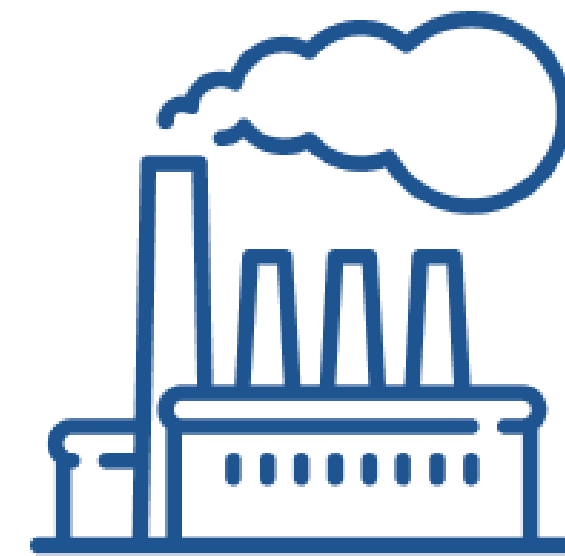


SMART Factories Programme, Status updates until December 2025



36 international apparel retailers joined the project, committing to heightened due diligence and superior business conduct within their operations in Myanmar.



195 factories in Myanmar supply these retailers.



Approximately **218,500** employees worked within these MADE supplier factories.



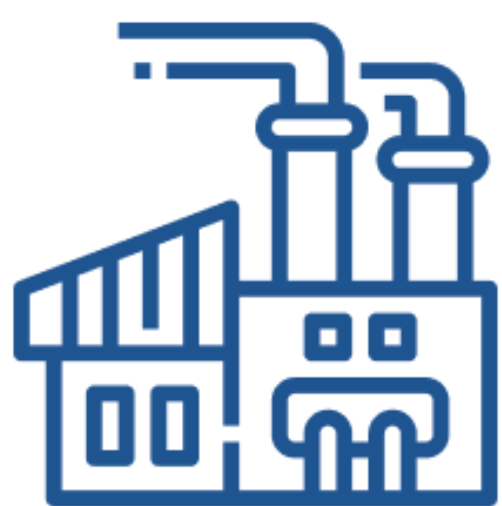
197 factories engaged in training programmes of MADE or with the project's on-site capacity building and remediation services.



148 on-site social and environmental advisory programmes were conducted at these factories up until December 2025, including 128 factories that participated in MADE's on-site social performance advisory programme.



Those **128** factories employed **166,271** employees, of which 89% were women.



78% of these **128** factories completing the on-site social advisory programmes established or maintained highly functional, well operating factory-level grievance systems. A further **6%** achieved mostly or partially functional factory level grievance systems. Approximately 16% could not establish a meaningful or truly effective factory-level grievance system.



14% of these 128 factories also had functional trade unions playing an effective role in their grievance system.

56% of factories working with MADE paid higher than the country's minimum wage, as of Dec. 2025. This means 56% of factories paid all employees greater than 7,800 MMK daily base pay. Average pay rates across MADE factories are consistently observed as 5% higher than non-MADE factories.

The SMART Factories Programme is implemented by the Multi-stakeholder Alliance for Decent Employment in the Myanmar apparel Industry (MADE in Myanmar), a project co-funded by the European Union.



Strengthening responsible supply chains.



Technical support for grievance mechanisms and industry wide dialogue.



Capacity building, reskilling and counseling for unemployed garment workers.



Cooperation with international retailers to improve suppliers's social and environmental performance.



Transparency on social compliance performance of factories in the Myanmar apparel industry.

Training & advisory programs for apparel factory managers, supervisors and workers.



Human resources management



Workplace dialogue



Occupational safety and health



Chemicals and waste management



Energy efficiency and renewables

