



ASIA JOB INDEX Q3 2015
A TRUSTED SOURCE ON ASIA'S JOB MARKET

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ROBERT WALTERS

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ROBERT WALTERS ASIA JOB INDEX Q3 2015: ASIA AT A GLANCE

The growth of IT and digital as well as a steady stream of replacement-based positions continued to drive hiring, particularly for business-critical functions such as legal and compliance and accounting and finance. Despite a slowdown in growth, Asia is still one of the key growth drivers of the global economy and businesses will continue to expand to tap into the opportunities in the region. As companies need to stay ahead in a competitive market, the demand for top talent will remain strong. A strong employer brand and an efficient interview process are the keys for organisations to secure their preferred candidates.

KEY HIGHLIGHTS OF THE QUARTER:

+1%

Overall increase in job advertising volumes compared to Q3 2014

+18%

The significant growth of job advertisements in the engineering sector was driven by widespread investment in infrastructure projects within a number of Asia's emerging markets

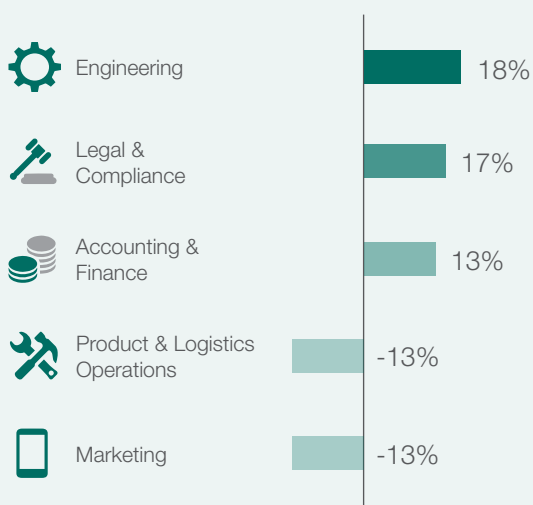


A notable rise in advertising volumes for accounting and finance professionals as a result of continued expansion of shared services centres and high demand for candidates with strong commercial aptitude who can work as effective business partners

-13%

The 13% annual dip in product and logistics operations job advertising was largely a result of the drop in exports across key markets in the region

PERCENTAGE CHANGE BY PROFESSION Q3 2014 VS Q3 2015



CHINA: COMPANIES FOCUS ON STRATEGIC HIRING



Arthur Wang
Managing Director
China

China overall
-7%

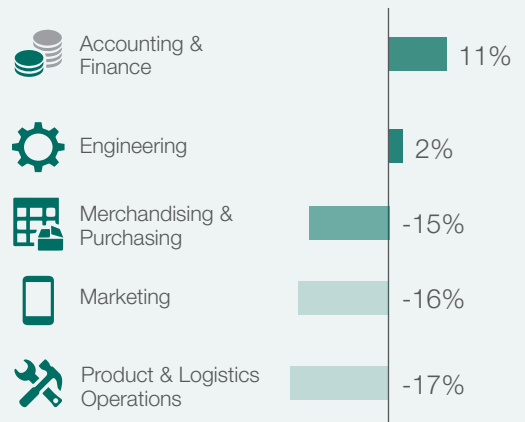
Annual
growth in job
advertisements

“The slowdown in China's economic growth has led companies to be somewhat more conservative around hiring and similarly professionals were also more cautious about the prospect of changing roles. The above notwithstanding, companies will always continue to recruit for strategic positions and top talent will be highly sought-after. It is essential for hiring managers to address the growth potential of the position and business during the recruitment process because top candidates are placing more emphasis on these non-monetary factors when assessing job opportunities.”

MARKET COMMENTARY

- Accounting and finance professionals remained in demand due to the continued entrance of shared services centres and an increasing focus on cost control, leading to a 11% annual growth in job advertisements.
- Engineering jobs saw a 2% increase in advertising volumes, as industrial companies increased investment in research and development and hired senior engineering professionals with strong technical backgrounds to produce products with higher profit margins.
- The rising operating cost in China has led to a slowdown in the manufacturing sector which affected the hiring appetite of factories and warehouses. As a result, job advertising for merchandising and purchasing as well as product and logistics operations experienced a 15% and 17% dip respectively.

PERCENTAGE CHANGE BY PROFESSION Q3 2014 VS Q3 2015



HONG KONG: STRONG COMPETITION FOR TOP TALENT



Matthew Bennett
Managing Director
Greater China

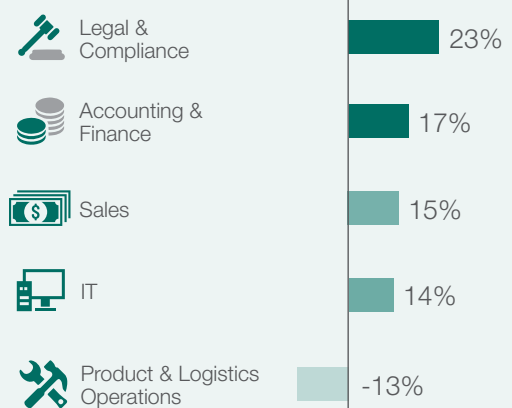
Hong Kong overall
+4% Annual
growth in job
advertisements

“The recruitment market was relatively active with a 4% year-on-year growth in job advertising volumes this quarter, despite signs of softening, particularly in the retail and tourism sectors. There was a steady stream of replacement-based openings with many organisations opting not to hire like-for-like replacements but rather taking the opportunity to upskill roles. Hong Kong remains a prime gateway for companies looking to enter the Asia market with the ease of setting up business in the city, and we therefore expect the demand for top talent will continue to be strong for the rest of the year.”

MARKET COMMENTARY

- Legal and compliance job advertising grew by 23% year-on-year, as tightening regulatory requirements and growth in corporate compliance drove the competition for compliance professionals. Corporate lawyers were also in demand due to busy corporate activity.
- Companies actively sought IT professionals to maintain and improve their IT infrastructure in order to stay at the forefront of technology, leading to a 14% increase in IT job advertising.
- The slowdown in manufacturing in China and a rising Hong Kong dollar continued to have a negative impact on the city’s export trading. This led to a 13% drop in the number of product and logistics operations job advertisements.

PERCENTAGE CHANGE BY PROFESSION Q3 2014 VS Q3 2015



JAPAN: GOOD QUARTER ON QUARTER GROWTH



David Swan
Managing Director
Japan & Korea

Japan overall

+11%

Quarterly
growth in job
advertisements

“In the third quarter, the number of job openings in the Japanese market continued to grow, with an 11% increase in comparison to the previous quarter. The number of job openings increased for all the job categories targeted in this survey, and the number did not decline across any job categories. The number of job openings for professionals in Japan overall is continuing to grow.

In contrast, amidst the growth in the number of job openings, there is a continuing shortage of professionals to fill these roles. The jobs-to-applicants ratio announced by the government in August was 1.23, the highest level in nearly 24 years. The ratio for Tokyo was 1.82, evidence of an even more significant shortage in urban areas.

The shortage of bilingual professionals is even more acute. With more companies pushing forward with globalisation efforts, the difficulty of securing bilingual specialists who are actually able to put these efforts into practice is an ongoing problem. In particular, a significant increase was recorded in the third quarter for the number of job openings in the IT, marketing, accounting, human resources, and legal sectors.”

MARKET COMMENTARY

IT

Demand for programmers continues to be strong this year. In particular, there has been an increase in the demand for in-house programmers to meet the need to strengthen online businesses in the commerce industry. There is also strong demand for engineers who have the ability to manage IoT (Internet of Things), clouds, big data, and networks.

Marketing

Amidst the growing importance of digital marketing, there is a need for specialists equipped with the requisite knowledge and experience, as well as the ability to execute projects. The reality at present is that few people in the market are able to fulfil these criteria.

Accounting, human resources, legal

In addition to foreign companies entering the Japanese market, an increasing number of Japanese companies are also actively expanding their businesses in overseas markets. Consequently, there is a growth in demand for bilingual specialists who are able to serve as a bridge, linking Japanese and overseas businesses. There was also an increase in the demand for bilingual specialists with the ability to provide support in the areas of international IPOs, as well as M&A with overseas corporations.

MALAYSIA: EXTERNAL FACTORS BEHIND MARKET CAUTION



Sally Raj
Managing Director
Malaysia

Malaysia overall

+3%

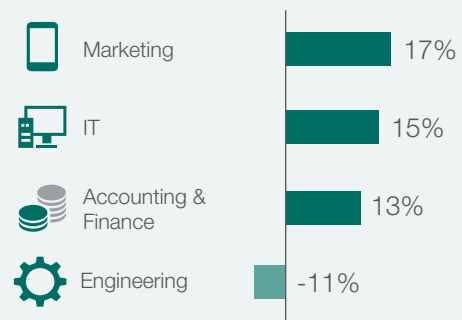
Annual
growth in job
advertisements

“The 3% increase in annual job advertising is a reflection of market caution driven by the weakening Ringgit and falling crude oil prices. Hiring in the third quarter was largely focused on key hires and business-critical niche positions. The exception to this general trend was the positive growth we have seen in the digital and e-commerce spaces as companies respond to changing consumer behaviour and invest in their online infrastructure and footprint.”

MARKET COMMENTARY

- Pressures to increase revenue drove companies to look at more creative approaches in reaching out to consumers. This created the 17% annual rise in job advertising for marketing professionals.
- Job advertising for IT positions grew 15% year on year as more consumers are drawn to online channels. This resulted in firms strengthening their infrastructure to support new technology.
- A 13% year-on-year increase in job advertisement volumes in accounting and finance. This was largely attributed to replacement hiring, particularly in shared services centres.
- The cautious outlook in the oil and gas industry was the main contributing factor to the 11% annual dip in advertised positions for engineering jobs.

PERCENTAGE CHANGE BY PROFESSION Q3 2014 VS Q3 2015



SINGAPORE: CYBER SECURITY AND CONSUMER ENGAGEMENT REMAIN TECH HOTSPOTS



Toby Fowlston
Managing Director
Southeast Asia

Singapore overall

+4%

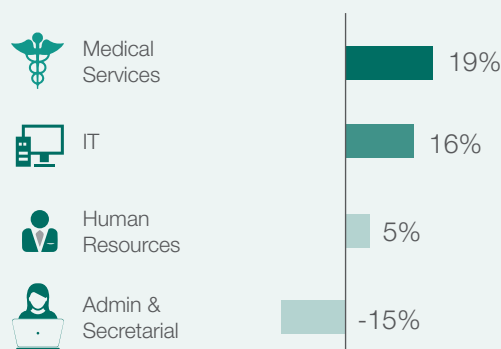
Annual
growth in job
advertisements

“Technology remains one of the largest recruitment drivers in Singapore. This is a result of new initiatives from companies which all involve strengthening IT infrastructure. Due to an increased level of technology risk, firms have also strengthened their efforts in cyber security given its vital role in data protection. In addition, a lot of technology advancement is now seen in how businesses work with their customers. This rampant rise in consumer engagement has also created a push from organisations to improve their online strategy. Interestingly, these digital-based projects have opened more opportunities for specialist contracting professionals. Such resources typically apply their expertise for about six to nine months, often overseeing the complete implementation of a project. The upward trends in both the technology sector and contracting hires are likely to continue as more companies are anticipated to digitise processes.”

MARKET COMMENTARY

- A constant demand for niche roles within medical services pushed job advertising up 19% from Q3 2014. As Singapore advances as a medical hub, we saw an increase in positions for technically-skilled professionals who could also support commercial teams to drive revenue.
- As expectations of the workforce evolve, employee engagement remains a priority for companies. Therefore, driving the push to hire skilled professionals as seen in the 5% rise for HR job advertising.
- Automation of internal company processes has affected job advertising for administrative and secretarial professionals as seen in the 15% annual dip.

PERCENTAGE CHANGE BY PROFESSION Q3 2014 VS Q3 2015



ROBERT WALTERS ASIA JOB INDEX Q3 2015: METHODOLOGY

Robert Walters is an award-winning business and one of the world's leading professional recruitment consultancies with offices in 24 countries and regions. The Asia Job Index tracks advertisement volumes for executive appointments across the leading job boards and national newspapers in the following:

China

51job.com
ChinaHR.com
Efinancialcareers.com
Jobchina.net
Linkedin.com
Zhaopin.com

Hong Kong

Classified Post
Recruit (Tuesday, Friday edition)
Cpjobs.com
CTgoodjobs.hk
Efinancialcareers.com
Jobmarket.com.hk
Jobs.gov.hk
Jobsdb.com.hk
Linkedin.com
Monster.com.hk

Japan

Daijob.com

Malaysia

The Star
Efinancialcareers.com
Jobstreet.com.my
Linkedin.com
Monster.com.my
Mystar.com.my

Singapore

The Straits Times
Efinancialcareers.com
Jobscentral.com.sg
Jobsdb.com.sg
Jobstreet.com.sg
Linkedin.com
Monster.com.sg
ST701.com.sg

South Korea

Incruit.com
Jobkorea.co.kr
Peoplenjob.com/home

ROBERT WALTERS ASIA JOB INDEX Q3 2015: CONTACT US

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Robert Walters is the leading professional recruitment firm in the Asian market and currently has a network of offices covering China, Hong Kong, Indonesia, Japan, Malaysia, Singapore, South Korea, Taiwan, Thailand and Vietnam.

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NETHERLANDS
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SOUTH KOREA
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VIETNAM