

MYANMAR HR SURVEY 2024



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INTRODUCTION



Myanmar, located in Southeast Asia, has a population estimated to be over 54 million people as of 2023. The workforce in Myanmar is relatively young and growing, with around 21.5 million employed individuals, which accounts for approximately 39% of the total population. Despite this growth, Myanmar faces significant challenges due to political instability, conflicts, natural disasters, and the COVID-19 pandemic, all of which have severely impacted job creation and economic growth.

The combined effects of the pandemic and the political crisis have resulted in widespread job losses, reduced incomes, and the termination of employment contracts. Many workers have experienced substantial reductions in salaries and adverse physical and mental health effects. Additionally, the uncontrolled inflation and the subsequent rising prices have significantly impacted their spending power.

Several structural challenges persist within Myanmar's workforce. These include low levels of education and skill development, a shortage of skilled labor, limited job opportunities, frequent regulatory changes, employment uncertainty, and difficulty in finding talented workers. These factors continue to hinder the country's economic recovery and development.

The Myanmar HR Survey 2024 investigates how companies have adapted their workforce management practices in response to the difficulties faced in 2023. The survey aims to provide insights to help companies enhance their resilience and plan for future uncertainties.

The survey examines several key areas, including overall headcounts, benefit packages, compensation, training programs, and budget allocations for 2023. It also explores how companies have managed employee safety, maintained business operations, and addressed productivity and engagement challenges. The findings offer a comprehensive view of how recent events have impacted Myanmar's workforce and the strategies companies have implemented to adapt.

The Myanmar HR Survey 2024, launched by FMCCI on February 21, 2023, gathered 328 responses by the end of the survey period on May 10, 2024. The survey included additional sectors such as Agriculture, Automotive, Energy, IT & Telecommunications, and Media & Entertainment, to provide a broader view of the business environment.

Compared to the 2023 survey results, the total number of respondents declined by 55%. This significant reduction in participation is likely due to several factors. Firstly, many companies stopped operating in



Myanmar since early 2023. Some of them were respondent one year ago. Secondly, a new question was added at the beginning of the survey to confirm if the respondent was an HR personnel responsible for handling salary payroll data. In 2023, many individual employees participated without fully understanding the survey guidelines. That might have dissuaded some answerers. Thirdly, the economic crisis in Myanmar might have influenced businesses' decision to participate. Some companies might have skipped the survey this year, considering that they were not conducting an annual salary review, deeming it unnecessary during these challenging times.

As every previous issue was, the Myanmar HR Survey 2024 is the only survey of its kind available in Myanmar that provides comprehensive data to employers and employees on salary levels per position and sector, accurately reflecting the current market data. Thus, it benefits companies operating in the country with detailed information, allowing them to benchmark their compensation practices against market standards and to make informed decisions regarding salary adjustments and benefit packages.

The survey offers as well a valuable point of reference for companies to understand the overall impact of the market in 2023. By highlighting how various sectors and roles were affected by the economic and political challenges, it enables companies to contextualize their own experiences within the broader market trends. This context is crucial for making strategic decisions that align with the prevailing economic conditions.

Moreover, the survey provides a comprehensive way to compare and study the evolution of the market over the past year. Analyzing trends and shifts in workforce management practices allows companies to gain valuable insights into emerging patterns, helping them prepare more effectively for future developments. This longitudinal perspective is essential for strategic planning and enhancing organizational resilience, especially in a volatile economic environment.

Overall, the Myanmar HR Survey 2024 is an indispensable tool for companies to understand the current workforce management practices in Myanmar and plan for future challenges. It offers a unique opportunity to gain detailed insights into the local labor market, aiding businesses in aligning their strategies with the prevailing economic conditions.

In conclusion, the HR survey report provides useful information on the salary levels for different positions across various sectors in Myanmar and assists 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 included a global overall view of the median and average figures for each position in each sector.

Readers can confidently use this report as a general guide and reliable source. However, if looking for additional views or perspectives, we recommend consulting additional sources as well, in order to have a thorough and comprehensive 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.

Sources:

[World Bank](#)

[World Population Review](#)

[World Bank Report on Myanmar's Economic Outlook](#)

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ABOUT AMMON

Ammon Consulting (Myanmar) Co., Ltd is a foreign investment company providing HR Outsourcing Services in Myanmar. Established in 2013, we are providing an integrated HR service.

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METHODOLOGY

The Myanmar HR Survey 2024 is the sixth edition following the publication of the Myanmar Salary Survey in August 2023. In March 2024, invitations to participate in the survey were sent to individuals across Myanmar. The data collection period spanned nearly 8 weeks, from March 18 to May 10, 2024. Respondents were asked to submit their responses online, anonymously, and in Myanmar Kyat (MMK). The survey utilized the official US dollar exchange rate of the Central Bank of Myanmar: 1 USD = 2,100 MMK. Participants received a user guide to assist them in accurately completing the survey.

Participants were requested to provide information on various aspects, including their industry, headcounts, gender distribution, organization size, employee levels, benefits and compensation packages, training programs, average, minimum, and maximum salaries, annual bonuses, sales commissions, allowances, and salary increase percentages for the previous year. The survey ensured anonymity by not requiring any personal or confidential company information.

After collecting the data, it was processed with careful attention to ensure consistency. Each entry was carefully checked and double-checked. For instance, a respondent reported that his company's yearly insurance benefit amount per employee was 10,200 lakhs. This clearly indicated a misunderstanding of the question, resulting in an impossible answer. Such errors were not investigated further, as any interference could introduce additional errors. Instead, these aberrant responses were disregarded to maintain the data's quality and usefulness.

This approach was applied to several answers or entries that were incorrect. As a result, the final dataset comprised high-quality, reliable, and meaningful data, which forms the basis of this document.

The data was then analyzed to identify trends, which are illustrated through various graphs and comments in the report. The sample size used for each analysis is always mentioned, as this parameter sets the confidence interval and influences the extent to which the data can be extrapolated and interpreted. Providing detailed explanations was considered important wherever possible. However, it is crucial not to overestimate conclusions when the sample sizes are small, typically under 50 responses, as the sample size inherently limits interpretation, regardless of data quality.

The survey results are organized alphabetically by industry, with each job category and level listed. Some positions or levels were removed or adjusted if they did not exist within a particular category or industry to improve the clarity and presentation of the survey. The survey focuses solely on base salaries for employees working in Myanmar under local contracts, including both Myanmar nationals and foreigners. For any inquiries regarding the survey and its results, readers may contact Ms. Zar Nay Khin at business.officer@ccifrance-myanmar.org.



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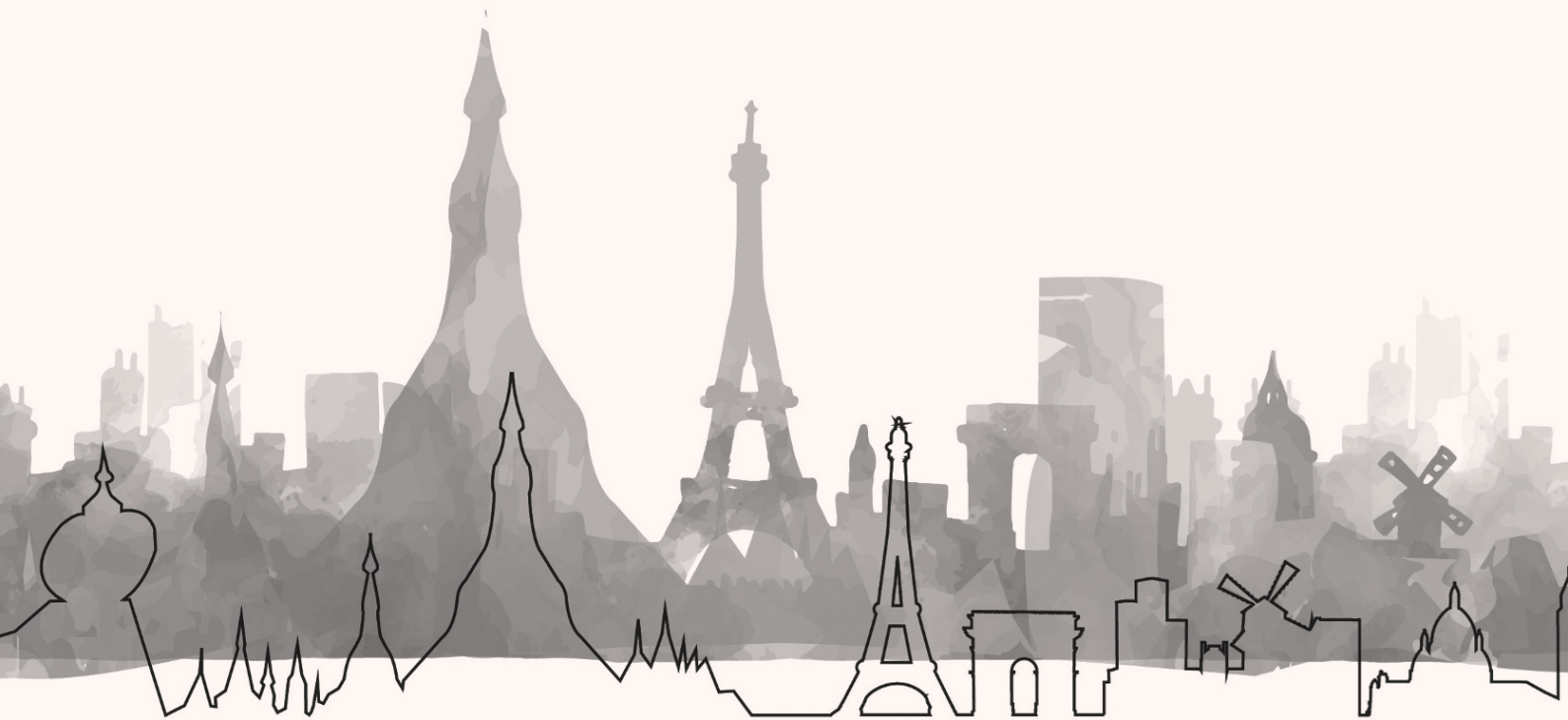
FRENCH MYANMAR CHAMBER OF COMMERCE & INDUSTRY

YANGON OFFICE

Times City - Office Tower 2 - 16th floor - Unit 1610
Between Hanthawaddy & Kyuntaw Roads - Kamayut Township

Phone: +95 9 425 450 546

Mail: contact@ccifrance-myanmar.org
business.officer@ccifrance-myanmar.org



www.ccifrance-myanmar.org