

アジア日系企業 HR REPORT

by PERSOL in Asia Pacific

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Quarter 4
2021

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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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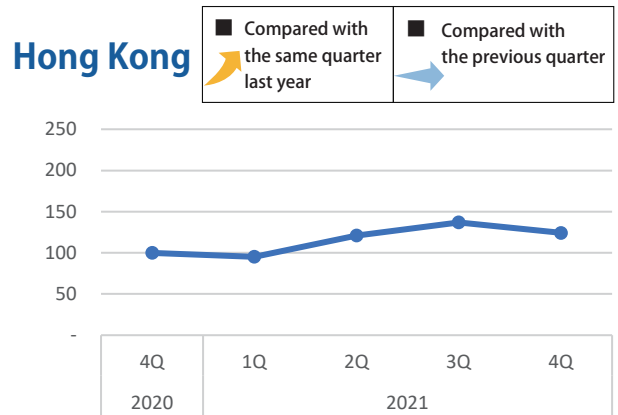
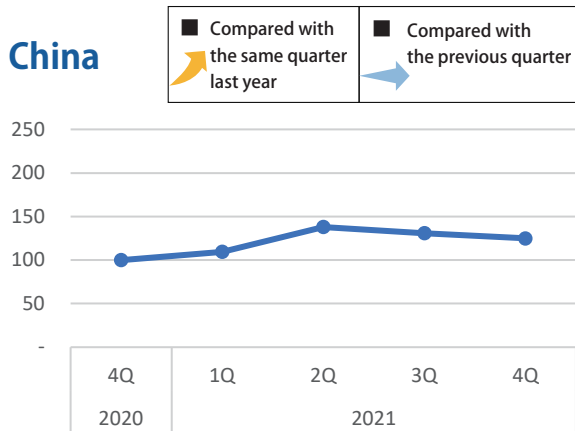
Talent needs in Asia countries (East Asia)



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

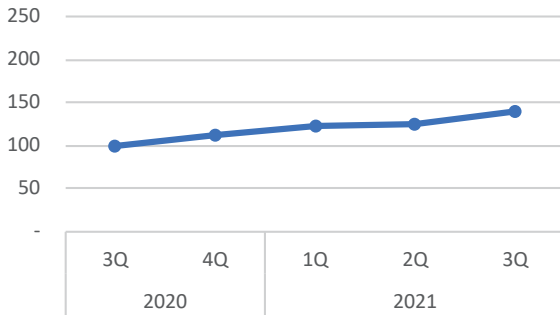
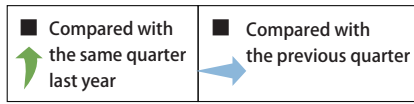


From October to December 2021, the number of vacancies in all industries for Japanese companies fell by around 15% compared to the previous quarter. Compared to the same period last year, the number of jobs increased by 31%. In terms of industry trends, the number of jobs in the manufacturing sector fell slightly quarter-on-quarter, but increased by 60% year-on-year. Of these, the number of jobs in the semiconductor, machinery and automotive industries was high. Overall, job demand in the Japanese trading/import/export industry declined. It decreased by 20% compared to the previous quarter and the same period last year. The number of jobs in the wholesale/retail industry decreased by 27% quarter-on-quarter, but increased by 10% year-on-year. The number of jobs in the consulting industry increased significantly. The number of jobs in the fourth quarter was 50% higher than in the same period last year. Demand for vacancies in the Japanese real estate/construction industry was similar to the previous quarter, and 16% higher than the same period last year. Demand for jobs in the logistics/warehousing industry remained stable at the same level as the previous quarter, and grew by 65% year-on-year. Demand in the IT/telecoms sector was 30% lower than the previous quarter, but remained at the same level as the same period last year. The number of jobs in the finance/banking sector continued to increase. The number of jobs in the financial/banking sector increased by approximately 10% quarter-on-quarter. This was 56% higher than in the same period last year.

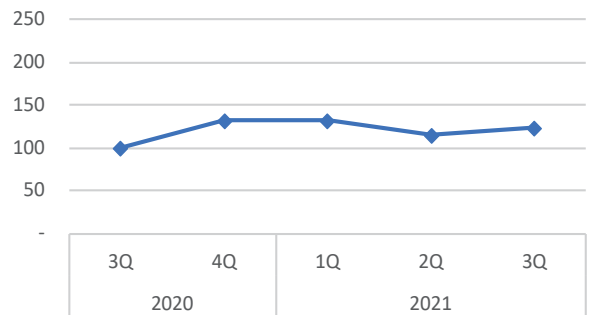
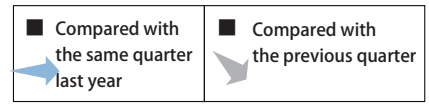
The number of job openings in manufacturing (trading) in Q4 2021 decreased from the previous period. It was due to the number of job openings for replacement role was decreasing because of lesser job seekers from October till the year end. Since increasing number of companies experienced economic recovery last year, the annual number of job openings nearly doubled as compared to last year. The number of job openings within the logistics and warehouse industry in Q4 2021 decreased from the previous period. As for the manufacturing industry, job openings decreased because many workers tend to stay in current position till they receive a double pay at the end of year or till they have receive bonus around Chinese New Year. Factory production is recovering this year, and there were many logistics companies with strong business performance due to the increased cargo volume. The impact of virtual bank has disrupted financials industry. Currently, 8 virtual banks are operating in Hong Kong, and there is a large difference between their performance. However, most of them continue in investing huge fund in acquiring new customers. Therefore, highly profitable operation was challenged in this highly competitive environment. For IT industry, the number of job openings in Q4 2021 decreased; this was because, most companies had hired talents in Q3 2021. As the year end approached, many candidates started to stay in the current position as they anticipated for bonus, thus resulting in a slowdown within job market. The number of job openings in retail and food service industries in Q4 2021 has increased slightly from the previous period. The demand was on relocations outside of Hong Kong and increased of headcount. The pandemic situation has been stabilized in Hong Kong. Customer's consumption increased again in holiday season, which caused a talent shortage especially in food service industry. The number of job openings in the retail and food service industries in Q4 2021 has increased slightly from the previous period. The demands were mostly for replacement role, however, there was a new trend where we saw an increase of demand for the replacement of people who were relocating from Hong Kong.



Korea



Taiwan



In the fourth quarter of Dec 21st 2021, the number of employments for Japanese companies within Korea increased by 25% as compared to the previous year, which was an increase of 209% as compared to the same period in the previous year. The unemployment rate dropped from 5.7% in January of 2021 to 2.6%, which was within the 2% range in the fourth quarter. The demand for online sales and marketing increased more than 20% for sales role, while the increase was 35% for technology sector for the role of engineers and IT personnel. It was the same for semiconductors, eco-friendly automobiles, FA, and e-commerce fields in the fourth quarter of 2021. The recruitment industry was not robust in December 2021, but the number of recruitment and new hires increased by 23% as compared to the previous year, which was an increase of 68% as compared to December 2019. Due to the increased in the number of hiring, companies considered and hired more new graduates as compared to the previous year. About 63% of small and medium-sized enterprises in Korea said that they did not manage to hire the right personnel in 2021, therefore, the labor shortage is expected to continue this year.

According to the Directorate General of Budget, Accounting and Statistics of the Executive Yuan of Taiwan, the unemployment rate in November 2021 was 3.66% - it showed a decline trend for 5 consecutive months. Compared with the same period in previous year, the overall job openings in Q4 were at 88% - manufacturing sector was at 95%, service industry / others was at 76%, trade / trading company was at 117%, and web / IT / communications was at 78%. According to Economic Daily News, the Taiwanese national newspaper, 93.8% of the companies mentioned that they would give out the bonus to the employees before the Chinese New Year 2022; this was an increase of 1.6% from the previous year. The average amount is 1.1-month of salary, which was the lowest in the last eight years. Financial industry is the top for 10 consecutive years with 1.84-month salary, followed by semiconductor industry with 1.57-month, and the construction industry with 1.23-month. On the other hand, within the hospitality / F&B industry, 24.7% of companies said that they would not give any Chinese New Year bonus, which was an increase of 13.3% from the previous year. The average amount of Chinese New Year bonuses for the 75.3% of hospitality / F&B industry was also the lowest, which was at 0.5-month. According to the Department of Statistics of the Ministry of Economic Affairs (MOEA) in Taiwan, the industrial production index in November increased by 12.19% year-on-year, of which the production index for manufacturing industry increased by 13.13% year-on-year. On the other hand, November sales for the wholesale industry increased by 13.78% year-on-year, while the retail industry increased by 6.33% year-on-year, and the F&B industry increased by 2.55% year-on-year. The performance for all was good compared to the same month in previous year. Chung-Hua Institute of Economic Research forecasts that the real gross domestic product (GDP) growth rate will be at 3.67%, which indicates that Taiwan's private consumption will recover in 2022 and will also contribute to economic growth. As for the unemployment rate, the institute predicts that in 2022, it will be at 3.82%, which means it will remain flat as compared to 3.99% in 2021.

Compared with the same period in the last year



Significantly Increasing



Gradually Increasing



Stable

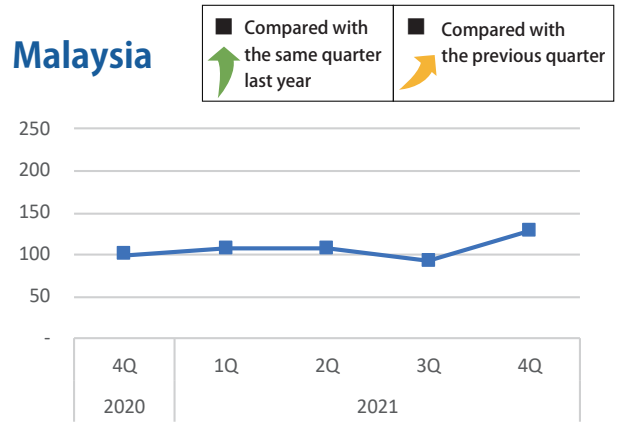
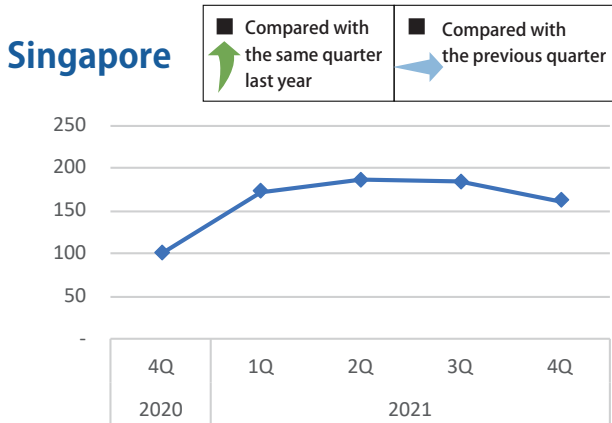


Slightly Decreasing



Significantly Decreasing

Talent need in different industries (South East Asia)



In Singapore, it was expected that the safe management measures would be eased in early October. However, the government decided not to deregulate the safe management measures until the end of November because the situation was not getting better. As a result, expectations for job growth declined and the number of job openings dropped by 2% from the previous quarter. The number of job openings in most industries was lower than the previous quarter except for a few industries. Despite this, the logistics industry has been on an upward trend for two consecutive quarters - up 50% from the Q2 - indicating that business is recovering along with the global economy. On the other hand, the IT industry saw a decrease in the number of job openings for the second consecutive quarter. The reason for this is assumed that work from home regulation is gradually eased and making it unnecessary to build new networks. In addition, in response to the rapid change in work styles during the COVID-19 outbreak in 2020, candidates in IT sector were being recruited to build new work environment as required by work from home regulation. As a result, the demand of candidate in IT sector slowed down in 2021. The number of foreign workers is expected to decline in 2022 as well, due to a decrease in the number of foreigners who do not wish to be vaccinated. In Singapore, full vaccination is mandatory for new entry or renewal of long-term pass. As a result, demand of local candidate will be accelerated.

According to our own job listings and other major media outlets, job openings increased significantly in 2021, with more than 258,000 jobs available as of June, as compared to about 31,000 only during the same period last year. However, the pandemic has reduced the number of job seekers by 45.6% from last year to about 151,000. In 2021, there was significant hiring demand in the wholesale and retail, information and communication, food and beverage, as well as transportation and logistics industries, and employment demand within the manufacturing and construction sectors remained strong. Malaysia's employment environment is expected to rebound once the economy fully resumes in 2022, but the demand will be for new talents who are digitally savvy. While the demand is growing, the challenge is to find qualified talents for the digitized industries with high growth such as technology, manufacturing, banking and financial services. Due to talent shortage, HR departments will need to focus on developing hybrid ways of working such as flexible working hours or location; this is a trend that has been gaining traction since the pandemic.

Compared with the same period in the last year



Significantly Increasing



Gradually Increasing



Stable



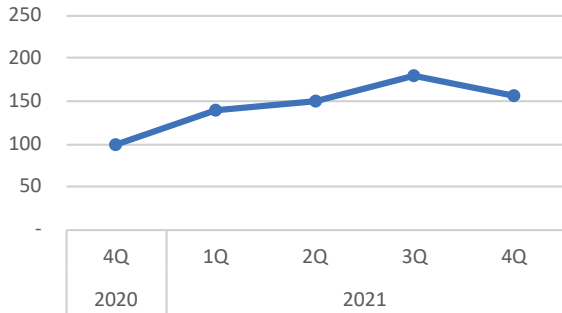
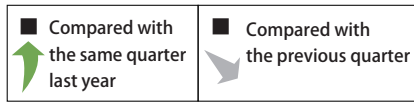
Slightly Decreasing



Significantly Decreasing

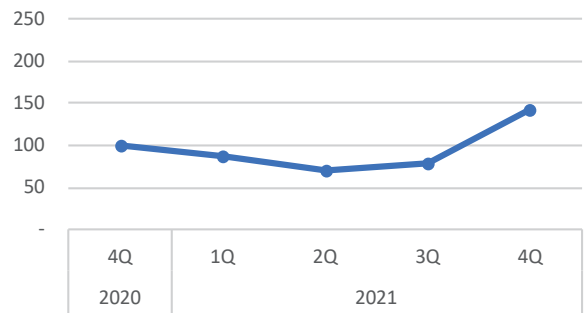
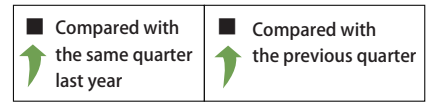


Thailand



The number of vacancies in Q4 2021 was around 140% higher than in Q3 2021, which was 200% higher than the same period last year; this was due to the number of infected people was highest in August, and the number of companies re-engaged in recruitment had increased between the end of September until the beginning of November. In the second half of 2021, over 20% of the total number of jobs was for Japanese nationals and Japanese speakers, which was up by 5% as compared to the first half of the year. As the market recovers from the impact of Coronavirus outbreak, companies begin to re-hire Japanese expatriates; previously, the companies could only hire locals who speak Japanese.

Indonesia



The number of job offers in Indonesia in the fourth quarter continued to show a recovery trend since the third quarter, with an increase of 165.5% (208.3% for Japanese employee jobs and 160.4% for local employee jobs). Economic activity resumed since the number of fully vaccinated Japanese increased. They were assigned to Indonesia since October. The number of companies that take a proactive stance in hiring is on the rise. Another possible reason for the increase in the number of job openings was due to the introduction of remote work since the pandemic; this has led to cost reductions over the past two years. Now, an increasing number of companies is switching to local hiring. As a notable trend by industry, job openings for sales and back-office specialists (such as accountants, general affairs officers, purchasers, etc.) increased within the manufacturing industry. As for the non-manufacturing sector, it is forecasted that hiring will pick up for the logistics and service industries. However, the emergence of Omicron and its high infection will affect the job market. Hence, the outlook for job openings in 2022 is uncertain.

Compared with the same period in the last year



Significantly Increasing



Gradually Increasing



Stable



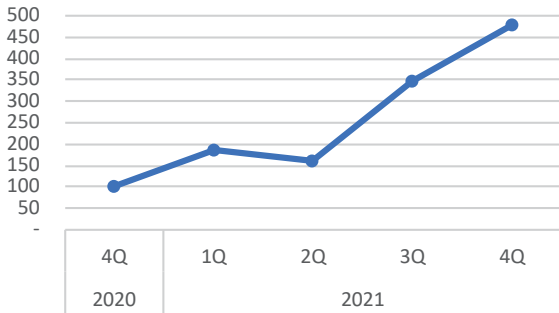
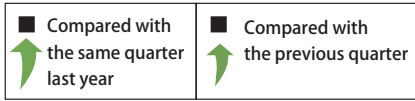
Slightly Decreasing



Significantly Decreasing

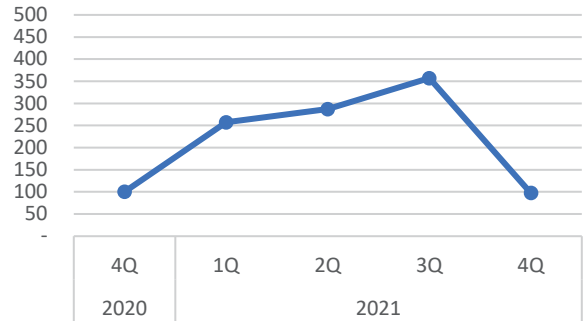
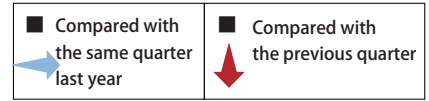


Vietnam



In Q4, the number of job orders increased by 67% due to the end of lockdown and many companies returned to regular work as they adhere to the Vietnamese government's policy to control Coronavirus outbreak. As usual, there was little movement of job seekers before the Tet holiday at the end of the year, but companies were highly motivated to hire, especially within the logistics industry and trading companies. The hiring demand within IT industry remained strong, and some companies in the food and beverage industry, which had stopped hiring previously, begin to hire new staff.

Philippines



In 4th quarter of 2021, the number of COVID-19 infection has decreased significantly. Towards the end of the year, the number of infections increased from to 1000, however, companies continued their business as usual. As for the number of job openings, the trend was similar to previous year - which was 84% as compared to the 3rd quarter, and 99% as compared to the 4th quarter in 2021. As for the number job openings, sales positions, IT-related positions, and positions for Japanese speaker increased. Companies from all industries are preparing to recruit for 2022. Therefore, it is expected that the number of hiring will increase in early 2022. However, slowdown of hiring activities may happen due to the spread of the Omicron variant.

※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 Pacific countries.

※**Information is accurate as of 18th Jan.**

China

Country entry requirements>

At present, entry restrictions are still in place and only Chinese residents and those with entry visas are allowed to enter the country. A new work visa requires a letter of invitation issued by the municipal (provincial) government in addition to the usual "Notice of Foreign Employment Permit". The quarantine period is at least 14 days in a designated quarantine hotel plus 7 days at home, and in some areas, the quarantine period is 14 days in a hotel plus 14 days at home, making it a total of 28 days. The PCR test is still required after the quarantine. .

Job Market>

In the fourth quarter, the number of vacancies in all Japanese business sectors increased by 31% as compared to the same period last year. Economic activity has returned to pre-Coronavirus shock levels as the labor market and household income recover. On the other hand, due to entry restrictions, there has been no significant change in Japanese employment as compared to the same period in 2021, with only Japanese nationals living in China being given the priority for recruitment. In the case of urgent recruitment, the quota for Japanese nationals is often removed to consider for Chinese personnel.

Hong Kong

Country entry requirements>

Only Hong Kong residents and people with a valid visas are allowed to enter Hong Kong. To prevent the spread of the Omicron variant, the government has implemented immigration restrictions depending on the countries where the traveler comes from. For high-risk countries, only Hong Kong residents are allowed to enter the border, and for medium-risk countries, fully vaccinated Hong Kong residents and non-Hong Kong residents are allowed to enter the borders. To enter Hong Kong's border, Travelers must present the following proofs: completion of vaccination, a valid negative result for RT-PCR test within 48 hours, and the confirmation of room reservation in a designated hotel for quarantine. Since 15 September 2021, non-Hong Kong residents from Guangdong Province and Macao, who fulfill all the specified conditions under 'Come2hk Scheme', will be exempted from 14-days quarantine when entering Hong Kong.

Job Market>

The labor market has improved in Q4 2021 as the local COVID-19 situation and the external environment have stabilized. The seasonally adjusted unemployment rate has declined by 0.2% to 4.1% in September till November 2021. Following Q2 2021, the number of job openings for replacement roles was more than the one. In Q4 2021, the number of jobs available reduced; this is the usual trend because the activities of job seekers will decrease moderately after July until the bonus is paid out between the year end and Chinese New Year.



Taiwan

Country entry requirements>

Following the announcement made by the Central Epidemic Command Center of the Ministry of Health and Welfare of Taiwan (NHCC) on 26th July 2021, foreigners are not allowed to enter the borders without a Resident Certificate; this requirement continues in January. However, there was another announcement made on 3rd December 2021; spouses and minor children of Resident Certificate holders will be allowed to apply for an entry permit visa. Even if you have a Taiwan work visa, it is still difficult to enter Taiwan from Japan if you do not have a Resident Certificate. Previously, 14 days of quarantine must be observed in designated hotels or group quarantine facilities. Knowing that the number of overseas Taiwanese returning to Taiwan will increase for the Chinese New Year holidays (29th Jan 2022 – 6th Feb 2022), the Central Epidemic Command Center has announced that for the period between 14th Dec 2021 and 14 Feb 2022, travelers who meet the following requirements may return to their home after the 8th day of quarantine:

- (1) Fully vaccinated with 2-dose of COVID-19 vaccine, and 14 days have passed since the second dose;
- (2) Only one person per room is allowed when observing the home quarantine; as well as
- (3) Not sharing a residence with others, or the individuals who live with the travelers must be fully vaccinated with 2-dose of COVID-19 vaccine and 14 days have passed since the second dose.

Job Market>

According to the survey on “National Workforce Demand at the End of January 2022”, which was conducted by the Ministry of Labor (MOL) of Taiwan on October 2021, it was forecasted that there would be an increase of demand for 57,000 employees as compared to previous results of the report.

Among all industries, manufacturing industry will have the largest increase of 33,000, wholesale / retail industries will increase by 6,000, and hospitality / F&B industries will increase by 3,000; this was predicted by the survey.

Korea

Country entry requirements>

All Japanese passport holders (including diplomatic and public passports) are not allowed to enter the country without a new Korean visa after 00:00 on March 9, 2020. Diplomatic/official passport holders, APEC business travel card holders, long-term visa holders, and short-term work visa holders (C-4) are not subject to entry restrictions. After entering the country, they must observe 14-day isolation.

For those who have a residence pass in Korea, they must isolate at home; and for others, they may be isolated at an isolation facility. For those who wish to enter Korea for the following purposes - after completing the vaccination against coronavirus domestically or abroad - can be exempted from the usual 14-day isolation obligation if they have obtained the Isolation Exemption Certificate in advance:

- ① Important business purposes (contracts, investments, etc.);
- ② Academic and public interest purposes;
- ③ Humanitarian purposes (attendance at funerals, visits to lineal ascendant / lineal descendant); or
- ④ Overseas business trip of public officials (limited to short-term business trips).

Job Market>

In the fourth quarter, the number of job openings decreased due to the peak season for Japanese expatriates in Korea returning to their homeland; this is the usual trend at the end of every year. However for this year, the number of job openings had increased by 209% as compared to last year, and the fourth quarter had the highest number of job openings. The employment activities within the service industry, such as F&B, continue to be challenging due to the resurgence of coronavirus infection. However, the employment activities are increasing within the semiconductors, environment-related, FA, and e-commerce fields. As for the recruitment market, the situation favored the job seekers, but the unemployment rate (seasonally adjusted) had decreased to 2.6% in December 2021.



Singapore

Country entry requirements>

As of 17th January 2021, travelers who enter Singapore from Japan must be quarantined for 7 days. They must obtain a long-term pass and be fully vaccinated with 2-dose for at least 14 days. Since 1 February 2022, COVID-19 vaccination has become one of the conditions for getting the approval or grant for a new long-term pass, work passes, or permanent residence status. Vaccination will be mandatory for renewal of the existing work pass as well. Children younger than age 12 and those who are not eligible for vaccination will be exempted from this requirement.

Job Market>

The labor market in Singapore was very strong in Q2 and Q3 2021. Employment of foreigner and other non-residents continued to decline. However, employment of local resident grew at a faster pace at the end of Q3, which was an upward trend of 19,100 jobs from the previous quarter. As a result, although there was a net decline in the total number of employments, the decline was negligible. The unemployment and attrition rates have improved as well, with work arrangement such as workweeks and temporary layoffs are on the decline. Although there were no significant changes in the labor market in Q4 as compared to previous 2 quarters, economic activity has resumed with the easing of safe management measures since the end of November. We can expect that the market will become much more active in 2022.

Malaysia

Country entry requirements>

Malaysia is open for foreigners with valid pass (including Employment Pass category I, II & III and Dependent Pass) to enter the country, but they must undergo the 14 days quarantine. Home quarantine is allowed for foreigners who have completed the COVID-19 vaccination. Prior to entering Malaysia, the applicant who wishes to enter Malaysia must undergo the COVID-19 RT-PCR test abroad within 3 days with a negative result for COVID-19.

Job Market>

According to the Department of Statistic Malaysia, the employment rate had increased from 15.46 million in September 2021 to 15.55 million on October 2021, which means the year-on-year growth was sustained at 1.9% as compared to 2020. The unemployment rate had declined to 4.3% in November 2021 as compared to the same month last year (4.8%) because the economy had recovered from the coronavirus disruptions. The unemployed rate has dropped 9.2% at 694,400 as compared to last year. The forecast for 2022 is at 4%. UOB Global Economics and Market Research economists stated that the labor market recovery will be underpinned by near full economic re-opening of the whole country from Nov 2021 onwards, positive vaccination progress, and over RM8.5 billion budget allocation to generate and sustain jobs under the Budget 2022. Key initiatives from the government include JaminKerja that will guarantee 600,000 job opportunities with an allocation of RM4.8 billion, the continuation of hiring incentive and the Malaysia Short Term Employment Program (MySTEP) - which PERSOLKELLY Malaysia is participating with an aim of providing 80,000 job opportunities in 2022 — as well as an allocation of RM1.1 billion for various upskilling and reskilling programs. To further encourage the rebound in economic growth within the tourism and hospitality industries, Malaysia government has reopened its borders on Nov 2021 with the launch of Langkawi International Travel Bubble. Fully vaccinated international tourists can now visit Langkawi without quarantine. Based on the current data from the Immigration, as of Oct 2021, there were 140,598 expatriates including their dependents in Malaysia. Of this figure, 82,280 were active expatriates with the highest number from India, followed by China, Japan, the Philippines and Indonesia.



Thailand

Country entry requirements>

On 8 January, the Thai government had announced changes to the country's entry regulations; it was a significant change of direction after two months from 1 November when a list of countries exempted from quarantine was announced. Now, only those who have been vaccinated will be allowed to enter Thailand via a 7 or 10-day government-specified quarantine accommodation, or under the Sandbox Program. The "Sandbox Program" is a pilot program launched by the Thai government to reopen the country to foreign tourists who have been vaccinated against the new coronavirus and are entering Thailand via an international flight; they are exempted from the quarantine measures to travel freely within the target area.

Job Market>

In November, the National Economic and Social Development Council (NESDC) had released its third quarter report, which showed that 870,000 Thais were unemployed and the unemployment rate had risen to 2.25%. The country has opened its border to welcome tourists since November, but the news on the spread of Omicron around the world has impacted the stock market, resulting in job losses within the construction, hospitality and F&B industries. However, businesses continue to operate with safety measures in place. Employment rate within the manufacturing, trading for wholesale and retail, transportation, as well as warehousing industries have increased.

Vietnam

Country entry requirements>

The Vietnamese government has announced that all entrants to the country will no longer be required to undergo the intensive quarantine starting from 1 January 2022. However, when entering Vietnam, they are required to (1) provide a negative result for PCR test taken within 72 hours, (2) fill in a form for medical declaration as stipulated by the Vietnamese government, (3) install the PC-Covid application to combat the new coronavirus, and (4) complete 2-dose of vaccine. If the person is infected with the coronavirus, he or she must stay at home, hotel, or employee dormitory until recovery. If the PCR test shows a negative result after the isolation, the patient's health will be observed for another 14 days. As for the unvaccinated patients, it is mandatory for them to be isolated at home for 7 days. Before the announcement of this new quarantine measures, it was mandatory to be quarantined at a hotel for one week, then followed by one to two weeks of home quarantine - depending on the province where the person resided.

Job Market>

Due to COVID-19, the unemployment rate in 2021 had increased as compared to the previous year, and the average monthly wage had decreased from the previous year. The number of people aged 15 and above in the labor force was 50.5 million, which was down by 0.8 million from the previous year. The unemployment rate rose to 3.22%.



Indonesia

Country entry requirements>

In response to the increasing number of infections due to the Omicron variant, the behavioral restrictions that were relaxed previously are now being strengthened again since the end of the year in 2021. In Jakarta, the activity restrictions that were relaxed to Level 1, are now being raised to Level 2 again. For those who enter the country from abroad, in addition to the requirement of 2-dose vaccinations, now they are required to observe a 7-day quarantine at a government-designated hotel, and a special application will be used during the quarantine period. When they travel to other areas, the app named "PeduliLindungi" should be used always. To travel long distances by public transport, 2-dose of vaccine and a rapid antigen test are required before the departure within 24 hours. Those who have not been vaccinated or who cannot be vaccinated for any health reasons are prohibited from traveling long distances. However, it is expected that the Omicron variant will spread widely by mid-February 2022, and there is a possibility that entry restrictions will be tightened again.

Job Market>

Due to the further extension of the extravagance tax exemption as a measure to support automobile sales, the number of automobiles sold since December 2021 has surpassed that of 2019. Economic activity is showing positive signs, and the employment situation for companies is improving. As for Japanese companies, although the most of the Japanese jobs available are for domestic residents, the number of jobs available for overseas residents is gradually increasing.

Philippines

Country entry requirements>

The Philippine government classifies overseas countries and regions into "Red," "Yellow," and "Green," and implements quarantine measures after the entry of travelers according to the category. Travelers from Red countries, which pose the highest risk, are not allowed to enter the country. Travelers from Yellow and Green countries must present a negative RT-PCR test result taken within 72 hours prior to departure and undergo quarantine for 10 to 14 days after entry. Travelers are supposed to stay at the quarantine facility for the number of days determined according to their vaccination status, and if the RT-PCR test result is negative, they are supposed to spend the rest of the quarantine period at home. If the vaccination has been completed, the quarantine period at the facility is five days in yellow countries and three days in green countries. If the vaccination has not been completed, the quarantine period is seven days in both yellow and green countries. The Philippines accepts the International Certificate of Vaccination (ICV) issued by the World Health Organization (WHO), the Philippine government's VaxCertPH digital vaccination certificate, or a certificate of vaccination from a country that certifies VaxCertPH.

Job Market>

According to the Department of Labor and Employment (DOLE), the Philippine employment statistics for October stood at 92.6 percent, up 1.5 percentage points from 91.1 percent in the previous month (September). In line with this, the unemployment rate dropped from 8.9% to 7.4%. In order to revive the economy that was depressed by the pandemic, the Philippine government has set up a task force composed of several concerned agencies to develop a National Employment Recovery Strategy 2021-2022 (NERS). -NERS's guiding principles for job recovery include restarting economic activity, restoring business and consumer confidence, improving and renewing the workforce, and promoting access to the labor market. According to DOLE, 780,000 jobs have been created, helping about 2 million people and 130,000 businesses. However, at the time of writing (as of January 2022), the number of newly infected people in Japan has begun to increase again, and caution is already required. However, at the time of writing (as of January 2022), the number of new infections in Japan has begun to increase again, and we need to be vigilant.