

HUMAN RESOURCES COMMITTEE

Presentation



INTRODUCTION

Myanmar has been developing fast since its opening in 2011. The country offers a great potential of growth, in part thanks to its demography:

- Around 51 million inhabitants, which makes it one of the largest population in ASEAN;
- A young and active population (25% between 0 and 14 years old, 67.5% under 64 years old);
- 2.5% of annual urban population growth rate and 2% of annual population growth rate;
- An unemployment rate under 4%.

Yet, despite these strengths, Myanmar is also facing tremendous challenges, partly due to its long isolation, which need to be tackled in order to allow the country to achieve its potential and to realize its objectives, as well as a sustainable development.

One of the main challenges is the human resources and the issues which are related to them: low average level of education, lack of professional skills and of experience, difficulties in implementing international standards and processes, challenging legal & labour framework, misunderstandings in crosscultural work environments, important staff turnover, and so on.

These challenges are shared by all companies operating in Myanmar, be they local or international, at different levels. Which is why CCI France Myanmar has already developed a large range of human resources services, such as recruitment, training, outsourcing, and so on.

Yet, these services don't cover all the challenges faced by or all the needs of Members of CCI France Myanmar. For these reasons we are now proposing the creation of a Human Resources Committee.

GENERAL OBJECTIVES OF CCI FRANCE MYANMAR COMMITTEES

- To help Members of CCI France Myanmar who share similar challenges, issues, activities and goals to meet, discuss, exchange ideas and implement common initiatives, activities and projects, according to their needs and priorities.
- To help Members of CCI France Myanmar to extend their networks and develop their business activities.
- To create new opportunities for our Members on the Myanmar market.
- To create links and maintain strong relations with local organizations, associations and administrations working on related topics and issues, by organizing meetings, joint events, etc.
- To help Members of CCI France Myanmar actively participate in the sustainable development and progress of Myanmar in this period of economic, social and democratic transition.

SPECIFIC OBJECTIVES OF THE HUMAN RESOURCES COMMITTEE

- To discuss the HR challenges faced by companies in Myanmar and identify actions and projects which could be implemented by CCI France Myanmar and its Members to tackle these issues.
- To reflect on activities and actions (events, trainings, campaigns, information, publications, studies, etc.) which could be implemented by CCI France Myanmar and its Members to solve some of the problems related to Human Resources.
- To prepare, organize and manage the launch of a Employer of the Year Award, which would be given during a prize giving ceremony during the annual gala dinner of CCI France Myanmar.
- To discuss other goals and objectives and identify the necessary means to implement and achieve them.

WHO CAN JOIN THIS COMMITTEE

- Members of CCI France Myanmar only.
- The participation in the committee is free of charge.
- The Committee can propose to open their ranks to “Honorary Committee Members”, who are not Members of CCI France Myanmar after approval by CCI France Myanmar.
- Capacity limited to 20 Members maximum.
- Entrepreneurs, Managing Directors or Presidents at the head of their own companies.
- General Managers, CEOs or HR Managers in Member companies.
- Any professional Member of CCI France Myanmar, whose company is implementing services, activities, CSR projects, business projects, products, directly related to the issues at hand.

WORKING PROCEDURES

- The committee will meet at least four times a year.
- The committee will define its objective for the coming year during an annual meeting.
- An annual report of activity will be handed to CCI France Myanmar in May of each year in preparation of the Annual General Meeting of the CCI France Myanmar.

MANAGEMENT RULES

- The committee will be managed by the Members themselves.
- The members of the committee will elect a “Chairman”, a “Vice-Chairman” and a “Secretary General” who will be in charge of managing the committee.
- Follow-up meetings will be conducted on a quarterly basis between each Committee Coordinator and the person in charge of the Committees at CCI France Myanmar.

CONTRIBUTION OF CCI FRANCE MYANMAR

- CCI France Myanmar will assist the committee as much as possible in the limit of its resources and financial means. The projects and activities which the committee wishes to implement shall not rely only on resources expected from CCI France Myanmar.
- CCI France Myanmar will choose a “Committee Advisor” among its staff to be in charge of the relations between the French Chamber and the committee.
- The Committee Advisor will attend the committee meetings to play the role of advisor and to coordinate the efforts of the committee with those of CCI France Myanmar. He/she will not have a vote in the decision making process of the committee.
- CCI France Myanmar will provide a meeting room for the meetings of the committee.
- CCI France Myanmar will communicate on and actively promote the activities of the committee.
- CCI France Myanmar will mobilize its network of Members and professional contacts to get the support of experts, when needed and requested by the members of committee.
- CCI France Myanmar will organize an annual gala dinner during which the award giving ceremony will take place.
- CCI France Myanmar will create a page on its website to present the committee, its members and its activities. A virtual group/forum will also be created in order to facilitate the communication between the members of the committee.

CONTACT

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