



MYANMAR

SALARY SURVEY

2020



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Contact us at integrate@eramyanmar.com

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 2%.

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.

In this context, CCI France Myanmar has decided to launch this survey for the following reasons:

- Myanmar doesn't have an accurate salary survey available for free, so companies have no way to see if they are under or overpaying their staff.
- All businesses benefit from data on salary ranges in their industry as well as other industries.
- All developed markets have an accurate salary survey, but the salary surveys in Myanmar are only getting information from a small number of companies and are not an accurate representation of the market.

This 2020 edition is the third edition of our annual Myanmar Salary Survey.

This Myanmar Salary Survey should only be viewed as a guide. Our survey group was spread across a variety of industries and we received 510 responses, mostly from companies from the Yangon region.

The small number of answers received for some positions in some sectors may affect the reliability of some data in this guide, but still manage to provide information on the rough level of salaries in main sectors in Myanmar.

This survey was done before the beginning of the covid-19 pandemic and therefore doesn't account for the impact of this crisis on the Myanmar economy in 2020. The latter will certainly show in the next edition of the survey in 2021. We thank you in advance for participating in it, to make sure that the results are as accurate as possible.

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OUR GROUP SERVICES

♦ Online Recruitment and Talent Management Platform



♦ Biggest Premium Job Fairs for Professionals



♦ Organizer of the Myanmar Employer Awards and HR Industry conferences



The Myanmar Employer Awards are a national program committed to Employers and developing the Human Resources community in Myanmar. The awards program is driven by the industry's most trusted opinion leaders as judges and each year features hundreds of entrants by companies all aiming to be recognized as the best employers.

- ★ The Awards establish a benchmark of excellence in HR practices in Myanmar
- ★ Bring your HR team and company management together and be recognized as an employer of choice
- ★ Document your achievements and track your progress every year



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PROCEDURE

This salary survey 2020 is the third edition of our annual Myanmar Salary Survey. Invitations to complete the survey were sent in February 2020. Respondents were invited to submit their responses online, anonymously, in MMK (Myanmar Kyat).

The average exchange rate used for this survey was the following: 1 USD = 1,500 MMK.

A user guide was provided to explain to participants how to take the survey.

Participants were asked to provide information about the industry to which they belong, the size of the organization in which they work, the minimum and maximum amount of salaries, the annual bonus, the commission for sales persons, the allowances and salary increase percentage for previous year, according to their respective departments and industries.

EXECUTIVE OVERVIEW

Myanmar is one of Asia's last frontier market, promising to become the next South-East Asian rising star. After years of isolation, the country opened up in 2011 and implemented substantial reforms that established the fundamental basis for the real development of the country.

The average annual growth Myanmar's GDP is now between 6 and 7%, making it one of the highest in Asia and in the World. While the covid-19 will impact its growth in 2020, the forecast is that the country will continue to develop at a similar pace in the future, thanks to its many resources, thus offering a great potential for companies investing and operating in the country.

It also faces challenges that all are potential opportunities for foreign investors. Its population is the second poorest in Asia but the demographic profile of the country is also a strong catalyst for economic expansion, with more than half of the 51 million people in Myanmar aged 27 or less. Even though Myanmar was previously known as the "missing link" between China and India, it has benefited across the last five years from massive public and private investments in infrastructure, which have turned the country into a new trade outpost for investors in the region.

Participants were not asked any other personal/company details or company's confidential information, so that employees feel comfortable giving the accurate information. Therefore, this survey is 100% anonymous and free.

In the present document, results are set out by industry in alphabetical order. Each job category and level is listed but, in some cases, positions or levels were removed or changed, if didn't exist in the category or industry, to improve the presentation of the survey.

This survey only concerns gross salaries (allowances and benefits excluded) for employees working in Myanmar under local contracts, both Myanmar Nationals and Foreigners.

In some cases, we noticed that salaries were extremely low or high and we therefore realized that some members in the survey group may not have understood the goal and rules of the survey. Therefore, we decided to removed these corrupted data to ensure the integrity of the results.

This survey was launched before the beginning of the covid-19 pandemic. Therefore, it doesn't show its impact on employment and on salaries in Myanmar.

If you have any questions about this survey and the results, please contact Mrs. Pascaline Grifon at business.manager@ccifrance-myanmar.org.

2019 SALARY OUTLOOK

A nighttime photograph of a wide street in Yangon, Myanmar. The street is illuminated by streetlights, and the headlights of cars are visible. In the background, the Shwedagon Pagoda is brightly lit, its golden spire reaching into the dark sky. The overall scene is a vibrant urban night scene.

4,800Ks
Per day of
minimum wage

6.3%
GDP growth
rate in 2019

1.6%
Unemployment
rate in 2019

8.6%
Inflation
rate in 2019

1,530Ks
= 1 US\$
in 2019

\$6,000
GDP per capita
PPP in 2019

KEY TRENDS

♦ Salary Increments

39% of all respondents said they saw salary increases of between 1 to 5% of salary for previous year 2020.

Industry	Salary Increase Percentage for 2019	Percentage 2019
Construction	1-10%	81%
Consumer Goods	1-10%	76%
Education	1-5%	80%
Financial Services	1-10%	83%
Healthcare	6-15%	100%
Hospitality	1-5%	63%
Logistics	1-10%	100%
Manufacturing	6-15%	67%
NGO / NPO	6-10%	53%
Services	1-10%	76%

♦ Company Size by Industry

The below table shows the sizes of organizations we reached out to by Industry.

Industry	Size of the Organization 2020
Construction	0-10 – 1,000+
Consumer Goods	0-10 – 1,000 +
Education	0-10 – 1,000+
Financial Services	0-10 – 1,000+
Healthcare	0-10 – 1,000+
Hospitality	0-10 – 1,000+
Logistics	0-10 – 1,000+
Manufacturing	10 – 1,000+
NGO / NPO	0-10 – 1,000+
Services	0-10 – 1,000+

♦ Benefits and Allowances

For allowances like travel allowance, medical allowance and meal allowance, 56% of respondents provide transport allowance, 37% provide meal allowance and 54% provide medical allowance. In the table below we have broken this down by industry.

Industry	Transport Allowance 2020	Meal Allowance 2020	Medical Allowance 2020
Construction	62%	33%	62%
Consumer Goods	57%	50%	43%
Education	57%	43%	43%
Financial Services	62.5%	50%	38%
Healthcare	75%	50%	50%
Hospitality	28.5%	43%	43%
Logistics	64%	36%	64%
Manufacturing	82%	73%	55%
NGO / NPO	33%	27%	87%
Services	57%	23%	52%

♦ Repatriate Remuneration

43% of the organizations in this survey employ repatriates.

Industry	Repat Employment Rate 2020	What is the average difference in salary you pay a repat over a local for the same position? 2020
Construction	43%	5 - 40%
Consumer Goods	40%	5 - 40%
Education	57%	5 - 15%
Financial Services	50%	5 - 25%
Healthcare	50%	10%
Hospitality	38%	5 - 35%
Logistics	55%	5 - 20%
Manufacturing	18%	10 - 20%
NGO / NPO	67%	5 - 35%
Services	48%	5 - 30%

♦ **Commission or Incentive Bonus Directly Related to their Performance / Revenue Generated for Sales Staff**

70% of companies from this survey pay their Sales Staff commissions or an incentive bonus directly related to their performance / revenue generated

Industry	What is the rough percentage of revenue they are entitled to receive? 2020	Commission or incentive bonus paid directly related to their performance / revenue generated 2020
Construction	<1 - 20%	78%
Consumer Goods	<1 - 40%	82%
Education	1 -10 %	40%
Financial Services	1 -10 %	50%
Healthcare	1 -10 %	67%
Hospitality	<1 - 40%	56%
Logistics	<1 - 10%	100%
Manufacturing	<1 - 40%	78%
NGO-NPO	1 -10 %	100%
Services	<1 - 20%	59%

♦ **Are bonuses fixed or variable?**

Industry	Fixed 2020	Variable 2020
Construction	0%	100%
Consumer Goods	30%	70%
Education	20%	80%
Financial Services	38%	63%
Healthcare	0%	100%
Hospitality	22%	78%
Logistics	0%	100%
Manufacturing	25%	75%
NGO / NPO	67%	33%
Services	6%	94%



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CONSTRUCTION

CONSTRUCTION - 55 respondents

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Executive Management						
Country Manager / CEO	600K	60M	5.6M	7.8M	0.5 - > 3 Months	Fixed and Variable
CFO / COO / CTO	1.2M	20M	5M	5.6M	1 - > 3 Months	Fixed and Variable
Sales						
Sales Director	1M	8M	3M	3.2M	1 - > 3 Months	Variable
Senior Sales Manager	900K	7.3M	1.9M	2.5M	0.5 - > 3 Months	Variable
Sales Manager	600K	3M	1.5M	1.7M	0.5 - > 3 Months	Variable
Sales Supervisor / Assistant Sales Manager	300K	2M	1.4M	1.2M	0.5 > 2 Months	Variable
Sales Specialist	800K	1.5M	1M	1M	1 - 2 Months	Variable
Sales Staff	200K	2M	550K	640K	0.5 - 2 Months	Variable
Marketing						
Marketing Director	2.5M	5M	3.5M	3.6M	1 Month	Variable
Marketing Manager	1M	5M	2.1M	2.5M	1 - 3 Months	Fixed and Variable
Marketing Supervisor / Assistant Marketing Manager	500K	1.7M	1.4M	1.2M	0.5 - 2.5 Months	Variable
Marketing Staff	600K	1.2M	900K	883K	1 - 3 Months	Variable
Accounting & Finance						
Accounting & Finance Director	400K	5M	2M	2.1M	0.5 - 1 Month	Variable
Senior Accounting & Finance Manager	500K	7.5M	1.7M	2M	0.5 - > 3 Month	Fixed and Variable
Accounting & Finance Manager	500K	7.5M	2M	2.5M	0.5 - > 3 Month	Fixed and Variable
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	250K	3M	600K	992K	0.5 - 2 Months	Fixed and Variable
Accounting & Finance Staff	200K	1.2M	500K	594K	0.5 - 2 Months	Fixed and Variable

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Administration						
Admin Manager	700K	2.2M	1.4M	1.4M	1 - 3 Months	Fixed and Variable
Admin Supervisor / Assistant Admin Manager	200K	2.5M	1.2M	1.2M	0.5 - 3 Months	Variable
Admin Staff	150K	1M	500K	555K	0.5 - 3 Months	Fixed and Variable
Human Resources						
HR Director	2M	4.5M	2.9M	3M	2 - 3 Months	Variable
Senior HR Manager	1.2M	2.5M	1.6M	1.7M	1 - 1.5 Months	Variable
HR Manager	700K	2.2M	1.7M	1.6M	1 - 3 Months	Fixed and Variable
HR Supervisor / Assistant HR Manager	800K	1.6M	1M	1.1M	1 - 2.5 Months	Variable
HR Staff	300K	1M	625K	594K	1 - 2 Months	Fixed and Variable
Procurement						
Procurement Staff	200K	1M	600K	608K	0.5 - 2 Months	Fixed and Variable
Engineering						
Engineering Director	1M	8M	4.1M	4.4M	0.5 - > 3 Months	Fixed and Variable
Senior Engineering Manager (s)	600K	7.7M	3.2M	3.8M	0.5 - > 3 Months	Fixed and Variable
Engineering Manager	500K	5M	2.3M	2.4M	1 - 3 Months	Fixed and Variable
Engineering Specialist / Senior Engineering	250K	3.5M	1.1M	1.4M	1 - 3 Months	Fixed and Variable
Engineering Staff	200K	2M	750K	827K	0.5 - > 3 Months	Fixed and Variable

DFDL

A TRULY INTEGRATED ASEAN LAW FIRM

Our international experience coupled with local knowledge of practices and legal idiosyncrasies allows us to help clients navigate the complexities of engaging employees or contractors in developing legal frameworks.

EMPLOYMENT & LABOUR

As the Mekong Region and other emerging markets continue to thrive, DFDL is uniquely positioned to secure your access to promising international growth opportunities.

DFDL's Employment and Labour Practice Group firmly believes that clear, legally compliant HR documentation creates a solid foundation for a good working relationship between employers and their people. Our Employment and Labour Practice Group is dedicated to preparing that solid basis, and advising clients on employment and labour issues which arise.

Our clients benefit from our extensive experience in preparing employment agreements, internal regulations, and consultancy/contractor agreements which comply with local law and practice, and meet the entity's operational needs. We can provide advice on matters including: employment entitlements, working hours, overtime, restrictions on foreign workers, employee transfers, secondments, termination, severance, retirement, and dispute resolution.

Our varied client base includes global companies with subsidiaries throughout Southeast Asia, as well as embassies, international non-governmental organizations (INGOs), and international organizations operating in the region. We provide personalized and comprehensive services tailored to the unique needs of our clients.

HOW WE CAN HELP

- Employment and Labour Law Advice
- Compliance with local law procedures, obligations, and entitlements
- Employment termination procedures and liabilities
- Employment redundancies – employer options and risk assessments
- Separation agreements
- Independent Contractor agreements
- Employment Contracts
- Employment contract preparation/compliance review
- Employee Handbook
- Internal regulations/human resources manuals

Our team's in-depth knowledge of the law and practices in the countries in which we operate allows us to provide specialized, practical advice on issues that arise in employment relationships.

"DFDL has an extremely professional outlook, is very prompt in its response times and availability, and has a network across the Mekong region that works well, containing people with different skill sets."

(Chambers Asia Pacific 2020)



Marion Carles Salmon
 Regional Legal Adviser
 marion.carlessalmon@dfd.com



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 *DFDL collaborating firms



CONSUMER GOODS

CONSUMER GOODS - 97 respondents

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Executive Management						
Country Manager / Managing Director / CEO	800K	60M	5M	8.7M	0.5 - > 3 Months	Fixed and Variable
CFO / COO / CTO	1M	25M	7.6M	8.4M	0.5 - > 3 Months	Fixed and Variable
Sales						
Sales Director	1M	18M	5M	5.9M	0.5 - > 3 Months	Fixed and Variable
Senior Sales Manager	1M	11M	2.8M	3.5M	0.5 - > 3 Months	Fixed and Variable
Sales Manager	500K	7M	1.2M	1.7M	0.5 - > 3 Months	Fixed and Variable
Sales Supervisor / Assistant Sales Manager	220K	3.5M	700K	950K	0.5 - > 3 Months	Fixed and Variable
Sales Specialist / Senior Sales	150K	2M	500K	666K	0.5 - > 3 Months	Fixed and Variable
Sales Staff	100K	930K	275K	330K	0.5 - > 3 Months	Fixed and Variable
Marketing						
Marketing Director	1.8M	17.2M	5.3M	6.1M	0.5 - > 3 Months	Fixed and Variable
Senior Marketing Manager	900K	9M	3M	3.6M	1 - > 3 Months	Fixed and Variable
Marketing Manager	500K	5M	2M	2.1M	1 - > 3 Months	Fixed and Variable
Marketing Supervisor / Assistant Marketing Manager	300K	2.5M	800K	897K	0.5 - > 3 Months	Fixed and Variable
Marketing Specialist / Senior Marketing	237K	900K	475K	506K	0.5 - > 3 Months	Fixed and Variable
Marketing Staff	144K	2.1M	300K	450K	0.5 - > 3 Months	Fixed and Variable

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Accounting & Finance						
Accounting & Finance Director	1M	14M	4.1M	5.3M	1 - > 3 Months	Fixed and Variable
Senior Accounting & Finance Manager	1M	6M	2M	2.4M	0.5 - > 3 Months	Fixed and Variable
Accounting & Finance Manager	500K	7.9M	1.6M	2M	1 - > 3 Months	Fixed and Variable
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	220K	3.6M	800K	1M	0.5 - > 3 Months	Fixed and Variable
Accounting & Finance Specialist / Senior Accounting & Finance	239K	4.5M	500K	833K	0.5 - > 3 Months	Fixed and Variable
Accounting & Finance Staff	160K	770K	300K	330K	0.5 - > 3 Months	Fixed and Variable
Information & Technology						
IT Manager	800K	4.3M	1.6M	2M	1.5 - > 3 Months	Variable
IT Supervisor / Assistant IT Manager	330K	5M	800K	1.4M	1 - 3 Months	Fixed and Variable
IT Specialist / Senior IT	210K	3.6M	425K	777K	1 - > 3 Months	Fixed and Variable
IT Staff	200K	2.2M	290K	500K	1 - > 3 Months	Fixed and Variable
Administration						
Admin Manager	350K	3.6M	1M	1.1M	1 - > 3 Months	Fixed and Variable
Admin Supervisor / Assistant Admin Manager	250K	1M	525K	580K	0.5 - 3 Months	Fixed and Variable
Admin Staff	160K	1.7M	260K	380K	0.5 - > 3 Months	Fixed and Variable

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Human Resources						
HR Director	1.2M	8M	5.7M	5.3M	1 - > 3 Months	Fixed and Variable
Senior HR Manager	800K	5.4M	2.4M	2.6M	1.5 - > 3 Months	Fixed and Variable
HR Manager	500K	4M	1.1M	1.6M	1 - > 3 Months	Fixed and Variable
HR Supervisor / Assistant HR Manager	300K	2.4M	725K	953K	0.5 - > 3 Months	Variable
HR Specialist / Senior HR	200K	950K	425K	466K	0.5 - 3 Months	Fixed and Variable
HR Staff	150K	1.2M	300K	363K	1 - > 3 Months	Fixed and Variable
Supply Chain						
Senior Supply Chain Manager	1M	6.4M	2.1M	2.3M	0.5 - > 3 Months	Fixed and Variable
Supply Chain Manager	815K	4M	1.2M	1.6M	1.5 - 3 Months	Variable
Supply Chain Supervisor / Assistant Supply Chain Manager	420K	2.9M	775K	1M	1.5 - > 3 Months	Fixed and Variable
Supply Chain Staff	150K	600K	310K	341K	0.5 - > 3 Months	Fixed and Variable
Procurement						
Senior Procurement Manager	915K	5M	2.5M	2.8M	2 - >3 Months	Variable
Procurement Manager	1M	4M	2.3M	2.3M	1.5 - 3 Months	Fixed and Variable
Procurement Supervisor / Assistant Procurement Manager	400K	2.2M	575K	805K	1 - 3 Months	Fixed and Variable
Procurement Staff	150K	550K	250K	280K	1 - >3 Months	Fixed and Variable

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Engineering						
Senior Engineering Manager	1.1M	5M	1.9M	2.4M	1 - >3 Months	Fixed and Variable
Engineering Manager	1M	3.3M	1.2M	1.6M	1 - >3 Months	Variable
Engineering Specialist / Senior Engineering	300K	1.5M	550K	648K	1 - 3 Months	Fixed and Variable
Engineering Staff	150K	400K	250K	278K	0.5 - > 3 Months	Variable
Operations						
Operations Staff	200K	400K	290K	297K	1 - >3 Months	Fixed and Variable

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EDUCATION

EDUCATION - 11 respondents

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Executive Management						
Country Manager / CEO	1M	10M	5.5M	5.3M	0.5 - 2 Months	Variable
CFO / COO / CTO	500K	1.5M	800K	900K	0.5 - 1 Month	Variable
Sales						
Sales Director	1.5M	3.5M	2.1M	2.3M	0.5 - 1.5 Months	Fixed and Variable
Senior Sales Manager	700K	3M	1.6M	1.7M	0.5 - 1.5 Months	Fixed and Variable
Sales Manager	450K	2M	1.6M	1.4M	0.5 - 1 Month	Fixed and Variable
Sales Supervisor / Assistant Sales Manager	320K	350K	335K	335K	0.5 - 1 Month	Variable
Sales Staff	180K	1.1M	550K	593K	0.5 - 1 Month	Fixed and Variable
Accounting & Finance						
Senior Accounting & Finance Manager	1M	3M	2M	2M	0.5 Month	Variable
Accounting & Finance Manager	750K	3M	1.7M	1.8M	0.5 - 1 Month	Variable
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	500K	1M	950K	863K	0.5 - 1 Month	Variable
Information & Technology						
IT Staff	400K	930K	800K	733K	0.5 Month	Variable
Administration						
Senior Admin Manager	1M	3M	2M	2M	0.5 Month	Variable



FINANCIAL SERVICES

FINANCIAL SERVICES - 39 respondents

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Executive Management						
Country Manager / CEO	1M	50M	5.5M	10.2M	0.5 - > 3 Months	Fixed and Variable
CFO / COO / CTO	1.4M	30M	5M	8M	0.5 - > 3 Months	Fixed and Variable
Sales						
Sales Director	2M	20M	5M	7.3M	1 - 3 Months	Fixed and Variable
Senior Sales Manager	1.5M	5.5M	2.5M	2.9M	1 - > 3 Months	Variable
Sales Manager	500K	3M	1M	1.3M	1 - > 3 Months	Fixed and Variable
Sales Supervisor / Assistant Sales Manager	300K	2.1M	650K	830K	0.5 - > 3 Months	Fixed and Variable
Sales Specialist / Senior Sales	230K	800K	350K	385K	0.5 - > 3 Months	Fixed and Variable
Sales Staff	144K	700K	300K	340K	0.5 - > 3 Months	Fixed and Variable
Marketing						
Senior Marketing Manager	900K	3M	1.5M	1.7M	1 - 3 Months	Variable
Marketing Manager	300K	2M	1.1M	1.1M	1 - > 3 Months	Fixed and Variable
Marketing Supervisor / Assistant Marketing Manager	300K	1M	575K	631K	1 - > 3 Months	Fixed and Variable
Marketing Specialist / Senior Marketing	300K	700K	450K	475K	3 - > 3 Months	Variable
Marketing Staff	144K	660K	300K	355K	1 - > 3 Months	Fixed and Variable

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Accounting & Finance						
Accounting & Finance Director	2M	15M	4M	7.2M	0.5 - > 3 Months	Fixed and Variable
Senior Accounting & Finance Manager	650K	2M	1.4M	1.3M	1 - 3 Months	Fixed and Variable
Accounting & Finance Manager	600K	2.8M	1.4M	1.3M	0.5 - > 3 Months	Fixed and Variable
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	300K	1.6M	900K	863K	1 - > 3 Months	Fixed and Variable
Accounting & Finance Specialist / Senior Accounting & Finance	300K	1M	600K	625K	3 - > 3 Months	Fixed and Variable
Accounting & Finance Staff	150K	700K	300K	352K	0.5 - > 3 Months	Fixed and Variable
Information & Technology						
IT Director	2M	15M	8M	8.3M	1 - 3 Months	Variable
Senior IT Manager	1.5M	7M	3.8M	4M	1 - 3 Months	Variable
IT Manager	800K	5M	1.8M	2.1M	0.5 - 3 Months	Fixed and Variable
IT Supervisor / Assistant IT Manager	300K	2.5M	775K	1.1M	1 - > 3 Months	Fixed and Variable
IT Specialist / Senior IT	300K	2M	750K	950K	0.5 - > 3 Months	Fixed and Variable
IT Staff	150K	1.2M	300K	457K	0.5 - > 3 Months	Fixed and Variable

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Administration						
Senior Admin Manager	1M	2.5M	1.5M	1.6M	0.5 - 1 Month	Variable
Admin Manager	700K	2M	1M	1.1M	0.5 - > 3 Months	Fixed and Variable
Admin Supervisor / Assistant Admin Manager	300K	1M	500K	575K	1 - > 3 Months	Fixed and Variable
Admin Staff	150K	1.8M	325K	557K	0.5 - > 3 Months	Fixed and Variable
Human Resources						
Senior HR Manager	1.3M	3.6M	1.7M	2M	0.5 - 1.5 Months	Variable
HR Manager	700K	2M	1M	1.2M	0.5 - > 3 Months	Fixed and Variable
HR Supervisor / Assistant HR Manager	300K	1.5M	725K	756K	0.5 - > 3 Months	Fixed and Variable
HR Specialist / Senior HR	300K	1.2M	500K	650K	1 - > 3 Months	Fixed and Variable
HR Staff	150K	600K	300K	357K	0.5 - > 3 Months	Fixed and Variable
Legal						
Senior Legal Manager	1M	2.5M	1.5M	1.6M	1 Month	Fixed and Variable
Legal Manager	600K	1.7M	950K	1.1M	1 - 1.5 Months	Variable
Legal Specialist / Senior Legal	300K	1.5M	750K	833K	0.5 - 1.5 Months	Variable
Legal Staff Senior Legal	200K	600K	370K	385K	1 Month	Variable



HEALTHCARE

HEALTHCARE - 16 respondents

SALARY RANGE (PER MONTH)								
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE	MEDIAN 2019	VARIATION 2019-2020

Executive Management						
Country Manager / Managing Director / CEO	1M	30M	3.9M	6.9M	0.5 - > 3 Months	Fixed and Variable
CFO / COO / CTO	1.6M	18M	2.8M	4.9M	0.5 - > 3 Months	Fixed and Variable
Sales						
Sales Director	2M	18M	5M	6.7M	1 Month	Variable
Senior Sales Manager	600K	3.5M	1.3M	1.6M	1 - > 3 Months	Fixed and Variable
Sales Manager	600K	2M	1M	1.2M	1 - 3 Months	Variable
Sales Supervisor / As- sistant Sales Manager	600K	2M	850K	1.1M	1 - 3 Months	Variable
Sales Specialist / Senior Sales	400K	800K	450K	507K	1 - > 3 Months	Variable
Sales Staff	250K	1M	350K	458K	1 - > 3 Months	Variable



HOSPITALITY

HOSPITALITY - 44 respondents

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE

Executive Management						
Country Manager / Managing Director / CEO	450K	20M	3M	4.5M	0.5 - > 3 Months	Fixed and Variable
CFO / COO / CTO	1.3M	6M	3M	3.1M	0.5 - > 3 Months	Variable
Sales						
Sales Director	800K	9.1M	2.4M	3M	1 - > 3 Months	Variable
Senior Sales Manager	600K	2.3M	1.1M	1.3M	1 - > 3 Months	Fixed and Variable
Sales Manager	500K	1.7M	950K	990K	0.5 - > 3 Months	Variable
Sales Supervisor / Assistant Sales Manager	400K	910K	485K	552K	1 - > 3 Months	Fixed and Variable
Sales Specialist / Senior Sales	308K	1.2M	450K	585K	1 Month	Variable
Sales Staff	150K	700K	300K	350K	0.5 - > 3 Months	Fixed and Variable
Marketing						
Marketing Director	1M	3M	1.5M	1.8M	1 Month	Variable
Marketing Manager	600K	2.5M	1.2M	1.3M	1 - 2 Months	Variable
Marketing Supervisor / Assistant Marketing Manager	500K	1M	625K	675K	2 Months	Variable
Marketing Staff	222K	800K	322K	398K	1 - 2 Months	Variable

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Accounting & Finance						
Accounting & Finance Director	1.5M	10M	3.8M	4M	1 Month	Variable
Senior Accounting & Finance Manager	800K	4M	1.8M	1.9M	1 - > 3 Months	Fixed and Variable
Accounting & Finance Manager	350K	2.5M	1M	991K	1 - > 3 Months	Fixed and Variable
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	300K	1.4M	530K	642K	1 - > 3 Months	Variable
Accounting & Finance Specialist / Senior Accounting & Finance	225K	2M	563K	747K	1 - 2 Months	Variable
Accounting & Finance Staff	150K	1.9M	333K	453K	1 - > 3 Months	Fixed and Variable
Information & Technology						
Senior IT Manager	300K	1.8M	969K	1M	1 Month	Variable
IT Manager	300K	2M	850K	984K	1 - > 3 Months	Variable
IT Specialist / Senior IT	240K	800K	370K	445K	2 Months	Variable
IT Staff	150K	650K	303K	340K	1 - 2 Months	Variable
Administration						
Admin Staff	200K	450K	375K	350K	1 Month	Variable
Human Resources						
Senior HR Manager	300K	2M	850K	1.M	1 Month	Variable
HR Manager	300K	2.5M	1.3M	1.2M	1 - 2 Months	Variable
HR Supervisor / Assistant HR Manager	350K	1.7M	765K	938K	1 - 2 Months	
HR Specialist /Senior HR	240K	1M	393K	506K	1 Month	Variable
HR Staff	150K	500K	275K	280K	1 - 2 Months	Variable

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Procurement						
Procurement Supervisor / Assistant Procurement Manager	250K	1.5M	350K	625K	1 - 2 Months	Variable
Procurement Staff	180K	800K	300K	395K	2 Months	Variable
Engineering						
Engineering Director	1.1M	7M	1.1M	2.3M	1 - 1.5 Months	Variable
Senior Engineering Manager	400K	4.4M	1.6M	1.8M	1 Month	Variable
Engineering Manager	536K	2.5M	1.1M	1.1M	1 - 1.5 Months	Variable
Engineering Specialist / Senior Engineering	250K	983K	498K	502K	1 - 2 Months	Variable
Engineering Staff	120K	800K	254K	323K	1 - 2 Months	Variable
Operations						
Operations Director	1.2M	8M	2.1M	3.1M	2 Months	Variable
Senior Operations Manager	800K	3M	1.5M	1.7M	1 Month	Fixed
Operations Manager	250K	2.6M	1.2M	1.3M	1 - > 3 Months	Fixed and Variable
Operations Supervisor / Assistant Operations Manager	306K	700K	475K	486K	1 Month	Fixed
Operations Staff	144K	1.2M	293K	357K	1 - > 3 Months	Fixed and Variable



LOGISTICS

LOGISTICS - 23 respondents

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Executive Management						
Country Manager / Managing Director / CEO	350K	65M	5.2M	8M	0.5 - > 3 Months	Fixed and Variable
CFO / COO / CTO	350K	9M	2.5M	3.3M	1 - > 3 Months	Variable
Sales						
Sales Manager	700K	3M	1.1M	1.5M	0.5 - > 3 Months	Fixed and Variable
Sales Supervisor / Assistant Sales Manager	500K	1.2M	700K	738K	1 - > 3 Months	Fixed and Variable
Sales Specialist / Senior Sales	350K	800K	500K	558K	0.5 - 1.5 Months	Variable
Sales Staff	200K	1.5M	375K	563K	0.5 - > 3 Months	Variable
Marketing						
Marketing Manager	700K	1.5M	950K	1M	1 - > 3 Months	Variable
Marketing Supervisor / Assistant Marketing Manager	350K	1M	700K	692K	1 - > 3 Months	Fixed and Variable
Marketing Staff	200K	500K	325K	338K	1 - > 3 Months	Variable

POSITION	SALARY RANGE (PER MONTH)					
	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Accounting & Finance						
Accounting & Finance Director	1.1M	9M	5M	5M	2 Months	Variable
Senior Accounting & Finance Manager	700K	4.5M	1.7M	2.1M	1 - > 3 Months	Fixed and Variable
Accounting & Finance Manager	700K	4M	1.9M	1.8M	1 - > 3 Months	Variable
Accounting & Finance Specialist / Senior Accounting & Finance	800K	2.5M	1.4M	1.5M	2.5 Months	Variable
Accounting & Finance Staff	180K	1.2M	550K	631K	1 - > 3 Months	Fixed and Variable
Information & Technology						
IT Supervisor / Assistant IT Manager	600K	2M	925K	1.1M	1 Month	Fixed and Variable
Administration						
Admin Manager	900K	2M	1.2M	1.3M		Variable
Admin Staff	180K	500K	300K	305K	1 - > 3 Months	Variable
Human Resources						
HR Manager	700K	4M	1.2M	1.6M	1 - > 3 Months	Fixed and Variable
HR Staff	180K	700K	325K	388K	1 - > 3 Months	Variable
Supply Chain						
Supply Chain Manager (s)	1.1M	2.5M	2M	1.9M	1 Month	Fixed and Variable
Supply Chain Staff	350K	1.2M	600K	688K	1 Month	Fixed and Variable

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MANUFACTURING

MANUFACTURING - 31 respondents

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Executive Management						
Country Manager / Managing Director / CEO	1M	25M	3M	6.7M	1 - > 3 Months	Fixed and Variable
CFO / COO / CTO	600K	50M	5.5M	9.8M	0.5 - 3 Months	Fixed and Variable
Sales						
Sales Director	1.5M	13.8M	3.8M	4.8M	0.5 - > 3 Months	Fixed and Variable
Senior Sales Manager	550K	5M	2M	2.1M	0.5 - > 3 Months	Fixed and Variable
Sales Manager	500K	2.5M	1.5M	1.4M	0.5 - 2.5 Months	Fixed and Variable
Sales Supervisor / Assistant Sales Manager	350K	3M	800K	1M	0.5 - 3 Months	Fixed and Variable
Sales Specialist / Senior Sales	250K	1M	450K	507K	0.5 - 2 Months	Fixed and Variable
Sales Staff	150K	500K	250K	263K	0.5 - > 3 Months	Fixed and Variable
Marketing						
Marketing Director	2M	13.8M	6.6M	7.2M	1 - 3 Months	Fixed and Variable
Senior Marketing Manager	1.5M	5M	2.5M	2.9M	1 - 2 Months	Fixed and Variable
Marketing Manager	400K	3M	1.3M	1.4M	0.5 - 2 Months	Fixed and Variable
Marketing Supervisor / Assistant Marketing Manager	550K	1.5M	850K	938K	1 Month	Fixed and Variable
Marketing Specialist / Senior Marketing	400K	800K	600K	600K	1 Month	Fixed and Variable
Marketing Staff	200K	400K	300K	288K	0.5 - 1 Month	Fixed and Variable

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
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Accounting & Finance						
Accounting & Finance Director	1M	13.8M	3.6M	5.3M	1 - > 3 Months	Variable
Senior Accounting & Finance Manager	600K	3.5M	2.2M	1.9M	1 - > 3 Months	Fixed and Variable
Accounting & Finance Manager	850K	3M	1.5M	1.7M	1 - 2 Months	Fixed and Variable
Accounting & Finance Supervisor / Assistant Accounting & Finance Manager	350K	1.5M	800K	833K	1 - 2 Months	Fixed and Variable
Accounting & Finance Specialist / Senior Accounting & Finance	500K	800K	675K	663K	1 Month	Fixed and Variable
Accounting & Finance Staff	250K	350K	300K	300K	1 - 2 Months	Fixed and Variable
Administration						
Admin Director	500K	10M	650K	2.9M	1 - > 3 Months	Variable
Senior Admin Manager	300K	3.5M	2M	1.8M	1 - > 3 Months	Fixed and Variable
Admin Manager	300K	850K	550K	563K	0.5 - > 3 Months	Variable
Admin Supervisor / Assistant Admin Manager	250K	1.3M	575K	658K	1 - > 3 Months	Variable
Admin Staff	150K	400K	225K	248K	0.5 - 2.5 Months	Fixed and Variable

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
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Human Resources						
Senior HR Manager	1.7M	4M	2.6M	2.7M	1 - 2 Months	Fixed and Variable
HR Manager	1.5M	3M	1.8M	1.9M	1 - 2.5 Months	Fixed and Variable
HR Supervisor / Assistant HR Manager	400K	1.5M	825K	944K	1 - 2.5 Months	Fixed and Variable
HR Specialist / Senior HR	300K	800K	450K	494K	1 - 2.5 Months	Fixed and Variable
HR Staff	200K	400K	300K	300K	1 - 3 Months	Fixed and Variable
Information Technology						
Senior IT Manager	1M	5M	2.2M	2.6M	2.5 Months	Variable
IT Manager	800K	3M	1.4M	1.6M	2 Months	Variable
IT Supervisor / Assistant IT Manager	400K	2M	850K	1M	1 - 2 Months	Variable
IT Specialist / Senior IT	500K	800K	600K	625K	1 - 2 Months	Variable
IT Staff	250K	500K	325K	350K	1 - 2 Months	Variable
Supply Chain						
Supply Chain Director	5M	6M	5M	5.3M	1 - 2 Months	Variable
Supply Chain Manager	1.5M	4.5M	2.2M	2.6M	2 - 3 Months	Variable
Supply Chain Supervisor/ Assistant Supply Chain Manager	650K	1.5M	725K	900K	3 - > 3 Months	Variable
Supply Chain Staff	200K	350K	225K	250K	1- > 3 Months	Variable

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Procurement						
Procurement Manager	800K	3M	1.6M	1.8M	1 - 2 Months	Fixed and Variable
Procurement Supervisor / Assistant Procurement Manager	400K	700K	550K	550K	1 Month	Fixed and Variable
Procurement Staff	200K	350K	300K	288K	1 Month	Fixed and Variable
Engineering						
Engineering Director	500K	5M	2M	2.4M	1 Month	Fixed and Variable
Engineering Manager	600K	2M	1.1M	1.2M	1 - > 3 Months	Fixed and Variable
Engineering Specialist	400K	1.2M	650K	733K	1 - 3 Months	Fixed and Variable
Engineering Staff	200K	500K	325K	363K	1 - > 3 Months	Fixed and Variable

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NGO / NPO

NGO / NPO - 61 respondents

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Executive Management						
Country Manager / Managing Director / CEO	930K	38M	4M	6.4M	0.5 - > 3 Months	Fixed and Variable
CFO / COO / CTO	1.2M	22.5M	4M	6.7M	0.5 - > 3 Months	Fixed and Variable
Sales						
Sales Director	1.4M	5.4M	3.8M	3.7M	1 - > 3 Months	Fixed and Variable
Senior Sales Manager	2M	3.5M	2.2M	2.5M	0.5 - > 3 Months	Fixed and Variable
Sales Manager	1.5M	2.5M	1.7M	1.9M	0.5 - > 3 Months	Fixed and Variable
Sales Supervisor / Assistant Sales Manager	1M	1.8M	1.4M	1.4M	1 - > 3 Months	Fixed
Sales Staff	235K	1.5M	750K	814K	0.5 - > 3 Months	Fixed and Variable
Marketing						
Senior Marketing Manager	750K	3.2M	1.9M	1.8M	0.5 - > 3 Months	Fixed and Variable
Marketing Manager	523K	2.5M	904K	1.2M	0.5 - > 3 Months	Fixed and Variable
Marketing Supervisor / Assistant Marketing Manager	750K	2.2M	1.5M	1.5M	0.5 - > 3 Months	Fixed and Variable
Marketing Staff	123K	1.7M	475K	744K	1 - > 3 Months	Fixed and Variable

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Accounting & Finance						
Accounting & Finance Director	800K	7.5M	3M	3.5M	0.5 - > 3 Months	Fixed and Variable
Senior Accounting & Finance Manager	250K	4.9M	1.8M	2M	0.5 - > 3 Months	Fixed and Variable
Accounting & Finance Manager	300K	4M	1.5M	1.6M	0.5 - 1 Month	Fixed and Variable
Accounting & Finance Supervi- sor / Assistant Accounting & Fi- nance Manager	300K	1.8M	900K	992K	0.5 - > 3 Months	Fixed and Variable
Accounting & Finance Special- ist / Senior Accounting & Fi- nance	800K	1.5M	1.1M	1.1M	1 Month	Fixed
Accounting & Finance Staff	200K	2.1M	775K	816K	0.5 - > 3 Months	Fixed and Variable
Information & Technology						
Senior IT Manager	1.4M	2.2M	1.7M	1.8M	0.5 - 1 Month	Fixed and Variable
IT Manager	1M	1.5M	1.4M	1.3M	0.5 - > 3 Months	Fixed and Variable
IT Specialist / Senior IT	600K	1.1M	980K	940K	1 Month	Fixed
IT Staff	150K	900K	600K	580K	1 - > 3 Months	Fixed and Variable

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Administration						
Admin Director	1.3M	4.5M	2.5M	2.7M	0.5 - 1 Month	Fixed and Variable
Senior Admin Manager	356K	3M	1.9M	1.7M	0.5 - 1 Month	Fixed and Variable
Admin Manager	456K	1.8M	1.5M	1.3M	0.5 - 1 Month	Fixed and Variable
Admin Supervisor / Assis- tant Admin Manager	120K	1.2M	825K	803K	0.5 - > 3 Months	Fixed and Variable
Admin Staff	235K	1.6M	552K	640K	0.5 - > 3 Months	Fixed and Variable
Human Resources						
HR Director	1.3M	7.5M	3.3M	3.6M	0.5 - > 3 Months	Fixed and Variable
Senior HR Manager	1.4M	3.6M	1.8M	2.2M	0.5 - 1 Month	Fixed and Variable
HR Manager	600K	3M	1.6M	1.7M	0.5 - > 3 Months	Fixed and Variable
HR Supervisor / Assistant HR Manager	600K	2.3M	1.1M	1.2M	0.5 - 1 Month	Fixed and Variable
HR Specialist / Senior HR	750K	2.6M	1.2M	1.5M	1 Month	Fixed
HR Staff	250K	1M	550K	588K	1 - > 3 Months	Fixed and Variable
Supply Chain						
Senior Supply Chain Man- ager	2.1M	3M	2.5M	2.5M	1 Month	Variable
Supply Chain Manager	1.5M	2.2M	1.9M	1.9M	1 Month	Variable
Supply Chain Supervisor / Assistant Supply Chain Manager	900K	1.5M	1.1M	1.2M	1 Month	Fixed
Supply Chain Staff	400K	1.5M	713K	807K	1 Month	Fixed and Variable

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
PROCUREMENT						
Procurement Manager	1.5M	2.5M	1.9M	2M	1 Month	Variable
Procurement Supervisor / Assistant Procurement Manager	600K	1.6M	1M	1.1M	1 Month	Fixed
Procurement Staff	250K	1.5M	638K	719K	1 Month	Fixed and Variable
Program Management						
Program Director	2M	7.5M	3.5M	3.8M	0.5 - 1 Month	Fixed and Variable
Senior Program Manager	1M	3M	2.2M	2.1M	0.5 - 1 Month	Fixed and Variable
Program Manager	1M	3M	1.5M	1.7M	0.5 - 1 Month	Fixed and Variable
Program Supervisor / Assistant Program Manager	735K	1.7M	1.1M	1.2M	1 Month	Fixed
Program Staff	250K	3.7M	750K	968K	0.5 - 1 Month	Fixed

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SERVICES

SERVICES - 126 respondents

SALARY RANGE (PER MONTH)						
POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Executive Management						
Country Manager / Managing Director / CEO	750K	60M	4.5M	8.3M	0.5 - > 3 Months	Fixed and Variable
CFO / COO / CTO	1M	45M	4.5M	8.21M	0.5 - > 3 Months	Fixed and Variable
Sales						
Sales Director	300K	30M	5M	5.6M	0.5 - > 3 Months	Fixed and Variable
Senior Sales Manager	500K	12M	2.5M	3.2M	0.5 - > 3 Months	Variable
Sales Manager	300K	6M	1M	1.5M	0.5 - > 3 Months	Fixed and Variable
Sales Supervisor / Assistant Sales Manager	200K	4.6M	700K	1.M	0.5 - > 3 Months	Fixed and Variable
Sales Specialist / Senior Sales	200K	1M	648K	627K	1 - > 3 Months	Variable
Sales Staff	120K	2M	425K	587K	0.5 - > 3 Months	Fixed and Variable
Marketing						
Marketing Director	1M	10M	1.8M	3.7M	0.5 - > 3 Months	Fixed and Variable
Senior Marketing Manager	600K	4M	1.3M	1.7M	0.5 - > 3 Months	Fixed and Variable
Marketing Manager	400K	2.4M	1M	1.2M	0.5 - 1.5 Months	Fixed and Variable
Marketing Supervisor / Assistant Marketing Manager	600K	1.5M	1M	1M	0.5 - 2 Months	Fixed and Variable
Marketing Specialist / Senior Marketing	400K	900K	600K	617K	0.5 - 1 Month	Variable
Marketing Staff	180K	869K	400K	432K	0.5 - > 3 Months	Fixed and Variable

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Accounting & Finance						
Accounting & Finance Director	300K	45M	2.3M	6.4M	0.5 - > 3 Months	Fixed and Variable
Senior Accounting & Finance Manager	300K	6M	1.2M	1.7M	0.5 - > 3 Months	Fixed and Variable
Accounting & Finance Manager	300K	6.1M	1.3M	1.9M	0.5 - > 3 Months	Fixed and Variable
Accounting & Finance Supervi- sor / Assistant Accounting & Finance Manager	280K	5M	1M	1.3M	0.5 - 3 Months	Fixed and Variable
Accounting & Finance Special- ist / Senior Accounting & Fi- nance	350K	1.3M	594K	673K	1 Month	Fixed and Variable
Accounting & Finance Staff	200K	2M	400K	533K	0.5 - > 3 Months	Fixed and Variable
Information & Technology						
IT Director	770K	4M	2M	2.2M	1 Month	Variable
Senior IT Manager	650K	5M	1.7M	2.4M	1 - > 3 Months	Variable
IT Manager	850K	5M	1.6M	2.2M	0.5 - > 3 Months	Variable
IT Supervisor / Assistant IT Manager	400K	1.5M	800K	850K	1 Month	Fixed and Variable
IT Specialist / Senior IT	350K	1.4M	650K	700K	1 - 1.5 Months	Variable
IT Staff	250K	1.5M	450K	546K	0.5 - > 3 Months	Variable
Administration						
Admin Director	1.6M	6M	2.2M	3.2M	1 - > 3 Months	Variable
Senior Admin Manager	800K	5M	2M	2.3M	1 - 3 Months	Fixed and Variable
Admin Manager	500K	3.5M	1M	1.3M	0.5 - > 3 Months	Fixed and Variable
Admin Supervisor / Assistant Admin Manager	500K	3M	800K	1.1M	0.5 - > 3 Months	Fixed and Variable
Admin Staff	180K	1.5M	360K	427K	0.5 - > 3 Months	Fixed and Variable

SALARY RANGE (PER MONTH)

POSITION	MIN (MMK)	MAX (MMK)	MEDIAN 2020	AVERAGE SALARY	ANNUAL BONUS	IS BONUS FIXED OR VARIABLE
Human Resources						
HR Director	1.5M	5.5M	3M	3.2M	1 - > 3 Months	Fixed and Variable
Senior HR Manager	800K	5M	2.2M	2.5M	0.5 - 1 Month	Fixed and Variable
HR Manager	500K	6M	1.5M	1.9M	0.5 - 3 Months	Fixed and Variable
HR Supervisor / Assistant HR Manager	450K	1.8M	650K	792K	0.5 - > 3 Months	Fixed and Variable
HR Specialist / Senior HR	300K	1.2M	600K	604K	1 - > 3 Months	Fixed and Variable
HR Staff	180K	1.5M	375K	471K	0.5 - > 3 Months	Fixed and Variable
Legal						
Legal Manager	800K	1.5M	1M	1.1M	1 Month	Fixed and Variable
Legal Specialist / Senior Legal	500K	900K	700K	700K	1 Month	Variable
Supply Chain						
Senior Supply Chain Manager	1M	8M	4.5M	4.6M	1 - 1.5 Months	Fixed and Variable
Supply Chain Supervi- sor / Assistant Supply Chain Manager	400K	4M	650K	1.7M	1 - 2 Months	Fixed and Variable
Supply Chain Staff	250K	1.7M	950K	950K	1 - 2 Months	Fixed and Variable
Procurement						
Procurement Manager	700K	3.6M	1.1M	1.6M	1 Month	Fixed
Procurement Supervisor / Assistant Procurement Manager	400K	1.2M	650K	700K	1 - 3 Months	Fixed and Variable
Procurement Staff	200K	800K	350K	380K	1 - 2.5 Months	Fixed and Variable

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