

# アジア日系企業 HR REPORT

by PERSOL in Asia Pacific

Quarter 2  
2022

>Talent needs in Asia countries



▶ Talents needs in Asia countries

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Our group operates in 12 markets across Asia Pacific to meet the needs of our customers. This report introduces the latest recruitment trends across the region, as well as various data and survey results. Recruitment trends were based on data from about 100,000 placement orders in the past year. As a leading HR solutions company, we aim to create greater value and growth for society. We hope that this report will help towards the growth of our customers and our organisation.

※Number of recruitment cases in 12 countries and regions in Asia and the Pacific

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# Talent needs in Asia countries (Singapore)



The following graph shows the number of new job openings we received from Japanese and non-Japanese companies, and compares it to the same period last year, set at 100.

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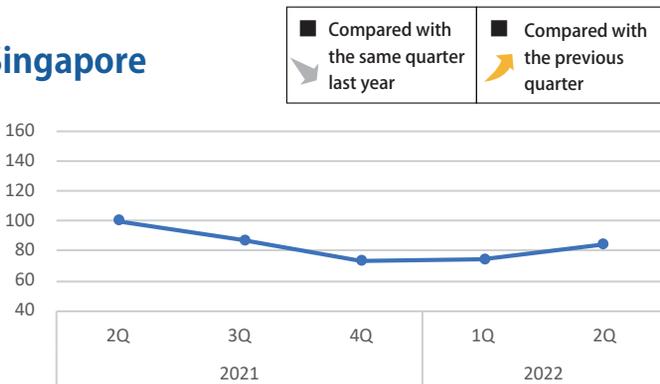
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Information in each section is accurate as of the end of June 2022. For the latest trends, please contact the sales executive in charge.

**Compared with the same period in the last year**

↑ Significantly Increasing    
 ↗ Gradually Increasing    
 → Stable    
 ↘ Slightly Decreasing    
 ↓ Significantly Decreasing

## Singapore



**Written by:**  
**Amily Yoong, PERSOL Singapore**

With the impact of the war in Ukraine and China's strict COVID-19 lockdowns ongoing, Singapore's Ministry of Trade and Industry has said to maintain the Gross Domestic Product (GDP) growth forecast at 3% to 5% for 2022. The Russia-Ukraine conflict has caused disruption in the supply chains of energy, food and other commodities around the world. This in turns put pressure on global inflation and affected the growth of many economies.

In Singapore, where vaccination rate is high, the COVID-19 situation has stabilised and allowed the country to lift domestic and international travel restrictions since the end of March. As these restrictions lifts, the electronics and its related industries are experiencing a strengthening in their growth. This is further bolstered by the semiconducting industry due to the increase in global demand.

Along side with electronics industry, other sectors such as Retail, Professional Services and Tourism-related sectors have experienced recovery as the Vaccinated Travel Framework (VTF) went into effect. Within the first four months of 2022, Singapore Tourism Board (STB) has recorded 540,430 visitors, a significant increase as compared to 329,990 visitors for the entirety of 2021. The VTF will also help with the labour-shortage in sectors that relies heavily on migrant workers.

Statistic released by Ministry of Manpower has seen low employment rates in the month of April. Unemployment rates remained at 3% and citizen unemployment fell slightly to 3.1%. Sectors such as Information & Communications and Financial Services continues to grow due to strong demand in IT and digital solutions as well as security dealing and payments processing.

Earlier in the year, Minister for Manpower Dr Tan See Leng has unveiled a new Employment Pass application framework in his Committee of Supply speech. Titled Complementarity Assessment Framework (COMPASS), this new system will assess foreign candidates and firms based on various criteria including salary and workforce diversity. This system will allow employers to select "high-quality foreign professionals while improving workforce diversity and building a strong Singaporean Core." The COMPASS framework will apply for new applications from 1 September 2023.

Overall job orders from our clients increased by 1.3% quarter-on-quarter. Engineering job made up 33% of Q2's job orders, followed by Supply Chain & Logistics at 14% then Information & Technology and Telecommunication at 11%. IT and Telecommunications job orders increased by more than 100% as compared to Q1. Other functions that saw an increased in job orders are Administration & Customer Service, Supply Chain & Logistics and Sales.

# Talent needs in Asia countries (Malaysia)



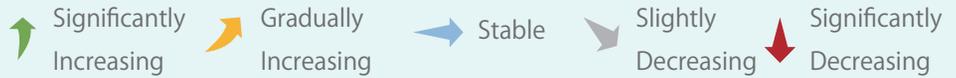
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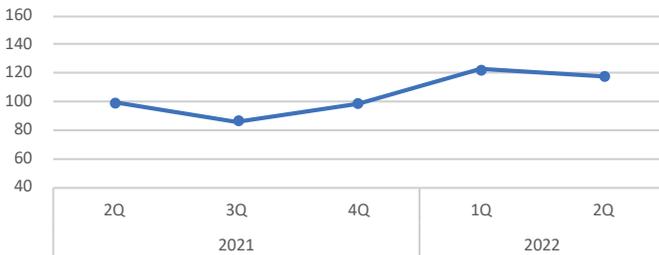
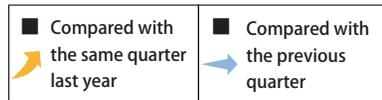
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**Compared with the same period in the last year**



## Malaysia



Written by:

**Wan Hao Lor, PERSOL Malaysia**

### Overall Market Conditions & Trends in Economic Growth

Malaysia economic is continued to flourish since the reopening of international borders in the country, with its transition to Covid-19 endemic phase on April 2022.

With the country at endemic phase, economic data is showing increasing strength. Total exports for the first two months of 2022 hit RM213.3 billion, up 20.4% y-o-y. Growth in imports was respectable as total imports for the same period were higher by 22.6% y-o-y to RM175.0 billion.

Effective from May 1, 2022, the minimum wage for Malaysia employees has raised from RM1,200 to RM1,500 a month with. A higher wage structure has not only result in an increase of income for B50 group, but also projected to help to boost the economy as well, as typically, the increase in wages result in higher consumer spending.

Whilst the nation economy is on positive recovery, rubber maker giant – Top Glove the corporation which had been benefited greatly since rubber demand rose drastically since the pandemic, endemic has unfortunately hit the corporation badly with its net profit plunged 99.2 per cent to RM15.29 million in the third quarter (Q3) ended May 31, 2022, from the RM2.04 billion recorded in the same quarter a year ago. In a statement on June 2022, the glove manufacturer said the softer performance came amid a convergence of headwinds, with production costs moving upward due to global inflation and as the Russia-Ukraine conflict drove up crude oil prices.

### Unemployment rate

Based on a report on June, 2022, the unemployment rate in Malaysia dropped to 3.9 percent in April 2022 from 4.1% compare to a month earlier due to increase of job numbers after reopening of country borders. The unemployment rate fell to below 4% for the first time after 2 years of pandemic in the country. Malaysia's number of employed persons increased to 15.85 million in April 2022 from 15.77 million a month earlier, while the number of unemployed individuals decreased to 649,300 from 669,200.

### Remarkable industries about Job Trends (e.g. describe rapidly increasing by industry or position and those background)

With the sturdy recovery on job market, the highest demand job category in 2022 remain to be "IT and Software Development". Another position that is also on expanding other than technology, it is health care industry. Not only it is on demand now, but will continue to see demand grow in the future. It is projected 52% job growth or about 66,000 new jobs by 2030 for nurse practitioners in Malaysia. Whereas Information Security Analyst been projected 33% job growth, similarly for creating 31,000 new jobs by 2030. Nonetheless, the projected highest number of new job is Software Developer, in which projected new job for as high as 208,000 by 2030. Software developer has always been one of the highest demand and yet talent short in the market. Digitalization has been more and more normalize nowadays, users can almost access to all daily needs via mobile applications. From bill payment, online purchase to even remotely control refrigerator from ones mobile application. With the vast increase and unlimited potential, software developer is no doubt becoming one of the most crucial IT roles in the market.

### Job orders trends received from the client (describe comparison of YoY or quarter over quarter)

Since Q1Y2022 we have been observing a positive increase of job order trend from clients, it is continue to increase even more so when the nation is now at endemic phase. It is worth to highlight that most of the Japanese companies are now back to hiring trend similar to pre-Covid period.

Call centre/BPOs is recovering well especially for BPOs that are focusing on servicing hospitalization clientele. Different languages recruitment demand been received, however some companies are still being conservative in hiring native Japanese from outside of the country. The main concern is that many of the employers were experiencing long EP approval process for the previously hired native Japanese, which has inevitably cause certain impact in their KPI projection.

IT job orders remain as one of the highest demand roles from client, align with the projection from the reports in HR market. IT talents is now at demanding position knowing that it is talent short for companies to hire for the same role, ICT companies has increase the budget for IT recruitment where they are willing to provide up to 30% or more of the increment in order to secure talent to join the company. It has resulted other industries suffer to match the salary requested by IT talent, because they are unable to justify the increase of pay scale when taking into consideration the existing employees' salary benchmark.

### Working Visa and immigration trends

Starting from 1 May 2022, fully-vaccinated inbound travellers including working visa holder are no longer required to undergo pre-departure and on-arrival COVID-19 tests as well as for those who have been infected with COVID-19 within six to 60 days before departure to Malaysia. Travel insurance will also not be a prerequisite for foreigners entering the country. However, those who are not fully vaccinated against COVID-19 still need to undergo an RT-PCR test two days before departure as well as a professionally-administered RTK-Ag test within 24 hours upon arrival in Malaysia and observe a five-day quarantine (quarantine exemption is only for those aged 17 and below).

There has been no further changes for Malaysia working visa requirement since beginning of 2022, and unfortunately EP approval has yet to observe great improvement in the turn over time in Q2Y2022. Generally it will still takes 2 to 3 months for the EP approval except for applicants under EP Category 1 where priority is given. Exemption for those who have obtained pass approval applications to enter Malaysia for expatriates and their dependants, including foreign maids remained since January 2022. On the other hand, MYFutureJob advertisement remain as mandatory for employee to hire skilled foreigners to work in Malaysia.

# Talent need in different industries (Thailand)



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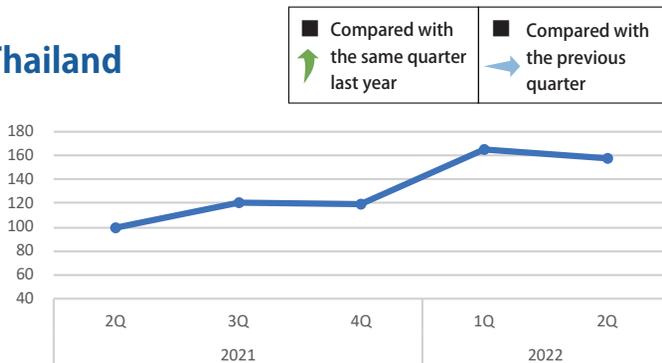
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## Thailand



Written by:

**Yuko Otsuka, PERSOL Thailand**

In Thailand, the average number of COVID-19 cases as of June 16 was about 2,000 per day, showing a steady decline from the peak of 25,000 in early April. The Thai government has announced that COVID-19 would be treated as an endemic from July, and the entry restrictions are expected to be completely lifted in July. The number of people entering Thailand from abroad was about 20,000 a day in May. Some believe that the number of entrants will recover to 1 million per month by the end of 2022, a recovery of 20% to 40% compared to pre-pandemic levels. With the return of traffic jams and travelers as before, Bangkok shows sign of revitalization.

The Office of the National Economic and Social Development Council (NESDC) announced on May 23 that the unemployment rate was 1.53% for the first quarter. This was the largest improvement since the COVID-19 pandemic in 2020. At a cabinet meeting on June 14, the Thai government also decided to allocate 3.5 billion baht (about 13 billion yen) to create jobs for new graduates and the unemployed.

The estimated number of job openings for the second quarter of 2022 is about the same as the previous quarter and 60% higher than the same quarter year-on-year. Although the number of job openings was almost the same as the previous quarter due to Songkran in April and many consecutive holidays in May, a continuing upward trend has been observed in the job market.

According to NESDC statistics, the workforce in the first quarter was up by 3% over the same quarter last year, with an increase seen in the manufacturing, retail, and logistics sectors, while a slight decline was seen in the construction and hotel/restaurant sectors. However, given the number of job offers in the construction and travel sectors we have received in the second quarter, the market appears to be gradually changing. The emerging job opportunities in the advertising sector also reflect the recovery of the economy.

While diversity in work styles is becoming increasingly important with companies discontinuing work-from-home programs and resuming office-based work, work-from-home programs are becoming a requirement for job seekers, and more of them are making companies with such programs a prerequisite for their jobs. Particularly in the IT engineer market, which is a seller's market, some job seekers are only looking for jobs that are completely home-based.

With job openings on the rise and more options available to job seekers, retention of existing talents will be the key for companies in the post-COVID job market.

# Talent need in different industries (Indonesia)



The following graph shows the number of new job openings we received from Japanese and non-Japanese companies, and compares it to the same period last year, set at 100.

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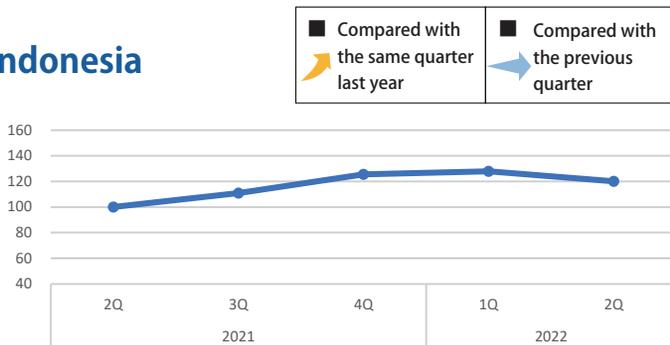
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## Indonesia



Written by:

**Daisuke Tabuchi, PERSOL Indonesia**

The Indonesian government has lowered the risk of COVID-19 infection to Level 1, the lowest of four levels, for the metropolitan area including the entire Special Capital Region of Jakarta. Consequently, most sectors have been able to maintain a 100% attendance rate, and restaurants, shopping malls, and tourist attractions have been able to accept people up to 100% capacity. Due to the resumption of the issuance of visas on arrival and the exemption of PCR testing upon entry, many foreigners have been entering the country. BPS-Statistics Indonesia announced that the number of foreign visitors at Indonesia's major airports was a six-fold increase over last year, at 110,000, as of April. Many Japanese business travelers were seen arriving at airports in Jakarta, and store bags with duty-free items that may have been purchased at airports in Japan were spotted in various parts of town.

With economic activity also gaining momentum, the ASEAN Automobile Federation (AAF) announced that Indonesia saw a 36.2% increase in vehicle production and a 38.6% increase in vehicle sales compared to the same term last year (January-April). Perry Warjiyo, Bank Indonesia Governor, announced that the inflation rate for the entire 2022 calendar year was projected to be 4.2%, and that GDP (Gross Domestic Product) was expected to increase by over 5%.

Although Ramadan in April showed a slowdown in recruitment activities of companies and the mobility of job seekers for the entire calendar year, the number of job openings in Q2 in 2022 is expected to increase by 24% year-on-year, stimulating more recruitment activity for human resources. The impact is expected to extend from the Jakarta metropolitan area and the Bekasi, Cikarang, and Karawang areas, where many Japanese companies are located, to the Surabaya area in the future.

As corporate recruiting activities gained momentum, we discussed human resource/labor issues with many Japanese companies and received a particularly high number of inquiries regarding the setting of salary tables. Minimum wages in Indonesia increased by over 40% from 2012 to 2013, and like other Southeast Asian countries, wages have continued to rise at a high rate, with minimum wages having more than doubled in the last eight years. However, recent policies have curbed the rate of wage hikes, resulting in a very low rate of 5.11% in 2022, compared to previous years. Since many Japanese companies use a salary table based on the minimum wage, without setting their own dedicated wage table, they have been struggling to deal with a surge in collective bargaining from workers dissatisfied with the current minimum wage increase rate.

The resumption of economic activity has not only increased corporate activity and workload, but it has also necessitated a review of internal systems as well as recruitment activities, therefore, the PERSOL Group is committed to reducing the burden on Japanese companies.

# Talent need in different industries (Vietnam)



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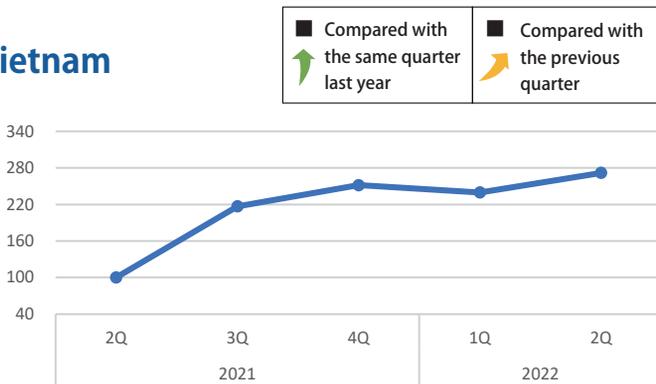
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## Vietnam



Written by:

**Yuichi Nakano, PERSOL Vietnam**

The number of new COVID-19 cases in Vietnam has been declining since April, and the Ministry of Health announced on June 7, 2022, that the number of community-acquired cases was 960 and the number of daily cases was below 1,000 for the fourth consecutive day. Regarding restrictions on entry into Vietnam, the Vietnamese government announced on March 15, 2022, the lifting of border control measures for COVID-19, making visas, voluntary quarantine after entry, and quick tests unnecessary for entry within 15 days for visa-exempt countries. Furthermore, an additional government announcement on May 13 eliminated the need to obtain a negative certificate before entry into the country and bring it for entry. There has been an increase in business travelers and tourists since then, and according to the General Statistics Office, the number of foreign visitors (an estimate) in May was 70.6% higher than the previous month and 12.8 times higher than the same month last year.

Regarding the economic situation in Vietnam, the General Statistics Office announced that the country saw a 4.0% month-on-month increase in the industrial production index and a 10.4% year-on-year increase in May 2022. The largest year-on-year increase was observed in the clothing sector, up by 22.0%. Also, according to the General Statistics Office, retail sales (an estimate) in May were up by 4.2% month-on-month and by 22.6% year-on-year. More positive news has continuously been heard in the industrial sector and general consumption.

As reported by the General Statistics Office, the unemployment rate for the labor force in the January-March 2022 quarter was 2.46%, up from 2.42% in the same quarter in 2021. The average monthly salary increased by 1.2 million VND (approx. 6,500 yen) from the previous quarter. As mentioned earlier, the government continues economy-centric policies, such as eliminating the need for negative certificates, and hopes are high for future foreign demand, including investment by tourists and companies making inroads into the Vietnamese market, in addition to domestic demand.

In terms of talent needs, the number of job offers from Japanese companies in the second quarter of 2022 was 118% of that of the previous year, indicating continued strong recruitment intentions. Recruitment inquiries from companies making inroads into the Vietnamese market have also increased further compared to the first quarter, and we received job offers for the construction of new factories and warehouses as well as the establishment of new IT offshore bases. Trends in various sectors and occupations show an increase in job openings in the second quarter in sectors that had been holding off recruitment due to the impact of COVID-19. As for sectors, job openings are on the rise in the construction, real estate, and food service sectors. As for occupations, job openings in sales remain high. The IT sector maintains strong recruitment intentions throughout the year and remains an active seller's market. As for the demand for local recruitment of Japanese nationals, the number of job openings has increased, partly due to the further easing of immigration restrictions. Looking at trends among job seekers, Vietnamese job seekers continue to actively seek new jobs, and companies are struggling to retain them. Although an upward trend is seen in terms of job openings for local recruitment of Japanese nationals, Japanese job seekers in Japan are still reluctant to seek employment overseas.

# Talent need in different industries (Philippines)



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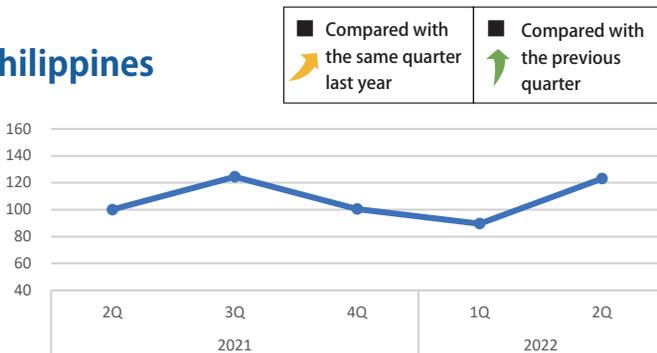
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## Philippines



Written by:

**Junpei Miyata, PERSOL Philippines**

In 2017, PERSOLKELLY set up a business partnership with John Clements and the following information is based on the data on job openings from their Japan desk.

In March 2022 onward, most areas in the Philippines maintained the lowest of the five alert levels of "1" for curfew/movement restrictions, and the number of new COVID-19 cases in the metropolitan area showed a downward trend at a little less than 200 per day. In June, however, the number of new cases increased to 300 per day and is expected to resurge in the coming months. Therefore, although the restrictive measures could have been raised again to alert level 2, an announcement was made as of June 15 that the alert level 1 would be maintained, because the resulting economic losses would be substantial with tightening of restriction measures, in addition to the current level of high prices.

Further easing of visa and entry restrictions is underway: as of April 1, entry with a tourist visa became possible, and as of May 30, Filipinos and foreigners who have completed a booster vaccination of COVID-19 are no longer required to present a negative certificate and insurance coverage for the duration of their stay. Also in Japan's border control measures, the Philippines is classified in the category with the lowest hurdles, making it easy for Japanese business travelers to travel.

In terms of economic growth trends, the GDP growth rate for the first quarter of 2022 was 8.3%, according to the economic growth rate announced by the Philippine Statistics Authority. With the rapid growth compared to 7.8% in the previous quarter and -3.8% in the same quarter of 2021, the Philippine National Economic Development Authority revealed that the country's GDP level has exceeded that of the pre-pandemic period. (As of May 2022)

The economic level has fully recovered following implementation of a variety of deregulation measures, with particularly strong growth observed in the mining and service sectors. The Philippine Statistics Authority announced on June 10, 2022, that the unemployment rate for April 2022 was 5.7%, a significant recovery from 8.7% in the same month last year.

Recruitment trends show active hiring by companies, with new orders of 123% compared to the first quarter of the year and 126% compared to the same quarter of last year. A breakdown of job openings indicates that the number of available positions for Japanese speakers and IT engineers has remained high since the previous quarter, and demand is generally high regardless of occupational category, including manufacturing, transportation, and service sectors. An upward trend is also seen in terms of recruitment demand by companies making inroads into the market.

With respect to trends among job seekers, the increase in the number of job openings has resulted in a remarkably high rate of mobility and an increasing rate of withdrawals during the screening process. For companies intending recruitment, it is becoming increasingly important to review the recruitment process, including speedy hiring and the provision of detailed information tailored to each job seeker. Since Filipino job seekers often tend to withdraw during the period between accepting a job offer and joining the company, care should also be monitored in the period following the acceptance of a job offer until onboarding.

Among a variety of topics in FY2022, including a significant easing of restrictions and the Philippine presidential election, Japanese companies are particularly interested in the revision of the minimum wage, which has not been implemented in the metropolitan area since November 2018. Revisions are planned in various areas, partly due to price hikes resulting from Russia's military invasion.

· In the metropolitan area, the daily salary is 33 pesos (Non-agricultural: 570 pesos/Agriculture: 533 pesos) \*Effective as of June 4

· In the Calabarzon region with many Japanese- and foreign-owned manufacturing companies, it is 47-92 pesos (Non-agricultural: 390-470 pesos/Agriculture: 350-429 pesos) \*To become effective by the end of June

· In the Cebu region with many Japanese companies, it is 31 pesos (382-435 pesos) \*Effective as of June 14

\* 1 peso: 2.48 yen (as of June 16)

The minimum wage increase mentioned above is expected to have an impact on companies' review of salary tables and the rate of pay raises. We have already received an increasing number of inquiries from several Japanese companies regarding a review of their salary tables and allowances.