

randstad hong kong workmonitor 2021 2H report.

hongkongers said that they
want higher salaries but
hesitate to upskill.



73% of Hongkongers ranked compensation and benefits as the most important consideration affecting their career choices.

Despite this, Hongkongers are the least likely in Asia to take action to upskill and increase their attractiveness to negotiate for a higher pay.



putting upskilling on hold for now.

12% of respondents said that they do not feel the need to keep learning and developing themselves to retain or improve their employability. When asked if they need more training and development to stay relevant in view of the anticipated changes in the job market, 19% of respondents said they do not need it.

23% of respondents said that they do not need skills assessment tests from their employer or the government to find out what skills they are lacking.

Out of the 77% of respondents who said that they want skills assessment tests to know what skills to focus on to stay employable, those aged between 25 and 34 want them more. The younger generations will soon assume managerial positions and have another three to four decades of work ahead of them before they can save enough funds to retire. There is hence a stronger urgency amongst them to upskill to stay relevant and competitive in the workforce to ensure their continued employability.

the pandemic has resulted in Hongkongers feeling a lack of clarity in their career goals

The survey found that there is high confidence among respondents in having stable employment for the foreseeable future, as 92% of respondents said that they are not worried about losing their jobs. Despite this, 36% of respondents do not have clarity about their personal and professional goals since the pandemic began.

Many Hongkongers prioritise getting a job with a high base salary to match the rising cost of living in Hong Kong. While upskilling has a direct correlation with their base salary and job titles, most employees may not see it as an effective resolution to their essential and immediate needs and are hence more likely to delay attending training programmes until they need it to get promoted.

hongkongers know that it will become more challenging for them to upskill in the future.

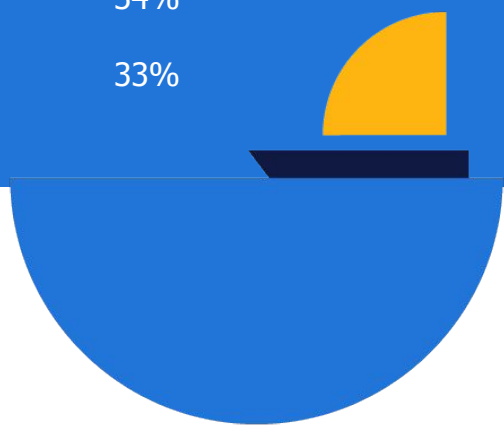
74% of local respondents reported that their skills have remained about as relevant since the pandemic while a further 17% said that their skills have become more relevant. Even though Hongkongers are not pressured to upskill immediately, 7 in 10 respondents recognised that it is getting increasingly difficult to decide what skills they should develop as the world of work changes.

In the following pages, you can find out more about the workforce's sentiments in the post-COVID-19 era.

the top 5 considerations driving hongkongers' work and career choices.

compensation/benefits	73%
job flexibility to accommodate my commitments outside of work	41%
having a job with manageable stress levels	40%
career growth opportunities	34%
working in a safe environment	33%

32-point gap between the first 2 considerations.

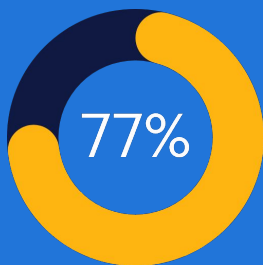
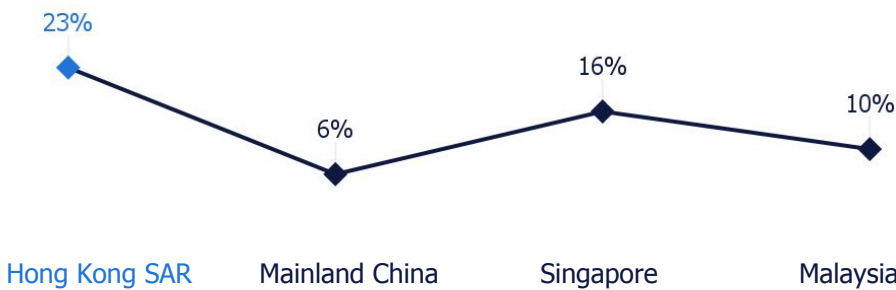


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Age Group	Percentage
18-24	72%
25 - 34	81%
35 - 44	78%
45 - 54	73%
55 -57	79%



safe for now...

92% of respondents said that they're not worried about losing their jobs.

...but all that glitters isn't gold.

36% of respondents don't have clarity about their personal and professional goals since the start of the pandemic.

today is a gift, but tomorrow is a mystery.

hongkongers know that it'll become more challenging for them to upskill in the future.

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the world is your oyster.

65% of respondents would consider working in a job outside of Hong Kong SAR in different time zones if they don't need to relocate.



about randstad workmonitor.

The Randstad Workmonitor survey highlights the greatest concerns and challenges candidates are facing in the employment market. The Randstad Workmonitor 2H 2021 survey was conducted in September across 34 markets around the world, with a minimum of 800 respondents in each market.

we share market insights that'll guide you in your workforce strategy.

Whether you are hiring or looking for talent mobility solutions, we're here for you.

We know how the right talent can make a significant impact not only to your company's workforce productivity and business growth. Our specialist recruiters have a proven track record in sourcing high-calibre professionals across various key industries and are committed to provide in-depth market intelligence and insights to changing candidates' expectations.

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- Construction & property
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