

## MIC Announcement on Working Overtime

On 3<sup>rd</sup> October 2019, the Myanmar Investment Commission (“MIC”) issued its Announcement on Working Overtime according to the Overtime Procedures of the Factory and General Labour Laws.

Companies operating business under MIC permits, MIC endorsements, or Region/State Investment Committee’s permits are required to comply with the followings:-

1. Companies must obtain written consent from the employee who is required to work overtime. Overtime working hours must not exceed 3 hours per day for weekdays (Monday to Friday) and 5 hours per day for Saturday. Thus, the total overtime working hours must not exceed 20 hours per week.
2. If it is necessary to work overtime on Sunday or Public Holidays, companies must obtain written consent from the employee and an acknowledgement letter from the Workplace Coordination Committee.
3. During a 4-week period, companies cannot request its employees to work on Sunday more than one day.



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