



Birches Group Labor Market Insights

ACIS BusinessLink Conference
Maputo, October 2013



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Presentation Outline



- About Birches Group
- Quick Facts about Mozambique and the African markets
- Glimpse of Mozambique labor market
- Why you need Labor Market Intelligence

About Birches Group



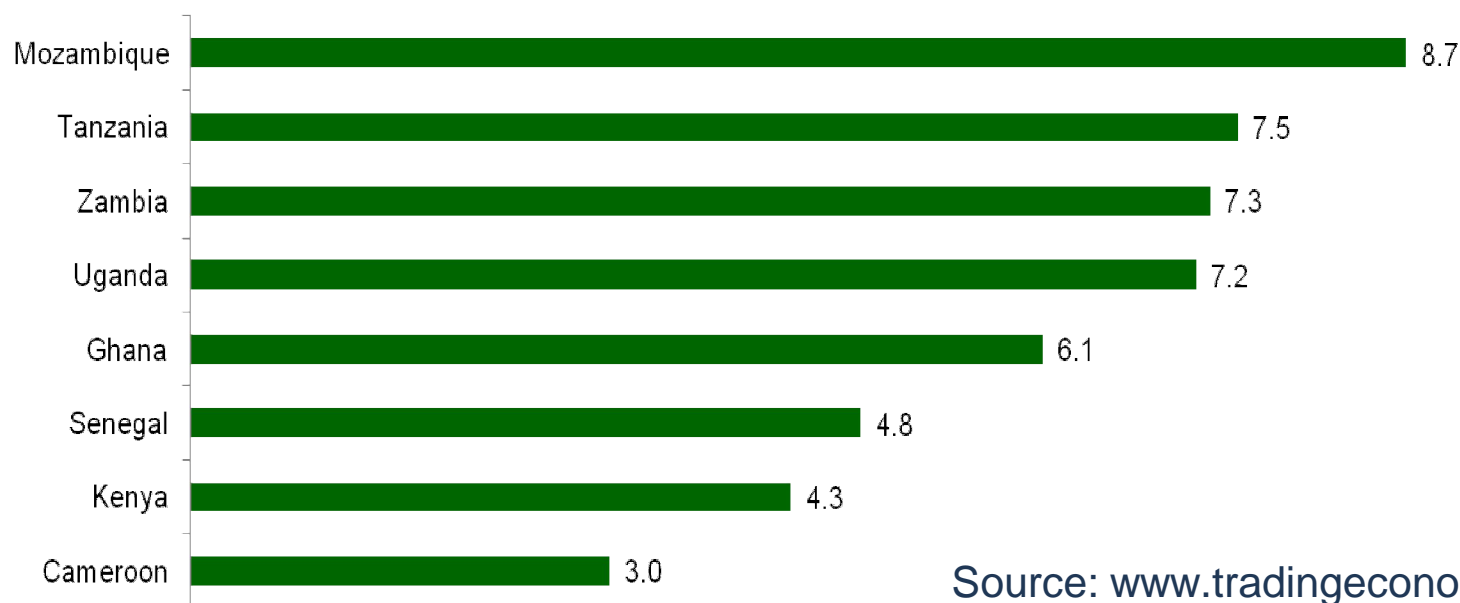
- Specialized HR consultancy founded in 2005
 - HQ in New York
 - Data Centre in Manila
 - Two offices in Europe
- Total compensation surveys in 148 high-growth and developing markets, including all of Africa
- Multi-sector surveys and separate, specialized surveys for NGOs and development organizations
- Global Collaboration with Aon Hewitt, world's largest human resources consulting and outsourcing firm

Mozambique Quick Facts



- Transition economy with one of the highest GDP growth in Africa

GDP Annual Growth Rate for Transition Economies in Africa



Source: www.tradingeconomics.com

Relatively low inflation



Inflation Rate for Transition Economies in Africa



Source: www.tradingeconomics.com

Dynamic Market



- While inflation is low, average market movement for the last 5 years is
 - 9.29% for support levels (unskilled and administrative)
 - 12.63% for professional (specialists, managers and executives)

Economic Summary

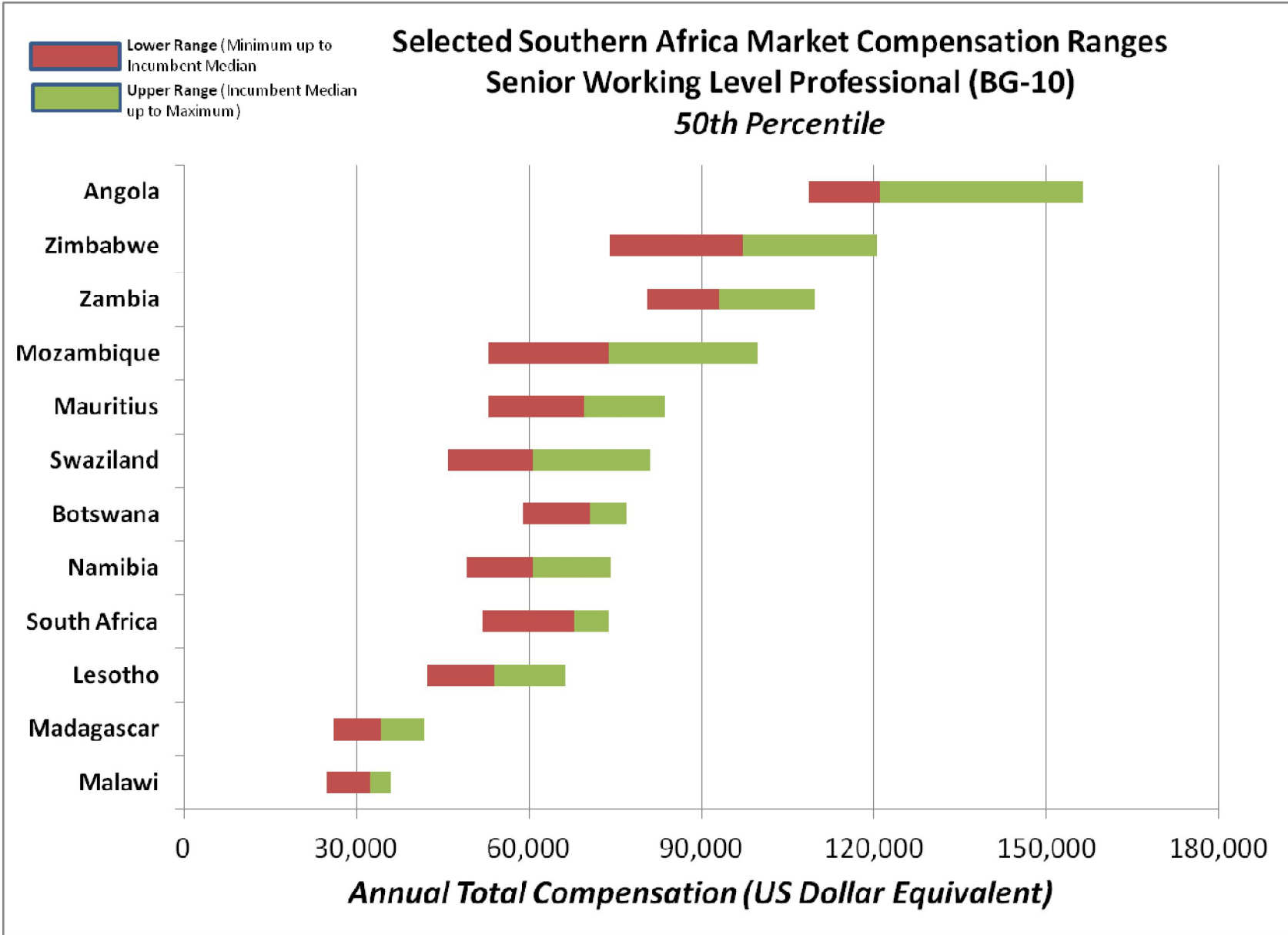


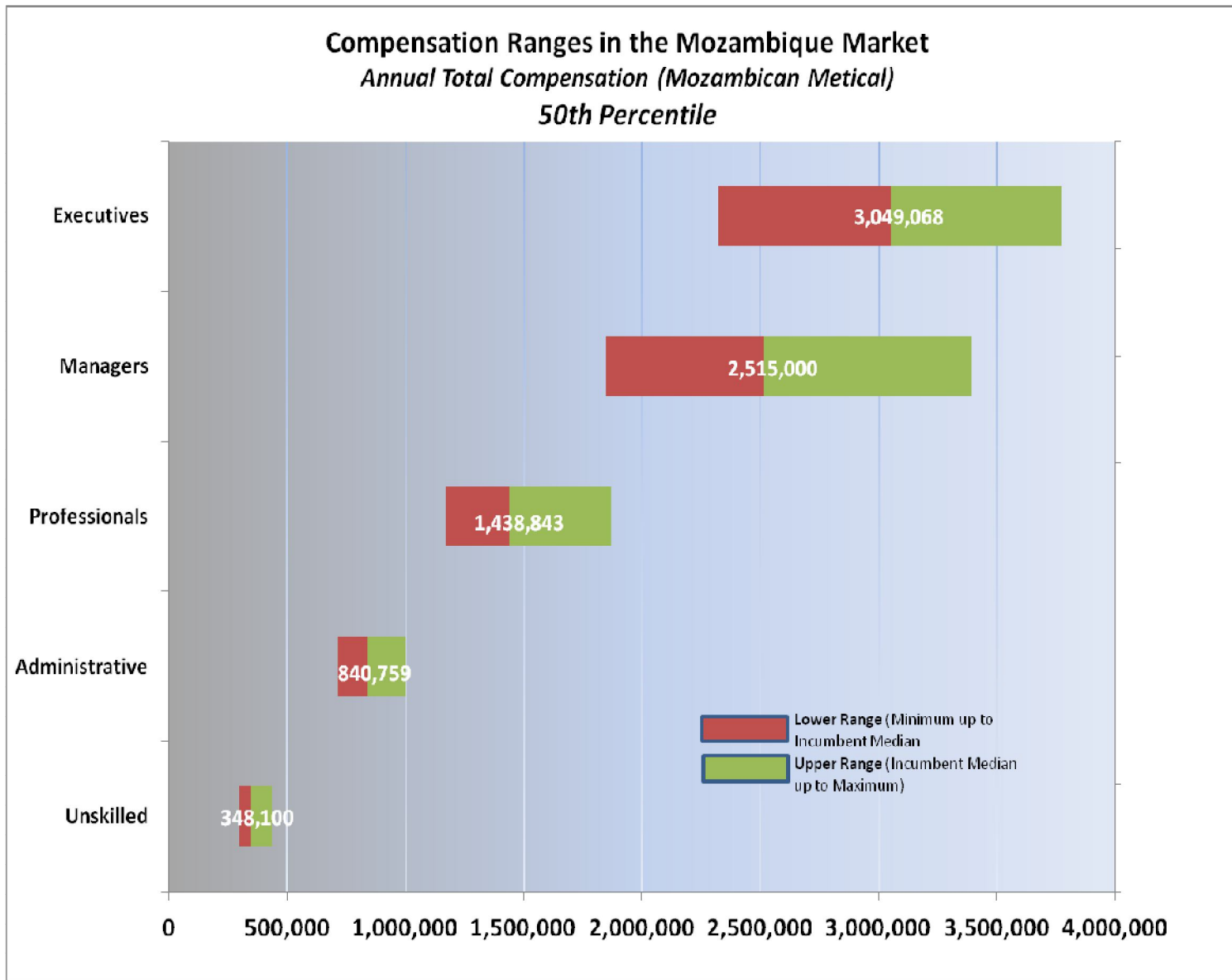
- Favourable business environment which allows for regional competitiveness
- Infrastructure and regulatory reforms are helping to create more employment opportunities
- High growth and low inflation are driving growth, while the labour market is extremely dynamic

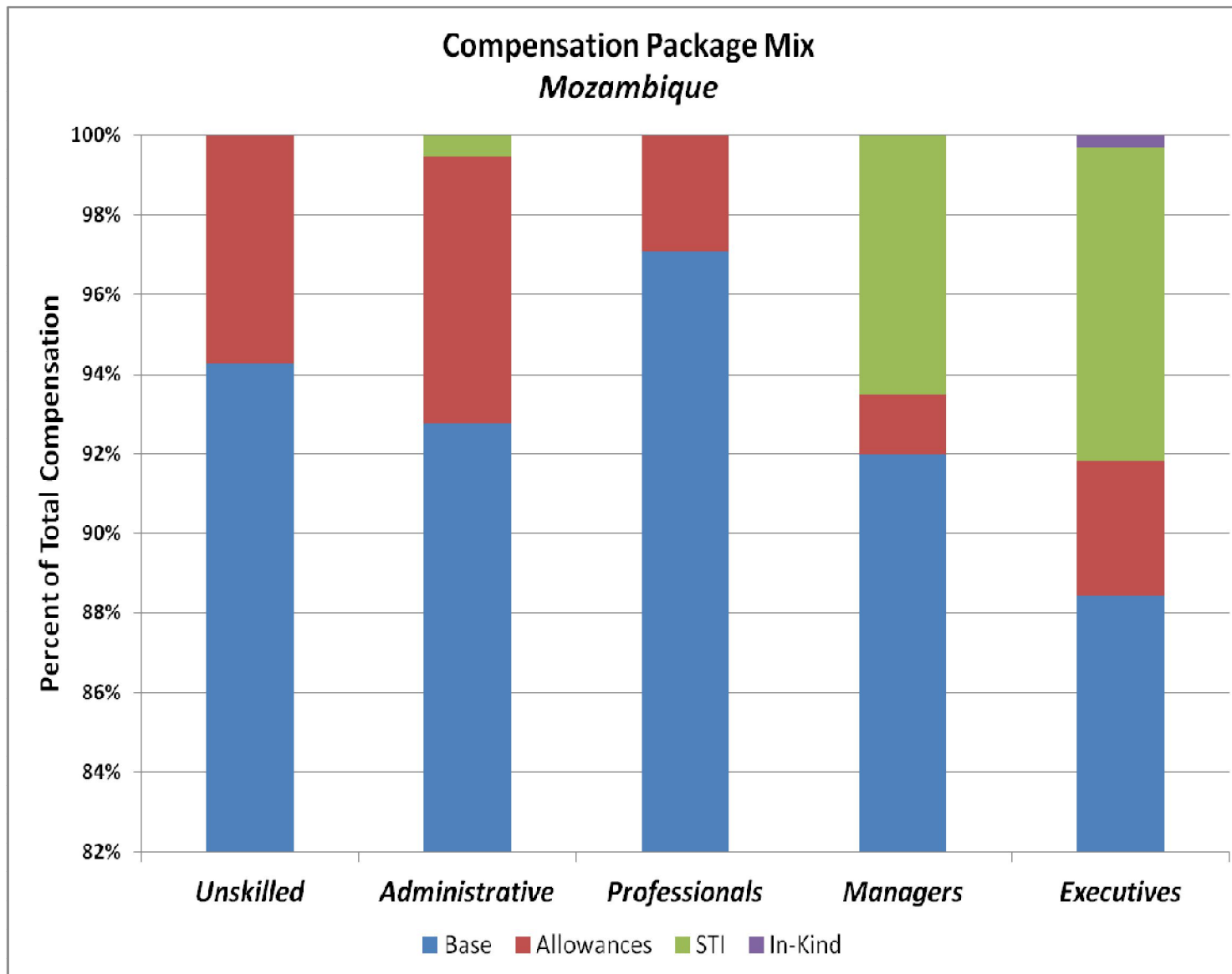
Glimpse of Mozambique Labor Market



- How does Mozambique compare to its neighbors in terms of labor costs?
- What is the range of compensation found in the market for professionals?
- The next slide shows a comparison of 12 southern African countries for a “Senior Working Level Professional”





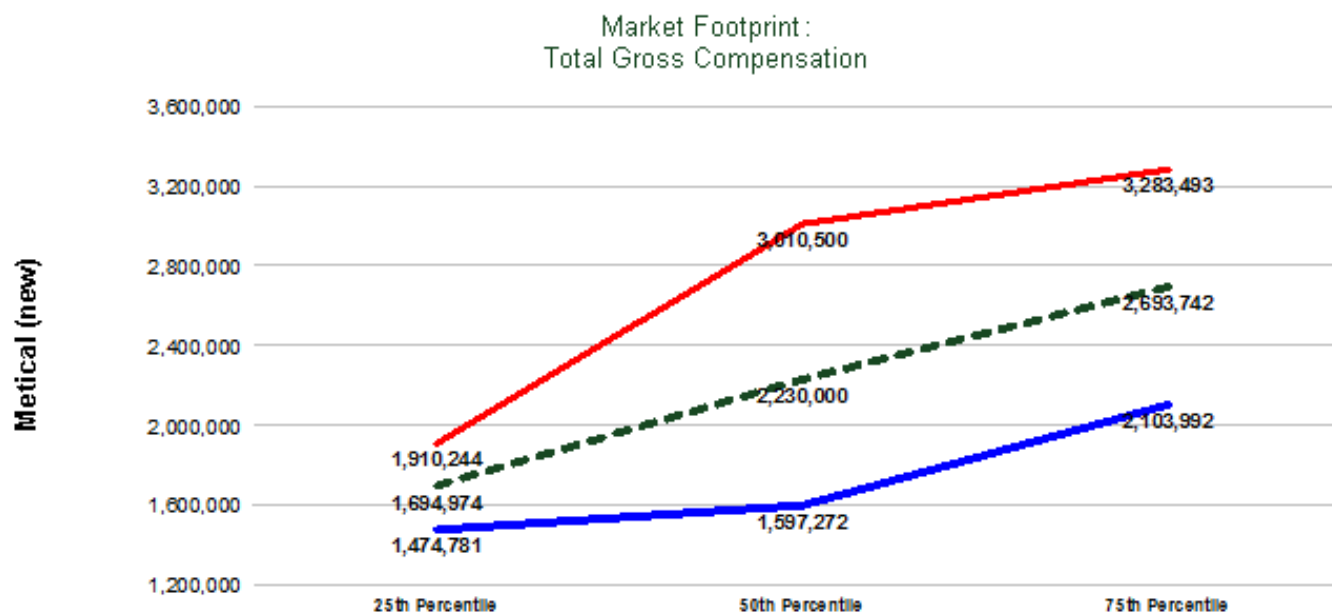


HR Benchmarking Best Practices



- Cross-sectoral approach
 - Leading employers in each sector define the market, and there's usually a big difference between the leaders and the rest of the market
- Talent is fluid
 - Employees often move between sectors, and between private sector and international public sector
- Survey methodology must be tailored to developing markets
 - Our surveys are not the same as North American surveys; instead, they have features designed with the market in mind
 - Example: Market Footprint

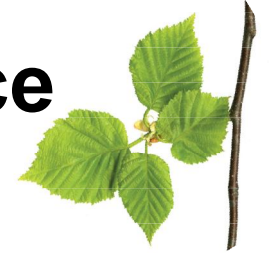
Market Footprint



Market Positions

	25th Percentile	50th Percentile	75th Percentile
— Max	1,910,243.81	3,010,499.90	3,283,493.25
- - - MRP	1,694,973.81	2,229,999.50	2,693,742.13
— Min	1,474,781.44	1,597,272.00	2,103,992.00

Why you need labor market intelligence



- Companies are always concerned with attracting, retaining and rewarding the best talent
- To be successful, you must be competitive
- The only way to understand the competitive market is to refer to high quality, independent market surveys
- ACIS is co-sponsoring the survey here in Mozambique. We invite you to join the survey!

Preferential Price for ACIS members (prices are reflective of 50% discount)



- Off-the-shelf data subscription running for 12 months:

– \$750

- Static, .PDF reports
- Updates 4x a year
- 3 market positions and min/max range

– \$900

- Interactive access to *Indigo™*
- Flexible, with the capability to generate reports in Excel
- Customisable outputs (include/exclude certain elements of salary)
- Access to all reports, including a detailed summary of non-base components of salary


For More Information



Birches Group:

- Karen Lopez – Compensation Specialist karen.lopez@birchesgroup.com
- Benette Santiago – Compensation Specialist
benette.santiago@birchesgroup.com

Online:

- Birches Group website
<http://www.birchesgroup.com>
- Developing Markets Compensation and Benefits LinkedIn Group
 <http://www.linkedin.com/groups?gid=2201013>
- International HR Forum
<http://www.internationalhr.wordpress.com>