



VIETNAM ONLINE EMPLOYMENT INDICATOR – Q1/2008

Measuring Human Capital Demand and Supply in Vietnam

The Vietnam Online Employment Indicator is a quarterly review of online labor demand and supply posted on VietnamWorks.com. The labor demand and supply indexes are calculated on the basis of the number of jobs advertised (labor demand index) and resumes posted (labor supply index) on www.vietnamworks.com. The labor demand and supply indexes are not interpreted by the number of jobs and resumes posted on the web site, but track online trends in specific job categories and particular levels of jobs in various regions throughout Vietnam.

Quarterly Highlights

The gap between the labor demand and supply indexes narrowed due to an increased number of jobseekers posting CVs on VietnamWorks.com

The Sales category maintained the high growth rates in both demand and supply

The Manufacturing category was no longer in the Top Six Labor Demand, reflecting a slowdown of the economy

There was more demand and supply in the Securities industry despite the bear market

There was more supply in the Real Estate and Expatriates categories

Job by job level: demand for experienced employees remained strong

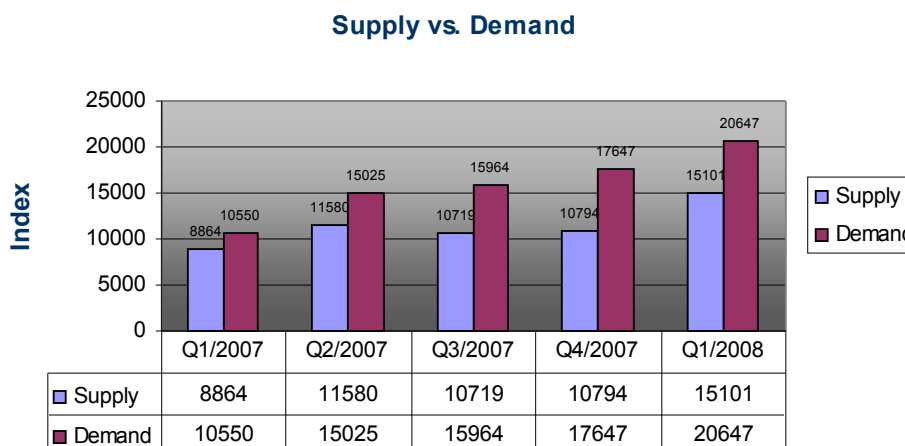
Overview

The Vietnam Online Employment Indicator Quarter I/2008 shows a trend upward in both labor demand and supply. Notably, for the first time in more than a year, the supply index rose dramatically higher than the demand index, helping narrow the gap between the supply and demand. This new trend likely mirrored the recent slowdown of the economy.

In the first quarter of the year, although the demand index rose slightly to 17% against last quarter, a majority of the industries tracked showed greater online job demand compared to the previous quarter, with 41 of 49 industries registering gains, while only 32 industries recorded gains in the last quarter of 2007.

In the meantime, the labor supply index continued its upward trend, showing a strong 40% increase, as compared with Quarter IV/2007, and the highest growth rate in the last five quarters, suggesting a “job-hopping” period is coming. Indeed, even the least growth category in supply — Temporary/Contract — rose at the rate of 19%, while the Restaurant/Food Service, Real Estate and Transportation/Logistics categories led the top six best growth categories, with the common growth rate of 69% compared to last quarter.

Below are the labor demand and supply indexes for the last five quarters:



Sales, Accounting/Finance, Administration/Clerical and Engineering categories maintained high gains in both demand and supply

The Sales category registered the largest gains in both demand and supply among all industries/categories in the first quarter, maintaining its solid growth since quarter III of 2007. Compared with the last quarter, sales supply index edged up 40% while demand index was 24%.

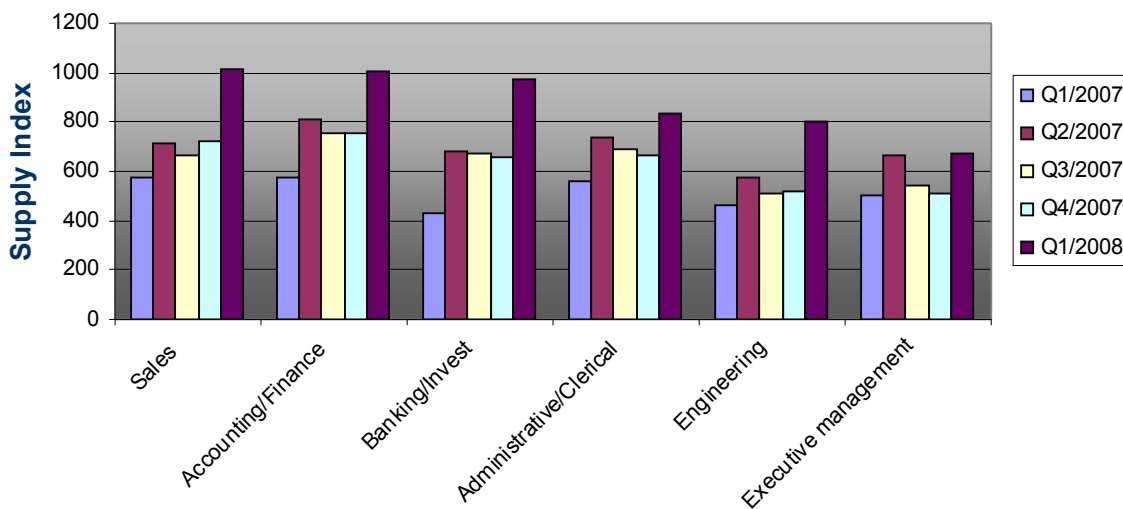
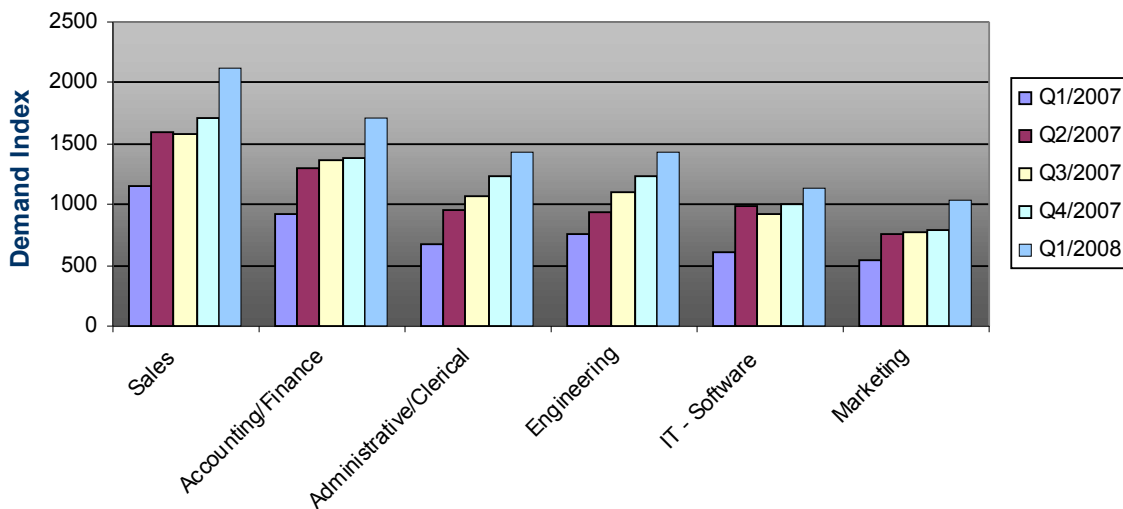
Online demand and supply in Administration/Clerical and Engineering remained considerably higher than levels a year ago and consecutively in the top six labor in demand and supply since Quarter I/2007. These numbers demonstrate sustained demand and supply in these categories.

The Accounting/Finance was also ranked in both top six labor in demand and supply with the index growth rates against the last quarter at 24% and 33% respectively.

In contrast, job availability in the Security Service category declined sharply in this quarter, followed by Entry Level/Internship, Warehouse, Agriculture and Pharmaceutical/Biotech.

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Top Six Labor Demand Categories in Q1/2008

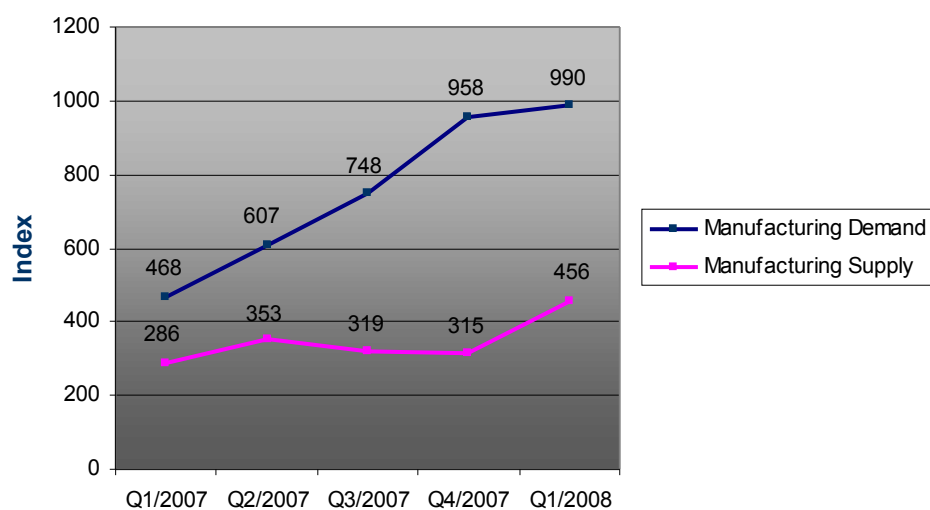


Manufacturing no longer in the Top Six Labor Demand Category, reflecting slowdown in the economy

Job availability in the Manufacturing category this quarter grew at the modest rate of 3% against last quarter, pushing this category out of the top six labor in demand.

In contrast, during this quarter the Manufacturing category lured more jobseekers, making the supply index rise to 45% against quarter IV of 2007 and ending a two-quarter downward trend.

Manufacturing - Demand vs. Supply



More demand and supply in Securities industry despite bear market

Online demand in the Securities category sky-rocketed to 1,493% vs. last quarter, making it the leading category in best growth industries. This resulted from the recent mushrooming growth of securities companies and reflected more online recruitment activity for securities occupations. In supply, this industry was also one of the top six best growth categories in the quarter with a 66% increase, indicating that this was still the “sexy” industry despite the ongoing turmoil in Vietnamese stock market.

Best Growth by Percentage in Demand

Category	Q1/2008	Q4/2007	Percentage (+)
Securities	223	14	1493%
Temporary/Contract	9	2	350%
Oil/Gas/Mineral	134	92	46%
Environment/Waste Services	70	50	40%
Furniture/Interior Design	119	85	40%
Cosmetics	63	46	37%

Best Growth by Percentage in Supply

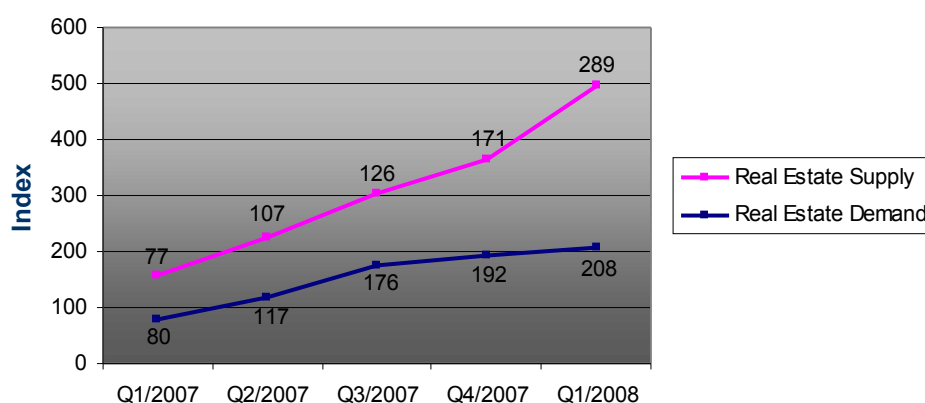
Categories	Q1/2008	Q4/2007	Percentage (+)
Restaurant/Food Service	93	55	69%
Real Estate	289	171	69%
Transportation/Logistics	108	64	69%
Expat	132	79	67%
Securities	376	227	66%
Construction	435	273	59%

Expatriate and Real Estate rose in Supply

The supply in the Expatriate category during the first quarter showed a strong rise of 67%, compared with the previous quarter. It is predicted that this trend will continue, as the 3% hiring cap on foreign workers was recently lifted by the Government, allowing companies to recruit foreigners according to their demand.

The supply in Real Estate rose a dramatic 69% over the quarter, ranking it second in the list of best growth in supply. In the previous quarter, Real Estate also was in the list of best growth in supply, with a 36% rise compared to quarter III/2007. The solid increase in supply reflected the attraction of jobseekers to Real Estate. However, the online job availability in this industry has been fairly flat in the last three quarters, while supply has increased significantly.

Real Estate - Demand vs. Supply



Job location distribution

Job location distribution – Top Five

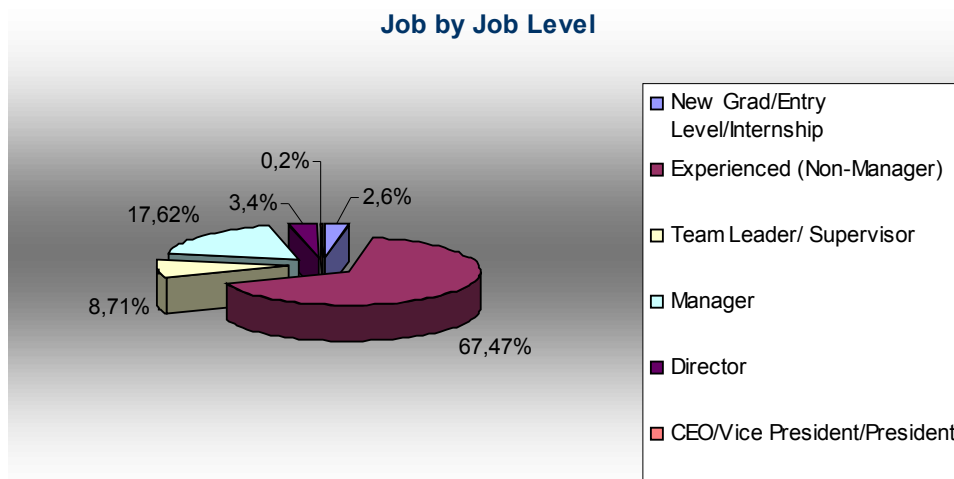
City Name	Job index by Location
Ho Chi Minh	5620
Ha Noi	4234
Binh Duong	510
Dong Nai *	363
Da Nang	174

() including Bien Hoa city and Dong Nai province*

In this quarter Ho Chi Minh City remained the top and followed by Hanoi. Both cities showed increased numbers of jobs, but Ho Chi Minh City increased 9% against last quarter, while Hanoi rose only 2% compared to the fourth quarter of 2007. Southern provinces were more attractive than other regions across the country, while in the central region, Da Nang led in terms of job distribution.

Job by Job level

During the first quarter of 2008, online job opportunities for experienced staff at the non-manager level recorded the highest rate, accounting for 67.47%, while it was only 17.62% at the manager level. Following were Team leader/Supervisor at 8.71%, Director at 3.4%, New Grad/Entry Level/Internship at 2.6%, and CEO/President/Vice President at 0.2%.



Demand Index					
Section	Q1/2008	Q4/2007	Q3/2007	Q2/2007	Q1/2007
Accounting/Finance	1710	1383	1364	1303	920
Administrative/Clerical	1437	1229	1070	947	675
Advertising/Promotion/PR	516	397	364	380	243
Agriculture/Forestry	41	50	27	29	34
Architecture	355	269	188	175	93
Arts/Design	262	214	178	189	151
Banking / Invest	806	640	634	588	413
Construction	771	615	482	404	308
Consulting	140	105	120	122	86
Cosmetics	63	46	20	34	24
Customer Service	353	259	203	236	171
Chemical / Biochemical	172	159	138	133	76
Education/Training/Library	224	175	178	180	130
Entry level/Internship	436	512	631	538	291
Environment/Waste Services	70	50	46	26	22
Engineering	1433	1240	1102	938	761
Executive management	781	696	752	737	524
Expat	53	52	56	69	35
Export-Import	399	369	288	277	153
Food/Beverage	125	98	110	107	61
Footwear	21	19	27	25	31
Furniture/Interior Design	119	85	99	85	49
Health Care/Medical	150	130	112	83	60
Human Resources	681	532	454	421	304
Insurance	93	94	114	94	62
Interpreter/Translator	385	347	305	289	169
IT - Hardware/Networking	680	587	568	483	306
IT - Software	1139	997	927	986	611
Legal	161	162	173	144	95
Manufacturing	990	958	748	607	468
Marketing	1034	789	767	760	547
Media/Newspaper	117	108	71	91	51
NGO/Non-profit	235	194	207	165	142
Oil/Gas/Mineral	134	92	93	95	54
Other	63	53	16	20	11
Purchasing	256	229	171	175	137
Pharmaceutical/Biotech	170	174	147	187	113
Real Estate	208	192	176	117	80
Restaurant/Food Service	123	93	56	60	73
Retail/Wholesale	54	58	48	51	22
Sales	2118	1711	1577	1599	1152
Securities	223	14	75	0	0
Security Service	22	219	11	9	10
Telecommunications	207	188	180	216	162
Temporary/Contract	9	2	3	9	12
Textiles/Garments	196	199	207	184	142
Tourism/Hotel	435	400	308	287	250
Transportation/Logistics	396	362	304	293	206
Warehouse	81	101	69	78	60

Supply Index					
Section	Q1/2008	Q4/2007	Q3/2007	Q2/2007	Q1/2007
Accounting/Finance	1007	755	751	813	573
Administrative/Clerical	832	668	692	738	558
Advertising/Promotion/PR	450	348	378	435	328
Agriculture/Forestry	69	53	53	52	41
Architecture	91	62	60	72	61
Arts/Design	203	147	144	166	134
Banking/Invest	975	656	673	678	433
Construction	435	273	252	266	224
Consulting	244	181	179	226	164
Cosmetics	79	61	64	69	57
Customer Service	613	446	435	505	389
Chemical/Biochemical	209	152	171	161	121
Education/Training/Library	247	179	202	207	169
Entry level/Internship	369	301	286	269	218
Environment/Waste Services	150	97	104	109	78
Engineering	801	518	511	576	460
Executive management	674	513	547	666	504
Expat	132	79	94	46	49
Export-Import	451	330	331	414	319
Food/Beverage	202	145	149	148	123
Footwear	33	24	24	28	26
Furniture/Interior Design	105	84	70	74	58
Health Care/Medical	49	40	34	31	24
Human Resources	555	416	420	457	338
Insurance	93	62	65	72	50
Interpreter/Translator	232	166	189	211	152
IT - Hardware/Networking	556	396	373	413	337
IT - Software	533	392	388	419	337
Legal	76	62	65	62	47
Manufacturing	456	315	319	353	286
Marketing	219	156	165	203	152
Media/Newspaper	98	74	77	79	59
NGO/Non-profit	226	170	194	232	177
Oil/Gas/Mineral	213	135	140	149	114
Other	267	168	164	194	154
Purchasing	80	62	60	64	48
Pharmaceutical/Biotech	128	102	103	100	73
Real Estate	289	171	126	107	77
Restaurant/Food Service	93	55	56	66	50
Retail/Wholesale	144	105	91	97	70
Sales	1010	720	665	713	575
Security Service	10	7	8	6	7
Securities	376	227	130	0	0
Telecommunications	319	204	204	256	195
Temporary/Contract	32	27	25	32	26
Textiles/Garments	114	76	78	88	71
Tourism/Hotel	370	286	284	318	237
Transportation/Logistics	108	64	69	83	67
Warehouse	84	64	57	57	54

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VietnamWorks.com is the largest job website in Vietnam, and a web-recruiting pioneer, matching people with jobs, and matching companies with top talent over the Internet since 2002. We provide richly featured recruiting services for thousands companies and hundreds of thousands of jobseekers that utilize our job-posting and candidate resume databases. For jobseekers, VietnamWorks.com provides access to the most jobs, the best companies, and the best resources for career advancement. For employers, VietnamWorks.com provides job posting services, a searchable database in which nearly three-hundred-thousand jobseekers have posted CVs, and print job advertisement in popular Vietnamese and English newspapers.

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