



**EMPLOYER-SUPPORTED CHILDCARE**  
**A practical guide for  
Myanmar businesses**

April 2020



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# Introduction

This guide provides useful information for business owners in Myanmar on childcare support for employees. Now, more than ever, employers are seeking ways to support the care and family needs of their employees during the rapidly changing global situation presented by Covid-19<sup>1</sup>.

It includes an explanation of why this support is good for businesses. Employers that help employees manage their childcare responsibilities can expect to see a happier and more motivated workforce. They can also expect to see improved productivity, reduced turnover and an improved reputation among the labor market as an employer of choice.

This guide introduces and explains a range of childcare support options that an employer can consider. Every workplace is different. The childcare needs of employees differ depending on the ages of their children, their work obligations and the locations of their homes and workplaces. Making sure the support options meet the diverse needs of employees and providing multiple options to employees – these are essential to ensuring a workable and effective childcare support strategy for a business.

In Myanmar, employees in the private sector are entitled to maternity leave (14 weeks) and paternity leave (15 days). These entitlements are outlined in the Social Security Law (2012), Leave and Holidays Act (1951) amended in 2014 and Factories Act (1951) amended in 2016. Businesses can retain talented employees by introducing childcare support that goes above and beyond these entitlements.

Globally and in Myanmar, businesses are beginning to realize the benefits of employer-supported childcare. Some businesses are starting to implement innovative and progressive solutions. This report introduces best practice examples of businesses in Myanmar and around the world that are implementing employer-supported childcare.



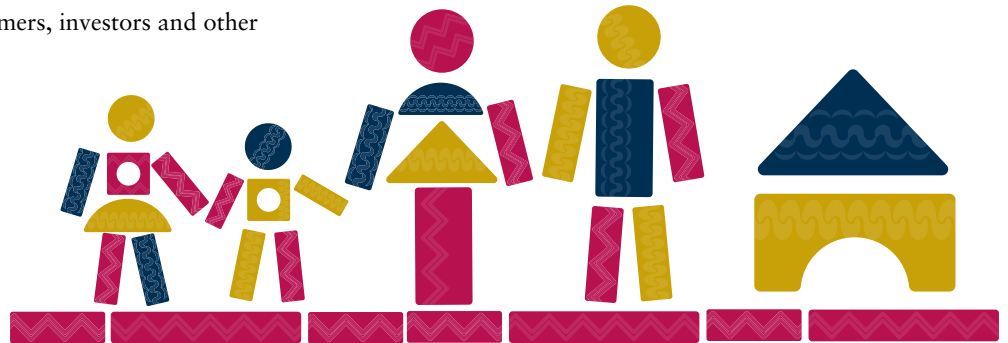
The International Finance Corporation (IFC) recognizes the many benefits that employer-supported childcare can bring to working parents, their children and businesses. IFC has completed research on employer-supported childcare in Bangladesh, Fiji, India, Myanmar and Sri Lanka. Individual reports are available for all these countries. IFC's 2017 report on *Tackling Childcare: The Business Case for Employer Supported Childcare* offers additional and comprehensive information on what global businesses are doing to support the childcare responsibilities of their employees and the multiple benefits these businesses are seeing as a result of this work.

For further information on IFC's work to explore childcare in the private sector, go to [www.ifc.org/tacklingchildcare](http://www.ifc.org/tacklingchildcare).

<sup>1</sup> [www.ifc.org/tacklingchildcare/covid19](http://www.ifc.org/tacklingchildcare/covid19)

# Business benefits of childcare support for employees

By supporting childcare benefits, employers can better attract and retain qualified staff – helping boost productivity. Providing childcare is viewed positively by customers, investors and other external stakeholders.



## There are many benefits when a business supports working parents:

- Improve the quality of job applicants
- Speed up the time it takes to fill vacancies
- Reduce employee turnover
- Reduce rates of short-term absenteeism
- Enhance employee concentration, motivation and commitment
- Improve employee relations
- Improve employee productivity
- Improve employee well-being, engagement, and job satisfaction
- Increase gender diversity in the workplace
- Enhance a business's reputation among potential employees, customers, clients and investors
- Improve compliance with national laws and international conventions

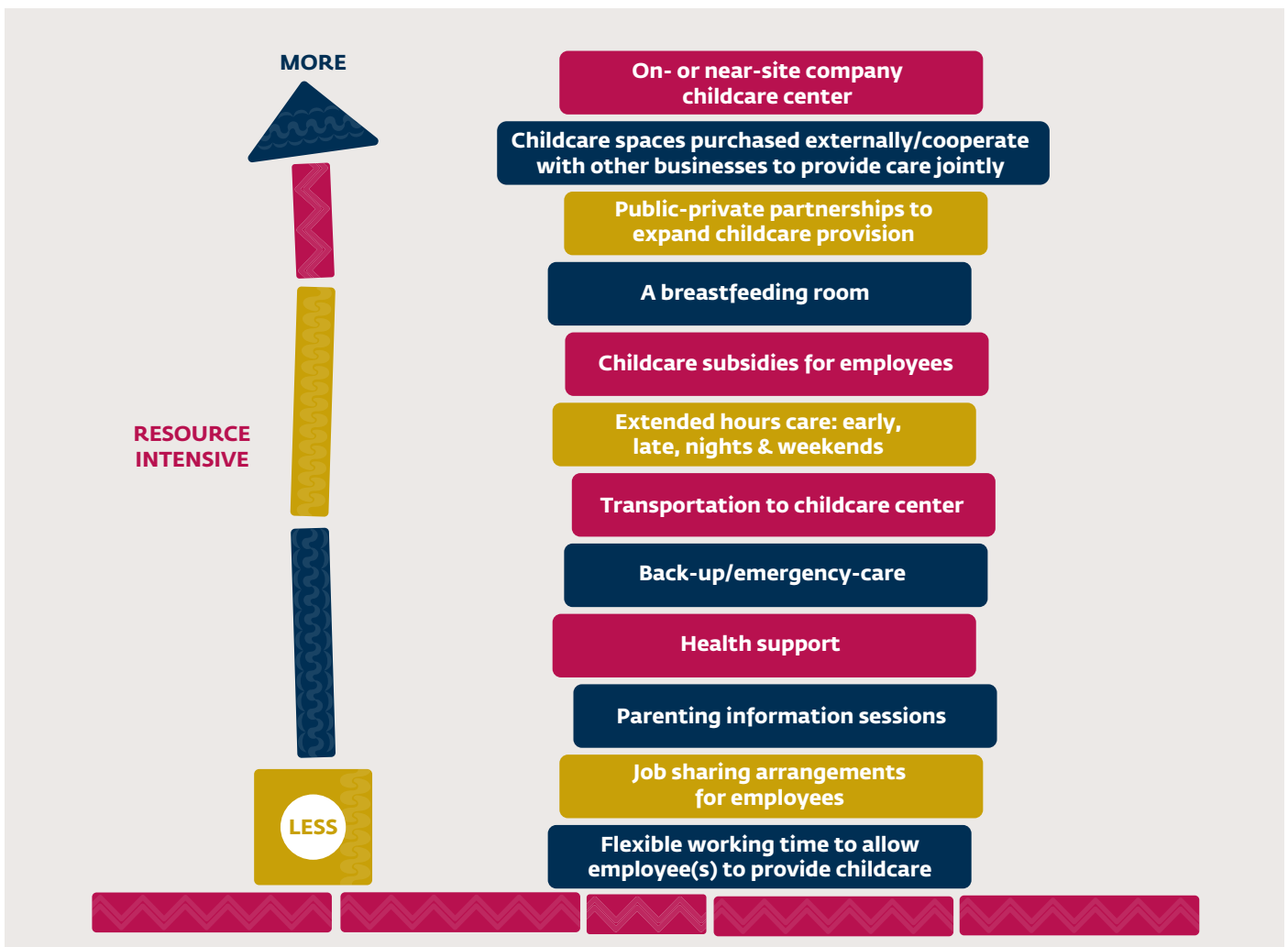
Businesses globally are starting to see the benefits of their work to provide better support to help their employees manage their childcare responsibilities.

# Business options for childcare support

Options for supporting childcare range from less resource-intensive strategies, such as information and referral services and back-up care benefits, to more resource-intensive strategies such as workplace crèches. In many cases, a business will want

to offer a range of childcare support options to meet the needs of its workforce and business operations. The first step should be to understand employee needs and preferences relating to childcare before designing or selecting solutions.

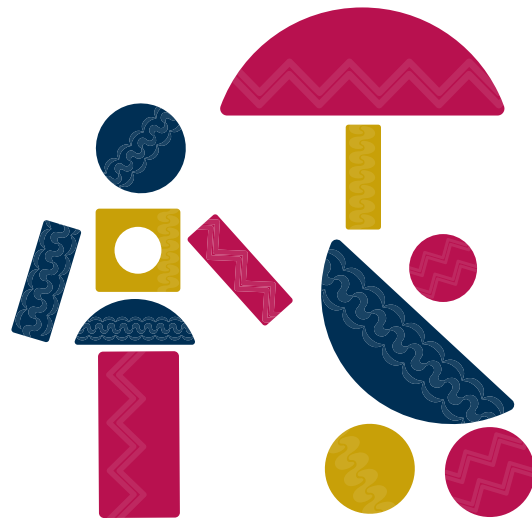
Figure 1: Options for supporting employees with childcare needs



On- or near-site childcare center	Opening and operating an onsite childcare center shows a significant commitment to supporting working parents. An onsite childcare center can be a powerful recruitment and retention tool, as well as a way for a business to show its commitment to diversity inclusion and social responsibility.
Childcare spaces purchased externally/cooperate with other businesses to provide care jointly	Businesses that do not need many childcare spaces can partner with other businesses to operate a shared childcare center.
Public-private partnerships to expand childcare provision	Public-private partnerships can provide opportunities for businesses to work with government departments to expand the availability of childcare services.
A breastfeeding room	In recognition of the health benefits of breastfeeding for both children and mothers, many countries mandate employers to allow working mothers to breastfeed or extract milk. Policies on breastfeeding can include reduced working hours and/or making available safe, private and hygienic areas where mothers can breastfeed or extract milk, as well as a safe hygienic space to store extracted milk.
Childcare subsidies for employees	The cost of childcare is a major barrier to employment for many workers. Several businesses respond to this issue by providing subsidies to support the childcare costs of employees. Employees can use these subsidies to cover childcare fees at a childcare center of their choice.
Extended hours care: early, late, nights and weekends	Adjusting the opening hours of a childcare center and allowing employees to access the services earlier, later or on weekends can allow greater flexibility for the service to meet family childcare needs. This is particularly relevant for shift workers or those who work off-standard hours.
Transportation to a childcare center	Employer-provided transportation services can help employees overcome security and mobility concerns, offset logistics costs, or simplify commuting arrangements. It can also help transport employees' children to and from an on-site or near-site childcare center.
Back-up/emergency care	Back-up care services are designed to provide parents with an alternative care option at short notice, so they do not have to miss work if their usual childcare arrangements fall through.
Health support	Family health benefits and support may include access to an on-site doctor and/or nurse, adequate health and dental insurance, on-site fitness and wellness centers or subsidies for joining a gym, parent and child immunization programs, sexual and reproductive health and rights training and resources, breast cancer screenings, and domestic and gender-based violence prevention policies and resources.
Parenting information sessions	Information sessions on issues relating to childcare are a low cost option for businesses to help improve how working parents undertake childcare. Referral services to local childcare centers can help working parents by reducing the time they need to research options and by increasing their confidence in their choice.
Job sharing arrangements for employees	Job sharing is a flexible work arrangement in which two or possibly more employees share a single job. Variations could include a split workday - where each employee works half a day, alternate weeks - each employee works one week on and one week off, split week - each employee works two and a half days a week or overlap schedules where each employee works three days per week, with one day overlapping.
Flexible working time to allow employee(s) to provide childcare	Greater control over starting and finishing times, shifts, number of hours and location of work - these are all examples of how increased flexibility around working hours can help parents manage their childcare responsibilities alongside their work obligations.

## More options to consider

Reserved places at an external childcare center	Operating an onsite childcare center may be impractical or too expensive. Instead, a business can reserve a set number of spaces for their employees in a private childcare center.
School vacation care and after school programs	Many working parents struggle to cover their childcare needs during school breaks. Businesses can explore ways to provide special childcare support during these times.
Maternity, paternity, and parental leave	Paid maternity leave is a statutory entitlement for employed women in almost all countries. Although not as common, a growing number of countries also provide paid paternity leave around the time of birth and, for adoptive parents, around the time of adoption. Many countries also provide additional job-protected parental or childcare leave.
Maternity leave re-entry	Several businesses have programs to help and encourage mothers return to work after maternity leave. This may include some home-based work or at-home training leading up to their return to full-time work.







# Flexible Working Arrangements

In IFC's research on employer-supported childcare in Myanmar, flexible working arrangements were the number one choice among employees for how employers could help them manage their childcare responsibilities alongside their workplace obligations.

Flexible working arrangements can take many forms:

- Allowing employees to customize their working hours so they do not have to commit to a regular nine to five work time. Instead, they can adjust their start and finish times according to their childcare responsibilities.
- Allowing parents to reduce their weekly working hours (for example, from 40 hours per week to 30) especially when their children are younger. Note: with commensurate reduction in pay.
- Allowing employees to work longer hours for four days a week in exchange for an extra day off each week. This is called a condensed work week.
- Job-sharing, which involves splitting a job role between two or more people, so each person effectively works part-time in that role.
- Working from home (sometimes called "telecommuting") – while also ensuring employees have the communication tools they need to be able to carry out all their work tasks remotely, including participating in meetings and communicating with their colleagues and clients.

Flexible working arrangements are not suited to every type of business operation or job. One example would be when the business needs employees to be in the workplace at specific times because each employee has a role to play in production. In this case, the absence of one employee could slow down or halt production entirely.

**If we get flexible working hours in our workplace, parents won't have to worry about having their salary cut or upsetting their colleagues if they are late because of their childcare responsibilities. They will feel less stressed.**

– Employee

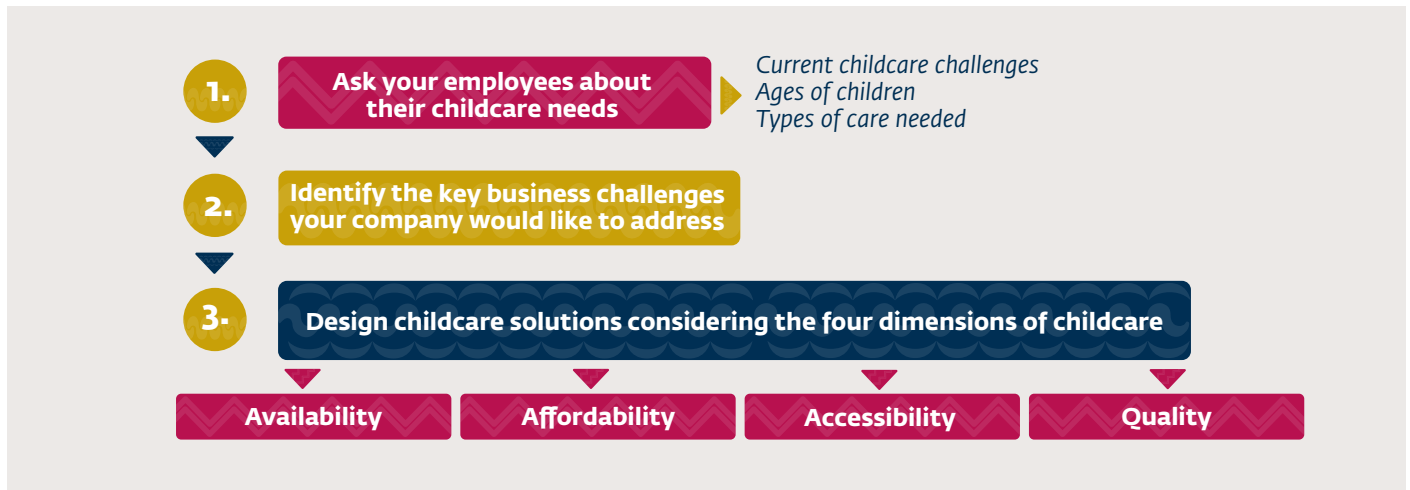
Flexible working arrangements are becoming increasingly popular. Advances in technology are making it easier for people to work in different locations.

It is a good idea to offer flexible working arrangements to all employees, not just women and men with children. This makes the arrangement fair and equal. It also reduces the risk that employees without children might think they are being unfairly treated or that working parents are getting special treatment. These are attitudes that could create a bad working environment. Equally, it is important that both female and male employees and managers are encouraged to use these flexible working arrangements.

Care should also be taken to make sure flexible working arrangements do not mean employees are working at all hours. Everybody needs downtime away from emails and work phone calls.

# Key Considerations

Figure 2: Four dimensions of designing a childcare support strategy



These are some key issues to think about when developing a childcare support strategy for your business.

**Ask your employees about their childcare needs.** Childcare solutions should be designed to meet the needs of employees across the four dimensions of childcare: availability, affordability, accessibility and quality.

Finding out what working parents need and want is an important first step in developing a childcare support strategy for your business.

**Offer different options.** Working parents may have different childcare support needs. For some, there may be a need for more long-term support. For others, they may only require assistance when their usual childcare arrangements are not available – when the grandparent who usually cares for the child is sick, for example. Low-income employees may require additional support such as rebates or a transportation allowance so they can get their children to and from childcare facilities safely.

**Consider the business situation.** If you have multiple workplaces in different locations, this may require different childcare solutions to meet the needs of employees and the business operations in these different locations. Some support options might not be suitable for your business, depending on its operations. Flexible working arrangements, for example, are not always suited to businesses that need employees to be present at specific times to complete work because they are customer facing or part of a production line.

**Support should be gender equal.** Both mothers and fathers have childcare responsibilities. Both your female employees and your male employees should be eligible to access childcare support and benefits. Both should be encouraged to do so.

**Understand the law.** In Myanmar, parental leave entitlements are governed by the Social Security Law (2012) for employees contributing to the social security fund and by the Leave and Holidays Act (1951) for employees who are not covered by this law. Payment for such leave is the responsibility of the employer unless the worker contributes to the social security board scheme.



# Childcare Laws and Regulations in Myanmar



**Economy name:**  
Myanmar

**Main business city:**  
Yangon\*

**Region:**  
East Asia and Pacific

**Income level:**  
Low middle income

**Population:**  
53,708,395

**Female population:**  
27,476,555

**Labor force participation (+15):**  
52% female  
82% male

**Compulsory primary education enrollment age:**  
6 years



## Leave policies

Paid maternity leave	Yes	70 days
Paid paternity leave	Yes	15 days
Paid parental leave	No	



## Legal obligation for employers to support childcare 0-2 years 3-5 years

Obligation for employers to support childcare?^	Yes	Yes
Based on the number of female employees?^	100+ (childcare centers)	100+ (childcare centers)
Based on the number of employees regardless of gender?	No	No
Special legislation on employer-provided childcare?	No	No



## Government incentives to employers to support childcare

Tax benefits to employers to support childcare?	No	No
Non-tax benefits to employers to support childcare? (monetary and/or nonmonetary benefits)	No	No



## Quality of private childcare services

Licence or registration required?	Yes	Yes
Zoning requirements?	No	No
Pupil-teacher ratio required?	Yes	Yes
Penalties for non-compliance with laws?	Yes	Yes

^ Only applies to factories.

\* The *Women, Business and the Law* data are based on domestic laws and regulations that apply to the main business city of the economy. For more information on the methodology including the maternity/paternity/parental leave calculation methodology, visit [wbl.worldbank.org](http://wbl.worldbank.org)



# International Examples

These case study extracts from IFC's 2017 report on *Tackling Childcare: The Business Case for Employer Supported Childcare* offers some relevant examples of childcare solutions that work.

## Afrifresh, South Africa

– Agribusiness – A producer and exporter of fresh fruit

Women represent 35 percent of the permanent workforce and 48.5 percent of the seasonal workforce.

### Childcare support options offered to employees:

- Maternity leave as per the law
- An additional three days of paid leave for taking care of family responsibilities
- Workplace crèches on farms – mostly for preschool children but also after-school care for older children, operating Monday to Friday, from 7 am to 6 pm
- Transport for children to/from school
- Flexible work arrangements, including different start and finishing times for professional workers and working from home for new mothers

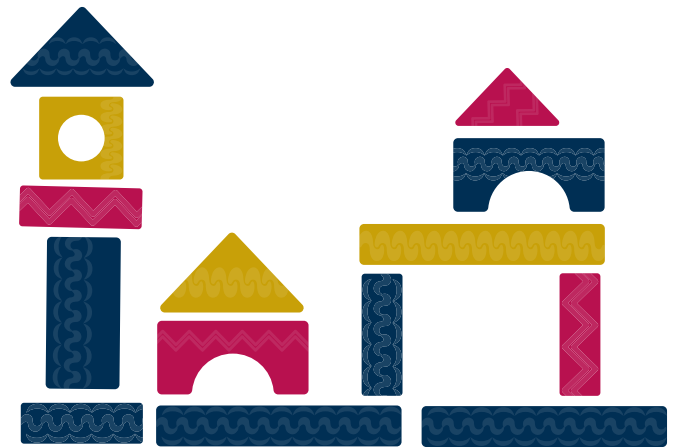
The crèches are a good example of the type of childcare support that benefits low-wage workers in rural areas.

**"It's easier working here because of the crèche. If my children had to go to a crèche in town, this would be very expensive."**

- Female worker

### Proven business benefits:

- Being seen as an "employer of choice"
- Overtime and productivity gains
- Increased safety for workers' children living on-site
- Improved reputation among buyers and clients, creating more market opportunities



“ There are around 10 to 15 large farms in the local area, all competing for the same workers. We all have to offer at least the same terms and conditions as the others. Offering even better quality employment is important for being an employer of choice.”

- Colette Hugo, Compliance Coordinator

## The Bank of Tokyo-Mitsubishi UFJ, Ltd., Japan

– Financial Services – Japan’s premier bank

Women represent 49.5 percent of The Bank of Tokyo-Mitsubishi UFJ, Ltd. (the Bank)’s 31,800 permanent employees in Japan and 90 percent of its 11,425 contract workers.

### Childcare support options offered to employees:

- One year of job-protected unpaid parental leave before the child’s second birthday (in addition to government-provided year of leave paid at two-thirds salary)
- Support programs for women during pregnancy, maternity leave and re-entry
- Childcare subsidies
- Consulting service for finding childcare or babysitters
- Childcare leave of up to 10 days
- Part-time work option until child reaches age nine
- Overtime exemption
- Flexible working hours

More than 60 percent of working women in Japan leave the workforce when they become mothers, often for several years. Prior to beginning maternity leave, all women meet with their line managers, who encourage their return and help them address any concerns about being a working mother. The new mother and her supervisor have another dedicated meeting before she returns to ensure the re-entry to work is smooth.

**“When we started the second phase, training for line managers on how to support their female employees during pregnancy and return to work was a compulsory program. Now we only need such training for new managers. It has become a standard part of our culture.”**

- Nobue Kamba, General Manager, Diversity & Inclusion Office



### Proven business benefits:

- Dramatic improvements in retention of new mothers
- Enhanced customer satisfaction
- Several awards and positive publicity
- Important building block for the Bank’s gender diversity strategy

“When I recently represented the Bank on a recruitment panel, I got many questions from female students such as, ‘Are you really able to get that maternity leave?’ and, ‘Is it possible to come back to the Bank after the leave?’ It is important that I was able to answer ‘Yes’.”

- Female member of D&I team

## MAS Kreeda Al Safi-Madaba, Jordan

– Garment manufacturer

Women represent 92 percent of MAS Kreeda Al Safi-Madaba's workforce. Also, 19 percent of women and 75 percent of men have children under age six.

### Childcare support options offered to employees:

- On-site childcare center
- Free transportation to and from the factory for mothers and children
- Doctor and nurses available to serve employees as well as children
- On-site breastfeeding accommodations
- Corporate-wide “Women Go Beyond” initiative to support women as managers/executives

Mothers initially did not trust that having strangers care for their children would be better or safer than family members or neighbors, whom they know and trust. This view changed once mothers began using the center. As the mothers' satisfaction with the center has spread by word of mouth, demand for spaces has increased rapidly.

**“Before the childcare center, I had to walk to my relative's house to drop my child there even in winter. I would often have to stay at home when my child was sick, especially in winter, or if my relative was unavailable to provide care. But now with the childcare facility and transport, it is so much easier. We rarely use our leave.”**

- Childcare center user

### Proven business benefits:

- Recruitment and retention of female employees in a region with low maternal employment and strong culture of mothers not working outside the home
- Better access to buyers who, before agreeing to a contract, want to see evidence that a company is complying with national labor laws
- Absenteeism went down by 9% in the first few months of the childcare center operation

“By establishing this childcare center, we are solidifying our business's reputation as a pioneer and employer of choice for women in rural areas since childcare is enabling more skilled women to enter the workforce. Our efforts have been recognized by the Government of Jordan and the ILO/IFC Better Work program.”

- Farhan Ifram, CEO, MAS Kreeda Al Safi

## Mindtree, India

– Information Technology – A global information technology (IT) consulting business

Women represent 28 percent of Mindtree’s permanent workforce.

### Childcare support options offered to employees:

- Workplace crèche
- Reserved places in external childcare centers and free childcare for night shift workers
- Paid maternity and paternity leave
- “MiLady App” enables expecting and new mothers to stay connected, relevant and inspired
- Designated room for lactation
- Work-from-home options
- Baby’s Day Out in the campus, which allows parents to work while keeping a watch on their kids

Female and male employees (as well as contract employees) working at Mindtree’s Bangalore headquarters can have their children cared for at Little Critters. This is the company’s custom-built childcare center that caters to children from age six months to eight years. The center offers full-time daycare for preschool children and aftercare for older children.

**“If I did not have Little Critters, I would give up work. My parents are working; they cannot help. And I cannot find a babysitter/nanny who I would trust to be alone with my child at home.”**

Mindtree employee, mother, and user of Little Critters

### Proven business benefits:

- Award-winning employer in a tight labor market
- High retention of new mothers and of parents more generally
- Key building block for Mindtree’s diversity and inclusion goals

**“If we want gender diversity, we have to offer childcare. If women are forced to choose between work and childcare, they will choose their kids.”**

Jagannathan Chakravarthi, Chief Financial Officer

## Pandurata Alimentos Ltda. (Bauducco), Brazil

– Food Manufacturing – A leading producer and distributor of cakes and other baked goods

Women represent 50 percent of the permanent São Paulo workforce and 5 percent of employees have children younger than three years old.

### Childcare support options offered to employees:

- Reserved spaces in nearby childcare center
- Referrals and negotiated lower prices at local private childcare providers
- Monthly health advice for pregnant women, mothers and babies
- Starter package for new parents
- Gift basket for child’s first day of school
- 24-hour nurse/doctor on-site

Bauducco complies with Brazilian laws when it comes to looking after sick children. And employees can take paid sick leave to look after a child. Typically, this requires a note from a doctor. For children who get sick while they are in the childcare center, only a verbal confirmation of the child’s condition from center staff is needed.

**“If a child is sick, the nursery will call to let the mother know, and the mother will be free to go and pick up the child. We trust the nursery: they only call if the child really is sick.”**

Female Assistant Plant Manager

### Proven business benefits:

- Improved corporate reputation
- Increased productivity through reduced absenteeism, better focus, and improved commitment and motivation

**“The women whose kids are in the crèche do not miss work as often and do not make as many mistakes.”**

Male Assistant Plant Manager



## Safaricom, Kenya

– Telecommunications – Business provides voice, data, and mobile money transfer services

Women represent 51 percent of Safaricom’s 5,085 employees.

### Childcare support options offered to employees:

- On-site crèches
- “Bring your child to work” policy
- Additional paid maternity leave — (beyond statutory provision)
- “Mother’s shift” — reduced working week at full-time pay
- Breastfeeding rooms
- Shift preference system (at Call Center)
- On-site doctor and medical insurance

**“Having the crèche makes you feel more comfortable, in terms of concentration levels. You don’t have to call home to check on the house help, it is better if you need to administer any medicine if your child is sick, and being here means you can form a psychological bond with your child.”**

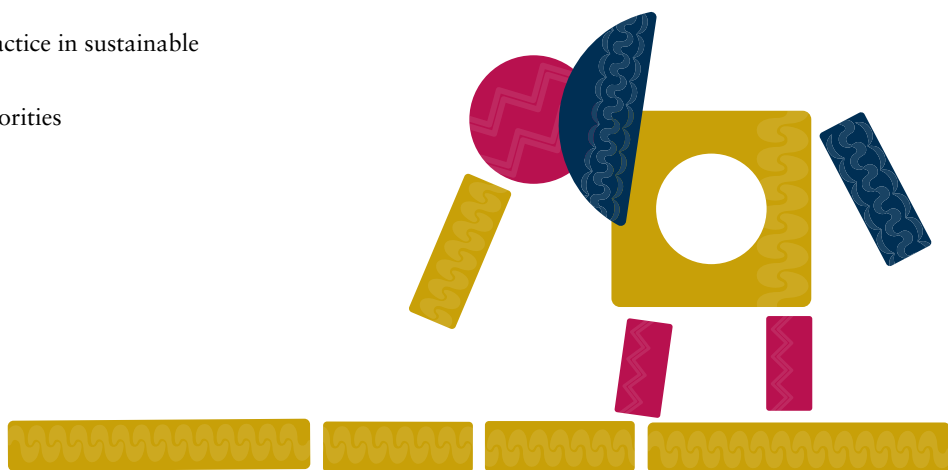
Call Center employee and crèche user, male

### Proven business benefits:

- Improved punctuality, reduced absenteeism and stress
- Productivity and motivation gains for women and men
- Recruitment and retention benefits
- Increase in the numbers of women in leadership and technology functions
- Demonstrates commitment to best practice in sustainable and responsible business
- Helps business deliver on strategic priorities

“The crèche was established to handle staff being MIA [being absent without notice]. It was especially a problem with new mothers. It has really helped reduce that [absenteeism] a lot, so there’s more stability in the workplace. It also helps your motivation at work, knowing that the business cares and provides an extra service for free. Honestly speaking, I feel mothers here are privileged; we are market leaders and others are trying to catch up.”

– Call Centre employee and crèche user, female



## Schön Klinik, Germany

– Healthcare – A private hospital group focused on orthopedics, neurology, surgery and internal medicine

Women represent 75 percent of its 9,500 employees nationally. Women are 42 percent of nursing care staff, 11 percent of doctors and 13 percent of heads of departments and senior management.

### Childcare support options offered to employees:

- Free childcare centers during early and late shifts
- On-site childcare in some locations
- Subsidized summer camps
- 20 days emergency back-up care per year (in some locations)
- National hotline to provide advice on childcare and caregiving issues and to help find care solutions
- Advisory service for finding nannies and babysitters
- Part-time work options in all positions and a variety of different working time options

In February 2014, Schön Klinik Neustadt opened the doors to a new childcare center with 20 spaces for children ages two months to three years. The facility is on the hospital grounds and is the result of a private-public partnership with the local city government.

**“Running the crèche as a private-public partnership is much easier: if Schön Klinik had decided to run the facility itself, it would have been very complicated given all the regulation of childcare centers.”**

Barbara Hamann, Director of crèche at Schön Klinik Neustadt

### Proven business benefits:

- Employer of choice in competitive labor market
- Staffing for 24/7 operations

“There is a lot of competition in the hospital sector. Most of our staff could walk into a new job tomorrow if they wanted. We have to differentiate ourselves as a good employer if we want to retain a good workforce.”

– Michaela Preis, Human Resources Specialist, Schön Klinik Group



# Myanmar Examples

## Shwe Taung Group, Myanmar

– Diversified portfolio – building materials, distribution, engineering and construction, infrastructure investments, lifestyle and real estate

Women represent approximately 30 percent of Shwe Taung’s workforce. Around 16 percent of women and 26 percent of men at the company have dependent children age five years or younger.

### Childcare support options offered to employees:

- On-site childcare centers in five locations managed by the Education Department of the Shwe Taung Foundation
- Free transportation to some of the childcare centers
- Maternity and paternity leave entitlements following the legal government requirements
- New mothers have the option to take additional leave – an extra six weeks at 50 percent salary and an extra 10 weeks with no pay

Shwe Taung has a stated corporate objective to retain 100 percent of workers who take parental leave as employees. To support this objective, the company has established five childcare centers. The childcare centers are open during normal business hours from Monday to Friday. Employees do not have to pay for this service. Shwe Taung sees that the availability of this childcare support for its employees will improve employee satisfaction and commitment, resulting in reduced turnover. It also identifies its childcare centers as part of its efforts to develop gender equality in its business and to enhance its corporate reputation.

“ My child attending childcare has started to speak and walk earlier (than other children who were cared for at home) and has improved their friendships and interactions with other children.”

- Mother, Balu Chaung



### Proven business benefits:

- Enrollments in the childcare centers have steadily increased over time as more capacity has been added and parents have developed more trust in the centers.
- Parents have indicated they are very satisfied overall the quality of childcare services provided for their children.

“ I can rely on the center, they carefully feed the children at a regular meal time. My child gained weight. I want them to stay after 3 years old.”

Mother, Ahlone

- For potential employees, especially those who are planning to have children in the future, the company hopes its childcare program will be the deciding factor when potential employees think about where to apply for work and where to stay to build a long term career.



## ACLEDA, Myanmar

– Microfinance

ACLEDA offers savings and loans services in the agricultural and livelihood sectors in Myanmar (as well as in Laos and Cambodia). Across its Myanmar operations (five offices in Yangon and seven offices in Bago), there are 400 employees – 40 percent are women.

### Childcare support options offered to employees:

- Child allowance
- Birth delivery fee
- Maternity care

Since February 2013, ACLEDA has offered a monthly child allowance of 13,000 kyat per child for up to four children for its female and male employees. The monthly allowance is payable until the child reaches 18 years of age. They announce this benefit in their recruitment advertisements and during induction training.

They also offer a one-off cash payment of up to 430,000 MMK to cover the costs of the birth of an employee's child. This payment is issued as a reimbursement of the actual costs. The payment is usually enough to cover the cost of a natural birth and most of the cost of a caesarian birth.

The third allowance they offer is reimbursement for any health costs by female employees during pregnancy. The amount of this allowance is not defined. The employee can either attend the company's preferred hospital and not pay for services or submit receipts for services they have accessed elsewhere.

### Proven business benefits:

- Increased motivation among staff at work
- Reduced turnover of female staff who are pregnant or who have children
- Increased number of female employees returning to work after having children
- Reduced recruitment and training costs

**“It costs a lot to hire a new staff, especially because of the need to support them with training. For our mothers, we don't need to train them again. They have a lot of experience and so they make fewer mistakes in the job.”**

# Glossary of Childcare Terms

Casual Care	Occasional care which is provided within a licensed childcare center
Childcare Center	A childcare facility where care is provided to preschool age children. Within Myanmar the minimum enrollment age is six months old
Early Childhood Care and Development (ECCD)	A holistic approach to the development of children including physical, cognitive, language, social and emotional development from conception to age five
Facility License	The license indicates whether the center or home meets the necessary requirements outlined in government legislation and regulations. The license also indicates the maximum number and ages of children that may be cared for at one time.
Extended Hours Childcare	Childcare provided during non-traditional work hours such as over weekends or before 6am or after 7pm, Monday-Friday
Family, Friend, and Neighbour (FFN) Childcare	Childcare provided by relatives, friends, and neighbours in the child's own home or in another home, often in unregulated settings
Home-Based Childcare	Childcare provided in a caregiver's home setting. Home-based childcare may be regulated or unregulated, paid or unpaid, listed or unlisted. Narrower terms for specific home-based Childcare Arrangements might include Family Childcare, Informal Childcare and Family, Friend and Neighbour Care
Infant	A child 12 weeks to two years of age
Kindergarten	A class within a primary school or a separate school for young children, usually between the ages of four and six years, designed to adapt children to the classroom environment before beginning school
Licensed Childcare	Childcare programs operated in homes or in facilities that fall within the regulatory system of a state or community, and comply with those regulations. Many states have different licensing and regulatory requirements
Preschool	Programs that provide early education and care to children before they enter kindergarten, typically from ages two to five years
Preschool Age Child	A child two years to five years of age
School Age Child	A child 6 years to 12 years of age
School Age Childcare	Childcare that takes place outside of regular school hours for children over the age of five. Also known as: Out of School Time (OST) childcare or After-School Program







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**Contact Information**

IFC Myanmar  
Gender Business Group

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