

**YANGON UNIVERSITY OF ECONOMICS
DEPARTMENT OF APPLIED ECONOMICS
MASTER OF PUBLIC ADMINISTRATION PROGRAMME**

**A STUDY ON THE JOB OPPORTUNITIES OF THILAWA SEZ
FOR THE LOCAL COMMUNITIES**

**SANDA
EMPA - 62 (17th Batch)**

AUGUST, 2022

**YANGON UNIVERSITY OF ECONOMICS
DEPARTMENT OF APPLIED ECONOMICS
MASTER OF PUBLIC ADMINISTRATION PROGRAMME**

**A STUDY ON THE JOB OPPORTUNITIES OF THILAWA SEZ
FOR THE LOCAL COMMUNITIES**

**A thesis submitted as a partial fulfillment towards the requirements
for the
Degree of Master of Public Administration (MPA)**

Supervised by

Dr. Thein Ko
Professor
Department of Economics
Dawei University

Submitted by

Sanda
Roll No. 62
EMPA 17th Batch
2018-2022

AUGUST, 2022

ABSTRACT

Special Economic Zones are physically defined locations where businesses benefit from exemptions from standard customs and tax rules that apply to enterprises outside the zones. Special Economic Zones are long-term economic investments that help the country create jobs and prosper rapidly. The objectives of the study are to study the current job situation of Thanlyin and Kyauktan Townships and to examine job opportunities of the Thilawa SEZ for the local communities. In this study, using the descriptive method of simple random sampling, a sample size of 500 respondents from six companies and the Thilawa SEZ Management Committee were selected. This study found that the growth of the Thilawa Special Economic Zone in Thanlyin and Kyauktan townships has a direct effect on the employment prospects and living environment of the native population. Thilawa SEZ's working conditions are also better than those in similar jobs in the rest of the economy in terms of social security benefits, transportation, health care, food, working environment, and working space. Working under rigorous time constraints, high quality standards, and complex gear exposes them to learning.

ACKNOWLEDGEMENTS

First and foremost, I would like to express my gratitude to Yangon University of Economics and the Master of Public Administration Program Committee for giving me the opportunity to pursue this postgraduate degree.

I also would respectfully like to express my heartfelt thanks and gratitude to Professor Dr. Tin Tin Htwe, Rector of the Yangon University of Economics and Dr. Khin Thida Nyein, Pro-Rector of the Yangon University of Economics.

I would like to acknowledge Professor Dr. Kyaw Min Htun, Pro-Rector (Retd.) of Yangon University of Economics, and Dr. Su Su Myat, Professor and Head of the Department of Applied Economics for their enthusiastic support, useful and constructive advice, and constructive critiques. All of teachers of MPA Programme are thank worthy for their perspicacious guidance and sharing knowledge and experiences during my studies. I am heartily grateful to my supervisor, Dr. Thein Ko, Professor, Department of Economics, Dawei University for his guidance, advice and encouragement in preparing to complete this study successfully. I would like to express my sincere gratitude to all the teachers, and visiting lecturers who have made their grateful efforts in rendering knowledge sharing of MPA Program during these years. In addition, I would like to extend my appreciation to the faculty and all the staffs in the Department of Applied Economics who have provided me with any administrative support and strength during my academic years.

My special deepest thanks to the responsible officials of Thilawa Special Economic Zone Management Committee, General Administration Department of Southern District of Yangon, Hansae Myanmar Co., Ltd., Guston Amava Ltd., Atsumi Myanmar Co., Ltd., Showa Glove Myanmar Co., Ltd., Foster Electric (Thilawa) Co., Ltd., and Vanguard Apparel Co., Ltd. for their kind supports for providing the data and all of the information needed in this study.

Finally, I would like to express my gratitude to my family and my friends for their continuous support and patience throughout the course of my study.

CONTENTS

	Page
ABSTRACT	i
ACKNOWLEDGEMENTS	ii
TABLE OF CONTENTS	iii
LIST OF TABLES	iv
LIST OF FIGURES	v
LIST OF ABBREVIATIONS	vi
CHAPTER 1	INTRODUCTION
1.1	Rationale of the Study 1
1.2	Objectives of the Study 3
1.3	Method of Study 3
1.4	Scope and limitations of the Study 3
1.5	Organization of the Study 3
CHAPTER 2	LITERATURE REVIEW
2.1	Special Economic Zones and Economic Development 4
2.2	Human Development impacts of SEZs 5
2.3	National development and strategic dynamism of Special Economic Zones 9
2.4	SEZs in the Greater Mekong Sub-region 12
2.5	Review of the Previous Study 14
CHAPTER 3	OVER VIEW OF THE SPECIAL ECONOMIC ZONES IN MYANMAR
3.1	Special Economic Zones in Myanmar 17
3.2	Dawei SEZ 18

3.3	Kyauk Phyu SEZ	18
3.4	Thilawa SEZ	19
3.5	The Current Job Situation in Thanlyin and Kyauktan Township (Local Community)	26
3.6	Changes in Socioeconomics of Thanlyin and Kyauktan Townships	33
CHAPTER 4	SURVEY ANALYSIS	
4.1	Survey Profile	38
4.2	Survey Design	38
4.3	Survey Results	39
CHAPTER 5	CONCLUSION	
5.1	Findings	52
5.2	Recommendations	54
REFERENCES		57
APPENDIX I		

LIST OF TABLES

Table No.	Name	Page
2.1	Types of Special Economic Zones in Greater Mekong Sub - region Member Countries	12
3.1	Permitted Enterprises of Thilawa Special Economic Zone (By Country)	25
3.2	Permitted Enterprises of Thilawa Special Economic Zone (By Sector)	26
3.3	Thanlyin Township's demographic Data	27
3.4	Population above 18 Years in Thanlyin	27
3.5	Unemployment Rate in the Township	28
3.6	Total Value of Gross Domestic Product and Service (GDP) of Thanlyin Township	28
3.7	Per capita income of Thanlyin Township	28
3.8	Business activities in Thanlyin Township	29
3.9	Kyauktan Township's demographic Data	30
3.10	Population above 18 Years in Kyauktan	30
3.11	Unemployment Rate in the Townships	31
3.12	Total Value of Gross Domestic Product and Service (GDP) of Kyauktan Township	31
3.13	Per capita income of Kyauktan Township	32
3.14	Business activities in Kyauktan Township	32
4.1	Distribution of Sample Respondents by six companies and Thilwa SEZ Management Committee	39
4.2	Characteristics of Respondents	40
4.3	Address of Respondents	41
4.4	Place of their Previous Jobs	41
4.5	Take the Period for new Jobs	42

4.6	Opinion on job opportunity	42
4.7	Source of the information of new job	43
4.8	Monthly Incomes of the Respondents	44
4.9	Number of People living with Family and depend on their income	45
4.10	Social Welfare, Transportation and Healthy and Safety Systems	46
4.11	Challenges and the Benefit of the Thilawa SEZ	47
4.12	Change in Labor Force Pattern of Thanlyin Townships	49
4.13	Change in Labor Force Pattern of Kyauktan Townships	50
4.14	Employment Status of Thilawa SEZ	51

LIST OF FIGURES

Figure No		Page
2.1	Border Economic Zones in Ayeyarwady–Chao Phraya– Mekong Economic Cooperation	14
3.1	Employment Status of Thilawa SEZ	51

LIST OF ABBREVIATIONS

ACMECS	Ayeyarwady–Chao Phraya–Mekong Economic Cooperation Strategy
ADB	Asian Development Bank
BCP	Border Crossing Point
CITIC	China International Trust and Investment Corporation
FDI	Foreign Direct Investment
CSR	Corporate Social Responsibility
DHSHD	Department of Human Settlement and Housing Development
ESB	Eastern Seaboard
EIA	Environmental Impact Assessment
EPI	Expanded Program of Immunization
ESAP	Environmental and Social Action Plan
F/S	Feasibility Study
GOJ	Government of Japan
GMS	Greater Mekong Sub-region
HHs	Households
IGC	International Growth Center, London School of Economics
INGO	International Non –Government Organization
IPP	Independent Power Plant
IRP	Income Restoration Program
JICA	Japan International
JET	JICA Expert Team
KPSEZ	Kyauk Phyu Special Economic Zone
MNCs	Multinational Corporations
M&E	Monitoring and Evaluation
MOC	Memorandum of Cooperation
MoU	Memorandum of Understanding
MJTD	Myanmar Japan Thilawa Development Limited
MTSH	Myanmar Thilawa SEZ Holdings Public Limited
MITT	Myanmar International Terminals Thilawa
MPT	Myanmar Posts and Telecommunications
NGO	Non -Government Organization
OEM	Original Equipment Manufacturing
OSSC	One Stop Service Center
PAPs	Project Affected People
PAH	Project Affected Household
PPP	Public Private Partnership
PRC	People Republic of China
RWP	Resettlement Work Plan
SMEs	Small and Medium Enterprises
SEZ	Special Economic Zone
SEZ Law	Special Economic Zone Law
SLRD	Settlement and Land Records Department
TSMC	Thilawa SEZ Management Committee
TKDC	Thanlyin-Kyauktan Development Company
YCDC	Yangon City Development Committee
YRG	Yangon Region Government

CHAPTER 1

INTRODUCTION

1.1 Rationale of the Study

Myanmar's economic development was seriously hobbled by its complex history of military rule, ethnic conflict, and international sanctions until 2010, which isolated it from much of the world. It was considered to be one of the most difficult markets in the world to operate a business in. In 2011, the government began a series of economic reforms, some gradual and some radical. As it pursued liberalization, China sought more avenues to develop its economy, including more exports and the opening of Special Economic Zones (SEZs).

Therefore, the Myanmar government enacted the Special Economic Zone Law in 2014 and its Rules and Regulations came into effect in 2015. The creation of special economic zones with favorable policies on investment, tax, customs, labor, and utilities. The first experiment was the Dawei Special Economic Zone, for which planning began in 2008. In 2009, it signed a Memorandum of Understanding (MoU) with CITIC Group of China to develop a deep-sea port and industrial park at Kyauk Phyu on the west coast of the country in Rakhine State, and in 2012 it agreed to develop the Thilawa SEZ in cooperation with Japan.

Three SEZs, Dawei, Thilawa, and Kyauk Phyu, have been implemented simultaneously in Myanmar. The Thilawa SEZ project is located in Thanlyin-Kyauktan Township, Yangon Region, and the demarcation area is 23.42 sq km (about 5,787.72 acres). Public transportation, such as buses and trains, is also conveniently accessible. The Thilawa SEZ is connected to the country's major road transit network. As a result, industries that focus on both exports and local markets find it simple to extend their distribution networks.

Unlike other industrial zones surrounding Yangon, the Thilawa SEZ provides investors with all of the necessary amenities. The Thilawa SEZ differs from other industrial zones in Yangon in that it provides investors with all of the essential infrastructure. Electricity, telecommunications, including Internet connection, and

purified water supply will be linked once the placement in the Thilawa SEZ is confirmed and the investment permit is obtained. There are various services for liquid waste, solid waste, and industrial waste management. The Thilawa SEZ also has international logistic facilities, making it easier for investors to handle domestic and international logistics, imports, and exports. Because one of the main ports is very near to the Thilawa SEZ, freight transportation time for exports and imports can be drastically reduced. Because the airport is only 30 kilometers from the Thilawa SEZ, it is handy for investors who travel regularly as well as for air cargo delivery. The Thilawa SEZ also includes a business and residential area. In that region, villas and condominiums, office and residential apartments, banks, shopping malls, medical centers, schools, recreation centers, green areas, and workers' dormitories may all be found in that region. As a result, investors and employees have easy access to everything within the Thilawa SEZ.

Thilawa SEZ is being built as a joint venture between Myanmar and Japan—three Japanese firms and a Myanmar consortium. It is also the largest Japanese investment in Myanmar, as well as a kind of Japanese development assistance. Thilawa SEZ is a collection of businesses that include mechanical, medical, food, and labor-intensive industries, as well as logistics and transportation, as well as a new township and commercial sector. Thilawa SEZ may be the first inclusive industrial park in Southeast Asia as a result of these facts (Mishra, 2014). It features good infrastructure, including transportation, residential, and commercial areas, as well as waste treatment and waste water treatment that meet international standards, making it appealing to businesses.

SEZs have the potential to affect both the positive and negative aspects of development, as well as social and environmental damage. Special Economic Zones are long-term economic investments that help the country create jobs and prosper rapidly. Local residents, on the other hand, must relocate from the area designated for the creation of a Special Economic Zone. The majority of these people were originally farmers. Their farms and livelihoods have been destroyed as a result of the land clearing required to build SEZs. The government helps these families make ends meet, yet they are partially reliant on the social welfare system.

Relocation, income restoration, and vocational training efforts must all be considered by the government. Furthermore, it is the first SEZ project that incorporates relocation, income restoration, and social activities in accordance with international

norms. Prior to the establishment of the Thilawa Special Economic Zone, the majority of native people worked in cattle, fishing, and farming, with some remaining unemployed. There are many job opportunities for natives as soon as the Thilawa SEZ is activated, and they have altered their businesses. For the reasons outlined above, Thilawa SEZ is chosen to write the paper.

1.2 Objective of the Study

The objectives of the study are;

- (1) To identify the current job situation of Thanlyin and Kyauktan Townships.
- (2) To examine job opportunities of Thilawa SEZ for the local communities

1.3 Method of Study

To achieve the objective of the study, a descriptive method is used that is based on both primary and secondary data. Primary data was collected from factories in the Thilawa Special Economic Zone, which were surveyed using a structured questionnaire with a simple random sampling method. Secondary data was collected from the General Administration Department, Thanlyin and Kyauktan Townships of Yangon's Southern District between 2010-2011 and 2010-2020.

1.4 Scope and Limitations of the Study

This study was conducted in the Thanlyin and Kyauktan townships of the Thilawa Special Economic Zone. It plans to investigate the effects of job possibilities prior to and following the Thilawa SEZ. There are certain limitations to the study; it only covers Thilawa SEZ and its surrounding communities of Thanlyin and Kyauktan townships.

1.5 Organization of the Study

There are five chapters in this thesis. The first chapter contains an introduction, objective, method, scope, and organization. The study's literature review discusses in chapter two, and the special economic zones in Myanmar addresses in chapter three. The fourth chapter includes data analysis and findings. Finally, in Chapter 5, the conclusion and recommendation has expressed.

CHAPTER 2

LITERATURE REVIEW

2.1 Special Economic Zones and Economic Development

Special Economic Zones are physically defined locations where businesses benefit from exemptions from standard customs and tax rules that apply to enterprises outside the zones. Dedicated infrastructure resources, such as transportation infrastructure, a consistent supply of electricity, and dependable communications infrastructure, are also advantages (e.g., fast internet access). SEZs benefit from labor law exemptions, foreign shareholding caps, and capital repatriation restrictions in some countries, and when a country or individual conducts business in a SEZ, there are typically additional economic benefits for them, such as tax incentives and the ability to pay lower tariffs. SEZs are increasingly being used as a tool for economic growth around the world. (William, Besnik, and Jasmina, 2007) Most zones provide tax exemptions, exemptions from customs duties and tariffs, business-friendly rules on land access, permits and licenses, and labor standards, as well as administrative simplification and efficiency. Another significant component is infrastructural assistance, which is especially vital in poorer nations since basic facilities for business outside of these zones can be lacking.

A special economic zone (SEZ) is a part of a country that operates under different rules than the rest of the country. The economic laws of SEZs are generally favorable to foreign direct investment and attract it (FDI). Any investment made by a company or individual in one country into commercial interests in another country is referred to as FDI. There are roughly 5,400 SEZs in 147 countries now, accounting for over US\$ 600 billion in exports and approximately 50 million jobs. SEZs attract investment and foreign exchange, create jobs, and promote the development of upgraded technologies and infrastructure by granting preferential terms (Ramananda & Pandian 2012). Khan and Varshney, 2012; Raheem 2011, can assist the host country in taking a huge step forward and joining the ranks of the world's developed nations (Khan and Varshney, 2012; Raheem 2011).

SEZ has aided and hastened economic development by increasing infrastructure, employment, and export opportunities. More (2015). SEZ entrepreneurs have received international-level services and amenities, as well as financial promotion initiatives, giving them a new lease on life (More, 2015). SEZs can positively contribute to human capital building in a variety of ways. One is a firm-level activity in which the labor force of the host country obtains skills from within the firm through training and on-the-job learning (Kusago and Tzannatos 1998). SEZs encourage export-oriented FDI and other forms of engagement between local businesses and multinational corporations. SEZs, for example, make it easier for domestic SMEs (small and medium enterprises) to join global value chains by providing a favorable investment climate (Gereffi 2005). By creating demand for physical infrastructure within the zone, SEZs also provide jobs for unskilled labor. This boosts the local construction industry, creating jobs for low-wage workers (Sivalingam 1994). Water, energy, communication, and administrative services are all under high demand. The need for various support services, such as hotels and restaurants, as well as transportation, has increased, which is projected to have a significant impact on job creation. Shahfahad and Babita Kumari (2018)

2.2 Human Development Impacts of SEZs

Human capacities may be impacted by SEZs in the following ways:

- (1) Employment impacts
- (2) The consequences of human capital formation
- (3) The effects of technological advancement

2.2.1 Employment Impacts

SEZs have three employment impacts: the first is that they create direct employment for skilled and unskilled labor, the second is that they create indirect employment, and the third is that they create employment for women workers. It is assumed that job creation provides monetary and non-monetary rewards, improves labor quality of life, and boosts productivity. These, in turn, have an anti-poverty effect. (Aradhna Aggarwal, 2007).

Insofar as SEZs contain labor-intensive industries, SEZ firms are, by definition, a significant source of new jobs. Developing countries often draw investment into simple processing industries that are labor intensive due to the availability of manpower

at low wages. As a result, the need for unskilled labor in the zone rises. As SEZs expand, the shift toward higher-value-added businesses may raise demand for skilled workers. By creating demand for physical infrastructure within the zone, SEZs also provide jobs for unskilled labor. This boosts the local construction industry, creating jobs for low-wage workers. According to Sivalingam (1994), there is also a manpower shortage in this business in the cities around Malaysian SEZs. The indirect effect manifests itself in the form of ancillary job possibilities created in areas of the economy impacted by the SEZ's operations. Transportation, communication, automobiles, civil aviation, shipping, tourism, hospitality, packaging, banking, and insurance are all examples of these. As a result, job possibilities for both unskilled and skilled labor are created. In addition to the three pathways mentioned above, SEZs have a positive impact on job creation through three further avenues.

The first is that SEZs generate foreign exchange revenues, which relieve the rest of the economy's foreign exchange limitations in terms of import demands and expedite investment activities. Therefore, SEZs create investment money, which aids in the creation of economic output and jobs. The second is that the translation of investment capital into fixed assets and the procurement of inputs and services from the rest of the economy generate economic activity beyond the zone. The last is that as greater revenue is generated, demand for various products and services such as housing, education, health, and transportation rises. This has a compounding effect on employment and income. (Aradhna Aggarwal, 2007).

According to evidence (Kusago and Tzannatos 1998), women's percentage of overall employment in SEZs appears to be significantly higher than the economy as a whole and the manufacturing sector outside the SEZs. Women are thought to be more disciplined and hard-working than men. Employers favor female labor over male workers, believing that women's manual dexterity, greater discipline, and patience make them more suited to the zones' unskilled and semi-skilled occupations. Furthermore, they are less inclined to demand higher wages and improve working conditions. The majority of the women are young, single, and hail from rural or low-income families. However, they may not have been incorporated into formal employment at all if not for SEZs, and so SEZ employment can be considered to provide them with an independent source of income that they would not have had otherwise. SEZs are thus projected to make a significant contribution to women's empowerment (Madani 1999).

Zones, according to the preceding theoretical premises, contribute to human development through boosting work options. The underlying concept is that creating jobs reduces unemployment, provides income, raises living standards, and leads to human development and poverty reduction. However, it cannot be assumed a priori that employment in SEZs promotes human development, as pay and working conditions are vital. It is often assumed that in order to attract investment, particularly FDI, host countries' governments lower labor standards, thereby encouraging labor exploitation and the depletion of human capital. The freedom to join a trade union, collective bargaining, and the right to strike are all restricted. Employers frequently disregard labor laws, employment regulations, and workplace health and safety standards. Numerous studies on this topic are in the literature, the results of which are, nevertheless, equivocal. These concerns are crucial in establishing the employment implications of zones on living standards, poverty reduction, and human development, and they must be thoroughly examined before any conclusions can be drawn about their impact on human development and poverty reduction. (Aradhna Aggarwal, 2007)

2.2.2 The Consequences of Human Capital Formation

SEZs can positively contribute to human capital building in a variety of ways. One is a firm-level activity in which the labor force of the host country obtains skills from within the firm through training and on-the-job learning (Kusago and Tzannatos 1998). Zone units can thus have a direct impact on skill formation by providing additional on-the-job and off-the-job training to workers. Multinational corporations (MNCs) send local personnel to their headquarters abroad or elsewhere for middle and upper management training, as well as advanced technician training. Enterprise programs may not be the exclusive source of training. The second strategy entails modernizing the educational system to meet the needs of zone units. Institutes for improving the technical and vocational skills of zone workers have been developed in Shenzhen SEZ (China), Sri Lankan SEZs, and Mexican maquiladoras. In Taiwan, certain cooperative training programs are being developed between schools/colleges and firms in SEZs. These programs attempt to provide technical education in the workplace rather than in a classroom. Zone units may also be establishing training institutions to provide employees with training in order to create a skilled labor pool. The integration of industrial discipline also helps low-skilled workers develop their skills. This could improve the well-being of low-wage workers by expanding the

number of job opportunities available to them. Workers' income-generating capacity is increased when their abilities and productivity improve. Due to the high labor turnover rate in SEZs, domestic businesses might profit from this training by recruiting personnel who previously worked for the zone. (Aradhna Aggarwal, 2007)

In the long term, a key component of the skill formation effect of SEZs is the construction of a macro-environment with high returns to education and skill development. Through technology transfer and capital investment, zone units increase the demand for skilled workers and their remuneration, providing positive incentives for educational achievement and skill formation. Finally, by compensating for infrastructural deficits and administrative difficulties that characterize developing countries, SEZs provide a very accommodating investment climate to attract FDI. FDI typically includes technological transfer, management and other skills (such as marketing and distribution), market access, and employee training. Foreign entrepreneurs can set a good example for domestic entrepreneurs by demonstrating that the correct mix of managerial, technical, and marketing know-how can help companies join global markets profitably (Johansson 1994, Rhee and Balot 1990, and Hoffman 1991). Foreign enterprises operating in SEZs are intended to pass on their export knowledge to local firms in SEZs, and eventually to those in the domestic sector. SEZs may be able to help enterprises in the rest of the economy learn production, distribution, and marketing capabilities that are critical for improving international competitiveness. As a result, SEZs can play a critical role in the development of domestic entrepreneurial capabilities. (Aradhna Aggarwal, 2007)

2.2.3 The Effects of Technological Advancement

SEZs encourage export-oriented FDI and other forms of engagement between local businesses and multinational corporations. SEZs, for example, make it easier for domestic SMEs (small and medium businesses) to join global value chains by providing a favorable investment climate (Gereffi 2005). SEZ units engaging in global value chains face challenges from global standards, low-cost competitors, and technological advancements. This encourages learning and innovation, both of which are important parts of human growth.

There are two types of value chains: those that are driven by producers and those that are driven by buyers (Gereffi et al. 2005). The first category describes value chains in which multinational corporations (MNCs) outsource component production while

maintaining a central role in system control. They help networked producers with technology. Automobiles, computers, and electronics are examples of industries that rely heavily on money and technology. The latter category, on the other hand, refers to primarily low-tech labor-intensive industries in which large retailers, branded marketers, and trading companies play a key role in establishing decentralized production networks in a variety of exporting companies, most of which are based in the 'Third World.' MNEs are just product marketers in this situation; networked producers must arrange for raw materials and technology on their own. Participation in these networks enables producers to improve their technology on a regular basis (Heron 2004). Many local enterprises, for example, take on Original Equipment Manufacturing (OEM) responsibilities, where they obtain raw materials locally and build items to the specifications of overseas buyers. However, after mastering a variety of technological skills, these companies go into original brand name production. When the companies within the SEZ acquire inputs from the host country, the learning and expertise gained in the SEZ is eventually communicated to local firms supplying the SEZ firms through backward linkages. Direct technology transfer and indirect spillovers through multiple routes such as copying, reverse engineering, and worker and management movement between foreign and domestic enterprises help spread knowledge across the economy. Furthermore, trade groups, manufacturers' associations, and export marketing organizations that provide a beneficial platform for members to engage and create deeper ties serve as important platforms for information exchange and spillovers. As a result, SEZs are not enclaves or foreign territories that operate independently, as many people believe. (Aradhna Aggarwal, 2007)

2.3 National Development and Strategic Dynamism of Special Economic Zones

SEZs can be utilized to fulfill a number of economic and diplomatic objectives. They can help boost commerce and foreign direct investment, industrial growth and diversification, spatial revitalization and urbanization, border development, regional integration, and international relations. Nevertheless, this is not automated and it necessitates a well-defined strategic approach. A strategic approach identifies what policymakers hope to accomplish with SEZs and how they intend to do it. The strategic approach taken for SEZs must be connected with the overall development strategy, according to the framework's first pillar. The zone program's linkage with broader industrialization plans helps to ensure long-term political support and resource

commitments for zone development. More crucially, the synergies between a strategic approach to SEZs and national development produce a self-sustaining system in which zone benefits flow forward, backward, and vertically, increasing capacity and improving the larger economy's competitiveness. However, to examine synergies and trade-offs among different policy options at different levels and create strategic direction for SEZs to produce mutually reinforcing policies for accomplishing national goals and objectives, a high level of bureaucratic knowledge is required. (Aradhna Aggarwal, 2019)

SEZs must be able to adapt to changing economic conditions. This can only happen if the strategic approach to SEZs is constantly influenced by strategic learning. Domestic conditions alter when progress occurs, and new economic difficulties and possibilities emerge. At the same time, new change agents emerge; power, interests, perceptions, and positions of existing actors move; and new institutions are needed to respond to new realities. Changes in institutional dynamics have resulted in new demands, aims, and challenges. In light of these changes, policymakers must assign new roles, objectives, and preferred policy packages to SEZs, as well as maintain and modernize existent ones. Implementing monitoring and evaluation (M&E) tools as part of the SEZ policy can help with this. Monitoring is the systematic and objective periodic assessment of the SEZ policy, including its objectives, design, implementation, outcomes, and impacts. Evaluation is the systematic and objective periodic assessment of the SEZ policy, including its objectives, design, implementation, outcomes, and impacts. Government officials and stakeholders can learn by doing with the help of M&E. Depending on the objectives, the indicators to be evaluated, and the availability of both data and human resources, many approaches for M&E may be used. M&E, on the other hand, is only beneficial if it is used to inject vitality into the SEZ policy. As a result, there can be two-way dynamic links between SEZs and the rest of the economy. SEZs accelerate growth by tackling inefficient institutions and improving the economy, which requires SEZs to be upgraded as well in order to propel the economy forward. This starts a repeated process that has self-reinforcing and cumulative economic effects (Aradhna Aggarwal, 2019)

The success of SEZs depends on the effective implementation of the strategic goal. It is favorably associated with bureaucratic strengths, which are based on technical, managerial, and social skill sets, as well as bureaucratic commitment and political backing. To begin with, it's important to note that SEZ policy is implemented

through the combined efforts of a variety of public and private groups, some of which may have competing objectives, incentives, and concerns (Matland, 1995). Despite the fact that this is true of many other public policies, disputes in some of them are nevertheless managed. SEZs, on the other hand, are extremely divisive. SEZs require horizontal collaboration between government departments, vertical coordination across layers of government, and public backing to be successful. Conflicts between interest groups have arisen in many countries (India, for example), but they have been successfully implemented in countries where the top authority regulates SEZs directly (e.g., Bangladesh, Morocco, the United Arab Emirates, and Jordan) or where the state has assumed a strong development role (e.g., Bangladesh, Morocco, the United Arab Emirates, and Jordan) (e.g., China, the Republic of Korea, and Taiwan Province of China). (Aradhna Aggarwal, 2019)

Second, the success of SEZs is very important connected to their capacity to attract investment in the first place, notably FDI. This capability is contingent on onsite, offsite, social, and technological infrastructure, as well as regulatory facilitation, facilities, SEZ tenant services, and marketing initiatives, all of which have cost repercussions. SEZs require a significant amount of money to build, administer, operate, and promote them. Even when SEZs are built by the private sector, offshore development and management incur significant public costs. (Aradhna Aggarwal, 2019)

Third, private sector involvement in SEZ development does not relieve the government of its responsibilities. Administrative competencies within host governments are required to provide proper regulation, facilitation, and implementation without causing tension between the public and private sectors (FIAS, 2008).

Fourth, macroeconomic management is required for the successful deployment of SEZs in order to establish an environment in which commerce and investment can increase exponentially. Such management necessitates a set of trade and investment-related policies, including membership in multilateral and regional trade agreements, bilateral FDI agreements, and multilateral investment guarantee agencies; monetary, fiscal, and exchange rate policy regulation; physical and intellectual property rights; and effective legal systems.

Finally, it necessitates well-designed risk and expense management procedures. Market risks and SEZ-related risks are the two types of hazards associated with SEZs. Market risks include business cycles, political upheavals, and macroeconomic

mismanagement, whereas SEZ-specific risks include money laundering and fraud, non-compliance, and shifts in government policy regarding SEZs. Furthermore, the economic, social, and environmental costs of establishing SEZs are well-documented in the literature. In dealing with these issues, bureaucratic capabilities are critical. Overall, the implementation of SEZ projects is more complicated than simply building infrastructure; it necessitates a well-designed implementation strategy that must be incorporated into the policy design, along with the objectives and action plan. (Aradhna Aggarwal, 2019)

2.4 SEZs in the Greater Mekong Sub-region (GMS)

In certain GMS member nations, Special Economic Zones (SEZs) have a lengthy history. In 1980, four SEZs were formed in coastal cities as part of the PRC's "open door" policy, and hundreds of special zones with various designations have been constructed since then. Vietnam has also been active in the creation of special zones, with a total of 27 border economic zones reported in 2014 (ADB, 2014), while Aggarwal (2011) and others have noted that some SEZs remain inactive. SEZs had been welcomed in principle by all GMS countries by 2015, albeit it is not always apparent how well they have been implemented. The varieties of SEZs and their ties to home economies are summarized in Table 2.1. (Asian Development Bank (ADB), 2019)

Table (2.1) Types of Special Economic Zones in Greater Mekong Sub-Region Member Countries

Country	Total No.	Private %	Public %	By linkage to domestic economy		
				Enclaves	GVC links	Border
Cambodia	14*	100	0	✓	✓	✓
Lao PDR	2	Na	na	Na	Na	na
Myanmar	3*	Na	na	✓		✓
PRC	1515*	12	88	✓	✓	✓
Thailand	110	84	16	✓	✓	✓
Viet Nam	411	89	11	✓	✓	✓

Source: ADB (2015).

Notes: na = not available in the source; * = includes public-private partnerships; PRC = all of the PRC, not just the GMS.

Table (2.1) shows the condition of various SEZs in the Greater Mekong Sub-region countries, which are 14 SEZs in Cambodia, 2 SEZs in Lao PDR, 3 SEZs in Myanmar, 1515 SEZs in the People's Republic of China, 110 SEZs in Thailand and 411 SEZs in Vietnam.

Unlike the PRC and Vietnam, which have had more experience with SEZs, Cambodia, Lao PDR, and Myanmar first adopted the concept in the twenty-first century, and Thailand only began to push for border SEZs in 2015. In 2005, Cambodia passed legislation to promote SEZs. SEZ legislation was enacted in the Lao PDR in the early 2000s, although implementation was slower and more uneven than in Cambodia. Thailand has successful industrial zones within 100–150 kilometers of Bangkok, such as along the eastern shore and in Ayutthaya, but border SEZs were just introduced in 2015. Myanmar has constructed special economic zones, but it is difficult to track their progress in a systematic manner. (Asian Development Bank (ADB), 2019)

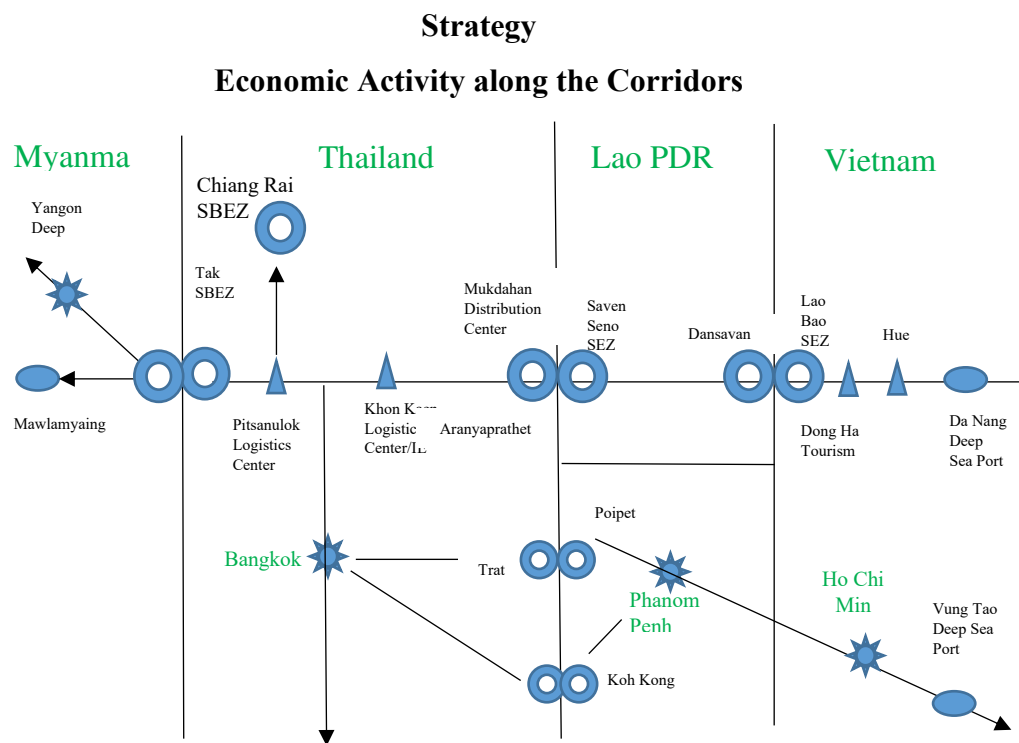
The nine economic corridors targeted by the GMS are: North–South, Northern, Northeastern, Central, East–West, Eastern, Western, Southern, and Southern Coastal. 14 Borders are frequently the weak link in a corridor because they involve a sudden change in governance, culture, language, ethnicity, and other factors that can throw traders off balance, not to mention the administrative challenges of passing through immigration, customs, quarantine, and other bureaucratic hurdles at the BCP.

The SEZs that have been formed at GMS BCPs and the discussion that follows concentrate on border SEZs that are on GMS corridors. Although traffic data indicates that BCP use varies widely, it is difficult to determine the relative value of existing border SEZs. The Southern Coastal corridor (Hat Lek–Cham Yeam BCP) is less used between Thailand and Cambodia than the Southern corridor (Aranyaprathet–Poipet BCP). The Vietnam Nam–Lao BCP (Lao Bao–Dansavanh) in the East–West route has modest traffic, but the Thai–Myanmar BCP (Mae Sot–Myawaddy) further west is one of the busiest in the GMS. Such information raises operational questions such as whether border SEZs should target congested locations or areas where traffic is currently light, and if we should think of corridors as a whole or as a collection of related but independent segments. (Asian Development Bank (ADB), 2019).

GMS corridors and other programs have some overlap. The Ayeyarwady–Chao Phraya–Mekong Economic Cooperation Strategy (ACMECS) was developed in 2003 by Cambodia, Lao PDR, Myanmar, and Thailand to boost cross-border production bases. On the Thai–Myanmar border, the Lao–Thai border, the Cambodia–Thai border,

and in Chiang Rai, ACMECS selected four production bases. Rimmer and Dick (2010) identified significant GMS cities as part of a larger Southeast Asian network. The Asian Highway network intersects with the GMS pathways, and the Mae Sot (Tak) corridor through Myanmar to the Indian BCP at Moreh is currently being upgraded, having the potential to be the key land link between Southeast Asia and South Asia. 17 Such overlap indicates the presence of natural corridors, and it adds to the evidence from traffic data that border zone economic activity will be higher at some BCPs than others, whether or not SEZs are there. To determine the value-added of SEZ status, simple comparisons of border zones with and without SEZs are insufficient. (Asian Development Bank (ADB), 2019)

Figure (2.1) Border Economic Zones in Ayeyarwady–Chao Phraya–Mekong Economic Cooperation



Source: Adapted from Vimolsiri (2007).

2.5 Review on the Previous Study

The applicant had learnt the various research papers and thesis. Researcher Ma Chu Myat Thu (2018), a Master of Economics student, analyzed the "A Study on Foreign Direct Investment in Thilawa Special Economic Zone" over the period of 2014 to 2018. She found that the Thilawa SEZ has all the required infrastructure for investors.

There are various services for liquid waste, solid waste, and industrial waste management. The Thilawa SEZ also has international logistic facilities, making it easier for investors to handle domestic and international logistics, imports, and exports. Myanmar has to improve its infrastructure in order to attract more FDI, which can help the country's economic development by bringing in foreign technology and capital.

Ma Khin Htar New (2018), an EMPA student, studied the Land Administration of the General Administration Department in Thanlyin and Kyauktan Townships. According to the study, some lands that have been leased for industrial and commercial purposes have been discovered to have monopolistic status in terms of land priority ownership rights and land value market appreciation. The lack of oversight or monitoring of business operations by relevant ministries or departments also contributes to the aforementioned sort of monopoly and the practice of obtaining a lease for a purpose other than the one for which it was sought. The standard values utilized for calculation have been discovered to be outdated, and the value is an unrealistic number for the current time and current market value. With the exception of the government's Master Plan or any other SEZ project, a large plot of land should not be leased to private interests for industrial or commercial purposes.

Ma Khin Nanda Hlaing (2018), Master student from Ritsumeikan University, researched the Japan –Myanmar Relations (A Case Study on Thilawa SEZ in Myanmar). From this research paper she found that Thilawa Special Economic Zone was developed as a result of public-private partnership between Japan and Myanmar. Following Myanmar's liberalization, there has been a substantial increase in bilateral collaboration. Among Myanmar's three special economic zones, this is the first to be operationalized. In addition, Japan prioritizes the completion of the Thilawa SEZ over other Myanmar projects. The key study issue is how the Thilawa SEZ contributes to the development of Myanmar's economy and Japan-Myanmar economic relations. This article examines the historical and contemporary perspectives of Japan and Myanmar economic connections, the distinguishing features of Thilawa SEZ in comparison to other SEZs in Myanmar, and Japan and Myanmar's goals for Thilawa SEZ in order to answer this research topic. Thilawa SEZ was established by Japan as a result of the two countries' long-standing friendship, and the cooperation of Thilawa SEZ can help strengthen bilateral economic ties.

Amit K. Khandelwal (2016), International Growth Center (IGC), London School of Economics, studied Special Economic Zone for Myanmar. According to the

study, he found SEZs have the potential to improve Myanmar's international integration and enhance its manufacturing sector. It highlights best practices for the implementation of Myanmar's SEZ policy by drawing on the experiences of Myanmar's neighbors. The TSMC should prioritize strengthening the business climate in the immediate term. Perhaps more crucially, SEZs should serve as a test bed for policy innovation, as it is unknown which policies will promote economic development ex ante. A rigorous monitoring and evaluation program based on objective data is required for deciding which policies and procedures work and which do not. Finally, SEZs should have spillover effects that benefit the rest of the economy as well as workers and businesses outside of the zone. Myanmar's SEZs are still in the early phases of development, but the time has come for the government to seize this promising chance to spur economic progress.

CHAPTER 3

OVER VIEW OF SPECIAL ECONOMIC ZONES IN MYANMAR

3.1 Special Economic Zones in Myanmar

SEZs provide a mechanism for governments to create unique industrial climates in economies where doing so would be challenging. SEZs are also used by governments to encourage investment in sectors where there is no evident comparative advantage or to increase value-added in export industries. The Myanmar government considers foreign direct investment to be a critical aspect of the country's growth. Therefore, under the previous administration, which took office in November 2011, the Myanmar government highlighted foreign direct investment (FDI) as a critical component of the country's growth. Foreign direct investment (FDI) plays an essential role in the growth of all sectors of the economy when foreign capital and technology are insufficient, and FDI promotion policies must have an impact on industrial policies. The SEZ's goals are as follows: It tries to use FDI to attract incentives and achieve goals, despite the fact that the period and situation are slightly different from one another. The Myanmar government has developed special economic zones in key areas of the country in order to speed up the country's economic development. According to the government's management, the Thilawa, Dawei, and Kyauk Phyu Special Economic Zones (SEZs) are expected to play a key role in economic development and job creation for Myanmar's people. The Thilawa Special Economic Zone (SEZ), located on the outskirts of Yangon, is expected to play a key role in economic development, according to the government.

Firstly, the government enacted the Dawei Special Economic Zone Law in 2011. In 2014, the Dawei Special Economic Zone Law was cancelled and the Myanmar government introduced the Special Economic Zone Law (SEZ Law), which was followed by its Rules and Regulations in 2015. The Central Body, Central Working Body, and Management Committee were established under the SEZ Law in order to carry out the implementation.

3.2 Dawei SEZ

Dawei SEZ is located in Myanmar's Tanintharyi Region, near the Gulf of Thailand and adjacent to the Andaman Sea. The Dawei SEZ covers 196 square kilometers. It is an initiative for industrial development in southern Myanmar. Representatives from the governments of Japan (JBIC), Myanmar (FERD), and Thailand (NEDA) signed the SPV Shareholders Agreement on December 14, 2015, in order to possess equal shares in the Dawei SEZ Development Company. The DSEZMC's advisor, coordinator, and facilitator in the assigned operations connected to Dawei SEZ development will be the Special Purpose Vehicle. The Greater Mekong Sub-region (GMS) Southern Economic Corridor will be completed by the Dawei SEZ, which will provide regional connectivity and a land bridge between Dawei, Bangkok, Phnom Penh, and Ho Chi Minh. The Dawei SEZ would also improve supply chain connectivity with Thailand's Eastern Seaboard (ESB), allowing for co-manufacturing opportunities and stimulating economic activity along the corridor. Dawei SEZ also serves as a regional gateway to the west (India, the Middle East, Africa, and Europe).

The long-term master plan is based on Dawei SEZ's strengths. Based on our study and numerous interviews and workshops with potential investors, we are confident that investors will be drawn to Dawei SEZ for the following reasons: First, it is close to the Eastern Seaboard, and the GMS southern economic corridor has been completed. The Dawei SEZ will serve as a gateway to the west after the deep sea port is completed. Dawei SEZ also provides native resources, such as tin and tungsten, as well as aquaculture, to the Tanintharyi region and nearby areas. The SEZ, if built, will contain a deep-sea port, an oil refinery, a steel mill, fertilizer and petrochemical plants, industrial factories and operations, a reservoir, and a road connecting Dawei and Kanjanaburi, Thailand. Dawei SEZ also has low labor costs, which makes it appealing to labor-intensive enterprises. The SEZ legislative framework, which includes tax benefits, will also benefit investors. Finally, due to import duty exemptions in important potential export markets such as the European Union, exporters from Myanmar will have a significant competitive edge.

3.3 Kyauk Phyu SEZ (KPSEZ)

KPSEZ is located in Rakhine State's Kyauk Phyu District and serves as a significant location for both national and state economic growth. A deep-sea port, an industrial park, and an integrated residential area will all be part of the Kyauk Phyu

SEZ's development. The China International Trust and Investment Corporation Consortium (CITIC) will contribute 70% of the cost of the Kyauk Phyu Deep Seaport project, while Myanmar Development will provide 30%. Other industrial clusters, like food processing and general manufacturing, will be introduced to the Kyauk Phyu SEZ after it is fully built. The Kyauk Phyu SEZ covers a total of 4289 acres (1,736 hectares) in the Kyauk Phyu region, with an industrial park of 2446 acres, a residential park of 1235 acres, and a deep seaport of 608 acres. In the process of preparing a master plan for the entire Kyauk Phyu region, the goal of the Yanbrawe sub-region was to construct an agricultural-based SEZ, while the Manaung sub-region was to develop an eco-tourism-based SEZ. The creation of an industrial park in the Kyauk Phyu sub-region was planned. The Pyidaungsu Government Meeting No. 19/2015 accepted the master plan. On December 30, 2015, CITIC Group Corporation was declared the winner of the procurement procedure for the Kyauk Phyu SEZ's deep seaport. The Ministry of Home Affairs issued a notification dated January 29, 2016 for the confiscation of 1832.15 acres of land under Section 4 (i) of the Land Confiscation Act. On November 8, 2018, the Kyauk Phyu Special Economic Zone Management Committee and the CITIC Consortium from China inked a framework agreement in Nay Pyi Taw. The agreements for the Kyauk Phyu Special Economic Zone and Deep Sea Port Projects have been signed. On January 18, 2020, the two parties exchanged memorandums of understanding.

The deep-water port will facilitate trade between China, Myanmar, and other nations, as well as play a key role in accelerating regional economic integration. Myanmar can embrace new growth chances thanks to the Kyauk Phyu project and the construction of the China-Myanmar Economic Corridor. The Kyauk Phyu SEZ project has the potential to strengthen trade and economic relations between Myanmar and China's southwest region; push for better capacity-building cooperation; and help southwest China create an export-oriented economy. The SEZ is a key component of the China-Myanmar Economic Corridor, which is part of China's Belt and Road Initiative, which covers multiple Asian nations. It will also serve as a vital link in the Kunming-Muse-Mandalay-Kyauk Phyu high-speed railway project.

3.4 Thilawa SEZ

In December 2012, the Myanmar and Japanese governments signed a Memorandum of Cooperation (MOC) for the construction of Thilawa SEZ. Myanmar

Japan Thilawa Development Limited (MJTD) was formed in January 2014 as a joint venture between MMS Thilawa Development Company (MMST), Thilawa SEZ Management Committee (TSMC), and Myanmar Thilawa SEZ Holdings Public Limited (MTSH) to operate and develop the Thilawa SEZ "Zone A," which is a 396-hectare early development area. In rundown, the SEZ may be a Public-Private Partnership (PPP) between a few Japanese and Myanmar companies and the Myanmar and Japanese governments. In Thilawa SEZ, MTSH establishes a Residential and Commercial Area in Zone "A", a 35-hectare area that includes offices, residences, restaurants, hotels, international schools, and hospitals.

After completion of the feasibility study (F/S) and approval of the environmental impact assessment (EIA) report by TSMC, building of "Zone A" began in January 2014. A survey team comprised of representatives from MOC, Ministry of National Planning and Economic Development, township General Administration Department, Development Affairs, Settlement and Land Records Department (SLRD), Immigration Department, Police, and Ward/Village Tract Administrators conducted field surveys for census and socioeconomic information for all households living inside the Thilawa SEZ Development Area from April 4 to April 26, 2013. (The Government). During the eight days of the field survey, all households observed inside the SEZ area were surveyed, and data was entered on a pre-determined questionnaire form. In the SEZ region, 1,066 households (HHs) were recognized in the April Census. During the April Census, however, residences that had already been demolished, houses that were abandoned, and households that were only engaged in agriculture without owning a home were not thoroughly surveyed.

The Government of Myanmar acquired land inside the SEZ's Phase 1 (400 ha) region in 1996-1997, in compliance with the Land Acquisition Act of 1894. Farmers and citizens living inside the proposed Thanlyin-Kyauktan Industrial Zone Development were compensated for their farms, given resettlement help, and given relocation sites. The Thanlyin-Kyauktan Industrial Zone Development (1,230 ha) was planned to be developed by the Thanlyn-Kyauktan Development Company (TKDC), a joint venture between the Ministry of Construction's Department of Human Settlement and Housing Development (DHSHD) and Singapore's SMD International Pte Ltd. Despite the fact that the project was never completed, the site was transferred to DHSHD in 1998 and 1999, and subsequently to the TSMC in March 2013.

When the Thanlyin-Kyauktan Industrial Zone Development fell through, some of the relocated farmers and people returned to their native areas and resumed farming and other income-generating activities. In addition, some households relocated to the newly acquired area. Relocated farmers and residents who migrated back to the land and households that migrated into the area were strewn across the 1,230 acres purchased. Those living and/or cultivating land within the Thilawa SEZ area received three formal notices from the government of Myanmar in 2012–13. The first, in August 2012, prohibited rice production in the project area; the second, in December 2012, halted irrigation water deliveries for summer cropping; and the third, in January 2013, served notice of eviction from the region. The SEZ's final Phase 1 border was set in early July 2013, based on an aerial photograph obtained in March 2013 that confirmed the project area's current structure and land condition.

The government of Myanmar confirmed that people were residing in the SEZ area and undertaking income-generating businesses before beginning any eviction actions. It committed to preparing a RWP in compliance with relevant JICA rules and other requirements with JICA's help. The Government of Myanmar and the JICA Expert Team prepared a draft RWP for Zone A in November 2013. 81 homes, totaling 382 Project Affected Persons (PAPs), were physically and/or economically displaced as a result of the implementation. For the Phase 1 development to proceed, 68 residents were relocated from Ah Lun Soke Village and the former Thilawa Village to Myaing Thar Yar (3) ward in Kyauktan Township.

Compensation and other benefits were granted to qualifying PAPs, and a three-year Income Restoration Program (IRP) was launched in December 2013 with the help of JICA. Because most of the land had already been purchased, the majority of the compensation was for crop compensation and tangible assets. Some farmers in the Phase 1/Zone A area who still had land ownership rights were compensated for their land. Land within the SEZ's 2,000 hectares is now being acquired in stages. In order to make the land acquisition process easier, the YRG and the TSMC handed over land in 2013, 2015, and 2017. A Resettlement Framework has been designed for the 2,000-hectare Development Area, which is separated into Zones A and B. RWPs have been prepared and compensation negotiations were in the works in April 2017 for the Zone B area. After reaching an agreement with certain PAHs, they relocated temporarily to allow Zone B construction to continue while the Zone B Resettlement Site was being

built. In Myaing Thar Yar Village, the Zone B Site is near to the Zone A/Phase 1 Resettlement Site, which was built in 2013.

Thilawa SEZ, which encompasses around 2,400 hectares, has been under construction since November 2013. Because the development area is too huge to be built in one go, it is intended to be developed in stages. Zone A, which covers around 400 hectares of Thilawa SEZ, was initially established as a priority area and began operations in September 2015. The Myanmar Japan Thilawa Development Co., Ltd. (MJTD) and the Thilawa SEZ Management Committee implemented the zone phase by phase. Zone B is now in the development stage, after the construction of Zone A. In addition, MJTD and MTSH have begun planning the development of another 700 hectares in Thilawa SEZ as "Zone B," which will contain 262 hectares of industrial land, 267 hectares of logistical land, and 169 hectares of residential and commercial land. Zone B Phase 1 (about 100 ha) and Zone B Phase 2 (approximately 70 ha) are now being developed. In addition, work on Phase 3 of Zone B, as well as certain enlarged regions, has begun. Parallel to this, infrastructure development for Zone B Phase 3 is planned, including an access road connecting Zone A and Zone B, as well as the installation of underground pipelines along the Dagon-Thilawa Road.

The Government of Japan (GOJ) and JICA contributed to the development of the legislative framework for the Thilawa SEZ scheme, notably the Myanmar SEZ Law, which was enacted in January 2014, and the Myanmar SEZ Rules, which were adopted by the cabinet in August 2015. The capacity building of the Thilawa SEZ Management Committee (TSMC) and the One-Stop Service Center is also a significant priority for the GOJ and JICA. The JICA Expert Team (JET) has been assisting TSMC and OSSC with a variety of tasks, including assessing investment proposals, issuing various administrative approvals required for conducting business, preparing instructions, notices, and standard operation procedures, and providing day-to-day consultation services to investors. TSMC and OSSC's efforts are critical to creating a transparent, accountable, and predictable business environment in the Thilawa SEZ. Thilawa SEZ's OSSC is now regarded as a genuine "OSSC" that cannot be found in any other country. Thilawa SEZ now has a successful presence not only in Myanmar but also in the Greater Megong Sub-region. As a result, it has created over 37,000 projected jobs, as well as decent work opportunities and real jobs totaling over 20,000. Even when compared to SEZs in other nations, these are impressive statistics.

The investors within the Thilawa SEZ are given access to power, broadcast communications (including the web), and filtered water supply. MJTD, as developer of the Thilawa SEZ, has created these administrations for Thialwa SEZ. A 33 KV distribution line was built from Thanlyin substation to Thilawa SEZ to service the development and early operation phase of Zone A of the Thilawa SEZ. A 50 MW power plant (the Thilawa Power Plant) substation and a 230 KV transmission line have been built to meet rising electricity demand until around 2020. A gas pipeline from South Dagon to Thilawa has been built to supply the power plant. The power plant contains two dual-fuel gas turbines, which are fed by a gas pipeline that runs from South Dagon to Thilawa. Within the SEZ, the power plant and substation are located in Kyauktan Township. The infrastructure will supply electricity to the Thilawa SEZ and neighboring locations, such as the MITT. Additional power demand after 2020 is expected to be covered by the National Grid or other power plants, such as the Thaketa Independent Power Producer (IPP) power plant.

An underground optical fiber cable has been built from an exchange office of the Myanmar Posts and Telecommunications (MPT) building in Thanlyin Township to facilitate internet and fixed-line telecommunications. This links to MJTD's office and then, through overhead or underground wires, to factories in the SEZ. MPT provides mobile telecommunications utilizing the same system that uses Myanmar's public telephone network. In Thanlyin Township, two mobile phone telecommunication towers have been built within the SEZ.

The SEZ's principal water source is the Zarmani reservoir near Thanlyin Township. Improved intake facilities, a pumping station, and the construction of a conveyance pipeline have all been made at the reservoir. The Langunbyn reservoir in Yangon (East) District will also offer water to the SEZ after roughly 2019. This will necessitate improvements to the Langunbyn reservoir and canals, such as intake facilities and canals. In the long run, the SEZ may be supplied with water from the Nga Mo Yiek reservoir in Yangon (North) District or the Dawei new reservoir in Bago East Region.

Investors at the SEZ can take advantage of services for liquid, solid, and industrial waste management. Kubota, a Japanese corporation, installed and operates a centralized wastewater treatment facility within the SEZ. The Shwe Pyauk Creek, located in Kyauktan Township, discharges treated water into the Yangon River. In Zone B, industrial waste created in the industrial sector will be collected separately and re-

used or recycled as much as possible. Waste that cannot be reused or recycled may be managed by a waste treatment company in SEZ Zone A (Golden Dowa Eco-System Myanmar) or by public services such as the Yangon City Development Committee's Pollution Control and Cleansing Department (YCDC).

Actually, SEZs come in a variety of shapes and sizes. In prosperous countries, basic free zones aimed at simplifying trade logistics are the most popular. Integrated zones intended for industrial development, which can be multi-industry, specialized, or focused on creating innovative capabilities, are common in developing economies. Thilawa SEZ is a combined free zone and promotion zone. According to the SEZ Law, 2014, the term "free zone" refers to a place that is deemed to be outside of the country and is designated by the appropriate Management Committee and the Customs Department as being eligible for customs duty and other tax exemptions on goods in the Special Economic Zone and commodities imported into the zone. Commercial manufacturing areas, transportation areas, and international wholesale regions are also included in this free zone.

To assist domestic and international logistic arrangements, imports and exports, international logistic centers are located within the Thilawa SEZ. The SEZ has both a commercial and a residential area. It is planned to build villas and condominiums; office and residential flats; banks; shopping malls; medical centers; schools; recreation centers; green areas; and workers' dormitories.

As of December 2020, around 121 companies had been permitted for investment in the SEZ. Japan, China, Thailand, Taiwan, Hong Kong, Vietnam, Australia, Malaysia, South Korea, Singapore, Brunei Darussalam, and Myanmar are among their native countries, as are France, the United States, the United Kingdoms, the Netherlands, Switzerland, Denmark, Austria, Panama, and the United Arab Emirates (UAE). Manufacturing and processing, services and trading, and logistics enterprises are examples of business kinds. As of December 2020, there were 97 plants in operation and 10 more under construction. Table (3.1) and (3.2) show the permitted enterprises of By Country and By Sector of the Thilawa SEZ.

Table (3.1) Permitted Enterprises of Thilawa Special Economic Zone (By Country)

No.	Country	Total Permitted Enterprises		
		No	Approved Investment Amount (US\$ in Million)	%
1	Japan	39	678.888	33.30
2	Singapore	27	662.902	32.52
3	Thailand	18	190.097	9.33
4	Republic of Korea	6	104.602	5.13
6	Hong Kong	7	74.121	3.64
5	Taiwan	3	65.293	3.20
7	Myanmar	4	58.840	2.89
8	UAE	1	35.580	1.75
9	Malaysia	2	25.929	1.27
10	Australia	2	20.507	1.01
11	British Vergin Islands	1	20.000	0.98
12	Cayman Island	1	17.500	0.86
13	Austria	1	17.710	0.87
14	Panama	1	13.908	0.68
15	Denmark	1	13.500	0.66
16	China	1	12.000	0.59
17	Brunei Darussalam	1	8.500	0.42
18	Vietnam	2	7.580	0.37
19	France	1	3.700	0.18
20	Switzerland	1	6.000	0.29
21	Netherlands	1	1.400	0.07
	Total	121	2038.557	100.00

Source: Secondary data, end of December 2020 from Thilawa SEZ Management Committee

Table (3.2) Permitted Enterprises of Thilawa Special Economic Zone (By Sector)

No.	Sector	Total Permitted Enterprises		
		No	Approved Investment Amount (US\$ in Million)	%
1	Manufacturing	96	1675.89	82.21
2	Logistics	8	93.47	4.59
3	Trading	9	167.06	8.19
4	Services	5	59.14	2.90
5	Real Estate	1	30.00	1.47
6	Hotel	1	12.00	0.59
7	Others	1	1.00	0.05
	Total	121	2038.557	100.00

Source: Secondary data, end of December 2020 from Thilawa SEZ Management Committee

3.5 The Current Job Situation in Thanlyin and Kyauktan Townships (Local Community)

The Yangon Region of the Republic of the Union of Myanmar's Ministry of Immigration and Population is divided into four districts (East, West, North, and South). The Thilawa Special Economic Zone is located in Yangon's South District (also known as South Yangon). The Yangon South District covers a huge area and is made up of ten townships and one sub-township. Thanlyin Township and Kyauktan Township, where the SEZ is located, are the two townships in South Yangon directly affected by the Thilawa SEZ.

3.5.1 Thanlyin Township

According to the Administration Department of the Ministry of Home Affairs, September 30, 2020 data, Thanlyin Township has a total area of 143.97 square miles, comprising of 17 quarters with 62,324 families, 28 village groups, and 57 villages.

Table (3.3) Thanlyin Township's Demographic Data

No.	Particular	Numbers		
		Urban	Rural	Total
1.	Total	262,753		
2.	Male	126,512		
3.	Female	136,241		
4.	Ratio of Male and Female	99 Males per 100 Females		
5.	Percentage of urban population	30%		
6.	Area Km ²	372.9		
7.	Population density (person per Km ²)	705 persons		
8.	Number of Wards	17		
9.	Number of villages	57		
10.	Number of village groups	28		
11.	Conventional Households	Urban	Rural	Total
(a)	Population in conventional households	19375	47738	67113
(b)	Number of conventional households	17,018	45,306	62,324

Source: Secondary data, end of September 2020 from Administration Department, MoHA

Table (3.3) showed Thanlyin Township's demographic data. With a population of 262,753 residents, it was divided into 17 quarters, 28 village groups, and 57 villages. There were 126,512 males and 136,241 females in this group. The number of males and females was nearly the same. Thanlyin Township had a population density of 705 people per square kilometer.

Table (3.4) Population above 18 Years in Thanlyin

No	Description	Above 18 Age (No.)			Total Population of the Township
		Male	Female	Total	
1	Urban	29,773	33,263	63,016	78,916 (80%)
2	Rural	65,564	72,142	137,706	183,837 (75%)

Source: Secondary data, end of September 2020 from Administration Department, MoHA

Table (3.4) showed the urban population over 18 years old is around 80% of the total population, and the rural population over 18 years old is around 75% of the total population in Thanlyin.

The unemployment rate, according to official data, was approximately 10% for Thanlyin Townships, as shown in Table (3.5).

Table (3.5) Unemployment Rate in the Township

Township	People who can Work	Employed People	Unemployed People	Unemployment Rate (%)
Thanlyin	160,320	145,197	15,123	10.41

Source: Secondary data, end of September 2020 from Administration Department, MoHA

However, given that approximately 61% of people in the township still lived in relatively rural conditions and participate, at least in part, in subsistence livelihood activities, this was likely to underestimate unemployment and underemployment.

The total value of gross domestic product and services (GDP) in Thanlyin Township in the 2019–2020 budget year was 863,390 million Myanmar kyats, as shown in Table (3.6).

Table (3.6) Total Value of Gross Domestic Product and Service (GDP) of Thanlyin Township

(In Milion)

No.	Particular	2019-2020 (Forecast Value)	2019-2020 (Implementation Value)	Implementation Percentage
1.	Production	510,304.600	496,084.200	97.21
2.	Services	100,033.100	81,421.700	81.39
3.	Trading	286,810.000	285,884.300	99.68
	Total	897,148.700	863,390.200	96.24

Source: Secondary data, end of September 2020 from Administration Department, MoHA

In 2019-2020, Thanlyin Township's per capita income had Kyats 307,637, according to Table (3.7).

Table (3.7) Per Capita Income of Thanlyin Township

No.	2017-2018	2018-2019 (Temporary)	2019-2020 (Forecast)
1	2,491,075	2,872,845	3,067,637

Source: Secondary data, end of September 2020 from Administration Department, MoHA

Business activities in Thanlyin Township were shown in Table (3.8).

Table (3.8) Business Activities in Thanlyin Township

No.	Livelihood Type	Numbers	Percentage
1	Government employee	3,919	2.70
2	Services	5,237	3.61
3	Agriculture	3,798	2.62
4	Livestock	515	0.36
5	Sale Businesses	60,784	41.86
6	Industry	6,201	4.27
7	Casual Labor	34,839	23.99
8	Other	29,904	20.59
	Total	145197	100

Source: Secondary data, end of September 2020 from Administration Department, MoHA

Note : Other means Cycle carry driver, Trishaw driver and works in season

According to the table (3.6), nearly half of the total numbers of people worked in the sales businesses. Nearly 25% had worked in casual labor, and another 20% had worked in cycle carry driver, trishaw driver and worked in season. Livestock was the least type of business in Thanlyin Township.

3.5.2 Kyauktan Township

According to the Administration Department of the Ministry of Home Affairs, September 30, 2020 data, Kyauktan Township has a total area of 228.92 square miles, comprising of 13 quarters with 52,367 families, 45 village groups, and 80 villages.

Table (3.9) Kyauktan Township's Demographic Data

No.	Particular	Numbers		
1.	Total	171,638		
2.	Male	84,415		
3.	Female	87,223		
4.	Ratio of Male and Female	98 Males per 100 Females		
5.	Percentage of urban population	32.2%		
6.	Area Km ²	592.9		
7.	Population density (person per Km ²)	289 persons		
8.	Number of Wards	13		
9.	Number of village groups	45		
10	Number of villages	80		
11.	Conventional Households	Urban	Rural	Total
(a)	Population in conventional households	11,225	41,142	52,367
(b)	Number of conventional households	9,956	36,107	46,063

Source: Secondary data, end of September 2020 from Administration Department, MoHA

Table (3.9) showed that Kyauktan Township's demographic data. With a population of 132,765 residents, Kyauktan Township was divided into 9 quarters, and 45 village groups, and 80 villages. There were 84,415 males and 87,223 females in this group. With 98 men per 100 females in Kyauktan Township, the number of females was slightly more than the number of males. Kyauktan Township had a population density of 289 people per square kilometer.

Table (3.10) Population above 18 Years in Kyauktan Township

No	Description	Above 18 Age (No.)			Total Population of the Township
		Male	Female	Total	
1	Urban	15,621	17,149	32,770	45,165 (73%)
2	Rural	41,225	43,210	84,435	126,473 (67%)

Source: Secondary data, end of September 2020 from Administration Department, MoHA

According to the Table (3.10), the urban population over 18 years old was around 73% of the total population in Kyauktan and the rural population over 18 years old was around 67% of the total population.

The unemployment rate, according to official data, was approximately 10% for Kyauktan Townships, as shown in Table (3.11).

Table (3.11) Unemployment Rate in the Township

Township	People who can work	Employed People	Unemployed people	Unemployment rate (%)
Kyauktan	117,205	103,076	14,129	13.71

Source: Secondary data, end of September 2020 from Administration Department, MoHA

However, given that approximately 67% of people in the township still lived in relatively rural conditions and participate, at least in part, in subsistence livelihood activities, this was likely to underestimate unemployment and underemployment.

The total value of gross domestic product and service (GDP) of Kyauktan Township in the 2019-2020 budget year was 250,970 million Myanmar kyats and as shown in table (3.12).

Table (3.12) Total Value of Gross Domestic Product and Service (GDP) of Kyauktan Township

(In Million)

No.	Particular	2019-2020 (Forecast Value)	2019-2020 (Implementation Value)	Implementation Percentage
1.	Production	206,925.400	123,833.200	59.80
2.	Services	47,654.000	35,674.300	74.90
3.	Trading	71,595.300	91,462.700	127.70
	Total	326,174.700	250,970.200	76.90

Source: Secondary data, end of September 2020 from Administration Department, MoHA

Table (3.13) showed per capita income had Kyats 1,803,177 in 2019-2020 of Kyauktan Township.

Table (3.13) Per Capita Income of Kyauktan Township

No.	2017-2018	2018-2019 (Temporary)	2019-2020 (Forecast)
1	1,497,441	1,696,329	1,803,177

Source: Secondary data, end of September 2020 from Administration Department, MoHA

Business activities in Kyauktan Township were shown in Table (3.14).

Table (3.14) Business activities in Kyauktan Township

No.	Livelihood Type	Numbers	Percentage
1	Government employee	2,269	2.20
2	Services	12,553	12.18
3	Agriculture	11,129	10.80
4	Livestock	10,585	10.27
5	Sales Business	8,743	8.48
6	Industry	6,014	5.84
7	Fishery	498	0.48
8	Casual Labor	18,609	18.05
9	Other	32,676	31.70
	Total	103,076	100

Source: Secondary data, end of September 2020 from Administration Department, MoHA

Note : Other means Cycle carry, Trishaw driver and works in season

According to the table (3.12), 31% of people worked in cycle carry driver, trishaw driver and worked in season. 18% were working in casual labor and 12% were working in services. Fisheries were the least type of business in Kyauktan Township.

Despite the fact that Thanlyin Township had more than half the population of Kyauktan Township, both townships had a large rural population of roughly 70%. The fact that Thanlyin Township was ranked third in the Yangon 2040 plan for a new metropolis has had little effect on raising prices or increasing trading and business. The industrial project's organizers are currently conducting an environmental and social

impact assessment to determine how the development would affect the surrounding area. The World Bank designated Kyauktan Township as rural in 2016, and it was chosen as one of 20 townships for involvement in the 2017–2021 cycle of its National Community Driven Development (CDD) Program. The fundamental criterion for selection is poverty rates, although other variables such as peace and stability, as well as the lack of other financing sources, are also considered.

3.6 Changes in Socioeconomics of Thanlyin and Kyauktan Townships

The city has changed dramatically during the 1990s. When the Thanlyin Bridge was built in 1993, Thanlyin was finally connected to Yangon by road. Thilawa Port was established in the late 1990s to accommodate container ships away from Yangon's ports. Myanmar Maritime University is the city's national university, but students from Thanlyin and the surrounding suburbs have had to attend local universities since the early 2000s: the University of East Yangon for liberal arts and sciences; Technological University for engineering; and Co-operative University for business. The population of the city has grown from 43,000 in 1983 to 123,000 in 1996. Thanlyin is linked to the country's nascent highway system.

The Thanlyin Bridge connects Yangon to the Thilawa port and the Thanlyin Industrial Zone by highway. Thanlyin Bridge 2 will connect Thanlyin to the Yangon-Mandalay expressway, which has been under construction since 2003 and was completed in 2007. Yangon's passenger ports offer river ferries to the Irrawaddy delta via the Twante Canal. Thilawa port is the country's largest deep-water sea port, handling the majority of the country's cargo imports and exports. Before the creation of Thilawa SEZ 10 years ago, Thanlyin and Kyauktan townships lacked basic infrastructure, including roads, bridges, and power. According to government statistics, the unemployment rate in Thanlyin and Kyauktan Townships is at 4%. However, because roughly 68 percent of people in both townships still live in very rural areas and work in subsistence livelihoods, this is likely to underestimate unemployment and underemployment.

Many of these projects necessitated land acquisition and had environmental consequences, such as construction-related air quality issues (dust) and noise. Many of them have also resulted in an influx of workers, some of whom have stayed in the towns surrounding the developments. This has resulted in the creation of new wards inside existing communities in some situations. These earlier, and current, developments have

contributed to the ward/village tract's degree of sensitivity to socio-economic issues and their repercussions. The three big development projects currently underway or about to be completed in Shwe Pyi Thar Yar Ward, for example, may have influenced its opinions on the Thilawa SEZ.

The Thilawa SEZ Project includes four villages from Kyauktan Township and three villages from Thanlyin Township. The majority of the residents were farmers. They generally grew short-term crops such as rice and pigeon pea, with beans, peanut, sesame, sunflower, sugar cane, and maize as minor crops. Some people worked in the livestock industry, such as cattle and goats, while others worked in the cottage industry. The bulk of the residents in these villages worked in fisheries and livestock, farming, building labor, and cycle transport. The majority of housewives and women were unemployed. They were working at the start of the rainy season and the beginning of the winter season. They labored in the fields, cultivating day labor paddy at the start of the wet season. They were given the piecework wage system. However, they do not have enough money to live on because they bring money with them to work. They peaked the paddy and cropped the pigeons during the winter season. They were also given a piecework wage scheme. In these townships, the educated worked for companies, factories, and government officials in Yangon. They took the bus to Yangon every day.

Neighboring communities are mostly concerned with job possibilities. The availability of local jobs, training, and skill development opportunities, including for future generations, is particularly crucial. People from the surrounding community worked at Thilawa SEZ once it was built. Women worked in the garment factory and the electronic parts factory, while men worked in the car factory, construction material factory, cement plant, and fertilizer factory. Their lives are about to change. They used to work in fields where the sun scorched them brutally. They were now working in an air-conditioned workshop.

The Yangon Regional Government (YRG) is responsible for the relocation and resettlement of Project Affected Persons (PAPs). However, the Thilawa SEZ Management Committee and the YRG collaborated to carry out the relocation and resettlement of PAPs as closely as feasible to international practices. As a result, the Thilawa SEZ project is the first in Myanmar to make a concerted effort to adopt worldwide best practices in moving and resettling PAPs, and it has been largely successful, despite some misunderstandings. Although every PAP received the full

amount of compensation for relocation, houses, crops, and livestock, and the Income Restoration Program (which was never implemented in Myanmar) was fully implemented, a major misunderstanding arose over whether some PAPs were entitled to compensation for land because land in some areas of the project area had been compensated previously and replacement land had been provided. As a result, the compensation for land in the project area was not provided.

Although the majority of PAPs were satisfied, some PAPs were misled, and as a result, JICA dispatched independent assessment teams twice to check whether JICA's requirements were being met during the removal and resettlement process. The independent assessment teams' findings determined that JICA standards had not been broken and made certain recommendations for future improvements. As a result, the Thilawa SEZ Management Committee continues to cooperate with the Yangon Regional Government in order to continue adhering to international practices in the relocation and resettlement process, to continue cooperating with INGOs, local NGOs, and other stakeholders, and to continue implementing the income restoration program for Project Affected Persons (PAPs).

The Yangon Regional Government, in collaboration with the Thilawa SEZ Management Committee, relocated and resettled the first-phase Thilawa SEZ development region. It is the first time in Myanmar's history that the Project Affected Persons (PAPs) have been relocated and resettled in accordance with international standards. It is not a perfect process because it is the first time; however, it is regarded as a success and a good learning experience because the relocation was completed peacefully in accordance with the Resettlement Work Plan, which was drafted in accordance with JICA and the World Bank's environmental and social safeguard policies.

According to the Resettlement Work Plan, the PAPs were given replacement land in the new location, a house in better condition than their original house, cash assistance for crop losses, cash assistance for 6-year crop value as a livelihood assistance, cash assistance for vulnerable groups (such as old people, students, widows, etc.), cash assistance to cover relocation costs, and a guarantee for job creation.

The majority of PAPs are happy with their new relocation site because they recognize that they are now getting something they couldn't have before (at the new location, i.e., after the relocation) (i.e., in the old place). However, some PAPs

continued to complain, claiming that the situation would worsen after the relocation. The following is a comparison of the scenario before and after.

In many circumstances, the situations of electricity, water, ownership of the land for a house, house size, house condition, toiletry condition, employment, distance from the main road, access to the main road, training and other assistance are better than they were before. There is only one circumstance in which the situation does not improve.

After moving, each house has its own electrical meter box, and electricity is delivered quickly. Two wells are being built, and ground-water hand pumps are being fitted. Every residence is within walking distance of these pumps and wells, which are only 1-2 minutes away. The quality of the water from the wells was a source of contention for some PAPs. The Thilawa SEZ Management Committee repaired existing wells and dug two additional deep groundwater wells to remedy the problem, and the quality of the water was tested at an independent lab run by Myanmar Water Engineering and Products Co., Ltd.

A certificate of legal ownership will be supplied. A 192-square-foot dwelling is provided. However, if the size of their former home was larger, greater compensation is offered depending on the excess square footage. The PAPs could also choose to build their own homes. The roof is made of GI sheet and the walls are made of wood. (The amount of compensation is computed based on this criterion; nonetheless, some PAPs desired to build better residences, so they requested compensation for house construction and built their own houses.) Every home has a toilet that is fly-proof.

Myanmar-Japan joint-venture construction business ensures employment. They pay Kyats 4,000–8,000 (about US\$4.14–8.28) per day, depending on skills, but the typical daily wage in the area is around Kyats 2,000–5,000. It is also promised that PAPs will be given first consideration for any job opportunities in the SEZ. The Yangon-Thanyin-Kyauktan Road is close by. A new concrete road is being built to connect the new relocation site to the main road. PAPs are given free training in areas like car driving, automobile repair, electrical installation, welding, tailoring, food production, computer skills, language skills, furniture creation, and so on in order to prepare them for jobs. The Thilawa Management Committee has arranged for 40 people (including Project Affected Persons and other local residents) to attend a professional course on basic industrial operations and environmental issues at a Japanese professional vocational training center. The SEZ developer and the vocational training facility are both covering the costs of the entire course. In May 2014, the Thilawa

Management Committee assisted 52 students from Project Affected Households in registering at a nearby school and providing them with free school books, stationery, school bags, school uniforms, and other items. In addition, each household affected by the project receives Kyats 3 million in social welfare support funds, which are distributed in three trenches.

These conditions include:

- (a) Essential household members must attend the TSEZMC/JICA expert team's money management course.
- (b) At least one working-age household member has a permanent or stable job,
or
- (c) Accepts a free vocational training course, or
- (d) Agrees to work in the Thilawa Special Economic Zone or abroad. Women-headed households, as well as disabled or sick people who are unable to work, are eligible.

29 percent of PAPs (rice farmers) do not receive replacement farms because they originally cultivated on land owned by others; however, they are compensated with a 6-year crop value as reimbursement for their livelihood aid. Although 2.7 percent of PAPs (livestock farmers) do not receive replacement land for farming their animals, they are allowed to do so on vacant land near their new location. Around their new home, there are 21 acres of unoccupied ground put aside for new residents.

CHAPTER 4

SURVEY ANALYSIS

4.1 Survey Profile

The study is expected to have a positive impact on employment opportunities in the Thilawa SEZ, as well as factories in general. From November 2014 to December 2020, there were 121 investors. Garment manufacturing, electronic parts, automobiles and auto parts, construction materials, plastic, tanks, industrial gas, cans, food products, fertilizer, cement, and medical products are some of the industries covered, as are services and trading, logistics, real estate and hotel management, and other services. The data for the survey questions was collected in December 2020. A random cluster sampling survey of 500 employees was conducted at six companies and one organization. They are: 4 numbers of garment manufacturing factories from Korea, Sewdin, Japan, and China; 1 number of glove manufacturing factories from Japan; 1 number of electronic parts manufacturing factories from Japan; and the Thiawa SEZ Management Committee. There are around 20,000 registered employees in the Thilawa SEZ.

4.2 Survey Design

This study utilized quantitative research methods that employed a descriptive research design to identify the employment opportunities of Thilawa SEZ from Thanlyin and Kyauktan Townships and analyzed the increase in employment opportunities and how easy it is to find new work after the development of Thilawa SEZ. A survey was conducted in Thilawa SEZ in December 2020. The study employees were working in Thilawa SEZ and lived in Thanlyin and Kyauktan Township. The questionnaire for this paper can be seen in the appendix.

Table (4.1) Distribution of Sample Respondents by Six Companies and Thilawa SEZ Management Committee

Company/Organization Name	Female	Male	Total
Hansae Myanmar Co., Ltd.	38	12	50
Guston Amava Ltd.	83	16	99
Atsumi Myanmar Co., Ltd.	42	7	49
Showa Glove Myanmar Co., Ltd.	65	35	100
Foster Electric (Thilawa) Co., Ltd.	38	55	93
Vanguard Apparel Co., Ltd.	90	10	100
Thilawa SEZ Management Committee Co., Ltd.	9	-	9
Total	365 (73%)	135 (27%)	500 (100%)

Source: Survey data, 2020

Table 4.1 showed 500 people from six companies and the Thilawa SEZ Management Committee from Thilawa SEZ. Of these people, 73% were females and 27% were males. Employers prefer female workers to male workers in the belief that manual dexterity, greater discipline, and patience make women more suitable for the unskilled and semi-skilled activities carried out in the zones.

4.3 Survey Results

A questionnaire composed of 4 aspects, which are: new job opportunities; condition of salary and support of their family; facilitation of social welfare; transportation; health and safety systems; challenges; and the benefit of working at Thilawa SEZ. The results are presented for each aspect. Finally, results on correlation and regression analysis are presented.

4.3.1 Characteristics of Respondents

In this section, demographic characteristics of the respondents from the sample survey included gender, age, and education level, as shown in table 4.2. A total of 500 employees from 5 factories in Thilawa SEZ participated in this survey.

Table (4.2) Characteristics of Respondents

1. Age in groups	Number of Respondents	Percent (%)
18 to 20	54	10.8
21 to 25	246	49.2
26 to 30	128	25.6
31 to 35	33	6.6
Above 35	39	7.8
Total	500	100
2. Gender	Number of Respondents	Percent (%)
Male	135	27
Female	365	73
Total	500	100
3. Education	Number of Respondents	Percent (%)
Primary	6	1.2
Middle school	115	23.0
High school	218	43.6
University student	51	10.2
Graduated	110	22.0
Total	500	100

Source: Survey data, 2020

Among the 500 sample respondents, the age range was 18 to over 35, as shown in Table (4.2). The majority of the respondents (49.2%) were in the age group of 21 to 25 years. The rest of the respondents were aged between 26 to 30 years, 18 to 20 years, over 35 years, and 31 to 35 years, respectively (25.6%, 10.8%, 7.8%, and 6.6%). The male proportion to females was 27% to 73%, suggesting respondents are predominately female. Nearly half (43.6%) of the respondents were high school level. A few respondents (23% and 22%) had middle school education levels and graduated, respectively. Very few of the respondents (10.2% and 1.2%) were university students or primary school-educated.

4.3.2 Condition of the New Job

Regarding the new job opportunity, most of the respondents lived in Thanlyin and Kyauktan townships. Before working at these factories, they worked at other townships that are nearby, like Thanlyin and Kyauktan. Some people worked in factories in Dagon Seikan Township or South Dagon Township. A few people worked in Thanlyin and Kyauktan Townships and Thilawa SEZ. In order to know the time spent on getting a job, whether it's easy or difficult to get a job, and the source of information, the findings are presented in Table (These were shown in table 4.3, 4.4, 4.5 and, 4.6.)

Table (4.3) Address of Respondents

Township	Number of Respondents	Percent
Thanlyin	261	52.2
Kyauktan	209	41.8
Other	30	6.0
Total	500	100.0

Source: Survey data, 2020

Note: Other means Dagon Seikan Township, East Dagon Township and Thaketa Township.

The majority of respondents (261 people, or 52.2%) live in Thanlyin Township; 209 people (41.6%) lived in Kyauktan Township; and the remaining 30 people (6%) lived in Dagon Seikan Township, East Dagon Township and Thaketa Township, according to Table (4.3). It was found that people who lived in the local community of Thilawa SEZ get more job opportunities than others.

Table (4.4) Place of their Previous Jobs

Township	Number of Respondents	Percent
Thanlyin	97	19.4
Kyauktan	17	3.4
Thilawa SEZ	26	5.2
Other	154	30.8
No Previous Job	206	41.2
Total	500	100.0

Source: Survey data, 2020

Note: Other means Dagon Seikan Township, South Dagon Township and Hlaing Thar Yar Township.

As per Table (4.4), the respondents went to previous work from other townships for several types of business. In this table, there were no previous jobs for 206 (41.2%) of 500 people. Among the rest, 154 people (30.8%) went to their previous jobs, which are located in Dagon Seikan Township, South Dagon Township and Hlaing Thar Yar Township, while 97 people (19.4 %) were working in Thanlyin Township, 17 respondents (3.4%) were working in Kyauktan Township, and 26 people (5.2%) went to Thilawa SEZ. Thus, before Thilawa SEZ, people from Thanlyin and Kyauktan went to other townships for their jobs.

Table (4.5) Take the Period for Creation Jobs at Thilawa SEZ

Township	Number of Respondents	Percent
Under 6 months	239	81.29
Under 1 years	39	13.27
Under 2 years	12	4.08
Under 4 years	3	1.02
Under 5 years	1	0.34
Total	294	100.00

Source: Survey data, 2020

According to Table (4.5), mostly 239 people (81.29%) took a 6 month period to find new jobs; 39 people (13.27%), 12 people (4.08%), 3 people (1.02%) and 1 person (0.34%) took 1 year, 2 years, 3 years, and 5 years, respectively.

Table (4.6) Opinion on Job Opportunity

Opinion	Number of Respondents	Percent
Easy	138	27.6
Not easy	201	40.2
Difficult	144	28.8
Don't know	17	3.4
Total	500	100.0

Source: Survey data, 2020

Table (4.6) showed all of the respondents' opinions on finding new jobs. The majority of the respondents (40.2%) think it was not easy to find the new jobs, and nearly one-third of the respondents 144 people (28.8%) think they were difficult to find. More than one-fourth of the respondents 138 people (27.6%) think they were easy, and the minority of the respondents, 17 people (3.4%), do not know about it.

Table (4.7) Source of the Information of New Job

Subject	Number of Respondents	Percent
Friend who works in this factory	325	65.0
Family member who works in Thilawa SEZ	47	9.4
Apply to OSSC	20	4.0
OSSC social community officer	3	0.6
Job agency	9	1.8
Public advertising place	96	19.2
Total	500	100.0

Source: Survey data, 2020

The source of information for the new job was presented in Table (4.7). The majority of respondents (65%) got the job through their friends who work at the Thilawa SEZ factory. This was followed by searching through friends and family members who work in the Thilawa SEZ factory, at 10.4% and 9.4%, respectively, while 8.8% of the respondents found the job through public advertising. 4% apply to the OSSC, 1.8% found a job agency, and 0.6% got the information from the OSSC Social Community Officer.

4.3.3 Condition of Salary and living situation

During the survey, the socioeconomics condition of the respondents about their new job was accessed and the findings are mentioned as below.

(a) Monthly Income of the Respondents

In order to know the income and living situation of respondents, the monthly income of respondents is accessed.

Table (4.8) Monthly Incomes of the Respondents

Income Kyats per month	Number of Respondents	Percent
0 to 100,000 kyats	4	0.8
100,001 to 200,000 kyats	208	41.6
200,001 to 300,000 kyats	193	38.6
300,001 to 400,000 kyats	59	11.8
400,001 to 500,000 kyats	18	3.6
Over 500,000 kyats	18	3.6
Total	500	100.0

Source: Survey data, 2020

As shown in Table (4.8), the monthly income of the 500 respondents who were employed at the time they were asked the question Among those who were employed, nearly half of the respondents (41.6%) had a monthly income of 100,001 to 200,000 kyats while over one-third of them (38.6%) had a monthly income of 200,001 to 300,000 kyats. A few of them (11.8% and 3.6%) had a monthly income of 300,001 to 400,000 kyats. 400,001 to 500,000 kyats and more than 500,000 kyats, respectively. These findings indicate that the majority of the respondents earn a minimum level of income per month of less than 200,000 kyats.

(b) Number of People Living with the Family

Table (4.9) showed how many people live where the respondents live and how many people rely on their income.

Table (4.9) Number of People Living with Family

People Live with Family	Number of Respondents	Percent
Yes	450	90.0
No	50	10.0
Total	500	100.00
Number of Family Member depend on their income	Number of Respondents	Percent
Under 5 persons	427	85.4
5-10 persons	23	4.6
Nothing	50	10.0
Total	500	100.0

Source: Survey data, 2020

The number of people stayed in the same place as shown in Table (4.9). Most respondents stayed with their families (450 people), while 10% of the respondents stayed in different places.

Most of the respondents were dependent on their income. Among the total 500 people, 85.4% have fewer than five family members, and they support their family members with their income. Some respondents (23%) lived with 5 to 10 family members, and they also supported their salaries. 50 people, 10% didn't need to support their families. These findings indicate that most of the respondents stayed with family and a considerable number of people.

4.3.4 Facilitation of Social Welfare, Transportation, and Health and Safety Systems

Table (4.10) was presented, and the respondents enjoined the social welfare and arrangement of transportation and health and safety systems.

Table (4.10) Social Welfare, Transportation and Healthy and Safety Systems

Received Bonus	Number of Respondents	Percent
Yes	313	62.6
No	187	37.4
Total	500	100.0
Source of Transportation	Number of Respondents	Percent
Bicycle/cycle	44	8.8
Walking	1	0.2
Ferry	442	88.4
Company car	12	2.4
Own car	1	0.2
Total	500	100.0
Health and Safety Service	Number of Respondents	Percent
Yes	484	96.8
No	16	3.2
Total	500	100.0

Source: Survey data, 2020

The number of people who received bonuses, transportation arrangements, and health and safety services from their factories was shown in Table (4.10). Almost two-thirds of respondents (62.2%) received bonuses, while 37.4% of the respondents did not receive bonuses.

The ferry was used by the majority of respondents (88.4%). A few respondents (8.8%, 2.4%, and 0.2%) used their bicycles or cycles, company cars, walking, and own cars.

The vast majority of respondents—96.8% of people—got health and safety service training. A minority of the respondents (3.2%) had not gotten the service. These findings indicate that most of the respondents engaged in social welfare.

4.3.5 Workers Perspective on Challenges and the Benefit of the Thilawa SEZ

One of the important by-products of SEZs was human capital formation, or skill up-gradation. Most of the respondents expected further training from this job, and they faced the challenges and benefits of the Thilawa SEZ, and they have learned various skills at Thilawa SEZ. These are shown in table 4.11.

Table (4.11) Challenges and the Benefit of the Thilawa SEZ

Expect to further training	Number of Respondents	Percent
Yes	491	98.2
No expect	9	1.8
Total	500	100.0
Challenges of the Thilawa SEZ	Number of Respondents	Percent
Working under foreign management	18	3.6
Feel risk	1	0.2
long commute	31	6.2
Don't understand the language	117	23.4
Don't know	333	66.6
Total	500	100
Benefit of the Thilawa SEZ	Number of Respondents	Percent
Close the home	90	18.0
Good wages	69	13.8
Good management	105	21.0
Learning new skills	233	46.6
No benefit	3	0.6
Total	500	100
Learning Skill at Thilawa SEZ	Number of Respondents	Percent
Working in production	313	62.6
Sewing	129	25.8
Operate/ repair new machine	28	5.6
General skill in finance and accounting	20	4.0
Nothing	10	2.0
Total	500	100

Source: Survey data, 2020

Almost full percentage of the respondents 98.2% expected the further training from this job while 1.8 % of respondents did not expect the training.

About two- third of respondents 66.6% faced no challenge and nearly one-fourth 23.2% of respondents faced languages and a few person, 6.2%, 3.6% and 0.2% faced long commute problem, under foreign management problem and, felt risk respectably.

Regarding the biggest benefit, nearly half of the respondents (46.6%) said it was learning a new skill. About one-fifth of respondents (21%) got good management. A few respondents (18%, 13.8% and 0.6%) got the benefit of being close to home, good wages, and did not get the benefit at Thilawa SEZ respectively.

Over half of the respondents (62.6%) get the production skill and about one-fourth (25.8%) get the sewing skill. A few respondents, 5.6%, and, 4%, get operating and repairing new machines, and finance and accounting skills, respectively. A minority of the respondents (2%) have not received anything skillful. These findings indicate that most of the respondents were learning new skills and production skills at Thiawa SEZ.

4.3.6 Employment Opportunity in Thanlyin and Kyauktan Townships

Before Thilawa SEZ, people who lived in Thanlyin and Kyauktan Township had few chances of job opportunities. People from the local community got the incentives of job opportunity. Improvement of job opportunities was shown in Tables (4.12) and (4.13).

Table (4.12) Changes in Labor Force Pattern of Thanlyin Townships

No.	Year	Government Servant	%	Other Business Worker	%	Total	%
Before Thilawa SEZ							
1	2010-2011	7,003	8	76,587	92	83,590	100
2	2011-2012	5,031	5	98,020	95	103,051	100
3	2012-2013	6,218	6	99,246	94	105,464	100
4	2013-2014	7,436	7	100,328	93	107,764	100
5	2014-2015	6,253	6	103,998	94	110,251	100
After Thilawa SEZ							
6	2015-2016	5,287	4	120,125	96	125,362	100
7	2016-2017	4,045	3	132,795	97	136,840	100
8	2017-2018	3,087	2	136,829	97	140,726	100
9	2018-2019	3,926	3	141,510	97	145,436	100
10	2019-2020	3,919	3	141,278	97	145,197	100

Source: Secondary data, 2020 from General Administration Department

Note: Other business workers mean Services, Agriculture, Livestock, Sale Business and Industry etc.

Table (4.13) Changes in Labor Force Pattern of Kyauktan Townships

No.	Year	Government Servant	%	Other Business Worker	%	Total	%
Before Thilawa SEZ							
1	2010-2011	1,720	3	66,996	97	68,716	100
2	2011-2012	2,470	3	70,572	97	73,042	100
3	2012-2013	3,120	4	74,061	96	77,181	100
4	2013-2014	4,065	5	77,671	95	81,736	100
5	2014-2015	4,400	5	81,300	95	85,700	100
After Thilawa SEZ							
6	2015-2016	4,486	5	82,360	95	86,846	100
7	2016-2017	4,536	5	90,507	95	95,043	100
8	2017-2018	4,672	5	97,515	95	102,187	100
9	2018-2019	2,220	2	98,707	98	100,927	100
10	2019-2020	2,269	2	100,807	98	103,076	100

Source: Secondary data, 2020 from General Administration Department

Note : Other business workers mean Services, Agriculture, Livestock, Sale Business and Industry etc.

According to the tables (4.13) and (4.14), total job opportunities in Thanlyin and Kyauktan townships improved. Thanlyin Township's total employment number increased from 83,530 people in 2010-2011 to 145,197 people in 2019-2020. And also, Kyauktan Township's total employment increased from 68,716 people in 2010-2011 to 103,076 people in 2019-2020. Within this period, the number of government servants included 2 to 8 % of total Thanlyin Township's employment and 2% to 5% of total Kyauktan Township's employment. The remainder were employed in services, agriculture, livestock, sales, and industry. Government servants were declined in 2018-2019 and 2019-2020 in two townships because some government servants have transferred to other townships and Thanlyin and Kyauktan Townships have not completed their constitutions.

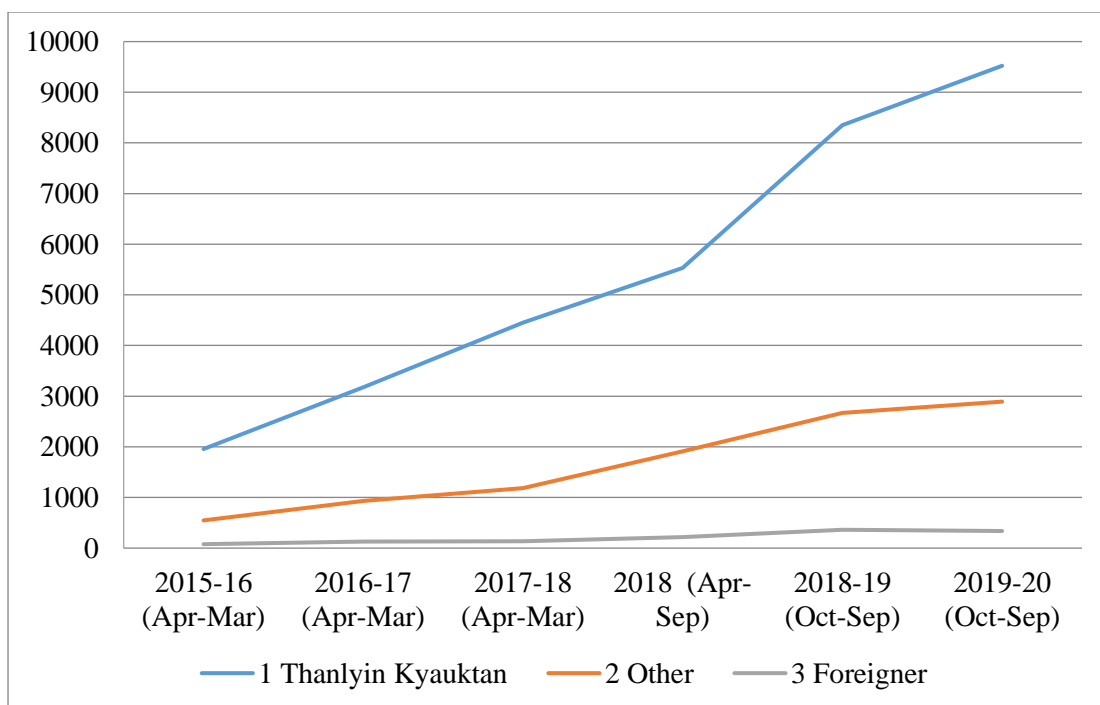
Since Thilawa SEZ started its commercial operation in 2015, employment growth rose regularly until September 2020. Table 3.11 shows employment growth in Thilawa SEZ.

Table (3.11) Employment Status of Thilawa SEZ

Sr. No.	Townships	2015-16 (Apr-Mar)	2016-17 (Apr-Mar)	2017-18 (Apr-Mar)	2018 (Apr-Sep)	2018-19 (Oct-Sep)	2019-20 (Oct-Sep)
1	Thanlyin & Kyauktan	1956	3176	4450	5532	8348	9523
2	Other	547	932	1187	1913	2670	2892
3	Foreigner	78	127	138	217	362	339
	Total	2608	4235	5775	7662	11380	12754

Source: Secondary data, 2020 from MJTD

Figure (3.1) Employment Status of Thilawa SEZ



Source: Secondary data, 2020 from MJTD

When investors built their businesses between 2015-16 and 2019-2020, Thanlyin and Kyauktan townships received more job possibilities than other townships, as indicated in Table (3.11). After the blooming of Thilawa SEZ, it displayed an increase in employment numbers who stayed in the local community year after year.

CHAPTER 5

CONCLUSION

5.1 Findings

This study finds that SEZs are critical for pursuing job prospects and approaches as well as ensuring that the country's economic development is comparable to that of its neighbours and other countries. Many opportunities for Myanmar citizens have been established as a result of the establishment of the Thilawa SEZ. In this survey, 500 people were polled from six companies and the Thilawa Special Economic Zone Management Committee. The employment data that was gathered was covered. The findings of the study revealed that special economic zones offer greater job prospects not only in Myanmar but also in other nations.

The majority of respondents live in Thanlyin and Kyauktan Townships, according to the poll results. Thanlyin Township had 52 percent, Kyauktan Township had 42 percent, and Dagon Seikan Township, East Dagon Township, and Thaketa Township had 6 percent. The majority of them were female employees, with half of them being between the ages of 26 and 30, nearly half having completed high school, and the majority of them living with their families. The majority of respondents had no previous jobs, and 30% had previous jobs in Dagon Seikan Township, South Dagon Township, and Hlaing Thar Yar Township.

In this survey, 81 percent of workers found new jobs in less than six months after leaving their previous one, and 13% of the respondents searched for new jobs within one year. Moreover, 27% of the respondents stated that getting employed is easy for them, while 40% and 29% of the respondents stated that getting employed is not easy and even difficult for them, respectively. Most of the respondents (65%) searched for jobs through their friends. 10 percent of the respondents found their jobs through newspapers, while 9 percent found their jobs through public advertising.

Among those who were employed, nearly half of the respondents (41% had 100,001–200,000 kyats per month), while only 3.6% had >500000 and 400001–500000 kyats, respectively. Based on these findings, the minimum income of about half of the

respondents was 200,000 kyats. Regarding the spending income, 90% of respondents lived with their families, and 85% were dependent on their incomes.

In this study, nearly two-thirds of the respondents (67%) received the bonus from their work, and the majority of them travel to the factory by ferry. 97% have received health and safety training, and they intended to receive more training after working in this position. Mostly workers expected to further training from their jobs. 23% of the workers did not understand the language, and 6% faced a long commute. Nearly half of the respondents got the benefit of learning new skills, while 21% of respondents faced good management. And also, nearly half of the respondents got knowledge of production and 25% got sewing techniques from the Thilawa SEZ factories.

This study also shows that, so far, the most important avenue through which Thilawa SEZs have influenced human development and poverty reduction in Thanlyin and Kyauktan Townships has been job creation, both direct and indirect. The "value addition" component, and hence the potential for the Thilawa SEZ to generate employment, is rather high. Even while their impact on national employment has been modest, they have made a major contribution to regional job creation.

Although data on foreign workers in the TSEZ is not currently collected, it is expected that Myanmar workers perform the majority of the tasks. Construction activities were also heavily subcontracted. The TSEZ has had some good success stories in terms of local employment and capacity development. Nevertheless, the TSEZ still lacked a defined framework for prioritizing local populations for employment. Some construction workers have stayed and gained positions at the TSEZ, such as security guards. Although TSMC, OSSC, and MJTD have pushed locators to recruit locally, there are no SEZ requirements for them to do so. Non-local laborers did the majority of the construction activity. Suntac Engineering and Construction Co., Ltd., a contractor, employed approximately 17% of the local workforce during Zone A's peak construction period.

The availability of local jobs, training, and skill development opportunities, including for future generations, was particularly crucial. Thilawa SEZ had proven to be particularly advantageous to female employment, opening up chances for wage employment in the formal sector for women, thus increasing their employability and enhancing their household situation. Because female employment was critical for equitable growth, zones made a significant contribution in this area.

As a result, reducing poverty necessitates the creation of remunerative, consistent, and high-quality jobs in the labor market. According to survey findings, incomes in the Thilawa SEZ are comparable to those outside the zones, particularly in the small/informal sector. Working conditions in the zone are also better than those in similar jobs in the rest of the economy in terms of social security benefits, transportation, health care, food, working environment, and working space. This has had a direct impact on workers' living standards. The Thilawa SEZ, if strongly pushed, can thus operate as a catalyst for human development and poverty alleviation in Myanmar.

The majority of Thilawa SEZ companies provide on-the-job training to their employees. However, training is concentrated, employer-driven, and only lasts a few weeks. The majority of employees believe that this training does not significantly improve their abilities. Nonetheless, they believe that working under rigorous time constraints, high quality standards, and complex gear exposes them to learning. This aids their ability to study more effectively. Through a skill multiplier mechanism, skill begets skill, ensuring better profits. Workers also believe that working in SEZs has enhanced their job prospects outside of the zone.

5.2 Recommendations

More people may be persuaded to contribute to Myanmar's business sector if the government can remove various impediments, such as poor infrastructure, clear government rules, and more available financial loans for SME entrepreneurs, resourceful social welfare programs, or affordable housing. Myanmar's government must also devise workable measures to capitalize on the talents and investments of returnees. Recruits should also be prepared to face some challenges and be willing to make sacrifices in terms of wages, working culture, and living conditions in their home country.

SEZs are usually managed by dedicated authorities that offer a single window of access to central government operations, referred to as a one-stop service center. Decision-making and authority must be delegated to all relevant government departments. This is one of the key factors in the success of the Thilawa Special Economic Zone.

Strategies for promoting job development as well as specific initiatives aimed at improving women's educational and skill opportunities in order to strengthen their economic empowerment. This is especially crucial considering the fact that it does not

appear that the Thilawa SEZ would attract many garment makers. Plans should be developed through a participatory process that includes input from a wide range of stakeholders, including the general public and, most crucially, the communities affected.

To achieve Myanmar's economic development, SEZ implementation should be given top priority in administering FDI access. In order to develop SEZs, infrastructure such as roads, bridges, ports, airports, and energy is required. The government should put in place the essential infrastructure. Individual water treatment systems are presently used in the SEZ and port, and residential housing areas must utilize septic tanks, though public support will be necessary in the future. Solid waste must be controlled by the government and local organizations in the same way that it is now.

Traffic volume to the surrounding township is expected to increase as a result of the development of Thilawa SEZ and Thilawa Port. The four-lane Thanlyin and Thilawa roads, mainly used, were constructed with the assistance of JICA and the Government of Japan. To manage the rapidly developing urbanization, the public sector must move quickly on rainwater drainage. When workers migrate out of the zones and into the domestic market, skill spillovers occur throughout the economy. As new zones that attract second and third generation enterprises increase demand for new talents and provide extensive training to workers for handling highly skilled operations, TSEZs are likely to play a larger role in human capital building.

The Thilawa SEZ's most major contribution to local economic development, after jobs, is the facilitation of business opportunities. This could be accomplished through opportunities with local suppliers or other commercial ventures. Local inflation and other concerns can arise as a result of the development of a significant project in a given area or region. Many locators appear to use Yangon-based companies' services. There is little evidence of local suppliers providing goods and services to the Thilawa SEZ directly. There are tiny local firms supplying subcontractors with building materials. Other or indirect business prospects associated with the Thilawa SEZ appear to be car/motorbike ferrying for individual workers, small businesses along major access routes, and worker housing rentals. General stores selling rice, snacks, gasoline, and diesel, restaurants, automobile and motorcycle repair shops, and tyre repair shops are among the small and medium companies that have sprouted up. Some sellers are from Shwe Pyauk, Shan Su, Shwe Pyi Thar Yar, and Myaing Thar Yar.

In terms of size, the Thilawa SEZ is the smallest of Myanmar's three SEZs. Many job opportunities have been provided for the local population since the smallest Thilawa Special Economic Zone was established in 2015. More local community jobs will be developed in the Tanintharyi Region and Rakhine State when the Kyaukphyu and Dawei SEZs are implemented.

This study is thought to contribute positively to the field of Special Economic Zones. This study has indicated job prospects that are effective for the establishment of special economic zones, and it is hoped that more research will be conducted in the future. Finally, the implementation of the Special Economic Zones has resulted in a better living standard and a better career for the people in the area of Thanlyin and Kyauktan townships.

REFERENCES

- Aradhna Aggarwal (2007). Impact of Special Economic Zones on Employment, Poverty and Human Development. *Indian Council for Research on International Economic Relations*.
- Aradhna Aggarwal. (2019)SEZs and economic transformation: towards a developmental approach, Volume 26, 2019, Number 2
- Asian Development Bank. November 2016. The Role of Special Economic Zones in Improving Effectiveness of GMS Economic Corridors
- FIAS (2008). Special economic zones: Performance, lessons learned and implications for zone development. *Report of Facility for Investment Climate Advisory Services*, the multidonor service managed by the International Finance Corporation. Unpublished. World Bank Publications, Washington, DC.
- Gereffi, G., Humphrey, J. and Sturgeon, T. (2005) the Governance of Global Value Chains. *Review of International Political Economy*, 12, 78-104.
- GMS SECRETARIAT, Southeast Asia Department, Asian Development Bank. The Role of Special Economic Zones in Improving Effectiveness of GMS Economic Corridors.
- Heron, T., (2004). 'Export Processing Zones and Policy Competition for Foreign Direct Investment: The Offshore Caribbean Development Model', in G. Harrison, ed., *Global Encounters: International Political Economy, Development Theory and Governance*, London: Palgrave.
- Hoffman (1991), *IDS/UNDP Report*, 1991.
- JICA, KRI International Corp, and Nippon Koei Co., Ltd. (2016). Project Completion Report of Thilawa SEZ.
- Johansson, Helena, (1994). 'The Economics of Export Processing Zones Revisited', *Development Policy Review*, 12:387-402.
- Khan, N. & Varshney, P.K. (2012). Future Prospects of Special Economic Zones in India in Industrial Sector. *International Journal of Marketing, Financial Services & Management Research*, Vol.1 Issue 12, ISSN 2277 3622.
- Kusago, T. & Tzannatos, Z. (1998). Export processing zones: A review in need of update. *World Bank*.

- Madani, D., (1999). 'A Review of the Role and Impact of Export Processing Zones', World Bank Policy Research Paper no. 2238, World Bank, Washington DC.
- Raheem, A. (2011). Impact of Special Economic Zone (SEZ) on Human Development and Poverty Reduction: *An Indian Experience. International Journal of Multidisciplinary Research.*
- Ramananda, M.S. & Pandian, V.A. (2012). Special Economic Zones (SEZs): Tool for Sustainable Growth. *International Journal of Research in Finance & Marketing.*
- Rhee, Y.W., and T. Belot (1990). 'Export Catalysts in Low-Income Countries: A Review of Eleven Success Stories', World Bank Discussion Paper 72, World Bank, Washington, DC.
- Roman Kachur, (2002). Impact of Special Economic Zones on Regional Investment in Ukraine. *A thesis submitted in partial fulfillment of the requirements for the degree of Master of Arts in Economics, Economic Education and Research Consortium, Kyiv-Mohyla Academy.*
- Sivalingam. (1994) Economic and social impact of export processing zones: the case of Malaysia
- Thilawa SEZ, *Rapid Socio-Economic Review (Main Report)* (2017).
- William BARTLETT, Besnik KRASNIQI and Jasmina AHMETBAŠIĆ, (2017). Study on Special Economic Zones (SEZs) in the Western Balkans. Final Report, *Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR)*
- Zeng, D. (2015). Special Economic Zones: Lessons from the Global Experience. *PEDL Synthesis Paper Series.*

WEBSITES

<https://myanmarthilawa.gov.mm>

<https://mjtd.com.mm>

APPENDIX

Labor Survey in Thilawa SEZ

Section 1: Personal Information

- 1 Age
2 Gender Male Female
3 Marital Status Married Single Divorced
 Widowed
4 Township/village where you live
.....
5 Do you live with your family? Yes No
6 How many people in your household depend on your wage?
.....
7 Highest level of education completed Able reading and writing Primary Level,
 Middle School Level High School Level
 University Level Bachelor Degree
 Master Degree

Section 2: Current Employment

- 8 Did you work before your current job? Yes
 No
9 Company name at the previous job
.....
10 Sector/Industry of company at your previous job: Garment Factory
 Electronic materials
 Construction materials
 Motor Vehicle
 Hotel/Restaurant

Own Business

Farming

11 Type of Previous job

Myanmar Company

Foreign Company

Foreign Company which is located in
abroad

12 Location of Previous job
(Township)

.....

13 Position of Previous job

Factory staff/worker

Cleaning worker

Manager

Other

14 How many years did you work at
the previous job?

.....

15 After you resigned from previous
job, how long have you take to
get current job?

_____ Month _____ Year

Section 3: Current job

16 Name of the current job

.....

17 Current position

Factory worker (Production)

Factory (Staff)

Cleaning worker

Manager

Other

18 When did you start working at
this company?

Under six months

6 months between 1 year

Above 1 year

- 19 How to find this job? Friend who is working in the factory
 Family member who is working in Thilawa SEZ
 To submit application to OSSC
 From CSR Officer of OSSC
 Employment Agency
 From Public Board
- 20 Your view of searching of job Easy Not Easy
 Difficult Nothing
- 21 Do you have employment contract for this job Yes
 No
- 22 Current Salary 0 - 100,000 Kyats
 100,001 - 200,000 Kyats
 200,001 - 300,000 Kyats
 300,001 - 400,000 Kyats
 400,001 - 500,000 Kyats
 Above 500,000 Kyats
- 23 Received type of currency Myanmar Kyat Japan Yen
 China Yuan US Dollar
 Other
- 24 Do you get the bonus Yes
 No
- 25 How many holidays do you get? Days
- 26 How to come to Thilawa SEZ from your house? Bicycle/ Cycle Walking
 Ferry Company Car
 Own Car Bus
- 27 What is the total commute time per day (coming to Thilawa plus returning home) Half of Hour 5 Minutes
 One Hour Two Hours

- 28 Do you receive the job training? Yes
 No
- 29 Do you expect to receive training Yes
after you join this company? No
- 30 Which fact is the biggest Workin under Foreign Management
challenge of working at the Feel risk
SEZ? Long commute
 Do not understand Language
 Nothing
- 31 Which fact is the biggest Close to home
benefit of working at the Good salary
SEZ? Good management
 New experience
 Nothing
- 32 What are the skills you have Production Skill
learned (or are hoping to Sewing Skill
learn) at the SEZ? Operate/ repair new machine
 Finance and accounting skill
 Nothing