### Case 4.4

# Labour Issue at woven bag (Penang) factory

The woven bag (Penang) factory in Hlaing Thar Yar Township is operating with 115 employees, 56 of whom are male and 59 female. The employees presented the following issues on 30-7-2018.

1. to allow overtime as it was before. The company had stopped working with overtime because there was no need for overtime at the moment.
2. to set the production bonus as 1,500 Kyats- and to add that to payment for every working day;

### Comments/ food for thoughts:

* Request 1: Do the workers have the right to overtime? Why do the workers want to work overtime? If it is a financial issue, is there another solution in which the workers can obtain the same level of salary as before and still secure the productivity at the company?
* Request 2: If there is talk about a production bonus, why should it just increase for every working day? Should there not be a system for the production bonus? And if not then why?