resulted in a refined Office proposal, drawing also on technical, legal, operational and protection expertise from across the Office. There remain, however, certain aspects of the scope and modalities of the monitoring mechanism on which the parties have yet to reach a common view. The Office will therefore continue to engage with both entities, through an iterative process, taking their respective perspectives into account, while in parallel advancing the operationalization of the mechanism, giving effect to the mandate established by the 2025 resolution.

74. The refined operational framework of the mechanism covers governance arrangements, operating procedures, safeguards, limitations, information management, assessment processes and follow-up modalities. In particular, it is proposed that the IOE and the ITUC be part of the verification process regarding the authenticity of organizations submitting information to the mechanism, to ensure that information originates from genuine employers' and workers' organizations, whereas the technical assessment of the substance of the submissions received will remain the sole responsibility of the Office. In this respect, the operational framework of the mechanism provides for the systematic collection, assessment and analysis of information concerning alleged violations, guided by the normative framework of Conventions Nos 29 and 87 and the findings and recommendations of the Commission of Inquiry. In doing so, a clear distinction should be made between, on the one hand, information corroborated through multiple credible sources, and on the other, unverified allegations, while ensuring the protection of individuals and organizations providing information. The operational framework also provides for arrangements to facilitate appropriate follow-up to information collected, consistent with the mandate established by the Conference resolution and within the limits of the ILO's constitutional role. Accordingly, the collection of information will be designed to support credible documentation, identification of trends and patterns and evidence-based synthesized reporting to the Governing Body and ILO supervisory bodies. Follow-up action would also include measures to strengthen cooperation with relevant actors, support for accountability efforts for conduct that is inconsistent with Conventions Nos 29 and 87 and the facilitation, where appropriate and feasible, of access to existing avenues of protection and redress.

75. The Office recognizes that the operational environment in Myanmar presents a range of evolving challenges that may affect the implementation of the mechanism. For this reason, the proposed operational framework allows for flexibility and adaptation, enabling operational arrangements to be adjusted as necessary in response to changing circumstances while maintaining fidelity to its mandate and core principles. Considerable work has been undertaken to develop processes and systems that would enable the mechanism to operate effectively in the current volatile context while ensuring compliance with principles of confidentiality, data protection and the "do no harm" principle. Participation in the mechanism will be voluntary, based on informed consent of information providers and subject to strong data protection measures. To further safeguard information providers and preserve the integrity of the mechanism, the precise configuration of its operational and security arrangements will not be publicly disclosed. Similarly, the Liaison Office will not be involved in any aspect of the monitoring mechanism.

76. While consultations with the social partners remain under way to finalize certain aspects of the scope and modalities of the mechanism, there is a shared recognition of the importance of advancing its establishment in accordance with the 2025 resolution. To support timely development and operationalization, the budget required for the mechanism has been submitted for consideration under the Regular Budget Supplementary Account (RBSA). Its approval would provide the targeted and catalytic investment necessary to support the establishment and initial operationalization of the mechanism, including the required human, technical and operational capacities. Subject to the availability of resources and the fulfilment of the necessary readiness conditions, the Office envisages a phased implementation approach, including pilot testing followed by full operationalization. The Office will continue to keep the Governing Body informed of progress and report on further developments as preparatory work and consultations with the IOE and the ITUC advance.

77. Further to the continuing work on the development of a monitoring mechanism and projects implemented by the Liaison Office, the Office also continues its collaboration and engagement with relevant UN entities and other involved actors, including through the Inter-Agency Working Group on Myanmar (IAWG). The Office will also continue consultations with relevant United Nations mandate holders to ensure coherence and foster synergies regarding the implementation of the recommendations of the Commission of Inquiry, within the scope of their respective mandates. It will further continue to collect information provided by tripartite constituents on the implementation of the measures adopted under article 33 of the ILO Constitution and update the Governing Body in this regard at its October–November sessions.

▶ IV. Follow-up to the Commission of Inquiry's recommendations

A. Communications from the military authorities

78. On 21 September 2026, the military authorities submitted a report on progress made by Myanmar following the report of the Commission of Inquiry (see Appendix II). The military authorities provide an update on political developments in the country, indicating that general elections were held in 80 per cent of the townships through what the authorities describe as a free, fair, transparent and multiparty electoral process. As a result, the People's Assembly, the National Assembly and the Union Assembly convened in March 2026, marking the resumption of the country's legislative process. In April 2026, Min Aung Hlaing (former commander-in-chief) was elected President, while Nyo Saw and Nan Ni Ni Aye assumed office as Vice-Presidents. The report further indicates that, in the spirit of nation-building and on humanitarian grounds, the President granted pardons and ordered the release of more than 4,000 prisoners, including Win Myint. Aung San Suu Kyi's sentence was commuted to house arrest and she was able to meet with a representative of the ICRC. The military authorities further provide information on a range of labour-related matters, including workforce skills development, the provision of social security benefits and educational allowances, the creation of employment opportunities, measures to promote safe and secure labour migration, measures to eliminate child labour, factory inspection activities and complaint mechanisms to resolve labour disputes.

79. Regarding the implementation of the recommendations of the Commission of Inquiry, the military authorities state, with regard to Convention No. 87, that there have been no incidents involving attacks on civilian infrastructure that would create a climate of violence and terror undermining the effective exercise of freedom of association. The report states that, should

any complaints or relevant information be received, the General Administration Department will review them in collaboration with the Ministry of Labour.

80. The military authorities further indicate that there have been no acts of violence or torture targeting trade union members or leaders. Similarly, no union members or labour activists are currently detained for the peaceful exercise of their labour rights. Where labour activists have been arrested, such arrests were not related to legitimate trade union activities but rather to violations of existing domestic law. Information concerning detained trade unionists should be transmitted to the Ministry of Foreign Affairs and the Ministry of Labour for action. Regarding individuals mentioned by the Commission of Inquiry and ILO supervisory bodies, the report indicates that they were tried and sentenced in accordance with due process for violating domestic laws and were later granted leniency through pardons or the withdrawal of charges on humanitarian grounds. In this regard, the military authorities reiterate previously provided information that: (i) Thet Hnin Aung, General Secretary of the MICS-TUsF had the charges pending against him withdrawn and was released; and (ii) Thet Htar Swe, Naing Lin Aung, nine STUM members and Myo Myo Aye (Director of the STUM) were released. With regard to the latter, the military authorities add that the case pending against her under section 66(d) of the Telecommunications Law was closed in May 2026. According to the military authorities, these measures demonstrate Myanmar's willingness to cooperate with the ILO.

81. The military authorities reiterate that the decision to revoke the citizenship of Maung Maung was based solely on violations of domestic laws and actions deemed to have disrupted the stability and peace of the State, and that the measure was taken in accordance with the law. It is reported, however, that passports and travel documents are being reviewed and issued in accordance with relevant procedures and that a person working in the interests of the State and the people can reapply for citizenship.

82. The report further indicates that Myanmar has not engaged in encouraging union-busting, interference or other abuses of trade union rights by private or public employers. It reiterates previously provided information concerning the change of leadership of the CTUM, stating that the change in CTUM leadership was initiated by the workers in the country who elected new officials in February 2025. The Ministry of Labour did not interfere in the process.

83. The report also indicates that there have been no amendments or additions to labour-related laws and that any amendments or enactments of other laws were carried out with the objective of ensuring State stability and peace.

84. In their report, the military authorities indicate that, up to August 2026, 3,140 workers' and employers' organizations had been registered and that awareness-raising activities for employers and workers on the right to form and operate labour organizations had continued. Between December 2023 and August 2026, awareness-raising discussions were conducted for a total of 153,967 workers across 3,666 workplaces. The Ministry of Labour also continues to conduct capacity-building training courses for members of workplace coordination committees. The military authorities further reiterate previously provided information on the settlement of labour disputes through workplace coordination committees and tripartite conciliation and arbitration bodies and provide the corresponding statistics in this regard. It is also reported that where collective bargaining demands arise, the Ministry of Labour visits workplaces with a view to facilitating negotiated solutions – 59 such demands arose and were successfully resolved between January 2025 and August 2026. Furthermore, tripartite meetings were held in August and September 2026 to address challenges faced in workplaces, and the Ministry of Labour examined and resolved cases of factory non-compliance with the

Labour Organization Law, 2011, resulting in monetary compensation for workers and fines being imposed on the factories.

85. The military authorities further state that the Disloyalty Civil Service (DCS) Movement was intentionally carried out to disrupt the functioning of the State administrative mechanism and that, as a consequence, disciplinary measures were imposed in accordance with civil service rules and regulations on individuals who abandoned essential service sectors or were absent without leave. Penalties were determined based on the severity of the offence committed (acts of incitement, participation in violent demonstrations, instigation of instability) and prior to imposing disciplinary measures, the individuals were invited to return to work and any restrictions were lifted on those who did. It is reported in this respect that out of the 7,894 healthcare workers removed, 1,412 have resumed their duties; out of 125,757 education workers, 2,866 were granted exemptions and 2,428 resumed their duties; and out of 55,059 civil servants who had participated in the DCS, 9,872 resumed their duties.

86. Regarding Convention No. 29, the military authorities indicate that: (i) out of 387 cases transferred to the National Complaints Mechanism (NCM) by the ILO Liaison Office in October 2020, 2 were closed, 152 contained complete and verifiable information and were being scrutinized and the remaining 233 cases lacked sufficient information and additional information was requested from the Liaison Office, without any reply; (ii) in October 2024, the National Committee for the Implementation of the NCM received a case of a minor being recruited, which led to his discharge; and (iii) an individual who was forcibly recruited for military service and lodged a complaint with the NCM in January 2026 was allowed to resign from the military in accordance with the applicable procedures, and both he and the Liaison Office were notified of this in August 2026. The military authorities reiterate that, in response to complaints from the ILO, a Committee for Responding to ILO Allegations (Office of the Adjutant General) was established to address and handle these matters. As of May 2026, a total of 383 personnel had been penalized. Furthermore, the Anti-Online Scam Law, enacted in July 2026, includes provisions regarding forced labour and prescribes severe penalties.

87. Regarding underage recruitment, the military authorities report that, between 2012 and July 2026, the Committee for the Prevention of Underage Recruitment handed over suspected underage military personnel to their parents or guardians in 23 instances, discharging a total of 1,152 individuals. Only 16 military personnel are currently suspected of being underage.

88. Concerning prison labour, it is reported that prisoners are required to perform labour in accordance with the applicable laws and procedures, their working hours do not exceed eight hours per day, full rest periods are provided, and prison labour is assigned on the basis of sentences handed down by the courts under domestic judicial procedures. To ensure transparency, both the ICRC and the Myanmar National Human Rights Commission (MNHRC) conduct field visits to prisons and detention centres and are permitted to submit their findings and recommendations, which are subsequently considered by the authorities. Between January 2025 and August 2026, the ICRC visited nine prisons and two detention centres, whereas the MNHRC visited three prisons, two detention centres and five camps.

89. The military authorities further assert that, in order to prevent forced labour in factories, the Department of Factories and General Labour Laws Inspection verifies overtime requests based on operational requirements and worker consent and ensures payment for any overtime worked. In 2025 and 2026, out of 291 cases of overtime identified, 28 factories were prosecuted for non-compliance with the law. The military authorities also state that the Ministry of Labour and other relevant ministries do not interfere in the opening and closing of business establishments. While the authorities provide necessary oversight to facilitate the delivery of

public services by commercial enterprises, such supervision does not impair the operational rights of these businesses and is conducted solely to protect the public interest.

90. The military authorities further report on various awareness-raising activities on forced labour, provide statistics in this regard and indicate that measures are also being taken to raise awareness among the broader population through educational sessions, courses, leaflets and flyers.

91. Finally, the military authorities highlight continued collaboration with the ILO and the support provided to the Liaison Office, including coordination and facilitation of visas and residency permits for 19 international ILO staff, tax exemptions and the smooth operation of the ILO bank account. They claim that, despite this, the ILO revoked Myanmar's right to attend conferences and meetings, ignored information provided by the authorities and accepted information submitted by individuals and organizations opposing them, instead of providing support to the authorities to implement ratified Conventions. They further contest the establishment of a monitoring mechanism without Myanmar's consent, arguing that its scope is unclear and exceeds the mandate of Conventions Nos 29 and 87. They consider that an ILO monitoring mechanism would overlap with UN mechanisms on Myanmar and emphasize that they will neither cooperate with nor accept visits from such a mechanism. Furthermore, they consider that the ILO's emphasis on supporting only employers and workers contradicts the tripartite nature of the ILO. Non-recognition of the authorities and ongoing unilateral actions compel Myanmar to review its relationship with the ILO. While Myanmar wishes to maintain cooperation with the ILO, such cooperation should be pursued by respecting sovereignty, obtaining consent of the country concerned and carrying out activities consistent with the mandate, including the provision of technical assistance.

92. On 30 October 2026, the Office received an additional communication from the military authorities (see Appendix II), providing some updated statistics, reiterating information submitted previously and indicating no change in the position expressed in prior communications.

B. Assessment of progress made regarding compliance with the Commission's recommendations

93. As with previous communications from the military authorities, it may be observed that while the report contains some relevant updates concerning the release or pardon of certain unionists and the handling of a limited number of forced labour and recruitment complaints in the past few years, a careful review of the information provided indicates that it consists largely of reiterations of positions previously communicated by the authorities and broad statements denying the occurrence of violations documented by the Commission of Inquiry. It should be recalled in this regard that the 11 recommendations that the Commission of Inquiry addressed to the military authorities are self-explanatory in and of themselves, are directed at remedying the serious violations of freedom of association and forced labour identified and require concrete measures and demonstrable outcomes on the ground. However, the information contained in the report does not demonstrate tangible steps taken towards a genuine implementation of these recommendations. Rather, the report largely seeks to justify actions previously criticized by the supervisory bodies and to challenge assessments made by the ILO and other international actors. Furthermore, the report contains information on political developments, including the resumption of the legislative process, labour administration, dispute resolution mechanisms, awareness-raising and inspection activities, areas for which the military authorities do not have competence, while disregarding the gravity

of the situation on the ground in terms of the widely reported and continuing violence against civilians, repression of basic civil liberties, widespread labour rights abuses, continued oppression and surveillance of trade unionists, intimidation and harassment, and the use of forced labour by the military, a situation that remains fundamentally incompatible with the free and meaningful exercise of labour rights.

94. It should also be recalled, with regard to a potential country mission previously discussed by the Governing Body, that the Office repeatedly requested to receive full guarantees and assurances at the highest level, without caveat, that there would be no retaliation, sanction or prejudice as a consequence of any person, or their families and organizations being in contact with the ILO, including with the possible country visit, and that the delegation would have unhindered access to all stakeholders. Such full guarantees and assurances at the highest level have not yet been received, thus preventing the Office from engaging on this matter any further.

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

95. Regarding the recommendation of the Commission of Inquiry urging the military authorities to cease all forms of violence against persons exercising legitimate worker or employer activities, whether during protests, at the time of arrest or in detention, as well as military attacks against civilian infrastructure, the military authorities indicate that there have been no acts of violence or torture targeting trade union members or leaders and no incidents involving attacks on civilian infrastructure that would create a climate of violence and terror undermining the effective exercise of freedom of association. The military authorities further indicate that they will scrutinize any complaints or information received in this regard.

96. Regarding the detention of trade unionists, the military authorities reiterate information provided previously on the conditional release of the MICS-TUsF General Secretary in October 2025. They also refer to the withdrawal of criminal proceedings against the STUM Director, the release of nine STUM members, as well as the release of Naing Lin Aung, the youth activist detained under section 124-A of the Penal Code for having organized demonstrations calling for the adoption of measures under article 33 of the ILO Constitution. While these steps constitute a positive development, as previously noted by the Governing Body, information received by the Office from different sources suggests that the situation of trade unionists has not improved – those released continue to face serious restrictions on the exercise of their basic rights and many more remain in detention in relation to the exercise of their civil liberties and legitimate trade union activities and report being subject to ill-treatment. In this respect, there is no further progress reported by the military authorities on specific steps taken regarding the recommendation of the Commission of Inquiry to ensure the withdrawal of criminal charges and the unconditional release of all other trade unionists arrested and detained. Rather, they simply indicate that no union members or labour activists are currently detained for the peaceful exercise of their labour rights, and that should any such information become available, it should be transmitted to the relevant ministries. It should be recalled that the Office previously indicated that for some unionists, the confidentiality of their details must be maintained due to security risks, until the Office receives full guarantees and assurances at the highest level that no retaliation, sanction or prejudice of any sort against any person, or their family and organization, would occur as a consequence of their being in contact with the ILO to ascertain their right to full freedom of association and civil liberties. No such guarantees have been received.

97. While the military authorities further point to numerous awareness-raising activities conducted among workers and employers on the right to form and operate labour

organizations, as well as to the supposedly functioning dispute settlement mechanisms, they fail to provide any information on the measures taken to implement the Commission's recommendations to immediately stop all forms of intimidation, threats, stigmatization, harassment and surveillance of trade unionists and their families, as well as attacks against, and destruction of, trade union premises and property. Furthermore, regarding measures taken to address the Commission's recommendation that the military authorities revoke the withdrawal of citizenship and return travel documents to the trade union leaders and members concerned without delay, the military authorities justify the withdrawal of the citizenship of the CTUM President on the basis of violations of domestic laws and actions deemed to have disrupted the stability and peace of the State. They further state that passports and travel documents are being regularly issued and that a person working in the interests of the State and the people can reapply for citizenship.

98. Concerning the Commission's recommendation to stop any form of interference in the establishment, administration and functioning of trade unions at all levels, the military authorities indicate that Myanmar has not engaged in encouraging union-busting, interference or other abuses of trade union rights by private or public employers and reiterate that the change in the leadership of the CTUM was initiated by the workers in the country, without any interference from the Ministry of Labour. They add that, up to August 2026, 3,140 workers' and employers' organizations had been registered and also point to the resolution of several complaints of factory non-compliance with the Labour Organization Law.

99. With regard to the recommendation to cease all disproportionate or arbitrary punitive measures against those peacefully exercising their civil liberties in calling for a return to democratic rule in which their freedom of association rights could be fully exercised, the military authorities provide information on the number of healthcare workers, education workers and civil servants who have resumed service.

100. As in its previous reports, no information is provided on any steps taken to revoke the military orders and other measures decreed since February 2021, identified by the Commission of Inquiry as restricting freedom of association and the basic civil liberties of trade unionists, despite the Office having previously pointed to various ILO sources providing full details of the specific laws, orders or other measures not complying with the Conventions and despite having provided further explicit guidance in this respect. Rather, the military authorities simply indicate that there have been no amendments or additions to labour-related laws and that any amendments or enactments of other laws were carried out with the objective of ensuring State stability and peace. This reply fails to engage with the substance of the recommendation of the Commission of Inquiry, especially considering that the concerns it raised encompassed a broader range of military orders, emergency measures and other administrative acts that directly or indirectly restrict the exercise of freedom of association and the related civil liberties upon which its exercise depends. The absence of any information on measures taken to review, amend or revoke such instruments therefore gives no indication of progress towards the implementation of this recommendation. On the contrary, multiple sources report that additional laws were adopted or amended that further inhibit basic civil liberties and impede the exercise of freedom of association, suggesting that the legislative and administrative framework remains inconsistent with the requirements of the Convention and the recommendation of the Commission of Inquiry.

101. Contrary to the above information provided by the military authorities asserting that employers and workers can freely form and operate organizations without interference, violence or intimidation, reports received by the Office point to an extremely challenging operating environment for workers, employers and their organizations. Ongoing armed

conflict, violence against civilians and civilian infrastructure, surveillance of trade unionists, confiscation of property, restrictions on movement, threats, continued detention and pressure to dissolve unions or surrender registration certificates, alongside ongoing efforts to weaken and replace independent trade unions, and judicial proceedings under broadly framed security-related legislation contribute to a pervasive climate of fear and insecurity and continue to constrain workers' ability to organize, communicate, engage in collective action and seek redress for labour rights violations. Employers' organizations are likewise significantly affected by insecurity, workforce shortages and seizures of private property, while continuing to promote sound labour relations, compliance with international labour standards and livelihood recovery. While the above situation attests to the resilience of Myanmar workers and employers, information received by the Office points to a continuing gap between the authorities' account and the situation reported from the country, underscoring the lack of meaningful implementation of the Commission of Inquiry's recommendations and the persistence of an environment in which the exercise of freedom of association and related civil liberties remains seriously restricted.

Forced Labour Convention, 1930 (No. 29)

102. In relation to the recommendation of the Commission of Inquiry to end the exaction of all forms of forced or compulsory labour by the army, as well as forced recruitment, the military authorities report on awareness-raising activities undertaken and reiterate that a Committee for Responding to ILO Allegations (Office of the Adjutant General) was established to investigate military-related complaints of forced labour and forced recruitment and to take disciplinary action against military personnel involved (as of May 2026, a total of 383 personnel had been penalized). Regarding underage recruitment, it is indicated that, up to August 2026, the Committee for the Prevention of Underage Recruitment had discharged 1,125 suspected underage military personnel and there are currently only 16 individuals suspected of being underage. However, the information provided does not clearly address the specific conclusions and recommendations of the Commission of Inquiry in respect of the exaction of forced labour by the army, including from ethnic, religious and other minorities, or forced recruitment into the armed forces. This is of particular concern in light of the Office's continued receipt of reports from various sources pointing to systematic irregular recruitment practices and the exaction of forced labour by the military.

103. While the military authorities further assert that prisons and detention centres are monitored by both the ICRC and the MNHRC and that prison labour is assigned on the basis of sentences handed down by the courts under domestic judicial procedures, this response fails to address the specific concern raised by the Commission of Inquiry regarding prison labour exacted as a consequence of a criminal conviction imposed since 1 February 2021 through proceedings manifestly lacking independence, impartiality and due process guarantees. It should also be reiterated in this respect that, in December 2024, the Global Alliance of National Human Rights Institutions decided to revoke the membership and remove the accreditation status of the junta-controlled MNHRC, on the grounds that it had not demonstrated compliance with the minimum requirements of the Paris Principles. Similarly, in May 2025, the Asia Pacific Forum of National Human Rights Institutions expelled the MNHRC from its membership and, in September 2026, the Southeast Asia National Human Rights Institutions Forum announced that it had initiated a formal review of the MNHRC's continued eligibility for membership.

104. The military authorities further state that requests for overtime in factories are scrutinized by the Ministry of Labour to ensure that workers have given consent and that overtime is duly paid, and add that, out of 291 cases of overtime identified, 28 factories were prosecuted for

non-compliance with the law. Regarding the recommendation to cease any interference with the freedom of businesses to open and close their establishments, the military authorities deny any such interference, indicating that the Ministry of Labour and other relevant ministries only exercise the necessary oversight to facilitate the provision of public services by commercial enterprises, which they consider does not impair the operational rights of these businesses and is undertaken solely in the public interest.

105. Contrary to the above affirmations by the military authorities which emphasize awareness-raising efforts, characterize cases of forced labour or recruitment as individual instances and point to the availability of investigative means to address them, information received by the Office indicates a broader, systemic pattern of forced recruitment and forced labour for military purposes. These reports include coercive conscription through the arrest of workers while travelling to and from work or during house inspections, the use of threats of conscription in the context of workplace disputes and extortion practices involving the payment of monthly fees to avoid recruitment. Information received also suggests that forced labour continues to be exacted in support of military operations, including through forced agricultural work, portering and land confiscation, primarily by the military forces but also to a significant extent by some non-State armed groups, while safeguards against arbitrary arrest, detention and forced recruitment remain inadequate. The information received by the Office therefore points to practices that go beyond isolated individual cases and shows that the military authorities have yet to give effect to the concrete recommendations of the Commission of Inquiry regarding Convention No. 29.

▶ V. Next steps

106. The Governing Body may wish to continue to be informed of any steps taken by the military authorities to implement the 11 recommendations of the Commission of Inquiry, as well as of any other developments regarding measures and initiatives taken by the Organization's constituents and other relevant actors to contribute to the full implementation of the Commission's recommendations and the June 2025 resolution. The Office will continue to collect this information and report back to the Governing Body to inform future discussions, as may be requested. The Office will also pursue its work on the development and operationalization of a monitoring mechanism for the confidential and credible documentation of ongoing fundamental rights violations in the country, to give effect to the mandate set out in the 2025 resolution, subject to the availability of resources and in consultation with the IOE and the ITUC. The Director-General will continue to engage with organizations within the UN system to ensure coordinated action on the recommendations of the Commission of Inquiry.

▶ Draft decision

107. **Recalling the resolution for a return to democracy and respect for fundamental rights in Myanmar adopted by the International Labour Conference at its 109th Session (2021) and the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar, adopted by the Conference at its 113th Session (2025), and noting with utmost concern that, while certain limited steps have been taken to release some detained unionists and to address specific**

complaints of forced labour and recruitment, the military authorities continue to largely deny the violations documented by the Commission of Inquiry and have yet to demonstrate genuine engagement with, or credible progress towards, full implementation of its recommendations, the Governing Body:

(a) as regards the 2021 resolution:

(i) deplored once again the continued absence of progress towards respecting the will of the people and restoring democratic institutions and processes over five years since the military coup;

(ii) called on the military authorities to end immediately all acts of violence, and the arbitrary arrest, detention and torture of trade unionists, labour activists and others, including the Rohingya, in the exercise of their human rights and ensure the immediate and unconditional release of those detained without resorting to section 401 of the Code of Criminal Procedure;

(b) as regards the recommendations of the Commission of Inquiry and the 2025 resolution:

(i) called on the military authorities to:

- **immediately cease all violations identified by the Commission of Inquiry and take concrete and urgent measures to fully implement its recommendations, including by:**
  - **ensuring that employers' and workers' organizations are able to exercise their rights in a climate of freedom and security, free from violence, arbitrary arrest and detention, and revoking without delay any military orders, legislative or other measures, decreed since February 2021 and identified as restricting the exercise of freedom of association or the basic civil liberties of trade unionists;**
  - **taking immediate action to put an end, in law and in practice, to all forms of forced or compulsory labour, in particular forced recruitment into the military, including of children, as well as any practices amounting to forced labour in support of military activities, contrary to the Forced Labour Convention, 1930 (No. 29);**
- **urgently provide the necessary guarantees and assurances at the highest level which would allow an ILO mission to visit the country as soon as possible and to carry out its mandate in full independence and security, with no retaliation, sanction or prejudice to any person being in contact with it, and continue to engage with the Office to determine the modalities of a possible country mission;**
- **submit to the Director-General all information on the measures taken to implement the recommendations of the Commission of Inquiry by 22 January 2027 for transmission to the Governing Body at its 359th Session (March 2027);**

(ii) invited the Organization's constituents – governments, employers and workers – to continue taking steps to ensure an effective follow-up to the 2025 Conference resolution, including a review of their relations with the military authorities to ensure that they do not enable, facilitate or prolong the

violations of workers' rights in respect of freedom of association and forced labour, and called upon governments in particular to ensure full respect for the principle of non-refoulement, recognizing that conditions in the country currently do not permit the safe, dignified and sustainable voluntary return of refugees;

(iii) called on the Director-General to:

- **continue taking steps to implement the 2025 Conference resolution, including through direct support to Myanmar workers, employers and their organizations in line with the United Nations Country Team programmatic engagement guidelines, and through increased collaboration within the United Nations system to ensure coordinated action on the implementation of the recommendations of the Commission of Inquiry;**
- **continue monitoring the situation of freedom of association and the prohibition of forced or compulsory labour, including through the operationalization of a monitoring mechanism mandated by the 2025 resolution and, in that regard, maintain ongoing consultations with the International Organisation of Employers and the International Trade Union Confederation, including by providing the necessary reassurances ahead of the launch of the mechanism;**
- **submit to the Governing Body at its 359th Session (March 2027) a document providing an update on relevant developments in the country, including progress towards Myanmar's compliance with the recommendations of the Commission of Inquiry;**

(c) called once again on the military authorities to continue to ensure, in accordance with the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies of 21 November 1947, that no restrictions be placed on the operation of the ILO's bank account, to approve all international staff visa extensions requested and to facilitate the ILO's continued operations to bring benefit to the people of Myanmar despite the expiry of the Memorandum of Understanding on the Decent Work Country Programme in September 2022.

▶ Appendix I

Resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar (5 June 2025)

The General Conference of the International Labour Organization meeting in Geneva at its 113th Session, 2025,

Considering the proposals by the Governing Body of the International Labour Office, under the twelfth item of its agenda, with a view to the adoption, under article 33 of the ILO Constitution, of actions to secure compliance with the recommendations of the Commission of Inquiry established in accordance with article 26 of the ILO Constitution to examine the non-observance by Myanmar of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Forced Labour Convention, 1930 (No. 29),

Having taken note of the additional information provided by the military authorities which does not indicate any sign of meaningful acknowledgement of the recommendations formulated by the Commission of Inquiry in its 2023 report *Towards Freedom and Dignity in Myanmar*, or demonstrate any action taken for their implementation,

Expressing concern over the repeated extension of the state of emergency under military rule, preventing the restoration of a democratically elected government called for in the resolution for a return to democracy and respect for fundamental rights in Myanmar adopted by the International Labour Conference at its 109th Session (2021), [1]

Recalling the overall operative framework for engagement in Myanmar set out in the United Nations Country Team programmatic engagement guidelines and its focus on delivery of principled, rights and needs-based humanitarian assistance and activities that result in benefits that accrue directly to people or local communities,

Observing with deep concern the continuing egregious violations of the fundamental rights to freedom of association and freedom from forced labour and the basic civil liberties of the people of Myanmar, as well as the manifest efforts to fully transplant the free and independent trade union movement in the country,

1. Decides to hold at its future sessions a special sitting of the Committee on the Application of Standards for the purpose of discussing the application of Conventions Nos 87 and 29 by Myanmar and the implementation of the recommendations of the Commission of Inquiry, so long as this Member has not been shown to have fulfilled its obligations;

2. Invites the Organization's constituents – governments, employers and workers – to:

   (a) engage, at the national, regional and international level, with a view to coordinating comprehensive and strategic action to contribute to the implementation of the Commission of Inquiry's recommendations, including all steps that can support the creation of a climate that promotes freedom of association and the elimination of all forms of forced labour in the country;

[1] ILC.109/Resolution II.

(b) enable continuing support for activities that benefit directly the Myanmar people and their communities and, in particular, through independent and confidential monitoring and reporting systems that provide avenues for complaints of violations to be rapidly and effectively addressed to ensure accountability where freedom of association and forced labour violations occur;

(c) review, in the light of the conclusions of the Commission of Inquiry, the relations they may have with Myanmar military authorities and take appropriate measures to ensure that such relations in no way enable, facilitate or prolong the violations of workers' rights in respect of freedom of association and forced labour. In particular, any relations that may contribute or enable the perpetuation of ongoing harm or violence or acts of repression and intimidation of workers and employers peacefully exercising their fundamental rights through the support or supply of military equipment or means, including jet fuel, or the free flow of funds to the military authorities, should be comprehensively reviewed with the aim to disable all means that have abetted or empowered the perpetuation of the above-mentioned egregious violations;

(d) ensure that the principle of non-refoulement is respected in line with international law, given that trade union and human rights defenders fleeing Myanmar are at serious risk of irreparable harm, including persecution, ill-treatment and other grave human rights violations;

(e) report to the Director-General on any initiatives or steps taken, or other relevant developments, for transmission to the Governing Body;

3. Invites the Director-General to:

(a) accelerate and intensify with all relevant actors all necessary support to the trade unions and workers of Myanmar as well as employers so that they may be able to exercise fully their fundamental rights addressed in the report of the Commission of Inquiry;

(b) develop relevant and appropriate monitoring mechanisms for the confidential and credible documentation of ongoing fundamental rights' violations in the country with a view to transparent reporting, ensuring accountability and delivering expeditious and effective redress to the victims;

(c) call on the relevant bodies of international organizations referred to in article 12(1) of the ILO Constitution to continue to keep under review, within their terms of reference and in the light of the conclusions of the Commission of Inquiry, any engagement with the Myanmar military authorities and report any activities that may be found in the course of their work to have the effect of directly or indirectly enabling or abetting the practice of forced labour or compulsory labour or violations of freedom of association in the country;

(d) reinforce engagement and collaboration with the United Nations (UN), including the UN Secretary-General's Special Envoy on Myanmar, the Special Rapporteur on the situation of human rights in Myanmar and other specific thematic special rapporteurs relevant to the Commission of Inquiry's recommendations, such as the Special Rapporteur on freedom of opinion and expression and the Special Rapporteur on freedom of peaceful assembly and of association, with a view to ensuring coordinated action on the recommendations of the Commission of Inquiry and the implementation of this resolution;

(e) explore further within the UN system the support and assistance that may be provided to Myanmar trade union activists and their families who have been displaced or have fled their country;

(f) explore additional avenues of collaboration between the ILO and the Independent Investigative Mechanism for Myanmar established by the UN Human Rights Council within their respective mandates;

(g) engage with other relevant regional bodies, in particular the Association of Southeast Asian Nations, special envoys and others with a view to exploring possible frameworks for coordinated action towards the full implementation of the recommendations of the Commission of Inquiry in Myanmar;

(h) submit to the Governing Body a periodic report on the outcome of the measures set out in subparagraphs (a)–(g) above;

4. Urges the Myanmar military authorities to engage without further delay in good faith implementation of the recommendations of the Commission of Inquiry and subsequent recommendations of the supervisory bodies of the ILO, with a view to securing a climate promoting freedom of association and the elimination of all forms of forced labour.

▶ Appendix II

Communication from the military authorities of Myanmar

Progress made by Myanmar following the report of the Commission of Inquiry
(21 September 2026)

Permanent Mission of the Republic of the Union of Myanmar to the
United Nations Office and other International Organizations
47 avenue Blanc, 1202 Geneva, Switzerland
Tel. (+41-22)906-9870, 906-9871/ Fax. (+41-22)732-8919
E-mail : mission@myanmargeneva.org

Note No. 421 /31/03–23/39

The Permanent Mission of the Republic of the Union of Myanmar to the United Nations Office and other International Organizations in Geneva presents its compliments to the International Labour Office in Geneva and has the honour to refer to the latter's Note dated 7 July 2026 regarding the information on concrete steps taken following the 356th Session of the Governing Body to be transmitted to the Governing Body at its 358th Session (November 2026).

In this regard, the Permanent Mission of Myanmar in Geneva has further the honour to enclose herewith the Progress Undertaken by the Government of Myanmar Following the Report of the ILO Commission of Inquiry (CoI) for the 358th Session of Governing Body in November 2026.

The Permanent Mission of the Republic of the Union of Myanmar to the United Nations Office and other International Organizations in Geneva avails itself of this opportunity to renew to the International Labour Office in Geneva the assurances of its highest consideration.

Geneva, 21 September 2026

PERMANENT MISSION OF THE REPUBLIC OF THE UNION OF MYANMAR 064 GENEVA

International Labour Office
GENEVA.

Progress Undertaken by the Government of Myanmar Following the Report of the ILO Commission of Inquiry (CoI)

The implementation status and progress of Myanmar regarding the recommendations related to labour affairs contained in the Report of the ILO Commission of Inquiry (CoI), in accordance with relevant existing laws, rules, and procedures, are presented as follows:

Convention No. 87

(a) Immediately cease all forms of violence, including gender-based violence, torture and other inhumane treatment against trade union leaders and members and other persons in relation to the exercise of legitimate workers' or employers' activities, including ethnic, religious and other minorities; this includes, in particular, violence perpetrated in the context of the suppression of peaceful public protests and demonstrations, at the time of arrests, during detention, as well as military attacks against civilian infrastructure, which all together create a climate of violence and terror that undermines the effective exercise of freedom of association;

(b) Unconditionally and without delay release all trade unionists arrested, sentenced and detained in relation to the exercise of their civil liberties and legitimate trade union activities, including those that have been arrested, sentenced and detained for having expressed opinions critical of the military authorities, or for having participated in, or organized, peaceful protests or otherwise peacefully
Demonstrated opposition to the military authorities following the coup d'état;

(c) Withdraw all criminal charges pending against trade unionists and others peacefully exercising their civil liberties in relation to legitimate trade union activities; and immediately stop all forms of intimidation, threats, stigmatization, harassment and surveillance of trade unionists and their families, as well as attacks against and destruction of trade union premises and property;

There are no acts of violence or torture against labour union leaders and members. Myanmar has already reviewed the cases of individuals mentioned in the reports of the CoI and ILO Supervisory Bodies' and found that they were tried and sentenced in accordance with due process for violating domestic laws. However,

leniency has been extended to these individuals through pardons and the withdrawal of charges on humanitarian grounds, enabling them to contribute to nation-building. No members of labour organizations or labour activists are currently detained for the peaceful exercise of their labour rights. It is noted that matters unrelated to labour contained in the recommendations fall outside the scope of this response and will not be addressed. The status of the release of individuals mentioned in the CoI and ILO Supervisory Bodies' reports is as follows:

Status of Release Measures Taken for Individuals:

(a) Thet Hnin Aung from the Myanmar Industries, Craft and Services Trade Unions Federation (MICS-TUsF) was granted pardon on October 20, 2025, with the revocation of all currently imposed sentences.

(b) Myo Myo Aye (alias) Myo Aye from the Solidarity Trade Union of Myanmar (STUM) was released on October 20, 2025, after the ongoing legal cases against her were withdrawn, and the case related to Section 66(d) of the Telecommunications Law was closed on May 22, 2026. Thinn Htet San and 8 others' pending legal cases against them were withdrawn on February 19, 2026.

(c) Regarding former executive members of the Confederation of Trade Unions Myanmar (CTUM): the case filed against Myint Hnin Thet was withdrawn on June 10, 2025; the case filed against Vice-Chairman U Than Swe was closed on June 3, 2025, due to the death of the defendant; and Ah Htaw (alias) MoGyi was granted pardon on June 1, 2023.

(d) Thet Htar Swe was granted pardon on 20-10-2025, and Naing Lin Aung was granted pardon on 26-11-2025.

There have been no incidents of attacks against civilian infrastructure, which all together create a climate of violence and terror that undermines the effective exercise of freedom of association. Regarding these matters, upon receiving complaints or

information, the General Administration Department will coordinate and scrutinize them in collaboration with the relevant Ministry of Labour and associated departments.

To revoke any military orders or other measures, including those of a legislative nature, decreed since February 2021 and identified as restricting freedom of association and the basic civil liberties of trade unionists; and fully restore the protection of the basic civil liberties necessary for the exercise of freedom of association that have been suspended or restricted, including freedom from arbitrary arrest and detention, the right to a fair trial by an independent and impartial tribunal, freedom of assembly, opinion and expression and the protection of private property;

There have been no amendments or additions to labour related laws since February 2021. The amendment and enactment of other laws were carried out as necessary with the objective of ensuring state stability and peace. The enacted 2011 Labour Organization Law was drafted and enacted in cooperation with the ILO, and labour laws will be amended and enacted as necessary with timely manner. The 2012 Settlement of Labour Dispute Law and the 2011 Labour Organization Law already explicitly provide for the rights of labour organizations to freedom of association, assembly, expression, and demonstration. Details regarding the formation of labor organizations, the practical exercise of statutory rights, and labor dispute settlement mechanisms in accordance with the aforementioned laws are outlined in the subsequent paragraphs. In line with the nature of legislation, amendments will be made as and when necessary.

To Stop all Punitive Measures for the Democratic and Peaceful Exercise of the full Right to Freedom of Association.

Members of labour organizations are not arrested for their legitimate labour rights activities, but rather because action was taken strictly in accordance with the law due to violations of existing domestic law. If there are any such arrested members of labour organizations, it is necessary to submit and disclose them along with relevant

details. Only then can they be reviewed and relaxed in accordance with existing laws and procedures. The Ministry of Foreign Affairs and the Ministry of Labour have already requested the ILO to provide the relevant details if there are any detained members of labor organizations. Although the individuals urged to release by the ILO and its mechanisms, namely the CEACR and CFA, were serving sentences for violating existing laws, the Government of Myanmar has already relased and withdraw criminal charges to all of them out of humanitarian consideration and to demonstrate its willingness to cooperate with the ILO.

To revoke the withdrawal of citizenship and return travel documents to the trade

Regarding the recommendation to revoke the termination of citizenship for labour union leaders and members and to restore their travel documents, action was taken to terminate the citizenship of former CTUM President U Maung Maung @ Pyi Thit Nyunt Wai solely due to his violations of existing domestic laws and actions that disrupted the stability and peace of the State, and such action was carried out in accordance with the law. However, Section 8 (a) of the 1982 Myanmar Citizenship Law stipulates: "The State Council may, for the benefit of the State, designate any person as a citizen or a foreign national or a naturalized citizen". Therefore, if a person is working for the interests of the State and the people and reapplies for citizenship, they can be redesignated as a citizen only with the approval of the President of the State or the Union Government. Passports or travel documents are being reviewed and issued in accordance with relevant procedures if applied for in accordance with the law.

To stop any form of interference in the establishment, administration and functioning of trade unions at all levels, including interference in the election of trade union leadership, labour dispute resolution, conduct of collective action and administrative dissolution or suspension of trade unions: and

To refrain from taking any action and measures or issuing statements that condone, facilitate or encourage union-busting, interference and other abuses of trade

union rights by private and public employers, Myanmar is addressing labour disputes and collective bargaining in accordance with the 2011 Labour Organization Law which ensures the freedom to form labour organizations and the 2012 Settlement of Labour Dispute Law. The current conditions are detailed as follows:

1. **Status of the formation of labour organizations and employer organizations freely in accordance with the 2011 Labour Organization Law**

In accordance with the 2011 Labour Organization Law, from 2012 to August 2026, a total of 3,140 organizations have been registered. These include 2,913 Basic labour organizations, 162 township labour organizations, 27 Region and State labour organizations, nine labour federations, one Labour Confederation, 27 basic employer organizations, one Township Employer Organization and one Employer Federation. Applications submitted for the formation of 2 basic organizations and 1 labour federation are currently being scrutinized for the issuance of recognition certificates.

To ensure that employers and employees widely understand that labour organizations can be formed freely under the 2011 Labour Organization Law, awareness-raising discussions are being held in Regions, States, and Union Territories across the country. From December 2023 to August 2026, awareness-raising discussions were conducted for a total of 153,967 workers across 3,666 factories and workplaces, and educational pamphlets regarding the formation of labour organizations were distributed.

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Raising Awareness on Labour Organization Law

2. Status of Resolution of Labour Disputes and Collective Bargaining

To enable employers and employees to collectively negotiate and resolve labour disputes arising in the workplace, Workplace Coordinating Committees (WCCs) have been formed and are utilized in businesses employing 30 or more workers. As of August 2026, a total of 2,995 WCCs have been established. Between January 2025 and August 2026, these committees received 275 cases, of which 258 were successfully resolved. Interest disputes that are not settled at the WCC level are addressed through 325 Township Conciliation Bodies, 15 Arbitration Bodies, and 1 Arbitration Council, all of which comprise tripartite representatives from the government, employers, and employees. Regarding interest disputes unresolved at the WCC level, Township Conciliation Bodies received 266 disputes between January 2025 and August 2026, successfully resolving 240 cases. This resulted in 625 workers receiving monetary benefits amounting to 314.507 million kyats and 806.40 US dollars.

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Raising Awarness on formation Worplace Coordination Committee

During the same period (January 2025 to August 2026) , the Arbitration Body received 24 disputes, resulting in 18 cases with finalized decisions, 5 closed cases, and 1 transferred case, thereby securing financial entitlements worth 26.872 million MMK for 40 workers. Additionally, the Arbitration Council received 12 disputes during this period, successfully making decisions that provided financial entitlements worth 752.597 million MMK for 666 workers.

Furthermore, if labour collective bargaining or demands occur in factories, workplaces and establishments, officials of the Department of Labour from the Township, Region and State, along with personnel from other departments under the Ministry of Labour, collaborate to visit such factories and workplaces and negotiate for solutions. From January to August 2026, 59 cases of labour collective demands occurred in factories and workplaces, all of which were successfully resolved by the respective regional and township labour coordination bodies.

To resolve labour issues through a tripartite mechanism, tripartite meetings involving the government, employers, and employees were held

on August 15, 2026, and September 4, 2026. These meetings openly discussed and addressed challenges faced in workplaces, ensuring the regular operation of factories and workshops, preventing worker unemployment, securing employment opportunities, ensuring timely wage payments, and resolving labour disputes in accordance with the law, thereby enabling timely negotiations and solutions for the difficulties experienced by workers.

3. **Implementation Status of Labour Law Awareness and Capacity Building**

Although the Ministry of Labour has not received technical support from the ILO since 2021, either to faithfully discharge its duties as a member state or to look after the interests of employers and workers, it continues to conduct capacity-building training courses to improve the awareness of labour Laws among WCC members. Between January 2025 and August 2026, 608 training sessions were conducted across 1,454 factories and workshops, benefiting 6,676 WCC members. On July 13, 2026, a capacity-building workshop for members of township conciliation bodies was held to provide them with good experiences and improve their conciliation skills.

4. **Enforcement Actions for Non-compliance with Labor Law Provisions**

The Ministry of Labour examines and resolves complaints regarding violations of the 2011 Labour Organization Law. Accordingly, the Nay Shwe Win garment factory located in Shwepyithar Township, Yangon Region, which was found to have violated the law, has been undergoing legal prosecution and enforcement action in August 2026. Between January 2025 and August 2026, two cases of prosecution were received for failing to comply with the decisions of the Arbitration Council under the 2011 Settlement of Labour Dispute Law. These cases have been completed, resulting in monetary compensation benefits amounting to

3.782 million Kyats for 3 workers and the imposition of a 20.000 million Kyat fine.

5. Confederation of Trade Unions, Myanmar (CTUM)

The Confederation of Trade Unions, Myanmar (CTUM) was established on July 23, 2015, with 29 executive committee members. In 2021, the CTUM group led by Maung Maung (alias) Pyi Thit Nyunt Wai announced its withdrawal from the state-level tripartite mechanism. Subsequently they committed acts that destabilized state peace and tranquility, including inciting civil servants and workers to join a general strike and abandon their workplaces, as well as leading public disturbances, after which several executive members fled abroad.

Consequently, worker members of CTUM experienced difficulties in exercising their statutory rights. For instance, under Chapter XI, Section 38 of the Labour Organization Law (2011), workers intending to go on strike must do so under the directive of the relevant labour federation. They are required to notify the employer and the relevant Conciliation Body at least 14 days in advance, specifying the date, location, number of participants, procedure, and duration of the strike. However, because some workers were unable to submit their requests through the federation, they failed to exercise their right to strike in accordance with the law, resulting in a loss of their legal rights. Therefore, working members currently present domestically held a conference in February 2025 and submitted the newly elected executive committee formed with re-elected executive members to the Ministry of Labour simply to make it official. In practice, the provisions of the Labour Organization Law (2011) are fully implemented, guaranteeing that labour organizations have the right to draw up their constitutions and rules, elect their representatives in full freedom, and formulate their programmes. The

Ministry has in no way interfered with the actions of organizations regarding their compliance with their own rules and regulations.

To refrain from taking any action and measures or issuing statements that condone, facilitate or encourage union-busting, interference and other abuses of trade union rights by private and public employers:

It has not engaged in encouraging union-busting, interference and other abuses of trade union rights by private and public employers as mentioned in the said recommendation.

Convention No (29)

To end the exaction of all forms of forced or compulsory labour, as defined by the Convention, by the army and its associated armed forces and groups, including any forced labour, forced recruitment into the military, including the forced recruitment of children;

Regarding Convention No. 29, Myanmar's implementation status and developments concerning the prevention of forced labor and under age recruitment, in accordance with relevant laws and procedures, are presented as follows:

1. **Prevention of the underage Recruitment**

From 2012 up to July 2026, the Committee for the Prevention of Underage Recruitment successfully handed over suspected underage military personnel to their parents or guardians in 23 instances, discharging a total of 1,152 personnel in accordance with military procedures and systematically transferring them back to their parents or guardians through formal ceremonies. Up to July 2026, joint cross-checking conducted between the Committee for the Prevention of Underage Recruitment and the UN Country Task Force on Monitoring and Reporting (UNCTFMR) revealed that only 16 military personnel remained suspected of being underage. Among these cross-checked cases, 2 were

absent without official leave or deserters, and 2 had discrepancies in data, for which the UNCTFMR has been notified for re-verification.

2. **Scrutiny and Resolution of Complaints Regarding Forced Labour**

Out of the 387 pending ILO cases transferred by the ILO Liaison Yangon Office to the NCM in 2020, 2 cases have already been closed, leaving 385 cases remaining. Upon reviewing these cases, 152 cases containing complete evidence are being coordinated and scrutinized with relevant ministries to resolve and close them. Consequently, the NCM has resolved and closed 82 cases and has already notified the ILO Yangon Office. Regarding the 233 cases with incomplete evidence, the ILO Yangon Office has been notified for further verification, but no response has been received up to the present time.

Regarding the case of Zaw Lin Aung, which was directly lodged to the National Committee for the Implementation of the National Complaint Mechanism on Forced Labour (NCM) in October 2024, it was verified as correct that the said soldier was under 18 years of age upon entering the military. Since he has already been granted a discharge from the military, the concerned person was notified in November 2025 that the case had been closed.

Furthermore, regarding the case of Nyi Nyi Win, who was forcibly recruited for military service and directly lodged a complaint to the NCM in January 2026, the concerned person and the ILO Yangon Office were notified in August 2026 that the case would be closed as he will be permitted to resign from the military in accordance with procedures.

In order to resolve and respond to allegations made by the ILO concerning forced labour and forced military recruitment involving the Tatmadaw, the Tatmadaw has formed the "Committee for Responding to ILO Allegations" (Adjutant General's Office) to address and handle these

matters. Regarding the disciplinary action taken against military officers and other ranks involved in underage recruitment and forced labour alleged and complained by the ILO, up to May 2026, the total number of personnel disciplined includes 64 officers and 319 other ranks, making a total of 383 personnel.

3. **Awareness Raising and Prevention Activities for the Elimination of Forced Labour**

The Ministry of Labour has been conducting awareness-raising discussions and distributing pamphlets regarding forced labour in the Union Territory, Regions, and States. From April 2025 to August 2026, 2,236 awareness-raising sessions were conducted across 2,278 factories and workshops, reaching a total of 65,601 workers. Furthermore, the distribution of forced labor awareness pamphlets printed in Myanmar and 7 ethnic languages, announcements in state-owned newspapers, broadcasts on Myanmar Radio and Television (MRTV) programs, and broadcasts through audio programs are being implemented.

To enhance the knowledge of workers in factories, workplaces and establishments, awareness-raising discussions on labour laws are being conducted. During the period from January 2025 to August 2026, discussions were successfully held for 138,494 workers from 9,236 factories, work shops and establishments. Awareness raising using mobile educational vehicles was also carried out for 5,000 workers from 200 factories, workshops and establishments.

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Raising Awareness on Forced Labour

4. Ensuring No Forced Labour and Enforcement of Labour Law Regulations

To ensure there is no forced labour in factories and workshops, when applications are submitted for working overtime based on operational requirements with the consent of the workers, the Factories and General Labour Law Inspection Department scrutinizes and grants permission in accordance with labour laws, rules, orders, and instructions to ensure that workers receive overtime wage entitlements for overtime hours worked beyond the daily or weekly working hours prescribed by law.

Out of 291 cases of overtime work identified and received in the Regions and States from January 2025 to August 2026, 28 cases involving non-compliance with the law were prosecuted. From January 2025 to August 2026, for 678.410 million overtime hours worked by 12,438,707 workers across 23,356 factories and workshops, the realization of overtime wage entitlements amounting to 1,019,480.264 million Kyats was successfully facilitated.

14



Forced Labour Awareness Pamphlet

To cease any action interfering with the freedom of businesses to open and close their establishments, contrary to the Convention; and

It is hereby stated that the Ministry of Labour and other relevant ministries shall not interfere in the opening and closing of business establishments by enterprises. The Government provides necessary oversight to facilitate the delivery of public services by commercial enterprises. Such supervision does not impair the operational rights of these businesses, but is conducted solely to protect the public interest.

To cease with immediate effect the exaction of prison labour as a consequence of a criminal conviction imposed since 1 February 2021 through proceedings manifestly lacking independence, impartiality and due process guarantees.

1. **Employment of prisoners in accordance with prison laws, rules, and procedures**

Prisoners are required to perform labour in accordance with the Prison Law and procedures, and their working hours shall not exceed 8 hours per day. Full rest periods are provided, labor is assigned fairly, and instructions have been issued to the respective responsible personnel to strictly adhere to these rules. It is noted that such measures involve only prison labour assigned in accordance with the Prisons Act, based on

sentences handed down by the courts under domestic judicial procedures.

2. **Prison Inspections and Implementation of Recommendations**

Prisoners perform labour in accordance with the Prisons Act. To ensure transparency regarding prison conditions, access is granted to the International Committee of the Red Cross (ICRC) and the Myanmar National Human Rights Commission (MNHRC) to conduct observational visits. These organizations are permitted to submit their findings, and the Government acts upon their recommendations to implement necessary improvements.

Between January and August 2026, the International Committee of the Red Cross (ICRC) visited 9 prisons and 2 detention centers. The Myanmar National Human Rights Commission (MNHRC) visited and inspected 3 prisons, 2 detention centers, and 5 camps, and is complying with and implementing the recommendations provided.

Other Activities Related to Labour Affairs

Under the 100-Day Action Plan implemented by the Government from 20 April to 30 July, the Ministry of Labour is conducting capacity-building training programmes for Workplace Coordinating Committees (WCCs). Furthermore, to eliminate forced labour, Myanmar has established the National Complaints Mechanism (NCM) on Forced Labour, coordinating across relevant ministries to address and resolve lodged complaints.

1. **Creation of Employment Opportunities**

According to the records of employment and labour exchange offices, the Ministry of Labour registered a total of 1,391,008 new job seekers (472,216 males and 918,792 females) from January 2025 to August 2026. Out of these, employment opportunities were successfully created for a total of 265,898 workers (77,992 males and 187,906 females).

To assist job seekers and employers in need of workers, agency licenses are being issued to citizen-owned companies wishing to operate private domestic employment agencies providing free services to job seekers, in accordance with the 2013 Employment and Skills Development Law. From January 2025 to August 2026, employment was successfully secured for 8,263.

2. Measures for Safe and Secure Migration of Workers

To ensure safe and secure migration and living conditions and to address the difficulties faced by Myanmar workers working both within and outside the country, Complaints Mechanism Centers have been established in Naypyidaw and Yangon, one in each location, to receive and resolve labour-related complaints 24 hours a day. In addition, complaints, labour attaches, employment agencies, Migrant Workers Resource Centers (MRCs), and the media. From January 2025 to August 2026, a total of 76 cases involving various types of complaints including deaths, missing/ runaway workers, arrests, requests for repatriation, breaches of employment contracts (ECs), failure to depart abroad despite payment of service fees, injuries, non-payment of wages, retention of identity documents, sexual violence, trafficking in persons, illegal recruitment, and other cases were successfully addressed and resolved. Furthermore, 153 persons were prosecuted under Section 26 of the Law Relating to Overseas Employment.

3. Employment and Skills Development

For developing skilled workers in line with regional requirements and to recognize the skills of workers, the National Skills Standards Authority (NSSA), from January 1, 2025 (1/2025) to August 2026 (8/2026), a total of 4 skills standards across 2 occupations approved by NSSA, particularly as 1 competency standards for Level -1, 2 competency

standards for Level-2 and 1 competency standards for Level-3. It has also accredited 11 skills Assessment Centers, 80 renewals and 47 assessors. Skills ssessment programmes have been implemented with funding from the Government Budget, as well as the Skills Training Programmes. Out of a total of 5,559 candidates have been conducted 5,442 candidates have successfully met the required competency standards and have been officially recognized.

4. Social Security Measures

The Social Security Board provides medical treatment to insured workers across 128 covered townships. From January 2025 to August 2026, a total of 176,668 individuals received healthcare services at the three major Social Security hospitals. Additionally, healthcare services were provided 2,544,059 times to insured workers through Social Security clinics in the Naypyidaw Council Area and various regions and states, traditional medicine clinics, departmental clinics, contracted external private clinics, and Mobile Medical Units (MMU). Regarding cash benefits, from January 2025 to August 2026, a total of 52,643.208 million Kyats was approved and disbursed for 1,062,724 cash benefit case files. Concerning matters related to maternity care for covered insured women, maternity services were provided to 12,948 insured workers, and 3,054.089 million Kyats was approved and disbursed as cash benefits from January 2025 to August 2026.

For insured workers covered under the Social Security system in regions affected by the Mandalay earthquake that struck on March 28, 2025, a total of 10,988.759 million Kyats has already been disbursed via Online Payment as a natural disaster family support benefit (40%). Furthermore, education allowance totaling 3,583.050 million Kyats have

been approved and paid out or disbursed via Online Payment for 89,967 children of 68,379 insured workers from 8,932 establishments.

Measures for the Elimination of Child Labour

The long-term Myanmar National Plan of Action for the Elimination of Child Labour (2019-2033) was planned and implemented by dividing it into three short-term 5-year phases. The first 5-year action plan (2019-2023) has already been implemented. Currently, the second 5-year plan (2024-2028) is being implemented by establishing the National Committee along with eight Working Committees: Data Collection Working Committee, Awareness Raising and Capacity Building Working Committee, Education and Vocational Training Working Committee, Legal Affairs Working Committee, Working Committee on the Removal and Rehabilitation of Child Labor Engaged in the Worst Forms of Child Labour, Job Creation Working Committee, Monitoring, Evaluation, and Inspection Working Committee, and Fund Raising and Finance Working Committee, are being successfully implemented according to their respective scheduled timeframes.

Measures Concerning Civil Servants Participating in the Disloyalty Civil Servant (DCS) Movement

Disloyalty Civil Servant (DCS) Movement was intentionally carried out to disrupt the functioning of the state administrative mechanism, with opposition groups inciting, threatening, and harassing civil servants to abandon their workplaces without authorization. Consequently, disciplinary actions were taken in accordance with civil service rules and regulations against those who abandoned essential service sectors or were absent without leave. In taking such measures, penalties were determined based on the severity of the offenses committed, including incitement, participation in violent demonstrations, and instigation of instability.

Prior to taking action against individuals who participated in the DCS, the Government provided opportunities for them to return to work. Official

announcements inviting those involved in the DCS to report to authorities were issued on 24 April 2021, 31 January 2026, and 19 July 2026. Restrictions were subsequently lifted for individuals who contacted and reported to the respective departments.

There are a total of 52,879 healthcare personnel who participated in the DCS. Out of these, 7,894 have been removed from restrictions. Among these 7,894 individuals, 1,390 have resumed their duties in the Ministry of Health, 22 have resumed duties in other ministries. Out of a total of 125,757 education personnel, 2,866 have been removed from the restriction or granted exemptions. Among these education personnel, a total of 2,428 have been appointed to resume their duties in the workplace. Furthermore, out of a total of 55,059 civil servants across various relevant ministries who participated in the DCS movement, 9,872 have been appointed to resume their duties in the workplace.

Cooperation with the ILO

Since the ILO is an organization structured on a tripartite basis comprising the government, employers, and workers, Myanmar has annually sent tripartite delegations to the International Labour Conference (ILC) held by the ILO every June.

Since the 109th Session of the International Labour Conference in June 2021, Myanmar has been denied participation in ILO meetings. Although Article 26 of the ILO Constitution provides that a government concerned is entitled to send a representative to participate in Governing Body proceedings regarding complaints of non-observance, a Commission of Inquiry was established without allowing Myanmar the opportunity to attend and provide explanations. Despite barring Myanmar government representatives from participating in ILO meetings and activities, the ILO continues to demand that the Government address allegations against the country. Such a politically targeted, unreasonable, and unprincipled approach sets a damaging precedent and undermines confidence in the ILO.

Since joining the ILO as a member state in 1948, Myanmar has continuously fulfilled its obligations as a member state by paying its annual contributions without

fail. Furthermore, between 2025 and August 2026, Myanmar has facilitated entry visas and domestic stay permits 23 times for 19 international staff members, including the ILO Liaison Officer and assisted in ensuring smooth procedures for withdrawing and utilizing funds remitted for operations within Myanmar; and arranged tax exemptions for the import of office equipment and vehicles.

However, it has revoked the right to attend conferences and meetings, ignored information sent by Myanmar, accepted and validated information submitted by individuals and organizations opposing the government, made unilateral decisions, and facilitated their attendance at ILC conferences and meetings. If a member state wishes to seek assistance to effectively implement the ratified Conventions, the ILO should provide support accordingly. Instead, adopting coercive and punitive decisions will adversely affect the socio-economic lives of the workers in the member state.

As a member state of the ILO, the Government of Myanmar pays its annual contribution and is currently making arrangements to pay the contribution for 2027. Furthermore, although the agreements concluded between Myanmar and the ILO have expired and the ILO does not cooperate with the Government, the government continues to allow the ILO Liaison Officer to maintain an office in Myanmar, hosts the Liaison Officer to this day, and maintains continuous communication.

It is noted that the ILO is moving towards establishing a monitoring mechanism on Myanmar, similar to mechanisms created by other UN bodies such as the UN General Assembly and the Human Rights Council. Myanmar does not recognize country-specific mandates established without its consent, nor does it cooperate with such mechanisms, and does not accept visits by these mechanisms.

As stated in previous ILO documents, the scope of the monitoring mechanism proposed by the ILO is unclear and exceeds the mandate of Conventions Nos. 29 and 87. Given that various monitoring mechanisms established by the Human Rights Council already exist for Myanmar, and at a time when the UN is addressing liquidity crises and "UN 80" initiatives, establishing an unnecessary and overlapping UN

mechanism on Myanmar is unreasonable. It is noted that Myanmar has consistently objected to country-specific mandates established by the UN Human Rights Council and does not cooperate with such mechanisms.

The objective of the ILO referred to as "direct support to Myanmar employers, workers, and their organizations" contradicts the tripartite nature of the ILO. Furthermore, as the Memorandum of Understanding on the Decent Work Country Programme (DWCP) has expired—which served as the basis for providing host country consent for ILO activities. Non-recognition of the Government and ongoing unilateral actions compel Myanmar to review its relationship with the ILO.

It is emphasized that Myanmar wishes to maintain cooperation with the ILO on the basis of mutual respect. It is reiterated that cooperation should be pursued by respecting sovereignty and obtaining the consent of the country concerned, and by carrying out activities consistent with the mandate of the ILO, including the provision of technical assistance.

Political Developments in Myanmar

Under the supervision of the Union Election Commission, the 2025–2026 Multiparty General Elections were successfully held in a free, fair, transparent, and multiparty electoral process. Out of a total of 330 townships in Myanmar, elections were conducted in 263 townships, covering 80 percent of the country's townships. Nationally, 24.33 million eligible voters were registered, of whom 13.14 million exercised their right to vote, representing a voter turnout of 54.22 percent. Subsequently, the new Pyithu Hluttaw, Amyotha Hluttaw, and Pyidaungsu Hluttaw convened in March 2026, restarting the country's legislative process. On 3 April 2026, the President and Vice-Presidents were elected. Elected President U Min Aung Hlaing and Vice-Presidents U Nyo Saw and Daw Nan Ni Ni Aye, together with Union-level appointees, took the oath of office on 10 April 2026.

Following the enactment of the Law Amending the Law Relating to the Formulation of the Union Budget, the Law Amending the Law Relating to the

Formulation of Region or State Budgets, and the Anti-Online Scam Law, the second regular session of the Third Pyidaungsu Hluttaw was adjourned on 31 July 2026. The Anti-Online Scam Law includes provisions regarding forced labour and prescribes severe penalties. The upcoming regular session of the Hluttaw is scheduled to be held in late September 2026.

On humanitarian grounds and to enable participation in nation-building, the President announced a pardon in mid-April 2026, releasing over 4,000 prisoners. U Win Myint was among those released under this mass amnesty. Furthermore, under Section 541, Sub-section (1) of the Code of Criminal Procedure, the President commuted the remaining term of imprisonment for Daw Aung San Suu Kyi to serve at a designated residence. From 2021 to May 2026, a total of 126,964 individuals have been granted amnesty. The Resident Representative of the International Committee of the Red Cross (ICRC) met with Daw Aung San Suu Kyi on 3 August 2026 in accordance with ICRC standards and procedures.

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Note No. 478 /31/03–23/39

The Permanent Mission of the Republic of the Union of Myanmar to the United Nations Office and other International Organizations in Geneva presents its compliments to the International Labour Office in Geneva and has the honour to refer to the Permanent Mission's Note No. 421/31/03-23/39 dated 21 September 2026 regarding the information on concrete steps taken following the 356th Session of the Governing Body to be transmitted to the Governing Body at its 358th Session (November 2026).

In this regard, the Permanent Mission of Myanmar in Geneva has further the honour to enclose herewith the additional information from Ministry of Labour for the 358th Session of Governing Body in November 2026.

The Permanent Mission of the Republic of the Union of Myanmar to the United Nations Office and other International Organizations in Geneva avails itself of this opportunity to renew to the International Labour Office in Geneva the assurances of its highest consideration.

Geneva, 30 October 2026

PERMANENT MISSION THE REPUBLIC OF THE UNION OF MYANMAR 064 GENEVA

International Labour Office
GENEVA.

Additional Information of the implementation by Myanmar Government following Commission of Inquiry (CoI) on Myanmar (From September 2026 to 15-10-2026)

Convention No. 87

Status of the formation of labour organizations and employer organizations freely in accordance with the Labour Organization Law (2011)

In accordance with the Labour Organization Law (2011), from 2012 to October 15, 2026, a total of 3,140 organizations have been registered. These include 2,913 Basic labour organizations, 162 township labour organizations, 27 Region and State labour organizations, nine labour federations, one Labour Confederation, 27 basic employer organizations, one Township Employer Organization and one Employer Federation. Applications submitted for the formation of 2 basic organizations and 1 labour federation are currently being scrutinized for the issuance of recognition certificates.

From December 2023 to August 2026, awareness-raising discussions were conducted for a total of 156,765 workers across 3,772 factories and workplaces, and educational pamphlets regarding the formation of labour organizations were distributed.

Status of Resolution of Labour Disputes and Collective Bargaining

As of September 2026, a total of 2,993 Workplace Coordinating Committees have been established. Between January 1, 2025 and October 15, 2026, these committees received 296 cases, of which 277 were successfully resolved. Regarding interest disputes unresolved at the WCC level, Township Conciliation Bodies received 285 disputes between January 1, 2025 and October 15, 2026, successfully resolving 256 cases. This resulted in 822 workers receiving monetary benefits amounting to 422.886 million kyats and 806.40 US dollars.

During the same period (from January 1, 2025 to October 15, 2026), the Arbitration Body received 28 disputes, resulting in 20 cases with finalized decisions, thereby securing financial entitlements worth 28.478 million MMK for 41 workers. Additionally, the Arbitration Council received 13 disputes during this period,

successfully making decisions that provided financial entitlements worth 753.597 million MMK for 667 workers.

From September 1, 2026 to October 15, 2026, a total of five (5) collective labour bargaining occurred at factories and workshops, all of which were successfully negotiated and settled by the respective regional and township labour coordination bodies.

Implementation Status of Labour Law Awareness and Capacity Building

To improve the awareness of labour Laws among WCC members, between January 1, 2025 and October 15, 2026, 643 training sessions were conducted across 1,454 factories and workshops, benefiting 7,015 WCC members. On July 13, 2026, a capacity-building workshop for members of township conciliation bodies was held to provide them with good experiences and improve their conciliation skills.

Enforcement Actions for Non-compliance with Labor Law Provisions

Between January 1, 2025 and October 15, 2026, two cases of prosecution were received for failing to comply with the decisions of the Arbitration Council under the 2011 Settlement of Labour Dispute Law. These cases have been completed, resulting in monetary compensation benefits amounting to 3.782 million Kyats for 3 workers and the imposition of a 20.000 million Kyat fine.

Convention No. 29

Awareness Raising and Prevention Activities for the Elimination of Forced Labour

From April 2025 to September 2026, 2,564 awareness-raising sessions were conducted across 2,564 factories and workshops, reaching a total of 72,761 workers, and a total of 33,789 pamphlets were distributed to the workers. Furthermore, the distribution of forced labour awareness pamphlets printed in Myanmar and 7 ethnic languages, announcements in state-owned newspapers, broadcasts on Myanmar Radio and Television (MRTV) programs, and broadcasts through audio programs are being implemented.

To enhance the knowledge of workers in factories, workplaces and establishments, awareness-raising discussions on labour laws are being conducted. During the period from January 1, 2025 to October 15, 2026, discussions were successfully held for 144,887 workers from 9,659 factories, workshops and establishments. Awareness raising using mobile educational vehicles was also carried out for 5,175 workers from 207 factories, workshops and establishments.

Ensuring No Forced Labour and Enforcement of Labour Law Regulations

Out of 309 cases of overtime work identified and received in the Regions and States from January 2025 to August 2026, 31 cases involving non-compliance with the law were prosecuted. From January 1, 2025 to October 15, 2026, for 718.963 million overtime hours worked by 13,050,031 workers across 24,579 factories and workshops, the realization of overtime wage entitlements amounting to 1,084,499.787 million Kyats was successfully facilitated.

Regarding ILO Convention No. 29, active measures are currently underway to transition towards a digital system aimed at strengthening the role of labor inspection. Furthermore, capacity-building training programs are being conducted for inspection officers. Priority is also given to monthly awareness-raising programs on labor laws and regulations targeting employers, managers, administrators, members of OSH (Occupational Safety and Health) and WCC (Workplace Coordinating Committee) committees, labor organizations, and workers across factories, workshops, shops, and establishments. Additionally, forced labor prevention criteria are systematically incorporated into the General Inspection Checklists used by labor inspectors.

Information on Prevention and Suppression of Human Trafficking

From January to September 2026, the sentences handed down varied with 1 offender (male) sentenced to up to 60 years imprisonment, 7 offenders (4 males, 3 females) sentenced to up to 25 years imprisonment, 38 offenders (11 males, 27 females) sentenced to up to 20 years imprisonment, 27 offenders (11 males, 16

females) sentenced to up to 15 years imprisonment, 1 offender (male) sentenced to up to 13 years imprisonment, 15 offenders (7 males, 8 females) sentenced to up to 12 years imprisonment, 8 offenders (1 male, 7 females) sentenced to up to 11 years imprisonment, 32 offenders (13 males, 19 females) sentenced to up to 10 years imprisonment, 8 offenders (5 males, 3 females) sentenced to up to 7 years imprisonment, 1 offender (male) sentenced to up to 6 years imprisonment.

From January to September 2026, the Anti-Human Trafficking Police Force—in collaboration with the Myanmar Police Force, other government agencies, and social organizations—conducted extensive awareness campaigns to combat human trafficking. They held 544 awareness-raising sessions, reaching a total of 100,531 attendees (42,305 males and 58,226 females). In addition, they distributed 234,048 pamphlets to the public across 2,589 separate campaigns. Furthermore, a total of 67 billboards on anti-trafficking were erected across Nay Pyi Taw and various Regions/States, and 49 stickers displaying anti-trafficking information and hotline numbers were affixed to highway vehicles and bus stations.

Between January and September 2026, a total of 774 individuals (154 males and 620 females) attempting to travel abroad for illegal employment were intercepted in a timely manner. They were provided with awareness education regarding the risks of human trafficking resulting from illegal migration, the lack of full labor rights, limited employment opportunities, and other potential harmful consequences, after which they were safely sent back to their home regions—successfully preventing them from falling victim to human trafficking.

During the same period from January to September 2026, 28 cases were filed and legal action was taken under the Overseas Employment Law, involving a total of 83 suspects (36 males and 47 females).

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The activities on Elimination of Child Labour

Out of 8 Working Committees, the Working Committee on Awareness Raising and Capacity Building is currently undertaking awareness-raising activities regarding the elimination of child labour. These include broadcasting news, airing the Child Labour TV Sport, broadcasting public alerts, hosting Talk Shows on Website TV, disseminating awareness through media, displaying wall newspapers, organizing public talks, hosting photo and book exhibitions, publishing news photos, conducting panel discussions, distributing pamphlets, conducting vocational training courses to enhance capacity, organizing coordination meetings, publishing articles, and conducting roundtable discussions. Furthermore, vocational training courses are being conducted to create employment opportunities. The activities of the Working Committee on Awareness Raising and Capacity Building from January 2025 to September 2026 are attached in Annex 1, and the activities of the Working Committee on Creation of Job Opportunities are in Annex 2.

Other Activities Related to Labour Affairs

Creation of Employment Opportunities

According to the records of employment and labour exchange offices, the Ministry of Labour registered a total of 1,455,242 new job seekers (494,398 males and 960,844 females) from January 2025 to September 2006. Out of these, employment opportunities were successfully created for a total of 282,267 workers (82,492 mates and 199,775 females).

To assist job seekers and employers in need of workers, agency licenses are being issued to citizen-owned companies wishing to operate private domestic employment agencies providing free services to job seekers, in accordance with the 2013 Employment and Skills Development Law. From January 2025 to September 2026, employment was successfully secured for 8,694.

Measures for Safe and Secure Migration of Workers

The Ministry of Labour, in accordance with the Law Relating to Overseas Employment (1999), permits Myanmar workers to go abroad through licensed overseas employment agencies. This ensures that Myanmar workers travel abroad systematically to secure good employment opportunities, and to protect workers' rights, and prevent any loss of benefits, and that the experiences, knowledge, and skills gained from abroad are systematically reapplied domestically. From January 2025 through September 2026, the Ministry of Labour successfully dispatched 83,320 workers abroad, through direct self-arrangements and licensed overseas employment agencies.

To ensure safe and secure migration and living conditions and to address the difficulties faced by Myanmar workers working both within and outside the country, Complaints Mechanism Centers have been established in Naypyidaw and Yangon, one in each location, to receive and resolve labour-related complaints 24 hours a day. In addition, complaints, labour attaches, employment agencies, Migrant Workers Resource Centers (MRCs), and the media. From January 2025 to August 2026, a total of 78 cases involving various types of complaints including deaths, missing/ runaway workers, arrests, requests for repatriation, breaches of employment contracts (ECS), failure to depart abroad despite payment of service fees, injuries, non-payment of wages, retention of identity documents, sexual violence, trafficking in persons, illegal recruitment, and other cases were successfully addressed and resolved. Furthermore, 155 persons were prosecuted under Section 26 of the Law Relating to Overseas Employment. Regarding worker benefits, assistance was provided to secure a total of 117,633,613 THB, 549,885,026 MMK, and 523,585,071 KRW between January 2025 and September 2026.

Employment and Skills Development

For developing skilled workers in line with regional requirements and to recognize the skills of workers, the National Skills Standards Authority (NSSA), from

January 1, 2025 to October 15, 2026, 3 occupations approved by NSSA, particularly as 1 competency standards for Level 1, 3 competency standards for Level-2 and 1 competency standards for Level-3. It has also accredited 19 skills Assessment Centers, 98 renewals and 51 assessors. Skills ssessment programmes have been implemented with funding from the Government Budget, as well as the Skills Training Programmes. Out of a total of 5,446 candidates have been conducted 5,303 candidates have successfully met the required competency standards and have been officially recognized.

Social Security Measures

The Social Security Board provides medical treatment to insured workers across 136 covered townships. From January 2025 to September 2026, a total of 187,921 individuals received healthcare services at the three major Social Security hospitals. Additionally, healthcare services were provided 2,704,248 times to insured workers through Social Security clinics in the Naypyidaw Council Area and various regions and states, traditional medicine clinics, departmental clinics, contracted external private clinics, and Mobile Medical Units (MMU). Regarding cash benefits, from January 2025 to September 2026, a total of 54,437.288 million Kyats was approved and disbursed for 1,120,239 cash benefit case files. Concerning matters related to maternity care for covered insured women, maternity services were provided to 12,948 insured workers, and 3,054.089 million Kyats was approved and disbursed as cash benefits from January 2025 to August 2026.

Occupational Safety and Health (OSH) Activities

From September 1, 2026 to October 15, 2026, routine visits were conducted at 579 factories and 1,325 shops and establishments. Regarding working environment measurement, working environmental conditions were measured and accessed at 71 factories. In addition, occupational safety and health training courses were conducted between September 1, 2026 and October 15, 2026. At the National Occupational Safety and Health Training Center in Hlaingthaya Township, Yangon

Region, two (2) training sessions were conducted for 81 trainees. Furthermore, at the hall of the Skill Training Center in Pyigyitagon Township, Mandalay Region, one (1) training session was carried out for 80 trainees.

Information Regarding Disloyalty Civil Servant-DSC

Between February 2021 and September 2026, a total of 7,571 individuals were reinstated to their original positions, and 1,346 individuals were promoted.

Cooperation with the ILO

As a member state of the International Labour Organization (ILO), Myanmar consistently fulfills its obligations through ongoing cooperation with the organization. The country pays its annual assessed contributions on time and provides essential operational support. From 2024 to October 2026, Myanmar approved 23 entry visas and stay permits for 19 international staff, including the ILO Liaison Officer. Additionally, the government facilitates the transfer and use of project funds and grants tax exemptions for importing office equipment and vehicles for the ILO Liaison Office.

Additionally, out of the 385 pending cases remaining from the 387 cases transferred from the ILO (Yangon) office to the National Committee for the Implementation of the National Complaints Mechanism (NCM) on October 28, 2020, a review revealed that 233 cases lacked complete verification documents for age verification and contained discrepancies regarding personal service numbers, ranks, names, and military units. Please be informed that although requests have been submitted to the ILO Yangon office three times to resend complete documentation and correct information for these cases, no response or documentation has been received to date.

It is reiterated that Myanmar wishes to maintain cooperation with the ILO on the basis of mutual respect. It is emphasized that cooperation needs to be carried out in line with the ILO's mandate, including the provision of technical assistance, with respect for sovereignty and with the consent of the country concerned.

Annex - 1

MYANMAR NATIONAL COMMITTEE ON THE ELIMINATION OF CHILD LABOUR

Working Committee on Awareness Raising and Capacity Building

Progress activities from January 2025 to Septemper 2026

No.	Activity / Work Item	Frequency / Quantity	Remarks
1	Broadcasting and dissemination of news	795	
2	Broadcasting of child labour TV Spots	9,198	
3	Public Service Announcements (PSAs)	1,114	
4	Talk Shows (Website TV)	692	
5	Awareness-raising broadcasts via media	611	
6	Wall poster displays	4,802	
7	Awareness-raising talks	27,956	
8	Photo and book exhibitions	67	
9	Publication of news photographs	181	
10	Seminars / Panel discussions	5,633	
11	Distribution of pamphlets	13,527	
12	Capacity-building vocational training courses	399	
13	Coordination meetings	173	
14	Articles	11	
15	Roundtables	10	

Annex-2

Table of Vocational and Skill Development Training Courses and Employment Status of Member Ministries of the Working Committee for Job Opportunities Creation (From January 2025 to September 2026)

No.	Ministry	Frequency	Trainees		Total	Employed		Total
			Male	Female		Male	Female	
1	Ministry of National Planning, Investment and Foreign Economic Relations	2	35	41	76	-	-	-
2	Ministry of Border Affairs and Minstry of National Races Affairs	54	250	890	1,140	52	414	466
3	Ministry of Agriculture, Livestock and Irrigation	805	17,021	8,311	25,332	4,391	2,602	6,993
4	Ministry of Cooperatives and Rural Development	1,033	2,795	13,879	16,674	502	807	1,309
5	Ministry of Industry and micro, small, medium enterprises development	43	2,018	529	2,547	104	63	167
6	Ministry of Labour	324	4,168	19,674	23,842	3,289	19,495	22,784
7	Ministry of Commerce	179	2,118	3,660	5,778	-	-	-
8	Ministry of Education	-	-	-	-	-	-	-
9	Ministry of Science and Technology	184	1,944	1,738	3,682	532	928	1,460

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No.	Ministry	Frequency	Trainees		Total	Employed		Total
			Male	Female		Male	Female	
10	Ministry of Health	6	217	827	1,044	319	836	1,155
11	Ministry of Construction (This is the list of appointed employees, including permanent staff, daily wage workers, and contract/job-based workers of the departments including the Minister's Office)	24	612	14	626	163,089	90,333	253,422
12	Ministry of Social Welfare, Relief and Resettlement	218	5,395	976	6,371	-	-	-
13	Nay Pyi Taw Development Committee (This is the list of daily-wage workers hired as replacements for city cleaning, beautification, and greening operations)	4	89	102	191	534	337	871
14	Yangon City Development Committee (Carrying out roadwork activities Employees assigned to the project are included)	92	9,289	4,475	13,764	473,571	180,536	654,107
15	Mandalay Development Committee (Employees/ workers appointed to the departments of the Mandalay City Development Committee, as well as licensed businesses and tender-winning companies)	-	-	-	-	13,361	11,469	24,830

3

No.	Ministry	Frequency	Trainees		Total	Employed		Total
			Male	Female		Male	Female	
16	The Republic of the Union of Myanmar Federation of Chambers of Commerce and Industry (UMFCCI)	38	198	1,601	1,799	-	403	403
17	Myanmar National Committee on Women	55	158	4,381	4,539	20	1,290	1,310
Total		3,061	46,307	61,098	107,405	659,764	309,513	969,277