

# Develop of model Childcare facility in Thilawa SEZ



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Joint Secretary -1  
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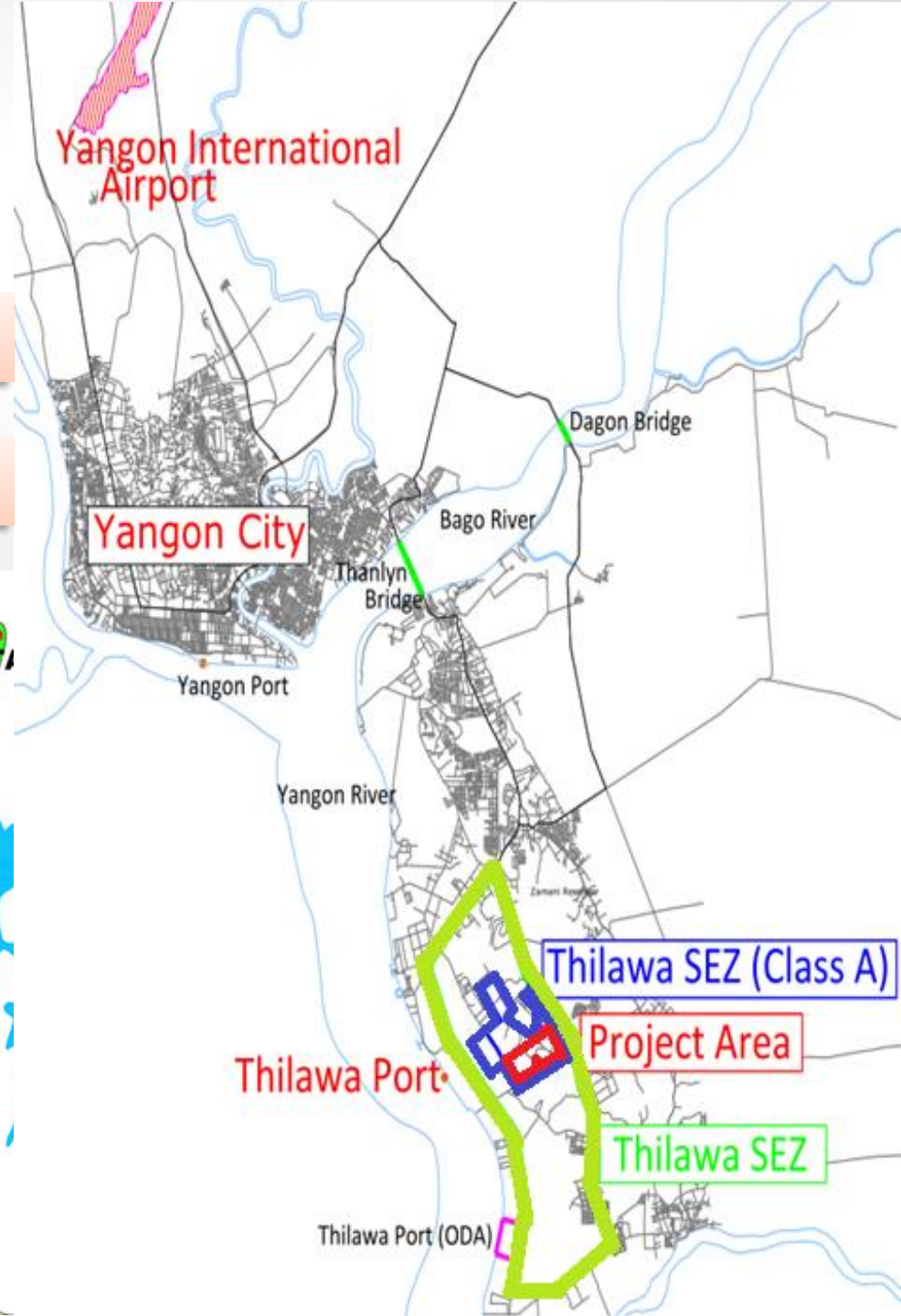
# Outline

- Thilawa SEZ Development
- Labor force in Thilawa SEZ
- Industry Threads and Opportunities
- Research findings from AIT Report
- Proposed Concept for Childcare Model
- Future Plan for the Childcare Facility
- Benefits and Challenging
- Key Success factors from childcare

# Location

23km southeast of Yangon city

Nearly 1 hour drive



# Structure of JV

**THILAWA SEZ  
MANAGEMENT  
COMMITTEE**  
(Myanmar  
Government)

**MYANMAR THILAWA SEZ HOLDINGS  
PUBLIC LIMITED, (MTSH)**  
(Myanmar Investment company)

**MMS THILAWA  
DEVELOPMENT CO. LTD.,**  
(Japan Investment company)

**JAPAN  
INTERNATIONAL  
COOPERATION  
AGENCY**  
(Japanese  
Government)

10%

41%

39%

10%

Myanmar Japan Thilawa Development Ltd.

**Total Area = 2400 ha**

**Zone A = 405 ha**

**Zone B (Phase 1) = 101 ha**

**Zone B (Phase 2) = 77 ha**

**Zone B (Phase 3) = 46 ha**

# Organization Chart of Myanmar Japan JV



**MYANMAR JAPAN THILAWA DEVELOPMENT LIMITED**

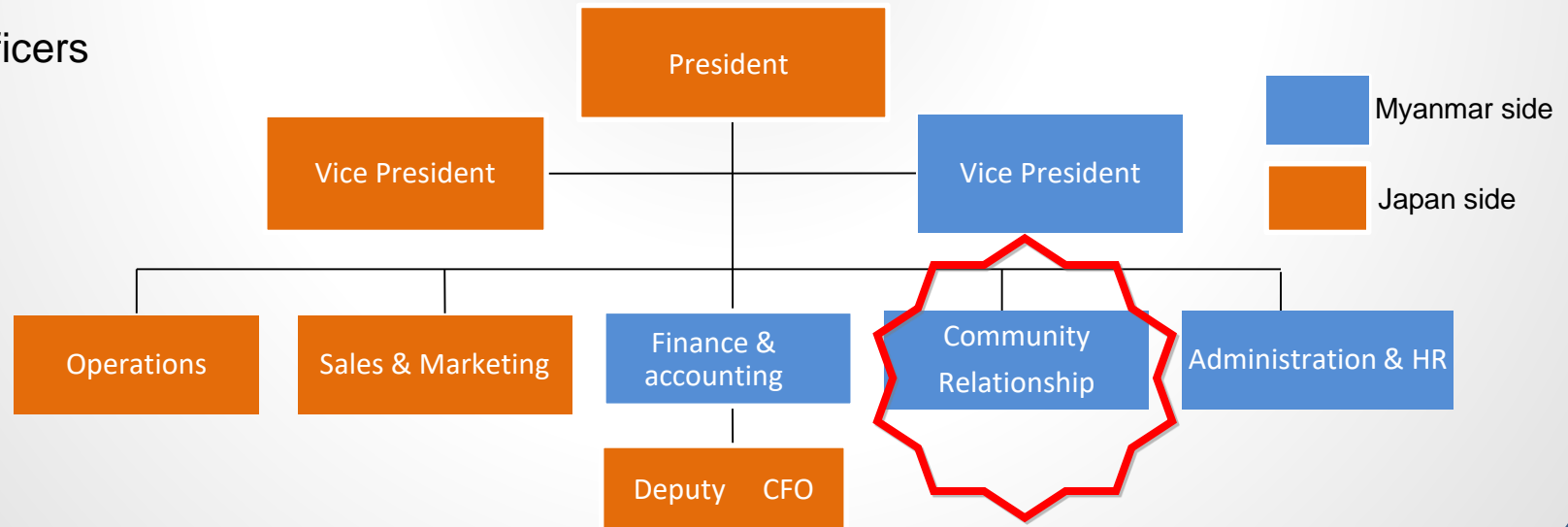
Board of Directors

Myanmar : 5 persons  
(Incl. Chairman)

Japan : 4 Persons

Chairman

Officers





Commercial Operation started on 23<sup>rd</sup> September 2015

5 factories



74 Factories started Commercial Operation in June 2019



# Investors' Information

- ❖ 111 companies from 19 countries invested in Thilawa SEZ for the following types of industry

**Commercial Operation: 74**

## For Export :

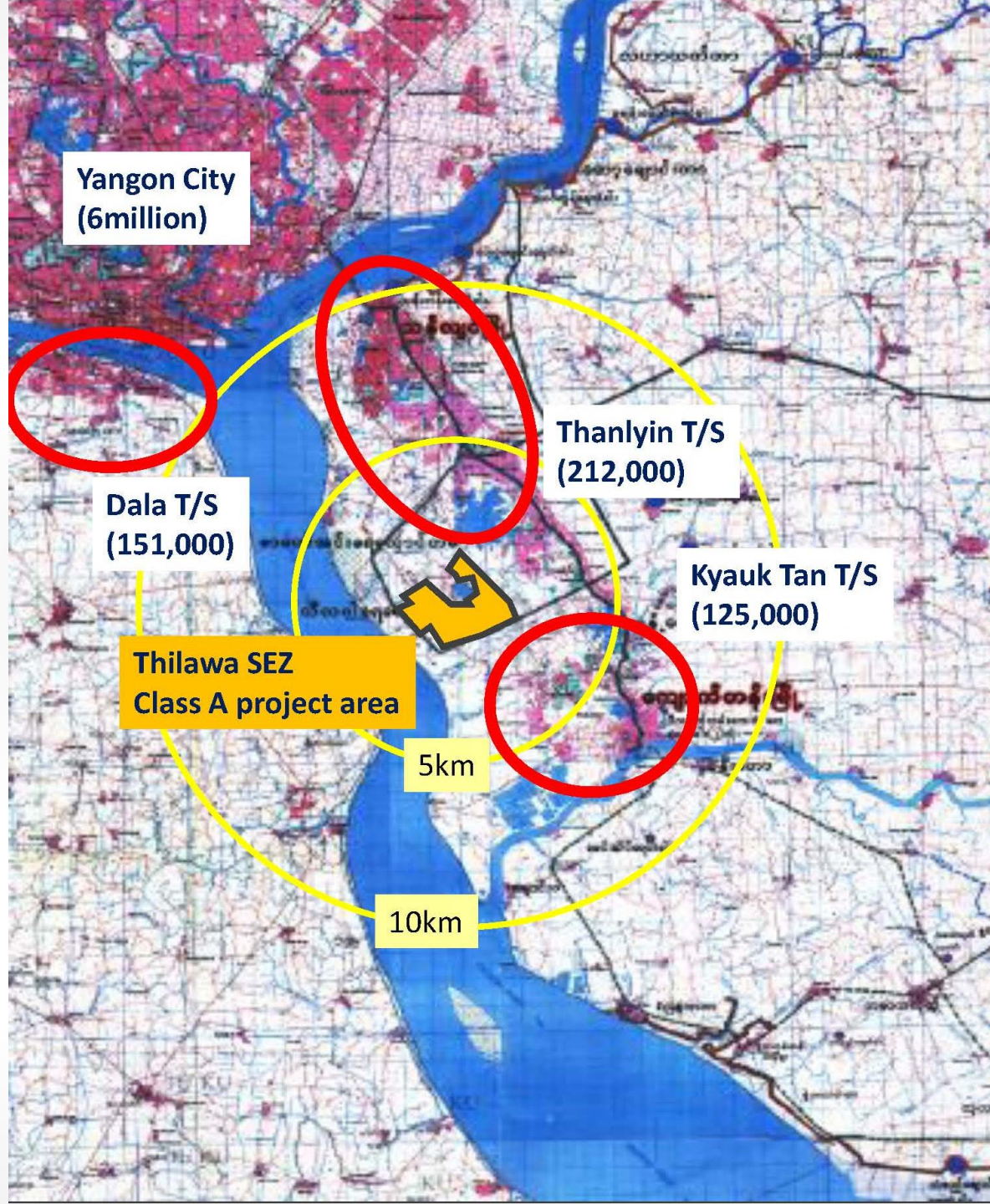
Garment, Shoes, Toy,  
Automotive Parts, Electric Devices,  
Wheel Chair, Wood Craft....

## For Domestic:

Construction Materials, Food, Aluminum Can,  
Lubricant Oil, Auto Mobiles  
Consumer Products, Plastic Products,  
Medicine, Industrial Machinery,  
Corrugated Cardboard....

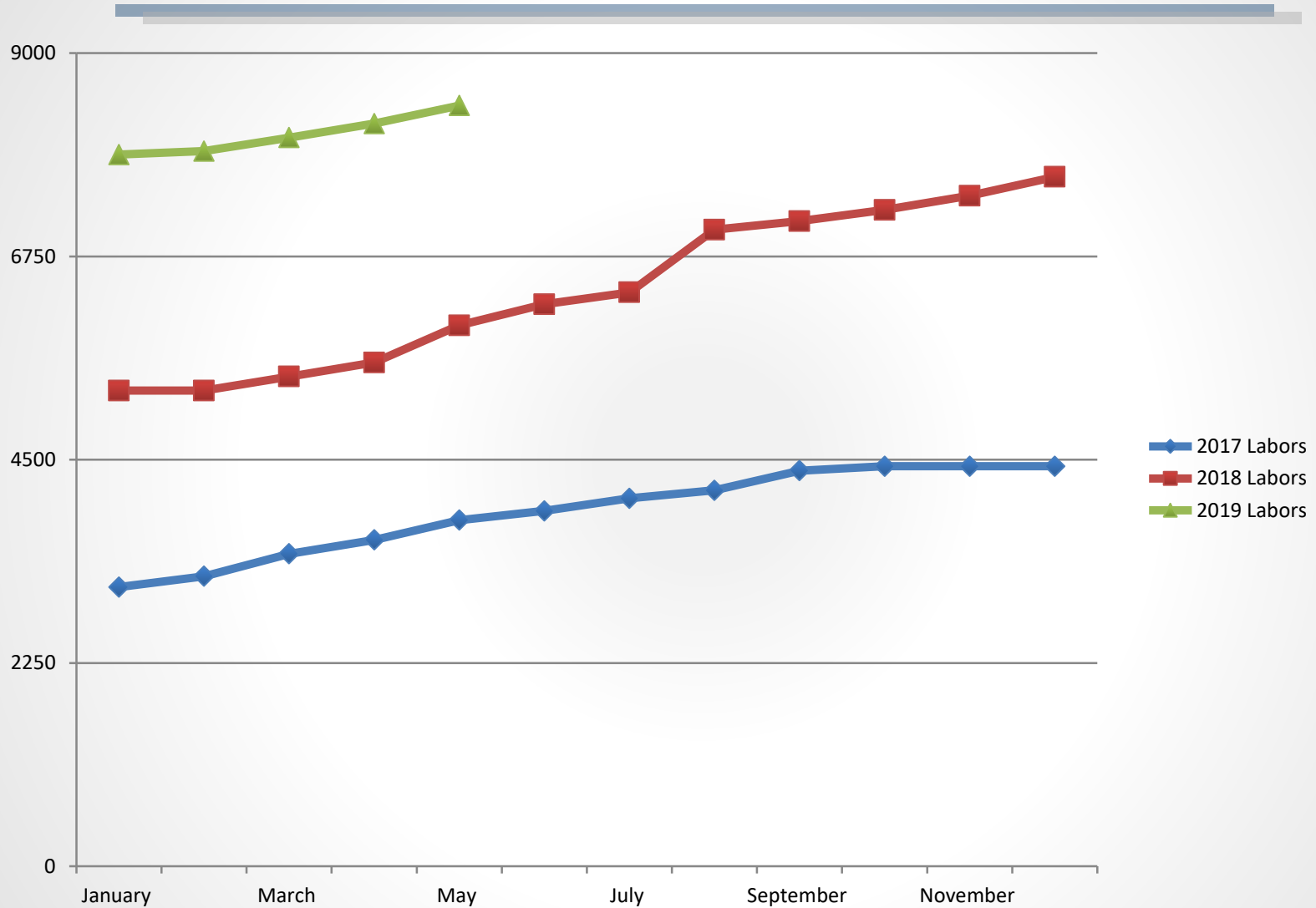


# Population Around Thilawa SEZ



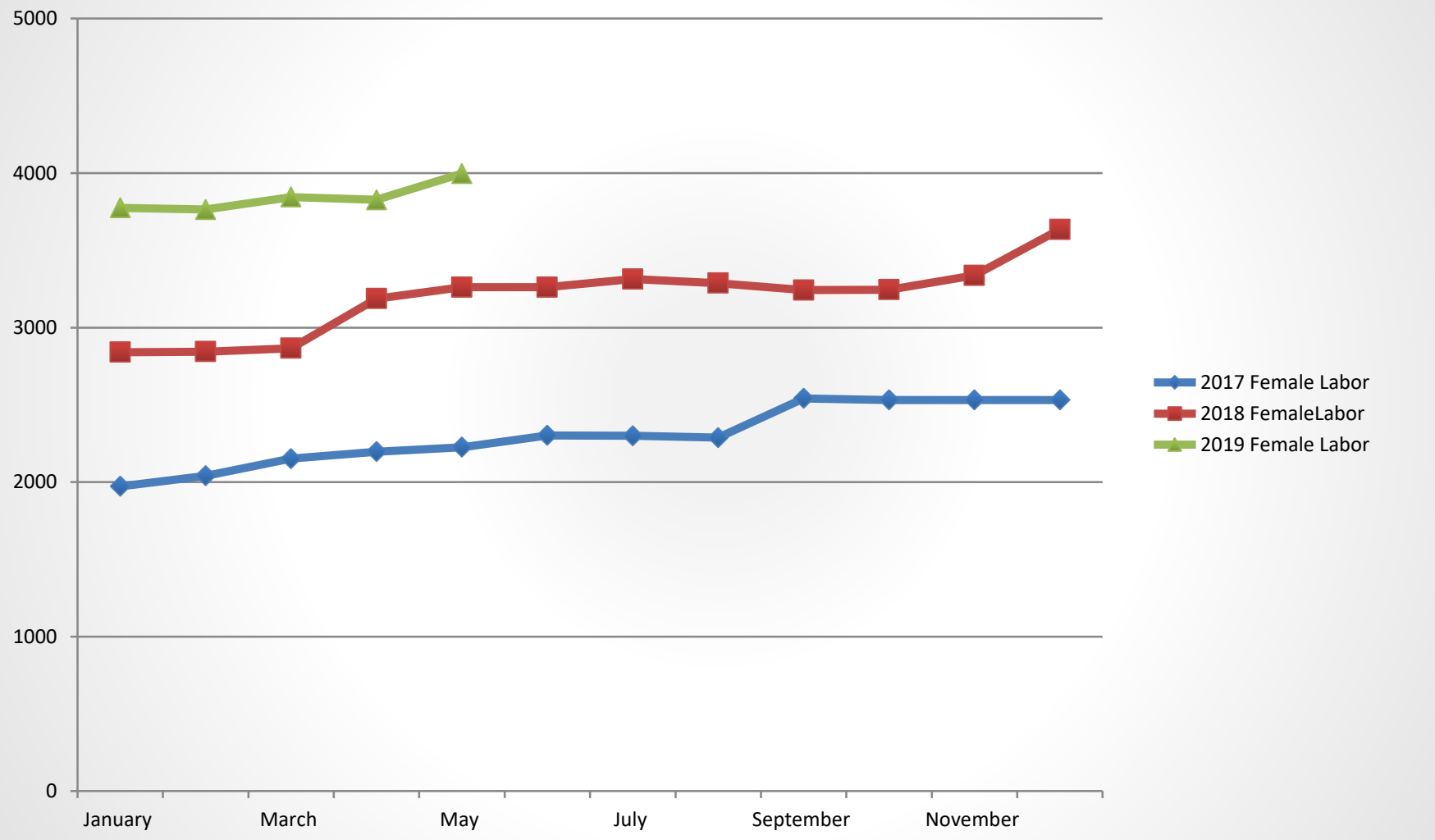


# Labor Force in Thilawa SEZ



80% of Labor Force from Thanlyin-Kyauktan Townships

# Female Labor in Thilawa SEZ (2017 to Now)



Mainly female workforce at Garment factory, Electronic Parts, Foods Factory

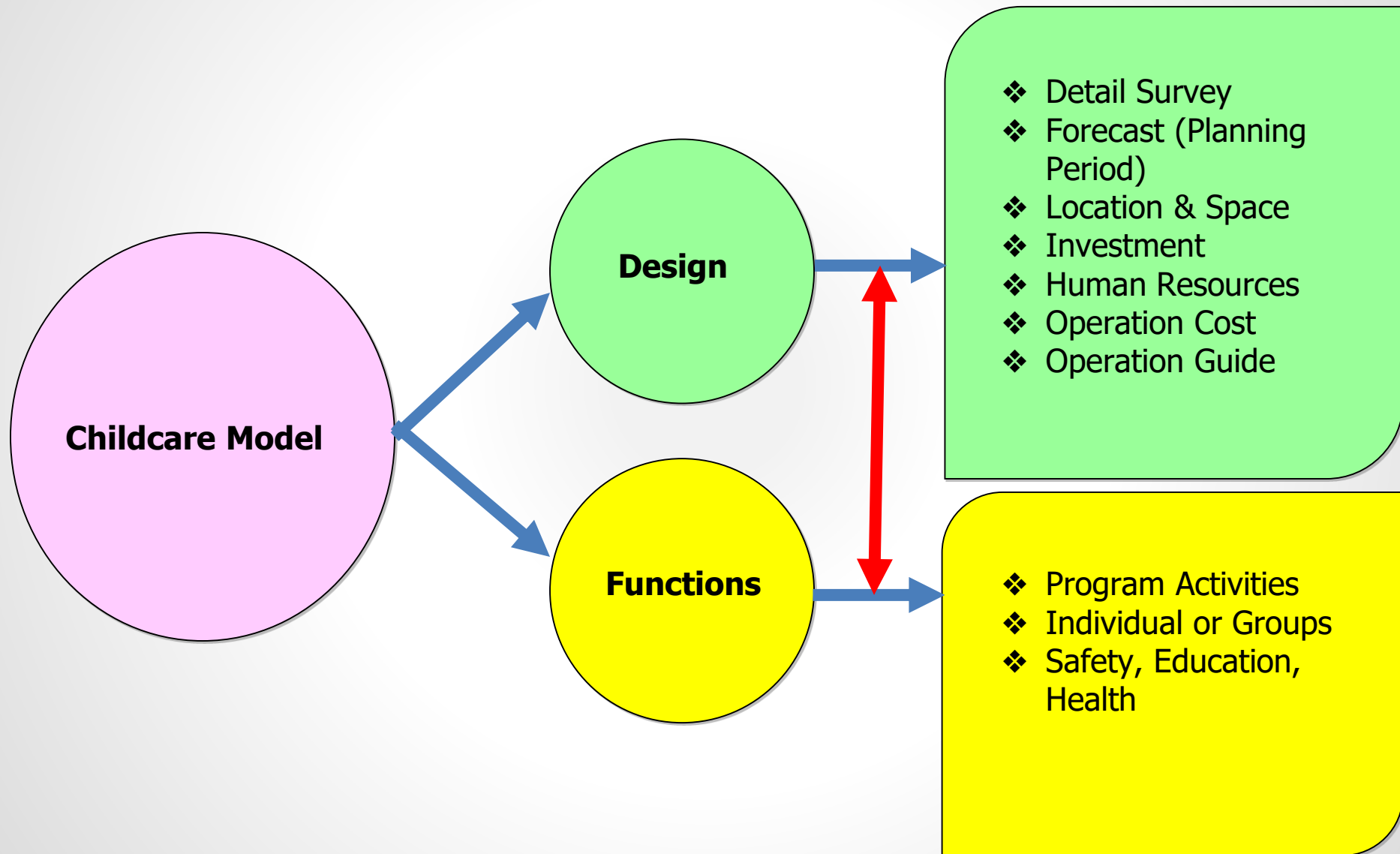
# **Industry Threads and Opportunities**

- ◆ The rising maternal workforce participation rate has strengthened demand for child care
- ◆ The higher staff-to-child ratio requirements has caused industry employment to rise





# **Proposed Concept of Childcare Model for Thilawa SEZ**



**Table 2.1. Profile of questionnaire respondents in Yangon (by location and sex)**

Profile of respondents		THILAWA SPECIAL ECONOMIC ZONE (n=40)		HLAING THAR YAR INDUSTRIAL ZONE (n=79)		SHWE PYI THAR INDUSTRIAL ZONE (n=81)		TOTAL
		Women	Men	Women	Men	Women	Men	
Number of respondents (n=)		33	7	69	10	73	8	200
Average age (years)		23.4	21.3	23.8	24.2	24.6	24.3	24
Average level of education (years)		8	8.3	7.7	9.5	7.1	9	7.7
Ethnicity <sup>13</sup>	Majority (%)	97	100	94.2	100	86.3	100	92.5
	Minority (%)	3	0	5.8	0	13.7	0	7.5
Marital status	Single (%)	51.5	85.7	63.8	80	56.2	62.5	60.5
	Married (%)	45.5	0	31.9	20	39.7	37.5	35.5
	Separated or divorced (%)	3	0	4.3	0	39.7	0	3.5
	Widowed (%)	0	14.3	0	0	0	0	0.5
Children	No children (%)	81.8	100	79.7	90	74	87.5	79.5
	1 child (%)	15.2	0	18.8	10	16.4	12.5	16
	2 children (%)	3	0	0	0	2.7	0	1.5
	3 or more children (%)	0	0	1.5	0	6.9	0	3
Housing	Dormitory (%)	0	0	34.8	40	19.2	50	23
	Rented room (%)	0	0	33.3	40	27.4	0	23.5
	Rented house (%)	36.4	0	1.5	10	21.9	12.5	15.5
	Owned house (%)	48.5	100	27.5	10	28.8	37.5	33.5
	Slum (%)	15.1	0	2.9	0	2.7	0	4.5

**Source: Kyoko Kusakabe & Carli Melo, Jobs in SEZs; Migrant Garment Factory Workers in the Mekong Region, AIT and Mekong Migration Network, June 2019**

# Plan for Childcare facility for workers in Thilawa SEZ

Women predominant factory &  
Types of factory in  
Future

The age of women and  
children status

Childcare Investment?  
Leading Role? Level?  
Location?  
Types of service?

- ❖ 6 Garment Factories
- ❖ 3 Foods Factories
- ❖ 1 Toy factory
- ❖ 1 Electronic Parts
- ❖ Future??

- ❖ Detail Survey
- ❖ Married / Reproductive Age
- ❖ Children Lists
- ❖ (infants / toddlers / Pre school and Older Children in before & after school programs
- ❖ Numbers of children wish to bring
- ❖ Forecast and Plan

- ❖ Factory Owner Investment
- ❖ CSR arrangement
- ❖ Factory HR Manager and Community Officer of TSEZ
- ❖ Factory based Childcare
- ❖ TSEZ community-based Childcare
- ❖ Factory Convenient Place
- ❖ Appropriate services for according to the children age
- ❖ Advice and referral services cooperate with relevant department
- ❖ Backup (Alternate) solutions



## Basic Consideration for Childcare Example

Profile	Data	Number (F)	Children	Remark
women (Labor)	1192	1192		
No Children (%)	81.80%	975		
1 child (%)	15.20%	181	181	
2 Children (%)	3.00%	36	72	
Number of Children			253	Age ?
Infants and Toddlers			?	
Preschool, Older children in before & after school Programs			?	
% of Children to bring Childcare (%)	?		?	
Number of Children for Factory	?		?	
Number of Children for Community	?		?	

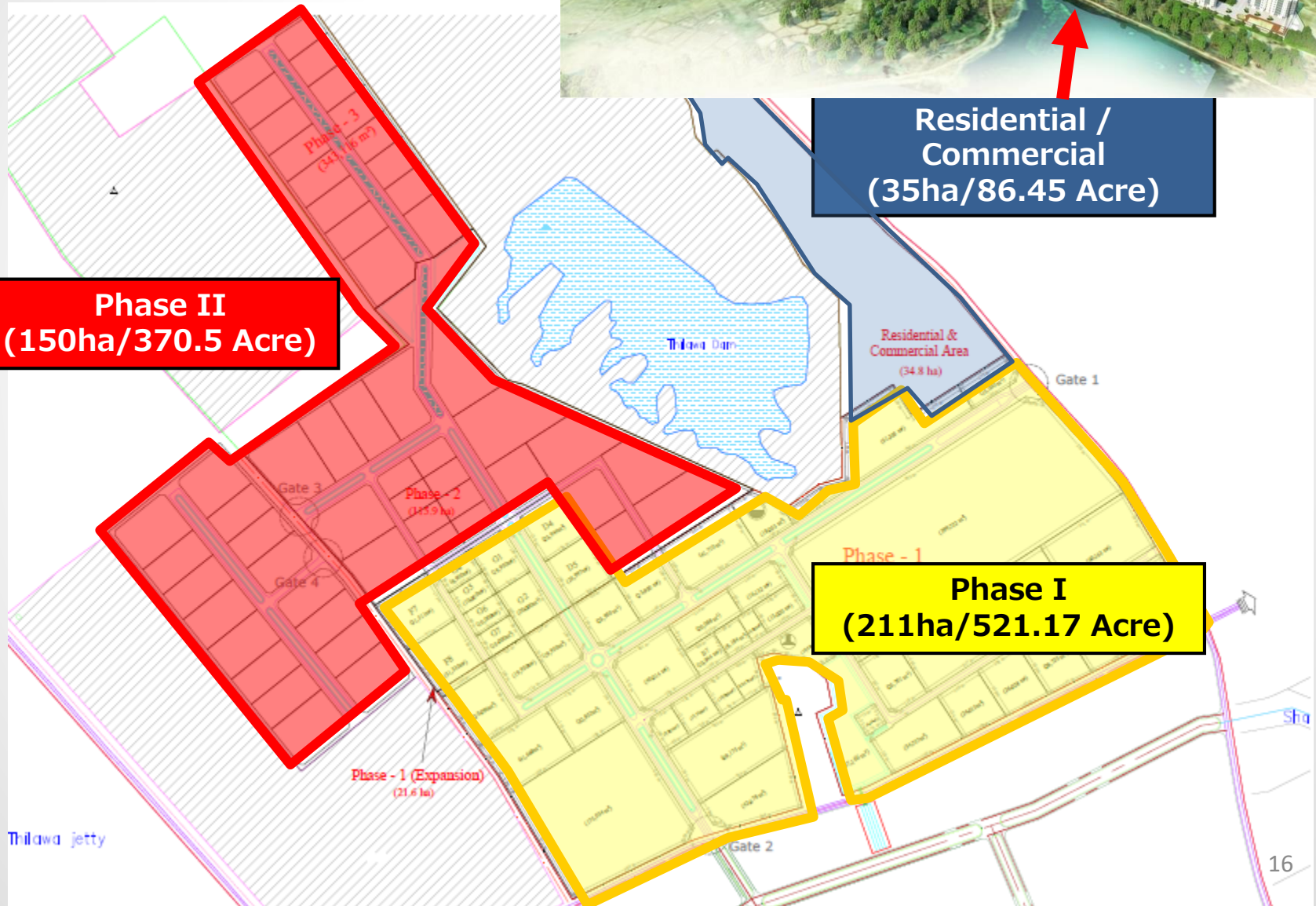
# Thilawa SEZ Zone A



**Residential /  
Commercial  
(35ha/86.45 Acre)**

**Phase II  
(150ha/370.5 Acre)**

**Phase I  
(211ha/521.17 Acre)**





Factory  
Childcare

Infants, Toddlers



SEZ  
Community-  
based  
Childcare

Preschool, Older children  
in before & after school  
Programs

### Programs and Activities

- ◆ Necessary for primary caregiver
- ◆ Personal care plans to support daily schedules, nutritional guidelines
- ◆ Sensory-rich spaces and soft spaces to explore, roll over, pull up and crawl
- ◆ Safety, security and cleanliness practices that meet national young children guidelines

### Programs and Activities

- ◆ Prime Times
- ◆ Daily Reading and art activities
- ◆ Sign language
- ◆ Treasure Baskets
- ◆ Outdoor discovery
- ◆ Important Connection
- ◆ Language Process
- ◆ Social Skills
- ◆ Open ended STEM Activities
- ◆ Routines
- ◆ Guiding Principles



# Benefits

- ❖ More women have opportunities to work in workplaces (attractiveness) with childcare reliable environment
- ❖ reducing the absences, increasing productivity and increased workforce diversity
- ❖ enhancing employees' concentration, commitment, motivation and job satisfaction
- ❖ Systematic health care for early childhood stage
- ❖ Children aware to live with the community and can get good social dealing
- ❖ Learning by the behavior / some lessons / routines / Language Process
- ❖ Highly effective for Cooperate Social Responsibilities
- ❖ Flexible working arrangements

# Challenging

- ❖ Transport type: to bring the child to childcare centre
- ❖ Preparation and guidelines from ILO
- ❖ Cost and ensuring the quality of childcare
- ❖ Difficult to attract employees because of childcare issues: availability, affordability, and quality, especially for infant care
- ❖ Lack of awareness and trust on childcare due to the Myanmar culture

# Key Success factors From Childcare

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## Employee

- Reliable, safety and healthy environment for the children
- Chance to take children to workplace
- Emotional Security and Alleviates Stress

## Government

- Reduce the unsatisfaction rate of employee
- Reduce the unemployment levels
- Better Engagement and Productivity

**On-Site Childcare  
is a Win for Everyone!**

## Employer

- Reduce skilled labor shortage
- Increasing the productivity
- Empowers Employees with Flexibility
- Greater Loyalty and Commitment



Thank you for your Attention