
Andree Mangels

General Director,
Adecco Malaysia & Vietnam

- Oversees all business activities & operations of Adecco Malaysia & Vietnam
 - 15+ years of experience in Recruitment industry
-



House rules



Please **stay on mute** throughout the call.



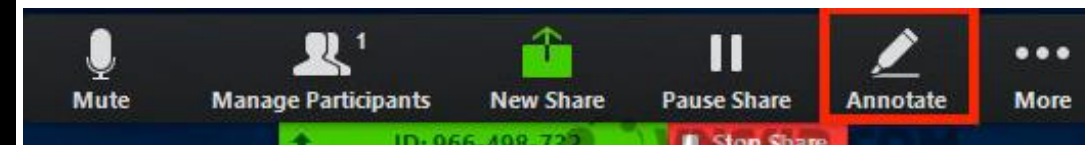
We will have a **Q&A session** for each topic



You'll receive the deck and a recording of the call afterwards



Use **annotation** based on our instructions



**What is the greeting way
that you prefer most in
COVID-19?**

Here are some of our initiatives



The impact of COVID-19 on

Vietnam's recruitment & salary trends in 2020

Today's agenda

1. Changes in recruitment demand during COVID-19
 2. Vietnam Salary Guide 2020
 3. How to best restart your business after the crisis?
 4. Free takeaways
-

1. Recruitment demand changes in Vietnam

Which industry have high recruitment demand during this crisis?

- a) Electronics
- b) E-commerce**
- c) Manufacturing
- d) Oil & Gas



55%

SMEs would go bankrupt if
COVID-19 continues for over 3
months.

Source: Vietnam Young Entrepreneurs Association
(VYBA)

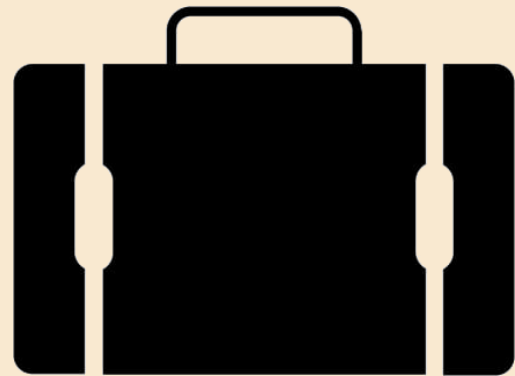


74%

Small business disappear if this
pandemic persists for over 6
months

Source: Private Economic Development Research Board
(IV Board)

Labour cuts



HORECA

TOURISM

AVIATION



MANUFACTURING



EXPORT

Labour needed



HEALTHCARE



FMCG



E-COMMERCE

Q&A

2. Vietnam Salary Guide 2020

What kind of job will have high demand and have biggest salary increment in 2020?

Use the **stamp** in annotation to tick on the top earner in your opinion



Finance manager	Software engineer	HRBP	Sales & Marketing Manager

Adecco

2020 Vietnam
Salary
Guide



About the report

Adecco Annual Salary Guide (7th addition)

- ✓ Overall labor market insights in Vietnam
 - ✓ Recruitment trends and in-demands skills across 10 key industries & functions
 - ✓ Current market salary based on job responsibilities and working experiences
-

Employee's expectations for a new job



Higher salary
& bonus



Professional
development



Company
culture

Top trending skills required



Communication



Creativity



Leadership

15 – 20%

Salary increase for top-notch positions since last year

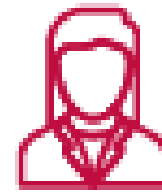
We will go through some industries which are not hit by COVID-19 and have significant salary changes in 2020

Financial services

Top 3 emerging positions



CFO/Chief Accountant

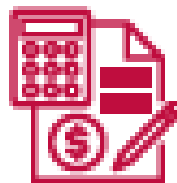


Digital Banking Officer

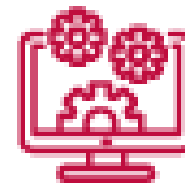


Finance Manager

Top trending technical skills required



Financial Programming



Machine Learning



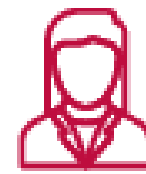
Artificial Intelligence & Deep Learning

Healthcare

Top 3 emerging positions



Sales Manager



Product Marketing Manager



Government Affairs And Public Policy Manager (GAPP)

Top trending technical skills required



Pharmacy & Medical background



Clinical Pharmacology knowledge



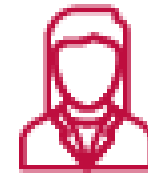
Tender Listing knowledge

Information Technology

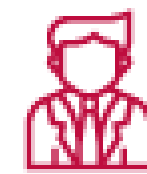
Top 3 emerging positions



AI/ML Engineer

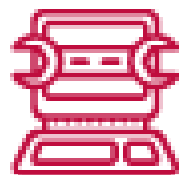


Big Data Engineer

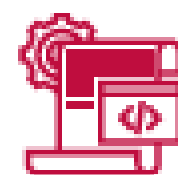


DevOps Engineer

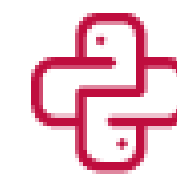
Top trending technical skills required



DevOps



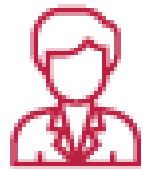
Java



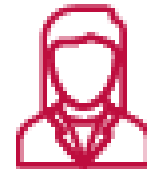
Python

FMCG

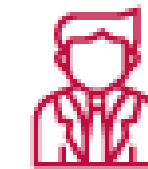
Top 3 emerging positions



Digital & CRM Manager



Sales Manager



Marketing Manager

Top trending technical skills required



Financial & Analytical Acumen



Sales and Business Development



Leveraging Insights into Actions

Q&A

3. How to best restart your business after the crisis?

**What have you done to
prepare for your employees
after the crisis?**

Raise your hands to answer or leave
your answer in the chat box

Let's see our colleagues in China share
their experiences





Restart your company in a safe way

Safely back to work protocols





Access control and quarantine

- Set clear policies for workplace access
- Measure body temperature at building entry
- Conduct random visual and temperature checks during workday
- Request employee quarantine when slightest COVID-19 symptom shows up
- Track and document all building entries and exits



Remote working

- Encourage remote work in all roles that do not require physical presence
- Provide webinars on remote-working and - leadership best practices



Work and shift planning

- Create differentiated shift plans and break times for minimum congestion on work premises
- Split shifts and disperse work- places/desks to ensure minimum distance
- Identify and isolate critical employee groups
- Define contingency plans for work- place closures



Hygiene and health

- Set clear policies for physical distancing in workplace
- Establish daily disinfection procedures
- Promote mandatory health and hygiene protocols (e.g., hand washing, mask use, glove use) for employees
- Stop elevator use whenever possible
- Discontinue use of shared items (e.g., pens, phones)



Compliance and communication

- Communicate at least once per day about purpose and changes on measures in effect
 - Perform random checks in all departments on full list of measures
 - Report COVID-19 symptoms to relevant health authorities
 - Clear all protocols with local authorities
-

Creativity for safety



Protect others during lunch



Allow cosplay outfits at work



If you are showing any symptoms, stay home, avoid contact with others and contact your doctor

Create guidelines by infographics

How to prepare yourself to go outside:



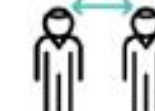
Long sleeves



Tight hair



Travel alone if you



2 metres
6 feet



Do not touch with your hands



Paper tissue to touch anything

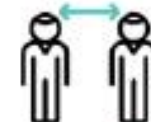


Sealed bins



Immediate hand wash (once per 1 hour minimum)

When you arrive at your destination:



2 metres, no kiss no hug, no handshake



Prefer digital payment



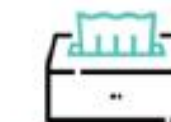
Cover your cough (use elbow or tissue)



Hand wash (once per 1 hour minimum)



Do not touch your face, eyes, nose, mouth)



Paper tissue to touch



No machine, tool, or desk sharing



No lift, no queuing

**Remember,
tough time never lasts**

4. Free takeaways

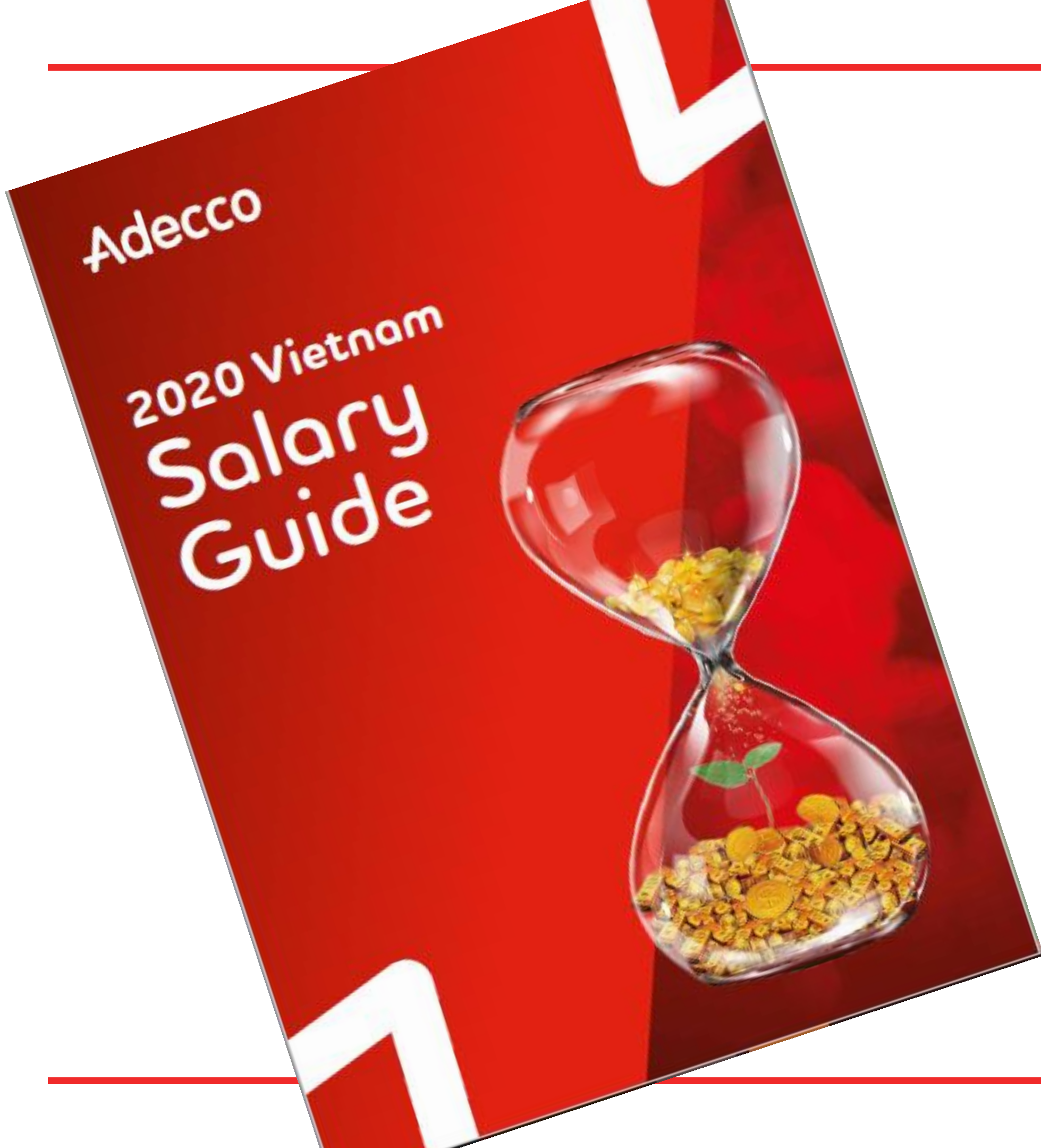
COVID-19 Protect App



The all-in-one guide and e-learning app to protect you and your people from Coronavirus.

Visit covidprotect.glideapp.io or scan the code below to download.





Scan the QR code to download

Adecco

**All-in-one HR Guide to Manage
Your Workforce Through
COVID-19**



Scan the QR code to download

Q&A

Thank you

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