

MYANMAR SALARY SURVEY

FEBRUARY 2020

USER GUIDE

INTRODUCTION OF THE MYANMAR SALARY SURVEY

- The Myanmar Salary Survey is the result of the cooperation between CCI France Myanmar and the Members of CCI France Myanmar’s “Human Resources Committee”
- It is run and published **every year** on CCI France Myanmar’s website (www.ccifrance-myanmar.org).
- It is not sponsored by any company or organisation, and is **available for free** to everyone.
- The participation in the salary survey is **100% anonymous**. We don’t request any information that could help to identify your company. All answers are anonymous and are only accessible to our Management. We don’t share individual answers and only publish general consolidated data.
- The more answers we get, the better the quality of the data is. Therefore, if you want this survey to be useful to your company too, we thank you in advance for participating in the survey and for sharing this information with all your business contacts.

IMPORTANT INFORMATION



Please read this before taking the survey!

- **INDIVIDUAL EMPLOYEES SHALL NOT TAKE THE SURVEY. ONLY HR MANAGERS AND GENERAL MANAGERS SHALL FILL IN THE SURVEY WITH THE INFORMATION REGARDING ALL THE EMPLOYEES IN THEIR COMPANIES.**
- The Myanmar Salary Survey only concerns employees working in Myanmar under **local contracts** (Myanmar nationals & Foreigners). It doesn’t concern Foreigners working under expatriate contracts.
- Please only indicate **salaries in Myanmar Kyat (MMK)**. When conversion is necessary, please use the following exchange rate: **1 USD = 1,500 MMK**.
- Please only indicate **Gross Salaries**, not including allowances and other monetary benefits.
- The survey takes between 30 mn to 1 hour to fill in, depending on the size of your company.

INFORMATION REQUESTED FOR EACH POSITION

- Minimum Monthly Gross Salary (MMK) – Please use exchange rate: 1 USD = 1,500 MMK
- Maximum Monthly Gross Salary (MMK) – Please use exchange rate: 1 USD = 1,500 MMK
- Annual bonus:
 - 0,5 month
 - 1 month
 - 1,5 months
 - 2 months
 - 2.5 months
 - 3 months
 - More than 3 months
- Is bonus fixed or variable?

LIST OF POSITIONS INCLUDED IN THE SURVEY

- **When a department or a position doesn't exist in your company, simply answer "No", and the survey will then move to the next department or position.**
- Executive Management Team
 - Country Manager / Managing Director / CEO
 - CFO / COO / CTO...
- Sales Department
 - Sales Director
 - Senior Sales Manager
 - Sales Manager
 - Sales Supervisor / Assistant Sales Manager
 - Sales Specialist / Senior Sales
 - Sales Staff
- Marketing Department
 - Marketing Director
 - Senior Marketing Manager
 - Marketing Manager
 - Marketing Supervisor / Assistant Marketing Manager
 - Marketing Specialist / Senior Marketing
 - Marketing Staff



- Accounting & Finance Department
 - Accounting & Finance Director
 - Senior Accounting & Finance Manager
 - Accounting & Finance Manager
 - Accounting & Finance Supervisor / Assistant Accounting & Finance Manager
 - Accounting & Finance Specialist / Senior Accounting & Finance
 - Accounting & Finance Staff

- IT Department
 - IT Director
 - Senior IT Manager
 - IT Manager
 - IT Supervisor / Assistant IT Manager
 - IT Specialist / Senior IT
 - IT Staff

- Administration Department
 - Admin Director
 - Senior Admin Manager
 - Admin Manager
 - Admin Supervisor / Assistant Admin Manager
 - Admin Specialist / Senior Admin
 - Admin Staff

- Human Resources Department
 - HR Director
 - Senior HR Manager
 - HR Manager
 - HR Supervisor / Assistant HR Manager
 - HR Specialist / Senior HR
 - HR Staff

- Legal Department
 - Senior Legal Manager
 - Legal Manager
 - Legal Supervisor / Assistant Legal Manager
 - Legal Specialist / Senior Legal
 - Legal Staff

- Supply Chain Department
 - Supply Chain Director
 - Senior Supply Chain Manager
 - Supply Chain Manager
 - Supply Chain Supervisor / Assistant Supply Chain Manager
 - Supply Chain Specialist / Senior Supply Chain
 - Supply Chain Staff



- Procurement Department
 - Procurement Director
 - Senior Procurement Manager
 - Procurement Manager
 - Procurement Supervisor / Assistant Procurement Manager
 - Procurement Specialist / Senior Procurement
 - Procurement Staff

- Engineering Department
 - Engineering Director
 - Senior Engineering Manager
 - Engineering Manager
 - Engineering Specialist
 - Engineering Staff

- Operations Department (Hospitality Industry Only)
 - Operations Director
 - Senior Operations Manager
 - Operations Manager
 - Operations Supervisor / Assistant Operations Manager
 - Operations Staff

- Program Management Department (NGO & NPO Only)
 - Program Director
 - Program Manager
 - Program Manager
 - Program Supervisor / Assistant Program Manager
 - Program Staff