

アジア日系企業 HR REPORT

by PERSOL in Asia Pacific

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Quarter 3
2021

>Talent needs in Asia countries

>HR and Labour news

▶ Talents 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.

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

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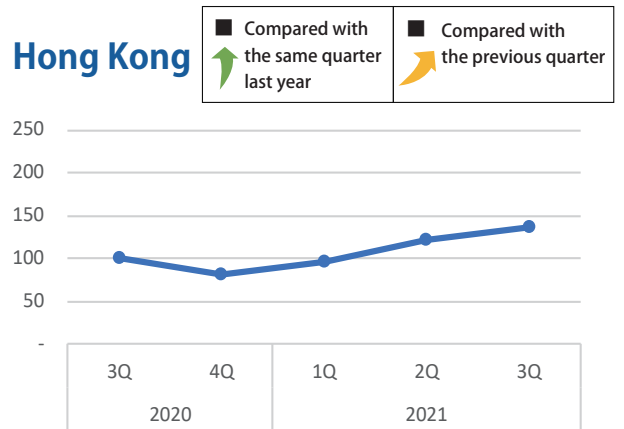
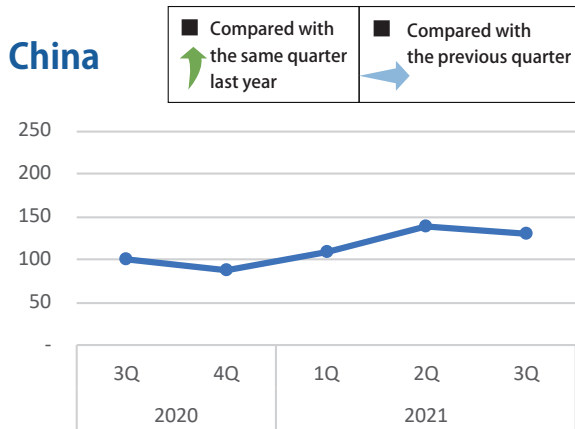
Talent needs in Asia countries (East Asia)



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

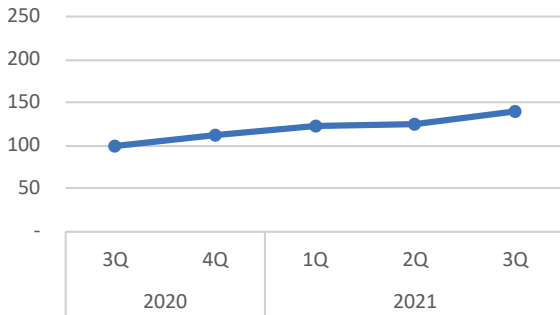
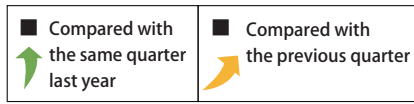


According to the data released by China's National Bureau of Statistics on 18 October 2021, China's gross domestic product for the period of January to September 2021 was 82,313.1 billion yuan. This number translates to a year-on-year growth of 9.8% with an average increase of 5.2% over the two-year period. From July to September 2021, China's gross domestic product increased by 4.9% year-on-year. From January to September 2021, the national economy showed a consistent recovery trend. From July to September 2021, the number of vacancies in all industries for Japanese companies was at the same level as in the previous quarter. The number of jobs in the manufacturing industry increased by 20% quarter-on-quarter and 12% year-on-year. The demand for sales, technical support and semiconductor roles was high. Japanese companies within trade, import and export industries had decreased its hiring by 30% quarter-on-quarter, and the number showed an increase by 13% year-on-year. From January to September 2021, the total retail value of social consumer goods was 31.8057 trillion yuan, up 16.4% year-on-year. Among them, the national internet retail value increased by 18.5% to 9.187 trillion yuan. The number of jobs within the wholesale or retail sector increased by 15% quarter-on-quarter and doubled year-on-year. The demand for sales and marketing roles within the commodities sector was high. The number of vacancies within the consultancy sector fell by nearly 50% quarter-on-quarter, and significantly higher than the same period last year. From July to September 2021, the demand for jobs within the Japanese property or construction industry increased by 40% quarter-on-quarter and 20% year-on-year. The logistics or warehousing industry continues to enjoy stable growth. The number of job vacancies was at the same level quarter-on-quarter and four times higher than the same period last year. The demand for sales role within this industry accounted for 50% of the total number. Job demand within the IT or telecoms industry in July to September 2021 was 30% higher than the previous quarter and 70% higher than the same period last year. The demand for systems engineering and sales roles was high. The number of vacancies within the financial or banking sector increased approximately by 10% quarter-on-quarter, but remained at the same level as last year within the same period.

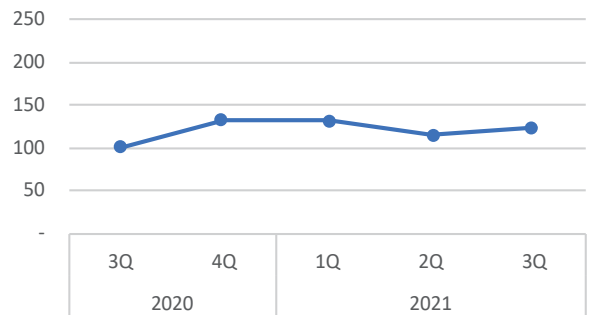
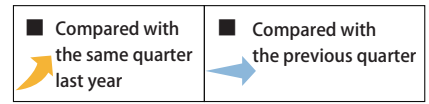
The number of job openings for manufacturing (trading) in Q3 2021 showed a downward trend as compared to the previous quarter. Monthly job openings peaked in July and declined slightly in August and September. Most jobs were opened for Sales Assistants & Sales positions. The most prominent reason for hiring was due to the lack of manpower within semiconductors and raw materials industries, which was caused by the migration of retired employees to other countries. The business conditions within the manufacturing and trading industries have improved as compared to last year, and more companies are considering to increase the number of employees. Logistics and warehousing jobs in Q3 2021 increased slightly from the previous quarter. Although the logistics companies have been busy since the beginning of the year, the job market has been quiet. Since every logistics company is profiting, it is presumed that each company is retaining its staff with bonuses and salary increases. In addition, many non-Japanese logistics companies provide considerable incentives, so their staff would not change jobs. The financial industry recovered in Q3 2021 and the demand for human resources increased. As a result, job seekers are also raising their expectations for salary increases. Hong Kong's overall unemployment rate is below 5%, but the financial industry's unemployment rate is below 4%, indicating a recovery to Q1 2020 levels. Many financial companies are willing to hire for new projects and they compete for highly qualified personnel. The job market is now more favorable to job seekers. This trend is expected to continue in the fourth quarter. Job vacancies in the IT industry continued to increase throughout Q3 since Q2 2021. The number of job offers is increasing, so is the staff remuneration such as salary and benefits to meet the demands of job seekers. The demand for junior and senior engineers are rising, especially within the expertise of software or platform development and data analysis. IT companies are going to review their hiring budgets in Q4 2021 till 2022 in order to remain competitive with the needs of human resources. The job vacancies within the consumer goods industry declined significantly as compared to the same period last year. The business recovered a little in the previous fiscal year, and hiring were actively carried out to fill up the positions, therefore the number for this year was lower. Although the coronavirus infection in the region is within control and consumers are actively purchasing goods, the hiring managers are cautious about hiring as there are still many uncertainties. The retail and food service industry showed a slight recovery as compared to the previous term. Most of the vacancies were filled in previous quarter, but the hiring of additional staff is still on-going and the infection rate of the coronavirus is reducing. This suggests that the domestic businesses are stable. As the travel restriction continues, the demand for high-end dishes and special luxury items is increasing. The restaurants and food wholesalers' businesses are active. It can be predicted that consumers would continue to increase their purchasing motivation due to the distribution of electronic consumption tickets by the government, and that there will be further movements towards business recovery.



Korea



Taiwan



GDP in the third quarter grew 0.3 percentage points from the second quarter. Private consumption has shrunk due to the fourth wave of Covid-19 pandemic, but the number of jobs has increased steadily since the second quarter for a wide range of roles, including trade support, customer support, back office support, sales, marketing, and technology development. Active investment in the new environmental sector (such as ESG management), provides job openings for technical roles, service engineers, designers, and fields planners, which have increased by 20 percent from the previous quarter. Japanese companies are also eager to hire these roles, but many of them are having difficulty in hiring because they are struggling with providing competitive compensation as compared to their competitors such as major Korean companies and non-Japanese foreign companies. The recruitment market is more favorable to the job seekers, especially when it comes to hiring experienced people for the in-demand roles, and this makes it more difficult for the recruitment process.

The unemployment rate in September fell to 3% for the first time in 5 months, and the overall number of job openings in Q3 fell for 3 consecutive months. The YOY percentage by industry was 93% for manufacturing, 63% for service industry, 158% for trade or trading company and 72% for Web, IT or communications. The Taiwan Ministry of Labor held a meeting with the Minimum Wage Deliberation Committee and on the same day of the meeting, they decided to set a minimum monthly wage of NT \$ 25,250 (about 101,400 yen) to take effect in 2022. It will be an increase of 1,250 yuan (5.21% from the current level). This is the sixth increase in the minimum wage since President Tsai Ing-wen took over the office in 2016, and it is also the largest increase in monthly wages. In terms of Economic trends / future outlook, Taiwan experienced zero Covid-19 infections for a number of days.. According to the commercial statistics that was released by the Taiwan Ministry of Economic Affairs Statistics Office in September 2021, retail sales increased by 1.3%, and wholesale sales continued to perform well. The industry recorded a 11.5% YOY in a single month. The industrial production index increased by 12.24% YOY, and the manufacturing industry production index increased by 12.78% YOY - both reached record highs in a single month and increased YOY for 20 consecutive months.

Compared with the same period in the last year



Significantly Increasing



Gradually Increasing



Stable

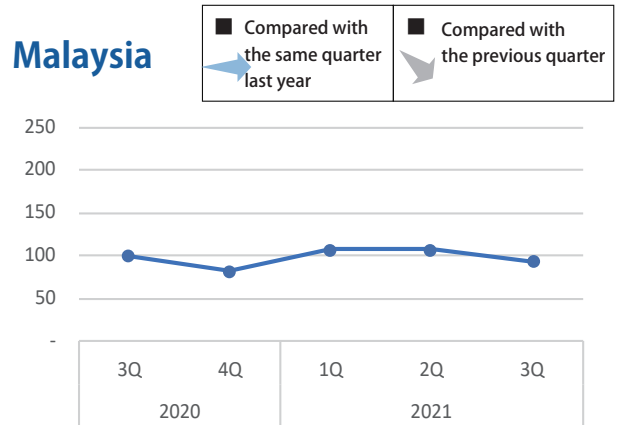
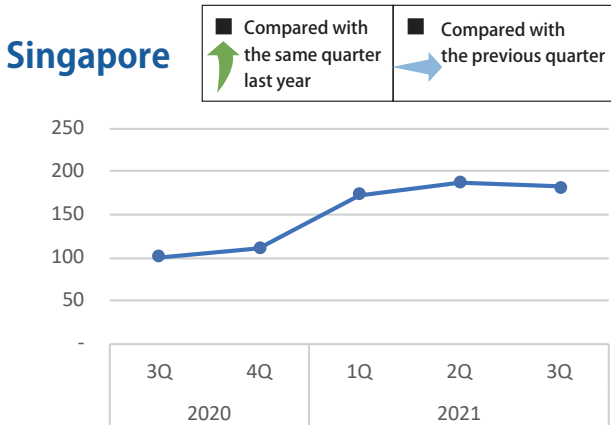


Slightly Decreasing



Significantly Decreasing

Talent need in different industries (South East Asia)



Following the expansion of vaccination for the Covid-19, the restrictions were eased until early July 2021. As a result, the labor market has been recovered continuously since the second quarter. However, in response to the rapid spread of the infection, the government tightened the restrictions again in mid-July. Therefore, the labor market shrank by 1-2% in the third quarter as compared to the second quarter. In the meantime, the logistics industry has experienced a dramatic increase in employment needs due to accelerating demand from the global economic recovery, and the number of job openings reached 192% as compared to the previous quarter. Meanwhile, the financial industry has been hiring continuously, although there is no significant increase, and the number of job openings was 101% as compared to the previous quarter. On the other hand, the number of job openings in the IT and manufacturing industries decreased by 73% and 85% respectively from the previous quarter. The IT sector saw a temporary increase in hiring last year, but it has declined in the third quarter. In the manufacturing sector, the decrease in job openings is assumed to be due to tighter regulations. Hiring of factory and field technicians decreased as employees felt that it was more difficult to come to work at the site.

In the third quarter of 2021, both corporate activity and hiring activity slowed down due to the lockdown after June 1. As a result, the overall number of job openings in Malaysia was 86.2% of the previous quarter. Despite this, there is continuous demand in hiring of roles within the e-commerce, IT, logistics, and manufacturing industries (such as medical-related, electronics, and semiconductors industries). Since October, with the gradual easing of lockdowns in various states, both corporate and hiring activities have become more active. Many Japanese companies are concerned about employee turnover, which has been cited as one of the business risks in Malaysia. In anticipation of employee turnover after bonus payments, which occur every year, consultations on hiring in the first quarter of 2022 will increase.

Compared with the same period in the last year



Significantly Increasing



Gradually Increasing



Stable



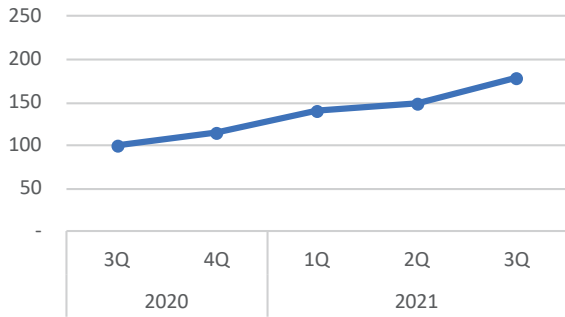
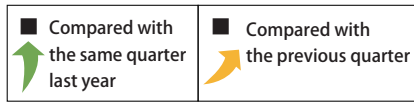
Slightly Decreasing



Significantly Decreasing

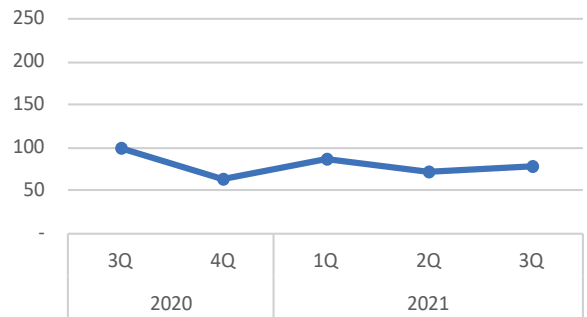
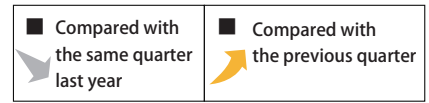


Thailand



The number of job vacancies in the third quarter of 2021 was approximately 102% as compared to the second quarter, and 100% as compared to the same period last year. Despite a recovery in economic activity, the number of new infections increased from July and reached a record high of 20,000 a day in August, which led to an even tighter lockdown. Despite this, many companies did not freeze hiring and continued to conduct online interviews and other recruitment activities. As a result, the number of jobs did not decrease but remained stable. This indicates that companies are getting used to managing its business with Coronavirus within the community for the second year. The manufacturing sector continued to offer the most jobs in Q2, followed by IT and trading. As part of our plans for the coming year, we are considering to hire from the local instead of Japanese expatriates. We have also seen an increase in demands for Chinese speakers and sales roles, indicating that some Japanese companies are looking towards strengthening their sales operations in response to the expansion of Chinese companies.

Indonesia



The number of job openings in Indonesia increased significantly by 44% as compared to Q2 2021. The year-on-year increase was about 163%, indicating that hiring activity did not stagnate, which was a concern in Q2. The hiring trends are recovering. There is an increase in the number of new assignees traveling to Japan since October. Companies that used to be hesitant in hiring due to the uncertainties caused by the Covid-19, are now hiring on full-scale. As for notable trends by industry in Q2 2021, the manufacturing industry needed to hire salespeople, managers, and engineers, besides a huge increase in job openings for professional roles such as accounting, general affairs, purchasing, and etc. The number of Covid-19 infections in Indonesia is also on a downward trend, so an economic recovery is expected.

Compared with the same period in the last year



Significantly Increasing



Gradually Increasing



Stable



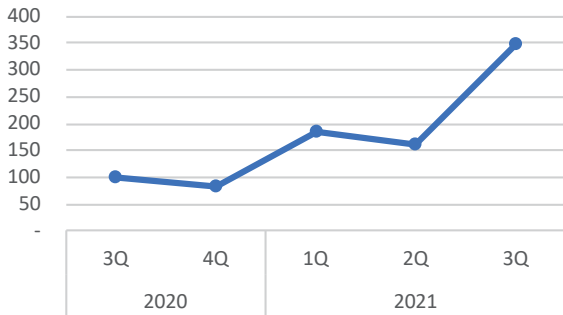
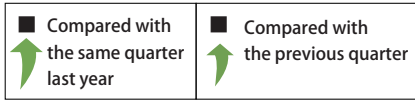
Slightly Decreasing



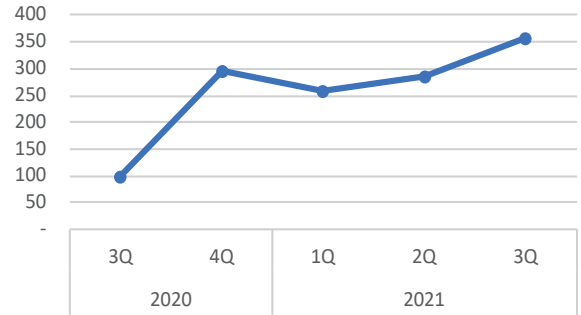
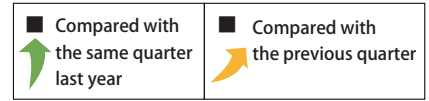
Significantly Decreasing



Vietnam



Philippines



Due to the fourth wave of Covid-19, there was a lockdown in the third quarter, which required employees to work from home or stay overnight at factories, resulting in a significant decrease in job orders. It was 55% lower as compared to the second quarter. With the gradual easing of the lockdown in October, companies that had been holding back on hiring are now opened to offer new jobs, especially for sales positions within the trading and logistics industries.

The BPO industry is still very active in hiring. There is an increase in requests for additional sales staff for Trading, Logistics, and Service industries, which are gradually resuming their sales activities. There is also an increase in hiring of local Japanese to replace the expatriates. The increase rate of job offer for the Japanese is 220% as compared to 2nd quarter in 2021. As for the 4th quarter, normally, the number of job offers tends to decrease as the number of retirees decreases due to the payment for 13th month salary. However, as the number of newly infected Covid-19 patients are gradually decreasing, and deregulation of the food and service industry is underway. Therefore, there is a possibility that the movement will be different from the usual year.

※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





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

※**Information is accurate as of 8th November.**

China

Country entry requirements>

Only Chinese residents and those with entry visas are allowed to enter the country for the time being. To obtain new work visas, applicants need to get a Letter Of Invitation from the municipal (provincial) government besides getting the usual "Notice of Foreign Employment Permit". However, the issuance of the letter is rarely granted to applicants from ordinary companies, making it difficult for Japanese residents to obtain new work visas. If you wish to enter the country, you will need to be quarantined for at least 14 days in a designated hotel and 7 days at home but in some areas, the quarantine period is 14 days in a hotel and 14 days at home, which means a total of 28 days of quarantine. A PCR test is carried out continuously even after the quarantine is over.

Job Market>

Employment and price indicators remained stable overall. There was a steady growth of employment rate in the urban areas. In the first seven months of 2021, the number of new job placements in urban areas reached 8.22 million, which achieved 74.7% of the 2021 target. In the third quarter, the number of job openings in all sectors of Japanese companies increased by 36% as compared to the same period last year. The improvement in the labor market and the recovery of household incomes have brought economic activity back to the pre-Coronavirus shock level. On the other hand, due to the entry restrictions, there is no significant change in the employment of Japanese nationals as compared to the same period in 2020. Only Japanese who live in China are being considered for recruitment. In the case of urgent recruitment, the quota for hiring the Japanese is often replaced by Chinese personnel.

Hong Kong

Country entry requirements>

Only Hong Kong residents and valid visa holders can enter the border. Since June 30, 2021, there are four conditions in order to enter the border. The conditions are: 1. The applicant must complete 2 doses of vaccination. 2. The applicant must show a positive antibody result and the test must be done within 3 months. 3. The PCR test must show a negative result upon arrival in Hong Kong. 4. The applicant must not visit any high-risk country within the past 14 days. Hong Kong residents will be isolated in a hotel for 7 days and they will need to observe a 7-day self-monitoring period after the hotel isolation. Non-Hong Kong residents from Australia, New Zealand, Mainland China and Macau, who have been vaccinated with 2 doses for 14 days from the date of their arrival in Hong Kong, will be isolated for 7 days without any antibody testing. If they have not been inoculated twice, they will need to be isolated for 14 days. From September 15 onwards, with the introduction of Come2HK scheme, non-Hong Kong residents who meet certain conditions will be exempted from compulsory quarantine for 14 days when entering Hong Kong from Guangdong Province and Macau.

Job Market>

The labor market in Q2 2021 showed further improvement due to the decrease of coronavirus infection in the region and the economy was recovering due to the improvement of the external environment. The unemployment rate (seasonally adjusted) for the period of April-June was 5.5%, which was a decrease of 0.5% from the previous quarter. As for the labor market, recruitment continued to be active for all industries in Q2, but the number of job vacancies was more than new hires. The hiring activity peaked in July. The economy is still unstable, and bonuses will be given out starting from the end of the year till the Chinese New Year. Therefore, the willingness to change jobs will decrease after September. As for the financial industry, companies create new roles and replace existing roles faster than before, and there is an increase in demand for talent from various sectors and functions. This trend will continue into Q4.



Taiwan

Country entry requirements>

At present, the Central Epidemic Command Center of the Ministry of Health and Welfare of Taiwan (NHCC) has prohibited the entry of foreigners who do not have a Taiwanese residence certificate. This was announced on July 26, and the implementation continues as of the end of October. It is difficult to enter the border even with a work visa from Japan if you do not have a residence certificate.

Job Market>

According to the Taiwan Ministry of Labor (MOL) a questionnaire on national human resources needs was released in October, and the number of HR needs has increased to 44,000 since the end of July. The manufacturing industry has the largest net increase of 27,000, due to the strong overseas demand. The rate of increase was the highest in the same period as compared to the last 7 years. Hospitality industry or F&B and wholesale or retail industries were flat, and the demand from other service industries decreased slightly.

Korea

Country entry requirements>

All Japanese passport holders (including diplomatic and official passports) are not allowed to enter Korea without a newly issued Korean visa since midnight on March 9, 2020. Holders of diplomatic and official passports, APEC business travel cards, long-term visas, and short-term work visas (C-4) are subject to this entry restrictions.

Basically, there is a 14-day quarantine after the entry. If you live in Korea, you will be quarantined at home, otherwise you will be quarantined at an isolation facility.

If you are entering Korea for the following purposes after completing vaccination against the new coronavirus outside of Korea, you can be exempted from the normal 14-day quarantine obligation by securing a quarantine exemption form in advance:

- ① Important business purpose (such as contract work, investment and etc.)
- ② Academic or public interest purposes
- ③ Humanitarian purposes (such as attending funerals and visiting family members of the deceased)
- ④ Public servants on business trips outside of Japan (limited to short-term business trips on official business)

Job Market>

In the first half of 2021, the main focus was on hiring for positions that had been put on hold for 2020. In the third quarter, there was an increase in hiring, not only to fill the vacant positions, but also to increase the number of employees. The Korean economy indicates that the labor market is improving. The unemployment rate (seasonally adjusted) fell from 4.0% in September 2020 to 3.0% in September 2021. The employment activity in the service sector, such as food and beverage, remains difficult due to the reemergence of coronavirus infection. However, the employment is increasing in the construction and public service sectors. Further deregulation is expected to have a positive impact on the labor market.



Singapore

Country entry requirements>

On 2nd of October, Singapore government announced that the post-arrival quarantine period for travelers from Japan after October 6 would be reduced from 14 days to 7 days. They can choose to be quarantined at home or at designated facilities. In addition, starting from 1st of November, work pass holders and their dependents are required to be fully vaccinated for at least 2 weeks before entering Singapore. As of the end of October, the number of people who were infected by the Covid-19 was increasing with four digits of new infections daily in Singapore. It is a must to work from home and if employees have to work on-site, they are required to take ART. Many multinational companies are experiencing inconvenience as Singapore is a business hub. This circumstance has caused significant damage to Singapore economy. Therefore, Singapore government is being pressured to accelerate the application of vaccinated travel for more countries.

Job Market>

Singapore's Ministry of Manpower announced that the overall unemployment rate, including foreign workers as of the end of July reached 2.8%. It was an increase of 0.1% from the end of June. The unemployment rate was on a downward trend since the beginning of 2021, but it has risen this year for the first time in eight months. The reason is assumed to be that employers are more reluctant to hire new employees due to the tightening of Safe Management Measures to control the number of infections since late July. Since the outbreak of the pandemic, Singapore has adopted a policy called Singapore Core. In Prime Minister Lee's National Day Rally speech on Singapore's Independence Day in August, he announced that the criteria for issuing the Employment Pass for managers and executives and the S-pass for medium-skilled staff would be raised in stages. It will be necessary to keep a close eye on future changes.

Malaysia

Country entry requirements>

According to the government's announcement on October 15, the quarantine period will be shortened from 10 days to 7 days for those who enter the country from Japan and have been fully vaccinated. The option for home quarantine will be made available. Applications for home quarantine must be submitted online through the dedicated web portal, which has started accepting applications since September 21. Currently, foreigners are As for the expatriates, they are allowed to enter the country, but subject to: (1) obtaining a letter of support from the relevant organization, (2) obtaining prior permission from the Immigration Bureau, (3) passing the PCR inspection, and (4) observing a quarantine period after entry. As for the domestic market, some states, including Kuala Lumpur, which has entered Phase 4 of the National Recovery Plan (NRP), are allowed to travel interstate since October 11, but the people must be fully vaccinated first. As the vaccination rate increases, the economic activities resume and are expected to accelerate.

Job Market>

According to the labor force statistics released by Department of Statistics Malaysia on October 8, the unemployment rate for August (preliminary figures) was 4.6%, down 0.2% from the previous month. The number of people in the labor force, including job seekers, increased 0.3% from the previous month to 16,125,400. The number of employed persons increased by 0.5% to 15,376,600 and the number of unemployed persons decreased by 3.8% to 748,800. The unemployment rate increased by 1.0% as compared to the same month last year. Department of Statistics Malaysia expects the country's economy to gradually revitalize as the vaccination rate for the new coronavirus vaccine increases and economic activity resumes. It is predicted that employment opportunities will increase in the coming months and the labor market will gradually recover.



Thailand

Country entry requirements>

On 22nd of October, the Thai government announced the list of countries and territories that will be exempted from quarantine starting from 1st of November, as well as the conditions to enter Thailand; the list has 46 countries and territories including Japan. As of 1st of November, the conditions to enter Thailand are as follows: (1) Only entry by air is allowed, (2) Pre- and post-PCR checks are required, (3) Purchase of medical insurance with a minimum of sum assured of US\$50,000, and (4) Proof of vaccination. Prior application is still required, but this has been significantly relaxed..

Job Market>

The number of Covid-19 infections reached a record high in August, and as of 25th of October, there were about 10,000 new cases per day. The National Statistics Office (NSO) announced that the unemployment rate for the second quarter of 2021 (April to June) improved by 0.07% as compared to the previous quarter to 1.89%. Hiring for new roles and replacements are back to the pre-Coronavirus level. However, there are still some uncertainties: Toyota will stop its operation in Thailand starting from 20 July, and it is going to be challenging to hire back from neighboring countries, such as Myanmar and Cambodia, who were once laid off during the pandemic.

Vietnam

Country entry requirements>

Prior arrangements for quarantine facilities (hotels), flights, entry approval, visa acquisition, negative certificate for Covid-19 test result, and medical declaration (online only) are required to enter Vietnam. The quarantine period at the quarantine facility (hotel) after the entry is 14 days, then followed by a 14-day "health observation period" at home. However, as of November 1, the quarantine period at the quarantine facility (hotel) has been reduced to seven days for those who have taken two doses of the Covid-19 vaccine. During the lockdown, it took some time to arrange for the necessary documents to enter Vietnam due to the backlog of administrative works in Vietnam. Now that the lockdown is over, there are no major delays.

Job Market>

The fourth wave of coronavirus infection began at the end of April and most urban areas were locked down. Companies were forced to work from home or operate overnight, resulting in a significant decrease of job openings. The unemployment rate from July to September 2021 increased to 3.72% from 2.62% in the previous quarter; this was the worst quarterly rate in two years. The national employment index (year-on-year) was 86.1%, while Ho Chi Minh, the city that was severely affected by the lockdown, fell to 36.7%.



Indonesia

Country entry requirements>

Restrictions for entry into Indonesia, which had been tightened due to the mutated strain, were eased in October 2021. The Indonesian government has shortened the hotel quarantine period from 8 days to 5 days after entering the country starting from 15th October 2021. Besides resuming the applications for Single Visa (211), which was suspended previously, the government has resumed the applications for New Work Visas from abroad as well. The number of people infected with Covid-19 is also on the decline, so it is expected that entry into Indonesia will gradually ease.

Job Market>

With the gradual easing of activity restrictions, corporate activity is expected to recover by the end of the year, and the labor market is expected to become more active in hiring starting from 2022. The Indonesian government has announced that the key focus of 2022's budget is on promoting economic recovery and supporting structural reforms to better manage Covid-19 and accelerate vaccination. Besides investing in healthcare, social security, and education, huge budget will be allocated for infrastructure, information and communication technology, as well as tourism developments. Therefore, Indonesia's overall employment environment is expected to improve. As for the Japanese companies within the country, there are many jobs available for domestic Japanese residents, and the number of jobs available for overseas residents is gradually increasing.

Philippines

Country entry requirements>

The Philippine government has announced that it will resume issuing 9(g) visas to foreigners starting from August 1, 2021. Previously, an individual could enter the country with a tourist visa and then switch to a work visa, but now the local employers must first secure an Alien Employment Permit (AEP) from the Department of Labor and Employment (DOLE), and then submit application to the Bureau of Immigration (BI) for a work visa or 9(g) visa, before getting the employees entering Philippines. In order to obtain an AEP, the DOLE requires the applicant to take a Labor Market Test, which was not a priority in the past. As of October 2021, foreigners who have been vaccinated in their country or have an International Certificate of Vaccination (ICV) that is issued by the World Health Organization (WHO), are required to undergo a PCR test on the fifth day after arrival in Philippines. If the result is positive in PCR test, the foreigner must be quarantined at the designated facility until a negative result is received. If the result is negative in PCR test, the foreigner is allowed to be quarantined at home until the 10th day of arrival. If the applicant does not have an ICV or a certificate of vaccination from Philippines, he or she will be quarantined for 14 days just like before. And if the test shows a negative result on the 7th day of arrival, he or she can be quarantined at home until the 14th day.

Job Market>

The number of newly confirmed Covid-19 cases increased up to 10,000 per day in August and it reached a record high of 23,615 cases on September 13. But it is now on a downward trend. As of the end of September, the complete vaccination rate was only about 20% of the total population. The government plans to actively promoting vaccination by making it accessible to children between the ages of 12 and 17 years. Due to the increasing vaccination rates and a downward trend of the number of daily confirmed Covid-19 cases, face shields are no longer required like before except in the 3C spaces. The unemployment rate in July was 6.9%, down by 3.1% as compared to the same month last year. It is expected that the government will continue to gradually ease the restrictions in order to resume economic activities.