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## ASEAN BRIEFING

From Dezan Shira & Associates

# Human Resources in ASEAN

**P.04** Sourcing Talent in ASEAN:  
A Guide to Regional Opportunities

**P.09** Overtime and Social Insurance  
Compliance Considerations

**P.07** Assessing Regional Wage  
Differentials

# Introduction



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Understanding the dynamics of ASEAN's labor market can prove a time-consuming endeavor for new market entrants as well as established investors seeking to expand their operations. Comprised of 10 member states, each with unique opportunities, regulations, and challenges, optimizing labor within the region is a significant but worthwhile challenge.

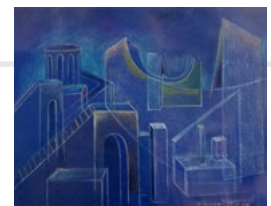
Although optimization of ASEAN based investment can present a degree of uncertainty due to the magnitude of regulation and diversity within the regional bloc's labor markets, those with up-to-date information on staffing regulation, prevailing hiring conditions, and costs between markets will be able to make targeted decisions pertaining to the location and structure of their operations. Given ASEAN's rapid growth, and to ensure that costs are kept to a minimum, it is critical that companies not only employ systems of market analysis prior to entry, but maintain these systems as their operations mature.

In this issue of ASEAN Briefing, we discuss the prevailing structure of ASEAN's labor markets and outline key considerations regarding wages and compliance at all levels of the value chain. We highlight comparative sentiment on labor markets within the region, showcase differences in cost and compliance between markets, and provide insight on the state of statutory social insurance obligations throughout the bloc.

Dezan Shira & Associates has a growing team of human resource specialist throughout ASEAN providing our clients with years of combined experience in assisting foreign enterprises navigate and select labor markets effectively within ASEAN. For questions on how to best optimize your investments within ASEAN, please contact us at [asean@dezshira.com](mailto:asean@dezshira.com)

Kind regards,

**Alberto Vettoretti**



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This Issue's Topic

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[Rooting Out Slave Labor: An Introduction to Sustainable Manufacturing in ASEAN](#)



[Labor Mobility in ASEAN: Current Commitments and Future Limitations](#)



[Indonesia Promotes ASEAN Minimum Wage](#)

### Online Resources on Emerging Asia



[An Introduction to Doing Business in ASEAN 2016](#)



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[An Introduction to Overtime in India](#)



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