

MYANMAR CANDIDATES SALARY SURVEY 2018



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Introduction

Myanmar is in the very early stage of its economic development. In such immature economy, supply and demand in the labor market are changing continuously.

Employers and workforce adjust to these shifting circumstances.

In markets like these, employee attrition and salary levels are in constant flux. Therefore, precise and detailed accurate labor market information is in limited supply.

Various initiative are needed in a situation like this to provide employers with best possible insights and overview on what is happening.

Other surveys provide valuable understandings by asking employers for information and combining that in market studies.

In this survey, we asked, mid 2018, the workforce for their behavior and experiences with regards to changing employers, happiness with their salary levels and salary increases.

This survey received response from 2,465 people during June 2018 using a standard online questionnaire format. Most questions are answered by between 2,200 and 2,400 respondents.

This survey segments respondents by age, education, salary level, career level, job category, company type, and satisfaction with last salary increase.

The survey was anonymous and results of this survey are based on what respondents reported themselves about their own situation and are thus subjective.

A similar survey was conducted during June 2017 with about 1,800 respondents. This highlights the major changes in 2018 compared to 2017 and details the findings from the 2018 survey.

We hope the provided insights from this survey are useful to you and wish all employers in Myanmar success with building their organization here.

Disclaimer

The results presented in this document are the outcome from a survey of individuals. These individual were asked a number of questions that they have answered. The summary of these answers is presented in this report. This report does not include any other verification of the answers from these respondents. The respondents could have exaggerated or could have provided incorrect information. This could have been consciously or unconsciously, when they replied to the questions. There were no external incentives for the respondent to reply in one way or another. It is up to each reader if and how they react to the information in this report.

Questions

Please contacts us with any questions around this survey via HRconsult@MyJobs.com.mm

Executive Summary

2018 compared to 2017

- Average salary increase was 11%, slightly below the 12% last year.
- Lower salaries increased less and top salaries increased more.
- People with an university degree got lower increases but are now happier with their salary.
- Overall, more people switched employer: 26% in 2018 versus 23% in 2017.
- Of people who work for organizations with 500 employees or more, fewer switched employer.
- Of people who have high school as highest education, fewer switched employer.

Main Observations

People who work for the same company as a year ago, got on average a higher percentage salary increase than those who switched company. International companies pay percentage-wise on average higher salary increases than local companies. Younger people get percentage-wise, on average, higher increases than older people.

People with higher salary increases are on average happier with their salary level. However, happiness level has little impact on the percentage that switches employer. Older people, people who are further in their career, people with more education and people who work for international companies are on average happier with their salary level.

Older people, people with more education, people who work in larger companies, and people who work in local companies, are on average more likely to stay with the same employer.

Companies with 100 to 500 employees pay on average higher salaries than other companies. Companies with less than 10 employees pay on average the lowest salaries. The average and median salary in an international company are almost twice as high compared to in a Myanmar company.

The differences between males and females in the respondents group are minimal, except for that a higher percentage of females has an university degree (88%) compared to males (70%).

Male and Female Respondents

Differences between male and female respondents are minimal.

Changing Employers

73% of males and 75% of females still work for same company as a year ago. For both male and female, about 81% still has a similar job type as a year ago.

Salary Levels

For both male and female respondents, the average salary is about MMK 556,000.

Median monthly salary for males is MMK 325,000; for females it is MMK 375,000.

For both male and female respondents, reported salary increase compared to a year ago is about 11%. Males (2.68) are on average a little happier about their salary than females (2.54).

Careers

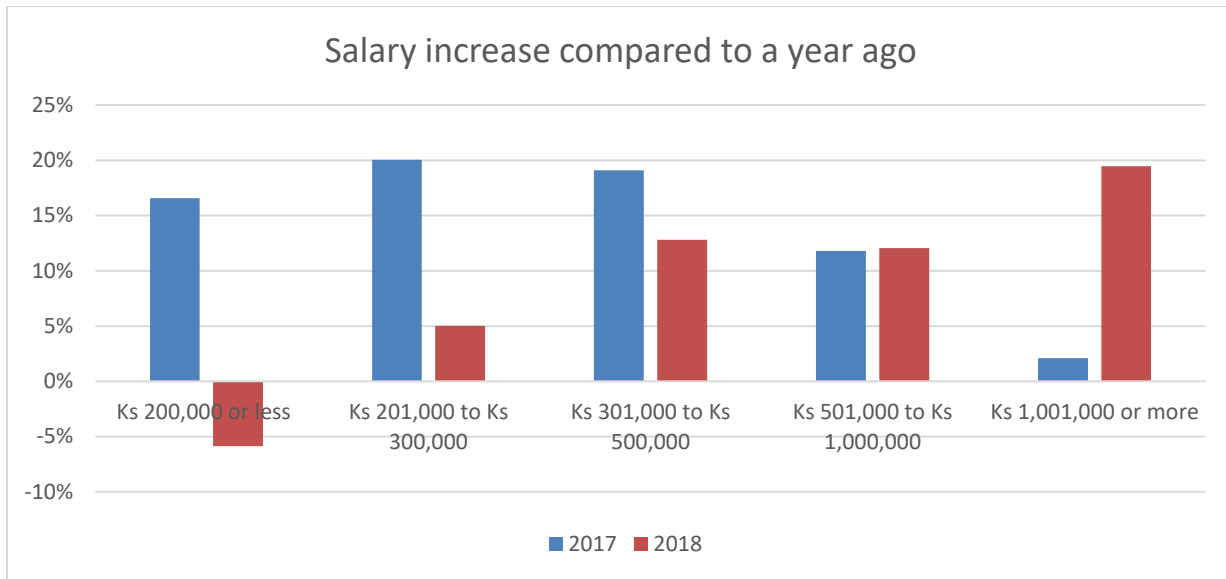
88% of female respondents has an university degree versus 70% of male respondents.

Just over a quarter of males work in Engineering & Technical; and just over a quarter of females in Accounting & Finance. Females (36.1%) work slightly more often in an international organization than males (32.4%).

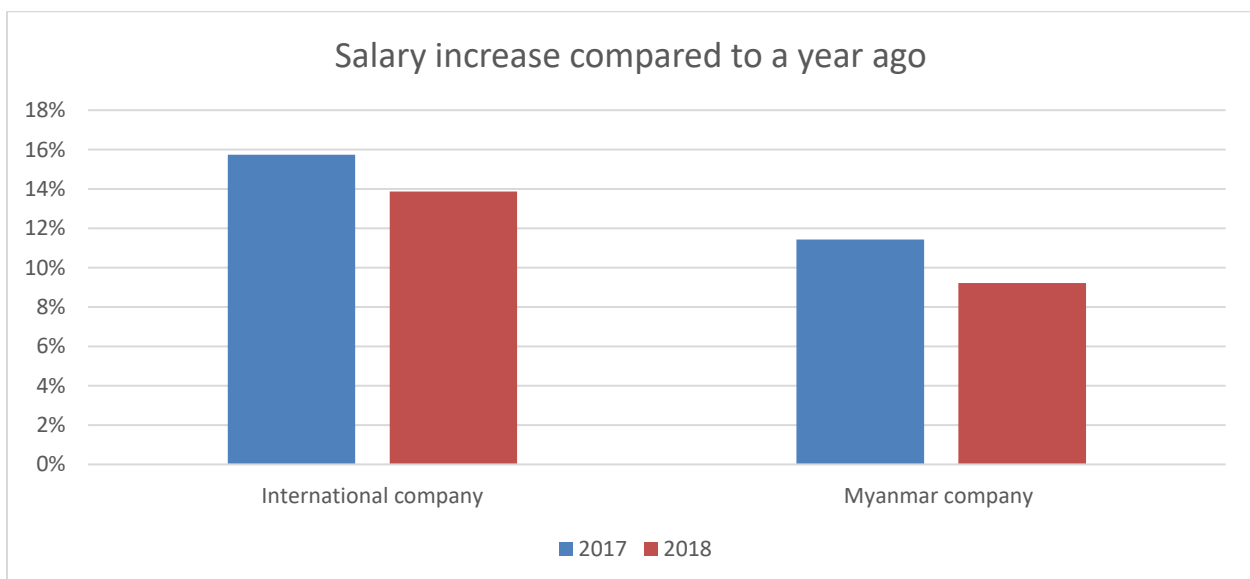
The 46+ year old respondents group has considerably more males than females. This could have impacted that the males of the respondents group are slightly more often in a managerial position (46.0%) than females (42.6%).

2018 compared to 2017

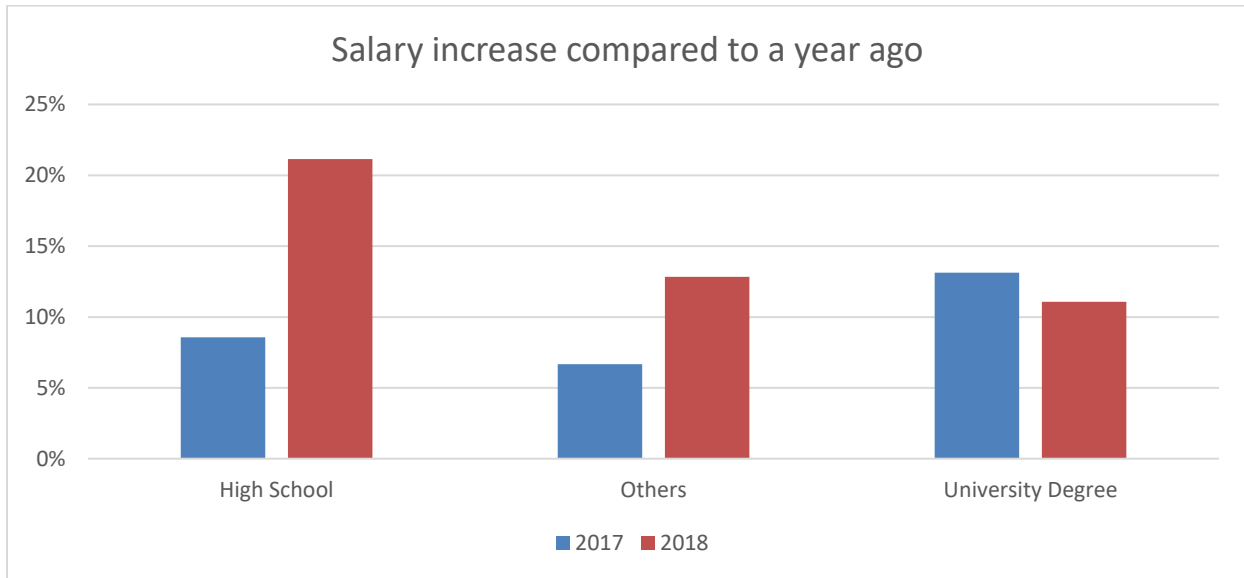
Percentage-wise, salary increase levels are now lower for the lower end and higher for the higher end of the salary spectrum than last year.



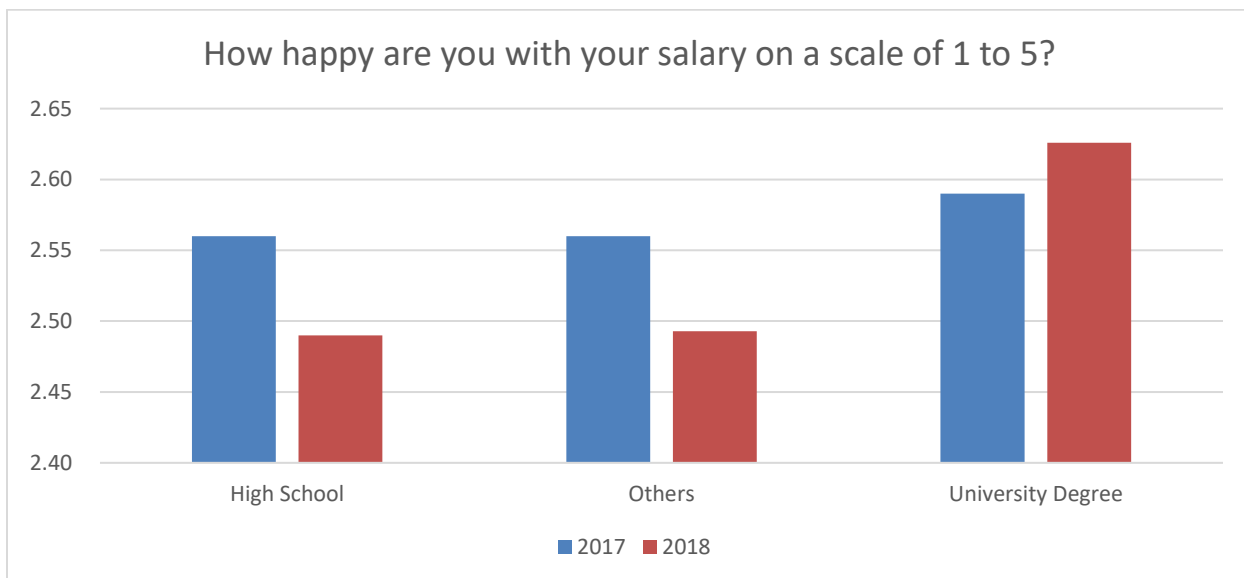
International companies still pay higher salary increases than local Myanmar companies. Overall, the salary increase level has gone down compared to previous year.



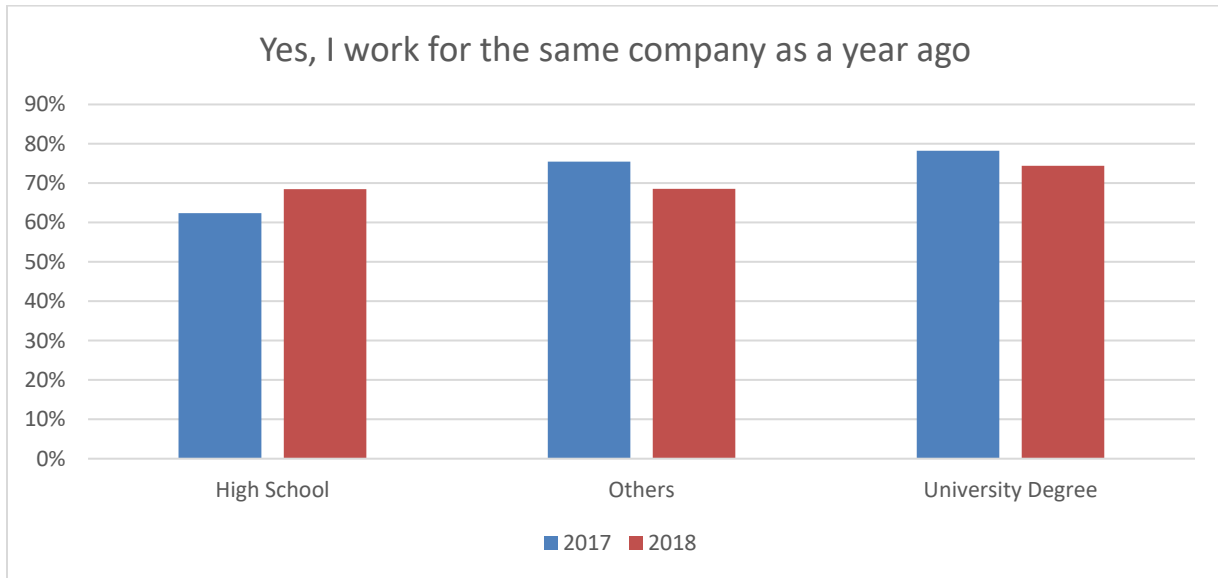
People without an university degree (and lower average salary levels) received percentage-wise higher salary increases than last year and compered to those with an university degree.



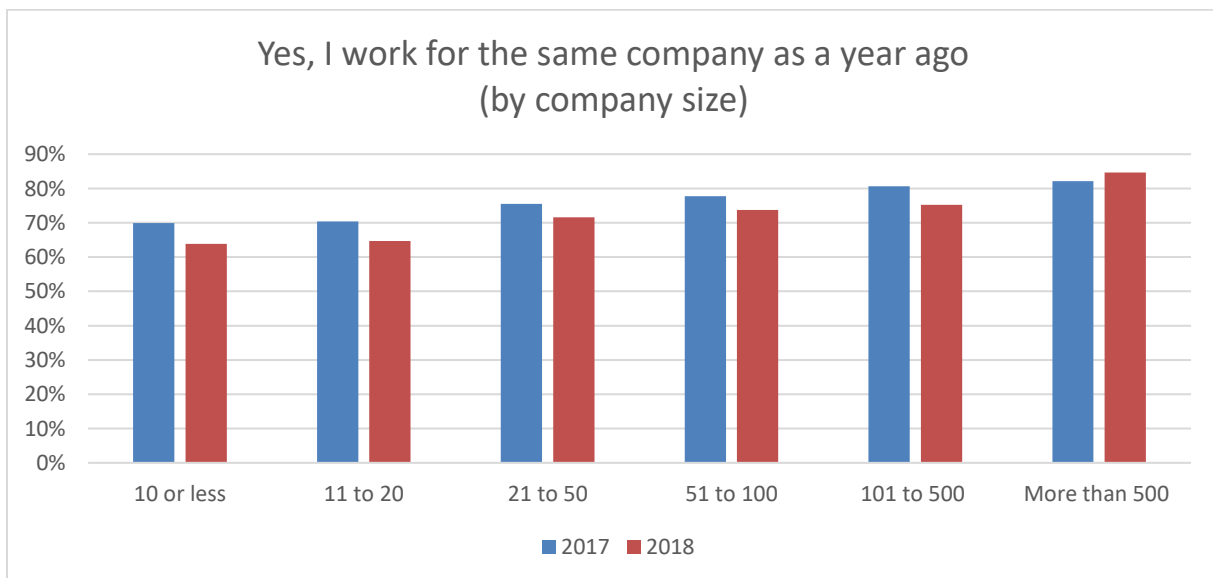
Respondents with an university degree are on average happier with their salary than others and compared to last year. The rest is less happy now.



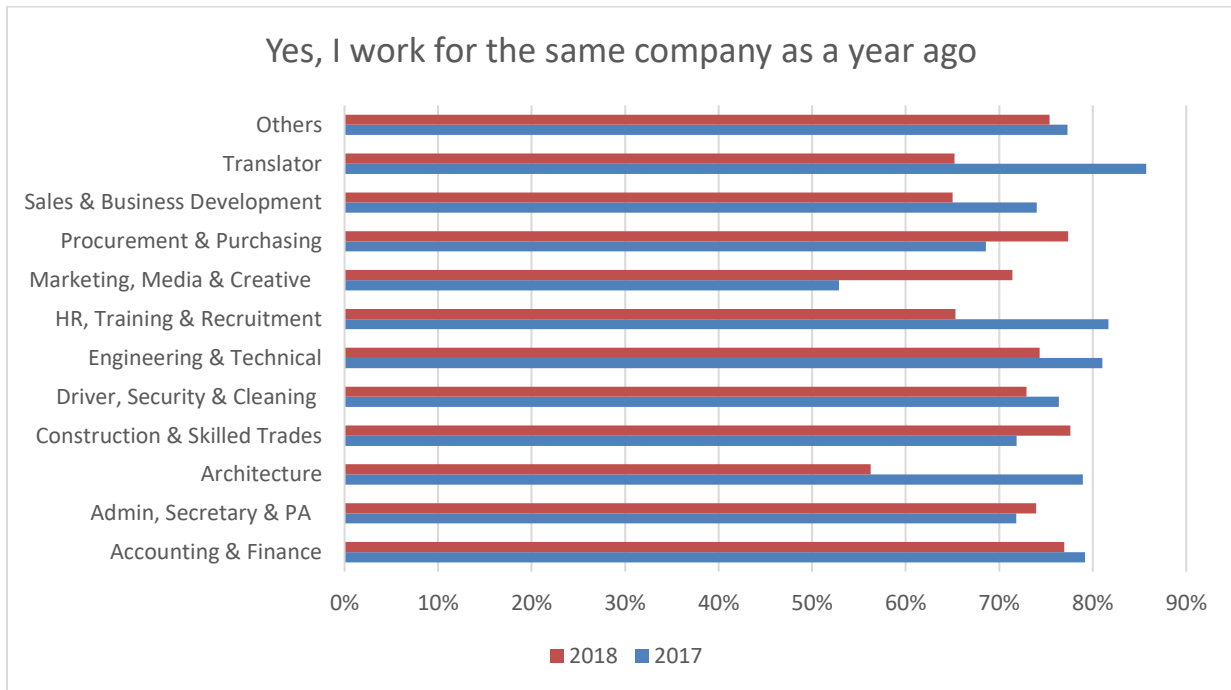
Fewer people with an university degree are working now for the same employer than a year earlier. More people with only high school are staying now with the same employer.



Only for companies with 500 employees or more, more people are now staying with the same employer than a year ago.

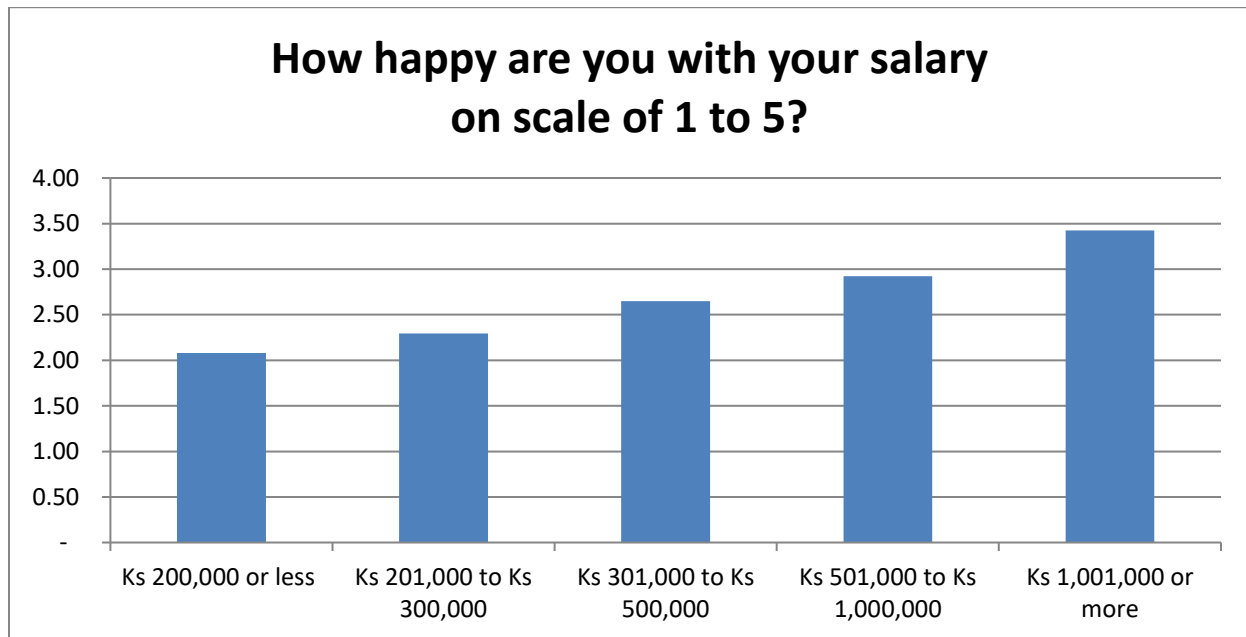


In 8 of the 12 job categories, fewer people are now still working for the same company than in 2017. The 4 job categories where “staying” has creased are “procurement”, “marketing & media”, “construction” and “admin”.

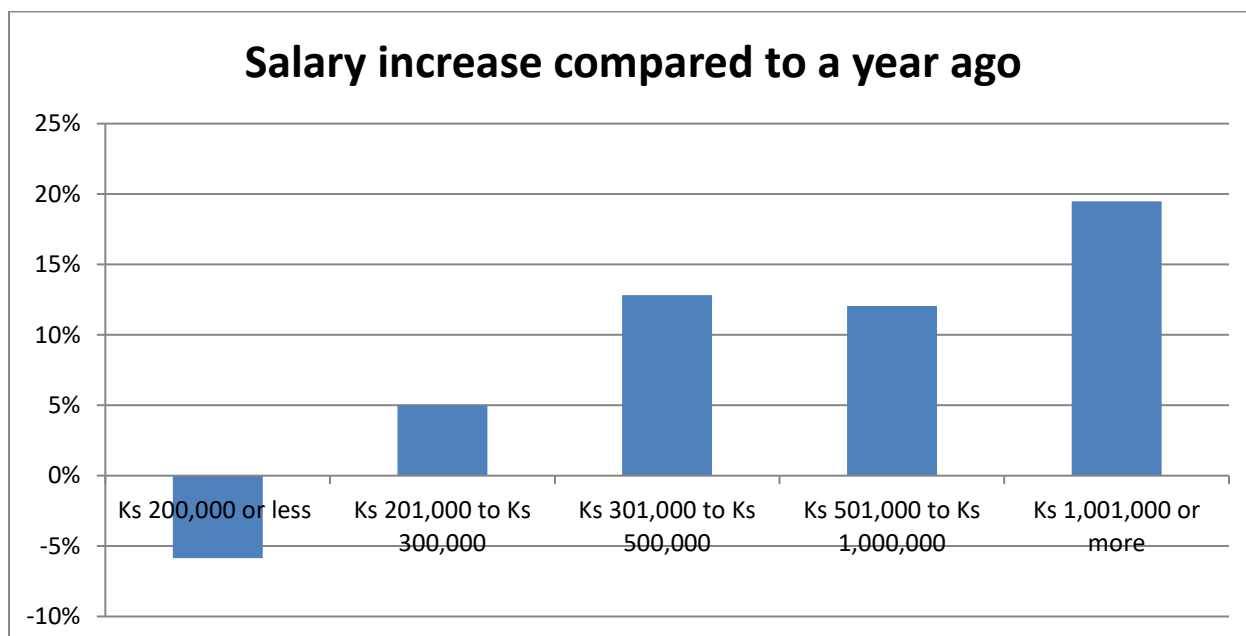


Satisfaction and Increase by Salary Level

The higher the salary, the happier people are on average with it. No surprise here.

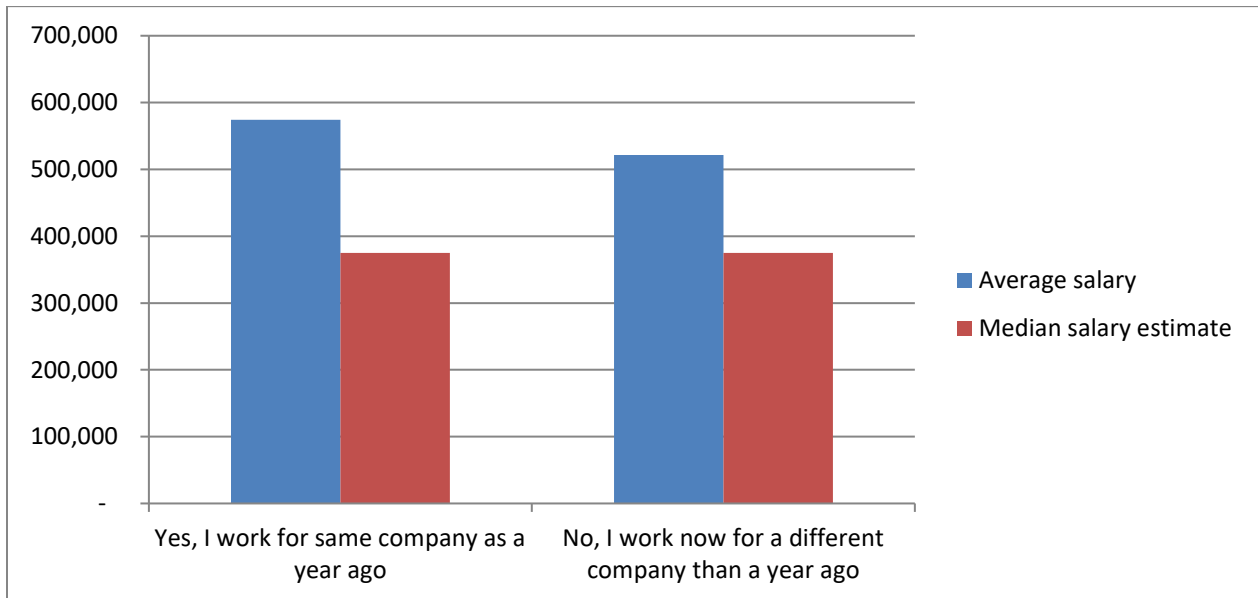


Higher salaries get even higher increases. Inequality increases as well. This is the fight for talent.

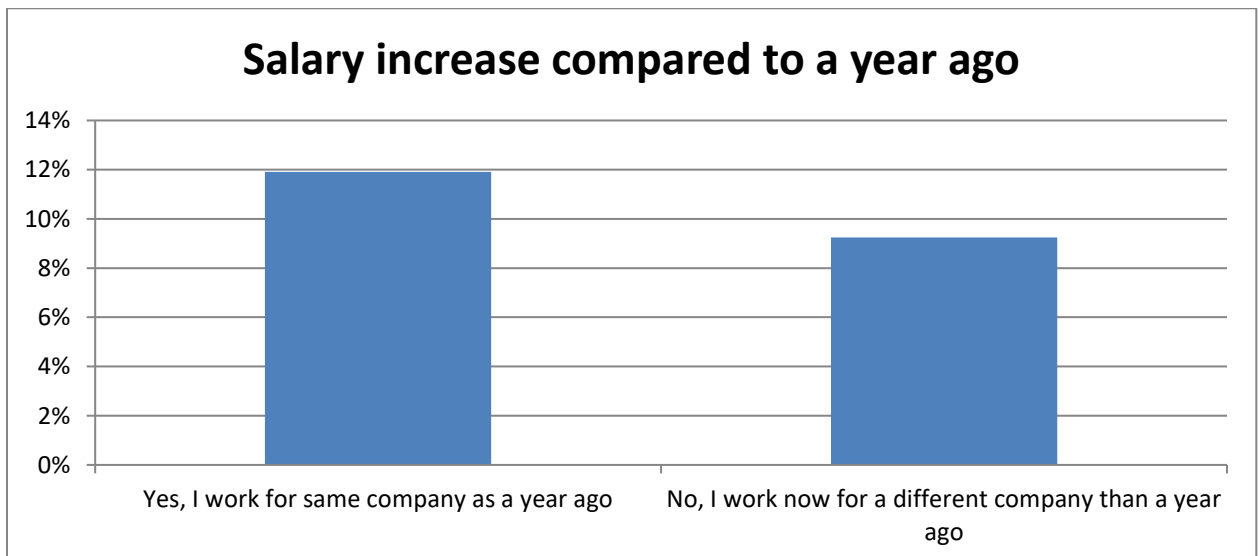


Salaries & Changing Jobs

Median salary levels are the same for those who stayed with the same employer compared to those who switched. Stayers have on average a higher salary.

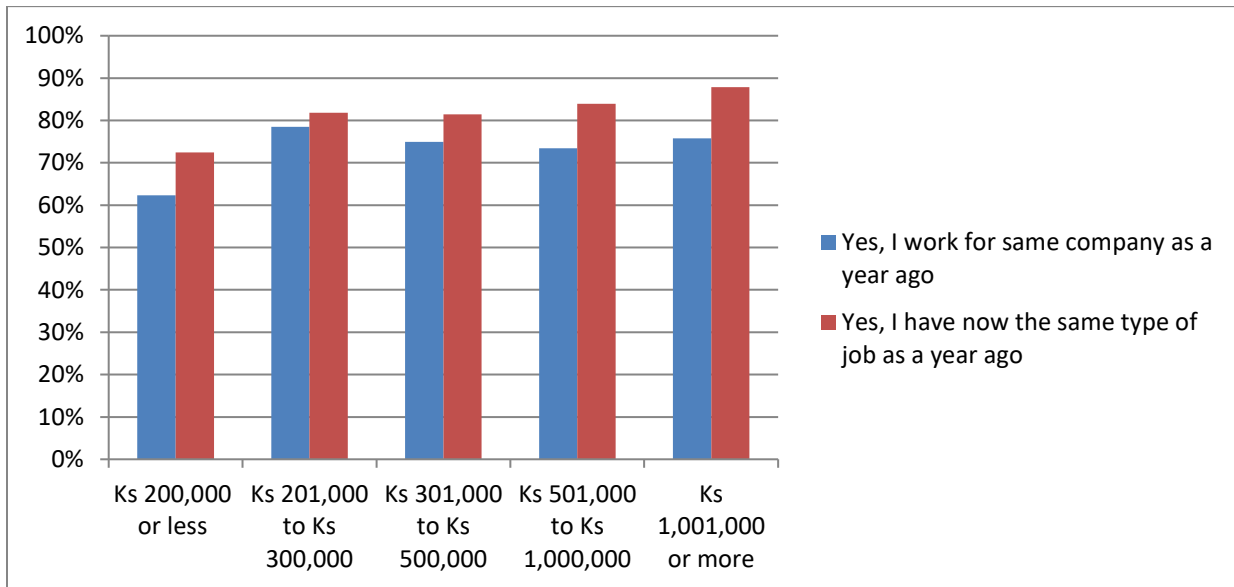


People who stayed with the same employer as a year ago received on average a slightly higher salary increase than those who switched employer. You may question what is causing what.

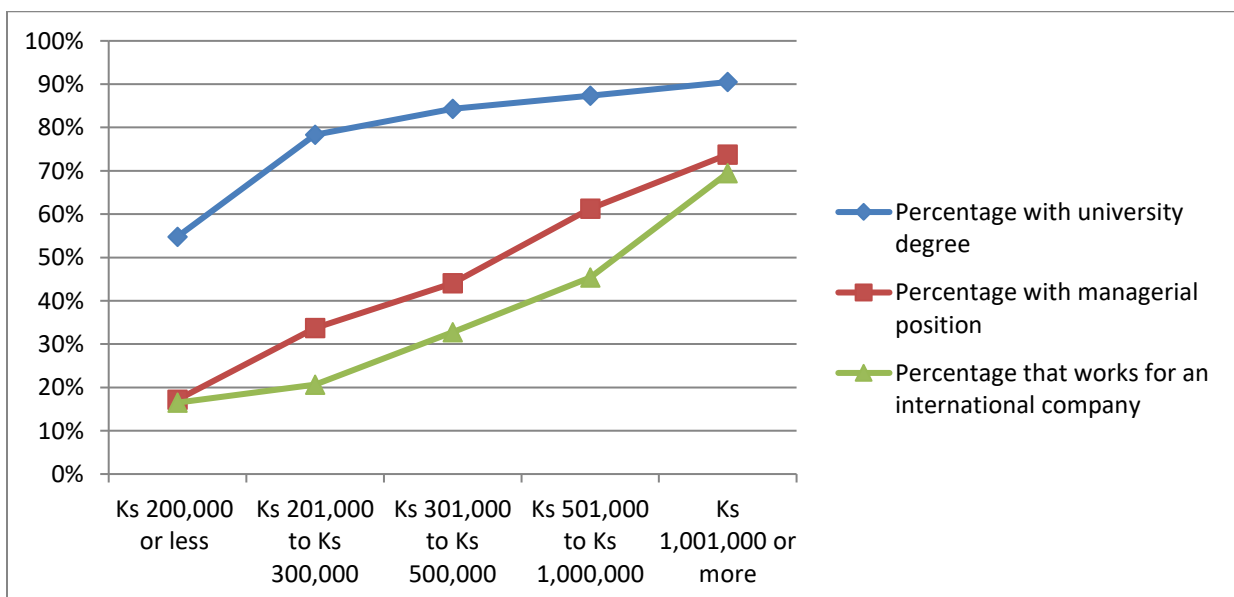


Differences by Salary Level

The higher the salary, the more people stay in the same type of job. Fewer people from the lowest salary category stay with the same employer than for the higher salary categories.

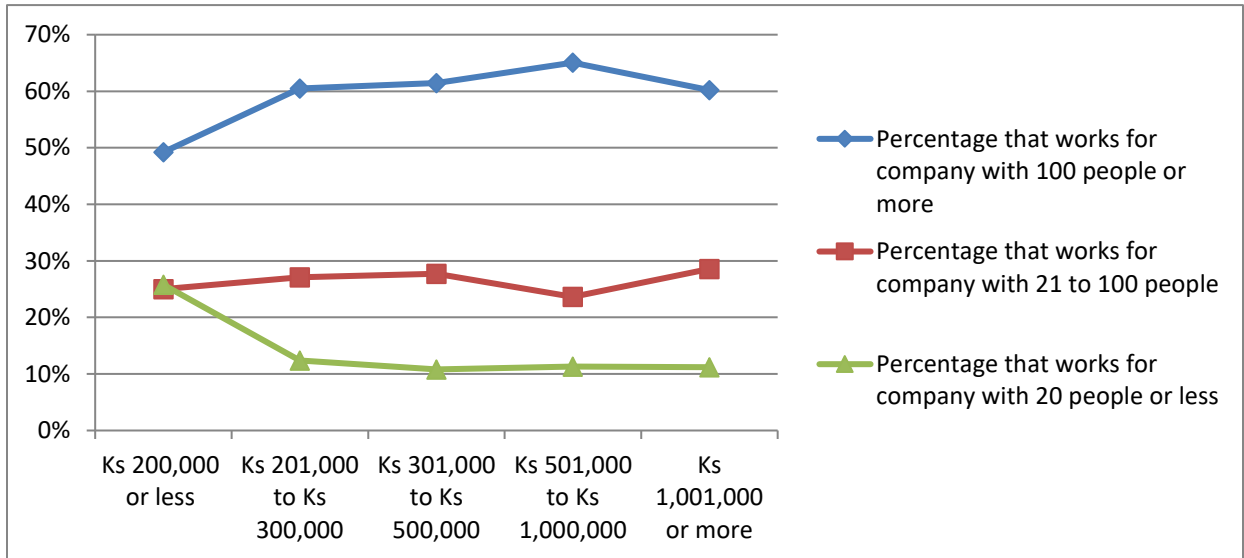


The higher the salary, the higher the percentage of university degrees, managerial positions and international company employees. No surprise. This validates the survey results.



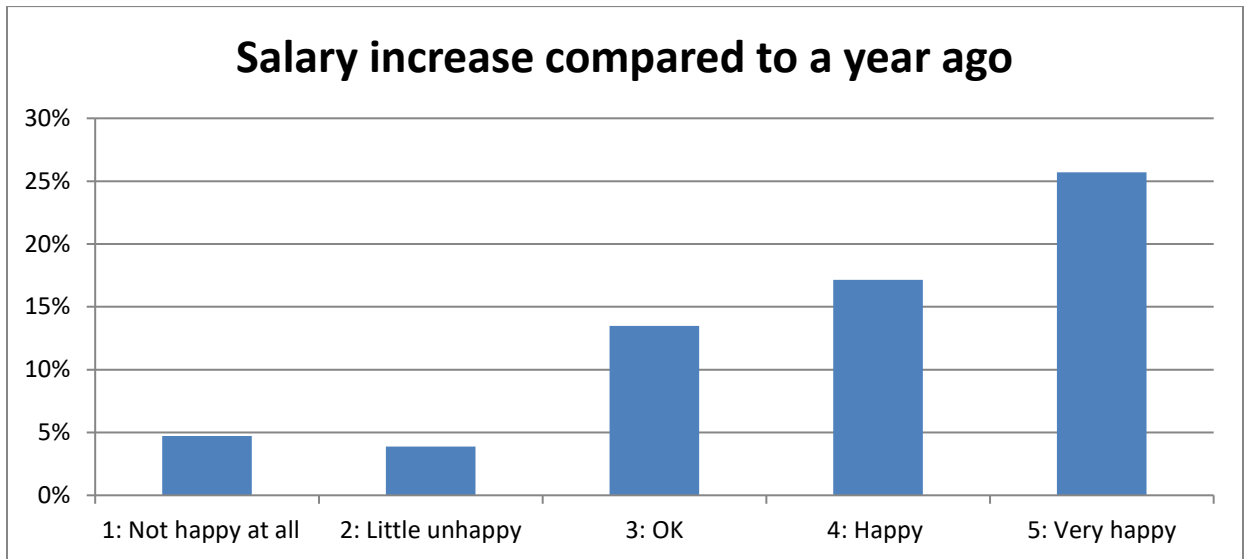
About 60% of the respondents works for an employer with 100 employees or more; 30% for an employer with 21 to 100 employees and 10% for an employer with 20 or less employees.

People who earn MMK 200,000 per month or less are working relatively more often for smaller companies and less for larger companies.

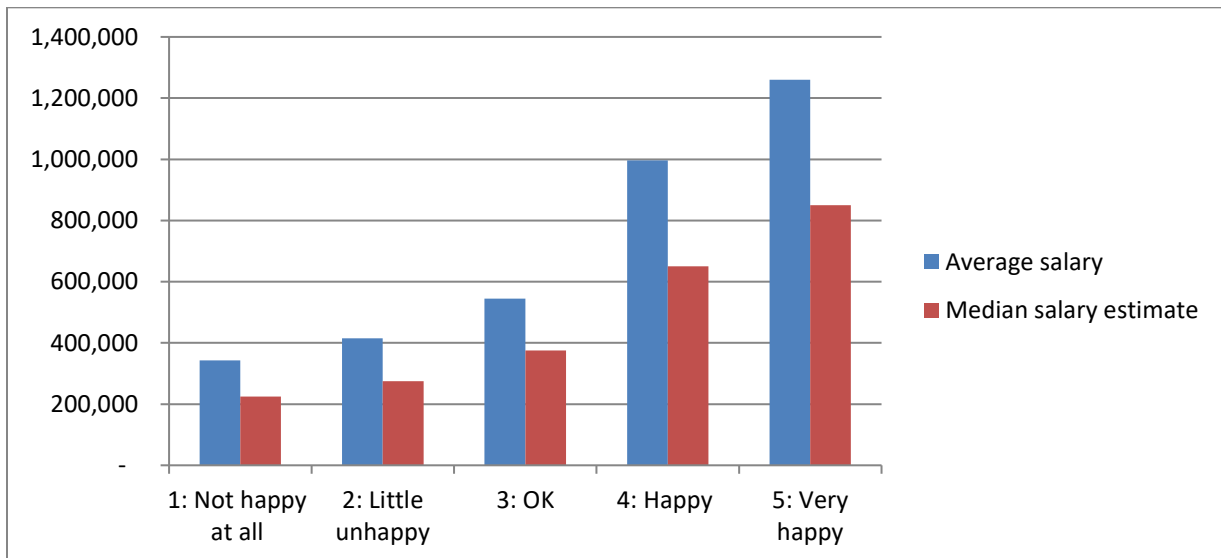


Differences by Happiness with Salary

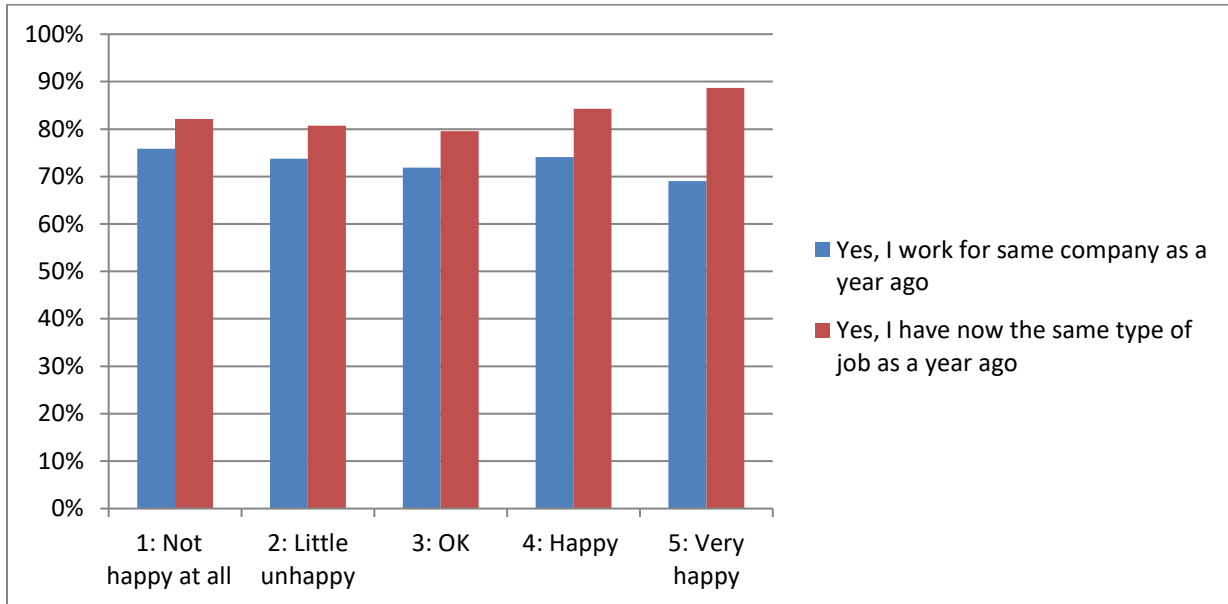
People who are happier with their salary received on average a higher salary increase. Not surprising.



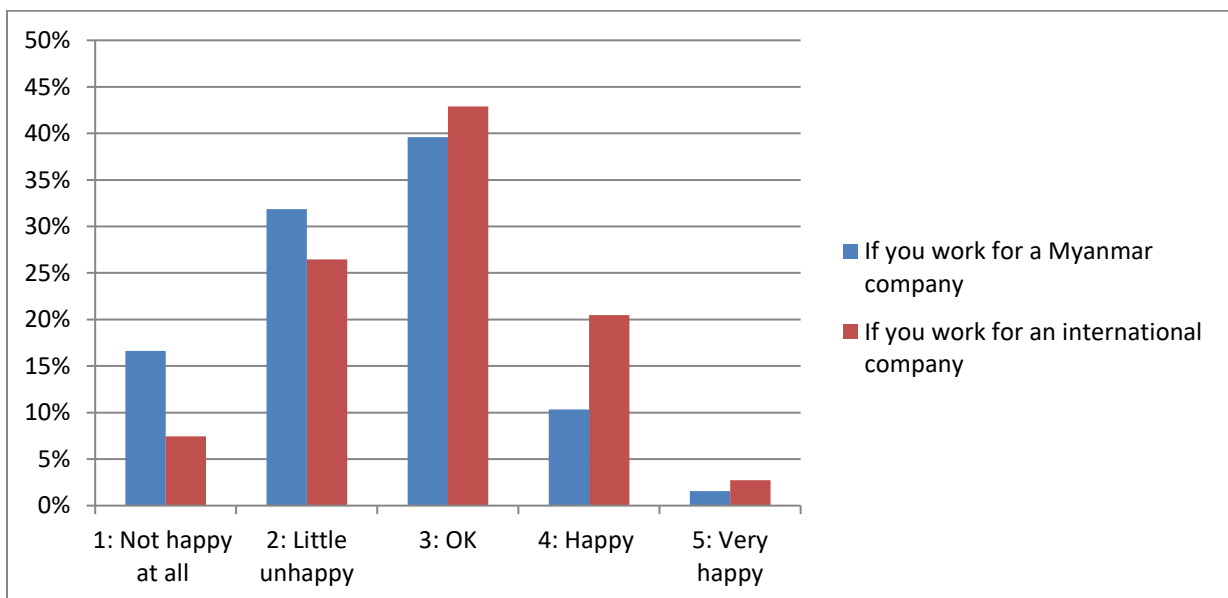
People who are happier with their salary receive on average also a higher salary.



People who are happier with their salary seem to stay on average longer in the same type of job. Happier people not necessarily stay on average longer with the same employer.

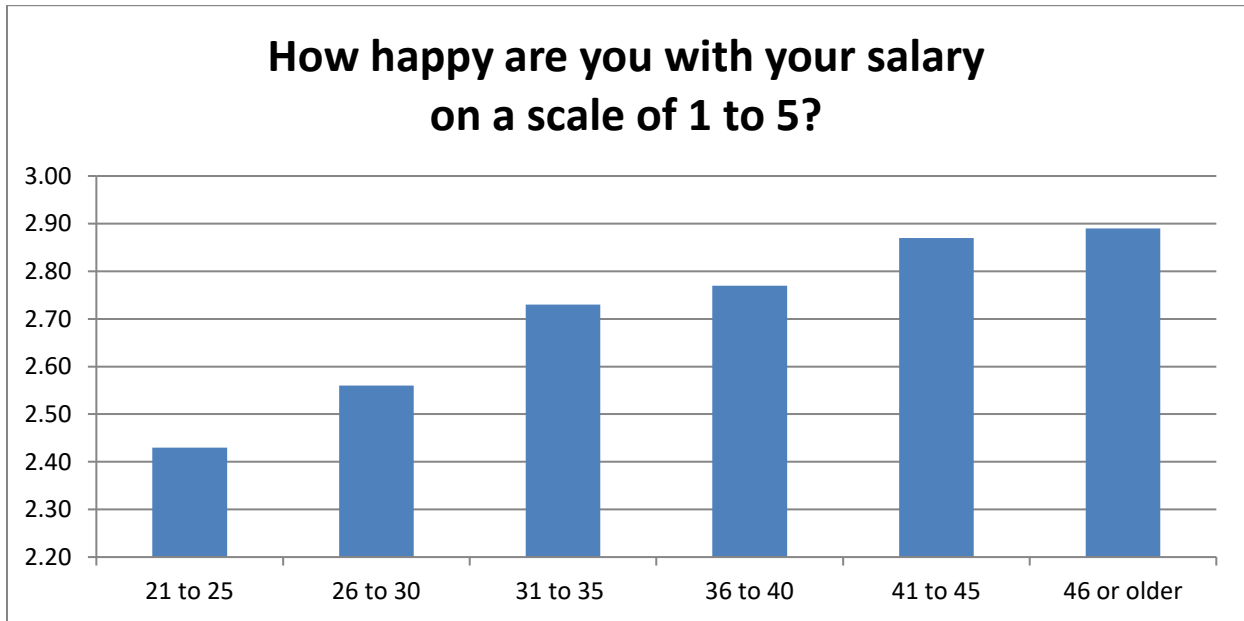


People who work for an international company are on average happier with their salary than people who work for a local Myanmar company.

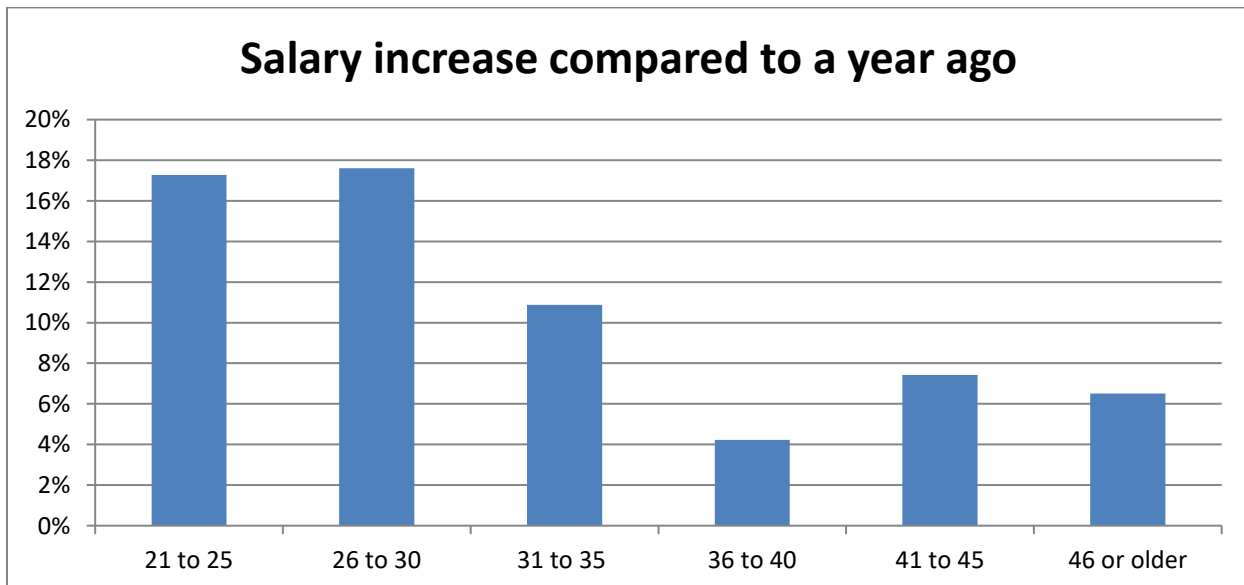


Differences by Age

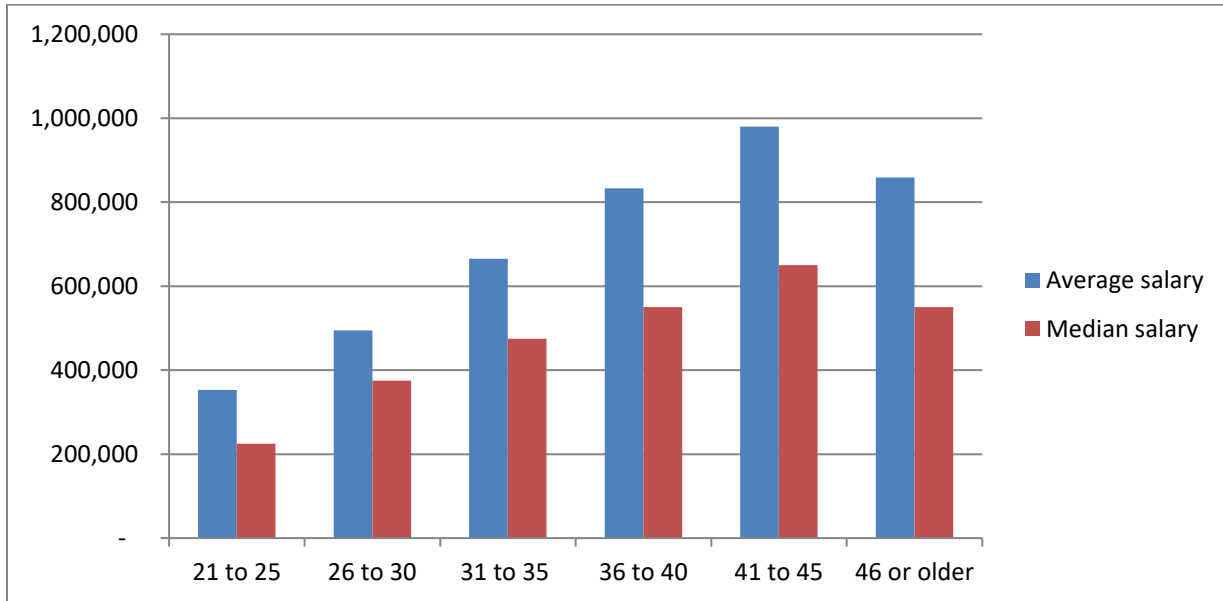
Older people are on average more happier with their salary.



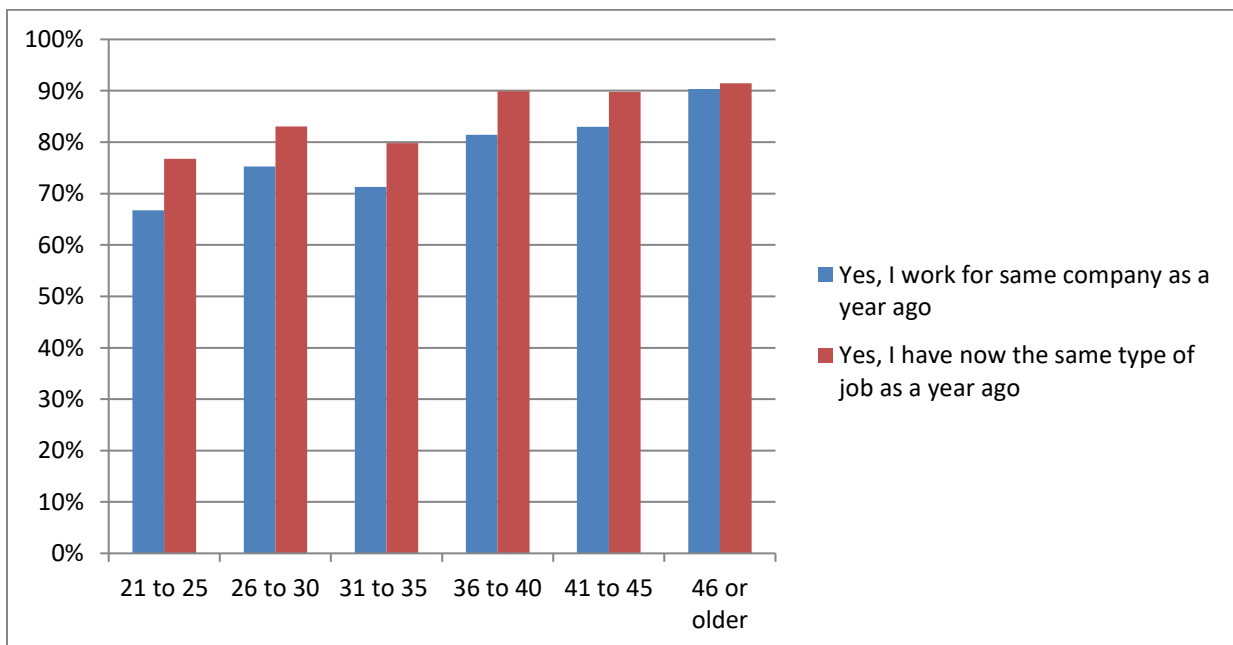
Younger people get on average percentage-wise higher salary increases (over lower salaries).



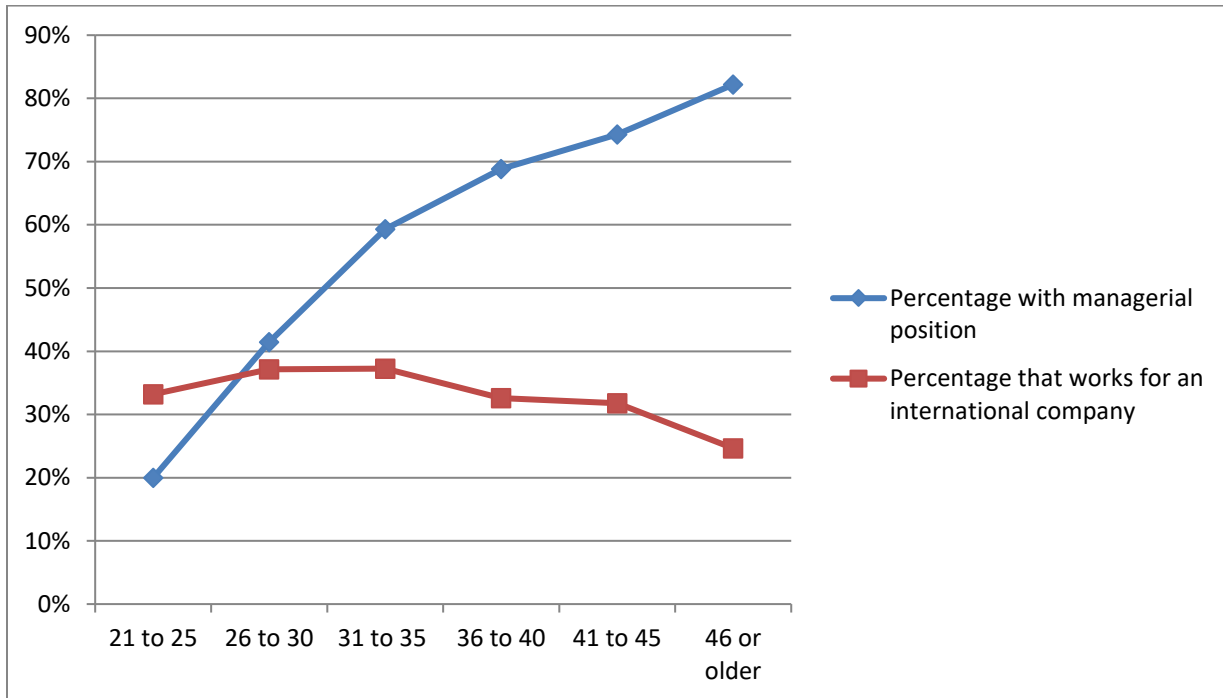
Average and median salary levels increase with age, except for those of 46 years or older.



Older people are more often still in the same job and with the same employer as year ago compared to younger people.



Older people have on average more often a managerial position. But fewer of the older people work for international companies than younger people.

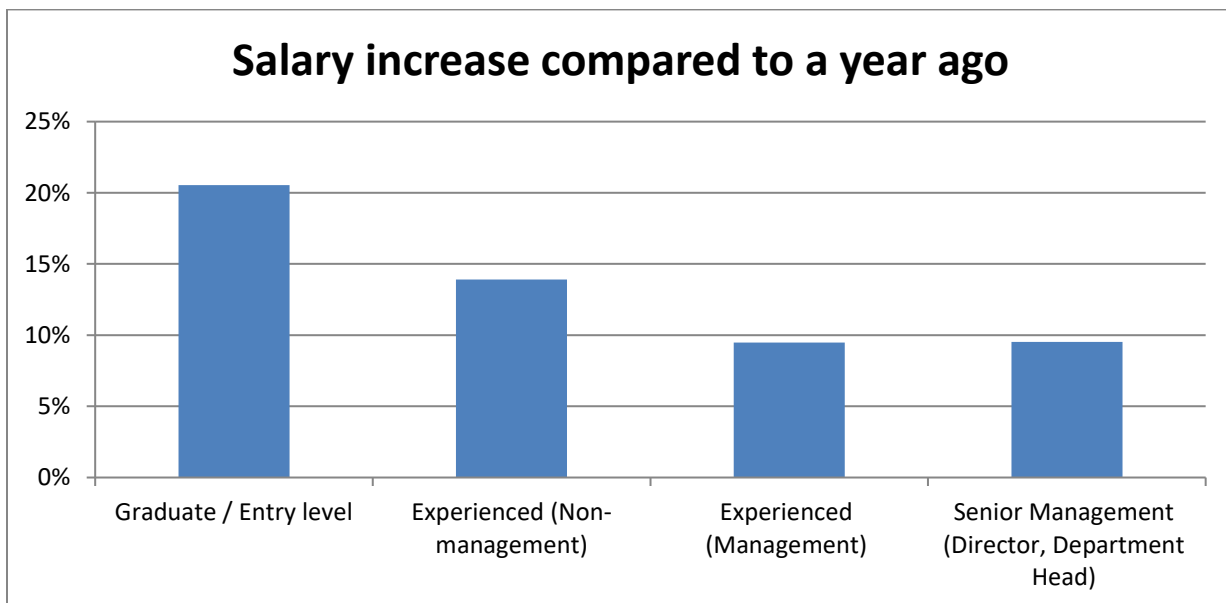


Differences by Career Level

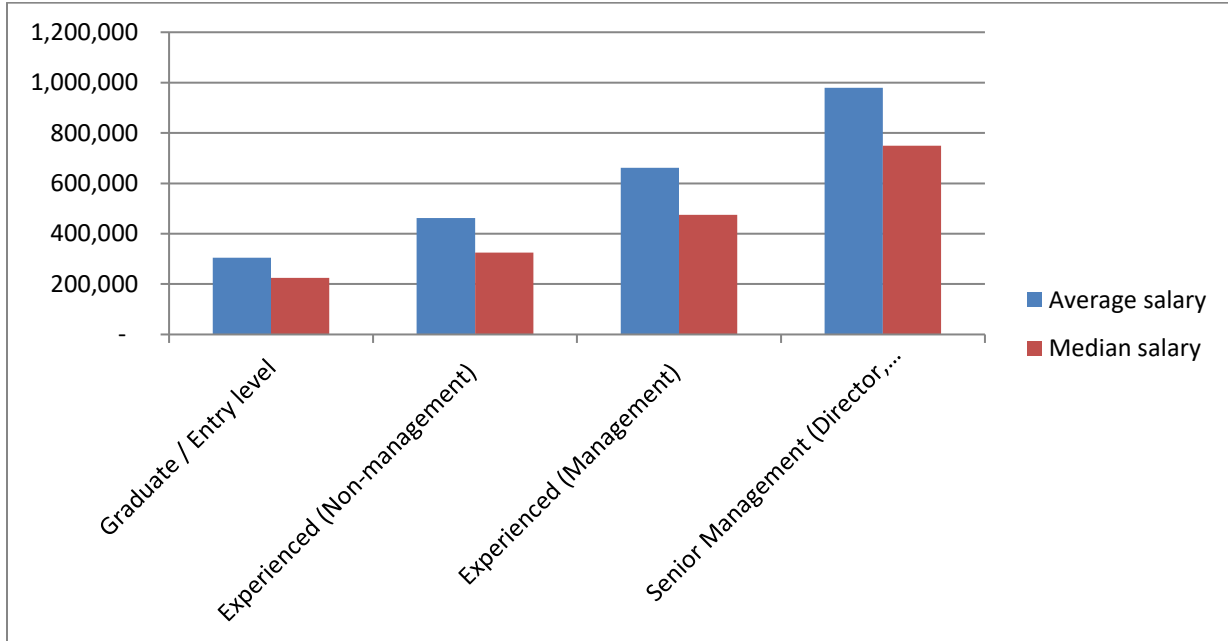
People who are further in their career are on average happier with their salary level.



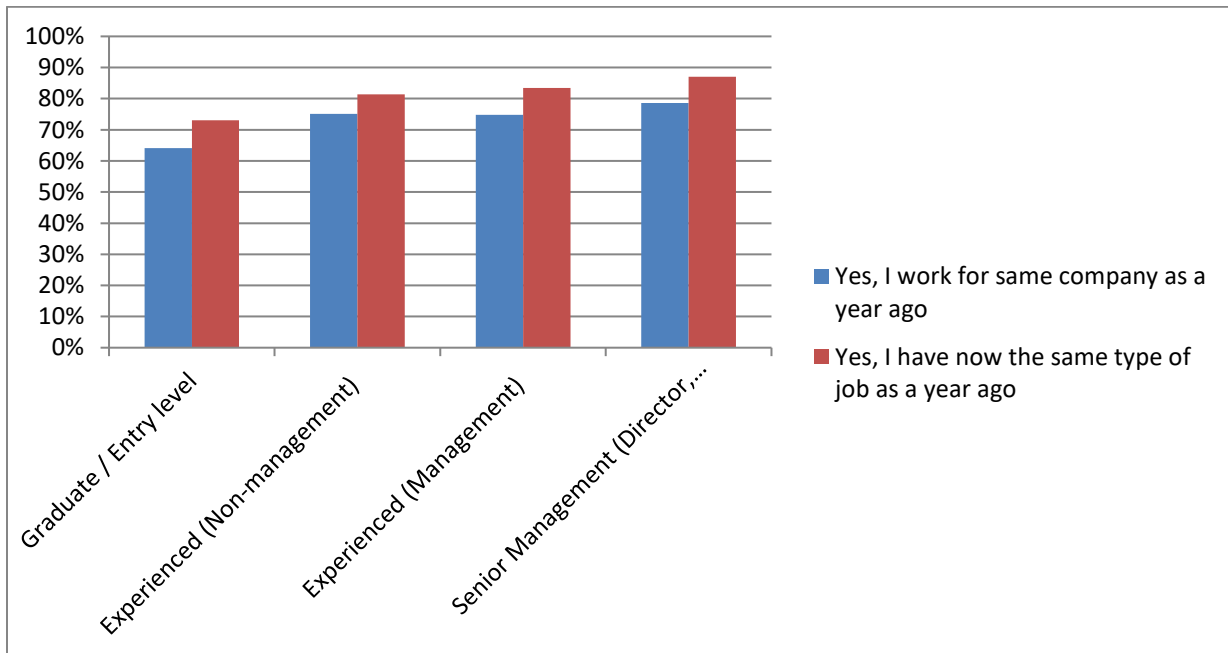
People further in their career, receive on average lower (percentage-wise) salary increases.



People further in their career receive on average higher salaries. Again no surprises here.

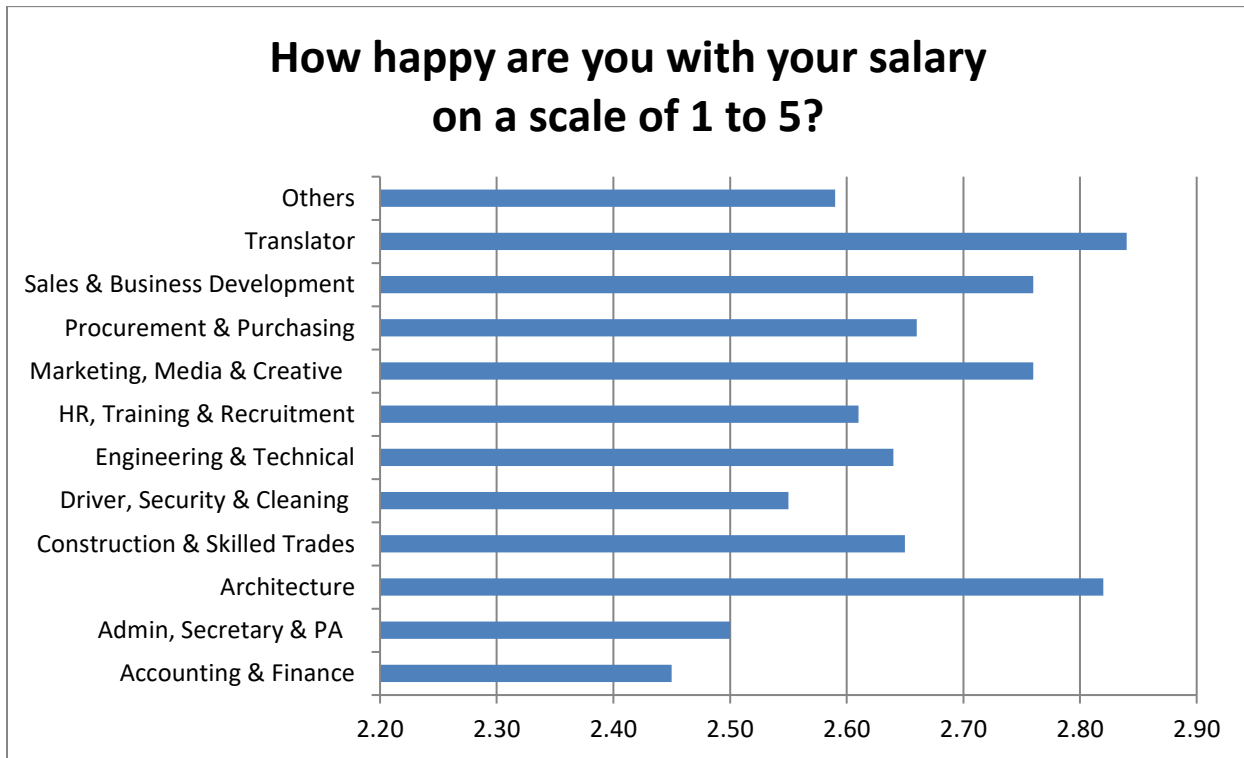


People further in their career stay on average longer with same employer and more in same job type.

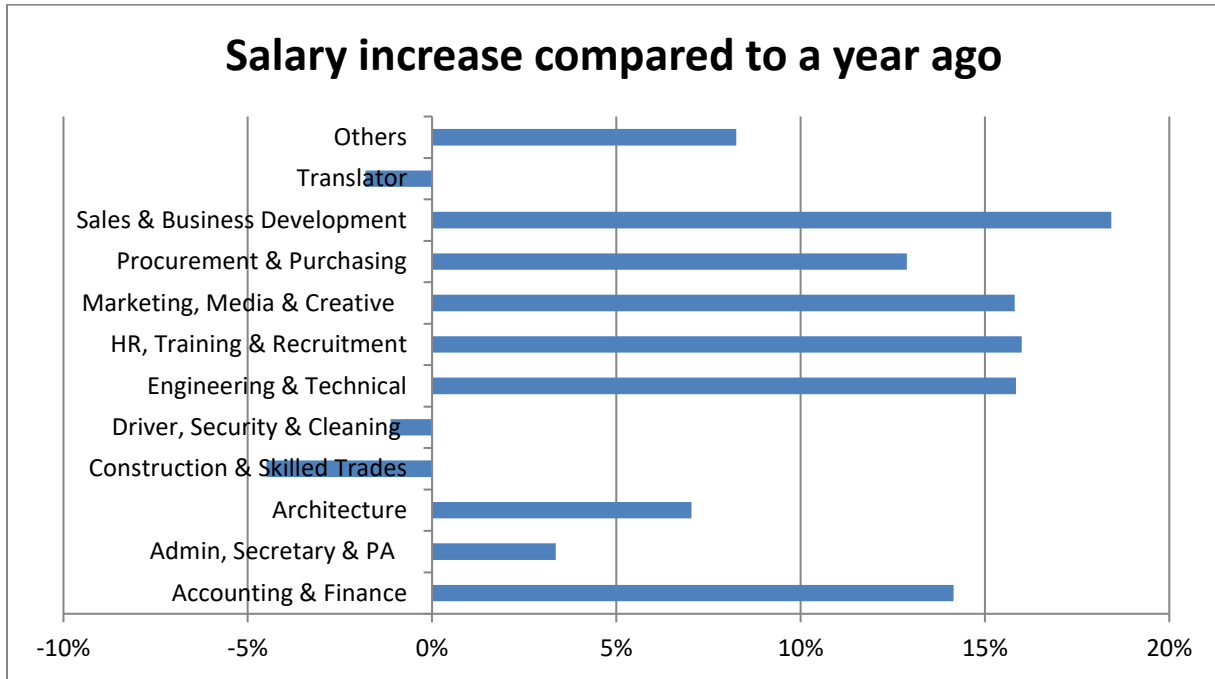


Differences by Job Category

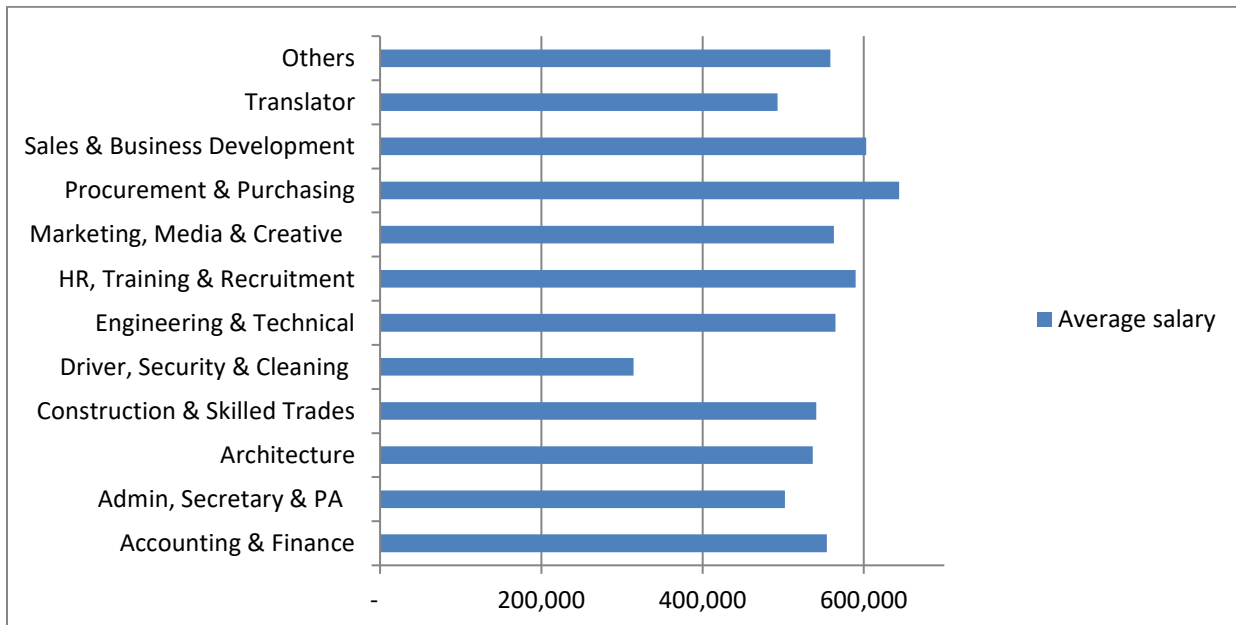
How happy people are on average with their salary differs considerably. Translators and Architects are most content. Finance and Accounting people seems least happy.



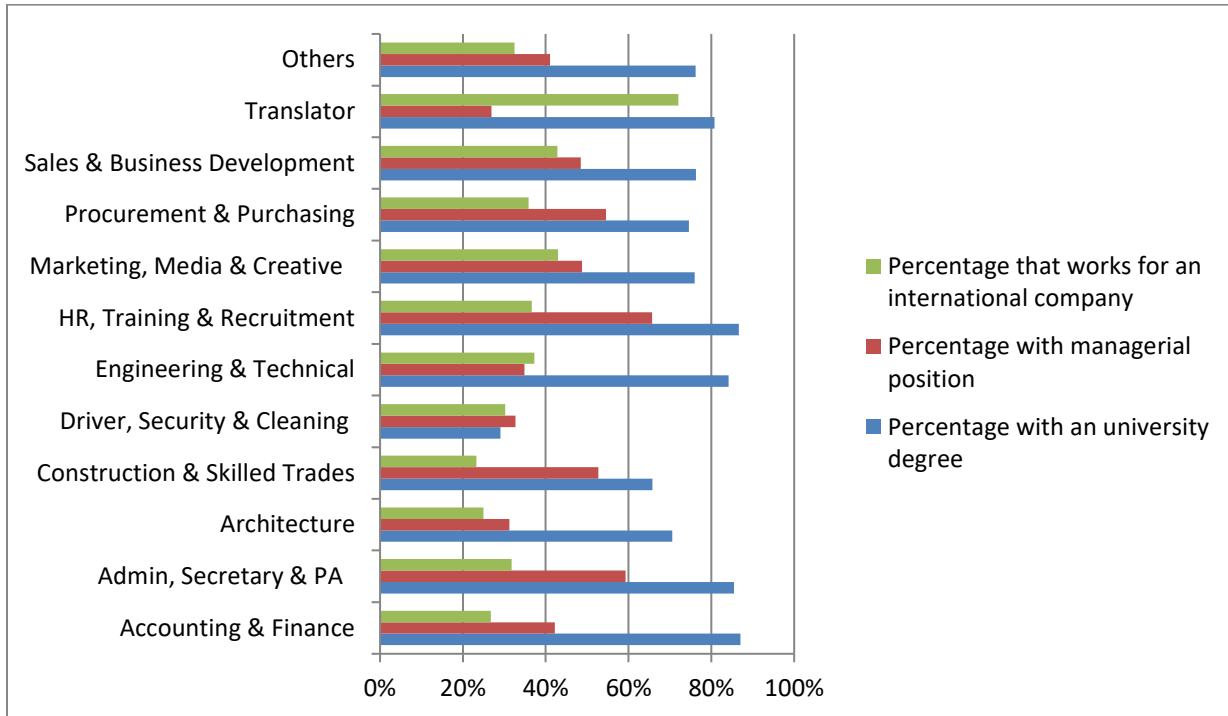
For some job categories, respondents have reported that they now earn lower salaries than a year ago. Maybe more people in these categories had to switch employer.



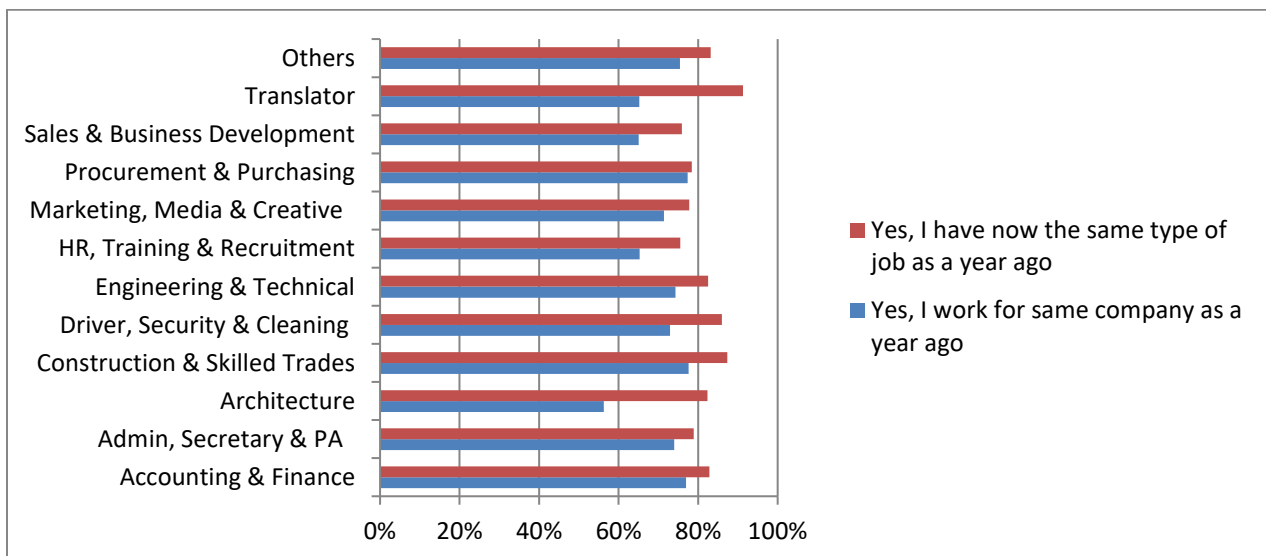
Average salaries differ of course for the different job categories. Procurement pays most.



Translators work mostly in international companies. HR professionals are most often a manager. Accounting and Finance people have most often an university degree.

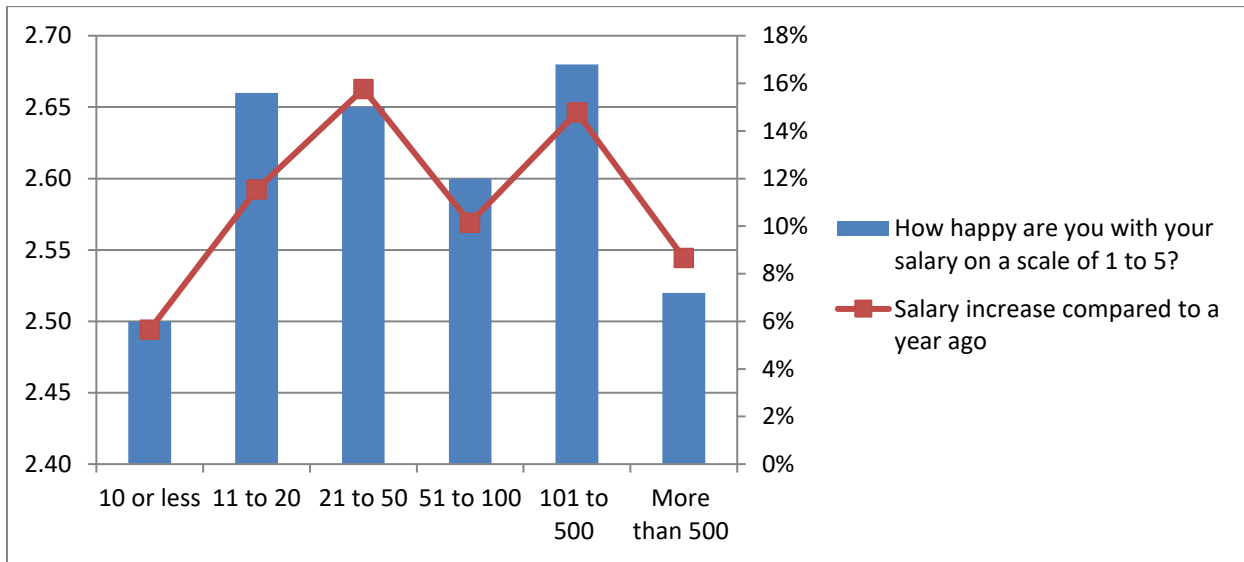


The 3 categories where most people still do same job as a year ago are also the ones where there were negative salary increases. Having the flexibility to change job type could pay off.

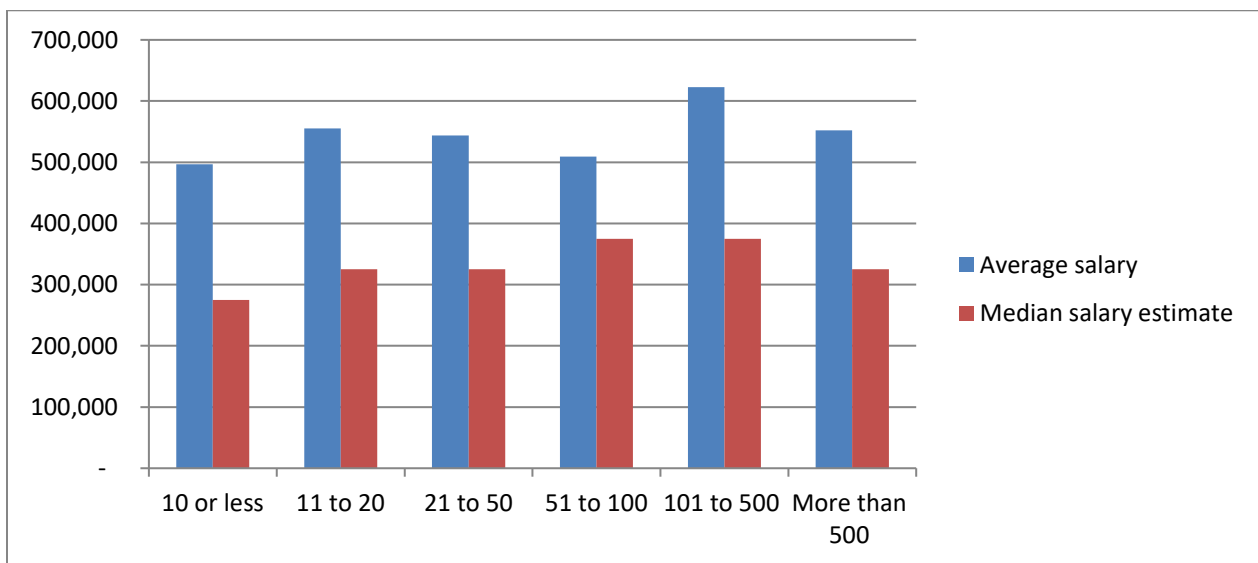


Differences by Company Size (# employees)

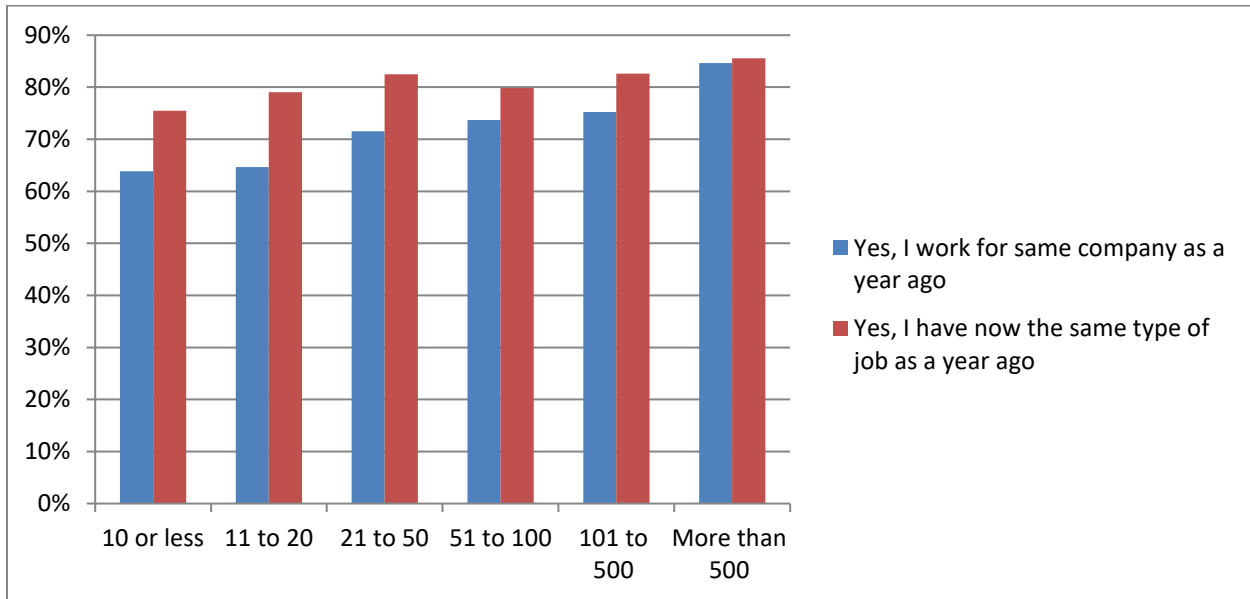
The pattern shows relation between happiness with salary level and salary increase. Smallest and largest companies pay the lowest increases.



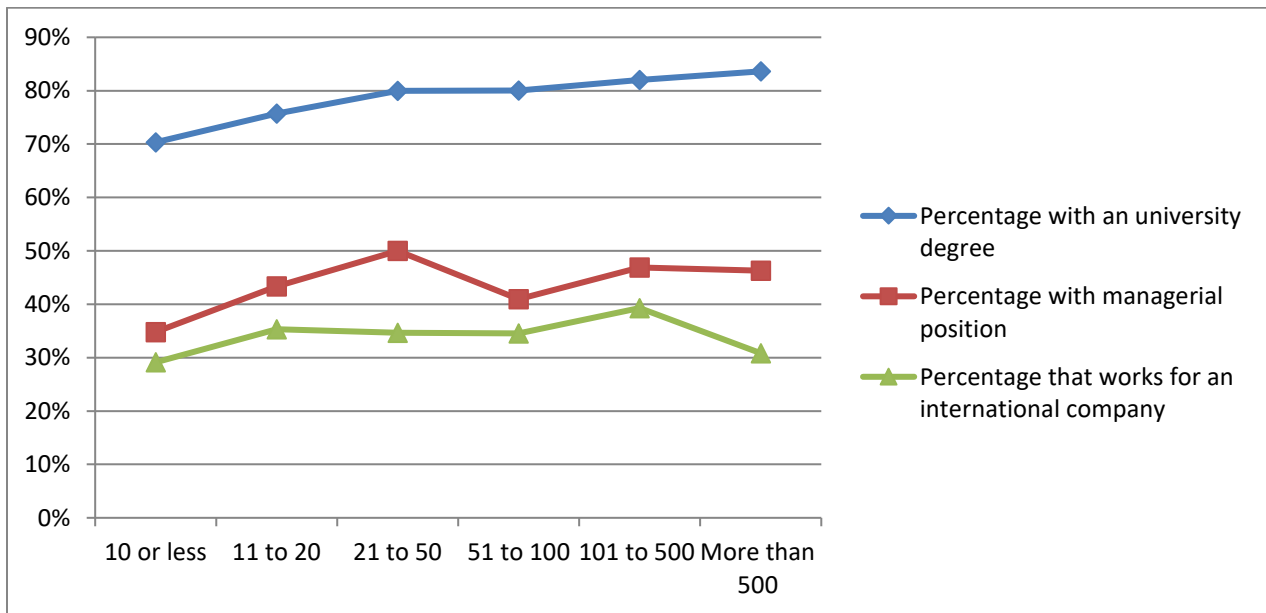
Larger companies pay higher median salary levels. Highest salaries are paid by the companies with 100 to 500 employees.



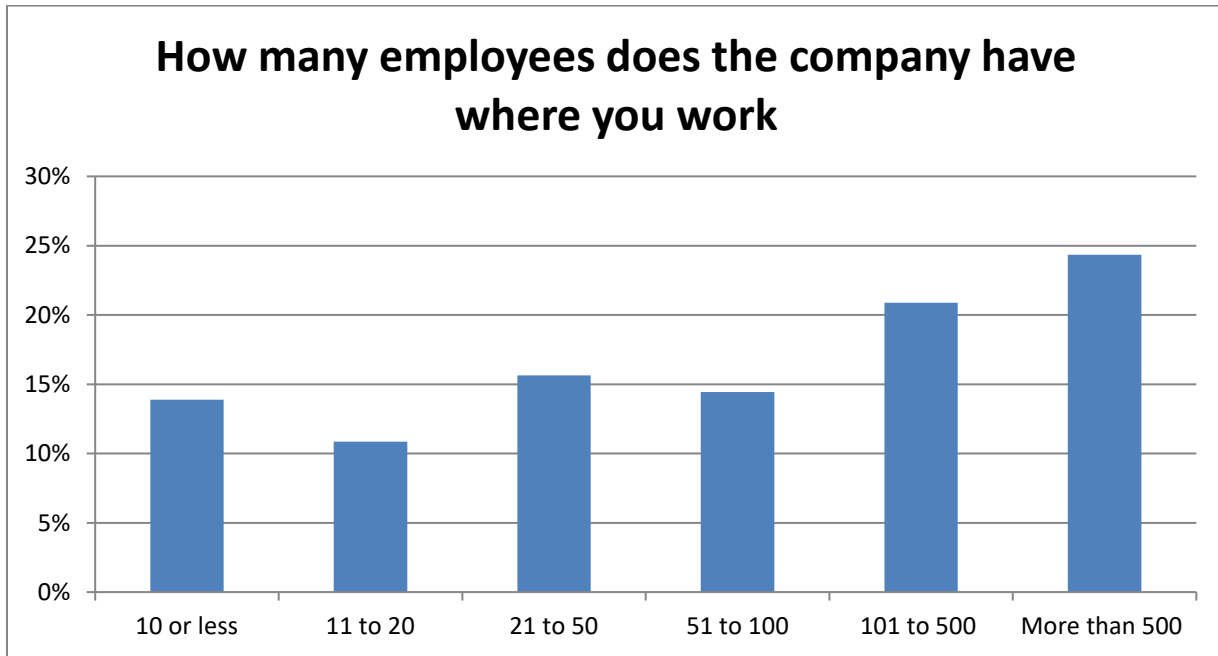
The larger the companies the more people stay with same company. Smaller companies see more attrition.



Larger organizations have a higher percentage of employees with an university degree. Smaller companies are less often international and offer fewer managerial positions.

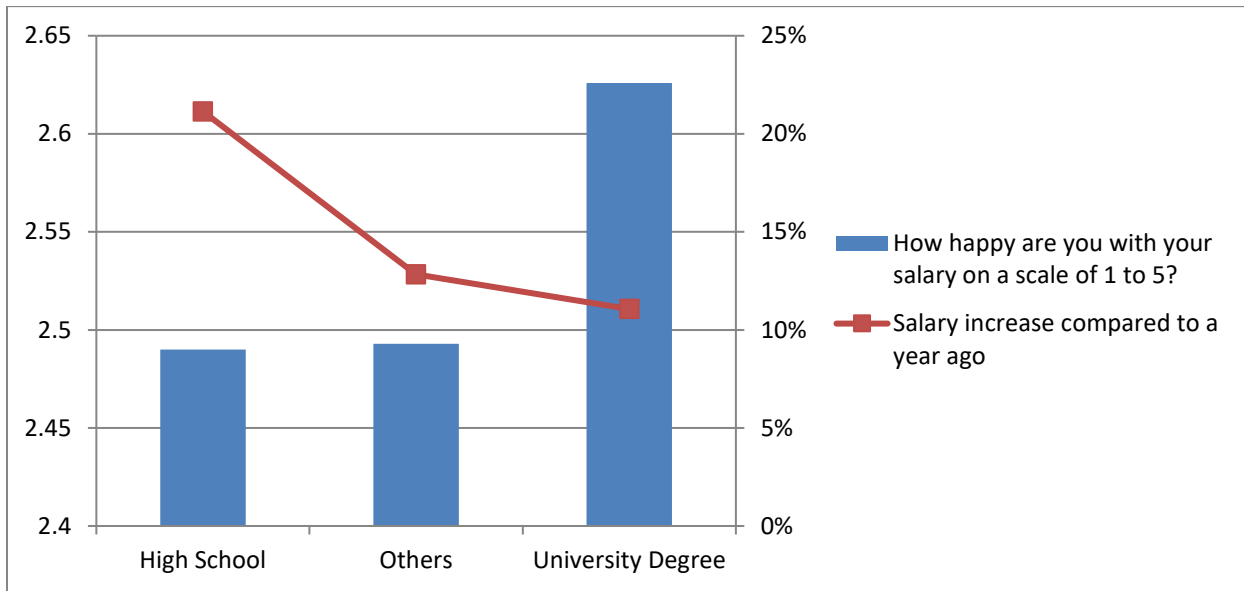


45% of the survey respondents work for organizations with 101 or more employees. 25% works for organizations with 20 employees or less. 30% sits in between.

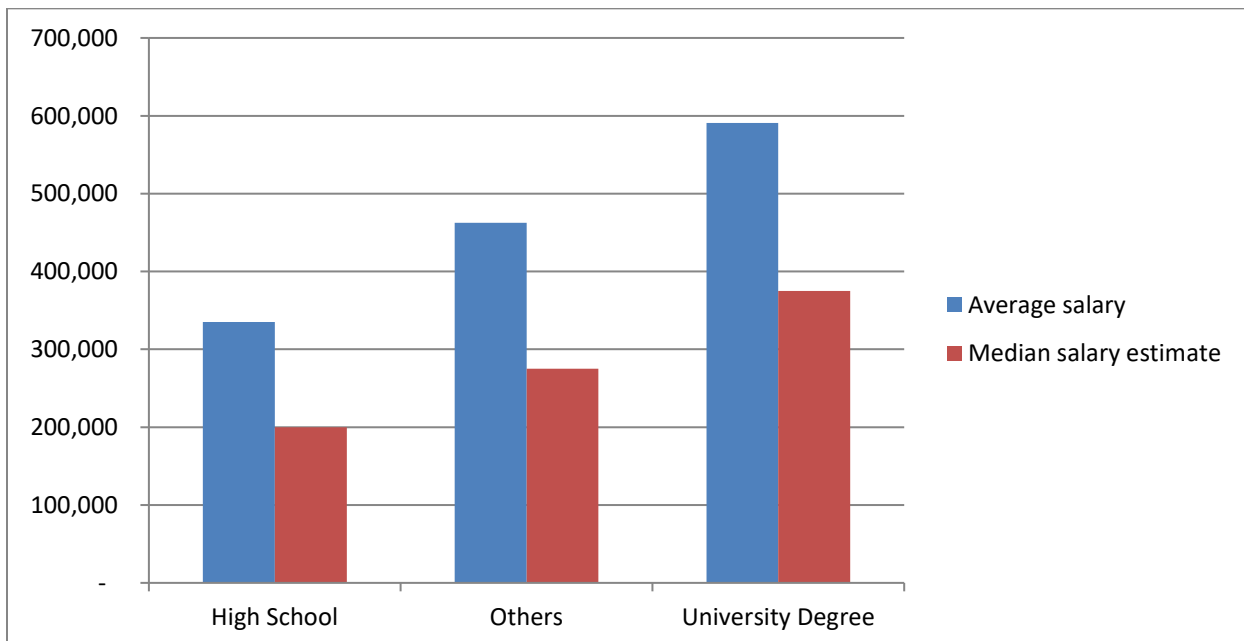


Differences by Education Level

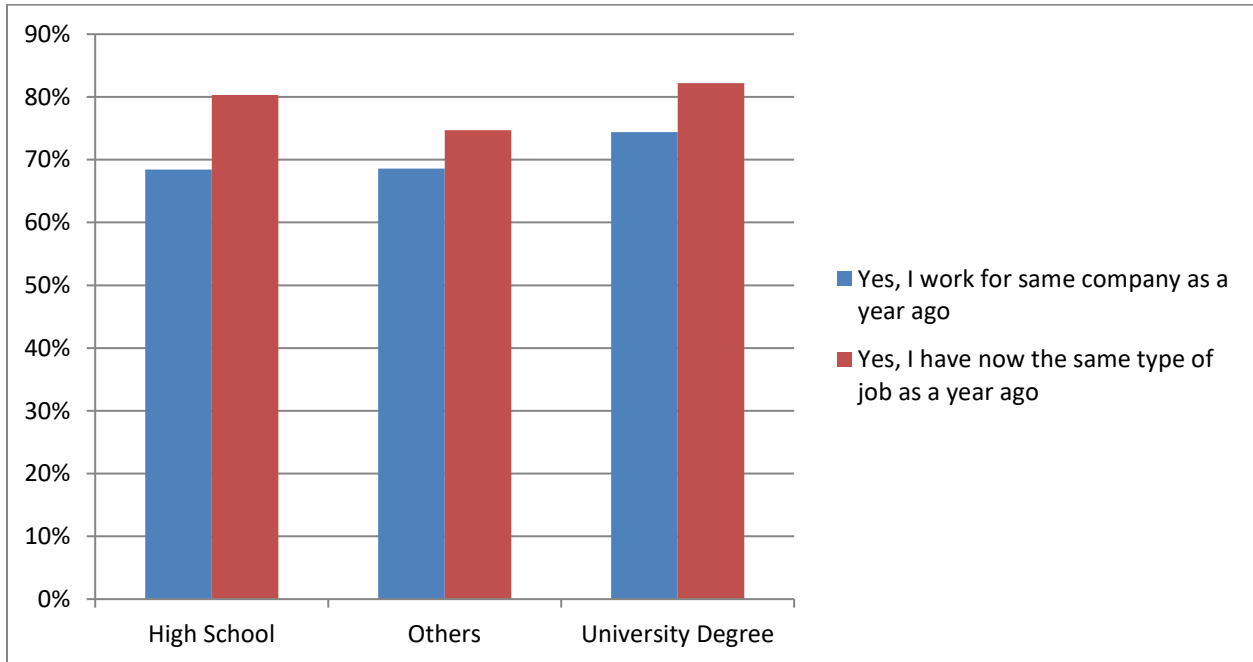
People with an university degree are on average happier with their salary level than others and get percentage wise lower increases (but over higher salary levels as chart below).



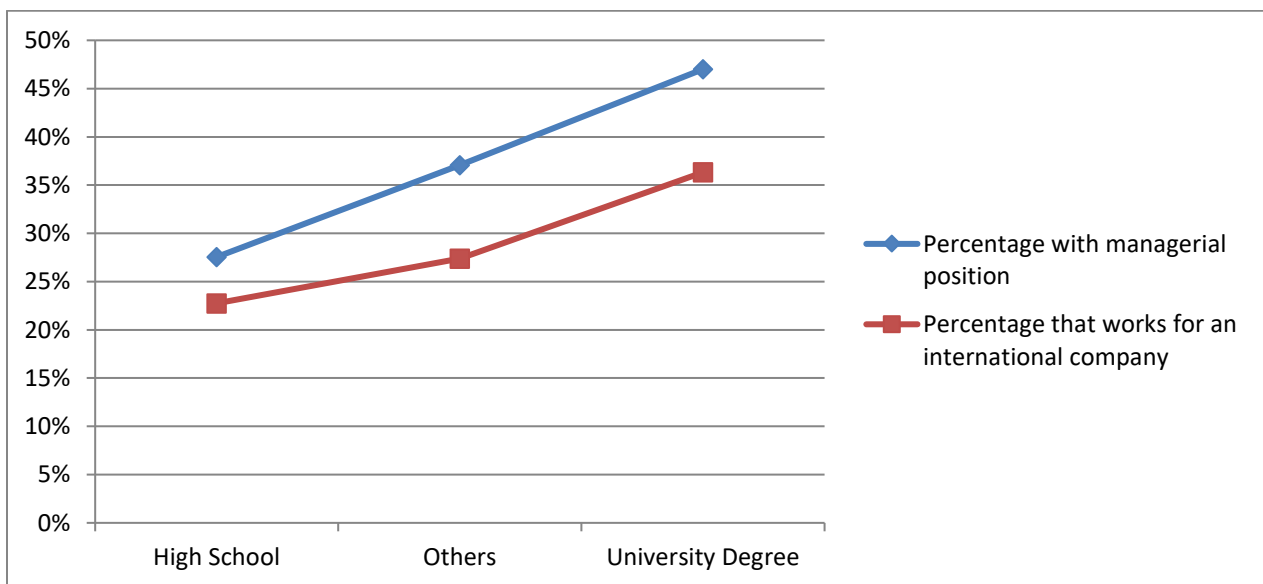
Salary levels for those with an university degree are considerably higher than for others.



On average, people with an university degree are working more often still for the same company as a year ago than others. But differences are minor.

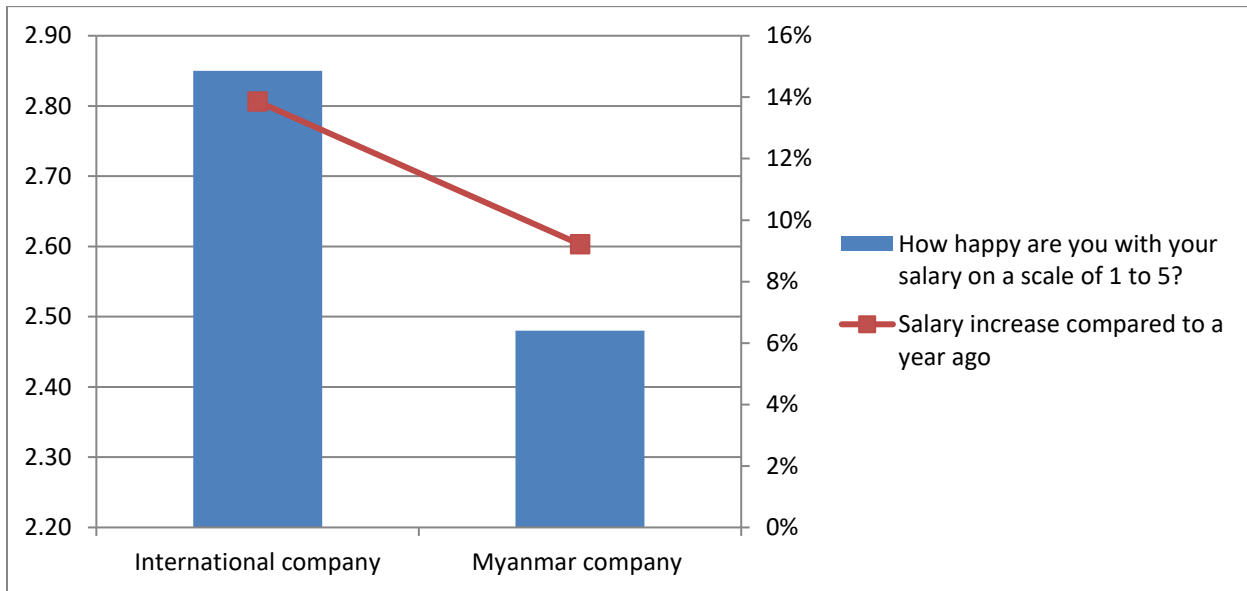


A higher percentage of people with an university degree works in an managerial position and for an international company than for the rest of the workforce.

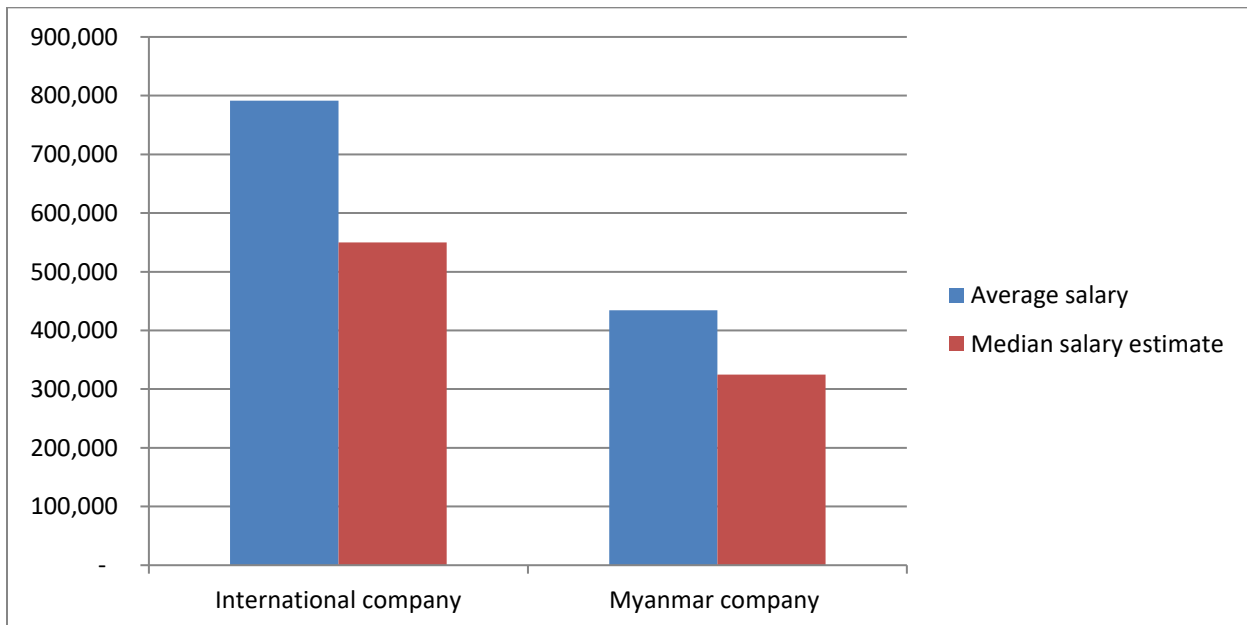


Differences by Company Origin

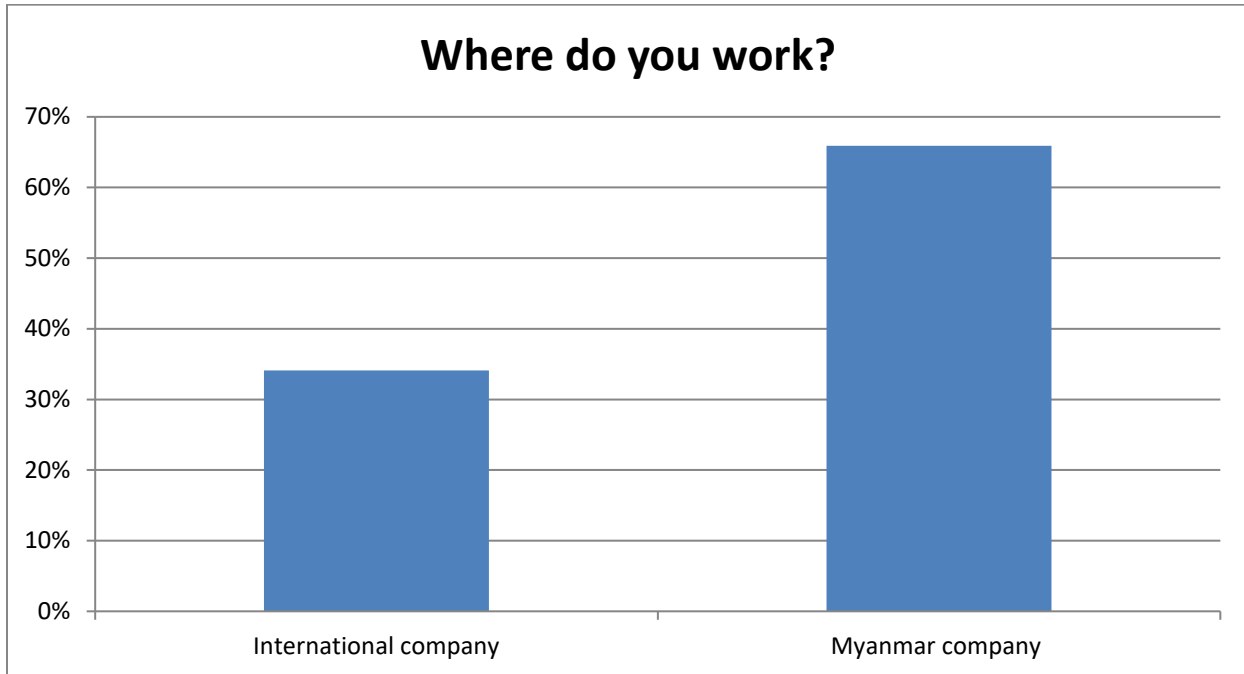
People with international employers are on average happier with their salary level and received percentage-wise higher salary increases than those working for a Myanmar company.



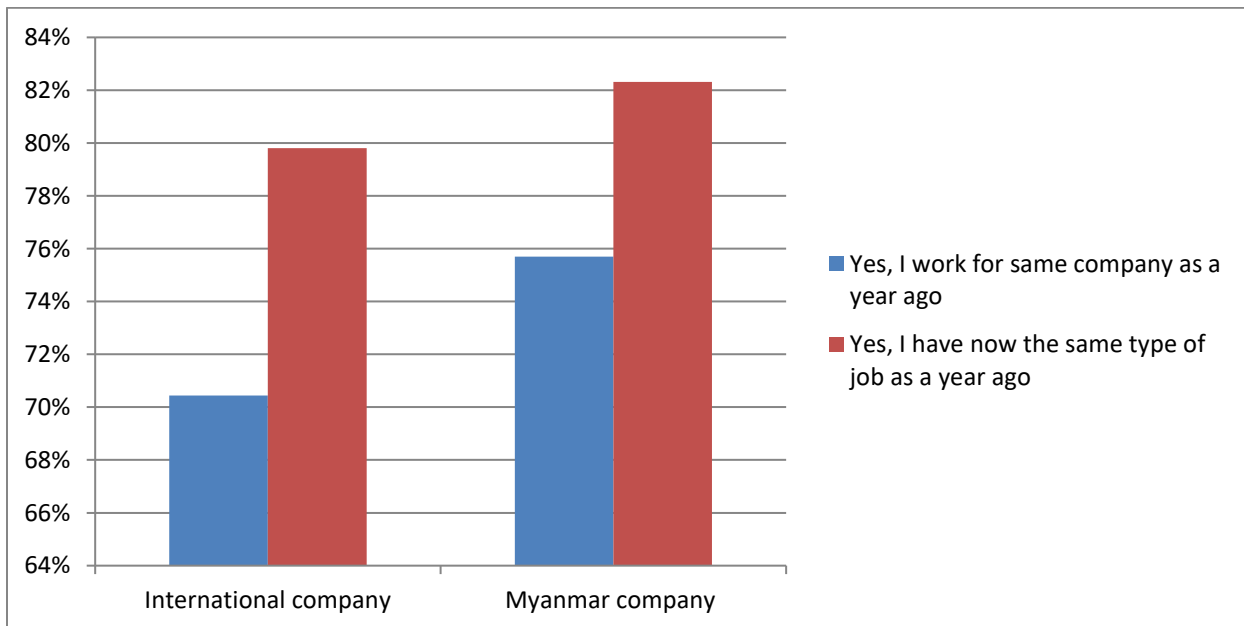
Salary levels are on average higher at international companies than at Myanmar companies.



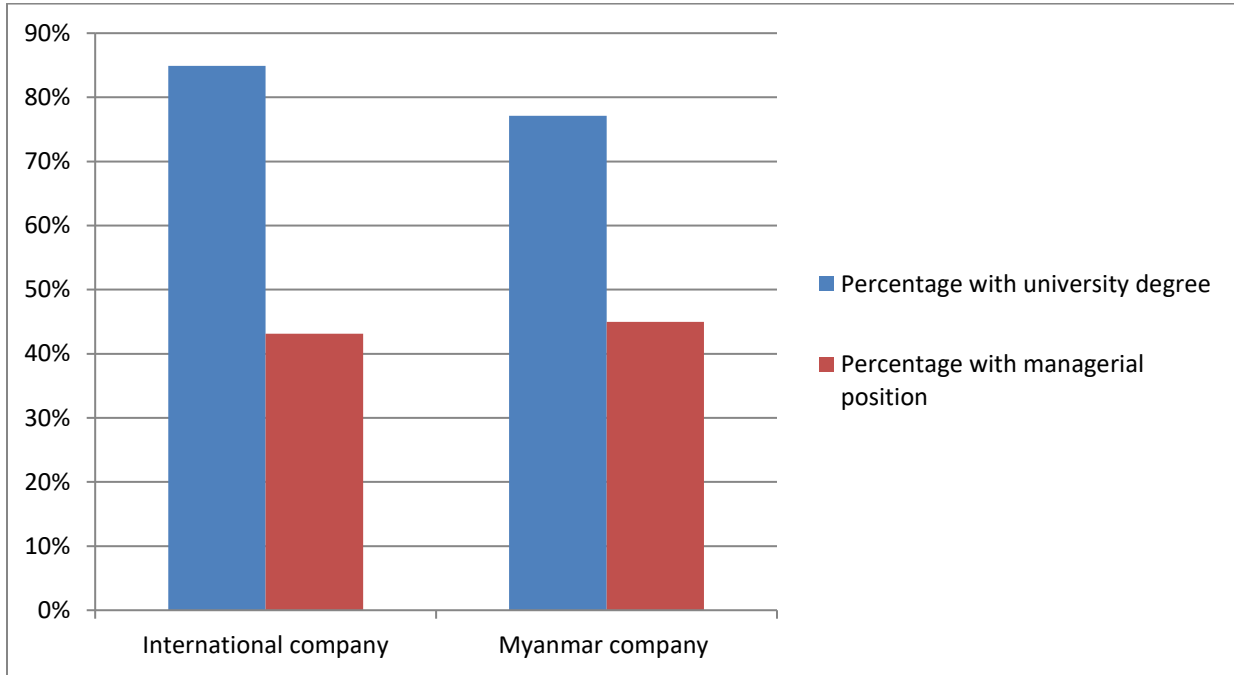
Over 60% of the survey respondents are working for a Myanmar company.



A higher percentage of the people who work with a Myanmar company stay with same company and in same type of job than for those working with an international company.

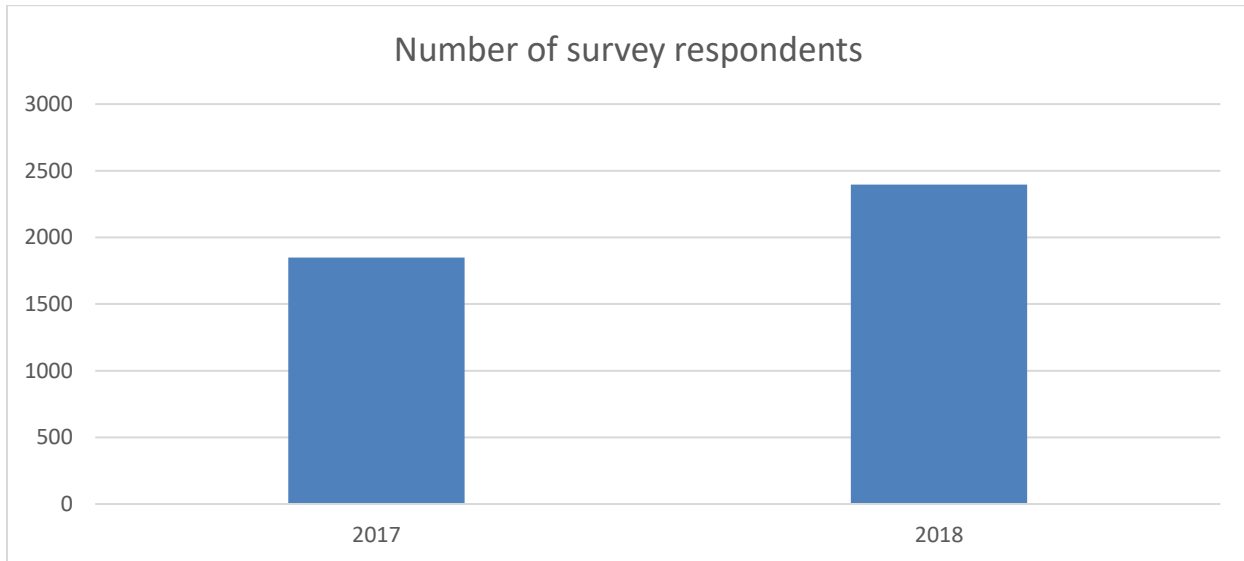


A higher percentage of people who are working with an international company have an university degree than of people working with a Myanmar company.

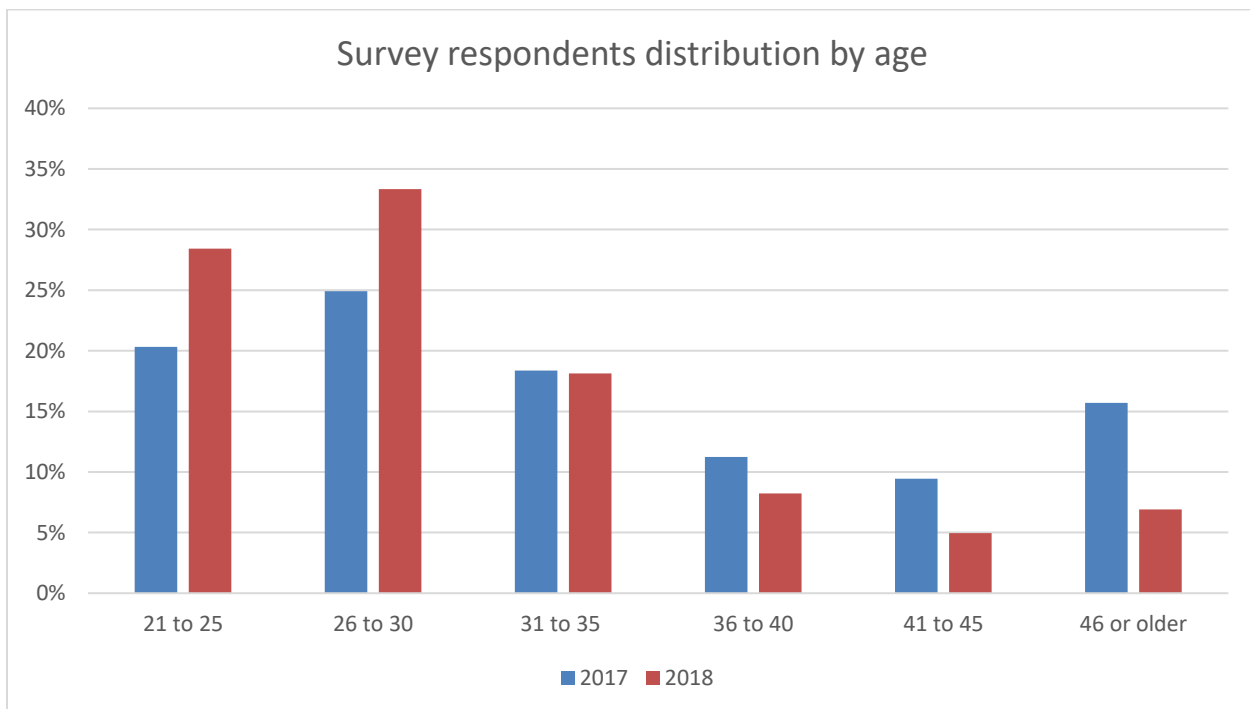


Distribution of Respondents 2018 vs. 2017 Survey

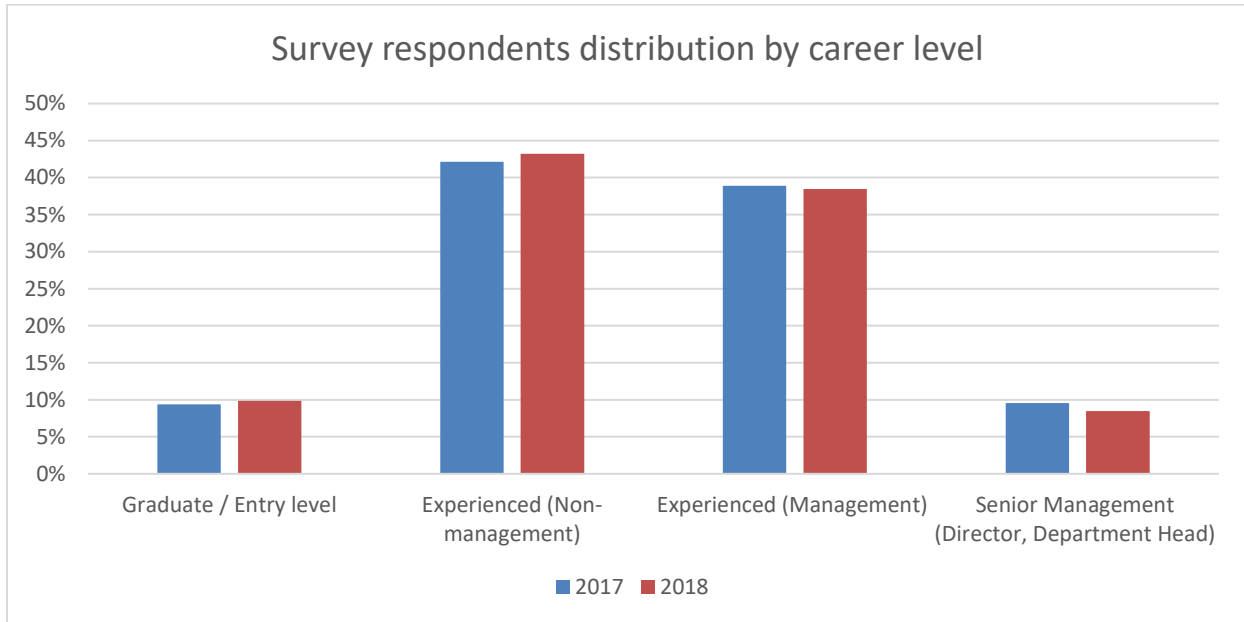
About 37% more people participated in the 2018 survey than in 2017.



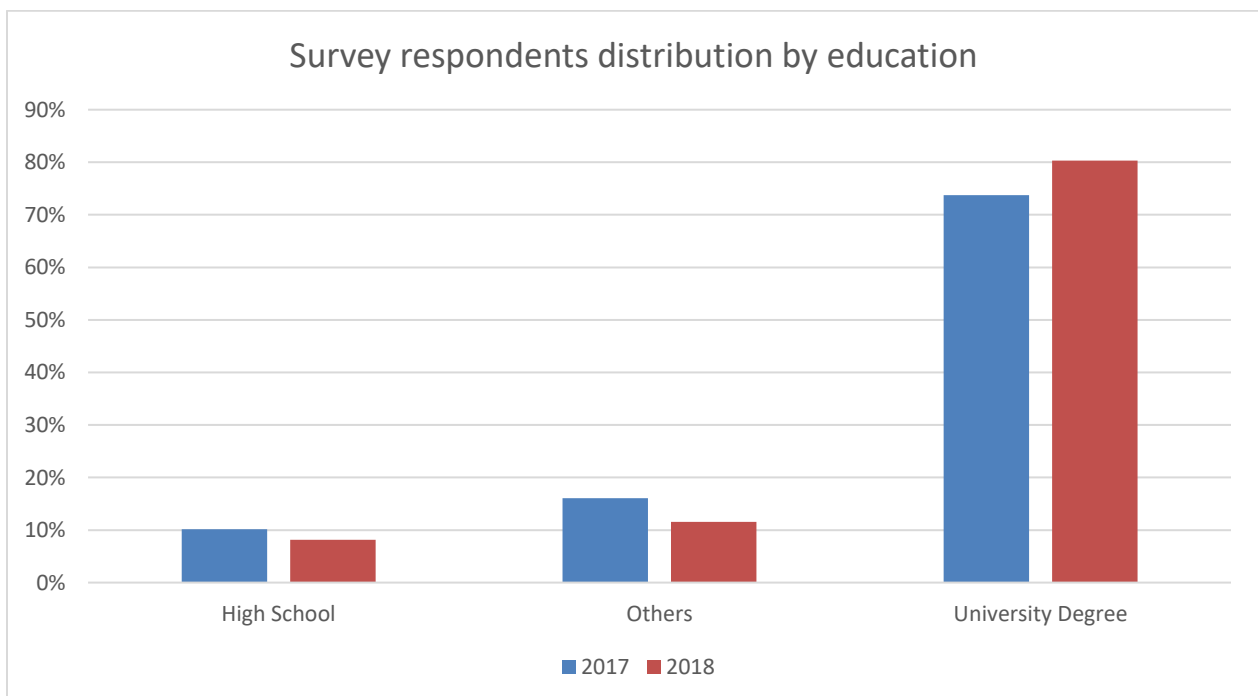
On average, more younger people participated in 2018 than in 2017.



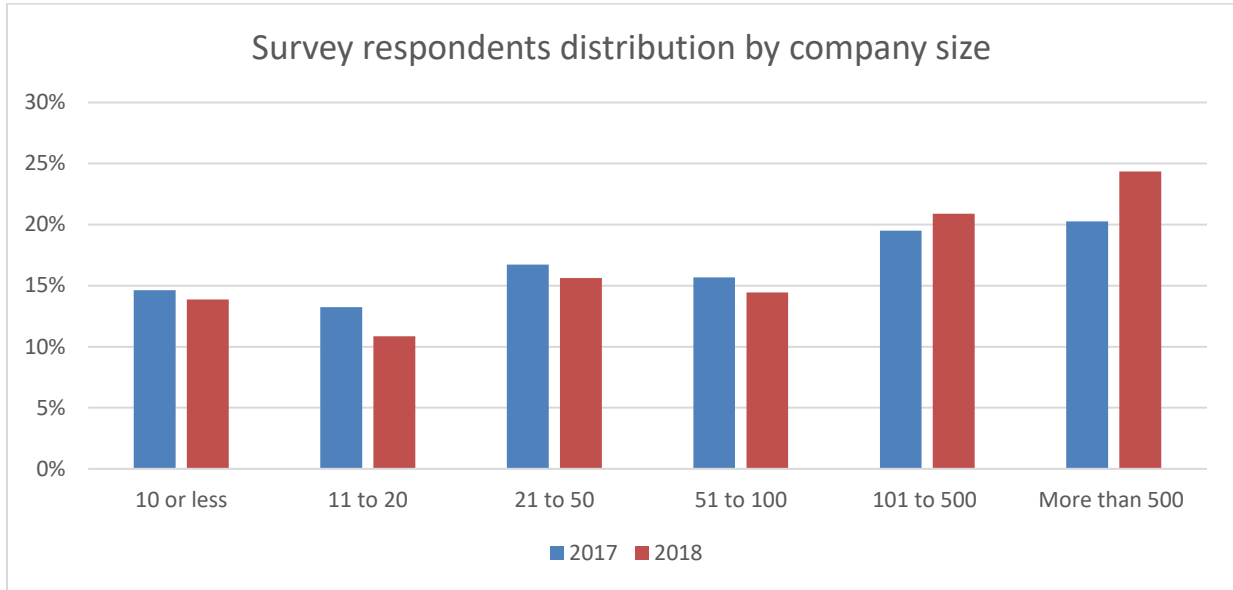
The distribution of respondents by career level was the same in 2018 as in 2017.



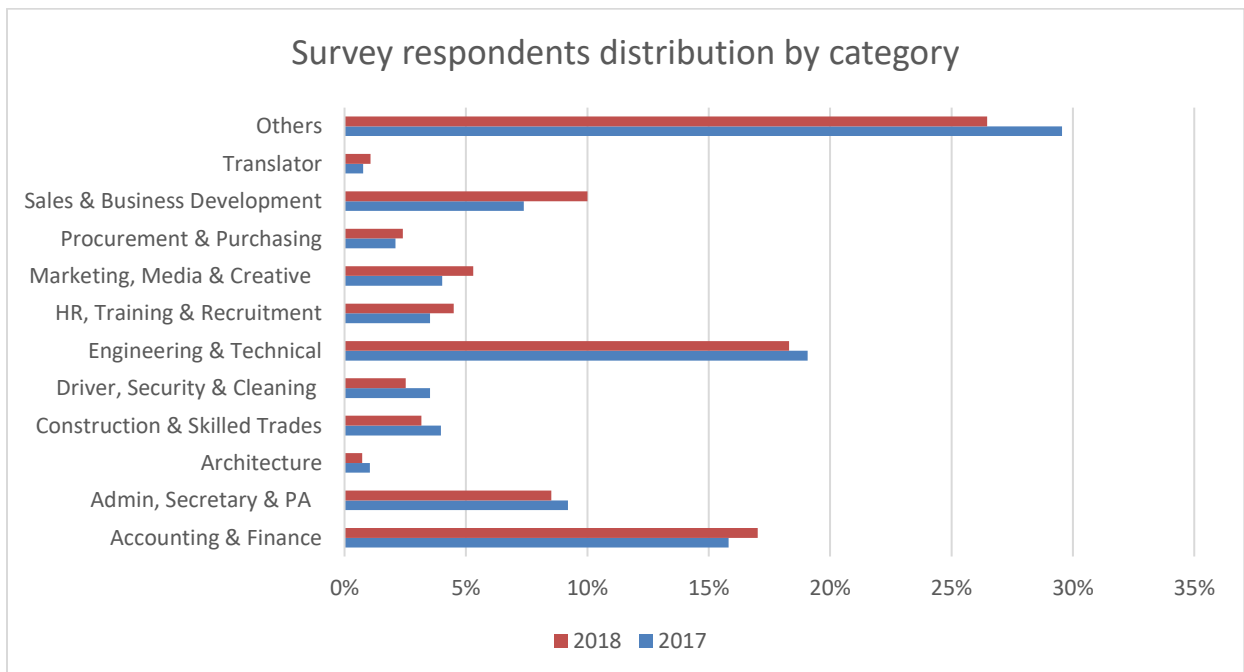
A slightly higher percentage of people with an university degree participated in 2018 survey compared to in 2017.



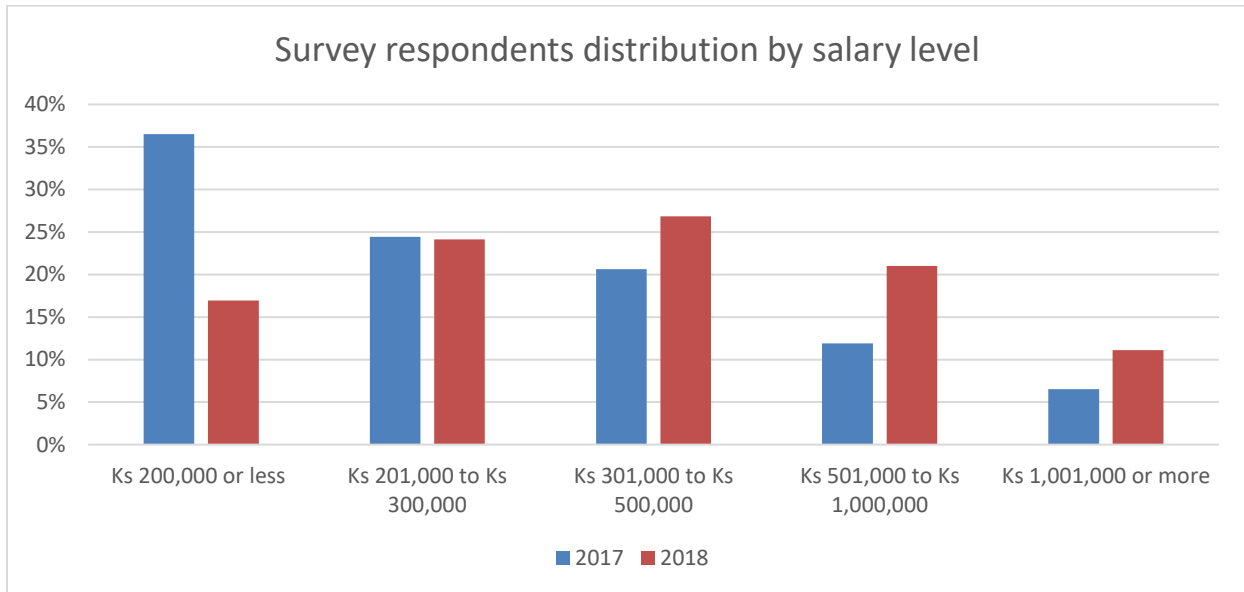
A slightly higher percentage of people who work with companies who have 500 employees or more participated in 2018 survey compared to in 2017.



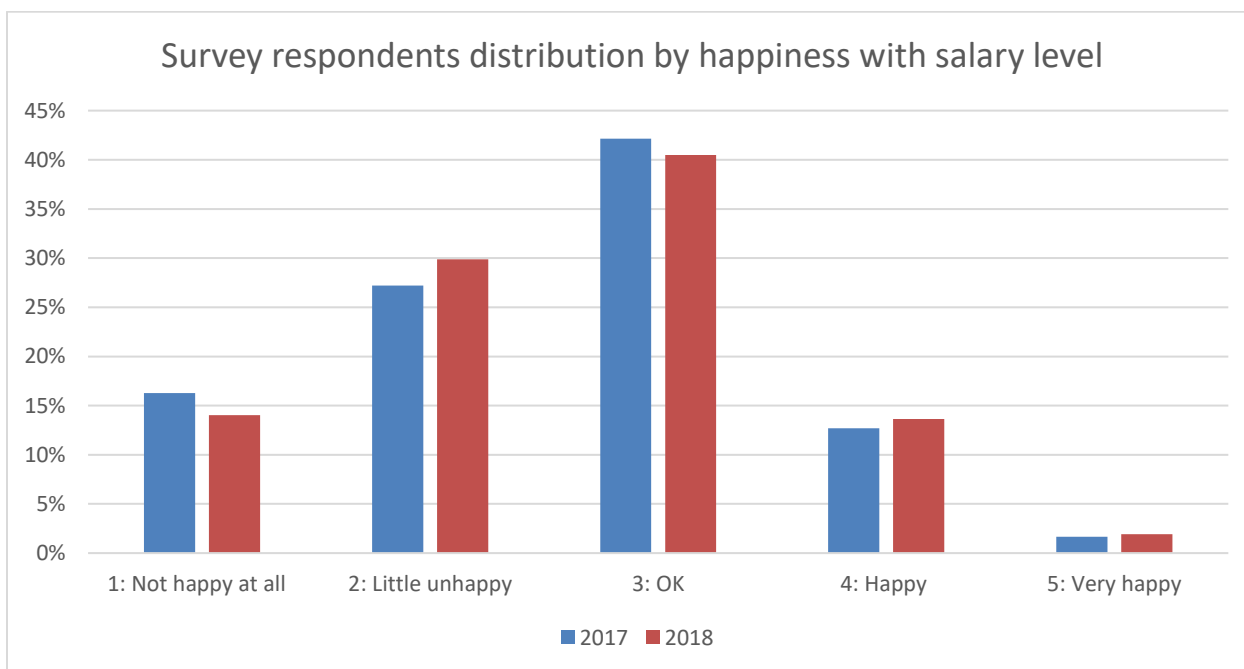
Some minor differences exist in the distribution of respondents over job categories between 2018 and 2017. Biggest increase is for Sales & Business Development.



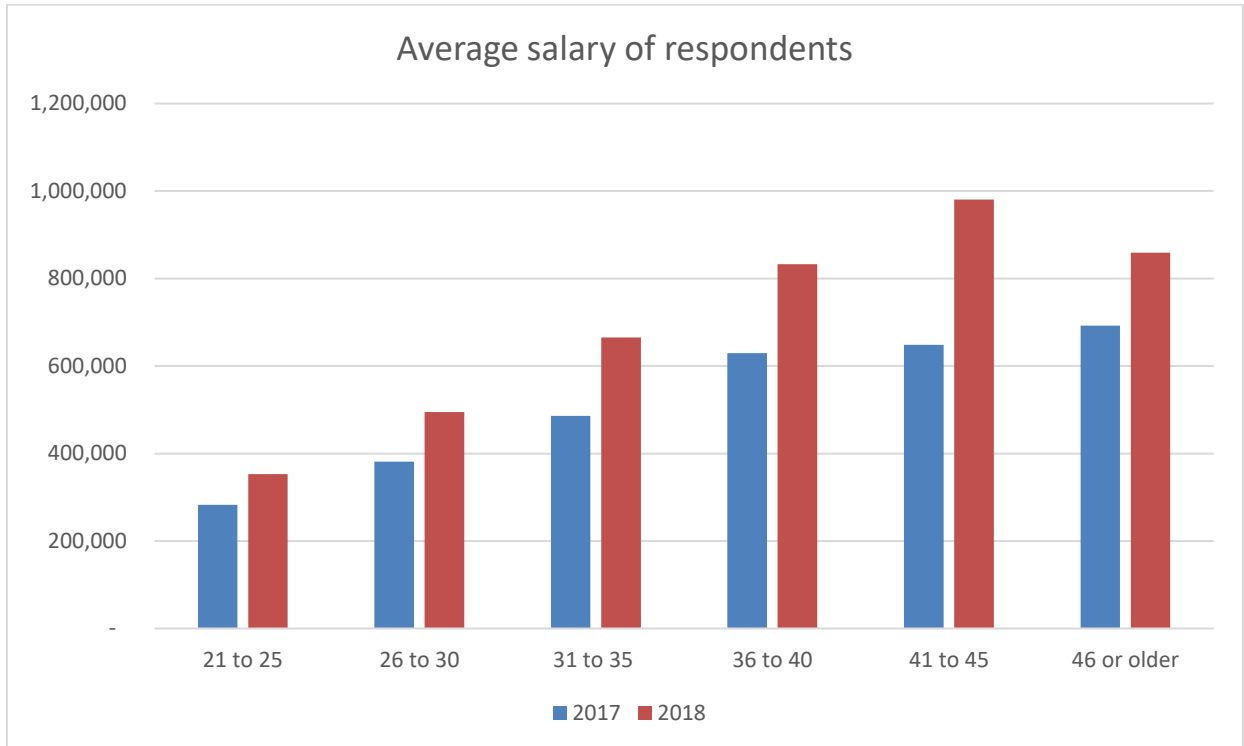
In 2018, more participants had a higher salary and fewer fell in the lowest salary category compared to in 2017.



Distribution of candidates over the 5 happiness level categories is almost the same in 2018 as in 2017.



Average salary levels of respondents by age category are higher in 2018 than in 2017.



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Agency@myjobs.com.mm ; +95 92 5159 6082

Office Addresses:

Yangon:

No 5, Kan Yeik Thar Street, 10 Ward, Mayangone Township

Mandalay:

Room (G-4) Ground floor, Yadanar Taing Pyi Housing, 32nd Street, Between 60 & 62, Chan Aye Thar Zan