### Case 2.4

## South Bay Garment Factory workers’ case

South Bay Garment Factory has 855 workers employed: 51 males and 804 females.

On 26th January, 855 workers, went on strike due to several unresolved negotiations. The workers had three (3) demands:

1. The workers wanted a system for a skills bonus, so they get an opportunity to increase their salary.   
     
   The workers proposed a bonus system with five (5) categories (skills levels):  
     
   A = 50,000 B = 45,000 C = 35,000 D = 30,000 E = 25,000
2. If the workers had to work during the Thingyan Festival, they wanted compensation days off.
3. To pay attendance bonus once after 15 days and 10,000 kyat in two installments

### Considerations for the negotiations – both for the employer and employee

1. Define the criteria on which the system for skills bonus should be based?
2. Why should there be compensation days off when working during the Thingyan Festival? Is there an alternative to compensation days off?
3. Prepare the arguments for introducing/ rejecting an attendance bonus. If an attendance bonus should be introduced, then how should it work?

## How can the conciliator find a negotiated solution in this case?