

Presentation of Pre-Training Report

**Invitation Program for
Leaders of Employers'
Organizations
and Successful Former
Participants [EREF]**



NỘI DUNG

01.

Personal Information

02.

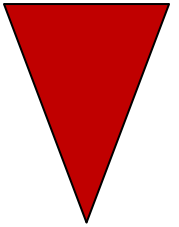
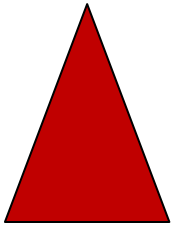
Our company/organization

03.

Current Labor Situation

04.

Our Issues



Personal Information

Name: Trần Minh Thao

Country: Vietnam 

Our company:

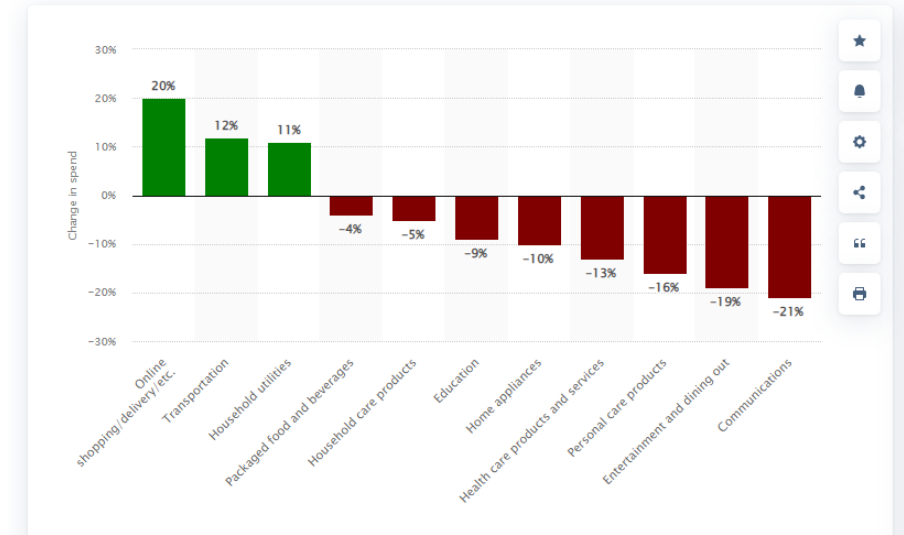
- **Mastertran Corporation** was established from 2011 as a company providing pharmaceutical products and materials. In 2012, Mastertran has established a partnership with Queisser Pharma - one of the leading pharmaceutical companies in Germany, as the exclusive distributor of Doppelherz brand in Vietnam market. Up to now, the company has successfully deployed a distribution system in the Vietnamese market with a scale of more than 10,000 direct agents and recognized sales volumes in 2022 reaching 1.7 million boxes of products.
- Working as a **Managing Director**, I play an important role in operating the company with more than 150 employees, standardizing the operating document system, organizing the human resource development strategy from the core team.



Current Labor Situation

During 2021 and the beginning of 2022, Labor situation in Vietnam faced to a difficult time. COVID-19 affects to labor in Vietnam market and it also effects to Revenue of my company because the consumption volume decreases dramatically due to the lower income and unexpected surge of expenses.

The sector of Healthcare products and services suffered a lot from the **cut-down on consumptions** of Vietnamese citizens by **-13%**



Change in consumption expenditure due to coronavirus COVID-19 outbreak among Vietnamese in 2020 compared to 2019, by sector

Source: Statista

Current Labor Situation

Efforts made to implement production, business and social life activities, promptly address difficulties and challenges, and capture available time to accelerate the socio-economic recovery and development of the country have all brought a remarkable effect on the Vietnamese labour market.

The labour force has grown rapidly. The number of workers negatively affected by the Covid-19 pandemic decreased significantly.

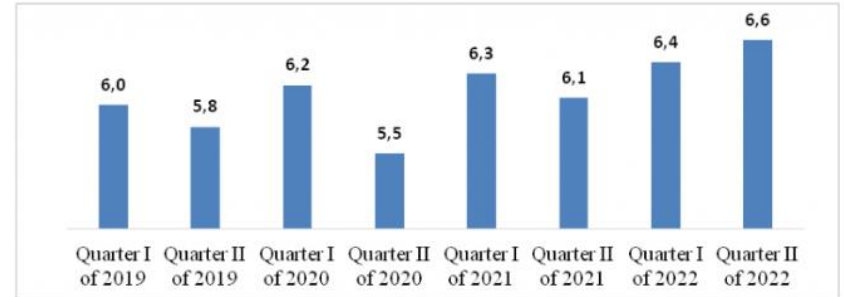
Figure 3: Employed workers in services sector by quarter, 2020-2022

Unit: Million people



Figure 6: Average monthly income of workers in the first and second quarters, 2019-2022

Unit: Million VND



Our hot labour issues

Beside supporting the labor in hard time, we have changed some policy in evaluating the labor, increase productivity, use many software to work in that time.

After the previous course, I built a new benefit for key personnel in the company. Apart from the salary, the company adds other benefits such as support for staff to borrow the company's car, support for accommodation, and share the shares of the company with the key employees. I have rebuilt the salary policy for all levels of the company's employees. The salary policy is commented to be very detailed and realistic, and some of my friends have also referred and applied it to their companies.

Protection

1. Social protections for platform workers

Mastertran Corporation has implemented the Social Protections for Workers by buying health insurance for some key employees because we know that health is an important issue during-and-post Covid-19.

For key employees, besides the incentives based on their performances, they are provided with free health insurance, which not only ensures the health but also keeps them to work with us longer. It contributes to the unemployment rate of Vietnam.



Salary Policy/Model

2. Moving employment model

Towards my company, I have decided to move the labor model of groups including shipping and marketing execution from full-time employment to work-package employment.

It stills ensures the benefits of employees in these sectors but also balance and optimize the expenses of the company, which helps our company recover and grow gradually from Covid-19.

