



**VIETNAM ONLINE EMPLOYMENT INDICATOR – QII/2008**

**Measuring Human Capital Demand and Supply in  
Vietnam**

The Vietnam Online Employment Indicator is a quarterly review of the 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](http://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 are tracked through online trends in specific job categories and particular levels of jobs in various regions throughout Vietnam.

### **Quarterly Highlights**

***Supply indexes edged up slightly while Demand indexes showed a flat growth***

***Sales, Engineering, Accounting/Finance and Administrative/Clerical continued to be the “hottest” industries in the labor market***

***Manufacturing rose and replaced Marketing in the Top Six Labor Demand***

***Demand and supply in Securities cooled down after a fast and furious quarter***

***Job location distribution: Replacing Da Nang, Hai Phong named itself in the Top Five Provinces with highest indexes***

***Job by Job levels: the labor market was mostly in the dearth of qualified workforce.***

### **Overview**

Online labor demand and supply in the second quarter of 2008 tracked by VietnamWorks.com showed the upswing had slowed down. Demand index registered a flat growth at 0.3% in quarter II/2008, reflecting the economic conjuncture in two consecutive quarters.

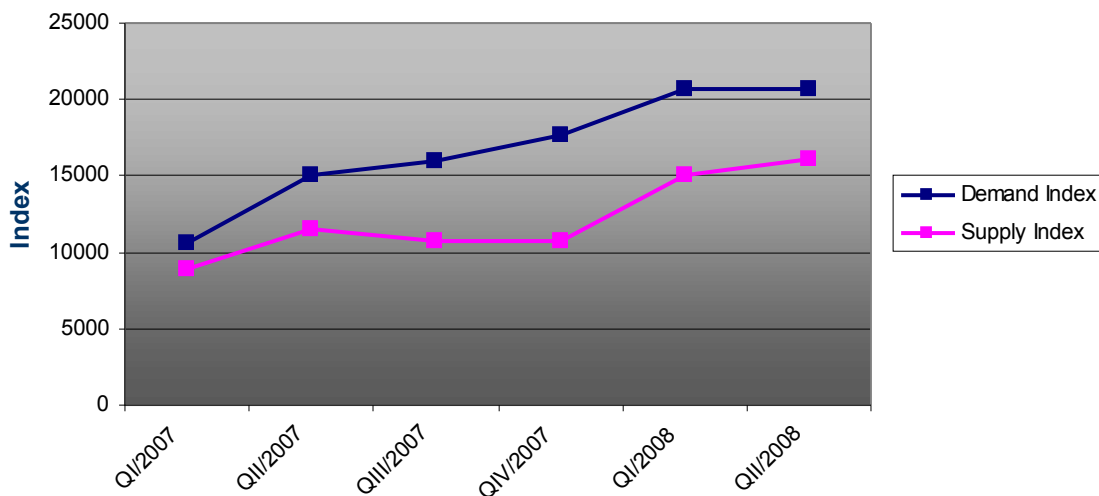
Since quarter IV/2006, this is the first time the online demand index went flat through the hopping season. During the same period last year, the demand index rose significantly and far exceeded the supply index. Entering the second quarter this year, recruitment was reported to be hold with 24 of the 49 industries tracked on the website declined in demand.

Among the accelerating industries, Retail/Wholesales recorded the highest gains compared to the previous quarter, at 76%, and following were Warehouse, Footwear, Oil/Gas/Mineral, Telecommunications, Engineering and Manufacturing. By a gain of 269 points, Engineering made it to the top in the Best Growth By Volume with a 19% increase.

Meanwhile, the online supply index grew at a modest rate of 6% in total, the lowest rate in two successive quarters. While supply in 13 industries tracked was in deceleration, among the increasing ones, Legal recorded the highest gain at 24%. However, with the halt of demand in this quarter, a small step forward in supply also helped shorten the gap between labor demand and supply.

The statistics of the online labor demand and supply in the two recent consecutive quarters indicated the gap between labor demand and supply indexes had been continually abridged, helping cool down the Vietnam labor market recently.

**Demand vs. Supply 2007-2008**



**Sales, Engineering, Accounting/Finance and Administrative/Clerical continued to be the hottest industries in the labor market**

Sales, Engineering, Accounting/Finance and Administrative/Clerical have been consistently in the Top Six Labor Demand and Supply Categories since quarter I/2007, demonstrating that these are still the “hottest” industries in the labor market.

Sales demand index fell 7% against the previous quarter, ending three consecutive growing quarters. Sales led the Top Six Labor Demand Categories while its supply index was slowly on an upward track with a 2% increase.

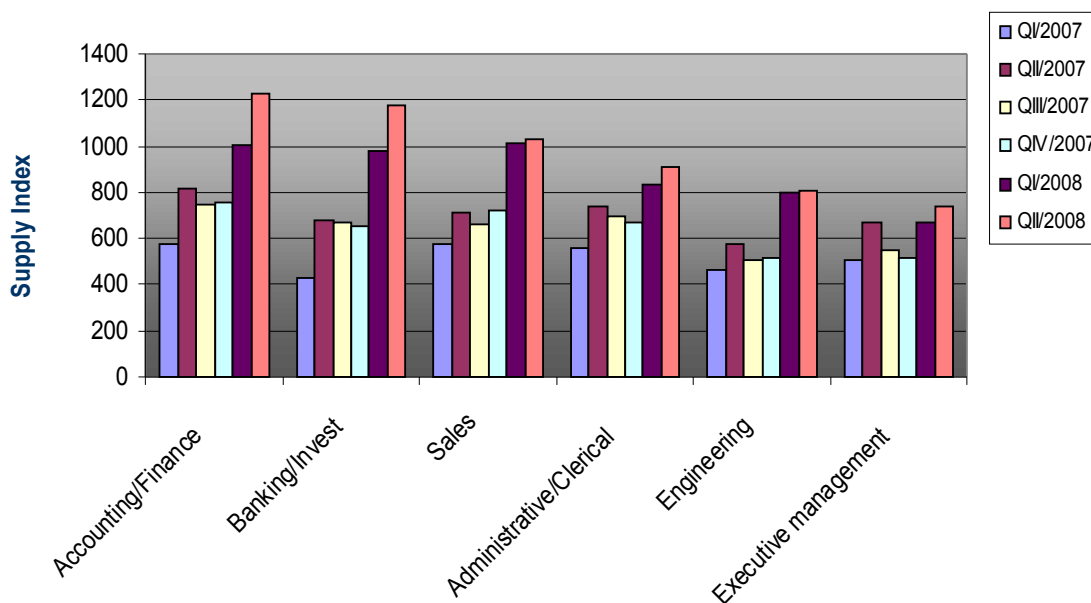
Although the demand index of the IT-Software Industry lost by 2% this quarter, it was still one of six categories that had the highest demand indexes. Furthermore, IT-Software also had been in the Top Six Labor Demand Categories for six consecutive quarters, meaning supply for this industry continued to be lacking.

**Top Six Labor Demand Categories in QII/2008**



Meanwhile, all industries in the Top Six Labor Supply Categories remained the same and recorded gains against quarter I/2008. In particular, Accounting/Finance registered a 22% growth in comparison with the previous quarter, making it the “leader” in the Top Six Labor Supply Categories, even though its demand index dropped by 3% this quarter. Banking/Invest also grew by 20% in supply, positioning itself in number 2 on the list of the highest supply indexes, while its demand index decreased by 13% compared with quarter I/2008.

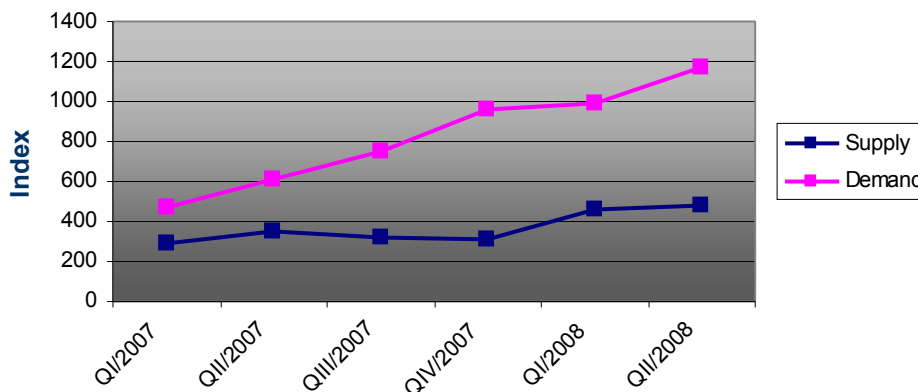
Top Six Labor Supply Categories in QI/2008



**Manufacturing rose and replaced Marketing in the Top Six Labor Demand Categories**

Notably this quarter, the Manufacturing supply index edged up by 5% and demand index gained a 19% increase compared to quarter I/2008, making it on the list of the Best Growth By Volume and enabling it to replace the Marketing in the Top Six Labor Demand Categories. Furthermore, the demand index in Manufacturing had increased continuously since the beginning of 2007, showing a steady growth of this industry recently.

Manufacturing - Demand vs. Supply



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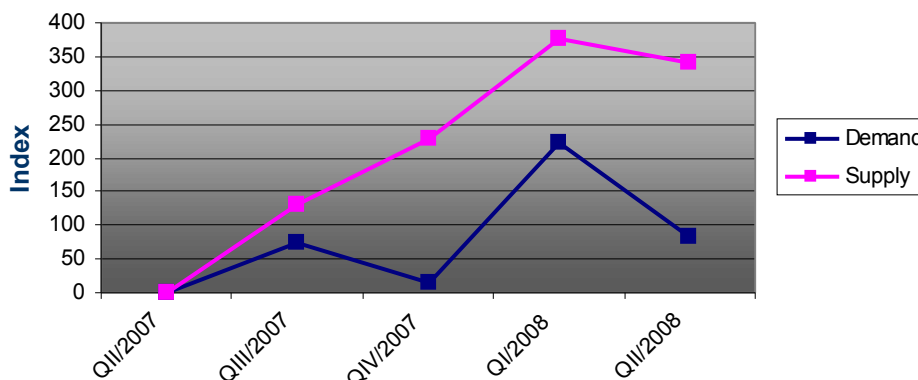
However Marketing, after an upsurge in quarter I/2008, fell 12% in the demand index and 2% in the supply index against the first quarter of this year.

In the meantime, the demand index of Advertising/Promotion/PR, one of the “hot” industries that had attracted a lot of young candidates, lost 11% while the supply index continued to grow with an increase of 7% compared to the first quarter of the year 2008.

**Demand and supply in Securities cooled down after a fast and furious quarter**

The online demand and supply indexes of Securities had the steepest decline in quarter II/2008 with a 63% decrease in demand and a 9% drop in supply compared to the previous quarter, making it the biggest “loser” of the quarter. The figures tracked clearly mirrored the damping stock market in Vietnam in the last three months, frustrating both employers and employees, causing a mass flee of work force in this industry. The harsh elimination of employment in Securities, however, was a good remedy to stabilize labor demand and supply in this category, which had overheated recently.

**Securities - Demand vs. Supply**



**Job location distribution: Replacing Da Nang, Hai Phong named itself in the Top Five with highest indexes**

*Job Location Distribution – Top Five*

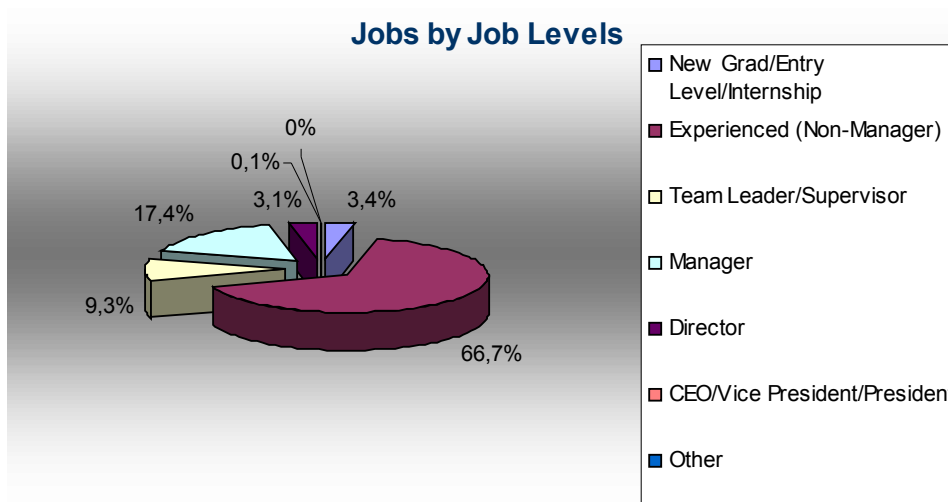
City Name	Job Index by Location
Ho Chi Minh	5606
Ha Noi	4653
Binh Duong	568
Hai Duong	233
Dong Nai*	359
Hai Phong	185

(\* Including Bien Hoa city and Dong Nai province)

Ho Chi Minh City and Hanoi remained in the top but job distribution in Ho Chi Minh City slightly decreased by 0.2% while Hanoi was in an upward swing with a 10% growth compared to quarter I/2008. This quarter, Da Nang lost 7% in the job index and was replaced by Hai Phong in the Top Five list.

**Job by Job levels: The labor market was mostly in the dearth of qualified workforce**

In the second quarter of the year 2008, job availability for experienced staff at the non-manager level still prevailed at 66.7% despite the slight down of 0.8% in comparison with the previous quarter. Also, job opportunities for job-seekers at the Team Leader/Supervisor level reached 9.3%, accounting for a 0.6% growth against quarter I/2008. This showed the labor market was mostly in the dearth of qualified workforce. Recruitment in New Grad/Entry Level/Internship Level edged up slightly by 0.8% compared to the first quarter of the year, gaining 3.4% this quarter, followed by Manager level at 17.4%, Director at 3.1% and CEO/Vice President/President at 0.1%.



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Demand Index						
Section	QII/2008	QI/2008	QIV/2007	QIII/2007	QII/2007	QI/2007
Accounting/Finance	1658	1710	1383	1364	1303	920
Administrative/Clerical	1422	1437	1229	1070	947	675
Advertising/Promotion/PR	460	516	397	364	380	243
Agriculture/Forestry	42	41	50	27	29	34
Architecture	362	355	269	188	175	93
Arts/Design	301	262	214	178	189	151
Banking/Invest	698	806	640	634	588	413
Construction	822	771	615	482	404	308
Consulting	93	140	105	120	122	86
Cosmetics	42	63	46	20	34	24
Customer Service	325	353	259	203	236	171
Chemical/Biochemical	177	172	159	138	133	76
Education/Training/Library	232	224	175	178	180	130
Entry level/Internship	514	436	512	631	538	291
Environment/Waste Services	53	70	50	46	26	22
Engineering	1702	1433	1240	1102	938	761
Executive management	729	781	696	752	737	524
Expat	62	53	52	56	69	35
Export-Import	435	399	369	288	277	153
Food/Beverage	122	125	98	110	107	61
Footwear	28	21	19	27	25	31
Furniture/Interior Design	106	119	85	99	85	49
Health Care/Medical	156	150	130	112	83	60
Human Resources	626	681	532	454	421	304
Insurance	98	93	94	114	94	62
Interpreter/Translator	436	385	347	305	289	169
IT - Hardware/Networking	684	680	587	568	483	306
IT - Software	1119	1139	997	927	986	611
Legal	173	161	162	173	144	95
Manufacturing	1175	990	958	748	607	468
Marketing	908	1034	789	767	760	547
Media/Newspaper	128	117	108	71	91	51
NGO/Non-profit	227	235	194	207	165	142
Oil/Gas/Mineral	174	134	92	93	95	54
Other	49	63	53	16	20	11
Purchasing	276	256	229	171	175	137
Pharmaceutical/Biotech	183	170	174	147	187	113
Real Estate	174	208	192	176	117	80
Restaurant/Food Service	121	123	93	56	60	73
Retail/Wholesale	95	54	58	48	51	22
Sales	1977	2118	1711	1577	1599	1152
Securities	82	223	14	75	0	0
Security Service	20	22	219	11	9	10
Telecommunications	260	207	188	180	216	162
Temporary/Contract	5	9	2	3	9	12
Textiles/Garments	193	196	199	207	184	142
Tourism/Hotel	407	435	400	308	287	250
Transportation/Logistics	447	396	362	304	293	206
Warehouse	134	81	101	69	78	60

Supply Index						
Category	QII/2008	QI/2008	QIV/2007	QIII/2007	QII/2007	QI/2007
Accounting/Finance	1225	1007	755	751	813	573
Administrative/Clerical	910	832	668	692	738	558
Advertising/Promotion/PR	480	450	348	378	435	328
Agriculture/Forestry	77	69	53	53	52	41
Architecture	87	91	62	60	72	61
Arts/Design	194	203	147	144	166	134
Banking/Invest	1174	975	656	673	678	433
Construction	438	435	273	252	266	224
Consulting	268	244	181	179	226	164
Cosmetics	82	79	61	64	69	57
Customer Service	648	613	446	435	505	389
Chemical/Biochemical	218	209	152	171	161	121
Education/Training/Library	283	247	179	202	207	169
Entry level/Internship	332	369	301	286	269	218
Environment/Waste Services	145	150	97	104	109	78
Engineering	808	801	518	511	576	460
Executive management	735	674	513	547	666	504
Expat	141	132	79	94	46	49
Export-Import	491	451	330	331	414	319
Food/Beverage	211	202	145	149	148	123
Footwear	30	33	24	24	28	26
Furniture/Interior Design	103	105	84	70	74	58
Health Care/Medical	50	49	40	34	31	24
Human Resources	624	555	416	420	457	338
Insurance	107	93	62	65	72	50
Interpreter/Translator	283	232	166	189	211	152
IT - Hardware/Networking	545	556	396	373	413	337
IT - Software	540	533	392	388	419	337
Legal	94	76	62	65	62	47
Manufacturing	479	456	315	319	353	286
Marketing	215	219	156	165	203	152
Media/Newspaper	120	98	74	77	79	59
NGO/Non-profit	239	226	170	194	232	177
Oil/Gas/Mineral	225	213	135	140	149	114
Other	251	267	168	164	194	154
Purchasing	97	80	62	60	64	48
Pharmaceutical/Biotech	143	128	102	103	100	73
Real Estate	289	289	171	126	107	77
Restaurant/Food Service	84	93	55	56	66	50
Retail/Wholesale	146	144	105	91	97	70
Sales	1034	1010	720	665	713	575
Securities	342	376	227	130	0	0
Security Service	10	10	7	8	6	7
Telecommunications	319	319	204	204	256	195
Temporary/Contract	34	32	27	25	32	26
Textiles/Garments	111	114	76	78	88	71
Tourism/Hotel	409	370	286	284	318	237
Transportation/Logistics	104	108	64	69	83	67
Warehouse	97	84	64	57	57	54

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