



THE MYANMAR DECENT WAGE SURVEY 2019

Codebook and explanatory note

Kea Tijdens



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, DecentWork Checks 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). Kea Tijdens is research coordinator of WageIndicator and the University of Amsterdam, Netherlands.

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.

Acknowledgements

Many people contributed to the survey. CESD conducted the fieldwork for the Wages and Cost-of-Living surveys. WageIndicator designed and managed the survey, with contributions from Martin Guzi, Jakub Kostolný, Tomáš Kabina, Huub Bouma, Maarten van Klaveren. Iftikhar Ahmad contributed to the WageIndicator Minimum Wage Database. Paulien Osse, director of WageIndicator Foundation, managed the Decent Wage Myanmar project.

Funding

The Decent Wage Myanmar project was funded by Mondiaal FNV, Netherlands, as part of its Trade Union Cooperation Programme 2017–20. Grant number NL0810121.

Bibliographical information

Tijdens, K.G. (2019) The Myanmar Decent Wage Survey 2019. Codebook and Explanatory Note. Amsterdam, WageIndicator Foundation.

Quoting the dataset

Quote the dataset as the “Myanmar Decent Wage Survey 2019”.

The dataset is available through [10.5281/zenodo.4782159](https://doi.org/10.5281/zenodo.4782159).

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Contact: office@wageindicator.org.

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1 The survey

Aims of the Decent Wage Myanmar project

The *Decent Wage Myanmar project* aimed to collect wage data 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. 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. See for details about the project:

<https://wageindicator.org/Wageindicatorfoundation/projects/decent-wage-myanmar-phase-1>

The questionnaire

The questionnaire in English and Burmese can be found in Appendix 1 of Tijdens K.G. (2019) *Decent wages in Myanmar 2019*. Amsterdam, WageIndicator Foundation, November. <https://wageindicator.org/documents/publicationslist/wageindicator-org-publications-2019/myanmar-wage-report-20191125-final-english.pdf>. The questionnaire is available in Burmese and in English.

For the *Myanmar Decent Wage Survey* 1 514 valid face-to-face interviews with workers in four regions and five sectors of Myanmar were held. The four selected regions were Ayeyarwady, Bago, Mandalay and Yangon. The selected five sectors were in garment (all regions), construction (Yangon), fishing (Ayeyarwady, Yangon), preparing food stuff/food processing and storing (Yangon), and agriculture (all regions).

Survey mode

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. This questionnaire was adapted to become suitable for face-to-face interviews in Myanmar and to peculiarities of the labour market in Myanmar.

Survey pages

The questionnaire consisted of fifteen pages:

- PAGE_INTERVIEWER_START
- PAGE_BACKGROUND
- PAGE_INDUSTRY
- PAGE_INTRO
- PAGE_INTRO2
- PAGE_OCCUPATION1
- PAGE_SATISFACTION
- PAGE_WAGE1
- PAGE_WAGE3

- PAGE_WAGE4
- PAGE_COMPENSATION
- PAGE_INTERVIEWER_START
- PAGE_CONTRACT
- PAGE_WORKINGTIME
- PAGE_INTERVIEWER_END

The questionnaire included routing to ensure that no questions were asked to respondents to which the questions did not apply, e.g. self-employed had slightly different questions about their income than employees about their wages.

For many years WageIndicator has been conducting multi-country surveys. To measure so-called long-list questions about education, region, occupation or industry, WageIndicator has developed API's for its surveys. These API's contain for example the educational categories in the national language relevant for the country surveyed and includes a bridging variable to the standard ISCED classification of the UNESCO. Similarly, they do so for the occupational categories to the ISCO classification of the ILO and to the NACE classification of industries.

Field work

Details about the field work can be found in Tijdens K.G. (2019) Decent wages in Myanmar 2019. Amsterdam, WageIndicator Foundation, November.

https://wageindicator.org/documents/publicationslist/wageindicator-org-publications-2019/myanmar-wage-report_20191125_final_english.pdf

Variables

The questionnaire resulted in 81 variables, of which almost all are numerical and a few are alphanumeric. In addition, another 88 variables were generated from these variables or from the survey meta-data, such as year, month/week/day of survey completion, higher aggregates from the API variables education, occupation and region, time stamps for each page in the questionnaire, variables indicating the device of the respondent, and a like. See Section 2 for the list of variables and values.

Measuring wages

The survey questions asked for net wages in the national currency, for the pay period and for the related working hours. The wage data has been cleaned for typing errors and unlikely responses, and then an hourly wage was calculated. Researchers should use either the variable WAGENEHR (Net HOURLY wage in nat. currency) or WAGEHRPP, which is the PPP adjusted USD hourly wage. The variables WAGENEHEL (Net wage below 1 PPP-harmonized US dollar per hour) and WAGENEABO (Net wage above 400 PPP-harmonized US dollar per) indicate that the wages are below or above the expected range.

Anonymous

Respondent's privacy is protected. In the survey data it is not possible to identify a single individual by name. The dataset does not include the details of respondent's regio, industry or occupation, only the aggregated variables.

Non-commercial

The survey had no partners who had a commercial interest in the data.

2 Variable and value labels

Variable	Variable Label	Value	Value Label
surveparticipation	Are you prepared to cooperate in the survey/complete the check?	0	No
		1	Yes
nrofjob1	Has a paid job - as an employee, self-employed or otherwise	0	No
		1	Yes
contst140	Current employment status	140	Employee
		200	Self-employed
		950	Other
contst14	Employment relationship - if not permanent contract	103	Paid family worker
		130	Community work scheme
		131	Military service or equivalent
		165	Seasonal worker
		169	Casual worker
		308	Housekeeping
		825	Paid apprentice
		950	Other
contst16	Current employment status	163	Contractor / subcontractor (labour only)
		164	Contractor / subcontractor with equipment or vehicle
		201	Employer (with regular employees)
		203	Own-account worker (without regular employees)
		950	Other
nrofjobs	Has second or third job	1	One job
		3	Two jobs
		4	Three or more jobs
nrofjob3	Has job besides own business	0	No
		1	Yes
contract_written	Do you have a written employment contract with your employer?	0	No
		1	Yes
contrac5	Has permanent employment contract - if employee	0	No
		1	Yes
contrac51	Do you have a fixed-term contract?	0	No
		1	Yes
confixed	Duration of fixed-term contract	1	Daily arrangement
		2	2 days -1 month
		3	1 - 3 months
		4	3 - 6 months
		5	6 - 12 months
		6	12+ months
contract	Employment contract type - if not permanent	7	A temporary employment agency contract
		12	No contract
		32	A fixed term contract of less than 12 months

Variable	Variable Label	Value	Value Label
		40	Casual contract
		42	A fixed term contract of 12 months or more
		99	Other
firmsize	Firm size workplace	0	1 - I work alone
		2	10 - 20
		3	20 - 50
		4	50 - 100
		5	100 - 200
		6	200 - 500
		7	500 - 1000
		8	1000 - 2000
		9	2000 - 5000
		10	5000 or more
		11	2 - 4
		12	5 - 9
firmloca	Organisation has more than one branch	0	No
		1	Yes, in one city/municipality
		2	Yes, in 1 region
		3	Yes, in 2 or more regions
		4	Yes, throughout the country
		5	Yes, throughout the country and abroad
		6	Yes, but only abroad
firmrecogn	Is the organization where you work registered with any regulatory authority?	-7	I dont know
		1	Yes
		2	No, not registered
		3	No, no registration required
		7	I dont know
firmrecogn1	Where is it registered - if registered with regulatory authority	1	Ministry of Planning and Finance
		2	Ministry of Commerce
		3	Ministry of Hotel and Tourism
		4	Ministry of Health and Sport
		5	City Development Committee
		99	Other
firmpriv	Public or private sector - if employed	1	In the private sector
		2	In the public sector
		3	In the not-for-profit sector
		7	In a co-operative organisation
		8	In a family business
		99	Other
jobhist4	How often changed employer since first job	0	Never
		1	One time
		2	More than once
educat_API	Highest level of education, current for students - API	1040010 0	MMR No formal education
		1040021 0	MMR Few years primary education
		1040031 0	MMR Primary education
		1040042 0	MMR Vocational training
		1040053 0	MMR High school - arts track

Variable	Variable Label	Value	Value Label
		1040063 0	MMR High school - science track
		1040075 0	MMR Medical university
		1040085 0	MMR University
occtype	Position in occupational hierarchy	1	No, the job title is alright
		2	Assistant
		9	Team leader
		10	Supervisor
		29	Other
		30	Operator
jobpromo	Has been promoted in current firm	0	No
		1	Yes
supv0	Has supervisory position - if employed	0	No
		1	Yes
supv2	Number of persons supervised 1 - 9	1	1
		2	2
		3	3
		4	4
		5	5
		6	6
		7	7
		8	8
		9	9
		10	10 or more
depmale	Co-workers in similar positions are mostly men	0	No
		1	Yes
hrshisto	Has full-time working hours (self-defined)	0	No
		1	Yes
		2	No
hrsdayp2	How many working days in a usual week	1	1
		2	2
		3	3
		4	4
		5	5
		6	6
		7	7
hrscont3	Employment contract with agreed working hours	-8 ^a	Not applicable
		0	No
		1	Yes, in writing
		2	Yes, verbally
hrsreal0	Works usually hours agreed in contract	0	No
		1	Yes
wageotim	How is overtime paid - if hours agreed	1	Paid as normal hours plus premium
		2	Paid as normal hours
		3	Paid as time-off
		5	Not compensated
wageper0_MONT	Wage period latest wage,	0	No

Variable	Variable Label	Value	Value Label
H	income period last year income for self-employed		
		1	Yes
WAGEPER3	Wage period latest wage, income period last year income for self-employed	1	calendar month
		2	4 weeks
		3	2 weeks
		4	1 week
		5	1 day
		99	other
wageperi	Wage period latest wage, income period last year income for self-employed	1	calendar month
		2	4 weeks
		3	2 weeks
		6	1 hour
		7	1 year
		99	Other
wagemon6a	Over the last year, did you earn this income every month?	1	Yes
		2	No, most months I earned less
		3	No, most months I earned more
s_wagetaxpension	Pension fund	0	No
		1	Yes
contrbas	Basis of tariff - if self-employed	1	Hours
		2	Products/services
		99	Other
wagesize	How many clients did you have in the past 12 months - if self-employed	1	1 - 4
		2	5 - 9
		3	10 - 20
		4	20 - 50
		5	50 - 100
		6	100 or more
wageinclbonu	Does this wage amount include any allowances or bonuses?	0	No
		1	Yes
frnhol61	Received annual bonus: Holiday allowance	0	No
		1	Yes
frnend61	Received annual bonus: End-of-year bonus	0	No
		1	Yes
frnnext61	Received annual bonus: Extra month payment	0	No
		1	Yes
frnpro61	Received annual bonus: Profit share	0	No
		1	Yes
frnoth61	Received annual bonus: Other annual bonus	0	No
		1	Yes
wagesbasicfixed	Basic fixed salary/wage	0	No
		1	Yes
wagepiecerate	Piece rate or productivity payments	0	No
		1	Yes

Variable	Variable Label	Value	Value Label
food	Does your employer provide food?	0	No
		1	Yes
housing	Does your employer provide housing?	0	No
		1	Yes
clothing	Does your employer provide clothing?	0	No
		1	Yes
transport	Does your employer provide transport?	0	No
		1	Yes
wageonti	Did you receive your last wage on time?	0	No
		1	Yes
wageask	I have asked for a pay raise in the past 12 months	0	No
		1	Yes
wageincr	I have received a pay raise in the past 12 months	0	No
		1	Yes
wageregu	Received last wage by bank or cash in hand	1	Into a bank account / by cheque
		2	Cash in hand
		3	In kind
		4	Combination
wagepension	Does your employer pay contribution to pension or pay gratuity for you?	-7 ^a	I dont know
		0	No
		1	Yes
		2	Yes, other non-contributory pension scheme including lump sum retirement benefit
		3	Yes, contributory pension scheme incl. lump sum retirement benefit
wagetax2annualleave	Paid annual leave	0	No
		1	Yes
wagetax2sickleave	Paid sick leave	0	No
		1	Yes
wagetax2medical	Medical benefits	0	No
		1	Yes
wagesat2	Matrix: Satisfaction with pay	1	Highly dissatisfied
		2	Dissatisfied
		3	Neutral
		4	Satisfied
		5	Highly satisfied
hhnrmemb	How many household members	1	1, just me
		2	2
		3	3
		4	4
		5	5
		6	6 or more
hhpartn1	Matrix: Living with partner - if > 1 household member	0	No
		1	Yes

Variable	Variable Label	Value	Value Label
hhchild	Matrix: Living with one or more children - if > 1 household member	0	No
		1	Yes
hhother	Matrix: Living with other household members	0	No
		1	Yes
chld	Has children	0	No
		1	Yes
chldhome	Children living at home max_6	0	0
		1	1
		2	2
		3	3
		4	4
		5	5
		6	6 or more
hhinconr	How many people in your household have an income from work, benefits or other sources?	0	0
		1	1
		2	2
		3	3 or more
hhfinsuc	In the past 12 months did you receive any financial support from relatives abroad?	0	No
		1	Yes
hhfinsend	In the past 12 months have you send monetary remittance to your family?	0	No
		1	Yes
survcoop	F2F survey: Respondents cooperation with the interviewer	1	Very good
		2	Good
		3	Fair
		4	Bad
		5	Very bad
survloca	F2F survey: Locality where interview was held	1	Workplace
		2	Street
		3	Respondents home
		4	Meeting, conference
		99	Other
COUNTRY	Country of survey	104	Myanmar
SURVEMM	Month of survey	1	January
		2	February
		3	March
		4	April
		5	May
		6	June
		7	July
		8	August
		9	September
		10	October
		11	November
		12	December
REGIHOM1	Region home address - aggregate geo info	1041300000	MMR Bago Region

Variable	Variable Label	Value	Value Label
		1041500 000	MMR Mandalay Region
		1041800 000	MMR Yangon Region
		1042100 000	MMR Ayeyarwady Region
NACE2002	NACE-rev2.0 industries 2 digit	-9 ^a	Missing
		1	Crop and animal production, hunting and related service activities
		3	Fishing and aquaculture
		10	Manufacture of food products
		13	Manufacture of textiles
		14	Manufacture of wearing apparel
		15	Manufacture of leather and related products
		20	Manufacture of chemicals and chemical products
		41	Construction of buildings
		43	Specialised construction activities
		46	Wholesale trade, except of motor vehicles and motorcycles
		52	Warehousing and support activities for transportation
NACE2001	NACE-rev2.0 industries 1 digit	-9 ^a	Missing
		1	A Agriculture, forestry and fishing
		3	C Manufacturing
		6	F Construction
		7	G Wholesale and retail trade; repair of motor vehicles and motorcycles
		8	H Transportation and storage
GENDER	Gender	-9 ^a	Missing
		0	Male
		1	Female
AGEGR5	Age group	1	<20
		2	20 - 29
		3	30 - 39
		4	40 - 49
		5	50+
ISCO0804	ISCO 2008 digit-4	1120	Managing directors and chief executives
		2161	Building architects
		2411	Accountants
		2423	Personnel and careers professionals
		3123	Construction supervisors
		4110	General office clerks
		4226	Receptionists (general)
		4311	Accounting and bookkeeping clerks
		5223	Shop sales assistants
		5230	Cashiers and ticket clerks
		5414	Security guards
		6111	Field crop and vegetable growers
		6112	Tree and shrub crop growers
		6113	Gardeners, horticultural and nursery growers
		6114	Mixed crop growers
		6130	Mixed crop and animal producers
		6221	Aquaculture workers
		6222	Inland and coastal waters fishery workers
		7111	House builders
		7112	Bricklayers and related workers

Variable	Variable Label	Value	Value Label
		7115	Carpenters and joiners
		7119	Building frame and related trades workers not elsewhere classified
		7131	Painters and related workers
		7214	Structural-metal preparers and erectors
		7233	Agricultural and industrial machinery mechanics and repairers
		7318	Handicraft workers in textile, leather and related materials
		7322	Printers
		7411	Building and related electricians
		7512	Bakers, pastry-cooks and confectionery makers
		7531	Tailors, dressmakers, furriers and hatters
		7532	Garment and related pattern-makers and cutters
		7533	Sewing, embroidery and related workers
		7543	Product graders and testers (excluding foods and beverages)
		8131	Chemical products plant and machine operators
		8152	Weaving and knitting machine operators
		8153	Sewing machine operators
		8155	Fur and leather preparing machine operators
		8157	Laundry machine operators
		8160	Food and related products machine operators
		8183	Packing, bottling and labelling machine operators
		8189	Stationary plant and machine operators not elsewhere classified
		8219	Assemblers not elsewhere classified
		9211	Crop farm labourers
		9213	Mixed crop and livestock farm labourers
		9216	Fishery and aquaculture labourers
		9313	Building construction labourers
		9321	Hand packers
		9329	Manufacturing labourers not elsewhere classified
		9333	Freight handlers
		9622	Odd job persons
ISCO0803	ISCO 2008 digit-3	112	Managing directors and chief executives
		216	Architects, planners, surveyors and designers
		241	Finance professionals
		242	Administration professionals
		312	Mining, manufacturing and construction supervisors
		411	General office clerks
		422	Client information workers
		431	Numerical clerks
		522	Shop salespersons
		523	Cashiers and ticket clerks
		541	Protective services workers
		611	Market gardeners and crop growers
		613	Mixed crop and animal producers
		622	Fishery workers, hunters and trappers
		711	Building frame and related trades workers

Variable	Variable Label	Value	Value Label
		713	Painters, building structure cleaners and related trades workers
		721	Sheet and structural metal workers, moulders and welders, and related workers
		723	Machinery mechanics and repairers
		731	Handicraft workers
		732	Printing trades workers
		741	Electrical equipment installers and repairers
		751	Food processing and related trades workers
		753	Garment and related trades workers
		754	Other craft and related workers
		813	Chemical and photographic products plant and machine operators
		815	Textile, fur and leather products machine operators
		816	Food and related products machine operators
		818	Other stationary plant and machine operators
		821	Assemblers
		921	Agricultural, forestry and fishery labourers
		931	Mining and construction labourers
		932	Manufacturing labourers
		933	Transport and storage labourers
		962	Other elementary workers
ISCO0802	ISCO 2008 digit-2	11	Chief executives, senior officials and legislators
		21	Science and engineering professionals
		24	Business and administration professionals
		31	Science and engineering associate professionals
		41	General and keyboard clerks
		42	Customer services clerks
		43	Numerical and material recording clerks
		52	Sales workers
		54	Protective services workers
		61	Market-oriented skilled agricultural workers
		62	Market-oriented skilled forestry, fishery and hunting workers
		71	Building and related trades workers, excluding electricians
		72	Metal, machinery and related trades workers
		73	Handicraft and printing workers
		74	Electrical and electronic trades workers
		75	Food processing, wood working, garment and other craft and related trades workers
		81	Stationary plant and machine operators
		82	Assemblers
		92	Agricultural, forestry and fishery labourers
		93	Labourers in mining, construction, manufacturing and transport
		96	Refuse workers and other elementary workers
ISCO0801	ISCO 2008 digit-1	1	Managers

Variable	Variable Label	Value	Value Label
		2	Professionals
		3	Technicians and associate professionals
		4	Clerical support workers
		5	Service and sales workers
		6	Skilled agricultural, forestry and fishery workers
		7	Craft and related trades workers
		8	Plant and machine operators, and assemblers
		9	Elementary occupations
ISCO08lv	ISCO 2008 skill levels 1 - 4	1	Unskilled
		2	Semi-skilled
		3	Skilled
		4	Highly skilled
SUPVDICH	Has supervisory position	0	No
		1	Yes
AGE_fstjob_grp	Age group starting first job	10	10-19
		20	20-29
		30	30-39
		40	40 and over
FIRMSIZE_GR	Age group starting first job	1	0-10
		2	10-100
		3	100-1000
		4	>1000
FRBONUSES	receives any of the bonuses	0	No
		1	Yes
HRSWAG1_GR	Calculated weekly hours group for hourly wage calculation	1	30 or less
		2	31 - 40
		3	41 - 50
		4	51 - 60
		5	61 - 70
		6	71 or more
NACE2000	NACE-rev20 industries four groups	1	Agricult, manufacturing, construction
		2	Trade, transport, hospitality
		3	Commercial services
		4	Public sector, health care, education
EDUCAT1	Highest level of education, current level for students	1040010	MMR No formal education
		0	
		1040021	MMR Few years primary education
		0	
		1040031	MMR Primary education
		0	
		1040042	MMR Vocational training
		0	
		1040053	MMR High school - arts track
		0	
		1040063	MMR High school - science track
		0	
		1040075	MMR Medical university
		0	
		1040085	MMR University
		0	
		1040096	MMR PhD
		0	
EDUISCED	ISCED education level	0	No education
		10	Primary education
		20	Lower secondary or 2nd stage of basic

Variable	Variable Label	Value	Value Label
			education
		30	Upper secondary education
		50	First stage of tertiary education
CONST	Current employment status	103	Paid family worker
		130	Community work scheme
		131	Military service or equivalent
		140	Employee
		163	Contractor / subcontractor (labour only)
		164	Contractor / subcontractor with equipment or vehicle
		165	Seasonal worker
		169	Casual worker
		200	Self-employed
		201	Employer (with regular employees)
		203	Own-account worker (without regular employees)
		308	Housekeeping
		825	Paid apprentice
		950	Other
FIRMMNE_MDN	Employed in multinational company	0	No
		1	Yes
FIRMPRI	Public or private sector	1	In the private sector
		2	In the public sector
		3	Other
NACE2004	NACE-rev20 industries 4 digit	110	Growing of crops, market gardening, horticulture
		120	Growing of fruit, nuts, beverage and spice crops
		140	Farming of animals
		150	Mixed farming
		160	Support activities to agriculture and post-harvest crop activities
		310	Fishing
		320	Fish farming and fish related services
		1000	Manufacture of food products
		1300	Manufacture of textiles
		1400	Manufacture of wearing apparel
		1500	Manufacture of leather and related products
		2000	Manufacture of chemicals and chemical products
		4110	Development of building projects
		4120	Construction of residential and non-residential buildings
		4313	Test drilling and boring
		4321	Electrical installation
		4331	Plastering
		4332	Joinery installation
		4334	Painting and glazing
		4620	Wholesale of agricultural raw materials and live animals
		4630	Wholesale of food, beverages and tobacco
		5210	Warehousing and storage
CONTR7	Has permanent employment contract	0	No
		1	Yes
WAGECUR	Currency of last wage	104	MMK Myanmar Kyat
SURVENR	Questionnaire version	1903.00	Myanmar - five sectors four provinces aug-

Variable	Variable Label	Value	Value Label
	identification		nov 2019, code 104_410
COUNTRYR	Country of residence - API	104	Myanmar
COUNTRYW	Country of work	104	Myanmar
COUNTRYE	Country of education - API	104	Myanmar
JOBHIST	How often changed employer since first job	0	Never
		1	One time
		2	More than once