

# アジア日系企業 HR REPORT

by PERSOL in Asia Pacific

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Quarter 1  
2021

>Talent needs in Asia countries

>HR and Labour news

▶ Talent needs in Asia countries

East Asia ..... 3

South East Asia ..... 5

▶ HR and Labour news ..... 8

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.

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# Talent needs in Asia countries (East Asia)

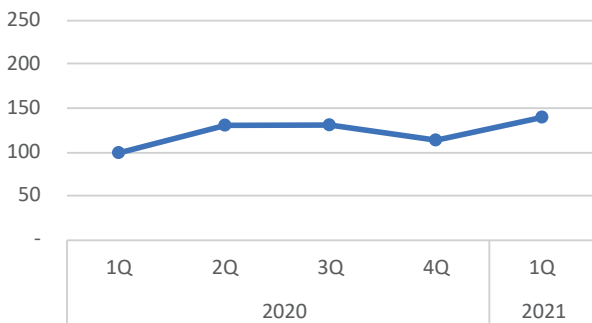
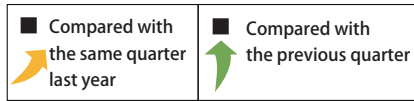


The following graphs compares data from the most recent quarter in 2020 with the previous four quarters in 2019. These graphs show the data trends in 2019, and provides comparison between this quarter and the same period last year.

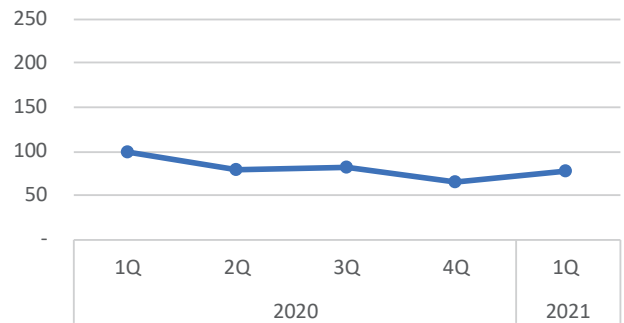
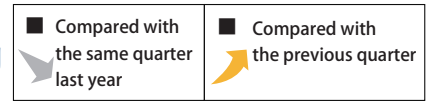
The following data belongs to PERSOLKELLY's Japan desk.

**Compared with the same period in the last year**   Significantly Increasing   Gradually Increasing   Stable   Slightly Decreasing   Significantly Decreasing

## China



## Hong Kong

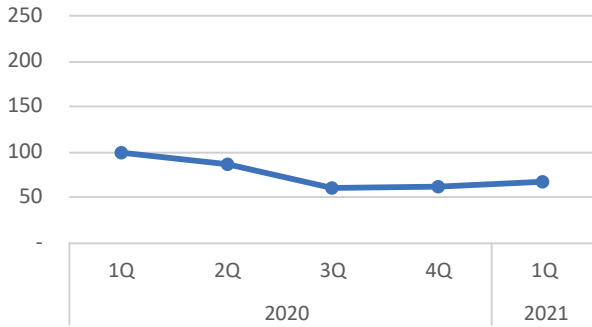
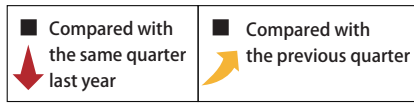


According to the data released by the National Bureau of Statistics on April 16, 2021, China's GDP increased by 18.3% year-on-year from January to March 2021. An increase of 0.6% from the fourth quarter of 2020. With China's effective control of the pandemic and expediting the vaccination program, China's domestic economy has continued to recover steadily. The overall recruitment demand of Japanese companies in the first quarter of 2021 increased by 20% compared to the fourth quarter of 2020. Compared with the same period last year, the growth rate is as high as 50%. The number of jobs in the manufacturing industry increased by approximately 40% compared to the previous quarter and by 20% compared to the same period last year. The need for jobs in the semiconductor industry is high, accounting for 40% of all new jobs. According to data released by the General Administration of Customs of China on 13 April, the value of China's goods trade imports and exports in the first three months of this year was 8.47 trillion yuan, up 29.2% on the same period last year. The demand for jobs in the trade/import/export industry of Japanese companies increased by 30% compared with the previous quarter and doubled compared with the same period last year. Job demand for sales and marketing staff is high. In the first quarter, China's total retail sales of consumer goods increased by 33.9% year-on-year, an acceleration of 1.86 percentage points from the fourth quarter of 2020. The number of jobs in the apparel/retail industry increased by 10% compared to the previous quarter. This was five times higher than in the same period last year. Online consumption and bricks-and-mortar shops continue to recover, with an increase in the number of jobs in e-commerce site management. The number of jobs in the consulting industry increased by approximately 80% compared to the previous quarter. There was a small decrease compared to the same period last year. China's real estate industry continued to grow at a steady rate in the first quarter. In the Japanese real estate/construction industry, the number of job openings in the first quarter was the same as in the previous quarter and three times higher than in the same period last year. The number of jobs in the logistics/warehousing industry increased by 30% compared to the previous quarter due to the strong performance of the trade/import/export industry. The number of vacancies in the logistics/warehousing sector increased by 30% compared to the previous quarter, and by almost four times compared to the same period last year. In the IT/telecoms sector, the number of vacancies was up 30% on the previous quarter. In the IT/telecoms sector, the number of vacancies increased by 5% in the first quarter compared with the previous quarter and by around 30% year-on-year. The number of vacancies in the finance/banking sector remained at the same level as in the previous quarter.

Previous quarter's number of people infected with coronavirus was low and signs of recovery was apparent. The gap of job figures was still at a high compared with the previous year's quarter where at that time the damage was still small as it was early stage of pandemic. Hong Kong economy is expected to recover in 2021 attributed to China's economic recovery. Hong Kong's 3 major banks – ie. HSBC, Standard Chartered, and Citibank announced aggressive growth strategies in the region focusing on asset management, and they are expecting the convergence of coronavirus due to the new vaccination. On the other hand, it is unclear if the entry border measures in each country will be relaxed. Low recruitment is expected by companies active in importation or tourism. Therefore, business development focused on for the local markets would be more common in the future. By industries, the number of jobs in manufacturing and logistics have increased by 30% from the previous quarter. Retail and F&B industry has have stabilized in its domestic business compared to last year. The number of jobs increased slightly by 5% in tandem to the increase of local business. The financial industry has started their aggressive business expansion plans in response to the bank rate measures by governments, resulting to an increase in job opening by 38%.

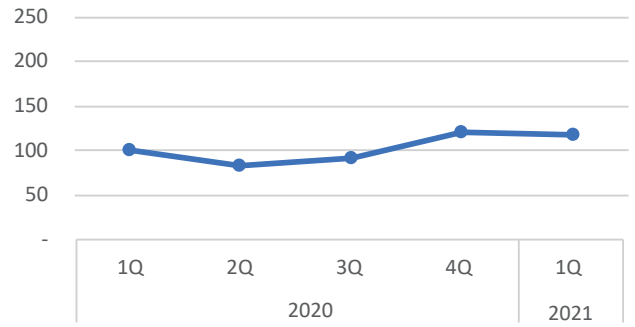
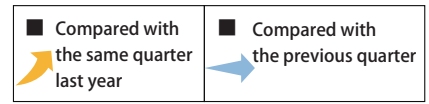


## Korea



Korea's economic growth rate in the first quarter of 2021 (compared to the previous quarter) is 1.6%. The number of new job openings for Japanese companies in Korea also increased by 80% compared to 4Q overall. In the case of consumer goods, it is similar to 1Q in 2020, but compared to 4Q last year, the number of new job openings has increased by 100%. It could be due to the revival of consumer sentiment or the development of E-commerce where there was an increase of jobs within marketing, E-commerce, and duty-free business units. Hiring has increased within the semiconductor-based companies and chemical industries attributed to the increased their investment in Korea and the vast expansion of existing factories. As for IT/Telecommunications, the demand for talents have increased 45% compared to last year's 4Q. Surge of demand for jobs was apparent by talents who returned home from abroad due to COVID19.

## Taiwan



The overall trend of job offers in the first quarter of 2021 remained unchanged from the previous quarter, which was a decrease of 74% from the previous year. By industries, the manufacturing sector recovered to at 103% against last year, while the services sector at 33%, trading at 96%, and IT/Telecommunications at only 89%. A recovery is expected in Q1 2021 after the Chinese New Year. Taiwan's semiconductor industry, being one of the country's major industries, grew despite the onslaught of the new coronavirus attributed due to strong demand and expansion of 5G, AI and 3C products. As a result, the demand for human resources in the semiconductor-related industry is expected to remain high in 2021. Taiwan has adjusted wage increases for five consecutive years from 2017 to 2021; the minimum monthly wage for 2021 has risen to NTD24,000 and the hourly wage to NTD160. The outlook for Taiwan is generally positive, but companies are taking a conservative view of wage adjustments due to the many uncertainties in the global economy. Wage growth in 2021 will remain conservative except for some jobs. The Directorate General of Budget, Accounting and Statistics of the Executive Yuan has set the economic growth rate for 2021 at +4.64%, which will be the largest growth rate since 2015. The economy is expected to grow by 4.64% in 2021, the highest growth rate since 2015, supported by both the curbing of infectious diseases and the expansion of consumer spending, as well as the recovery of the global economy as a result of increased vaccination and the persistent demand for semiconductors. Continued increase in investment in Taiwan is also expected due to the accelerated introduction of renewable energy. Some risk factors going forward, include the concerns that the global economy will become sluggish again if the vaccine diffusion does not proceed as expected, and the prolonged friction between the U.S. and China which may possibly impact Taiwanese trade.

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



Significantly Increasing



Gradually Increasing



Stable



Slightly Decreasing

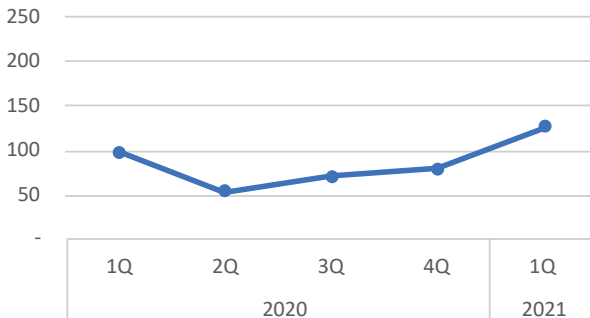
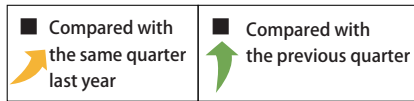


Significantly Decreasing

# Talent need in different industries (South East Asia)

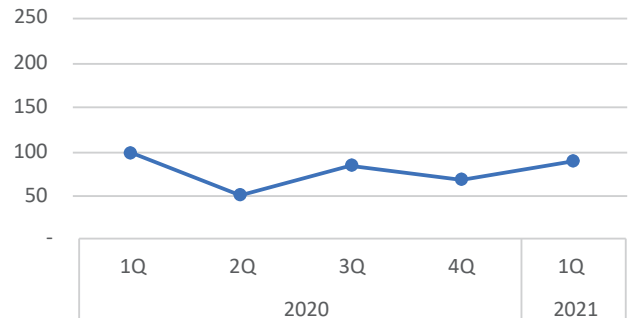
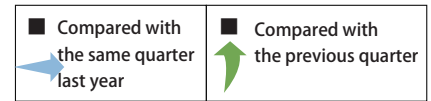


## Singapore



Singapore moved to the final phase of resuming economic activity at the end of December 2020. As a result, the number of job openings has increased in Q1 2021 by about 30% compared to Q4 of 2020, indicating that the market is recovering steadily. In particular, employment is expanding in industries that provide services to domestic residents such as IT and Financial Industry. The IT industry saw a 50% increase over the previous quarter, and the financial industry also saw a 30% increase. The manufacturing industry, which has been in a slump since Q3 2020, is also on a recovery trend and is up 48% from the previous quarter. On the other hand, the retail industry did not see a drastic improvement as demand has calmed down. The labor market had been expected to see a stable market recovery going into Q2. However, with the re-imposition of stricter regulations on economic activities from May 7, there are concerns that the construction industry will be affected by the tighter restrictions on accepting talent from overseas.

## Malaysia



In the first quarter, the spread of COVID-19 since October last year led to the re-imposition of the MCO in January, and the situation still requires caution. However, business activities have begun to show signs of recovery and are expected to improve further with the progress of vaccination. The number of job vacancies in Malaysia increased by 54% compared to the fourth quarter of last year and by around 3% compared to the same period last year. The number of non-Japanese companies increased by 75% compared to the fourth quarter of last year and by 42% compared to the same period last year, while the number of Japanese companies increased by 11% compared to the fourth quarter of last year and decreased by 25% compared to the same period last year. As the outlook for the Malaysian market is still uncertain due to the spread of COVID-19, many Japanese companies continue to take a cautious stance on hiring Japanese employees as there have been some cases that the commencement date for the employment has been postponed due to the impact of COVID-19, even after informal job offers have been made. On the other hand, the willingness of non-Japanese companies to hire has recovered significantly, and this can be attributed to an increase in the number of companies actively hiring new employees in anticipation of the post-COVID-19 period. By industry, the number of job vacancies in the manufacturing industry, especially in the electronics and semiconductor fields, increased by 280% compared to the fourth quarter of last year.

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



Significantly Increasing



Gradually Increasing



Stable



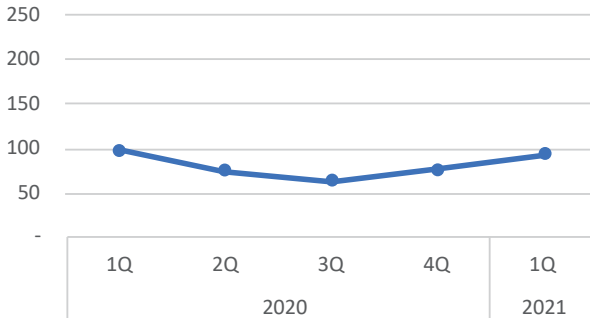
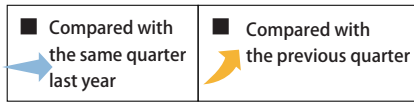
Slightly Decreasing



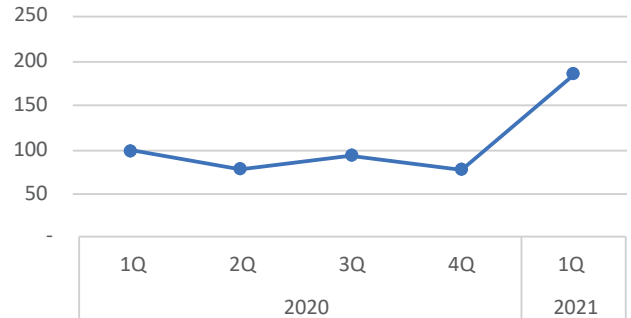
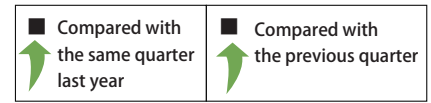
Significantly Decreasing



## Thailand



## Vietnam



The number of jobs in the first quarter of 2021 was about 281% compared to the fourth quarter of last year. Compared to the same period last year, the number of jobs was about 197%, a remarkable sign that the pandemic disaster has settled down and companies are back to hiring. The unemployment rate has also been on a downward trend since last November. The unemployment rate announced by the Ministry of Labour is 1.5% as of December 2020.

However, in an environment where the pandemic has yet to end completely ended, the use of contract workers and temporary workers on a project-by-project and time-limited basis continues to take place. By industry, the IT and manufacturing industries continue to see a demand. In the IT industry, there is active hiring of programmers who can develop applications and infrastructure engineers who support IT infrastructure. In the manufacturing industry, a wide range of positions are being hired, but in addition to strengthening sales and marketing, Japanese speakers and executive candidates are being hired to support the decreasing number of expatriates and promote localization.

According to the General Statistics Office (GSO), the gross domestic product (GDP) growth rate (estimated) for the January-March 2021 was +4.48% year-on-year, accelerating from +3.68% in the same period last year. This is largely due to the Vietnamese government's effective containment policy for the new coronavirus infection (COVID-19). In particular, the industrial sector grew by 6.5%, up from 5.1% in the same period last year, of which the manufacturing sector grew by 9.45%, driving economic growth. According to the General Statistics Office (GSO), retail sales in the January-April period increased by 10.0% year-on-year, indicating that the service sector, excluding tourism, is strong. Looking at the number of job openings in Vietnam as a whole, the number of job openings in the January-March 2021 is up by 180% from the same period last year and up about 200% from the previous quarter, indicating that hiring activities are recovering. The number of job openings other than replacements is also increasing including an increase in managerial positions. This is due to increased production in the manufacturing industry, the establishment of R&D department in the healthcare industry, and expansion of a machinery trading company.

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



Significantly Increasing



Gradually Increasing



Stable



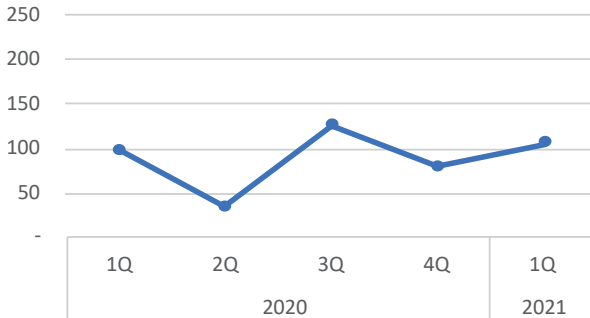
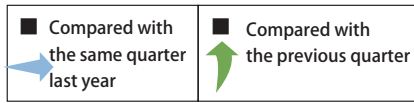
Slightly Decreasing



Significantly Decreasing

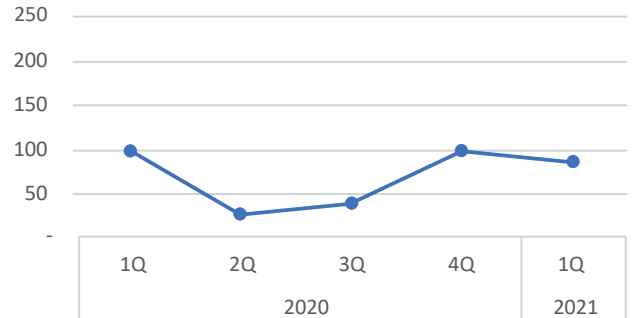
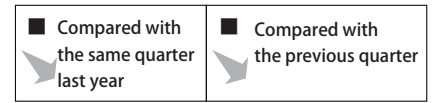


## Indonesia



Although there is still no significant improvement with the pandemic situation, the hiring intentions of Japanese companies are growing. In comparison to last year, job openings only recorded 70-80% but there was an increase in the number of job openings in the service industry. For example, the number of sales and guest relations positions in serviced apartments for Japanese people increased because of higher number of Japanese living in the area. An increase of jobs within the manufacturing industry is anticipated in the second half of the year.

## Philippines



The number of Philippines' job vacancies in the first quarter of 2021 declined by 13% from the fourth quarter of 2020, and around 20% in the year-on-year comparison. The biggest drop was triggered by two factors; first being, the business operations were restrained due to the spike-up COVID-19 infection in the country which amounted to over 10,000 cases on daily basis; and the second was that the Government reimposed an Enhanced Community Quarantine or the hard lockdown in March 2021. In contrast, the labour market improved in view to the easing of the country's unemployment rate to 7.1% compared to the record high 17% last year. Also, the recruitment activities are gradually recovering with more companies hiring during this first quarter. In the previous quarter, the job orders were inclined to the particular positions for the specific companies. Moreover, local and foreign companies are offering job openings with remote work for both domestic and overseas where remote work has become a common work style globally. More queries have also been received from companies in regard to their employee retention program.

※As PERSOLKELLY has a business partnership with John Clements since 2017, this information is based on job data from their Japan desk.

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



Significantly Increasing



Gradually Increasing



Stable



Slightly Decreasing



Significantly Decreasing



**This page provides information on employment, visas, and other HR and labour issues in Asia countries.**

※Information is accurate as of 19th May.

## China

### Country entry requirements>

Only Chinese residents and those with entry visas are allowed to enter the country right now. New work visas require a letter of invitation issued by the municipal (provincial) government in addition to the usual "Notice of Foreign Employment Permit", but the issuance of the letter of invitation is rarely granted to applications from ordinary companies, making it difficult for Japanese residents to obtain work visas. If you wish to enter the country, you will need to stay in quarantine for at least 14 days in a designated quarantine hotel + 7 days at home, but in some areas the quarantine period is 14 days in a hotel + 14 days at home, making a total of 28 days. A PCR test is always carried out after the quarantine is over.

### Job Market>

Compared to the same period in 2020, Chinese employment has already largely recovered in the first quarter, with the number of new jobs gradually returning to the situation in 2019. Due to the free movement of people within China, Chinese hiring activity has not been affected by the pandemic and has been steady, while economic activities have returned to pre-pandemic alarming levels with the improvement in the job market and the recovery of household incomes. On the other hand, due to the impact of the entry restrictions, there has been no significant changes in Japanese employment rate compared to the same period in 2020.

## Hong Kong

### Country entry requirements>

Only Hong Kong residents and valid visa holders can enter the border. After December 25th, 2020, anyone arriving in Hong Kong from outside China will be required to be quarantined for 21 days at a designated quarantine hotel. Persons subject to forced quarantine must be asymptomatic and have passed the body temperature check at the time of entry. The government has arranged designated transportation to designated quarantine hotels and is prohibited from leaving or visiting during quarantine in order to reduce contact with the community and other guests.

### Job Market>

The situation in the latter half of the first quarter of 2021 became stable as the fourth wave of the pandemic clam calmed down, and the unemployment rate in the January-March quarter fell 0.4 points from the previous quarter 6.8%, which showed an improvement. Hiring activities became more active since the latter half of last year, and the number of jobs from Japanese companies is increased.





## Taiwan

### Country entry requirements>

The Central Epidemic Command Center of the Ministry of Health and Welfare of Taiwan (NHCC) announced on the 17th May that foreigners without a Taiwanese residence certificate will be prohibited from entering the country from midnight to June 18 in principle. At the same time, transit into Taiwan will be prohibited. As the infection of COVID-19 spread in Taiwan, the entry of foreigners was reduced and lightened the burden on the medical and epidemic prevention system in the region. The center informed of impending change to the period based on the status of Covid19 pandemic.

### Job Market>

According to the Taiwan Ministry of Labour (MOL), a questionnaire on national human resources needs was released in July, and the number has increased by 70,000 since the end of April last time. The job vacancies in the manufacturing industry have increased by 34,000 while the service industry has 27,000 people. The number of jobs in the accommodation/restaurants and the wholesale/retail business has raised by 6,000. On the other hand, the number of companies that took “unpaid leave” which forced employees to take leave without paying salaries, reached 403 as of the 16th May, which is an increase for the first time in two quarters. It is uncertain if it is directly related to the pandemic and the increased alert level. Taiwan has suppressed the coronavirus for a long time and many people have begun to work from home for the first time. They are cautious of more changes to come.

## Korea

### Country entry requirements>

Full inspection and self-isolation of overseas arrivals since April 1 were imposed, where they all must undergo PCR tests and self-isolation for 14 days on the day of entry. Upon entering country, they must install the Self-isolation Person Safety Protection App which monitors via GPS location confirmation and self-isolation at all the time. People with symptoms would be examined at the airport clinic through temperature fever tests. Those who do not have symptoms should go to a health center or clinic nearby where they live before returning home. As of May 20, the examination of new visa issuance has been stricter than before, but the issuance itself has not been suspended.

### Job Market>

Employment Trends for April 2021 Korea's economic growth rate in the first quarter of 2021 was 1.6% (compared to the previous quarter). In January 2021, the number of employment insurance (insurance that workers belonging to a company must subscribe to) was 13.83 million, up 151,000 from the same month last year. The increase in employment insurance subscribers in all age groups is slowing down. In particular, the number of workers under the age of 29 increased last October, but the third wave of COVID 19 caused a wider decline in employment, especially in the accommodation and food and beverage sectors, and the number of employment insurance subscribers decreased again in January. The employment situation is expected to improve a little after April due to the stagnant growth of COVID-19 cases and the improvement of industrial activities in recent months. The Korean government is actively supporting 50,000 young people to promote digital employment in private companies.



## Singapore

### Country entry requirements>

Due to the resurgence of COVID-19 including new variant, the Singapore government has tightened restrictions on entry into Singapore from high-risk areas (including Japan) from May 8, 2021. The quarantine period will be extended from 14 to 21 days.

In addition, the Ministry of Manpower (MOM) announced on May 7 that it would temporarily suspend the entry approval for all work pass holders. MOM has not announced specific period to restart the approval process.

### Job Market>

According to the Singapore Ministry of Manpower (MOM), the labour market continues to gradually recover.

The unemployment rate decreased by 0.1% from 3.0% to 2.9% in March 2021. The employment rate for Singapore residents has been gradually increasing. On the other hand, the employment rate for non-residents continues to decline. By the end of 2020, the foreign employment had decreased by approximately 180,000. The number of foreign workers is expected to continue to decline as restrictions on work visas for foreigners will not be loosened. Most of the employment growth in the first quarter of 2021 will come from the service sector, mainly from domestic residents. Primarily, sectors such as information technology, finance, and professional services continue to expand employment.

In the construction sector, overall employment rebounded slightly with non-resident employment easing slightly during 2020.

## Malaysia

### Country entry requirements>

As for the immigration - On April 24 2021, Ministry of Defence Malaysia announced that anyone traveling into Malaysia from a country classified under the list of outbreak of a Variant of Concern (VOC), will be required to take the COVID-19 swab test three days prior to departure, obtain a negative certificate and present it upon entry into Malaysia. In addition, the quarantine period has been extended to 14 days after entering Malaysia. The Ministry of Health also announced on April 29th, 2021, that Japan will be included in the scope of the quarantine.

### Job Market>

As for the employment - According to the Labour Force Statistics released by the Malaysian Bureau of Statistics on March 8, the unemployment rate (preliminary) for January was 4.9%, up 0.1 percentage points from the previous month. Compared to the same month last year, the rate worsened by 1.7 percentage points.

The National Statistics Office announced that the labour market remained in a difficult situation in the first quarter (January-March) due to the spread of the new coronavirus infection, and on May 3, it was announced that the Movement Control Order (MCO) and the Enhanced Movement Control Order (EMCO) (excluding government facilities, schools, and staff/employee housing) would also be re-enforced in some areas. On the other hand, the government's stimulus measures including the beginning of inoculation and the "National Economic Recovery Plan (PENJANA)" may accelerate the recovery of the labour market from Q3 onwards.



## Thailand

### Country entry requirements>

Restrictions on entry into Thailand, which were partially relaxed on April 1, have been tightened again on May 1. However, it is still possible to work and go on business trips by preparing the required documents and obtaining an entry permit.

### Job Market>

The employment situation, which showed a recovery trend in the first quarter, has become uncertain again due to the increase in the number of infected cases since April. The declaration of a state of emergency was extended until the end of May. Economic activity has not stopped compared to last year, but companies are taking a wait-and-see attitude.

## Vietnam

### Country entry requirements>

Currently, entry restrictions are still in place, and basically only residents' trucks are allowed to enter the country. Basically, a 14-day quarantine period plus a voluntary quarantine period is required, but depending on the situation, a 21-day quarantine period may be imposed by the government. In addition, in order to enter the country, appropriate procedures are required including approval from the People's Committee and the Immigration Bureau, tentative and booking of airline tickets, visa or Temporary Residence Card (TRC), determination of quarantine hotel, Health Bureau quarantine instructions, and PCR inspection prior to entry (3-7 days prior to entry).

### Job Market>

According to the labor market, report for January-March 2021 released by a foreign-invested human resources firm, the number of job openings in March increased by 40% compared to January, and the number of job seekers increased by 26% compared to January. This can be attributed to the success of the Vietnamese government in containing COVID-19. On the other hand, although the movement of human resources usually increases after Tet holiday, there was not as much activity compared to previous years due to employees to placing greater focus on job stability in the wake of COVID-19.



## Indonesia

### Country entry requirements>

In April 2021, restrictions on entry into Indonesia, which had been tightened since the beginning of the year due to the outbreak of the mutant strain, were relaxed. Although a five-day hotel quarantine is still required, visa holders are allowed to enter the country. To apply for a new visa, those living outside Indonesia must first obtain a single visa meant for business trips. After entering the country, it is possible to switch to a work visa and commence work there.

### Job Market>

The employment situation is improving where the government announced a drop in rates compare to last year. The number of job openings in the local market showed that hiring is on a recovery trend

## Philippines

### Country entry requirements>

The Philippines, which ranks second highest in Southeast Asia in coronavirus infections, is still on a rise. Thus, strict restrictions have been placed on the entry of foreigners. Consequently, the prohibition on entry of foreigners to the Philippines was implemented from March 22 to April 30. As the increase in the number of newly infected cases has slowed down since May 1, the Philippines government started opening their borders to foreigners. However, the arriving passengers are required to make prior booking of their hotel accommodation and be quarantined for more than 10 days. The PCR test is no longer conducted at the airport. Instead, the passengers are required to take the test on the 7th day after arrival to the country, and they will have the test result on the 9th day. If the result is negative, they can check out from their hotel and proceed with the home quarantine for the rest of the days. (As of May 12)

### Job Market>

Although the Covid19 infection rate has slowed down, it is still registering an increase. Therefore, the Philippines is still unable to see a way out of its economic recovery.

The decline in the GDP growth for five consecutive quarters demonstrates the stagnation of the economic situation of the country. This is due to the diminished in consumer spending which accounts for 70% of the Philippines' GDP which is largely supported by overseas remittances from Filipinos working abroad (OFWs). However, the pandemic prevented them from traveling overseas while the number of repatriates has increased. On the other hand, the domestic unemployment rate in March 2021 is up by 7.1%, which implies a significant improvement in the labour market compared to the highest unemployment rate of 17% in 2020. Moreover, considering that hiring activities were active in particular industries in 2020, it seems that business activities as well as the labour market are gradually recovering as a wide variety of industries are now seen active in hiring employees.

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