

The Community-Based Childcare for Garment Factory Workers Project

The Community-Based Childcare (CBCC) for Garment Factory Workers Project is a 4-year project that will run from 2020 to 2024. Funded by Japan Social Development Fund (JSDF) and managed by the World Bank, the CBCC Project will be implemented by Planète Enfants & Développement (PE&D), a French NGO specializing in early childhood areas.

The project intends to test a new model for providing sustainable, affordable, safe and quality childcare services for young children of garment factory workers. The aim is for employers to co-finance the services once the facilities are constructed and operational in accordance with the Cambodian Labor Law. The project will help the garment factory workers strike a better balance between their private and professional lives, while improving child development. It will also allow family members who traditionally take care of young children to use their time for other personal or income-earning activities.

To this effect, **22 childcare centers will be built in communities where garment factory workers and their families live.** These Community-Based Childcare Centers will provide a safe, healthy and stimulating environment to host young children (6-36 months old) and promote their physical, psychological and cognitive development. The centers will be managed by trained professional staff under the supervision of PE&D Project Team. The centers will be economically sustainable through garment factory and parent user fee co-funding.

Though the childcare services will be accessible only to employees of garment factories partnering with the Project, community members broadly will benefit from the centers in their communes, as parenting education training programs will be delivered in the CBCCs and accessible to parents in the communes whether or not they are enrolled in the CBCCs.

Why are we implementing the CBCC project?

The CBCC project aims to fill the gap for affordable and quality childcare services in Cambodia, especially in rural areas and for low-income workers.

Cambodia lacks public daycare services and has very few functional factory daycare centers. Although private daycare services are available and growing in urban areas, they are typically not affordable for garment factory workers. Garment factory workers frequently quit their jobs for lack of childcare support, electing to stay home with their children instead.

The Cambodian Labor Law (1997), Article 186, requires enterprises employing more than 100 women to either establish a daycare center for children 18-36 months of age on premises, or to pay for employee's childcare costs elsewhere. However, there are almost no operating on-site factory daycares and factories that pay a childcare stipend provide far too low a supplement to meet reasonable childcare costs.

CBCC design and construction: What are the implications for the project communities and their surroundings?

Each CBCC will be built following the construction design and equipment prescriptions established by PE&D specialists and international consultants in compliance with the standards set in the World Bank Environmental and Social Risk Framework. The framework sets out the World Bank's commitment to sustainable development through maintaining a set of approved environmental and social standards and risk management protocols.

The *Construction Guidelines* provide instructions for the complete construction process, from scoping potential CBCC locations to opening the doors. The *Guidelines* requirements apply to both the broader implementing agency and to specific construction companies retained during the project. The *Construction Guidelines* will be complemented by the *CBCC Operational Guidelines*, which will define the day-to-day operations within CBCC and how potential daily environmental, social, safety and health risks will be managed and mitigated.

The CBCC design will ensure a safe, healthy, stimulating and warming environment to welcome young children. Security provisions will include security fences, smoke detectors, safe storage of hazardous materials, and door locks. Health and hygiene assurance standards will include providing fans in all rooms, unlimited drinking water, first aid kits, and adult- and child-accessible toilets, sinks, and soap for handwashing. The CBCC design will also provide dedicated areas for child activities, such as activity rooms, nap rooms, and outdoor playgrounds.

The centers will be located on public land, with full agreement of the Commune Councils and village chiefs. Lands will be selected after a systematic Social & Environmental Assessment, to ensure that the location will be safe from any environmental risks or hazards (e.g. flooding, pollution, dangerous flora and fauna, neighboring construction, and unguarded water bodies). Cultural heritage or structures found in the areas will be preserved, and the land will be systematically checked for prior land claimants or users and unexploded ordnances (UXOs). CBCC locations will also be chosen to reduce potential noise nuisance from the children's activities.

During the construction, all project stakeholders will strictly follow an Contractor-Environmental & Social Management Plan (C-ESMP) that will be developed to ensure that all risks (e.g. workers and population safety, protection of the environment and cultural heritage) or nuisance (e.g. noise, dust) for the local environment and communities will be addressed and satisfactory mitigation measures will be undertaken.

Due to the limited scale of each center, impacts on the environment and communities is expected to be limited.

Community Consultation: How to share your feedback?

Community engagement is key to the success of the project. The project team has already conducted several rounds of consultation with national and local authorities and garment factory workers and their families.

Prior to any site selection, the project team will organize a consultation process in the communities to present the project and design of the CBCC and to welcome feedback. This process will help ensure that the CBCC design is adapted to the specific needs of each community.

Throughout construction, the Executive Summary, the Construction Guidelines and a register will be available at the Commune Hall for anyone who would like to share comments about any aspect of the project. The Executive Summary will be available in Khmer and English. Follow-up consultation sessions and, pending assurance of worksite safety, on-site visits will be organized for the community members.

Community oversight will continue through publicly posting the project standards and supporting ongoing dialogue with the community throughout the project. The project documentation will be posted in each CBCC. A CBCC Advisory Committee (AC) will also be established for each CBCC, and PE&D will support capacity training and meeting organization for the ACs. Each AC is anticipated to include the village chief, the preschool teacher, elected or volunteer parents, the CBCC Manager, representatives of the Commune Committee for Women and Children (CCWC), district education and health officers, and representatives from factory management. Community meetings will also be organized annually to assess the quality of CBCC services.

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