
Labour market

Survey highlights job termination levels and income security challenges in Myanmar

Voluntarily and involuntarily job terminations seen to increase since March 2020 with few dismissed workers receiving statutory severance pay.

Press release | Yangon, Myanmar | 11 August 2023

YANGON, Myanmar (ILO News) – A new survey by the International Labour Organization (ILO) provides insight into employment termination and income security in Myanmar.

The survey targets former wage employees whose employment was terminated – either voluntarily or involuntarily – or temporarily suspended between 1 March 2020 and 28 February 2022.

The findings reveal that during this period 70 per cent of employment terminations were voluntary resignations and 28 per cent were dismissals.

Following the military takeover on 1 February 2021, employment terminations increased 23.5 per cent, dismissals rose 41 per cent while resignations were up 22 per cent. Notably, public sector terminations increased by 392 per cent following the military takeover, with most occurring in the education sector.

The survey also highlights how basic employment rights were often not granted when employment was terminated with only 29.5 per cent of dismissed workers receiving statutory severance pay. Women and youth (ages 15–24) were found to be more likely to receive lower severance pay than men and more senior workers.

Of those who returned to work, 70 per cent found waged jobs and 30 per cent became self-employed. On average it took workers over five months to return to wage employment. Most former government employees who returned to work became self-employed.

Donglin Li, Liaison Officer, ILO Myanmar said, “Workers in Myanmar are facing a uniquely difficult set of circumstances. This survey reveals the urgent need for labour rights to be respected and the provision of social protection improved.”

For further information please contact:

Steve Needham

ILO Regional Office for Asia and the Pacific (Bangkok)

Email: needham@ilo.org >

Tags: labour market, unemployment, social security

Regions and countries covered: Myanmar



ILO Brief

Survey on employment termination and income security in Myanmar >

August 2023

Survey on employment termination and income security in Myanmar

Summary of findings from a survey

Key points

- ▶ This brief reports on the findings of a survey of former wage employees in Myanmar whose employment was terminated or temporarily suspended between 1 March 2020 and 28 February 2022.
- ▶ Seventy per cent of employment terminations were voluntary resignations and 28 per cent were dismissals. The largest share of workers whose employment was terminated either voluntarily or involuntarily was in the wholesale and retail trade sector, followed by the textiles, apparel, leather and related manufacturing sector, and the construction sector.
- ▶ Following the military takeover on 1 February 2021, employment terminations increased by 23.5 per cent – dismissals increased by 41 per cent while resignations increased by 22 per cent. Employment terminations increased more significantly among workers with formal employment. Public sector terminations increased by 392 per cent following the military takeover, with most occurring in the education sector.
- ▶ Only 29.5 per cent of dismissed workers received severance pay. Workers in formal employment with written contracts, fixed-term contracts, social insurance coverage, in larger enterprises and in the textiles, apparel, leather, and related manufacturing sector were more likely to receive severance pay.
- ▶ Among workers who returned to work after their employment terminations, 70 per cent found waged jobs again and 30 per cent chose to become self-employed. On average it took workers 167 days to return to wage employment.
- ▶ Many workers experienced a deterioration in income for a variety of reasons, including temporary suspensions of work initiated by their employer, delays in the payment of wages, wage cuts, reductions in regular working hours and reductions in overtime.
- ▶ Most workers reported increases in expenditure on food and healthcare.

See also

Publication

- [Who pays the price of unemployment?: Employment termination and income security in Myanmar >](#)
[\[pdf 3681KB\] >](#)

Media contact

[yangon@ilo.org >](mailto:yangon@ilo.org)

Receive ILO news

▶ [Sign up to get updates from ILO Myanmar delivered to your inbox >](#)

© 1996-2024 International Labour Organization (ILO) | [Rights and permissions](#) | [Privacy policy](#) | [Fraud alert](#)
| [Disclaimer](#)

We use cookies to give you the best experience. By using our website, you consent to the use of cookies.
Find out more in our [privacy policy](#). [OK, I understand](#)