

Job Vacancies across Asia Show Year-on-year Rise
Recovery Trend in Asian Economies Gaining Strength ahead of the Post-COVID Era
The White-collar Recruitment Market in Asia: January to March 2022

Tokyo: May 16th, 2022

JAC Recruitment Co., Ltd. (Hiromi Tazaki, Chairman and CEO) provides recruitment services across 11 countries worldwide and serves as the largest recruitment consultancy in Southeast Asia*1. JAC Recruitment has prepared this summary of trends in the white-collar recruitment markets of respective Asian nations for the first quarter of 2022, encompassing the three months from January through March. *1: According to internal research of JAC Recruitment based on comparisons of sales generated by peer companies that engage in recruitment services throughout Asia

- In Singapore, the number of job vacancies was 152% of the same quarter a year earlier. The same figure was 155% in South Korea, with the number of job vacancies across Asia rising year on year.
- Despite lingering uncertainties due to the pandemic, the recruitment markets in Malaysia and Indonesia have largely returned to pre-pandemic levels.
- From April 2022, Malaysia, Singapore, Thailand, Indonesia and South Korea substantially lifted entry restrictions, and the tourism industry is also showing signs of improvement.

Trends in numbers of job vacancies posted by the JAC Recruitment Group's recruitment consultancies

	Malaysia	Singapore	Thailand	Indonesia	Vietnam	China	HK	Korea	India	Japan*2
Relative to 2021 Q1	120%	152%	115%	119%	114%	113%	130%	155%	112%	117%
Relative to 2021 Q4	105%	151%	154%	138%	138%	107%	135%	90%	71%	114%

*2 These figures reflect job vacancies relevant to overseas operations of Japanese companies.



Malaysia

Malaysian borders re-opened on April 1. Strong willingness to hire among respective companies has also continued

In the FY2020 Questionnaire Survey on Japanese Companies in Malaysia conducted on a joint basis by the The Japanese Chamber of Trade & Industry, Malaysia (JACTIM) and Japan External Trade Organization (JETRO), almost 40% of manufacturers responded that the status of production and operations had returned to or exceeded pre-pandemic levels, suggesting a strengthening recovery trend. However, delayed deliveries of products, components and raw materials due to labour shortages and disruptions in the supply chain (procurement and supply networks) have become an issue. There have also been reports that Malaysia will raise the minimum wage to 1,500 ringgit primarily at major companies from May 1, and it will be necessary to keep a close watch on how the impact of this wage revision will manifest going forward. Entry restrictions were abolished from April 1, 2022, marking the resumption of overseas entrants including tourists for the first time in two years. This shows signs that conditions in the tourism industry will gradually improve.

Corporate Recruitment Trends

With a 5-point rise from the previous quarter and a 20-point increase from the same quarter last year, the number of job vacancies has risen on both a quarter-to-quarter and year-on-year basis. In normal years, recruitment activities tend to pick up speed for companies and job seekers alike following the Chinese New Year. Last year this trend was largely absent due to COVID-19, but in 2022 the rise in the number of job vacancies suggests that the recruitment market has completely returned to pre-pandemic levels. In addition, in the Survey of Employment Trends conducted by JAC Malaysia in January 2022, 49% of companies responding to a question about recruitment plans said they were planning to hire additional staff this year, representing a 1.4x increase in companies planning to hire additional staff compared with 2021.

With borders re-opening from April, it has become easier for Japanese companies to travel to and from the country for market research purposes and other activities. As a result, new forays by Japanese companies and new investment plans are gradually recovering compared with last year.

In light of the situation described above, in the second quarter of the year active recruitment activities are expected to continue.

With approved foreign investments in Malaysia, travel restriction ease and industries work to resume full operations in 2022, more multinational companies are projected to expand and increase their operations in coming years.

We observe significant growth in information technology, e-commerce, manufacturing that covers electrical & electronics, automation, instrument, machinery, semiconductor particularly in northern region of Malaysia and business process outsourcing and global business services.

Hybrid workplace strategies emerge as a key change for organizations looking to generate increased productivity and reduced costs. Companies are relying on technology to sustain work remotely. Thus, software developers are highly in demand. With increase of internet users in Malaysia, digital marketing is also highly in demand for companies to increase branding awareness and reach out to their prospective customers.

While the Philippines, China, and India remain top outsourcing destinations in the Asia-Pacific region, Malaysia continues to grow as a contender. Its share of the APAC BPO industry has grown from 1.7% to 7.9% in 2021. On the other hand, global business services organizations are leveraging digital enablers, establish and integrated end-to-end process model in finance, IT, human resource, procurement etc.

In northern region of Malaysia, electrical and electronics, automation, instrument, machinery, precision, semiconductor manufacturers are hiring engineers, sales and supply chain specialists. Similar industries such as electrical and electronics, machinery and automation, logistic, food and chemical are picking up in southern region of Malaysia with demand in hiring of Quality Engineers, Automation Engineers, Maintenance Engineers, Supply Chain Manager, Warehouse Manager, Production Planning etc.

Overall, compared with Quarter 1 2021, we see significant increase from multinational company's job orders, with 28% improvement whilst Japanese companies with a 22% improvement.

Candidate Trends

While job seekers appeared to be acting cautiously due to the COVID-19 pandemic last year, the number of job seekers registered with JAC Malaysia has doubled year on year, and job seekers' overall willingness to change jobs is increasing proportionate to active hiring efforts underway at each company.

Similarly with job seekers in Japan, last year we saw many opting to take a wait-and-see approach as state of emergency declarations continued, but this year it appears they are aggressively pursuing activities to change jobs outside of Japan.

No. of job vacancies
120% of 2021 Q1
105% of 2021 Q4



Sze Ping Lim
 Director
 JAC Recruitment
 Malaysia



Singapore's economy on the move in the post-Corona world.

From 1 April, corona restrictions have been relaxed, allowing short-term travellers without a residence visa to enter the country if they have completed vaccination. Along with the accompanying increase in human traffic, the entire industry is expected to recover, particularly in the hotel and tourism sectors, which have been struggling in the wake of the Corona disaster. Overland traffic to and from Malaysia has also resumed. Manufacturing and other industries with positions that used to rely on foreign workers commuting from Malaysia on a daily basis are also expecting a recovery in staff availability.

There are also encouraging signs in the food and beverage industry, as the maximum number of people for private gatherings has been relaxed from five to ten, and alcohol can now be served after 10:30pm, which was previously prohibited.

Manufacturing production increased year-on-year for the fifth consecutive month in February. There was significant growth in industries such as electronics, pharmaceuticals and biotechnology. The MOM (Manpower Development Agency) also announced the introduction of a points system called COMPASS in the screening system for the issuance of work visas EP from September next year. In addition to the individual screening that has been the main focus up to now, the inclusion of nationality diversity and the promotion of local staff recruitment in companies as criteria for screening is expected to further tighten the hiring of foreigners.

Corporate Recruitment Trends

As in previous years, enquiries about recruitment increased from the beginning of the year. There was universal demand in all industries and positions. Among these, there were many requests for sales and marketing positions, with some hiring in anticipation of an economic recovery after the end of Corona, with the aim of boosting sales. This period also saw an increase in the number of jobseekers looking for new jobs after receiving their end-of-year bonuses, which increased the demand for replacement positions after these people had found work and submitted their resignation letters. In a market where jobseekers are now looking for 15-20% salary increases from the 10% increase they were looking for before Corona, many companies were struggling to attract jobseekers with multiple job offers, as many of the salaries offered by companies were about the same as last year.

We continue to see increased confidence in the market with growth areas being- Industrial , Technology and Healthcare. Currently almost 50% of employers in Singapore expect to increase their headcount for 2022 supporting the sentiment for an appetite to hire across the market. We also see the market continuing to stabilise and so organisations now focusing on growth strategies to deliver for 2022 and beyond.

The area to be aware of in the market is that candidates are increasingly cautious when making moves and the areas the candidate market are interested to consider when making a move are- salary package and benefits, worklife balance and flexible working options. Flexible working is increasingly an area organisations are focusing on to attract and also retain talent as the market stabilises post COVID.

The market is also showing an increased investment in hiring Senior Leadership level roles to navigate the post COVID market.

Candidate Trends

The overall number of registered jobseekers has increased since the beginning of the year. Every year, around the Chinese New Year, the number of job vacancies associated with retirees increases and the number of job seekers increases accordingly.

Singaporean jobseekers are now starting to move away from the previously reluctant job-seeking segment, as positive news is increasing with the easing of the Corona restrictions. It is my impression that many of them are gathering information so that they can move whenever there is a good opportunity, rather than actively looking to move.

The number of Japanese jobseekers re-registering, mainly within Singapore, increased in March. The number of registrations increased accordingly, as many of the positions were for people living on the island of Singapore.

Those outside Singapore continue to consider changing jobs when the time is right.

No. of job vacancies
152% of 2021 Q1
151% of 2021 Q4



Kirsty Poltock
Managing Director
JAC Recruitment
Singapore



Thailand

Despite an increase in the number of job openings due to the improving economic situation, there is a strong awareness of cost reductions on the side of employers

The Thai economy is on a recovery track overall, despite negative factors including the ongoing effects of the COVID-19 pandemic, sharply rising fuel costs connected with the situation in Ukraine, and instability in the current administration. In 2021 GDP grew at a rate of 1.6%, and a similar level of growth is forecast for 2022. There are similar trends in the automotive industry, which accounts for roughly 10% of GDP and has a significant impact on the Thai economy. Compared with total production of 1.69 million units last year, this year the industry is expected to produce around 1.8 million units. While this does not reach the pre-pandemic level of 2 million units a year, it does show a recovery trend.

Corporate Recruitment Trends

We have seen an uptick in hiring requests compared with last year, and openings from Japanese companies in particular have increased 20% year on year. By industry, hiring requests from the automotive and electronic component industries have been the most common, accounting for 35% of all requests. Requests from the consumer goods and IT industries have also continued to be strong at around 20% of the total. One area deserving attention is the construction industry, which is on the recovery track from a decline last year. This suggests that construction projects that slumped during the COVID-19 crisis are starting to pick back up.

On a per-occupation basis, we are seeing many openings for staff in sales, engineer, quality and accounting roles, but as with last year, there is a strong cost-cutting mindset on the employer side, which has resulted in few open positions in administration such as human resources and general affairs. We have also seen unfavorable terms including spartan salary offers during hiring. The main reasons for hiring new staff including recruitment drives to cover manpower shortages associated with improving economic conditions, and hiring to cover resignations of existing employees.

Looking at trends among multinational corporations (MNCs), the market in the first quarter of 2022 had largely recovered compared with the same quarter a year earlier and conditions had returned to pre-pandemic levels across all industries, and this can also be seen in the increase in the number of enquiries (up 90% compared with Q1 2021). Across all industries, job openings increased by approximately 70% compared with Q1 2021. Particularly in the field of consumer services, the number of new customers and newly acquired enquiries both rose 300% year on year. However, in the field of corporate services, there is an ongoing shortage of job openings. Overall, the number of companies showing positivity towards recruitment activities has increased, and we believe this positive trend will continue in the future.

Candidate Trends

The number of new registrants among local Thai staff was about the same as the previous year, but we have seen a change in the mental frame of mind among job seekers. Last year due to the pandemic, we saw strong tendencies towards stability and caution, but this year there is an impression that those sentiments have eased somewhat. Reasons for this include improving conditions in the domestic economy and job seekers becoming familiar with conditions of the COVID-19 pandemic with it entering its third year.

As the number of new registrations among Japanese nationals continues to be low due to the risks of overseas travel during COVID-19, the situation will hopefully improve going forward.

No. of job vacancies
115% of 2021 Q1
154% of 2021 Q4



Gavin Henshaw
Managing Director
JAC Recruitment
Thailand



Indonesia

The number of job vacancies has recovered to pre-pandemic levels on the back of a recovering automotive industry

Indonesia's automobile manufacturer association announced that new vehicle sales rose 41% year on year in the first quarter of 2022 to 263,810 units. This is due to government measures including a 50% reduction in the luxury tax on some applicable vehicles a 0% luxury tax on fuel-efficient vehicles, in addition to rush demand ahead of a value-added tax hike from April. In addition, since April and May are months of fasting for religious observances and there is heightened consumption during this time, it is expected that the vehicle sales for 2022 will be roughly on par with pre-pandemic levels.

Corporate Recruitment Trends

The number of job seekers has shown a steady recovery, improving to 119% year on year and 138% compared with the previous quarter, largely returning to pre-pandemic levels. With the recovering automotive industry acting as a tailwind, recruitment aimed at the post-COVID era has begun, mainly in the manufacturing sector. We also expect the recruitment markets for infrastructure and construction to heat up due to phase II construction on MRT and relocation to the capital. The service industry which had to suspend operations in Indonesia during the COVID-19 pandemic is re-opening and an increasing number of companies are resuming the operation of new plants, creating increasing job openings for project management, plant management and quality control. From April, Indonesia's entry restrictions were significantly relaxed, and the number of business travelers on fact-finding trips for future projects as well as the demand for local hiring in Indonesia are expected to increase. Regarding the recruitment of Indonesian nationals, the demand for Japanese speakers has declined compared with pre-pandemic times. There has been a herding around English as the standard language and more emphasis is being placed on the backgrounds of candidates.

Candidate Trends

The number of job seekers continues to increase from last year, with many candidates looking to change jobs from April and May after receiving their Lebaran religious holiday allowances. This trend is often seen among Indonesians, but similar trends are gaining momentum among locally hired Japanese national job seekers as well. Additionally, since the COVID-19 pandemic is showing signs of calming down, job seekers living in Japan have also resume information gathering activities, and their job seeking activities are expected to increase following the Golden Week holidays.

No. of job vacancies
119% of 2021 Q1
138% of 2021 Q4



Toma Yamashita
Associate Director
JAC Recruitment
Indonesia

Socioeconomic conditions have shown many positive changes, with regions again trending toward recovery and growth

Socioeconomic conditions have been stable in the first quarter, with the GDP growth rate growing 5.03% compared with the same quarter in 2021. The geopolitical climate continues to be complex and impossible to predict. There are bright signs in economic conditions, including a recovery in the retail market, and ongoing restoration to income from export trade and public investment. Leading predictive indicators of industry-wide economic growth suggest active recovery toward the 2022 GDP target of between 6.5% and 7%. In 2022, implementation of the government's recovery program, lowering of the VAT from 10% to 8% and solutions to assist businesses such as a 2% interest rate compensation package are expected to aid companies in restoring production and business activity. Sectors benefiting from these measures include the travel sector including air travel, transportation and warehousing, IT, agriculture, industrial parks and real estate.

Corporate Recruitment Trends

The real estate sector is expected to experience strong growth in 2022, while the logistics and supply chain management industry is forecast to create new trends that will play important roles. Meanwhile, industrial real estate activities shifting into Vietnam and the wave of M&A activity in this sector has increased in recent years. These factors will invigorate the labour market in 2022 and represent bright signs that will have a positive impact going forward. In the real estate sector, companies are looking to recruit for positions in project management, business management and marketing, design management, project legal affairs, investment legislation, planning and strategic development. Additionally, the finance and banking industries are in need of talent with knowledge of IT and sales skills. Many companies are demanding talented human resources in the fields of artificial intelligence (AI), big data and block chain, but it is likely that fierce competition will develop due to the shortage of supply. In projections for this year and next, there will continue to be high demand for recruitment in the electronic device, electric battery, solar power and wind power industries, with a focus on some oil and gas projects. In these positions, companies are competing to hire human resources with many years of experience and excellent English language skills.

Candidate Trends

In the first quarter of 2022, there has been a gradual return to production sites following the spread of second vaccinations and relaxing of social distancing measures, but plant workers have not completely returned from regional areas, and personnel expenses are rising sharply due to the shortage of labour on site. Even in regional areas COVID-19 infections have spread, and many workers are expected to return from regional areas after major holidays without finding jobs even after six months. In addition, from March 15 restrictions on people after entering the country from overseas have been relaxed, with testing and quarantining no longer required. Projects that had been stalled are now being resumed, and the payment of one-off sign-up bonuses designed to encourage workers to join companies early to make up for delays have also become popular. Interviews that had been put on hold are being actively conducted, and there are strong indications of positive trends in the actions of job seekers. In any case, what is noticeable is that people are looking for new jobs, focusing on the stability and future potential of companies in addition to higher salaries.

No. of job vacancies
114% of 2021 Q1
138% of 2021 Q4



Le Thuy Dieu Uyen
Director
JAC Recruitment
Vietnam



Number of job vacancies has increased due to increased willingness to hire connected with business expansion

In the recent Government Activity Report from the National People's Congress, a return to a traditional growth path emphasizing stability was announced. In connection with this, across all industries "boosting productivity," "e-commerce," "logistics-focused infrastructure investment" and "energy conservation and CO2 reductions" appear to have become the keywords of business expansion. In recent years, investment in China on the part of Japanese companies has cooled off, but local management has steadily expanded, notably in the areas of chemistry, pharma, consulting and electric vehicles. Chinese private sector companies have experienced remarkable growth, and in addition to offering mass production and low costs, they have also gained competitive advantages in terms of quality and service, which has been said to have put each Japanese company at a crossroads. However, in March infections from the Omicron variant of COVID-19 spread at a rapid pace, and it will be necessary to closely monitor how much of an effect this will have on the economy.

Corporate Recruitment Trends

Due to the conditions described above, companies' willingness to hire is extremely high, and recruitment needs are prominent especially in the manufacturing, energy, IT, logistics, transportation and consulting industries, from regular staff up to managerial positions. Additionally, against a backdrop of difficulty for foreigners to obtain working visas or for companies to dispatch workers on new expatriate assignments, there continue to be noticeable recruitment needs for the localization of foreigners into China. For this reason, it has become increasingly difficult to recruit talented human resources, and each company faces the challenge of maintaining its recruitment capabilities where hiring conditions, career paths, a company's growth potential and other qualities are factors. Particularly among Chinese private sector companies there is a trend of attracting job seekers with lucrative compensation, and companies are increasingly being required to put more effort into recruitment in terms of reconsidering terms of employment in light of the job switching market, and find ways to appeal to job seekers.

Candidate Trends

As in previous years, there was a uptick in workers looking to switch jobs from around Chinese New Year. The strange reality is that while the rate of pay increases is 8-9%, workers can gain an increase in annual income of around 20% if they switch jobs, and we expect to see even more workers looking to switch jobs in the future. This trend is particularly noticeable in the energy and IT fields. For job seekers from Japan and other overseas locations, the situation continues to be extremely difficult, and we are seeing cases where workers have to give up on moving to China for work when their work visas fall through. Due to a surge in COVID-19 infections that began spreading from March, there was a sharp drop in Chinese nationals living overseas who were looking to return to China for work due to its strong economy and limited exposure to COVID-19. Those types of job seekers had been common up to February.

No. of job vacancies
113% of 2021 Q1
107% of 2021 Q4



Hiroko Otsubo
Associate Director
JAC Recruitment China
(Shanghai)



Situation turning around in contracting and technology businesses

HKSAR's economy went into an uncertain situation in Q1. With the 5th wave of COVID hitting in a record high infection, leading to over 1/6 population got infected just in Q1 2022. Unemployment rate climbed to 4.5% in Q1 from 4.1% in Q4. Although the labour market will continue to face pressure from the near term in retail and among Japanese corporate companies, the situation is getting more positive after the peak, especially in contracting and technology business. APAC is witnessing shifts in organization's plans in contract employment whereas COVID did not stop the heat wave generated by technology talent acquisition. Salary level in technology side keeps soaring in emerging technology skill-sets like machine learning, data science and DevOps.

With the 3rd release of consumption voucher support from the government at the beginning of Q2, there is a continuous recovery and expect to expand with a forecast of 2% in 2022, but the pandemic remains a key uncertainty.

Corporate Recruitment Trends

Although the fifth wave in COVID led to frozen inbound tourism and tighten social distance restrictions affected the retail business badly, the value of merchandise exports to China, US and EU and other Asian markets continued to grow with 9.3% up over the same period of 2021. Headcounts of regional roles remain as replacement roles most of the time. Recruitment activities were decreasing for Japanese corporate companies with numbers of job vacancies decreased by 30% compared with 2021 Q4.

On banking and financial side, the market is picking up in Q1 with strong demand for corporate bankers among foreign and Chinese boutique banks. There is a strong surge in the contract job market, led by the Banking & Financial and Digital & Tech sectors, where there is still a high demand on junior developers. Tech companies start to seize candidates in middle levels as a result of unprecedented emigration phenomenon for the age range of 31-40 during the previous months. With the serious talent shortage, tech employers started to lower their benchmarking on candidate screening.

Candidate Trends

With the tradition bonus pay out time in April, the candidate market is getting more active in exploring new opportunities. Japanese candidates remain a wait-and-see approach but some of the high quality talents who are currently out of Hong Kong is looking for opportunities to come back. The same phenomenon also appears in some senior candidates who are located in Europe to try to look for Asia opportunities due to Ukraine war. On technology side, due to shortage of talents, more candidates without IT & tech background are moving in the industry. With more contract roles open in the market, there is a change in the mindset among professional candidates that they are more willing to open to contract roles.

No. of job vacancies
130% of 2021 Q1
135% of 2021 Q4



Jannet Cheung
Managing Director
JAC Recruitment
Hong Kong



Solid number of new job openings. Hiring conditions being revised for some talent

In the South Korean presidential election held on March 9, Yoon Suk-yeol was elected as the 20th President of South Korea. Following the presidential inauguration to be held on May 10, South Korea will have a conservative administration for the first time in five years. Presidential terms are five years, and the new administration is expected to have a major impact on policies and the economy going forward. In addition, COVID-19 infections have been on a gradual decline since the end of March, but the average daily number of recorded infections in March was still between 200,000 and 300,000, a severe situation. Meanwhile, restrictions continue to be relaxed, and from April 1, people entering South Korea who have been fully vaccinated (including overseas vaccinations) are exempt from quarantine requirements. Of particular note is the sharp increase in the consumer price index (CPI). In fiscal 2021, the index was up 2.5%, hitting a high level for the first time in ten years, and in March this year, the index had risen 4.1% compared with last year.

Corporate Recruitment Trends

Job openings from companies in the first quarter were down 10% year on year, but up 55% from the previous quarter. The immediate situation could be described as solid, albeit somewhat sluggish due to the sudden rise in COVID-19 infections. Since the employment situation last year was severe, this is seen as a measured recovery in response. Major conglomerates Samsung Electronics and LG Electronics posted record revenues in the first quarter, and willingness to hire has risen among suppliers in those fields. In particular, there are more job openings for junior sales representatives for component and material manufacturers, and service engineers for machinery manufacturers. In addition, due to strong business results in the manufacturing industry and the acceleration of digitization, there is a notable trend for companies to favor science and engineering talent. For this reason, hiring competition has heated up year after year, and the number of companies revising the hiring conditions they offer has increased.

Candidate Trends

Since the previous fiscal year, a market for workers seeking to switch jobs has gradually emerged due to the increase in job openings. As fully vaccinated people entering the country no longer need to quarantine from April, it has become easier for those living overseas to return to South Korea for interviews, and it is possible that returnee job seekers will increase. A notable trend among job seekers is an increase in the desired salary. Reasons for this include the rise in the consumer price index and improvements to compensation offered by major South Korean firms enjoying strong business results. We recommend that companies that have not revised their compensation packages for a while consider or make preparations for their future hiring activities.

No. of job vacancies
155% of 2021 Q1
90% of 2021 Q4



Yuichiro Tsuchiyama
Managing Director
JAC Recruitment
Korea



India

Rising willingness to hire on the part of companies, creating a seller's market

The economic recovery phase from the slump of the second wave of COVID-19 infections had been continuing, but once again the economy slowed in response to the rapid rise of infections from the Omicron variant of COVID-19 from January. Although the number of infections spread rapidly, the situation started to calm down in March, and the economic has headed toward a recovery phase a little at a time. Amid the pressing need to rebuild the economy, the Modi administration emphasized economic recovery in its announcement of a draft budget, which included plans to expand spending, particularly in the areas of infrastructure and digital technologies.

Corporate Recruitment Trends

From February onwards, the spread of infections began to ease, and more than 50% of Japanese companies returned to 100% work attendance for their employees while still taking precautions against infection, signalling a trend of returning to normal corporate operations. (Source: JAC India questionnaire survey: operational conditions at companies during an era of endemic COVID-19, and questionnaire on periodic pay rises)

In addition, hiring activities that had been stalled suddenly became active. In particular there was a sharp increase in hiring for sales representatives for Japanese companies.

The hiring situation is gradually returning to something near pre-pandemic levels, as we are starting to see stronger recruitment efforts in the accounting consulting and service-related industries in addition to manufacturing.

At the same time, due to the resurgence in hiring, talented human resources are receiving offers from other companies after getting offers from one company. As a result, we are seeing cases where a company cannot make progress in hiring according to their schedule, drawing out the process.

Candidate Trends

Job seekers who had held off on job hunting activities during the COVID-19 pandemic have started to actively look at job opportunities in India to coincide with the number of infections calming down, and the number of job seekers has steadily increased as a result. In particular, the number of Indian job seekers looking for back office-related work and those with sales experience has trended upward.

However, there is a certain number of job seekers concerned over the COVID-19 situation or their living environment. A key point to increasing the likelihood of successful recruitment is for agents to communicate closely with job seekers about the latest COVID-19 situation and the Indian employment environment while providing them with accurate information in a timely fashion.

No. of job vacancies
112% of 2021 Q1
71% of 2021 Q4



Kazuo Komaki
Managing Director
JAC Recruitment
India

Job vacancies on the rise mainly in cutting-edge fields, with job seekers also showing clear signs of recovery

The number of COVID-19 infections in Japan began to rise again at the end of last year, and in February the daily number of confirmed new infections topped 20,000. Due to this new wave, the economy, particularly personal consumption, stagnated again from January to March. Additionally, automotive production declined due to restrictions on the supply of parts, and energy prices skyrocketed due to Russia's invasion of Ukraine. These negative factors have compounded, leading to increasing uncertainty. However, exports and machine tool shipments have continued to grow since last year, suggesting some degree of momentum towards economic recovery from the pandemic.

Corporate Recruitment Trends

In March 2022 the effective ratio of job openings to job applicants was 1.21x. This marks a further improvement from the previous quarter. The number of job offers related to the overseas businesses of Japanese companies that JAC Recruitment serves has also increased considerably, at 114% year on year. From major manufacturing companies in particular, job openings associated with investments in growth areas such as CASE (next-generation vehicles) and green technologies (decarbonization) have continued to increase. Job openings have also risen from major companies in the industrial machinery and electronic component industries. However, in the automotive industry which is seeing an ongoing decline in production, complete vehicle manufacturers and their tier 1 suppliers (primary contractors) continue to show a strong willingness to hire, small and medium sized component manufacturers (tier 2 and 3 companies) are less willing to hire due to high costs and uncertainty about the future.

In various cutting edge fields, a lot of business involves coordination with overseas companies, resulting in intense competition among companies requiring foreign language abilities in addition to occupational expertise in research and technology, etc. The number of sales-oriented job openings also stands out, reflecting the need for Japanese companies to actively pitch their technologies to the European market, which is leading the way in adapting to decarbonization. In addition, with various countries gradually easing restrictions on international travel, an increasing number of companies are looking to replace their expatriate staff. In connection with this, we have seen a notable increase in job openings seeking replacement personnel.

Candidate Trends

From January to March, the number of new job seekers (registrants with experience with overseas business) increased, 108% compared with the previous quarter. There was also an increase, at 108% year on year. While there is still a tone of caution to job hunting activities due to various uncertainties, the simple scheme where the number of job seekers increases due to more job openings is the same as before. Adapting to social changes that have picked up speed due to the pandemic, and raising awareness of contributions to solving social issues have piqued people's latent interest in switching jobs.

In addition to recruiting new talent, companies must not neglect to take specific measures to prevent an outflow of precious human resources.

However, since the hurdles for selection by companies remain high, competition to secure talented human resources has become more intense, when recruiting talent in highly specialized fields such as cutting-edge IT and healthcare, or people with knowledge and experience in areas such as overseas business, it will be necessary to set hiring conditions that better reflect the competition and otherwise make the company more attractive.

No. of job vacancies
117% of 2021 Q1
114% of 2021 Q4
(Employment involving
overseas business
operations of Japanese
companies)



Kenji Sahara
Chief Analyst
JAC Recruitment
(Japan)

Note: We may intentionally seek a lower number of employment listings in certain national recruitment markets due to factors that could include changes in business sentiment or strategies being taken with respect to a certain country. For instance, we may opt to focus on listings for positions offering high annual salaries or on those in specialist categories. As such, trends that we have stated in terms of increases or decreases in numbers of employment listings do not directly reflect actual economic performance achieved by the respective countries.

■ JAC Recruitment Co., Ltd.

Established in 1988, JAC Recruitment is Japan's largest recruitment consultancy listed the Prime Market of the Tokyo Stock Exchange. Its recruitment services focus on employment needs with respect to specialists and managerial roles, enlisting a dual-approach business model whereby individual consultants work simultaneously with employers and job candidates. One of JAC Recruitment's strengths is that of arranging placements of professionals equipped with international business experience. As such, more than half of its revenue is generated from placing global talent in the international business operations of foreign MNCs and Japanese companies in Japan. JAC is a global recruitment consultancy currently operating in 11 countries with 25 offices. Brands under the company umbrella include JAC International specializing in recruitment involving foreign MNCs, C.C. Consulting which operates the CareerCross recruitment website, and JAC Recruitment International offering recruitment services in the UK, Germany and eight countries throughout Asia.

JAC Group		https://www.jacgroup.com/
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Please feel free to contact JAC Recruitment per the above contact information for further details on the recruitment market for placement of white collar professionals. Members of the press may request interviews conducted in-person, by telephone, or other means.