



DECENT WAGES IN MYANMAR



WageIndicator Foundation - www.wageindicator.org

WageIndicator Foundation is a non-profit NGO. It develops, operates and owns national WageIndicator websites with labour-related content, using data from its WageIndicator Salary and Working Conditions Survey, Minimum Wages Database, Collective Agreement Database, Salary Checks and Calculations, DecentWorkChecks and related Labour Law Database, and Cost of Living Survey and resulting Living Wages Database. The mission of WageIndicator is to promote labor market transparency for the benefit of all employers, employees and workers worldwide by sharing and comparing information on wages, labor law and career. WageIndicator does so by making this information freely available on easy to reach and read national websites in the national language(s), using sophisticated search engine optimization. All websites are accessible through mobile phones.

Centre for Economic and Social Development - <https://myanmarcesd.org/>

For this project, WageIndicator Foundation cooperated with the Centre for Economic and Social Development (CESD) in Yangon, Myanmar. CESD is an independent and non-political think tank supporting evidence-based policy making that mobilises development resources, both domestic and international, to bring Myanmar to her rightful place in the region and the world. Its mission is to provide evidence-based policy research, results-orientated knowledge sharing, and people-centered public advocacy to support the peaceful and sustainable transformation of Myanmar.

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1 Decent Wage Myanmar

Aims of the Decent Wage Myanmar project

The *Decent Wage Myanmar project* aimed to collect wage and cost of living data for the creation of a level playing field in tripartite negotiations and consultations, in preparation of establishing new minimum wage levels in the country, which is scheduled to be concluded July 2020. WageIndicator will report about its data collection on wages in selected low-wage industries and on the cost of living in selected regions.

The Minimum Wage Law (2013) defines minimum wage as the basic salary excluding pension and gratuity payments, social security cash benefits, severance payments and allowances for travel, accommodation, meals, electricity charges, water service charges and duties, taxes, medical treatment and recreational purposes. The Minimum Wage Law recommends the regional tripartite minimum wage committees to conduct research and calculate the minimum wage on the basis thereof. These committees submit their proposals to the National Minimum Wage Committee. The categories of business which must apply minimum wage rates are determined by the National Committee. The Committee must take into consideration the needs of workers and their families, existing salaries, social security benefits, living cost and compatible living standards.¹

Within period of June-September 2019, supported by Mondiaal FNV and APHEDA Myanmar, the Myanmar Industry, Craft and Service-Trade Unions Federation (MICS-TUsF) organised a Labour Consultative Forum (LCF) on a minimum wage policy review. The forum was attended by representatives of trade unions such as Confederation of Trade Union Myanmar (CTUM) and Agriculture Farmer Federation Myanmar (AFFM-IUF) and workers' rights groups. MICS-TUsF addressed the need for minimum wage survey as LCF's platform for a joint campaign. The output of the survey also serves as inputs for social dialog and negotiation in the tripartite wage committee. FNV Mondiaal has asked WageIndicator Foundation to manage one survey on wages and one on cost-of-living, given their previous experience with both kinds of surveys. WageIndicator Foundation has cooperated with the Centre for Economic and Social Development (CESD) in Yangon for the fieldwork of the surveys. This *WageIndicator Data Report* presents the results of the surveys.

Two surveys

For the *Decent Wage Myanmar project* two surveys have been conducted. The *Myanmar Cost-of-Living Survey 2019* aimed to identify the cost-of-living in Myanmar

¹ Source: <https://wageindicator.org/labour-laws/labour-law-around-the-world/minimum-wages-regulations/minimum-wages-regulations-myanmar>

and to calculate the related living wage. The *Myanmar Decent Wage Survey 2019* aimed to report in detail the wages earned by Myanmar workers, including the self-employed, in selected sectors and regions.

For many years WageIndicator Foundation runs a multilingual, online web-survey about Wages and working conditions, and a multilingual, online web-survey about the Cost-of-Living. The wage questionnaire was adapted to become suitable for face-to-face interviews in Myanmar. Both the Wages and working conditions and the Cost-of-Living questionnaires have been made available online and in an app. The app was used for the data-collection for the *Cost-of-Living survey*, but the *Decent Wage Survey* was conducted on paper, using a clipboard. In a next step the data was entered into the online survey at CESD headquarters. Data intake was monitored on a daily basis. The questions and answers of the *Myanmar Decent Wage Survey* can be seen in Appendix 2 of this report. The questions of *Myanmar Cost-of-Living Survey* can be seen here: <https://mywage.org/myanmar/salary/cost-of-living-survey>

CESD conducted the fieldwork for both surveys in September and October 2019. Data entry of the Wages and working conditions took place between 23 September and 10 November 2019. For the *Decent Wage Survey* 1514 valid face-to-face interviews with workers in four regions of Myanmar were held. For the *Cost-of-Living Survey* 80 questionnaires were completed, 20 in each of the four selected regions.

Selecting regions and sectors

After close consultations with the project partners in Myanmar, four regions and five sectors have been selected for the surveys, taking into account factors such as industrial activity, size of the region, distance to the capital, risk for the interviewers due to violence, and weather conditions (rain). The four selected regions are Ayeyarwady, Bago, Mandalay and Yangon. The selected five sectors are garment (all regions), construction (Yangon), fishing (Ayeyarwady, Yangon), preparing food stuff/food processing and storing (Yangon), and agriculture (all regions).

The selection of sectors and regions did not aim for a representative sample of all workers in Myanmar, but for a picture of the low wage sectors, as these sectors are relevant for the Minimum Wage levels.

Sampling strategy

As they've done for other surveys, for the sampling strategy CESD consulted the Department of Labour who manages most of the labour law enforcement and compliance among the factories, as well as the Department of Industrial Supervision and Inspection to know the population of factories located in each industrial zone and city areas. Both departments cover the registered factories with a minimum size of 10 workers. Taking the Department of Labour definitions, small factories were defined as employing 10-49 workers, medium as 50-99 workers, and large for 100 workers and above.

For the garment sector, thus the textile and apparel factories, CESD's sampling strategy focused on workers engaged in large factories of 100 and above in all regions except Mandalay. In Mandalay a few textile factories and weaving industries exist, and these are employing less than 100 workers. CESD included some of them in its data collection. Other manufacturing sector factories, including both SMEs and large factories, have been randomly selected in all regions except Yangon. In all regions, CESD interviewed about 10-15 workers from each factory. Most of the workers were selected by the management as CESD needed formal acceptance of these factories' owners and managers to interview their workers. However, these conditions do not apply to agriculture and construction sectors.

In Yangon CESD's sampling strategy ensured representativeness in terms of locations by covering both northern and eastern industrial zones where the majority of manufacturing industries are located. CESD could not cover the southern zone, where Thilawa SEZ is located, due to restrictions under the SEZ law. This law requires special requests that cannot fit within the time frame of this study. CESD also omitted the western industrial zone as these are merely about port facilities and logistic depots where few workers engage in the selected industries. Also, they belong to unique industrial characteristics as well as to higher salary categories not necessarily affected by the minimum wage policies.

For factory visits, CESD could not follow a random selection, as it relied on workers unions for their cooperation. In these factories, CESD needed permission from either the factory owners or workers unions. CESD chose to work with the workers unions. They mobilized their union members as well as non-union members to gather in three specific locations over the weekends during the factory closures and CESD engaged in mass surveys with these workers.

Sampling workers from the construction sector was challenging, as only a few companies responded to allow CESD to interview and they were postponing the dates as they did not have sufficient numbers of workers coming to their sites. CESD did put extra efforts in interviewing more workers from the construction sector in Yangon.

For the *Cost-of-Living Survey*, CESD completed the 80 questionnaires as agreed. The Living Wage calculations are based on approximately 20 questionnaires for each region.

No weighting of the data was applied because national representative information regarding the four sectors combined with the four regions were not available.

For the interviews in the *Decent Wage Survey* 19 interviewers were involved, of which three conducted more than 130 interviews each. The interviews in the gatherings during the weekends were partly based on self-completion, partly done with assistance of an interviewer. All interviewers received training for that purpose.

The data of the *Decent Wage Survey 2019*

For the *Myanmar Decent Wage Survey 2019* two respondents refused to participate in the survey and another two persons said that they did not have paid work. These four were excluded. The resulting dataset included data from 1514 workers. The tables in this report are based on these 1514 interviews. Table 1 shows the number of interviews by region and industry. More than eight out of ten interviewed workers are working as an employee. Almost two in ten are self-employed, both with regular employees and without staff.

Table 1 Sampling table: Number of completed interviews by sector and region

	Bago Region	Mandalay Region	Yangon Region	Ayeyarwady R.	Total
Agriculture	15	160	0	109	284
Fishing	0	0	52	14	66
Food processing	9	114	154	21	298
Garment	150	160	346	84	740
Construction	38	22	66	0	126
TOTAL	212	456	618	228	1514

Source: Myanmar Decent Wage Survey 2019

The aim to reach out to male and female workers proportionally in all regions and sectors was easily met. In the survey, the female workers outnumbered the male workers by 901 to 610, with 3 persons for which gender information was missing. Table 2 shows that the interviewed male workers are on average aged almost 35, whereas the female workers are aged 29 on average. Female workers are more often below the age of 20, whereas the male workers are more frequent in the age group of 50 or over. For both genders, the age group 20-29 is most frequent: half of the female and more than one third of the male workers can be found here.

Table 2 Number of interviews by gender and age

	<20	20 - 29	30 - 39	40 - 49	50+	Total	Mean age
Male	23	233	157	108	79	600	34.55
Female	96	451	215	87	48	897	29.31
Total	119	684	372	195	127	1497	31.41

Source: Myanmar Decent Wage Survey 2019, 14 workers have missing data for age, 3 have so for gender

Workers' cooperation during the interview was good. More than eight in ten workers cooperated good or very good and another two in ten fairly. Only 5 persons cooperated badly. Four in ten workers were interviewed at their workplace, and almost four in ten were interviewed during a meeting, as was discussed earlier in this chapter. More than one in ten were interviewed either at their home or on the street. The remaining group was interviewed in an unspecified location.

Sections 2 and further of this report present the outcomes of both surveys. These include tables and figures regarding the relationship between wages, minimum wage and living wage levels. This report will be available online in English and Burmese, on <https://wageindicator.org/>.

2 The sectors and firms

Five sectors

As planned, interviews have been held in five sectors, notably agriculture, fishing, food processing, garment, and construction. Table 3 shows how many interviews have been held in each sector. Almost half of the interviews have been held in garment, followed by food processing and agriculture. Lower numbers of interviews were held in construction and fishing.

Table 3 Number of interviews by sector and percentage female workers in sector

	Distribution over sectors (%)	Number of interviews	Of which women	Percentage of women in sector
Agriculture	18.8	284	124	43.7%
Fishing	4.4	66	6	9.1%
Food processing	19.7	298	173	52.0%
Garment	48.9	740	585	77.8%
Construction	8.3	126	13	10.3%
Total	100.0	1514	901	57.7%

Source: Myanmar Decent Wage Survey 2019, N=1514, gender missing 3.

Details about the five sectors reveal the following:

- In agriculture, most interviews have been held in farms that engage in the growing of crops, market gardening, and horticulture (103 of 284 interviews). Mixed farming and farming of animals are ranked second and third. Thirty agricultural farms are not specified in greater detail. Three out of four workers in this sector are self-employed.
- In fishing most interviews were in fish farming and fish related services (55 of 66). Slightly more than one in ten workers are self-employed, five in ten are employees with a permanent employment contract, and more than three in ten are employees but they have no employment contract.
- In food processing, interviews have been held in manufacturing of food products (93 of 298), wholesale of agricultural products, food, beverages and tobacco (13), and warehousing and storage (103). Another 85 food processing workplaces are not specified in greater detail. Self-employment hardly occurs in this sector. Four in ten workers are employees without an employment contract, more than two in ten have a fixed-term contract and more than three in ten have a permanent contract.
- In garment, in total 740 interviews have been conducted, divided over the textile industry (307), garment factories (410) and the manufacturing of leather and related products (13). Self-employment is absent in this sector. Three in ten workers are employees without an employment contract, four in ten have a fixed-term contract and three in ten have a permanent contract.
- In construction, interviews have been held in a range of specializations in this sector, notably the development of building projects, the construction of

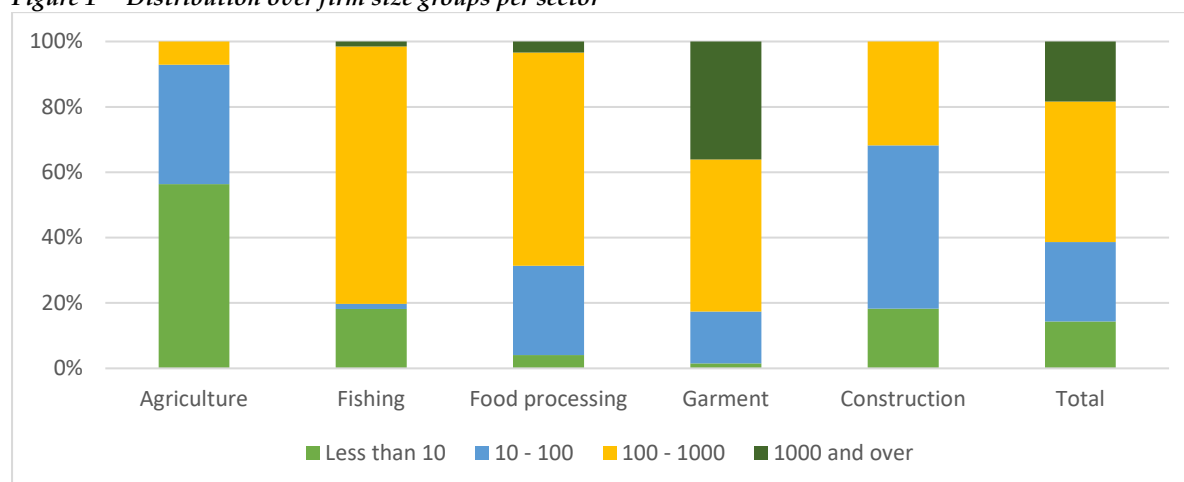
residential and non-residential buildings, test drilling and boring, electrical installation, plastering, joinery installation, and painting and glazing. By far the most interviews have been held in firms that engage in the construction of buildings (94 of 126). A few establishments are not specified in great detail. Self-employment is absent in this sector. Almost eight in ten workers are employees without an employment contract, one in ten has a fixed-term contract and another one in ten has a permanent contract.

Table 3 shows how many women have been interviewed in each sector. Not surprisingly the garment sector is most feminised (77% of interviewed workers in this sector are women). In contrast, fishing and construction are male-dominated sectors with around 10% women. The survey also shows that workplaces are highly segregated by gender. More than eight of the ten female workers state that their co-workers in similar positions are mostly female, while seven in ten male workers say that their co-workers are mostly male.

The firms

Figure 1 shows that more than half of the interviewed workers in agriculture are working in a farm with less than 10 employees, whereas for all other sectors this is less than one in five workers. The workers in the garment sector are often employed in large firms of 1,000 or more employees; they employ one third of the workers in this sector. The workers in fishing and food processing work predominantly in companies with 100 to 1,000 employees, whereas in construction firm size is predominantly between 10 and 100 employees.

Figure 1 Distribution over firm size groups per sector



Source: Myanmar Decent Wage Survey 2019, N=1514, firm size missing 4.

Six in ten firms where the interviewed workers are employed, consist of a single establishment. Another one in ten have more than one branch, but in the same city. Two in ten have more branches in one or more regions in the country. The remaining small group has branches abroad (2%). Please note that one in twenty interviewed workers does not know whether their firm has more than one location.

Registration of firms

The survey had a question: “Is the organization where you work registered with any regulatory authority?”. In total 419 of the 1514 workers report to be working in a recognized organization. More than half of the workers don’t know about registration. Three in ten answer that their organization is registered, another one in ten says that their organization is not registered, whereas a small minority says that it does not need to be registered. Self-employed workers are much more aware of registration than workers in dependent employment. Self-employed, whether they have regular personnel or work on their own, know when they do not need to register. Employees in contrast, if they are aware of the registration of the company where they work, work for a registered company. They very seldom report that registration is not needed.

The survey had a follow-up question asking which issuing body had issued the recognition. Five choices were listed: Ministry of Planning and Finance, Ministry of Commerce, Ministry of Health and Sport, City Development Committee or Other. Of the 419 workers reporting recognition, 298 choose the option ‘other’ as recognizing body. A group of 61 reports to be working in an organization recognized by the City Development Committee. The remaining group of 60 workers reports recognition by any of the three Ministries.

3 Earnings

Hourly and monthly earnings

For the workers in dependent employment the survey had questions about the net wages earned, the pay period, and the contractual working hours per week. For the self-employed the question asked for the income earned last month, as well as the usual working hours per week. Based on this information, hourly earnings could be computed for both the employees and the self-employed. By doing so, the earnings are corrected for working hours. See also Chapter 6, explaining the working hours.

Nine in ten employees in the survey report to be paid on a monthly basis. Less than one in ten report to be paid on a daily basis. The self-employed workers, asked about their income last month, were in a follow-up question asked “Over the last year, did you earn this income every month?”. Slightly more than one in ten report that this is indeed the case, but eight of ten report that most months they earned less than in the reported month and less than one in ten reported that it was higher. However, as no information about the annual incomes is available, the earned incomes could not be averaged over the months.

For a better understanding of the earnings the hourly earnings have been converted into monthly earnings, using the standard working week of 44 hours and 4.33 weeks on average in a month. These monthly earnings could be compared to the Minimum Wage rate and the Living Wages, derived from the *Cost-of-Living Survey*. To control for data-entry errors, invalid answers were coded as missing and the highest and lowest one percent of the hourly earnings were considered unreliable. Valid earnings were reported by 1453 workers, which is 96% of the total sample of 1514 workers.

Monthly wages in five sectors

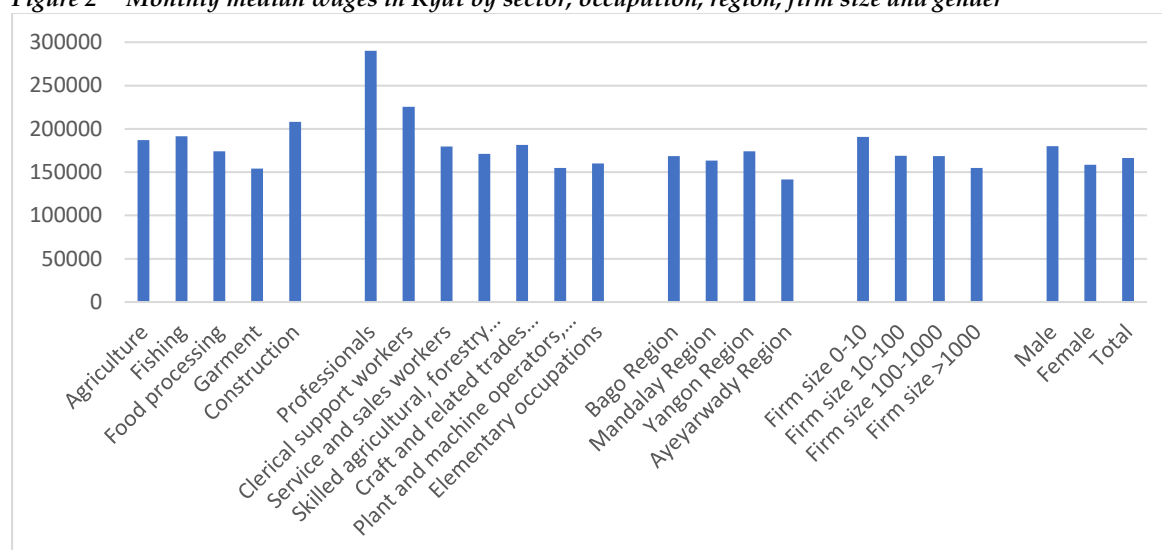
The median net monthly wage of the total sample is 166,222 MMK (Myanmar Kyat).² Figure 2 presents the median wages.³ As for the sectors it shows that median wages in garment are lowest and for construction highest. For the occupations it reveals that median wages are highest for professionals and lowest for plant and machine operators, for regions, the median wages are highest in Yangon and lowest in Ayeyarwady. For firm size it reveals highest median wages for firms with 0 – 10

² The median wage is the middle of all observations within a defined category, so when all the wages are listed from smallest to largest, we take the number exactly in the middle. It should not be confused with the average or mean wage, which is the sum of all wages of the individuals divided by the number of observations. The median has the advantage that it is not overly influenced by a few very high earners.

³ The Myanmar Annual Labour Force Survey 2017, Quarterly Report, January-March 2017, page 4, shows that in Q1 of 2017 the average monthly wage in the country is 169,800 Kyat. For two reasons this is higher than the 166,222 Kyat in Q3 in 2019 in the *Myanmar Decent Wage Survey 2019*. First, the Labour Force Survey presents an average wage, and these are always at higher levels than median wages. Second, the *Decent Wage Survey* sampled low waged sectors rather than all sectors.

employees and lowest for firms larger than 1,000 employees. For gender median wages of males are higher compared to females.

Figure 2 Monthly median wages in Kyat by sector, occupation, region, firm size and gender

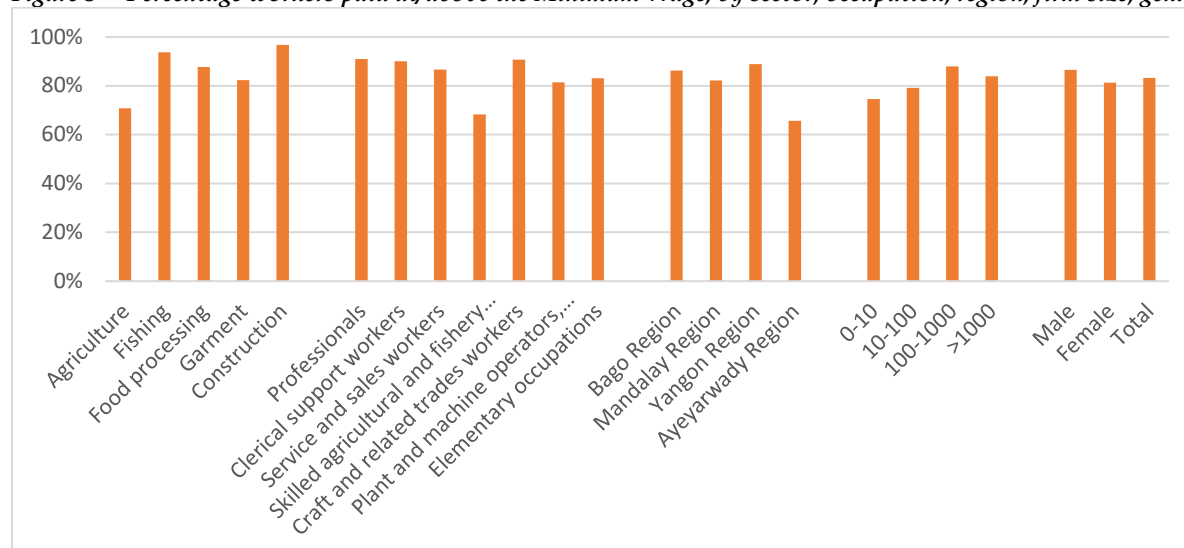


Source: Myanmar Decent Wage Survey 2019, N=1514, wage missing 61.

Minimum wage

Myanmar has a National Minimum Wage, which is since 1 January 2018 set at 600 Kyat per hour and 4,800 Kyat per day, based on 8 working hours a day. We calculated a Minimum Wage per Month to be 114,311 Kyat.⁴ The workers' monthly wages have been compared to the monthly minimum wage rate. The result of our analysis shows that 83% of the workers in the survey is paid on or above the minimum and

Figure 3 Percentage workers paid at/above the Minimum Wage, by sector, occupation, region, firm size, gender



Source: Myanmar Decent Wage Survey 2019, N=1514, wage missing 61.

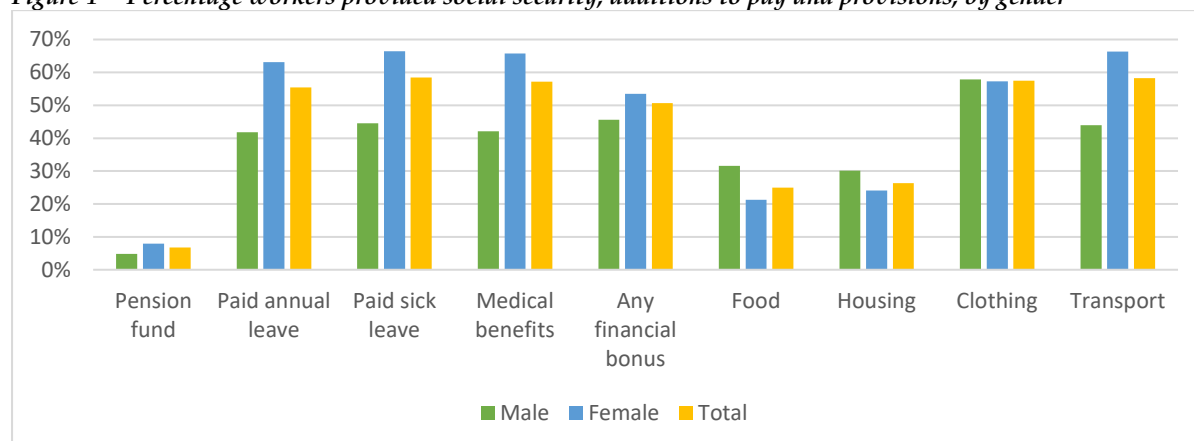
⁴ Standard working hours per week are 44, and on average a month has 4.33 weeks.

17% is paid below the minimum wage rate. Figure 3 shows in detail in which groups this occurs most frequently. Pay at or above the Minimum Wage is lowest in agriculture and highest in construction. It is lowest for the agricultural and fishery workers, and highest for the professional workers and the craft and related trades workers. It is lowest in Ayeyarwady and highest in Yangon. It is lowest in small firms with less than 10 employees and highest in firms with 100 – 1000 employees. It is lower for female compared to male workers.

Social security, additions to pay and provisions

For employees, the survey has several questions about social security. Does the employer contribute to a pension fund, provide a paid annual leave, paid sick leave and medical benefits? Hardly any employer provides contributions to a pension fund (6%). More than five in ten workers are provided a paid annual leave (55%). Almost six in ten are provided paid sick leave (59%). To the same extent employers provide medical benefits (57%). Slightly over half of the employees receive any addition to pay, be it a holiday allowance, an end-of-year bonus, an extra month payment, a profit share or another annual bonus (51%). Some employees are provided with food, housing, clothing, and transport (respectively 21%, 24, 57% and 66%).

Figure 4 Percentage workers provided social security, additions to pay and provisions, by gender



Source: Myanmar Decent Wage Survey 2019, N=1272, excluding self-employed.

Wages on time and paid in cash

The survey asks employees whether they received their wage on time and whether they received it by a bank draft or cash in hand. Only one in twenty employees report receiving their wage not on time. In fishing and food processing employees are most paid on time. Hardly any differences exist between the occupational groups. Male employees receive their wage slightly more often on time than female employees (96% versus 94%).

More than nine in ten employees receive their wage in cash, and less than one in ten through a bank transfer. A few employees receive their wage in kind or in a combination. In food processing, wages are most often paid through a bank transfer, while

hardly differences exist between the other sectors. When examining the occupational groups, the professionals and the service and sales workers most often receive their wage through a bank transfer, while the elementary occupations most often do so in cash. Hardly any differences are noticed between the two genders.

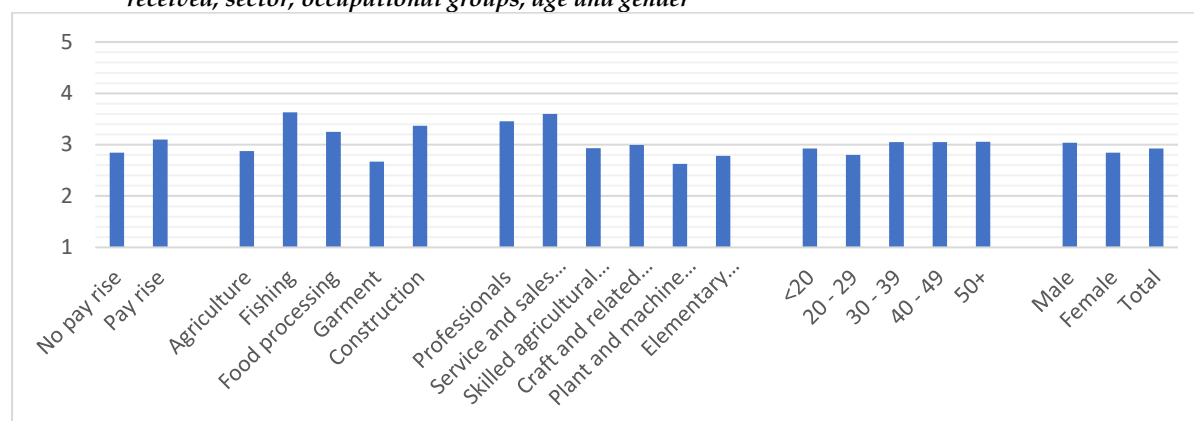
Pay rises

For employees the survey included two questions about pay rises: whether they had asked for a pay rise and whether they had received a pay rise, both in the past 12 months. Almost one in four employees had asked for a pay rise, and four in ten employees reported to have received a pay rise. Those employees who had asked for a pay rise substantially more often also had received a rise, compared to the employees who had not asked that. Employees in all sectors did receive pay rises to the same extent, apart from employees in fishing, where only a few percent reported a pay rise. This picture is confirmed when examining the occupational groups. All groups have received pay rises, apart from the skilled agricultural and fishery workers. Pay rises are not strongly related to firm size or to the number of branches of the firm. Male and female workers report to the same extent that they have received a pay rise. Young employees of less than 20 years or employees over 50 years of age have received slightly less often a pay rise compared to the middle-age groups. Given the substantial rise of the Minimum Wage by January 2018 it is not surprisingly that four in ten employees report a pay rise in the past 12 months.

Satisfaction with pay

The survey has a question: “How satisfied are you with your pay?”. The answers to the questions range from highly dissatisfied (=1) to highly satisfied (=5). Figure 2 shows, not surprisingly, that the workers who have received a pay rise in the past year are more satisfied. Workers in the fishing sector reveal the highest satisfaction levels, whereas workers in garment reveal the lowest levels. Workers in service and sales workers are most satisfied, whereas plant and machine operators have lowest level of satisfaction. Satisfaction hardly differs across age groups and gender.

Figure 5 Satisfaction with pay, ranging from 1 = highly dissatisfied to 5= highly satisfied, but pay rise received, sector, occupational groups, age and gender



Source: Myanmar Decent Wage Survey 2019 (N=1514, of which 13 cases missing)

4 Living Wages in Myanmar regions

Introducing the concept of Living Wages

The WageIndicator Living Wage aims to indicate a wage level that allows families to lead decent lives. It represents an estimate of the monthly expenses necessary to cover the cost of food, housing and transportation, with a 10% margin for other expenses such as expenditure for education, health, or clothing. The prices of food, housing and transportation are collected by means of a *Cost-of-Living Survey*.⁵ The survey is adapted for country-specific consumption patterns.

In the four selected regions in Myanmar, namely Ayeyarwady, Bago, Mandalay, and Yangon, a *Cost-of-Living Survey* has been conducted. The survey has questions about the prices of approximately 80 food items. To calculate how much a person has to pay for its daily food requirements, the food-basket is equalized to 2,100 calories per person per day, being the nutritional requirement for good health proposed by the World Bank. The calculation assumes that all foods are prepared at home and that ingredients are purchased from supermarkets or markets at lower-range prices. Children are assumed to have the same food requirements as adults. For the Living Wage calculations the *Cost-of-Living Survey* requires at least 10 observations per food item. In each of the four regions in Myanmar 15 to 20 observations could be used for the calculation the food costs.

Housing costs are the most peculiar kind of costs because dwellings differ and local prices show a substantial variation. The calculation of housing costs should therefore take into account quality criteria and departs from a minimum acceptable housing quality (e.g. appropriate number of rooms, location). In the *Cost-of-Living Survey* survey respondents are asked about their house rents; they self-identify whether electricity, water, garbage collection, Internet, and taxes on housing are included in the reported rents. Respondents also indicate the size and location (inside or outside the city center) of their apartments or houses. Based on these characteristics the cost of a reference dwelling is predicted using state-of-art econometric tools.

Transportation is an important cost for households because many people commute for work or travel for their daily activities (e.g. shopping). The assumption made here is that the living wage does not include the ownership of a motorbike or car and that families have to rely on other means of transportation. As public transport service is commonly available in most urban places, the price of a regular monthly pass is regarded as the transport cost for an adult. The average price of such a monthly pass is used as a meaningful approximation of transport costs, also for families in areas where no local public transport is available.

⁵ Since 2014, WageIndicator Foundation has used the *Cost-of-Living Survey* to calculate Living Wages for a range of countries and regions within countries. For more information, see <https://wageindicator.org/salary/living-wage/faq-living-wage>

The prizes of food, housing and transportation are entered into the WageIndicator Living Wage calculation for several household situations. The definition of a family is important for the calculation and finally defines what a living wage represents. The calculation of living wage for different family characteristics provides a reflection of the diversity found in the life-work situations.

WageIndicator defines three household types to respond to different demands for living wage information. The Living Wage is commonly presented for a one-person household, for a standard 2+2 family composed of two working adults and two children, and for a typical family. The typical family reflects the most common family composition in a country, because the number of children is based on the national fertility rate and because it assumes that one adult is employed full-time and that the employment rate of the other adult is derived from the national employment rate. Finally, the living wage calculation assumes that adults are of economically active age and competent to manage their family budget efficiently. It is also assumed that all household members are in a good health.

In the Figures on the next pages, the Living Wage graphs for the four regions in Myanmar include the monthly Minimum Wage, the monthly Living Wage for all three household types, as well as the monthly earnings of the most common type of worker in the *Myanmar Decent Wage Survey*, namely the semi-skilled worker. The levels of the monthly earnings are presented for the 25th, the 50th and the 75th decile of the distribution of the earnings in this skill group. Thus, if for example the earnings of a 100 workers were ranked from low to high, the Figures show the earnings of the 25th, the 50th and the 75th worker. For the definition of a semi-skilled worker, please see Chapter 5 of this report. The large majority of the workers in the *Decent Wage Survey* is identified as semi-skilled.

Bago Region

Living wage is calculated for several family types and different working schedules (see Table 4). Work intensity in a typical family is 1.6, and it means one parent is assumed to work full-time, and the work intensity of the other parent is 60%. When each parent is paid the living wage (MMK 183,700), or in case of a part-time work a proportion of the living wage, the total income earned by both parents is enough to cover the necessary family expenditures (MMK 267,200).

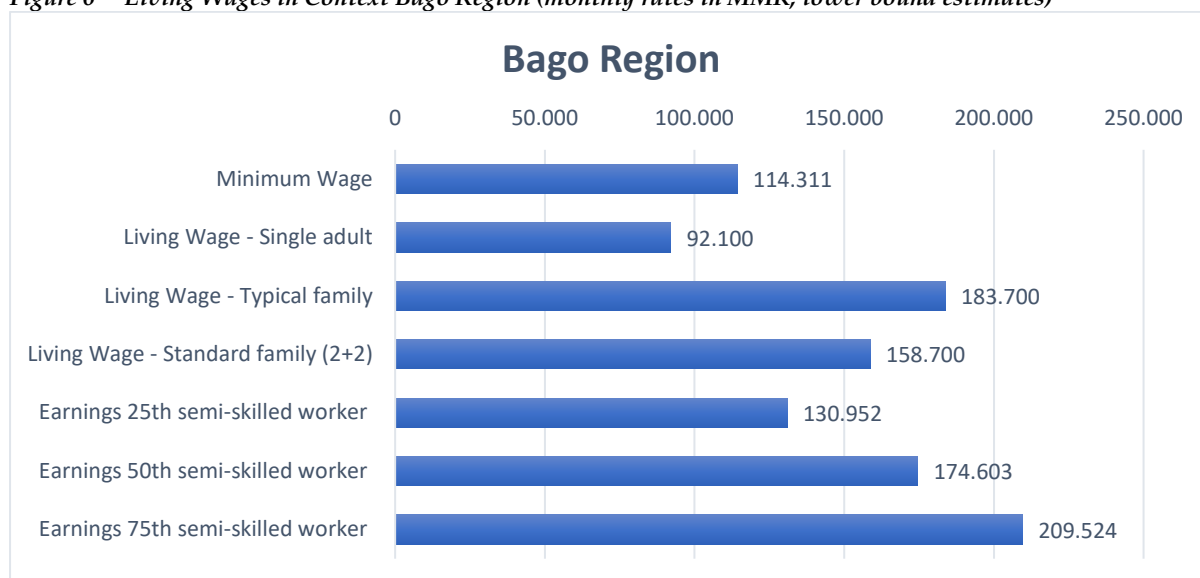
Table 4 Expenditure and Living Wage calculation for Bago Region (monthly rates in MMK, Sep-Oct 2019)

	Typical family from - to	Standard family from - to	Single - adult from - to
Food expenses	153500 - 215000	146200 - 204700	36500 - 51200
Housing expenses	50000 - 65400	50000 - 65400	30000 - 44800
Transport expenses	24000 - 24000	24000 - 24000	12000 - 12000
Healthcare expenses	5000 - 20000	5000 - 20000	1250 - 5000
Education expenses	22000 - 35000	22000 - 35000	-
Other expenses	12700 - 18000	12400 - 17500	3990 - 5650
Total Expenditure	267200 - 377400	259600 - 366600	83740 - 118650
Net Living Wage	167000 - 235875	144222 - 203667	83740 - 118650
Gross Living Wage	183700 - 259500	158700 - 224000	92100 - 130500

Source: Myanmar Cost-of-Living Survey 2019

Figure 6 shows that the earnings of the 25th semi-skilled worker in Bago Region are sufficient for the living wage level of a single adult, but not for a standard 2+2 family or a typical family. The earnings of the 50th semi-skilled worker are sufficient for a single adult and a standard 2+2 family, but not for a typical family. The earnings of the 75th semi-skilled worker are sufficient for a single adult, a standard 2+2 family, and a typical family. Current Minimum Wage is below the earnings of all three types of semi-skilled workers.

Figure 6 Living Wages in Context Bago Region (monthly rates in MMK, lower bound estimates)



Source: Myanmar Cost-of-Living Survey 2019 and Myanmar Decent Wage Survey 2019

Mandalay Region

Living wage is calculated for several family types and different working schedules (see Table 5). Work intensity in a typical family is 1.6, and it means one parent is assumed to work full-time, and the work intensity of the other parent is 60%. When each parent is paid the living wage (MMK 165,800), or in case of a part-time work a proportion of the living wage, the total income earned by both parents is enough to cover the necessary family expenditures (MMK 241,100).

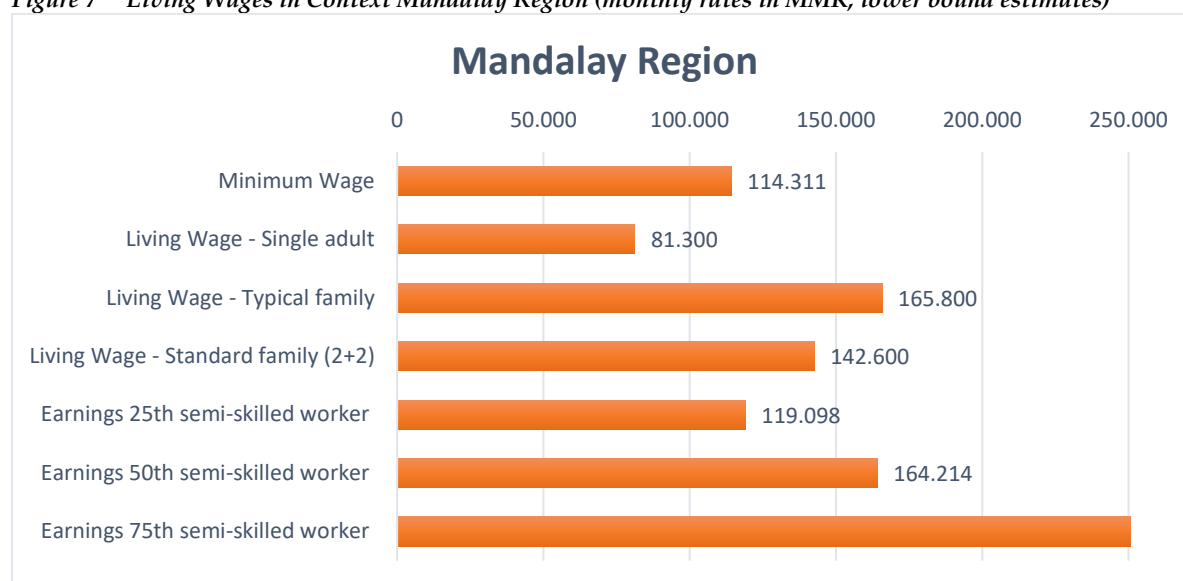
Table 5 Expenditure and Living Wage calculation for Mandalay Region (monthly rates in MMK, Sep-Oct 2019)

	Typical family from - to	Standard family from - to	Single - adult from - to
Food expenses	155600 - 200000	148200 - 190400	37100 - 47600
Housing expenses	50000 - 68000	50000 - 68000	30000 - 44300
Transport expenses	4000 - 7000	4000 - 7000	2000 - 3500
Healthcare expenses	5000 - 30000	5000 - 30000	1250 - 7500
Education expenses	15000 - 20000	15000 - 20000	0
Other expenses	11500 - 16300	11100 - 15800	3520 - 5150
Total Expenditure	241100 - 341300	233300 - 331200	73870 - 108050
Net Living Wage	150688 - 213313	129611 - 184000	73870 - 108050
Gross Living Wage	165800 - 234700	142600 - 202400	81300 - 118900

Source: Myanmar Cost-of-Living Survey 2019

Figure 7 shows that the earnings of the 25th semi-skilled worker in Mandalay Region are sufficient for the living wage level of a single adult, but not for a standard 2+2 family or a typical family. The earnings of the 50th semi-skilled worker are sufficient for a single adult and a standard 2+2 family, but not for a typical family. The earnings of the 75th semi-skilled worker are sufficient for a single adult, a standard 2+2 family, and a typical family. Current Minimum Wage is below the earnings of all three types of semi-skilled workers.

Figure 7 Living Wages in Context Mandalay Region (monthly rates in MMK, lower bound estimates)



Source: Myanmar Cost-of-Living Survey 2019 and Myanmar Decent Wage Survey 2019

Yangon Region

Living wage is calculated for several family types and different working schedules (see Table 6). Work intensity in a typical family is 1.6, and it means one parent is assumed to work full-time, and the work intensity of the other parent is 60%. When each parent is paid the living wage (MMK 196,200), or in case of a part-time work a proportion of the living wage, the total income earned by both parents is enough to cover the necessary family expenditures (MMK 285,300).

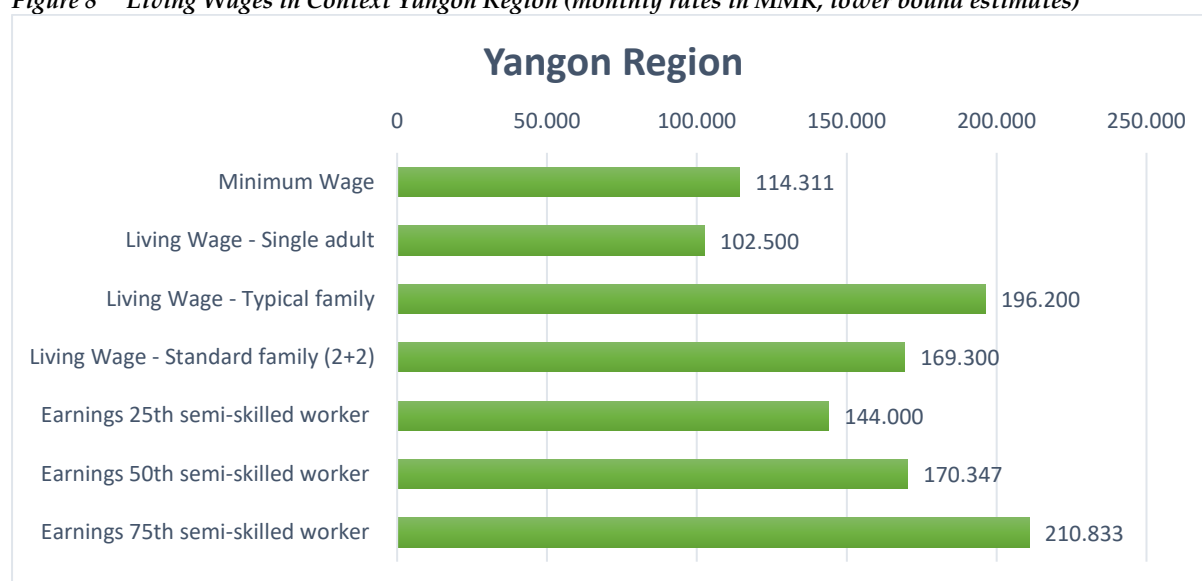
Table 6 Expenditure and Living Wage calculation for Yangon Region (monthly rates in MMK, Sep-Oct 2019)

	Typical family from - to	Standard family from - to	Single - adult from - to
Food expenses	164700 - 219300	156900 - 208800	39200 - 52200
Housing expenses	60000 - 85000	60000 - 85000	36000 - 58600
Transport expenses	22000 - 30000	22000 - 30000	11000 - 15000
Healthcare expenses	10000 - 11000	10000 - 11000	2500 - 2750
Education expenses	15000 - 20000	15000 - 20000	0
Other expenses	13600 - 18300	13200 - 17700	4440 - 6430
Total Expenditure	285300 - 383600	277100 - 372500	93140 - 134980
Net Living Wage	178313 - 239750	153944 - 206944	93140 - 134980
Gross Living Wage	196200 - 263700	169300 - 227600	102500 - 148500

Source: Myanmar Cost-of-Living Survey 2019

Figure 8 shows that the earnings of the 25th semi-skilled worker in Yangon Region are sufficient for the living wage level of a single adult, but not for a standard 2+2 family or a typical family. The earnings of the 50th semi-skilled worker are sufficient for a single adult and a standard 2+2 family, but not for a typical family. The earnings of the 75th semi-skilled worker are sufficient for a single adult, a standard 2+2 family, and a typical family. Current Minimum Wage is below the earnings of all three types of semi-skilled workers.

Figure 8 Living Wages in Context Yangon Region (monthly rates in MMK, lower bound estimates)



Source: Myanmar Cost-of-Living Survey 2019 and Myanmar Decent Wage Survey 2019

Ayeyarwady Region

Living wage is calculated for several family types and different working schedules (see Table 7). Work intensity in a typical family is 1.6, and it means one parent is assumed to work full-time, and the work intensity of the other parent is 60%. When each parent is paid the living wage (MMK 171,500), or in case of a part-time work a proportion of the living wage, the total income earned by both parents is enough to cover the necessary family expenditures (MMK 249,500).

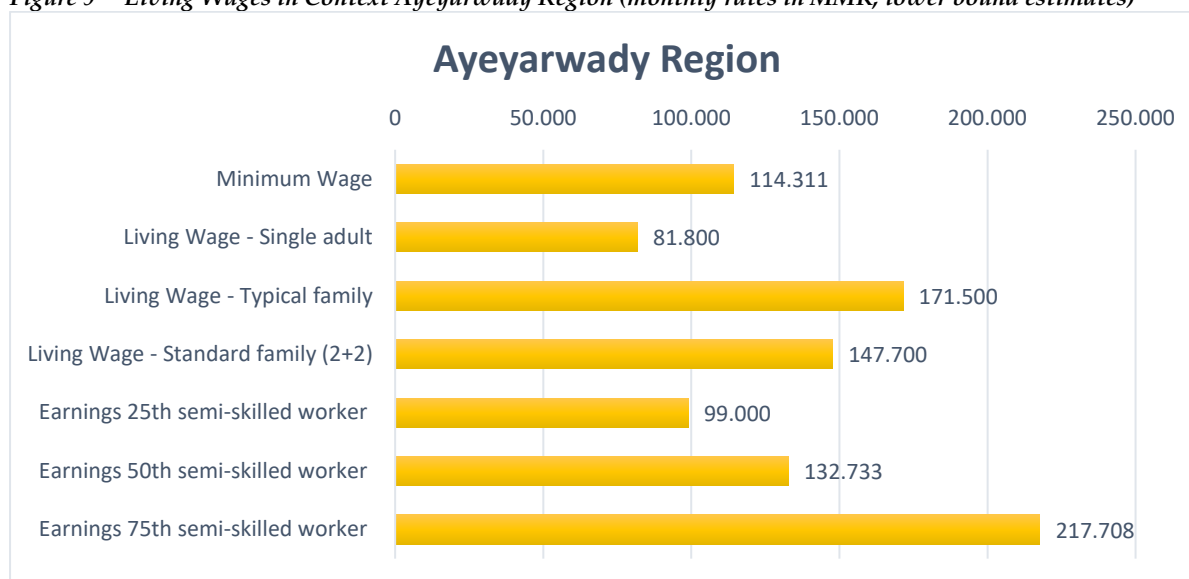
Table 7 Expenditure and Living Wage calculation for Ayeyarwady Region (monthly rates in MMK, Sep-Oct 2019)

	Typical family from - to	Standard family from - to	Single-adult from - to
Food expenses	155900 - 206100	148500 - 196300	37100 - 49100
Housing expenses	41700 - 78500	41700 - 78500	25000 - 53100
Transport expenses	10000 - 20000	10000 - 20000	5000 - 10000
Healthcare expenses	15000 - 20000	15000 - 20000	3750 - 5000
Education expenses	15000 - 25000	15000 - 25000	0
Other expenses	11900 - 17500	11500 - 17000	3550 - 5860
Total Expenditure	249500 - 367100	241700 - 356800	74400 - 123060
Net Living Wage	155938 - 229438	134278 - 198222	74400 - 123060
Gross Living Wage	171500 - 252400	147700 - 218100	81800 - 135400

Source: Myanmar Cost-of-Living Survey 2019

Figure 9 shows that the earnings of the 25th semi-skilled worker in Ayeyarwady Region are not even sufficient for the living wage level of a single adult, let alone for a standard 2+2 family or a typical family. The earnings of the 50th semi-skilled worker are sufficient for a single adult, but not for a standard 2+2 family and a typical family. Only the earnings of the 75th semi-skilled worker are sufficient for a single adult, a standard 2+2 family, and a typical family. Current Minimum Wage is below the earnings of the 50th and the 75th semi-skilled workers.

Figure 9 Living Wages in Context Ayeyarwady Region (monthly rates in MMK, lower bound estimates)



Source: Myanmar Cost-of-Living Survey 2019 and Myanmar Decent Wage Survey 2019

5 Occupation and education

Occupation

In the *Myanmar Decent Wage Survey 2019*, workers were asked about their occupation. For the answers a combination of a predefined list with an open text field was used. In total the occupational titles of 1,222 workers could be identified, while 292 could not be coded. Table 8 shows that almost four in ten workers are plant and machine operators (39%). More than two in ten are either skilled agricultural and fishery workers or craft and related trades workers (21% and 23%). More than one in ten is employed in an elementary occupation (13%). The remaining small group is noticed in the other occupational groups.

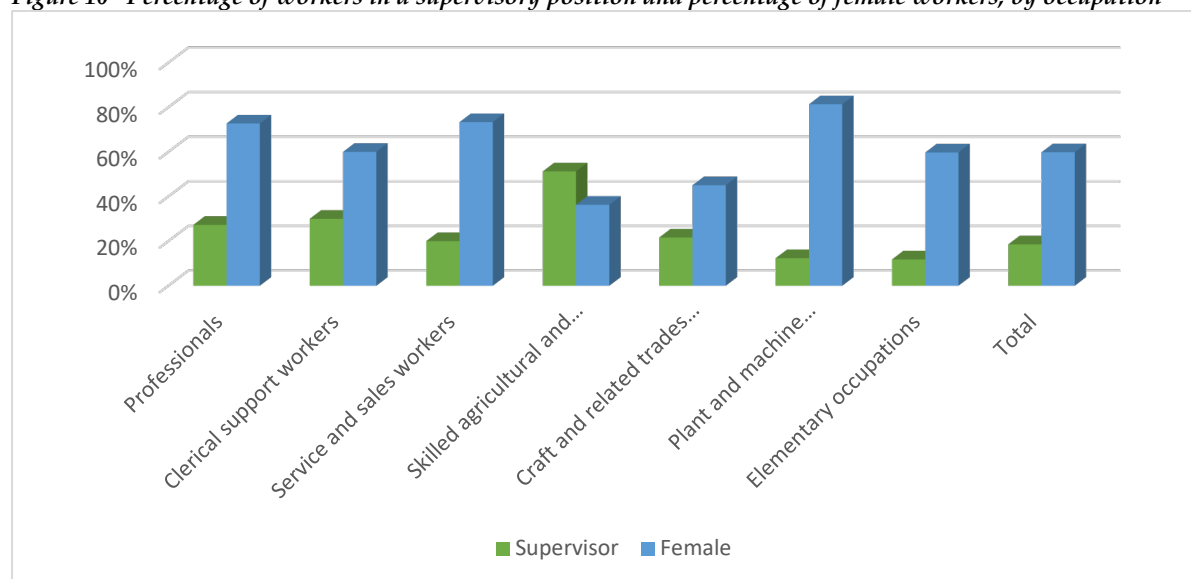
In the International Standard Occupational Classification occupations are classified by required skill level, comprising of four groups, namely unskilled, semi-skilled, skilled and highly skilled workers. The vast majority of the workers in the survey fall into the category semi-skilled, followed by the unskilled workers. Only few skilled and highly skilled workers have been interviewed.

Table 8 Occupational titles, classified in the International Standard Occupational Classification (ISCO-2008)

	Agriculture	Fishing	Food processing	Garment	Construction	Total	Col. Percentage
Managers	0	0	2	0	0	2	0%
Professionals	1	0	5	1	4	11	1%
Technicians and associate professionals	0	0	0	0	3	3	0%
Clerical support workers	1	1	5	3	0	10	1%
Service and sales workers	2	1	6	4	2	15	1%
Skilled agricultural and fishery workers	226	32	1	0	0	259	21%
Craft and related trades workers	3	2	31	149	99	284	23%
Plant and machine operators, and assemblers	0	0	67	412	0	479	39%
Elementary occupations	27	0	66	61	5	159	13%
Total	260	36	183	630	113	1222	100%

Source: Myanmar Decent Wage Survey 2019, N=1514, occupation missing 292.

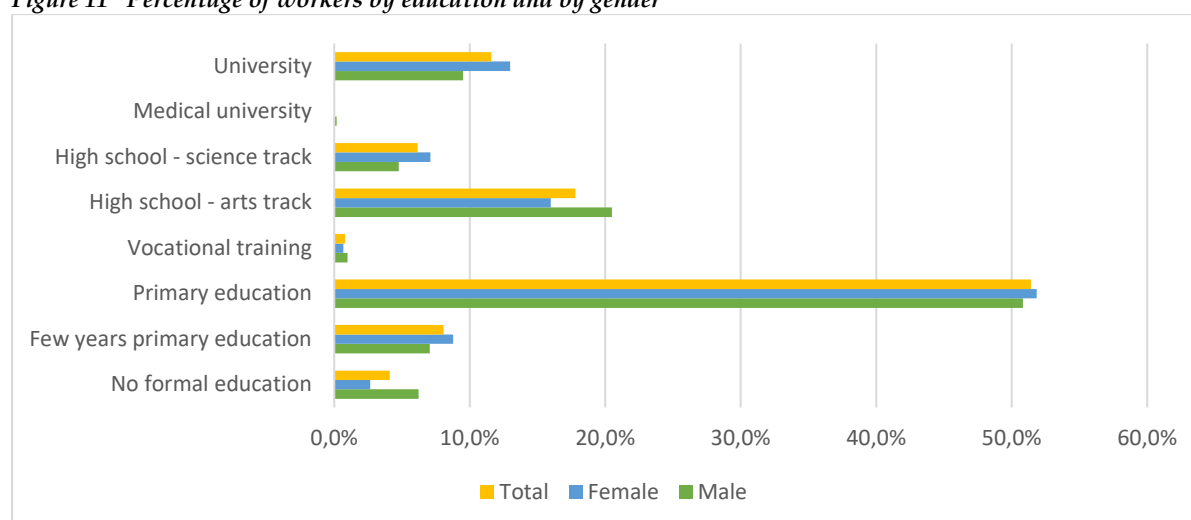
The share of women within each occupation varies largely, see Figure 10. Women are specifically present in the plant and machine operator and assembler occupation, and hardly in the occupation of the agricultural and fishery workers. Two in ten workers supervise other workers (19%). This is most common for the agricultural and fishery workers, and least common among the plant and machine operators and assemblers, and the elementary occupations (51% versus 12%).

Figure 10 Percentage of workers in a supervisory position and percentage of female workers, by occupation

Source: Myanmar Decent Wage Survey 2019, N=1514, firm size missing 292.

Education

More than half of the workers have acquired primary education, as Figure 3 shows. Almost two in ten have attained a high school arts track, followed by slightly over one in ten with a university education. Female and male workers differ hardly with respect to their educational attainments. Male workers have slightly more often a high school arts track, whereas women slightly more often have completed a university education.

Figure 11 Percentage of workers by education and by gender

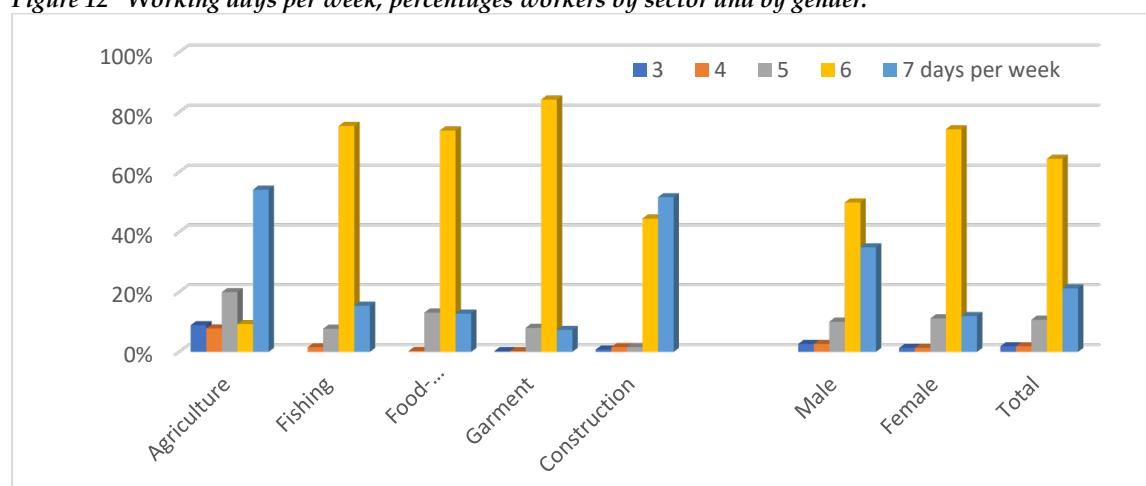
Source: Myanmar Decent Wage Survey 2019, N=1514, gender missing 3.

6 Working hours

Working days per week

On average the workers in the survey work 6.1 days per week. In the sectors fishing, food processing and garment the vast majority of workers work six days a week. In agriculture and construction seven days a week is more common. Almost eight in ten female workers have a 6-day working week, whereas this is five in ten for the male workers with another four in ten working seven days a week (Figure 12).

Figure 12 Working days per week, percentages workers by sector and by gender.



Source: Myanmar Decent Wage Survey 2019, N=1514, gender missing 3.

Working hours per week

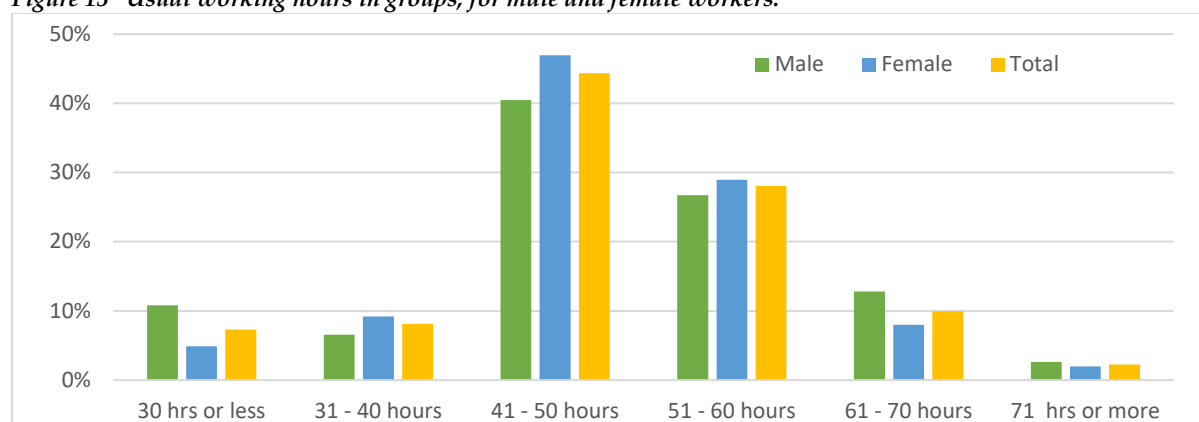
By law, Myanmar has a standard working week of 44 hours. However, in the selected sectors in the survey, the average working week of the respondents is longer, at 49.2 hours. Seven in ten workers in dependent employment report that they have their working hours agreed with their employer, either in writing or verbally. The remaining three in ten have no agreed working hours. The workers with an agreed number of contractual hours typically work 48 hours a week and six days per week. The survey asks the workers whose hours have not been agreed about their usual hours. This group works on average 53 hours per week.

The workers with agreed hours are asked whether they usually work the hours agreed in their contract. Almost eight in ten indeed does so. Another two in ten do not so and this group has on average 10 overtime hours per week. Almost three-quarter reports that these overtime hours are paid as normal hours, whereas almost a quarter reports that these hours are paid as normal hours plus a premium. Only the remaining small group reports no receiving pay for their overtime hours.

For this report, the usual working hours could be computed for all workers. For the employees with agreed hours and no overtime the usual hours equal the contractual hours. If these workers had overtime hours, whether paid or not, their contractual

plus overtime hours are considered their usual hours. All self-employed have been asked about their usual hours. Figure 13 shows the usual hours for all workers.

Figure 13 Usual working hours in groups, for male and female workers.

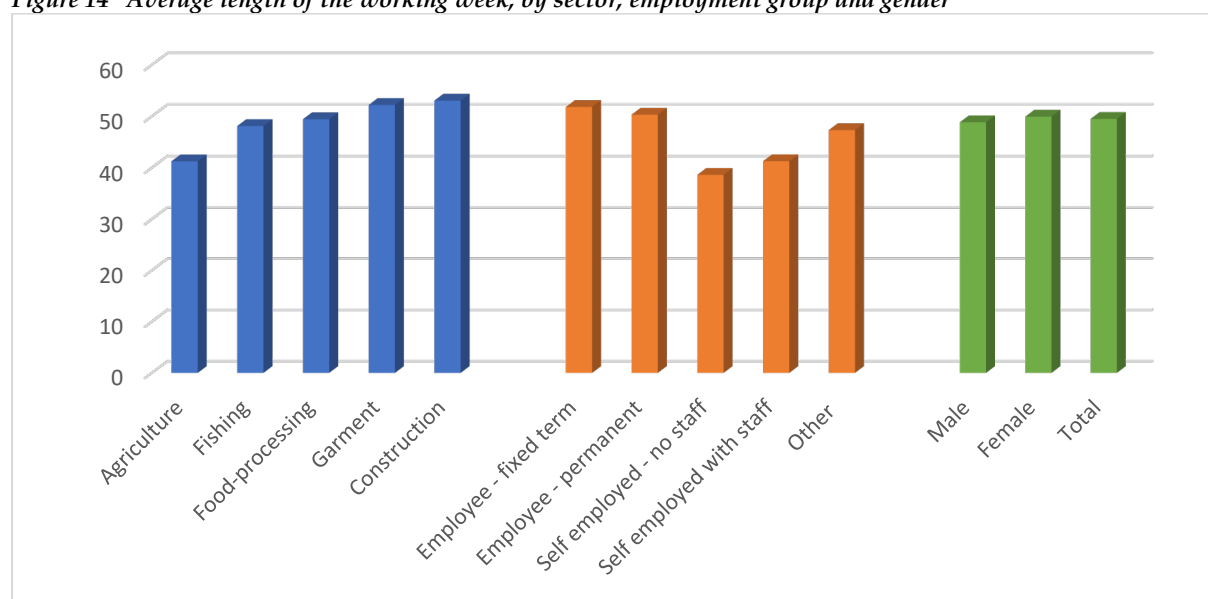


Source: Myanmar Decent Wage Survey 2019, N=1514, gender missing 3.

Average working hours are longest in construction and shortest in agriculture (Figure 14). Working hours are longest for employees on a fixed-term contract and shortest for self-employed without staff, and they are almost equal for women and men. In agriculture, workers tend to work seven days a week, but for fewer hours per day. Please note that working hours in agriculture may vary over the seasons. However, the survey has no information about annual working hours, only about working hours in the months September or October 2019.

Services and sales workers, craft and related trades workers as well as plant and machine operators have the longest working week (50 respectively 49 hours on average). Skilled agricultural and fishery workers (41 hours), professionals (42 hours), and clerical support workers (44.5 hours) have the shortest working hours.

Figure 14 Average length of the working week, by sector, employment group and gender



Source: Myanmar Decent Wage Survey 2019, N=1514, gender missing 3.

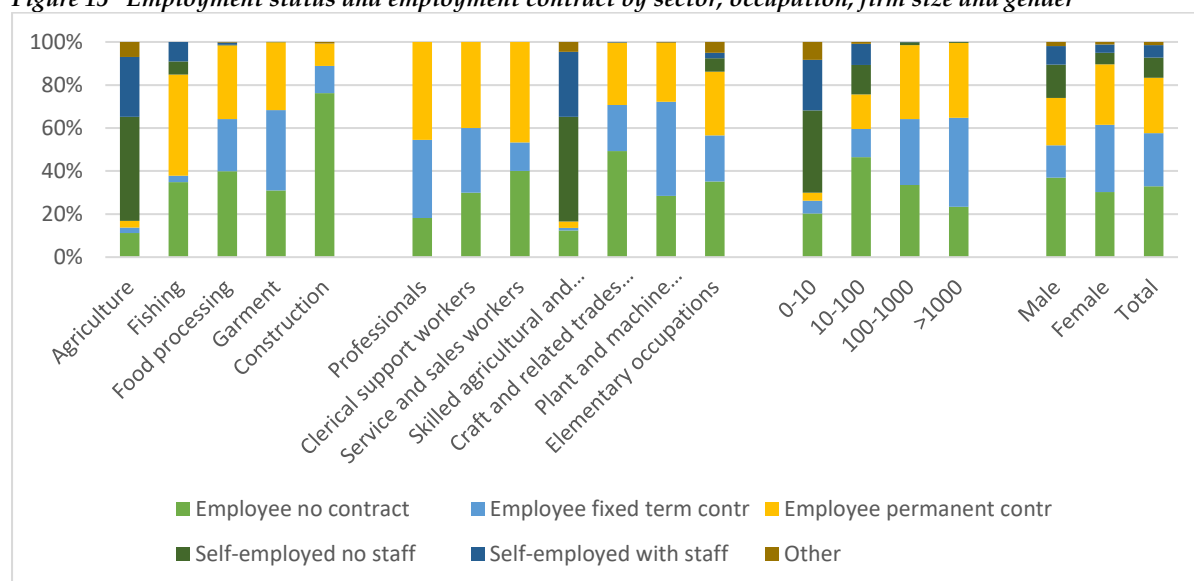
7 Employment characteristics

Employment status

More than eight in ten workers are an employee, whereas almost two out of ten is self-employed. A small group is none of these, because they are a paid apprentice or a seasonal or casual worker. Slightly over half of the employees have a written employment contract. Only a quarter of the employees have a permanent employment contract, the remaining group has either a fixed-term contract or no contract at all. The fixed-term contracts, however, mostly have a duration of more than 12 months. The self-employed are predominantly own-account workers, only a minority of the self-employed have regular employees. Self-employment is largely found in agriculture, and hardly in the other sectors. The female workers are far more often in dependent employment, whereas the male workers are far more often self-employed.

Figure 15 shows how these six employment status groups are broken down by sectors, occupations, firm sizes and gender of the interviewed workers. It shows that the self-employed without staff are most frequently found in agriculture, whereas in construction this is so for employees without an employment contract. The breakdown by occupation reveals that the service and sales workers most frequently are an employee with a permanent contract, while the plant and machine operators most frequently are an employee with a fixed-term contract. The breakdown by firm size depicts that the larger the firm, the more frequent both the employees with a fixed-term contract and with a permanent contract show up. Figure 15 shows that the male workers more often are self-employed without staff, and female workers more often can be found in the group of employees with a fixed-term or permanent contract.

Figure 15 Employment status and employment contract by sector, occupation, firm size and gender



Source: Myanmar Decent Wage Survey 2019, N=1514, gender missing 3, occupations missing 292.

Years of work experience

On average, workers in the survey have nineteen years of work experience. Three in four workers have between 10 and 19 years of experience. The remaining group has been working for 20 to 29 years, and a few have been working for less than 10 years. Female workers have slightly more years of work experience than male workers. Workers in fishing have the most years of work experience, whereas workers in agriculture have the lowest. Self-employed workers without staff have the shortest experience, while workers on a permanent employment contract have the longest experience.

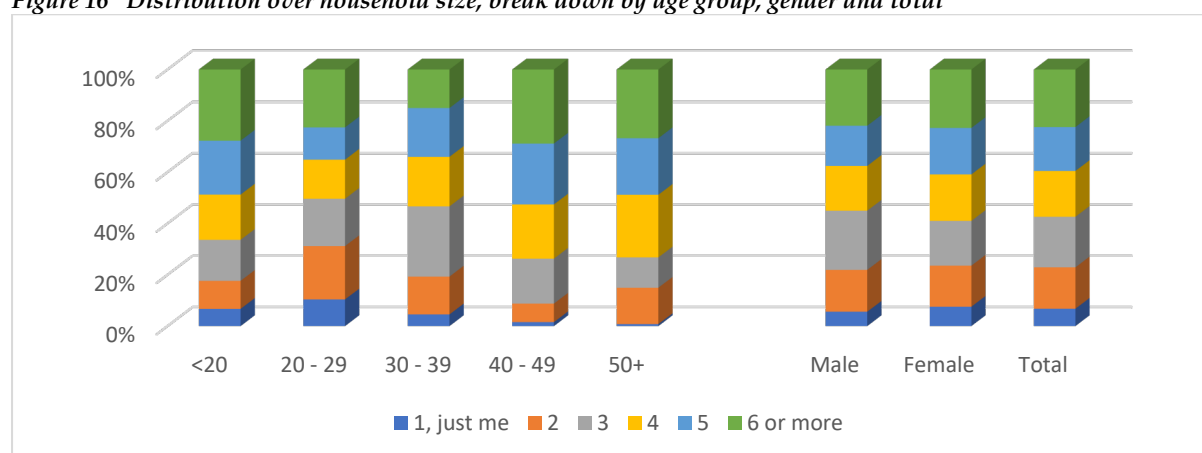
The interviewed employees have been asked if they had been promoted in their company. Less than two in ten employees say they are. Not surprisingly, the workers with the most experience have most often been promoted.

8 Household composition and income

Household composition

The workers in the survey live in households with on average almost 4 members, including themselves. Figure 16 shows that a small minority of workers live in a single-person household (see bar total: 7%) Approximately seven in ten workers live in households with two to five persons. More than two in ten live in a household with 6 members or more (22%). Large households are specifically common among people aged 40 and over. There are hardly any differences between men and women in this respect.

Figure 16 Distribution over household size, break down by age group, gender and total

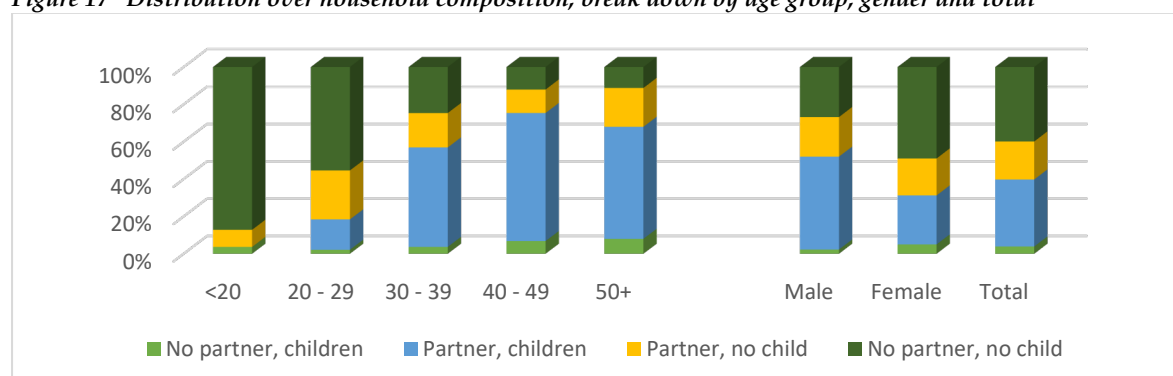


Source: Myanmar Decent Wage Survey 2019 (N=1496, of which 18 missing cases)

Living with partner and children

As Figure 17 shows, almost four in ten workers have a partner and one or more children. Men have so more often than women, and older workers more often than younger workers. Four in ten workers have no partner and no child. Not surprisingly, young people have this much more often than older workers. Women have this more often than men. It is very rare that workers have one or more children but no partner.

Figure 17 Distribution over household composition, break down by age group, gender and total



Source: Myanmar Decent Wage Survey 2019 (N=1496, of which 18 missing cases)

Household income

The last questions in the survey targeted at the income of the household: “How many other people in your household have an income from work, benefits or other sources?”. The answers show that more than three out of ten workers live in a household where they are the sole earner and more than five out of ten live in a household with two earners. The remaining small group lives in a household with three or more earners, which are found in households with four or more members.

Sending monetary remittance to the family is part of the household expenditure. On in three workers does so. Among workers without children sending remittances occurs more often compared to other household types. Women send remittances more often than men.

Receiving remittances from relatives abroad occurs far less often: one in twenty workers reports so. Workers without a partner but with children most often receive these remittances, followed by workers with a partner but without children. Workers in the construction sector most often report so, compared to workers in other sectors.

Appendix 1: Number of interviews by detailed industry and gender

Industry, NACE codes	Male	Female	Missing gender	Total
110 Growing of crops, market gardening, horticulture	55	48	0	103
120 Growing of fruit, nuts, beverage and spice crops	0	1	0	1
140 Farming of animals	42	21	0	63
150 Mixed farming	47	29	0	76
160 Support activities to agriculture and post-harvest crop activities	4	7	0	11
310 Fishing	11	0	0	11
320 Fish farming and fish related services	49	6	0	55
1000 Manufacture of food products	43	49	1	93
1300 Manufacture of textiles	91	216	0	307
1400 Manufacture of wearing apparel	58	351	1	410
1500 Manufacture of leather and related products	5	18	0	23
2000 Manufacture of chemicals and chemical products	0	1	1	2
4110 Development of building projects	1	0	0	1
4120 Construction of residential and non-residential buildings	85	9	0	94
4313 Test drilling and boring	12	0	0	12
4321 Electrical installation	1	0	0	1
4331 Plastering	1	0	0	1
4332 Joinery installation	1	0	0	1
4334 Painting and glazing	4	0	0	4
4620 Wholesale of agricultural raw materials and live animals	4	8	0	12
4630 Wholesale of food, beverages and tobacco	1	0	0	1
5210 Warehousing and storage	36	69	0	105
Other agriculture	12	18	0	30
Other manufacturing	39	46	0	85
Other construction	8	4	0	12
Total	610	901	3	1514

Appendix 2: The questionnaire

PAGE	ITEM TYPE	UNIQUE IDENTIFIER	ROUTING	ENGLISH	BURMESE
start	heading	interviewer_heading		WageIndicator Salary Survey	လုပ်လစာ အညးနုံးကိန်း စက္ကမုံး
start	question - API interviewers	interviewer_API		Interviewer: what is your number or name?	ဝေချေဆိုသူ၏ အမည် (သို့) အမှတ်
start	hint	interviewer_API_hint		Please select your number or name	
start	question - text box	surveint		Please type in your name	ဝေချေဆိုသူအမည်ကို ထည့်သွင်းပါ
start	question - API regions	regihome_API		In which region and city do you do the interview?	မည့်သွင်း ဝေချေရာဒေသကြီး သို့မဟုတ် ဝေချေရာမြို့နယ်မှာ ဝေချေမိမိနည်း။
intro	questionnaire text	intro		The government and social partners discuss the Minimum Wage in Myanmar. Therefore, they like to know about the actual wages of many workers and employees in Myanmar. Please share your wage information for this purpose.	အစိုးရနှင့် မိတ္တူဖွဲ့အဖွဲ့အစည်းများသည် လူမှုစီးပွားဝင်ငွေ၏ အနိမ့်ဆုံးလုပ်လစာ ကိစ္စရပ်များကို ဝေချေမေးမြန်းခြင်းများ ရှိနေပါသည်။ ထို့ကြောင့် အလုပ်သမားများနှင့် လုပ်လစာချုပ်အလုပ်သမားများ၏ အမှုဆောင်မှု ရရှိစေရန် လုပ်လစာကို သိရှိလိုပါသည်။ ထို့ကြောင့် သင့်၏ လုပ်လစာ အချက်အလက်များကို အဆိုပါရည်ရွယ်ချက်အတွက် ဖော်ပြလိုပါသည်။
intro	question	surveparticipation		Are you prepared to cooperate in the survey?	သင့်အနေဖြင့် ယခုစက္ကမုံးကြီး ပူးပေါင်းပါဝင်လိုပါသလား။
intro	option	surveparticipation_1		Yes	ဟုတ်
intro	option	surveparticipation_0		No	မရှိပါ
intro	question	surverefusalreason	surveparticipation_0	Do you want to tell why you don't want to do so?	မပါဝင်လိုပါက မည့်သွင်းအကြောင်းမှာ မပါဝင်လိုပါနည်း။
intro	option	surverefusalreason_0		No	မရှိပါ
intro	option	surverefusalreason_2		I don't have time	မိမိကြီး အချိန်လုံလောက်ပါသည်
intro	option	surverefusalreason_9		Other reasons	အခြားအကြောင်းရင်းများ
intro	question	refusal_sex	surveparticipation_0	Interviewer: What is the gender of the respondent?	သင့်၏ လိင်တာဝန်ကို ဖော်ပြပါ။

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intro	option	refusal_sex_1	s	Female	ယောကျ်ား
intro	option	refusal_sex_2		Male	မိန်းမ
intro	option	refusal_sex_3		Other	အခြား
intro	question	refusal_AGEGR5	surveparticipation_0	Interviewer: How old is the respondent approximately?	သင့်၏ ခန့်မှန်းအသက်ကွဲ နှိုပါသနည်း။
intro	option	refusal_AGEGR5_1		<20	<၂၀
intro	option	refusal_AGEGR5_2		20 - 29	၂၀ - ၂၉
intro	option	refusal_AGEGR5_3		30 - 39	၃၀ - ၃၉
intro	option	refusal_AGEGR5_4		40 - 49	၄၀ - ၄၉
intro	option	refusal_AGEGR5_5		50+	၅၀+
intro2	question	nrojob1		Do you have a paid job?	သင့်ကြောင့် လုပ်လစာရရှိသော အလုပ်ပါသလား။
intro2	option	nrojob1_1		Yes	ဟုတ်
intro2	option	nrojob1_0		No	မရှိပါ
intro2	question	contst140		What are you?	သင့်အလုပ်သည်။
intro2	option	contst140_140		Employee	အလုပ်သမား
intro2	option	contst140_200		Self-employed	လုပ်ငန်းရှင်
intro2	option	contst140_950		Other	အခြား
intro2	question	contst14	contst140_950	What are you mainly?	သင့်အဓိကအားဖြင့်...
intro2	option	contst14_308		Housekeeping	အိမ်မှုကိစ္စထိန်းသိမ်းရေး
intro2	option	contst14_165		Seasonal worker	ရာသီအလိုက်လုပ်သမား
intro2	option	contst14_169		Casual worker	ကပ်နား
intro2	option	contst14_825		Paid apprentice	ခန့်မှန်းလုပ်သမား အလုပ်သမား
intro2	option	contst14_103		Paid family worker	အခမဲ့အလုပ်သမားမဟုတ်သော မိသားစုအလုပ်သမား
intro2	option	contst14_130		Community work scheme	လူမှုအသိုင်းအဝိုင်း အလုပ်အကိုင်စီစဉ်
intro2	option	contst14_131		Military service or equivalent	စစ်တပ်ဝင်မှု သို့မဟုတ် အလားတူ
intro2	option	contst14_950		Other	အခြား

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intro2	question	const16	const140_200	What are you mainly?	သင့်ည အဓိကအားရဖငုံ...
intro2	option	const16_201		Employer (with regular employees)	အလုပ်မားမား မဟုတ် ကိုယ့်အလုပ်ပုဂံခင်း
intro2	option	const16_163		Contractor / subcontractor (labour only)	ကန်ရိက္က / တဆင့်ကန်ရိက္က (လုပွားပေးသာလွင့်)
intro2	option	const16_164		Contractor / subcontractor with equipment or vehicle	ပစညးကိုရိယာမား သို/မဟုတ် မော့တော့ယာဉ်းပွင့်အတူ ကန်ရိက္က / တဆင့်ကန်ရိက္က
intro2	option	const16_203		Own-account worker (without regular employees)	ကိုယ့်အလုပ်ပါသည
intro2	option	const16_950		Other	အျား
contract	question	nrojobs		Do you have one paid job or more?	သင့်ည အခေဖုကးငြရရှိသော အလုပ်စွါ (သို/) တခုထကို၍ထကို၍ ရှိပါသလား။
contract	option	nrojobs_1		One job	အလုပ်စွါ
contract	option	nrojobs_3		Two jobs	အလုပ်းစွါ
contract	option	nrojobs_4		Three or more jobs	အလုပ်းခု သို/မဟုတ် ထိုထကိုသော အလုပ်း
contract	hint	nrojobs_hint	nrojobs>1 & const140_140	If you have more than one job, please answer with reference to your main job.	သင့်ည အလုပ်ထကိုရှိပါက သင့်၏အဓိကအလုပ်ကို ရညးနးစပီး ဝေးရးပုပီ၍ပေဆိုပါ။
contract	question	nrojob3	nrojobs>1 & const140_200	Do you have a paid job besides your own business?	သင့်ည သင့်၏ကိုယ့်ငြီးငြားဝေးရးလုပ်နးအပု အခေဖုကးငြရသည့် အလုပ်ပါသလား။
contract	option	nrojob3_1		Yes	ဟုတ်
contract	option	nrojob3_0		No	မရှိပါ
contract	question	contract_written		Do you have a written employment contract with your employer?	သင့်ည လုပ်နးရှင်းပွင့် ခံ့ထားသော အလုပ်ကိုစာခံ့ ရှိပါသလား။
contract	option	contract_written_1		Yes	ဟုတ်
contract	option	contract_written_0		No	မရှိပါ
contract	question	contrac5		Do you have a permanent contract?	သင့်ည အမဲတမးဝန်မးစာခံ့ ခံ့ထားမး ရှိပါသလား။
contract	option	contrac5_1		Yes	ဟုတ်
contract	option	contrac5_0		No	မရှိပါ

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contract	question	contrac51	contrac5_0	Do you have a fixed-term contract?	သင့်ကြာသတ္တမ္မာပါသည့် အလုပ်ကိုင်ခန့်ခွဲမှုစည်းကမ်းချက်ရှိပါသလား။
contract	option	contrac51_1		Yes	ဟုတ်
contract	option	contrac51_0		No	မရှိပါ
contract	question	confixed	contrac51_1	What is the duration of your contract?	သင့်အလုပ်ကိုင်ခန့်ခွဲမှု သတ္တမ္မာကာလ မည်မျှလောက်ရှိပါသနည်း။
contract	option	confixed_1		Daily arrangement	နေ့စဉ် စီစဉ်ပါသည်
contract	option	confixed_2		2 days –1 month	၂ ရက် - ၁ လ
contract	option	confixed_3		1 - 3 months	၁ - ၃ လ
contract	option	confixed_4		3 - 6 months	၃ - ၆ လ
contract	option	confixed_5		6 - 12 months	၆ - ၁၂ လ
contract	option	confixed_6		12+ months	၁ ခုနှစ် သို့မဟုတ် ထိုထက်ပို
contract	question	contract	contrac5_0	What kind of employment contract do you have?	သင့်သည် မည်သည့် အလုပ်ကိုင်ခန့်ခွဲမှုအမျိုးအစားဖြစ်သနည်း။
contract	hint	contract_hint		If more options are applicable, tick the option that comes closest	ပိုမိုဆီလျော်သောရွေးချယ်မှုများရှိပါက အနီးကပ်ဆုံးဖြစ်သည့် ရွေးချယ်မှုကို အမှတ်တံဆိပ်ချမှတ်ပါ။
contract	option	contract_32		A fixed term contract of less than 12 months	၁၂ လထက်နည်းသော ပုံသေသတ္တမ္မာစာချုပ်
contract	option	contract_42		A fixed term contract of 12 months or more	၁၂ လ သို့မဟုတ် ထိုထက်ပိုသော ပုံသေသတ္တမ္မာစာချုပ်
contract	option	contract_7		A temporary employment agency contract	ယာယီအလုပ်ကိုင်ခန့်ခွဲမှုအဖွဲ့အစည်းစာချုပ်
contract	option	contract_40		Casual contract	ကပ်နားစာချုပ်
contract	option	contract_12		No contract	စာချုပ်မရှိပါ
contract	option	contract_99		Other type of contract	အခြားစာချုပ်အမျိုးအစား
industry	question	firmsize		How many people are employed at your place of work?	သင့်အလုပ်ရုံတွင် လူကြီး ဘယ်လောက်စွာ အလုပ်လုပ်ကိုင်ပါသလဲ။
industry	hint	firmsize_hint		Applicable to your establishment	သင့်၏အလုပ်ရုံ နှင့်ဆီလျော်

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industry	option	firmsize_0		1 - I work alone	၁ - ကမ္ဘောဇယာထဲလုပ်တယ်
industry	option	firmsize_11		2 - 4	၂ - ၄
industry	option	firmsize_12		5 - 9	၅ - ၉
industry	option	firmsize_2		10 - 20	၁၀ - ၂၀
industry	option	firmsize_3		20 - 50	၂၀ - ၅၀
industry	option	firmsize_4		50 - 100	၅၀ - ၁၀၀
industry	option	firmsize_5		100 - 200	၁၀၀ - ၂၀၀
industry	option	firmsize_6		200 - 500	၂၀၀ - ၅၀၀
industry	option	firmsize_7		500 - 1000	၅၀၀ - ၁၀၀၀
industry	option	firmsize_8		1000 - 2000	၁၀၀၀ - ၂၀၀၀
industry	option	firmsize_9		2000 - 5000	၂၀၀၀ - ၅၀၀၀
industry	option	firmsize_10		5000 or more	၅၀၀၀ သို့မဟုတ် ထိုထက်ပို
industry	question	firmloca		Is your organisation established in more than one location?	သင့်အဖွဲ့အစည်းသည် တညနေရာတစ်ခုထက်ပိုသည့်နေရာတွင် တည်ထောင်ထားမှုရှိပါသလား။
industry	option	firmloca_0		No	မရှိပါ
industry	option	firmloca_1		Yes, in one city/municipality	ရှိပါတယ်၊ ချစ်မြို့တစ်မြို့/ ဝေသာဓိရ အုပ်စုချုပ်ချုပ်ချုပ်ချုပ်
industry	option	firmloca_2		Yes, in 1 region	ရှိပါတယ်၊ ဝေသာ ၁ ခုအကြောင်းမှာ
industry	option	firmloca_3		Yes, in 2 or more regions	ရှိပါတယ်၊ ဝေသာ ၂ ခု သို့မဟုတ် ထိုထက်ပိုသော ဝေသာများအကြောင်းမှာ
industry	option	firmloca_4		Yes, throughout the country	ရှိပါတယ်၊ နိုင်ငံတစ်နိုင်ငံလုံးမှာ
industry	option	firmloca_5		Yes, throughout the country and abroad	ရှိပါတယ်၊ နိုင်ငံတစ်နိုင်ငံလုံးနှင့် နိုင်ငံခြားမှာ
industry	option	firmloca_6		Yes, but only abroad	ရှိပါတယ်၊ ဒါပေမယ့် နိုင်ငံခြားတွင်
industry	question - API industries	sector2_API		What is the main activity of the organization where you work?	သင့် အလုပ်သမား အဖွဲ့အစည်း၏ အဓိကလုပ်ငန်းကို ဖော်ပြပါ။

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industry	question	firmrecogn		Is the organization where you work registered with any regulatory authority?	သင့် အလုပ်ပြုသော အဖွဲ့အစည်းသည် အစိုးရ ဌာန တခုခုဖြင့် မှတ်ပုံတင်ထားပါသလား
industry	option	firmrecogn_1		Yes	ဟုတ်
industry	option	firmrecogn_2		No, not registered	မတင်ထားပါ
industry	option	firmrecogn_3		No, no registration required	တင်ရန်လိုအပ်ပါ
industry	option	firmrecogn_7		I don't know	မသိ
industry	question	firmrecogn1	firmrecogn_1	Where is it registered?	မညွှန်ပြနေကြသော တက္ကသိုလ်သို့
industry	option	firmrecogn1_1		Ministry of Planning and Finance	စီမံကိန်း နှင့် ဘဏ္ဍာရေးဝန်ကြီးဌာန
industry	option	firmrecogn1_2		Ministry of Commerce	စီးပွားရေး နှင့် ကူးသန်းရောင်းဝယ်ရေးဝန်ကြီးဌာန
industry	option	firmrecogn1_3		Ministry of Hotel and Tourism	ဟိုတယ် နှင့် ခရီးသွားလာရေး ဝန်ကြီးဌာန
industry	option	firmrecogn1_4		Ministry of Health and Sport	ကျန်းမာရေး နှင့် အားကစားဝန်ကြီးဌာန
industry	option	firmrecogn1_5		City Development Committee	ချုပ်ချယ်မှုနှင့် စည်ပင်သာယာရေးကော်မတီ
industry	option	firmrecogn1_99		Other	အခြား
industry	question	firmpriv		Do you work ...	မညွှန်ပြနေကြသော အလုပ်ပြုပါသလဲ။
industry	option	firmpriv_1		In the private sector	ပုဂ္ဂလိကကဏ္ဍ
industry	option	firmpriv_2		In the public sector	အစိုးရပဏ္ဏာနကဏ္ဍ
industry	option	firmpriv_3		In the not-for-profit sector	အကျိုးအမြတ်မရှိသော ကဏ္ဍ
industry	option	firmpriv_7		In a co-operative organisation	ပူးပေါင်းဆောင်ရွက်သော အဖွဲ့အစည်း
industry	option	firmpriv_8		In a family business	မိသားစုစီးပွားရေးလုပ်ငန်း
industry	option	firmpriv_99		Other	အခြား
occupation	question - number box	AGE		How old are you?	သင့်၏ အသက် မည်မျှရှိပါသနည်း။
occupation	question - number box	AGEfstjob		At what age did you start working?	မည်သည့်အသက်ကြီးမှ စတင် အလုပ်ပြုပါသနည်း။
occupation	question	jobhist4		How many times have you changed jobs since?	ထိုကထာက သင့် အလုပ် ဘယ်အကြိမ်မျှ ပြောင်းလဲခဲ့ပါသလဲ။
occupation	option	jobhist4_0		Never	ဘယ်တော့မှ
occupation	option	jobhist4_1		One time	တစ်ကြိမ်

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occupation	option	jobhist4_2		More than once	တစ်ကြိမ်ကျော်ပြီ
occupation	question - number box	AGE_curjob	jobhist4_1	At what age did you start working with your current employer?	သင့်၏လက်ရှိအလုပ်ရှင်နှင့် အတူ အသက်ကြီးမည်မျှ အသက်မှ စတင်လုပ်ကိုင်ခဲ့ပါသလဲ။
occupation	question - number box	s_AGE_curjob	jobhist4_1	At what age did you start your business?	သင့်အသက်ကြီးမည်မျှ အသက်မှ သင့်၏လုပ်ငန်းကို မည်သည့်အခါမှ စတင်ခဲ့ပါသလဲ။
occupation	question - API education	educat_API		What is the highest level of education you have attained?	သင့်၏အမြင့်ဆုံးအောင်မြင်ခဲ့သော ပညာအဆင့်မှာ အဘယ်မျှသလဲ။
occupation	question - API occupation	occupai3_API		What is your occupation?	သင့်၏လုပ်ငန်းအမျိုးအမည်မှာ အဘယ်မျှသလဲ။
occupation	question - text box	occupai3_txt		Interviewer: write in the name of the occupation	အလုပ်ရှင်၏ အမည်ကို ရေးသားပါ။
occupation	question	occtype		Do you want to specify your occupation in greater detail?	သင့်သည် သင့်၏လုပ်ငန်းကို ပိုမိုသေးသော အသေးစိတ် တွင် သတ်မှတ်ပါသလား။
occupation	option	occtype_1		No, the job title is allright	မဟုတ်ပါ။ အလုပ်အကိုင်အမည်သည် အားလုံးမှန်ပါသည်။
occupation	option	occtype_2		Assistant	လက်ထောက်
occupation	option	occtype_30		Operator	ကိုင်ကြည့်သူ
occupation	option	occtype_9		Team leader	အုပ်ကြည့်သူ
occupation	option	occtype_10		Supervisor	ဆက်ကြည့်သူ
occupation	option	occtype_29		Other	အခြား
occupation	question - text box	occtype_txt		Interviewer: write in the name of the job	အလုပ်ရှင်၏ အမည်ကို ရေးသားပါ။
occupation	question	jobpromo		Have you been promoted?	သင့်သည် ရာထူးတိုးတက်ခဲ့ပါသလား။
occupation	option	jobpromo_0		No	မရှိပါ။
occupation	option	jobpromo_1		Yes	ဟုတ်ပြန်။
occupation	question	supv0		Do you have a supervisory position?	သင့်သည် စီမံခန့်ခွဲခြင်းဆိုင်ရာ အရာရှိအဖြစ် တာဝန်ယူနေပါသလား။
occupation	option	supv0_1		Yes	ဟုတ်ပြန်။
occupation	option	supv0_0		No	မရှိပါ။

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occupation	question	supv2	supv0_1	How many people work directly under your supervision?	သင့်၏ ဆက်ီးဗဟကပွဲးအကြံး တိုက်ိုကြလုပုပဲးနေသာ လုဟွးဘယုးစုးဝဲယာကိုပါသလဲ။
occupation	hint	supv2_hint		If the number of people varies, please enter the average.	လူ အေရအတြက ကြဉ်းရဟးရားနားသညိုပါက ဝဲးးရူးပုပီစပီး ပ်မုးမဗွအေရအတြကို ထည့းတြးးပါ။
occupation	option	supv2_1		1	၁
occupation	option	supv2_2		2	၂
occupation	option	supv2_3		3	၃
occupation	option	supv2_4		4	၄
occupation	option	supv2_5		5	၅
occupation	option	supv2_6		6	၆
occupation	option	supv2_7		7	၇
occupation	option	supv2_8		8	၈
occupation	option	supv2_9		9	၉
occupation	option	supv2_10		10 or more	၁၀ သို့မဟုတ် ထိုထက်ပို
occupation	alert	supv3_alert	supv2_10	Please enter a number between 10 and 10000	၁၀ ဝဲးးဝဲး ၁၀၀၀၀ အဟကားနံပါတို ဝဲးးရူးပုပီစပီး ရိုက္ည့းပါ။
occupation	question	depmale		Are co-workers in similar positions mostly male?	တူညီဝဲသာရာထူးနဲရားရားရှိ လုပဲးမာ့ကိုငှက လုဟွးအမ်းစုမာ ဝဲယာကွဲးတဲးမ်းရူးဖစှါသလား။
occupation	option	depmale_0		No	မရှိပါ
occupation	option	depmale_1		Yes	ဟုတ္တဲ
work_time	question	hrshisto		Do you work full-time?	သည့ အန်နိုပည့းအလုပုပါသလား။
work_time	option	hrshisto_1		Yes	ဟုတ္တဲ
work_time	option	hrshisto_2		No	မရှိပါ
work_time	question	hrsdayp2		How many days a week do you usually work?	အမ်းအားရူးဖး တစ့တြး ဘယုးစုးရူးက အလုပုပါသလဲ။
work_time	option	hrsdayp2_1		1	၁

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work_time	option	hrsdayp2_2		2	၂
work_time	option	hrsdayp2_3		3	၃
work_time	option	hrsdayp2_4		4	၄
work_time	option	hrsdayp2_5		5	၅
work_time	option	hrsdayp2_6		6	၆
work_time	option	hrsdayp2_7		7	၇
work_time	alert	hrsdayp2_alert		When you work full-time, it is likely that you work at least 3 days per week. Please check your answers.	တပတ်ကုန်ပေါင်း (သင့်အချုပ်အတွက် ပျော်သောနေ့စွဲ)
work_time	question	hrscont3		Are your working hours agreed with your employer?	သင့်၏ အလုပ်နှုန်း သင့်အလုပ်ပေးသူနှင့် သဘောတူညီထားသေးသလား။
work_time	option	hrscont3_1		Yes, in writing	တူစပ်ပါသည်။ စာဖြင့်
work_time	option	hrscont3_2		Yes, verbally	တူစပ်ပါသည်။ ဝါဒဖြင့်
work_time	option	hrscont3_0		No	မရှိပါ
work_time	option	hrscont3_-8		Not applicable	မသက်သက်
work_time	question - number box	hrscontr	hrscont3>0	How many hours per week do you work under the terms of your contract?	သင့်၏အလုပ်ပေးချုပ်ဆိုချက်အရ တစ်ပတ်လျှင် နာရီမည်မျှ အလုပ်လုပ်ပါသလဲ။
work_time	question	hrsreal0	hrscont3>0	Do you usually work the number of hours laid down in your contract?	သင့်၏စာချုပ်နှင့် သဘောတူညီသည့် နာရီအရအကြိမ်တိုင်း သင့်လုပ်လုပ်ပါသလား။
work_time	option	hrsreal0_1		Yes	ဟုတ်
work_time	option	hrsreal0_0		No	မရှိပါ
work_time	question	hrsreal		How many hours a week do you usually work (normal + overtime hours)?	အစားအသုံးအရ တစ်ပတ်လျှင် နာရီမည်မျှ အလုပ်လုပ်ပါသလဲ။ (ပုံမှန် + အချိန်အပါအဝင်)
work_time	question	wageotim		If you work overtime, how is this compensated?	စာချုပ်နှင့် သဘောတူညီသော အလုပ်ပေးချုပ်ဆိုချက်အရ အလုပ်လုပ်ပါက အခွင့်အလမ်းကို မည်သို့ရရှိပါသလဲ။
work_time	option	wageotim_1		Paid as normal hours plus premium	ပုံမှန်အလုပ်အချိန်အရ အခွင့်အလမ်းကို ပေးပို့ပေးပါသည်

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work_time	option	wageotim_2		Paid as normal hours	ပုံမှန်အတိုင်း အခွင့်အလမ်းပေးသည်
work_time	option	wageotim_3		Paid as time-off	အခွင့်အလမ်းအကြာ အစားထိုး အခွင့်အလမ်းပေးသည်
work_time	option	wageotim_5		Not compensated	ချုပ်နှောင်ပါ
compensat	question	wageper0_MONTH		Do you receive your salary per month?	သင့်တော်စွာ တစ်လတစ်လ သင့်၏ လစာပေးကြိုက် လက်ခံရရှိပါသလား။
compensat	option	wageper0_MONTH_1		Yes	ဟုတ်
compensat	option	wageper0_MONTH_0		No	မရှိပါ
compensat	question	WAGEPER3	wageper0_MONTH_0	On what payment period was your last wage based?	သင့်၏နောက်ဆုံးလစာပေးရက် မညီညွတ်စေမည့်မေးကာလ အပတ်ကြိမ် အချိန်ခံရရှိခဲ့ပါသလဲ။
compensat	option	WAGEPER3_4		1 week	ရက်တစ်ပတ် ၁ ပတ်
compensat	option	WAGEPER3_5		1 day	၁ ရက်
compensat	option	WAGEPER3_99		Other	အခြား
compensat	question	wageperi	WAGEPER3_99	On what payment period was your last wage based?	သင့်၏နောက်ဆုံးလစာပေးရက် မညီညွတ်စေမည့်မေးကာလ အပတ်ကြိမ် အချိန်ခံရရှိခဲ့ပါသလဲ။
compensat	option	wageperi_2		4 weeks	ရက်တစ်ပတ် ၄ ပတ်
compensat	option	wageperi_3		2 weeks	ရက်တစ်ပတ် ၂ ပတ်
compensat	option	wageperi_6		1 hour	၁ နာရီ
compensat	option	wageperi_7		1 year	၁ ခုနှစ်
compensat	option	wageperi_99		Other	အခြား
compensat	question - number box	wagene		What was your last net wage?	သင့်၏နောက်ဆုံးလစာပေးရက် အသားတင်စာပေး မညီညွတ်စေမည့်မေးကာလ
wage4	question - number box	wagegr4		What was your income last month?	လစာပေးရက် အသားတင်စာပေး မညီညွတ်စေမည့်မေးကာလ
wage4	question	wagemon6a		Over the last year, did you earn this income every month?	လွန်ခဲ့သည့် ခုနှစ်အတွင်း အချိန်ခံရရှိခဲ့ပါသလား။
wage4	option	wagemon6a_1		Yes	ဟုတ်
wage4	option	wagemon6a_2		No, most months I earned less	မရပါ။ လအများစုတွင် ဝင်ငွေနည်းစွာ ရရှိခဲ့ပါသည်။
wage4	option	wagemon6a_3		No, most months I earned more	မရပါ။ လအများစုတွင် ပို၍ ရရှိခဲ့ပါသည်။

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wage4	matrix group	s_wagetax1		Do you contribute to your social security?	သင့်သူ လူမမှုလုံခြုံရေးအကြံ့ ရန်ပုံငွေ ထည့်ဝင်ပေးပါသလား။
wage4	matrix question	s_wagetaxpension		Pension fund	ပင်ရှင် ရန်ပုံငွေ
wage4	matrix question	s_wagetaxunempl		Unemployment fund	အလုပ်မရှိရန်ရန်ပုံငွေ
wage4	matrix question	s_wagetaxdisabil		Disability fund	မသန်မာမှုရန်ပုံငွေ
wage4	matrix question	s_wagetaxmedical		Medical insurance	ဆေးကုသကြေးအာမခံ
wage4	matrix option	s_wagetax1_yn_1		Yes	ရှိပါသည်
wage4	matrix option	s_wagetax1_yn_0		No	မရှိပါ
wage4	matrix option	s_wagetax1_-8		Not applicable	မသက်ဆိုင်ပါ
wage4	question	contrbas		What is the basis of your tariff?	သင့်သူ အခြေခံငြိကို မညီညွတ်အောင်ချခံပေးမှု ဝေပေးဆောင်ပါသလဲ။
wage4	option	contrbas_1		Hours	နာရီအလိုက်
wage4	option	contrbas_2		Products/services	ထုတ်ကုန်/ဝန်ဆောင်မှုအလိုက်
wage4	option	contrbas_99		Other	အခြား
wage4	question	wagesize		How many clients did you have in the past 12 months?	လွန်ခဲ့သော ၁၂ လ အတွင်း သင့်သူ ကြည့်ရှုသူ ပေ။ ဘယ်နှစ်ယောက် ရှိခဲ့ပါသလဲ။
wage4	option	wagesize_1		1 - 4	၁ - ၄
wage4	option	wagesize_2		5 - 9	၅ - ၉
wage4	option	wagesize_3		10 - 20	၁၀ - ၂၀
wage4	option	wagesize_4		20 - 50	၂၀ - ၅၀
wage4	option	wagesize_5		50 - 100	၅၀ - ၁၀၀
wage4	option	wagesize_6		100 or more	၁၀၀ (သို့) ထို့ထက်ပို၍
wage3	question	wageinclbonu		Does this amount include any allowances or bonuses?	သင့်၏လုပ်ငန်စာကြေး အခြားသော ဆုပေးငွေ၊ ချေးငွေ စရိတ်တွင် ပါရှိပါသလား ။
wage3	option	wageinclbonu_1		Yes	ဟုတ္တေ

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wage3	option	wageinclbonu_0		No	မရှိပါ
wage3	matrix group	annualb_yn		Did you receive any of the following bonuses in the past 12 months?	လွန်ခဲ့သော ၁၂ လအတွင်း သင့်သည် အောက်ပါအချို့ဆုပေးမှုများကို လက်ခံရရှိခဲ့ပါသလဲ။
wage3	matrix question	frnhol61		Holiday allowance	အားလပ်ရက်ထောက်ပံ့ပေးမှု
wage3	matrix question	frnend61		End-of-year bonus, Christmas bonus, Festival bonus	တစ်နှစ်ဆုံးဆုပေးမှု၊ ခရစ္စမတ်ဆုပေးမှု၊ ပြတော်ရက်ဆုပေးမှု
wage3	matrix question	frnext61		Extra month payment	အပိုတစ်လပေးပေးခြင်း
wage3	matrix question	frnpro61		Profit share	အကျိုးစွန့်ခွဲမှု
wage3	matrix question	frnoth61		Other annual bonus	အခြားတစ်နှစ်ဆုံးဆုပေးမှု
wage3	matrix option	annualb_yn_1		Yes	ဟုတ်
wage3	matrix option	annualb_yn_0		No	မရှိပါ
wage3	matrix group	GROUP_wages		Thinking about your earnings from your main job, what do they include	သင့်၏အဓိကအလုပ်ကိစ္စ ရရှိသော လစာကြွယ်ဝသော အကျိုးအမြတ်များကို စဉ်းစားပါ။ (တုန့်ပြန်)
wage3	matrix question	wagesbasicfixed		Basic fixed salary/wage	အခြေခံ လစာ/လုပ်ငန်းခွင်
wage3	matrix question	wagepiecerate		Piece rate or productivity payments	ထုတ်ကုန်နှုန်း/ထုတ်ကုန်နှုန်းပေးမှု၊ လုပ်ငန်းနှုန်းပေးမှု
wage3	matrix question	frcar61		Transport arrangements (lease car, company car, commuting costs)	ပို့ဆောင်ရေးအစီအစဉ် (ငှားရမ်းသည့် ကား၊ ကုမ္ပဏီကား၊ ခရီးသွားလာ ကုန်စရိတ်)
wage3	matrix question	pacante		Free food or food voucher	အခမဲ့အစားအစာ သို့မဟုတ် အစားအစာ ဝေဟန
wage3	matrix question	frgdik61		Benefits in kind (vouchers or discounted goods and services)	(ဝေဟန သို့မဟုတ် လျှော့စျေး ကုန်ပစ္စည်းများ၊ ဝေဟန၊ အခမဲ့အစားအစာ၊ အခြား)
wage3	matrix option	GROUP_wages_yn_1		Yes	ရှိပါသည်
wage3	matrix option	GROUP_wages_yn_0		No	မရှိပါ
wage3	matrix option	GROUP_wages_8		Not applicable	မသက်ဆိုင်
wage3	matrix group	GROUP_wages2		Does your employer provide the following?	သင့်၏အလုပ်ရှင်က အောက်ပါအချို့ကို ပံ့ပိုးပေးပါသလား

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wage3	matrix question	food		Food	စားဝေရးဝေသာကုဝေရး
wage3	matrix question	housing		Housing	ဝေန်ထုဝိဝ္ဇရာ အခနးး၊ အိမ္မ
wage3	matrix question	clothing		Clothing	အဝတ္တစား ယူနီဝေဟဝး
wage3	matrix question	transport		Transport	သြားဝေရးလာဝေရး ဖယီ အဟုကုအပုဝိ
wage3	matrix option	GROUP_wages2_yn_1		Yes	ဟုတ္တ
wage3	matrix option	GROUP_wages2_yn_0		No	မရှိပါ
wage3	matrix group	opin_wage1		More about your wage	သဝ၏ လုဟူးခးဝ္ဇဝ္ဇ ပတ္တကု၍ ထပ္ပိုးအခိက္ခလက္ခး
wage3	matrix question	wageonti		Did you receive your last wage on time?	ကသြးဝ္ဇဝ္ဇ၏ ဝေန်ထုးလုဟူးခကို အခိန္တိ လက္ခိရရှိခဲပါသလား။
wage3	matrix question	wageask		I have asked for a pay raise in the past 12 months	လွန္တဝေသာ ၁၂ လအတြဝးတြဝ လစာတိုးရန ဝေတာဝးဆိုခဲစပီးစပီ
wage3	matrix question	wageincr		I have received a pay raise in the past 12 months	လွန္တဝေသာ ၁၂ လအတြဝးတြဝ လစာတိုးရခးကို လက္ခိခဲစပီးစပီ
wage3	matrix question	wagevary		My wage varies from month to month	ကသြးဝ္ဇဝ္ဇ၏လုဟူးလစာသည တစ္ဆးဝ္ဇဝ္ဇတစ္ဆ ကြရဟးရခးနးဝေန်သည
wage3	matrix question	caoimpo1		I think it is important that my wages are covered by a collective agreement	ကသြးဝ္ဇဝ္ဇ၏လုဟူးသည စပေဝးဝေသာဘတူညိခိကုအာကု အကီးဝိဝ္ဇန အေရးခကီးသည ကသြးဝ္ဇဝ္ဇသည။
wage3	matrix option	opin_wage1_1		Yes	ရှိပါသည
wage3	matrix option	opin_wage1_0		No	မရှိပါ
wage3	matrix option	opin_wage1_-8		Not applicable	မသတ္တိဝ္ဇ
wage3	question	wageregu		How did you receive your last wage?	သဝ၏ဝေန်ထုးလုဟူးလစာကို မညဲသုဝိ/ရရှိပါသလဲ။
wage3	option	wageregu_1		Into a bank account / by cheque	ဘဏုဝေတြစရဝးအေကာဝ္ဇ (သို/မဟုတ) ခိက္ခကုတ
wage3	option	wageregu_2		Cash in hand	ဝေတြသးရုဖဝ္ဇ
wage3	option	wageregu_3		In kind	ပစာညးရုဖဝ္ဇ
wage3	option	wageregu_4		Combination	ဝေတြသး ပစာညး ဝးဝ္ဇစလံဝးရုဖဝ္ဇ
wage1	matrix group	wagetax1		Do you yourself or your employer contribute to your social security?	သဝ၏ လုမးဖုလံဝေရးထညးဝ္ဇဝေတြကို သန္တိယူဝိဝ္ဇ (သုဝိ/မဟုတ) သဝ၏အလုဟူး ထညးဝ္ဇဝေပးပါသလား။

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wage1	matrix question	wagetaxpension		Pension fund	ပဋိပတ္တိ ရန်ပုံငွေ
wage1	matrix question	wagetaxunempl		Unemployment fund	အလုပ်ကွဲရန်ပုံငွေ
wage1	matrix question	wagetaxdisabil		Disability fund	မသန်မစွမ်းရန်ပုံငွေ
wage1	matrix question	wagetaxmedical		Medical insurance	ဆေးကုသကြေးအာမခံ
wage1	matrix option	wagetax1_1		Yes, my employer	ဟုတ်၊ ကြီးကြပ်သူကပေး
wage1	matrix option	wagetax1_2		Yes, myself	ဟုတ်၊ ကြီးကြပ်သူမဟုတ်ဘဲ
wage1	matrix option	wagetax1_3		Yes, both	ဟုတ်၊ နှစ်ဦးစလုံး
wage1	matrix option	wagetax1_4		Yes	ရှိပါသည်
wage1	matrix option	wagetax1_0		No	မရှိပါ
wage1	matrix option	wagetax1_-7		I don't know	မသိပါ
wage1	question	wagepension		Does your employer pay contribution to pension or pay gratuity for you?	သင့်အလုပ်သမားသည် သင့်အတွက် သက်တမ်းပဋိပတ္တိသွင်းငွေ (သို့မဟုတ်) အချမ်းသာငွေ ပေးသနည်း။
wage1	option	wagepension_1		Yes, Civil / Military Service Pension Scheme	ပေးပါသည် - စစ်ကောင်စီ အလုပ်သမား ပဋိပတ္တိ သွင်းငွေ ပေးပါသည်
wage1	option	wagepension_2		Yes, other non-contributory pension scheme including lump sum retirement benefit	ပေးပါသည် - သက်တမ်းပဋိပတ္တိ သွင်းငွေ ပေးပါသည်။
wage1	option	wagepension_3		Yes, contributory pension scheme incl. lump sum retirement benefit	ပေးပါသည် - ကုန်သွယ်ရေးလုပ်ငန်းသက်တမ်းပဋိပတ္တိ သက်တမ်းပဋိပတ္တိ သက်တမ်းပဋိပတ္တိ
wage1	option	wagepension_0		No	မရှိပါ
wage1	option	wagepension_-7		I don't know	မသိပါ
wage1	matrix group	wagetax2		Which social security benefits do you have?	လူမှုဖူလုံရေးခံစားရသည့် အကျိုးခံစားခွင့်များကို သိရှိပါသလား။
wage1	matrix question	wagetax2annualleave		Paid annual leave	လစာနှင့် နှစ်ပတ်လည် ခြားနားခြင်း
wage1	matrix question	wagetax2sickleave		Paid sick leave	လစာနှင့် နာမကျန်းခြင်း
wage1	matrix question	wagetax2medical		Medical benefits	အချမ်းသာခံစားခွင့်
wage1	matrix option	wagetax2_1		Yes	ဟုတ်

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wage1	matrix option	wagetax2_0		No	မရှိပါ
satisfaction	question	caofirm1		Are you covered by a collective agreement (about wages)?	သင့်ညှ(လုပ်လစားဝင်ပုဂ္ဂိုလ်) တစ်စုတစ်စုပါဝင်တည်းသောဘူဉ်းကံးအကြံ အကံးဝင်နေပါသလား။
satisfaction	option	caofirm1_1		Yes	ရှိပါသည်
satisfaction	option	caofirm1_0		No	မရှိပါ
satisfaction	option	caofirm1_-7		I don't know	ကမ္းပုဂ္ဂိုလ်မသိပါ
satisfaction	question	wagesat2		How satisfied are you with your pay?	သင့်၏လုပ်လစားအပု မညံ့ကံးပုရှိပါသနည်း။
satisfaction	option	wagesat2_1		Highly dissatisfied	အကြံ့ရာ မကံးပု
satisfaction	option	wagesat2_2		Dissatisfied	မကံးပု
satisfaction	option	wagesat2_3		Neutral	ထူးချားမးမရှိပါ
satisfaction	option	wagesat2_4		Satisfied	ကံးပုပါသည်
satisfaction	option	wagesat2_5		Highly satisfied	အကြံ့ကံးပုပါသည်
soc_demo	question	hhnrmemb		With how many people do you live in your household?	သင့်၏အိမုထောင့်တြင့် သင့်ဝင်အတူနေထိုင်သူ ဘယုဝင်ယောကံးပါသလဲ။
soc_demo	option	hhnrmemb_1		1, just me	၁, တောယောက္ခည်း
soc_demo	option	hhnrmemb_2		2	၂
soc_demo	option	hhnrmemb_3		3	၃
soc_demo	option	hhnrmemb_4		4	၄
soc_demo	option	hhnrmemb_5		5	၅
soc_demo	option	hhnrmemb_6		6 or more	၆ သို့မဟုတ် ထိုထက်ပို
soc_demo	matrix group	hh_composition		With whom do you live in your household?	သင့်၏အိမုထောင့်တြင့် သင့် မညှဝင်အတူနေထိုင်သူ။
soc_demo	matrix question	hhpartn1		Spouse / partner	အိမုထောင့်ကံး / လကြံးစာ
soc_demo	matrix question	hhchild		One or more children	ကလး တစုယောကံး သို့မဟုတ် တစုယောက္ခည်း
soc_demo	matrix question	hhother		Other people	အျားလူမ်း

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soc_demo	matrix option	hh_composition_yn_1		Yes	ဟုတ္တံ့
soc_demo	matrix option	hh_composition_yn_0		No	မရှိပါ
soc_demo	question	chld		Do you have children?	သင့်တို့ကြောင့် ကလေးမီး ရှိပါသလား။
soc_demo	option	chld_1		Yes	ဟုတ္တံ့
soc_demo	option	chld_0		No	မရှိပါ
soc_demo	matrix question	chldhome	chld_1	How many children live in your home?	အိမ်မှာနေထိုင်သော အိမ်ထောင် ကလေးမီး ဘယ့်အရေအတွက်ရှိပါသလဲ။
soc_demo	option	chldhome_0		0	၀
soc_demo	option	chldhome_1		1	၁
soc_demo	option	chldhome_2		2	၂
soc_demo	option	chldhome_3		3	၃
soc_demo	option	chldhome_4		4	၄
soc_demo	option	chldhome_5		5	၅
soc_demo	option	chldhome_6		6 or more	၆ သို့မဟုတ် ထို့ထက်ပို
soc_demo	question	hhinconr	hhnrmemb>1	How many people in your household have an income from work, benefits or other sources?	သင့်အိမ်ထောင်ကြောင့် အလုပ်၊ အကျိုးခံစားခွင့်၊ ဝင်ငွေရရှိသူ မည်မျှရှိပါသနည်း။
soc_demo	option	hhinconr_0		0	၀
soc_demo	option	hhinconr_1		1	၁
soc_demo	option	hhinconr_2		2	၂
soc_demo	option	hhinconr_3		3 or more	၃ သို့မဟုတ် ထို့ထက်ပို
soc_demo	question	hhfinsuc		In the past 12 months did you receive any financial support from relatives abroad?	လွန်ခဲ့သော ၁၂ လအတွင်း ဝင်ငွေရရှိသူများ၏ အခြားမိမိတို့မှ ငွေကြေးကူညီမှုကို ခံရပါသလား။
soc_demo	option	hhfinsuc_1		Yes	ဟုတ္တံ့
soc_demo	option	hhfinsuc_0		No	မရှိပါ

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soc_demo	question	hhfinsend		In the past 12 months have you send monetary remittance to your family?	ရပြီးခဲ့သည့် ၁၂ လအတွင်း သင့်မိသားစုထံ ဝေငြိလွှဲပေးခဲ့ဖူးသလား
soc_demo	option	hhfinsend_1		Yes	ဟုတ်
soc_demo	option	hhfinsend_0		No	မရှိပါ
soc_demo	questionnaire text	INFO_end		Thank you for completing the wage and work survey.	လျှော့ခန့်ငွေအလုပ်စွမ်းကို ဖြည့်စွက်သည့်အကြံကို ဝေးကွေးတင်ပြပါ။
end	question	sex		What is gender of respondent?	သင့်၏ ကားမလိင် ကိုဖော်ပြပါ။
end	option	sex_1		Woman	မိန်းမ
end	option	sex_2		Man	ယောက်ျား
end	option	sex_3		Other	အခြား
end	question	survcoop		Respondent's cooperation during the interview	မိကုန်တင်သွင်းဆိုင် စစ်မှန်ကောက်ယူခြင်း- အတ္တမ်းစဉ် အကြောင်းပေးသည့်ပူးပေါင်းဆောင်ရွက်မှု
end	option	survcoop_1		Very good	အလွန်ကောင်းသည်
end	option	survcoop_2		Good	ကောင်းသည်
end	option	survcoop_3		Fair	ကောင်းသည့်သည့်ရှိပါ
end	option	survcoop_4		Bad	ဆိုးသည်
end	option	survcoop_5		Very bad	အလွန်ဆိုးသည်
end	question	survloca		Location of interview	မိကုန်တင်သွင်းဆိုင် စစ်မှန်ကောက်ယူခြင်း- အတ္တမ်းတည်နေရာ
end	option	survloca_1		Workplace	လုပ်ငန်းခွင်
end	option	survloca_2		Street	လမ်း
end	option	survloca_3		Respondent's home	ရပ်ကွက်အိမ်
end	option	survloca_4		Meeting, conference	ဝေငြိ/ဆုံစည်းဝေးခြင်း၊ ညီလာခံ
end	option	survloca_99		Other	အခြား

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end	questionnaire text	survecomment_txt		Interviewer, is there anything that you want to comment concerning the interview?	သဋ္ဌာနား ဝေရဟဆုဝိဝေးဒြးလုသည့ ကိစာရဉ်း ရှိပါသလား
end	hint	interviewer_txt		Interviewer, thank you for doing this interview!	အခုလုဝေရဟနုကားပေးတဲ့အတြက္ ကေးဇူးတငွါတယု