

# MYANMAR HR SURVEY 2023



**CCI FRANCE MYANMAR**

FRENCH MYANMAR CHAMBER OF COMMERCE & INDUSTRY



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# INTRODUCTION



Myanmar is a country located in Southeast Asia with a population estimated to be over 54 million people. The country's workforce is relatively young and expanding, with an estimated 19.3 million employed individuals in 2022, which accounts for 35% of the total population. However, Myanmar has encountered significant challenges in recent years due to political instability, conflicts, natural disasters, and the COVID-19 pandemic. These challenges have adversely impacted job creation and economic growth, leading to a high number of job losses, reduced income, and termination of employment contracts.

The effects of the pandemic and political crisis have been particularly severe, with many workers experiencing drastic reductions in salaries, physical and mental health effects, and a significant impact on their spending due to increasing market rates and currency inflation. Moreover, Myanmar faces several challenges in its workforce, such as a low level of education and skill development, a lack of skilled labour, limited job opportunities, regulatory changes, uncertainty in securing employment, and difficulty finding talented workers.

In light of these circumstances, the Myanmar HR Survey 2023 aims to investigate how companies in Myanmar have adapted their workforce management practices in response to the challenges of 2021 and 2022. The survey analyses companies' strategies for organizing their employees and aims to provide valuable insights to assist companies in preparing for future challenges, improving their overall resilience, and planning for unforeseen events.

The survey examines various factors, including overall headcounts, benefits packages, compensation and salary figures, training programs, and budget ranges provided in 2021 and 2022. The survey also explores how companies have managed employee safety, maintained business operations, and addressed challenges related to employee productivity and engagement.



The findings of this survey contribute to a better understanding of the impact of recent events on Myanmar's workforce and the strategies that companies have used to adapt to these challenges. This information can be used by companies to make informed decisions regarding their workforce management practices and improve their overall business continuity.

The Myanmar HR Survey 2023 was launched by the FMCCI on Tuesday 19 January 2023, with 120 participants attending the event. Following the launch, survey questionnaires were made available to the public on 9 February 2023, and a total of 722 responses were received by the end of the survey period on 10 March 2023. Compared to previous years, the 2023 questionnaire featured some major additional points: we enquired about the impact of employee redundancy, newly hired staff, salary increments, special allowance packages, work-from-home practices, training budget allocations, and offered training programs.

Compared to the 2021 survey results, the total number of respondents has increased by 155%, indicating a significant amount of participation in the 2023 survey. The Myanmar HR Survey 2023 provides a comprehensive overview of the strategies used by companies in Myanmar to address the challenges faced in recent years. It offers valuable insights that can assist organizations in preparing for future crises and improving their overall resilience. Companies operating in Myanmar were encouraged to participate in the survey to ensure that the results are as accurate and useful as possible.

The findings of this survey will benefit the companies operating in Myanmar in several ways. Firstly, it is the only survey of its kind available in Myanmar to provide data to employers and employees on the level of salaries per position and sector. Secondly, it provides a point of reference to companies on the overall impact of the market in 2021 and 2022. Lastly, it offers a way to compare and study the evolution of the market in the past two years. Overall, the Myanmar HR Survey 2023 is an important tool for companies to understand the current workforce management practices in Myanmar and plan for future challenges.

In conclusion, this HR survey report provides useful information on the salary levels for different positions in various sectors in Myanmar. However, it is important to keep in mind that the data collected for this report was based on a limited sample size, which may affect the reliability of the data. To ensure the accuracy of the report, we have removed questionable data entries.

To assist readers in better understanding the data presented in this report, we have provided the minimum and maximum salary ranges for each position, as well as the median and average figures for both minimum and maximum salaries. Additionally, we have provided a global overall view of the median and average figures for each position in each sector. It is important to note that some salary ranges may not be reliable due to the small amount of data collected for certain positions.

Therefore, we recommend that readers use this report as a general guide and consult with additional sources to obtain a more accurate understanding of the current market rates for salaries in Myanmar. We hope that this report will be helpful to those seeking information on salary levels in the country.



# METHODOLOGY

This Myanmar HR Survey 2023 is the fifth of its kind. The fourth edition was released in May 2021. In February 2023, invitations to participate in the survey were sent to individuals in Myanmar. Respondents were asked to submit their responses online, anonymously, and in Myanmar Kyat (MMK). The survey uses the official US dollar rate of the Central Bank of Myanmar: 1 USD = 2,100 MMK. Participants were provided with a user guide to assist them in answering the survey.

Participants were asked to provide information about their industry, headcounts, benefits and compensation packages, training, organization size, average, minimum, and maximum salaries, annual bonuses, commission for salespersons, and allowances and salary increase percentage for the previous year. The survey did not require participants to provide any personal or confidential company information, ensuring anonymity.

Results of the survey are presented in alphabetical order by industry, with each job category and level listed. In some cases, positions or levels were removed or changed (\*if they didn't exist in the category or industry) to improve the presentation of the survey. The survey only concerns gross salaries for employees working in Myanmar under local contracts, both Myanmar nationals and foreigners.

In some instances, extremely low or high salaries were observed, indicating that some participants may not have fully understood the purpose and rules of the survey. As a result, these data were removed to ensure the integrity of the results.

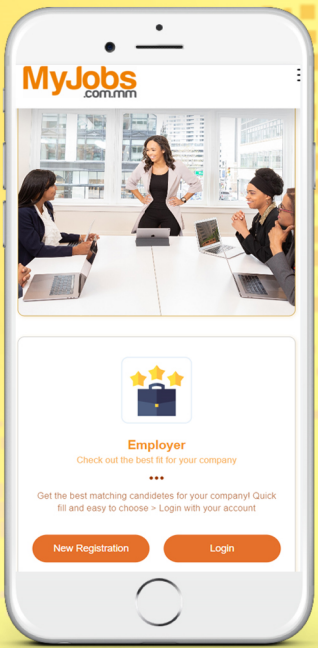
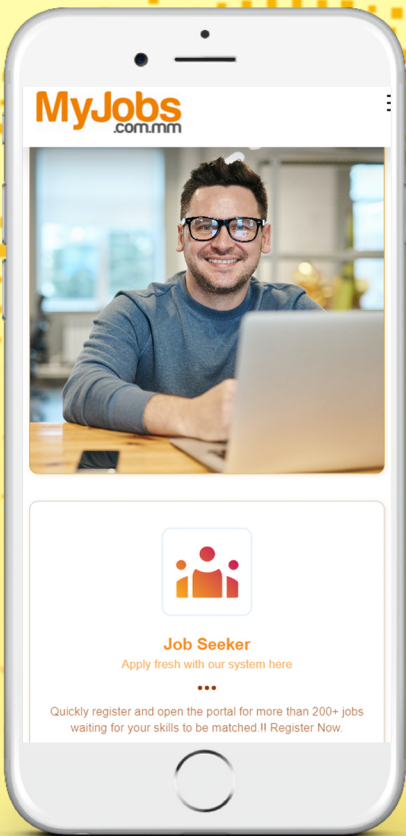
The survey covered the past two years, from Jan 2021 to December 2022. It provides insights about how organizations, changes and policy adjustments, employment were impacted during this period. However, when considering the salaries themselves, for technical reason, we only collected data from 2022. For any inquiries regarding the survey and its results, readers may contact Ms. Zar Nay Khin at [business.officer@ccifrance-myanmar.org](mailto:business.officer@ccifrance-myanmar.org).



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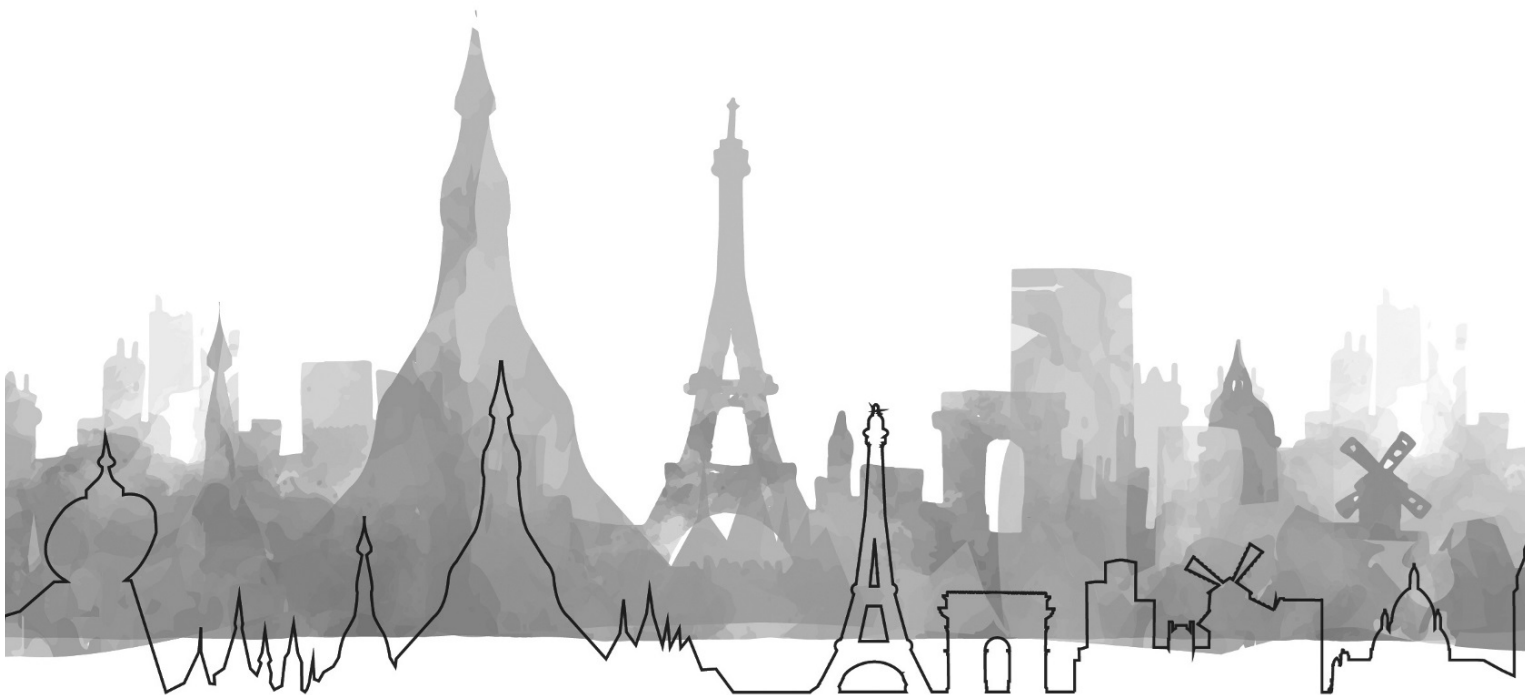
Times City - Office Tower 2 - 16th floor - Units 1611 & 1612

Between Hanthawaddy & Kyuntaw Roads - Kamayut Township

**Phone:**+95 9 425 450 546

**Mail:** [contact@ccifrance-myanmar.org](mailto:contact@ccifrance-myanmar.org)

[business.officer@ccifrance-myanmar.org](mailto:business.officer@ccifrance-myanmar.org)



[www.ccifrance-myanmar.org](http://www.ccifrance-myanmar.org)