



DECODING GLOBAL TALENT

Malaysia Edition

Ultimate Guide to
Work Trends 2021

REPORT 1 | WHERE



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DECODING GLOBAL TALENT

The Post-COVID Job Market

We're proud to share with you the world's largest body of research on work trends, delivering global scale data with local depth. The results we are sharing with you are valid for a minimum of 2 years.

We present this to you as part of our ongoing commitment as your **No.1 Trusted Talent Partner** in Asia. These results have deep actionable insights for your market that will enable you to better connect jobseekers to #JobsThatMatter. Following COVID-19, in this 'New Normal' jobs truly do matter more than ever.

How these findings help you:

- Provide the ability to be more focused in the jobseekers you approach
- Understand how appealing your market is and therefore if additional benefits or compensation would be required to attract a candidate
- Know which nationalities are worth targeting based on your market
- Discover if there are remote working opportunities that can be leveraged

Presented by:

JobStreet



In partnership with:

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WHAT'S NEW?

Taking into consideration our ever-evolving employment landscape, and delivering on the commitment to provide the richest insights, additional areas have been explored across the 3 reports.

COVID-19

Assessment of direct impact on current working mode, employment, efficiency, engagement and career outlook

Sustainability

Evaluation of importance of sustainability & climate impact to jobseekers, status quo and room for improvement

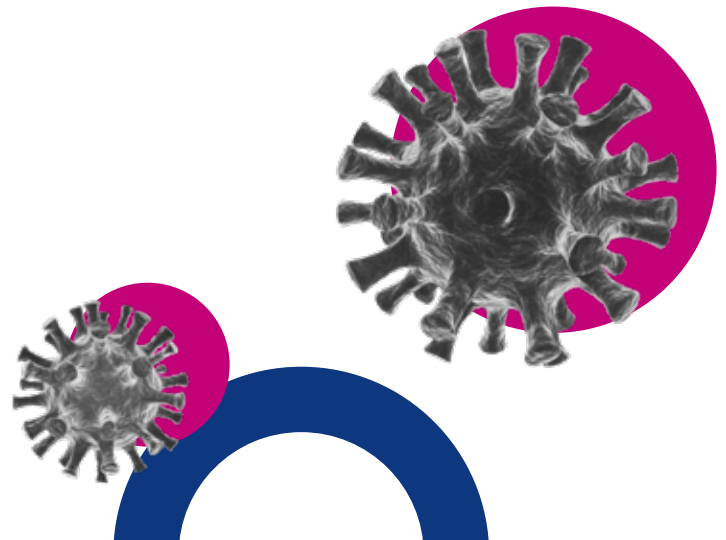
New Mobility

International Remote Hiring

Assessment of perception of mobility of work (versus mobility of workers) following surge in remote working and increased possibility of remote hiring

Diversity & Inclusion

Evaluation of importance of D&I to jobseekers, challenges faced, status quo and room for improvement



WHERE?

MOBILITY OVERVIEW

COVID has completely re-drawn the world map and the very definition of workforce mobility.

This report covers the following:

Willingness

to work abroad
local & global perspective

Emergence

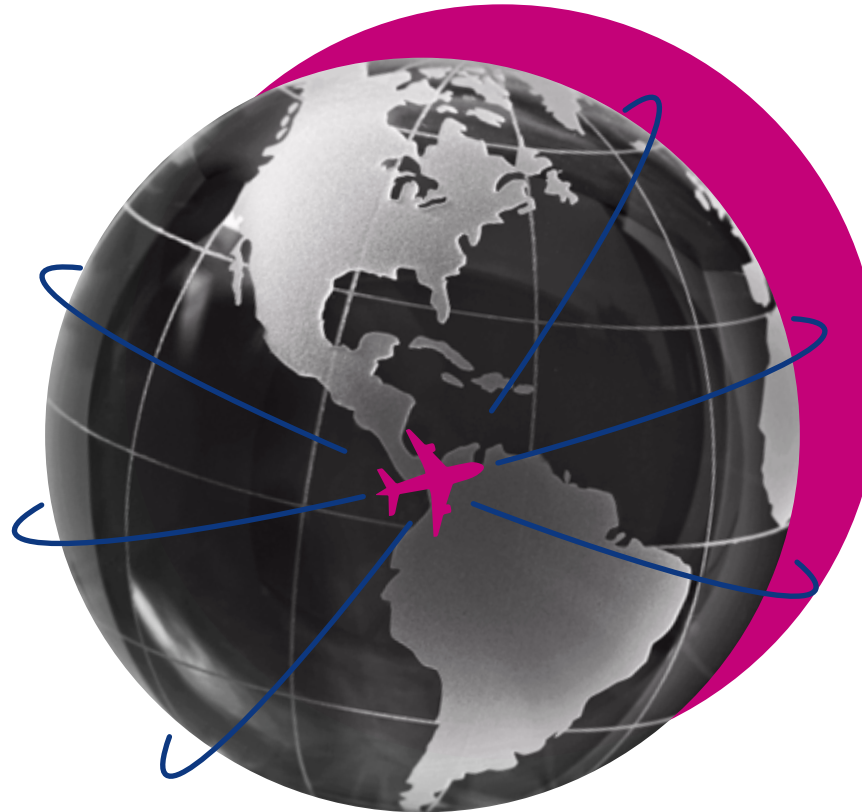
of new mobility
local & global perspective

Top 10 countries

people wish to live in.

Top 10 cities

people wish to work in



Key findings globally:

- Willingness to move abroad has dropped significantly
- Top 10 countries and cities have changed due to impact and mismanagement of COVID
- Emergence of new mobility: work comes to you in the new world

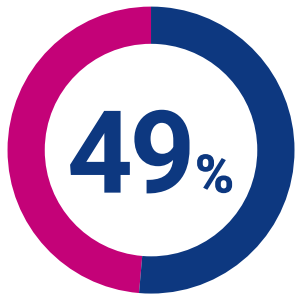
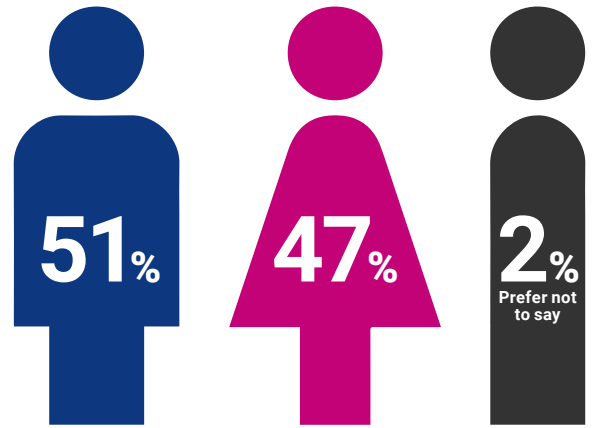
LOCATION

A great amount of time and care has gone into ensuring the scale of this report delivers deep and actionable insights.

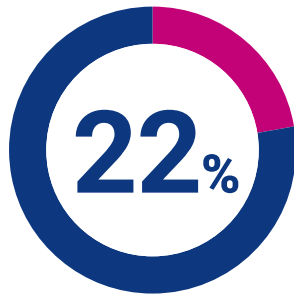
208,805 people
in more than **190** countries.

	Americas	Middle East & Africa	Europe	Asia-Pacific
10,000 or more respondents			Turkey	Russia Indonesia Philippines
5,000 - 9,999 respondents	US		Denmark France Germany	Spain Switzerland Singapore Malaysia
1,000 - 4,999 respondents	Mexico	Angola Algeria Egypt Ivory Coast Saudi Arabia South Africa	Hungary Kazakhstan Netherlands Poland Portugal Romania	Serbia Slovenia UK China (incl. Hong Kong) Thailand
500 - 999 respondents	Chile	Cameroon Democratic Republic of Congo Jordan	Senegal United Arab Emirates Zambia	Albania Austria Belarus Bulgaria Finland
50 - 499 respondents	Argentina Brazil Canada	Benin Gabon Iraq Iran Kenya Kuwait Lebanon Libya Morocco	Nigeria Oman Qatar Sudan Syria Togo Tunisia Yemen	Azerbaijan Belgium Bosnia Herzegovina Cyprus Estonia Greece Italy
Less than 50 respondents	Other Americas	Other Middle East & Africa	Other Europe	Other Asia & Pacific

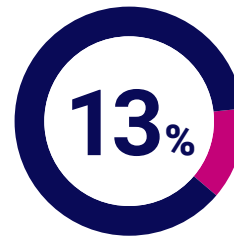
AGE, GENDER & EDUCATION



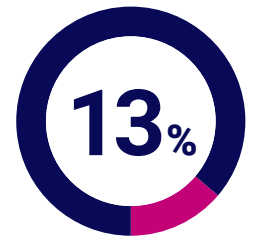
Bachelor



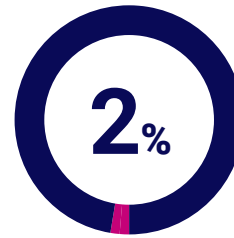
Master/Diploma



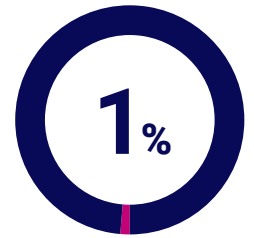
Secondary Qualification



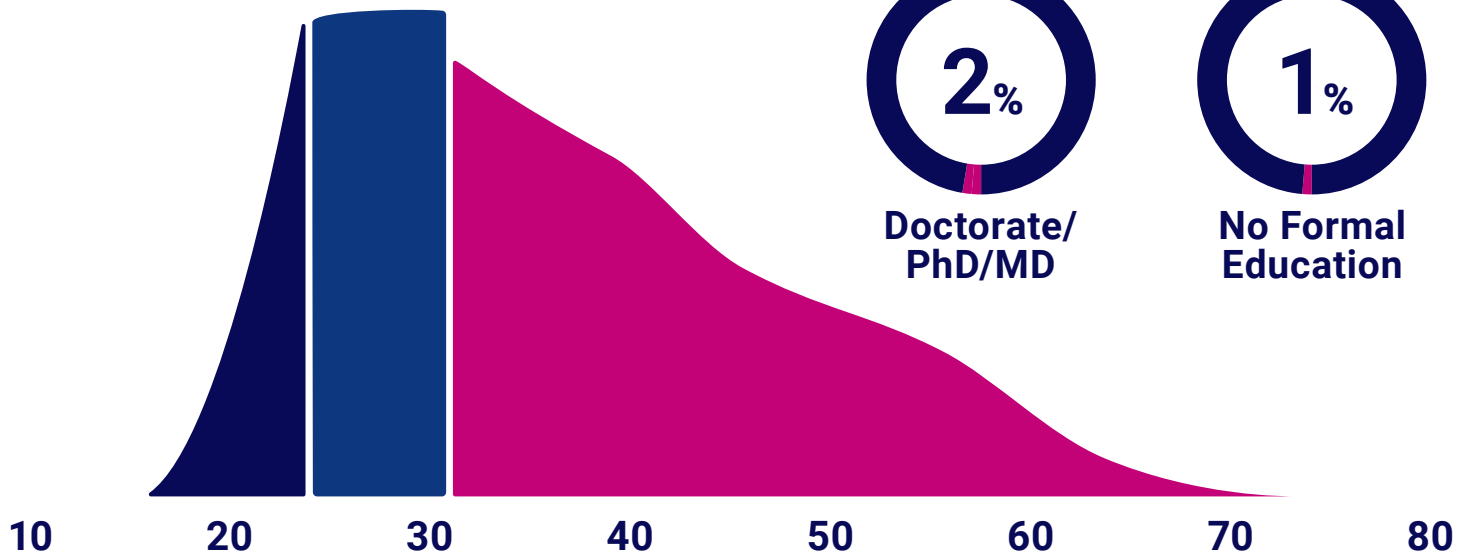
High School



Doctorate/
PhD/MD



No Formal Education



Note: Percentage may not total 100 because of rounding

DECODING GLOBAL TALENT MALAYSIA

The value of this report is that it deep dives into your market to deliver excellent local insights.

Respondents:

5,649

Key findings:

Malaysian workforce consistently ranks neighbours Singapore, Thailand, and Indonesia as top destinations to work.



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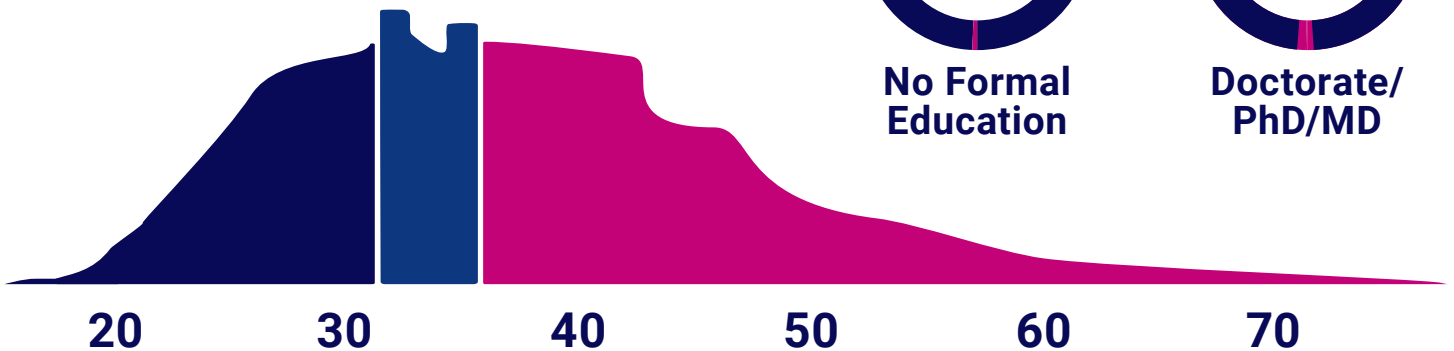
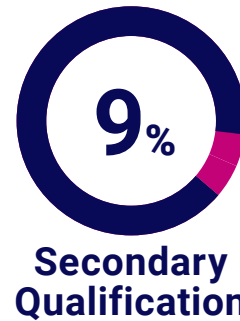
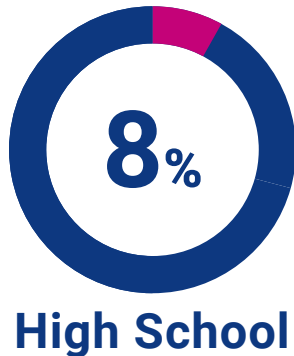
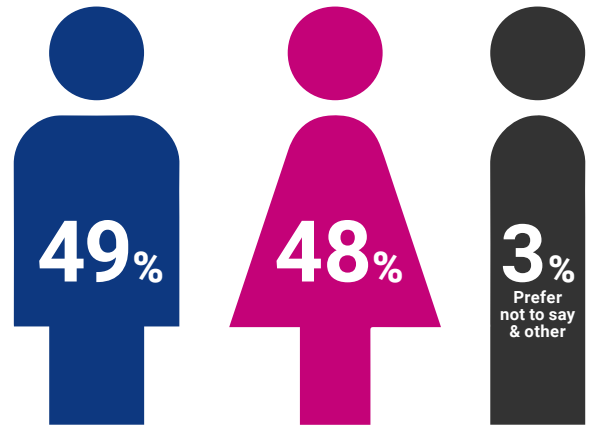
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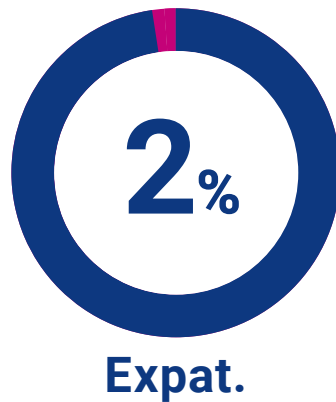
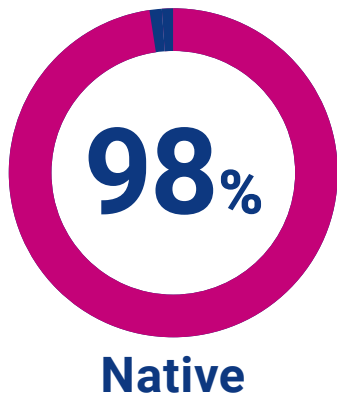
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AGE, GENDER & EDUCATION



Note: Percentages may not total 100% due to rounding.

INDUSTRY & LIVING SITUATION



Note: Percentage may not total 100 because of rounding

GLOBAL ATTRACTIVENESS OF MALAYSIA

Indonesia and Singapore retain top 2 spots in the list from 2018. Kuala Lumpur has increased significantly in terms of ranking too due to the handling of COVID-19.

Country Rank

Rank	2018	2020
#1	Indonesia	Indonesia
#2	Singapore	Singapore
#3	Pakistan	India
#4	India	Pakistan
#5	Korea, South	Yemen
#6	Qatar	Thailand
#7	Saudi Arabia	China
#8	United Arab Emirates	Syria
#9	Vietnam	Nigeria
#10	Hong Kong	Qatar



Malaysia Rank



Kuala Lumpur Rank



Countries from where people would like to come to Malaysia to work

Overall attractiveness of Malaysia to global workers

WILLINGNESS TO WORK ABROAD



Downward Global Trend

Malaysia



Global

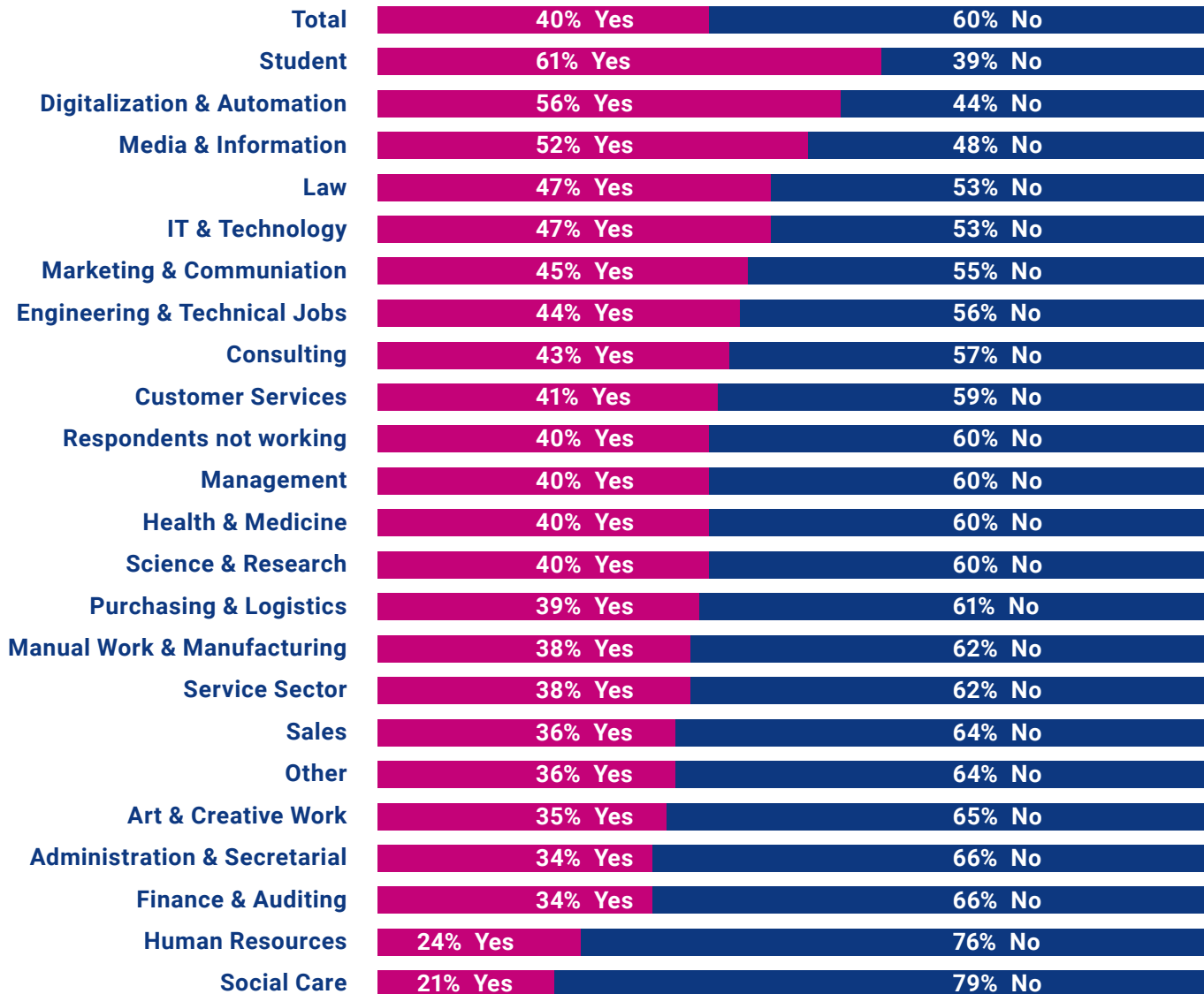


Note: Responses to questions "Please tell us to what extent you agree or disagree with this statement: "I'm willing to work abroad"". Percentage is calculated on the basis of responses of participants who consider moving abroad (answers "strongly agree" and "agree") and people already living abroad. "Young" classified as <30 years. "Highly educated" classified as Master, PhD, Doctorate or equivalent

LEAVING MALAYSIA

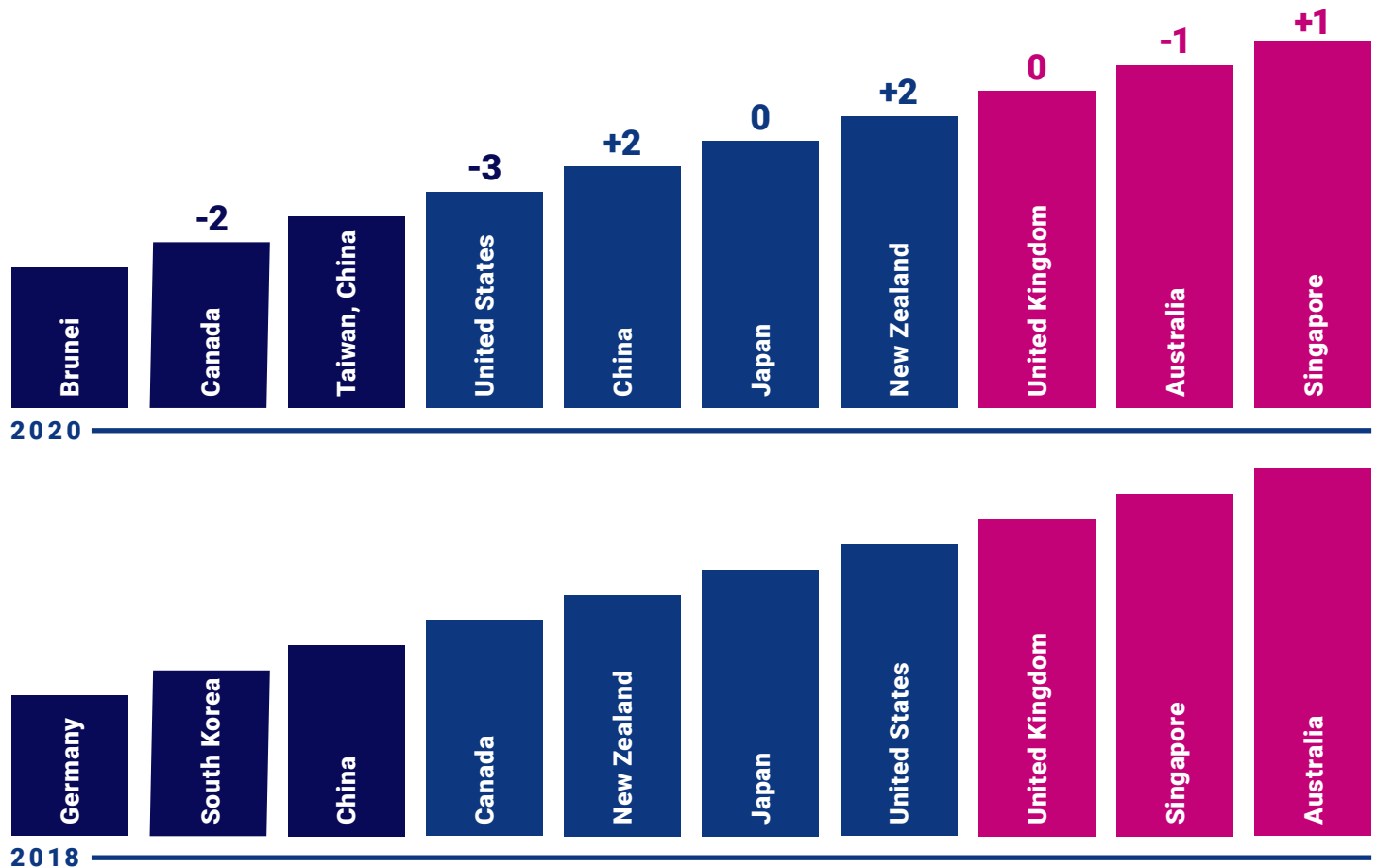
9 of 23 Surveyed Roles Are Willing

Of the 9 roles more willing to leave Malaysia, 8 are highly skilled roles including students, indicating a possible brain drain.



ATTRACTIVENESS OF WORKING ABROAD FOR MALAYSIANS

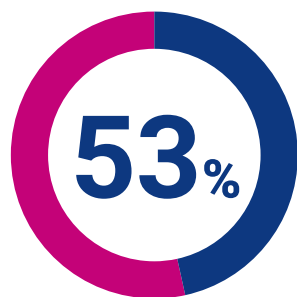
UK retained the number 3 spot in the list from, although the country is among the worst-hit by COVID-19 in the world.



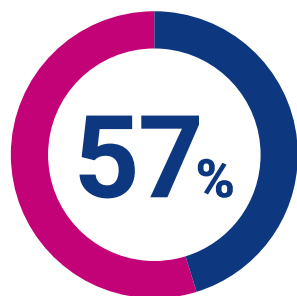
WORKING REMOTELY

4% Less Likely than Global Average

To attract global talents, companies should invest more in remote working infrastructure



Of Malaysians willing to work for a remote employer



Of global workforce is willing to work for a remote employer

Top 10 countries where Malaysians would look for remote employers

Top 10 countries that list Malaysia as a top pick for remote employment*

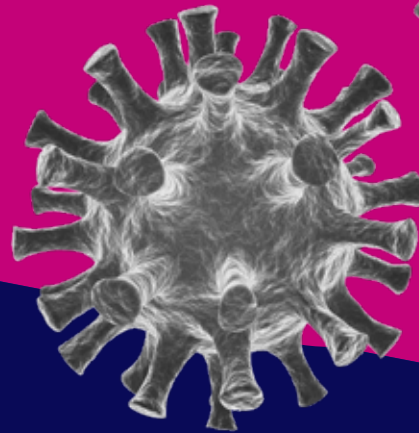
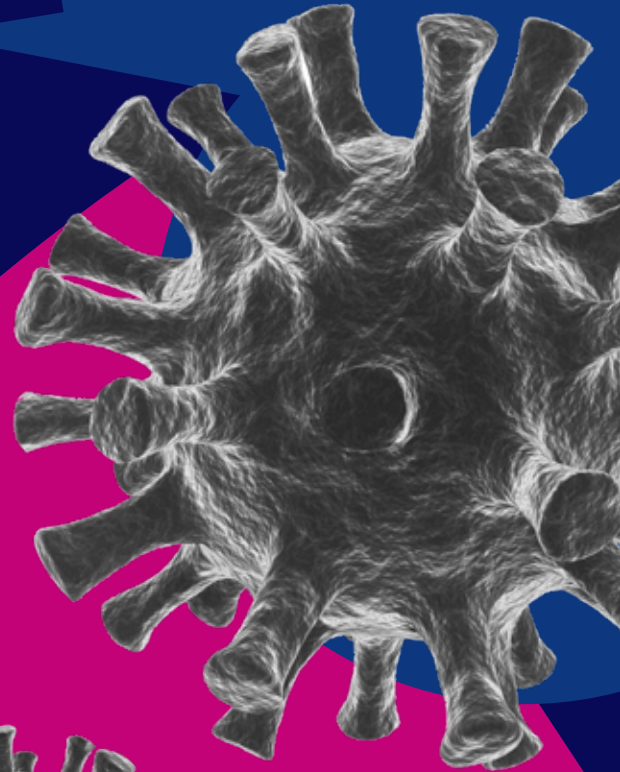
#1	Australia	Indonesia
#2	Singapore	Singapore
#3	United Kingdom	India
#4	United States	Thailand
#5	China	Qatar
#6	Japan	Pakistan
#7	New Zealand	Yemen
#8	Taiwan, China	China
#9	Brunei	United Arab Emirates
#10	Canada	Iraq

*Countries listed have more than 100 respondents

GLOBAL POST-COVID JOB MARKET

Emergence of Virtual Talent Pool

This section will explore the impact of COVID-19 with there being a major shift in previously favoured destinations. This is likely due to travel restrictions limiting people's ability to visit loved ones. Cross-border hiring is an option that can be rewarding, but not without its challenges.



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DECREASING WILLINGNESS TO WORK ABROAD

Willingness to move abroad for work has been on the decline since 2014 in most countries, with very few exceptions. We see multiple reasons for this:

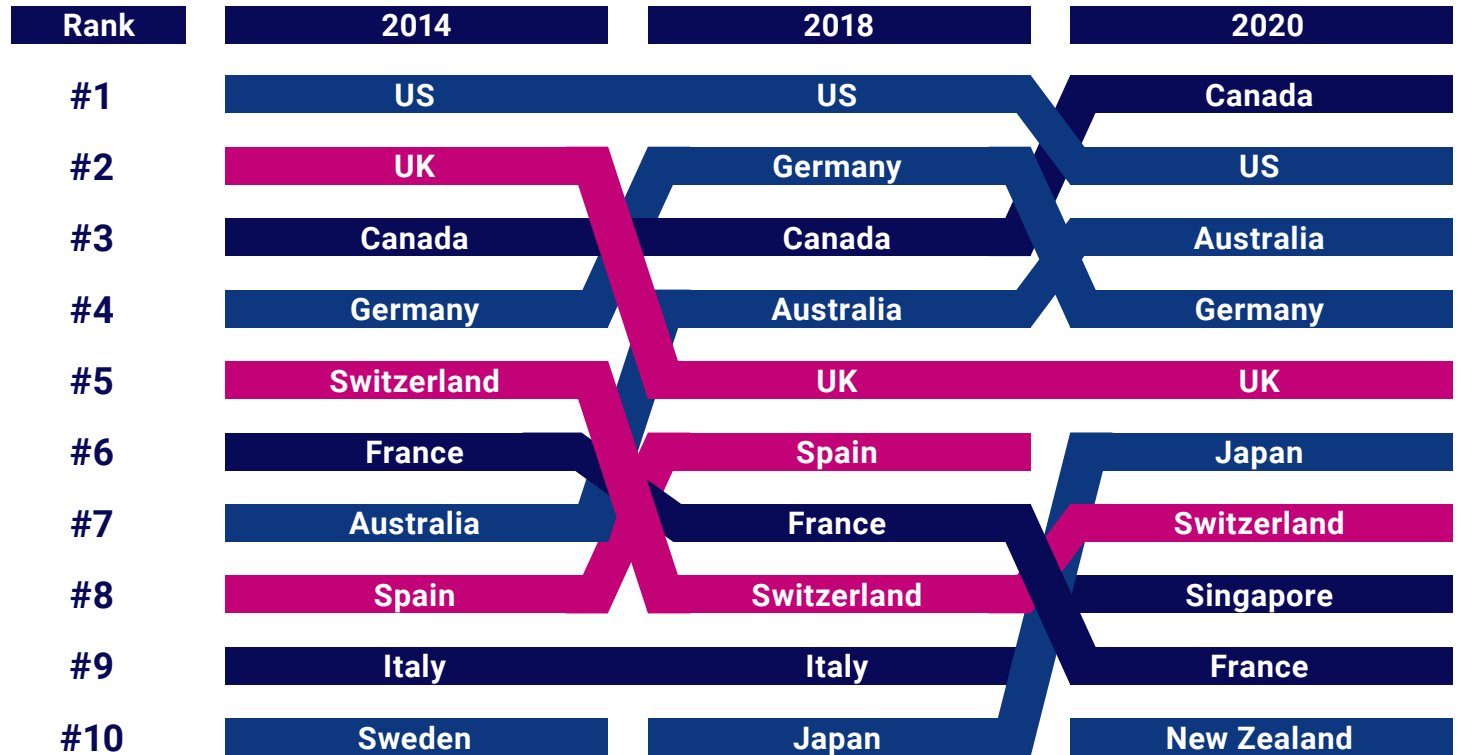
- Restrictions and uncertainty due to the COVID-19 crisis and travelling being perceived as **not being safe**.
- Emergence of **nationalistic policies** and tighter immigration regulations across key economies (e.g. Brexit, US).
- **Virtual working** becoming the norm, people may not **NEED** to move abroad anymore to find work but can do so remotely.



Willingness to move abroad has been on the decline

A REORDERING OF TOP DESTINATIONS

The 2020 crisis also reshaped which destinations people find attractive when moving abroad.

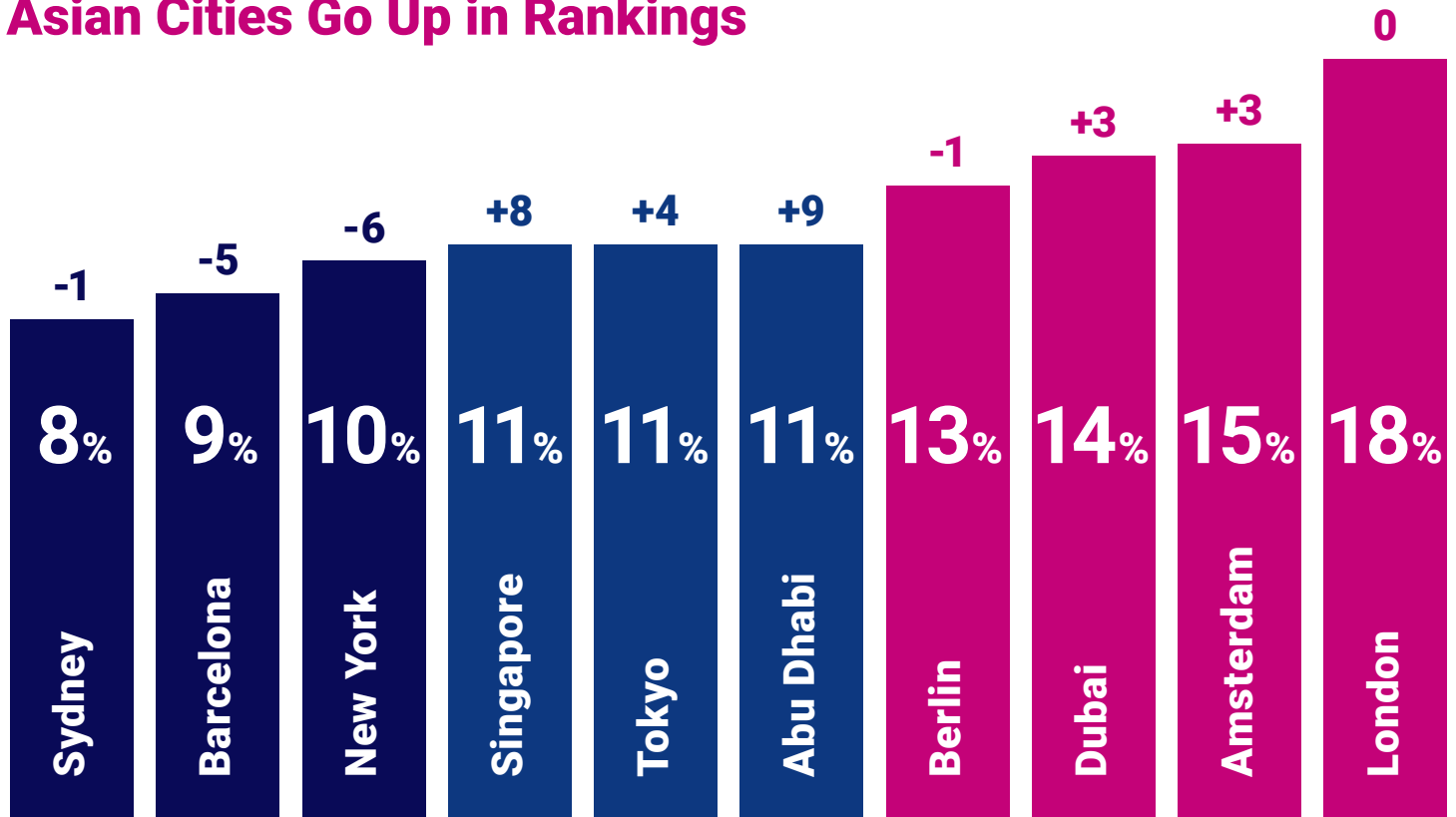


Key Findings:

- For the first time in 8 years, the **US is not the most desired destination** anymore. It's replaced by Canada, followed very closely by Australia. These countries are also **English speaking**, but are perceived as **safer**, with better **social systems**, having better managed COVID, and being **more welcoming to immigrants** (especially Canada).
- Many Asian countries (Singapore, Japan, New Zealand) have **grown in popularity**, likely due to **better management of COVID-19**.

TOP 10 CITIES TO WORK IN

Asian Cities Go Up in Rankings



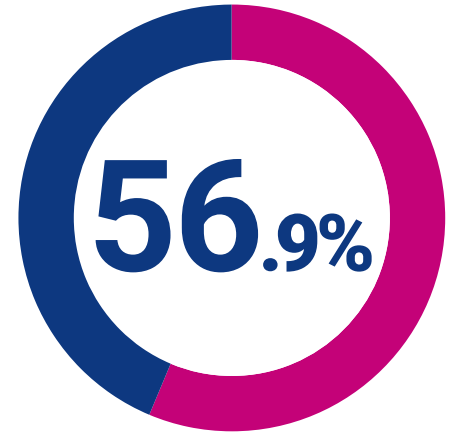
Key Findings:

- Several EU destinations (Germany, Spain, Italy, France) have lost their appeal, but London is still the most desired city to move for work
- Dubai, Abu Dhabi, Tokyo and Singapore are much higher ranked in 2018, but New York has dropped in the list

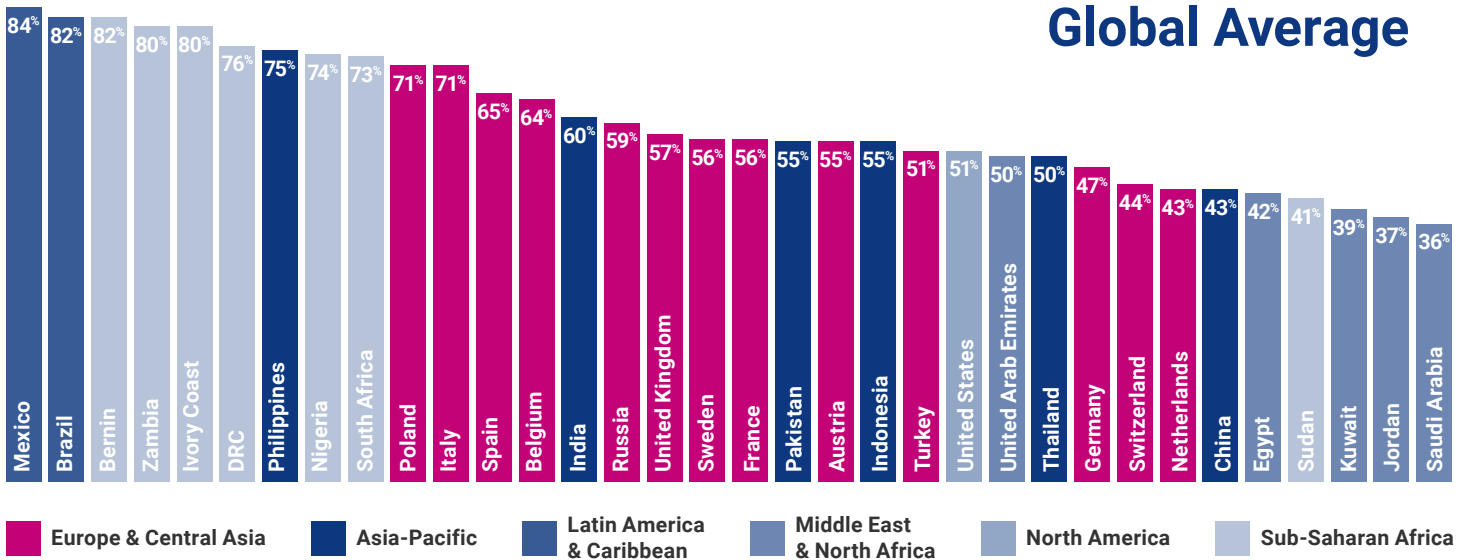
A DIFFERENT KIND OF MOBILITY

With the emergence of remote working, people may not need to physically move abroad. Working remotely for a foreign employer could be a valid alternative.

57% of respondents are willing to work remotely for a foreign employer. Compared to 50% who are interested in physical mobility.



Global Average



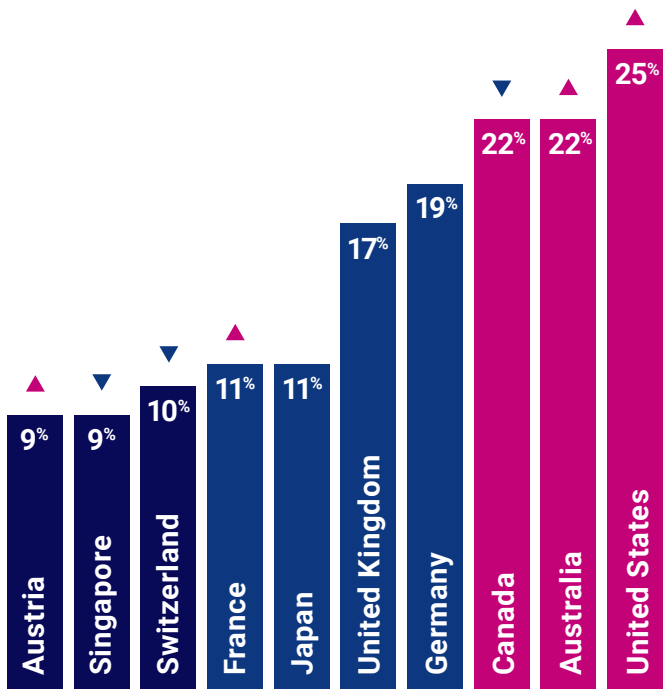
Note: Countries displayed are top 30 by either GDP or working population, or top/bottom 5 outliers in percentages of respondents that would work for an international remote employer.

REGIONAL DIFFERENCES

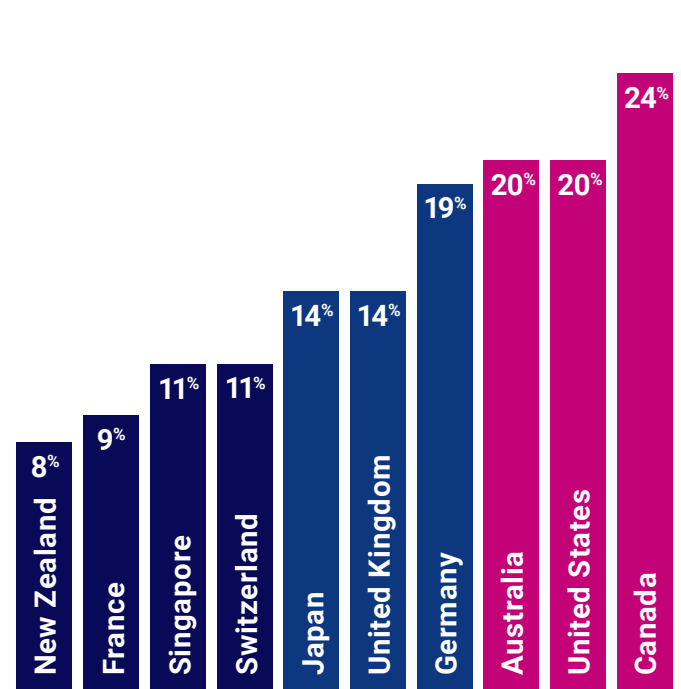
However, there are regional differences. Respondents from African, Latin American and CEE are more open to working remotely. Respondents from Middle East and Western Economies, less so.

When looking at the most attractive countries for remote employment, the US moves back to the top place. People are still excited to work for American companies, but not as interested to live in the US.

- ▲ Country ranked higher for remote work
- ▼ Country ranked lower for remote work



Top destinations for international remote employment



Top destinations for physical relocation for work

CAPTURING THE BENEFITS OF VIRTUAL MOBILITY

Tapping into the emerging virtual global talent pool could have many benefits for governments, employers, and workers.

On a National Level

Virtual mobility could help to reverse brain drain and motivate people to move from large cities to less frequented areas.

For Employers

Hiring talent remotely will open up new talent pools, reduce relocation and payroll costs, and help improve diversity.

For Individuals

Remote international work is an opportunity to offer their services to the highest bidder, without having to uproot their lives and families.



SUMMARY

Post-COVID-19 Job Market

- COVID-19 has reduced the willingness to travel abroad for work.
- The top 10 countries and cities to work have changed. There are more Asian cities in the list now.
- A virtual talent pool has emerged, opening up possibilities for governments, employers and workers.



RECOMMENDATIONS

Legal & Regulatory Challenges

Set up a specialised HR team or use special providers for global insurance and payroll. Employ people as gig workers.

Cultural Differences

Enforce a trial period to ensure suitability of foreign employees. Plan periodically for physical meets.

Varying Time Zones

Shift towards asynchronous communication. Encourage the culture of writing and documenting.

Unequal Data Protection Standards

Review data handling practices and increase training in cross-border data protection.

Pay Disparity

Do away with a one-size-fits-all solution. Compensation should be in line with company brand and values.





Thank you for downloading this report.

We believe this will give you immense power as you move to fill positions in your companies.

For future insights a localised version of this report is also available in:

Malaysia	jobstreet.com.my
Singapore	jobstreet.com.sg
Philippines	jobstreet.com.ph
Hong Kong	hk.jobsdb.com
Thailand	th.jobsdb.com/th

COMING SOON

REPORT 2

How? Work Preferences

Several key shifts have emerged in what matters to people at work and what work model they prefer, driven by 2020 trends and crisis situations.

REPORT 3

What? Labour market shifts

Recent crisis had a significant employment impact on a set of job roles and career paths, and led to shifts in jobs people seek and high willingness to retrain.

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