



# LINCOLN LEGAL SERVICES (MYANMAR) LIMITED

NEWSLETTER 188 - 1 February 2025

**Dear Readers,**

Welcome to a new edition of our newsletter.

**1. State of emergency extended; Union Government reshuffled**

On 31 January 2025, the National Defence and Security Council [extended](#) the state of emergency for another 6 months. Furthermore, the State Administration Council reconstituted itself and reshuffled the Union Government.

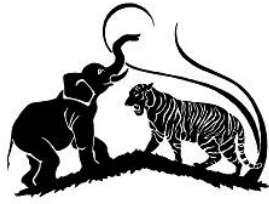
Lt-Gen Yar Pyae switched position with Lt-Gen Tun Tun Naung; the former is now Union Minister of Border Affairs and the latter Union Minister of Home Affairs. Union Ministers U Myint Naung (Labour), U Min Thein Zan (Sports and Youth Affairs) and Dr Thet Thet Khine (Hotels and Tourism) were allowed to retire and replaced with U Chit Swe, Jeng Phang Naw Taung and U Kyaw Soe Win, respectively.

Republic of the Union of Myanmar  
State Administration Council  
Order 7/2025  
3rd Waxing of Tabodwe 1386 ME  
31 January 2025

**Reconstitution of State Administration Council**

THE State Administration Council has reconstituted itself under Section 419 of the Constitution as follows: -

- |     |                                |                 |
|-----|--------------------------------|-----------------|
| (1) | Senior General Min Aung Hlaing | Chairman        |
| (2) | Vice-Senior General Soe Win    | Vice-Chairman   |
| (3) | General Aung Lin Dwe           | Secretary       |
| (4) | General Ye Win Oo              | Joint Secretary |
| (5) | General Mya Tun Oo             | Member          |
| (6) | Admiral Tin Aung San           | Member          |
| (7) | General Maung Maung Aye        | Member          |



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(8)	General Nyo Saw	Member
(9)	Lt-Gen Yar Pyae	Member
(10)	U Wunna Maung Lwin	Member
(11)	Daw Dwe Bu	Member
(12)	Porel Aung Thein	Member
(13)	Mahn Nyein Maung	Member
(14)	Dr Hmuh Thang	Member
(15)	Dr Ba Shwe	Member
(16)	Khun San Lwin	Member

Sd/

Min Aung Hlaing  
Senior General  
Chairman  
State Administration Council

Republic of the Union of Myanmar  
State Administration Council  
Order 8/2025  
3rd Waxing of Tabodwe 1386 ME  
31 January 2025

Union Government Reformation

THE State Administration Council has restructured the Union Government as follows, in order to more efficiently and promptly implement the five-point roadmap and nine objectives set out, under Section 419 of the Constitution.

(1)	Prime Minister	Senior General Min Aung Hlaing
(2)	Deputy Prime Minister	Vice-Senior General Soe Win



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- |      |   |                         |
|------|---|-------------------------|
| (3)  | Deputy Prime Minister and Union Minister Office of the Prime Minister                       | Admiral Tin Aung San    |
| (4)  | Deputy Prime Minister and Union Minister Ministry of Transport and Communications           | General Mya Tun Oo      |
| (5)  | Deputy Prime Minister and Union Minister Ministry of Defence                                | General Maung Maung Aye |
| (6)  | Deputy Prime Minister and Union Minister Ministry of Planning and Finance                   | U Win Shein             |
| (7)  | Deputy Prime Minister and Union Minister Ministry of Foreign Affairs                        | U Than Swe              |
| (8)  | Union Minister Ministry of Home Affairs   | Lt-Gen Tun Tun Naung    |
| (9)  | Union Minister Ministry 1 at the Office of the Chairman of the State Administration Council | Admiral Moe Aung        |
| (10) | Union Minister Ministry 2 at the Office of the Chairman of the State Administration Council | U Ko Ko Hlaing          |
| (11) | Union Minister Ministry 3 at the Office of the Chairman of the State Administration Council | U Maung Maung Tint      |
| (12) | Union Minister Ministry 4 at the Office of the Chairman of the State Administration Council | U Aung Kyaw Hoe         |
| (13) | Union Minister Ministry of Border Affairs   | Lt-Gen Yar Pyae         |
| (14) | Union Minister Ministry of Investment and Foreign Economic Relations                        | Dr Kan Zaw              |
| (15) | Union Minister  | Dr Thida Oo             |



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	Ministry of Legal Affairs	
(16)	Union Minister Ministry of Information	U Maung Maung Ohn
(17)	Union Minister Ministry of Religious Affairs and Culture	U Tin Oo Lwin
(18)	Union Minister Ministry of Agriculture, Livestock and Irrigation	U Min Naung
(19)	Union Minister Ministry of Cooperatives and Rural Development	U Hla Moe
(20)	Union Minister Ministry of Natural Resources and Environmental Conservation	U Khin Maung Yi
(21)	Union Minister Ministry of Electric Power	U Nyan Tun
(22)	Union Minister Ministry of Energy	U Ko Ko Lwin
(23)	Union Minister Ministry of Industry	Dr Charlie Than
(24)	Union Minister Ministry of Immigration and Population	U Myint Kyaing
(25)	Union Minister Ministry of Labour	U Chit Swe
(26)	Union Minister Ministry of Commerce	U Tun Ohn
(27)	Union Minister Ministry of Education	Dr Nyunt Pe
(28)	Union Minister Ministry of Science and Technology	Dr Myo Thein Kyaw
(29)	Union Minister	Dr Thet Khaing Win



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	Ministry of Health	
(30)	Union Minister Ministry of Sports and Youth Affairs	Jeng Phang Naw Taung
(31)	Union Minister Ministry of Construction	U Myo Thant
(32)	Union Minister Ministry of Social Welfare, Relief and Resettlement	Dr Soe Win
(33)	Union Minister Ministry of Hotels and Tourism	U Kyaw Soe Win
(34)	Union Minister Ministry of Ethnic Affairs	U Khun Thant Zaw Htoo
(35)	Permanent Secretary Union Government Office	U Zaw Than Thin

Sd/

Min Aung Hlaing  
Senior General  
Chairman  
State Administration Council

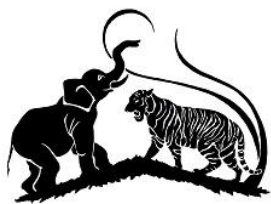
*[Published in the Global New Light of Myanmar on 1 February 2025.]*

## 2. Labour law seminar

Download seminar invitation [as PDF](#)

We reviewed a number of internal employment manuals for NGOs and INGOs recently and found that we always had the same comments. As we think that these issues are of general interest, we will hold a labour seminar with the following topics. The seminar is open to anyone, not just to NGOs and INGOs.

- **New, in light of the freeze of foreign assistance programmes by the Trump Administration: How to react to a drop in funding or a business downturn**



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- The difficult ways for employees to take action against unfair labour practices - how risky is it for employers not to comply with labour laws?
- Financial consequences if fixed-term contracts are not renewed
- Length and extension of the probationary period
- Difference between overtime work and work on a weekly rest day or public holiday
- Compensation for overtime work and work on a weekly rest day or public holiday with time off instead of money
- The limited number of disciplinary sanctions in Myanmar: Dismissal for ordinary violations, dismissal for serious violations, fines
- Providing for deductions from the salary in labour contracts and employment manuals
- No mandatory retirement age for employees in private businesses and organisations
- How to handle the withdrawal of employees due to a worsening security situation
- How to include terms and conditions in the labour contract or employment manual that seem to be sensible, but are not provided for in Myanmar's labour laws?
- Other topics

<b>Date and time</b>	Thursday, 20 <sup>th</sup> February 2025, 2:30pm - 4:00pm
<b>Place</b>	Rose Garden Hotel, 171 Upper Pansodan Road, Yangon
<b>Speaker</b>	Sebastian Pawlita
<b>Language</b>	English
<b>Participation fee</b>	MMK 25,000 per person, payable in cash at the reception desk
<b>Registration</b>	Please register by sending an e-mail to <a href="mailto:info@lincolnmyanmar.com">info@lincolnmyanmar.com</a> , stating the name of your organisation and the names of the participants.
<b>Suggesting a topic</b>	If you wish us to discuss a particular topic at the seminar, please do not hesitate to include this in your registration e-mail; we will be happy to amend the agenda.



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We hope that you have found this information useful.

Sebastian Pawlita  
Managing Director

### About Lincoln Legal Services (Myanmar) Limited

Lincoln Legal Services (Myanmar) Limited provides the full range of legal and tax advisory and compliance work required by investors. We pride ourselves in offering result-oriented work, high dependability and a fast response time at very competitive prices. Please do not hesitate to contact us:

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