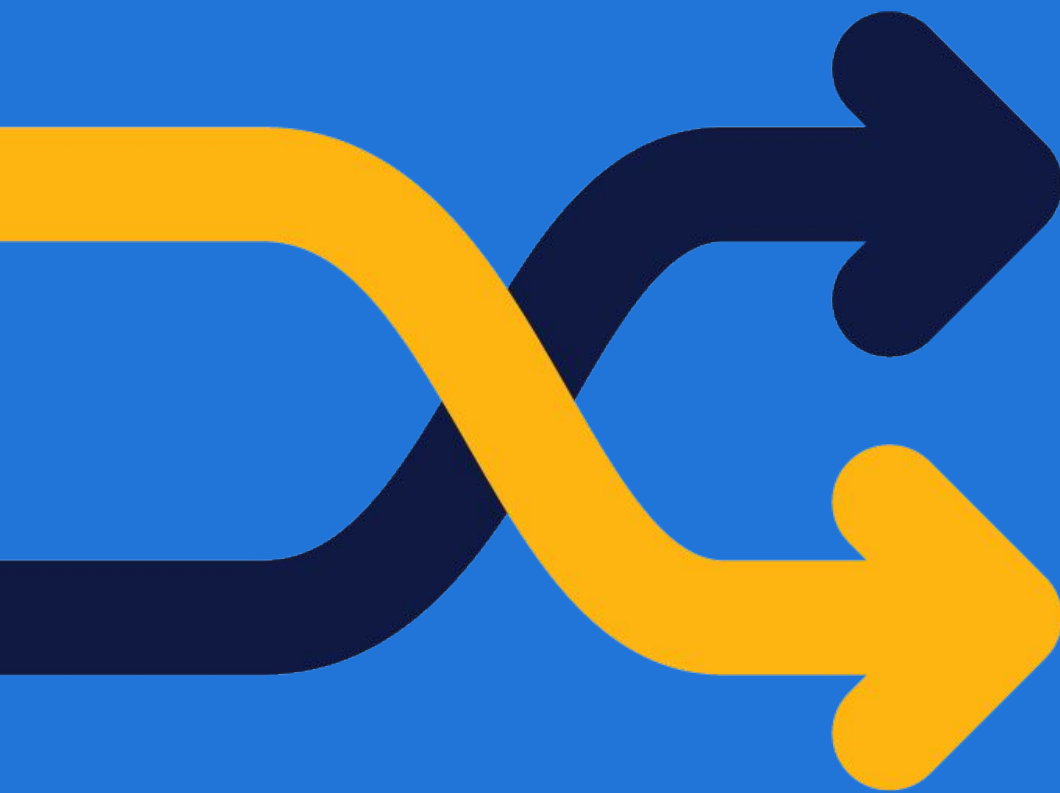
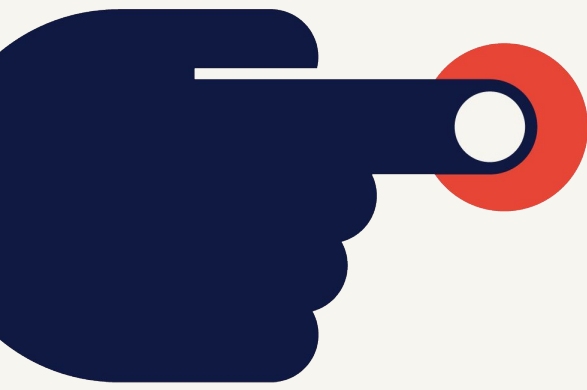


29% of hongkongers  
have quit a job before  
because of  
work inflexibility.

randstad hong kong SAR  
workmonitor 2022 1H report.



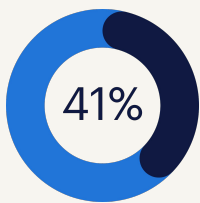


29% of hongkongers have quit a job because it didn't provide enough flexibility.

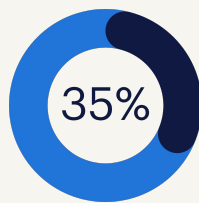
younger hongkongers are seeking greater work flexibility for better work-life balance.

41% of generation Z workers said that they would rather quit their jobs if they don't have enough work flexibility.

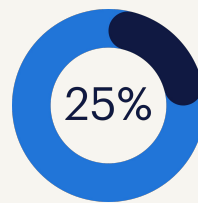
i have quit a job because it didn't provide enough flexibility



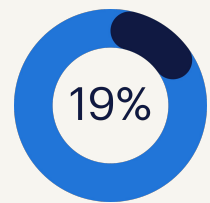
gen z  
18 - 24



millennials  
25 - 34



gen x  
35 - 44



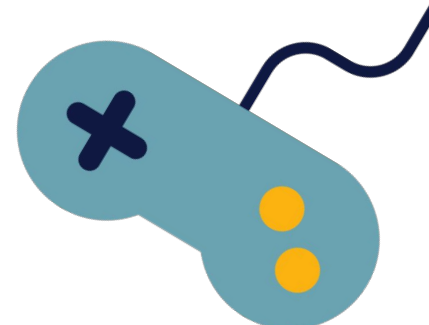
boomers  
45 - 54

## the future of work is remote

Generation Z workers joined the workforce under very different circumstances as compared to the previous generations.

They tend to use their smartphones to reply to emails, and even attend meetings and take notes. Some of them started work during lockdowns and have only experienced remote working until they are asked to return to the office.

While these new technologies help employees to be more efficient at work, it's critical for companies to redefine how work flexibility should look like for their workforce and offer employees more flexibility to choose when and where they want to work.



# talent expectations on working locations.

55%

want to have the flexibility to work remotely, 16% lower than the global average

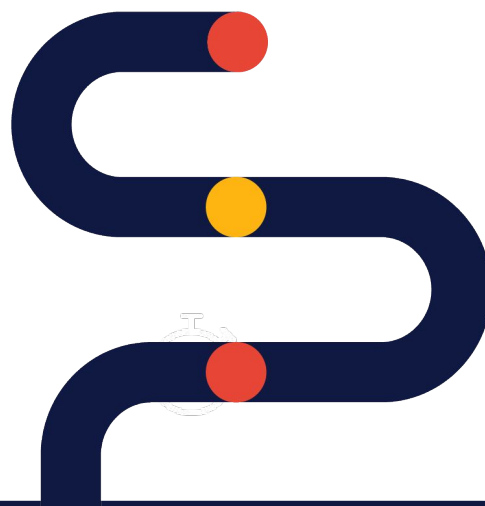


41%

said that their employers let them choose where they want to work

32%

wouldn't accept a job if they can't have the flexibility to choose where they can work.



Compared to other markets, Hongkongers may still prefer to work in the office, as their home is not a conducive environment for working, be it size or noise level.

However, it's still important to **offer flexibility to them as they may want to work remotely from a cafe or library so that they can focus on their work** rather than be in the office where they may be distracted by their colleagues or workplace chit-chats.

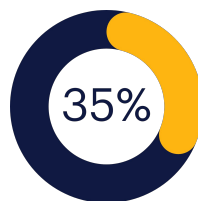
Benjamin Elms  
Regional Director, Randstad Hong Kong



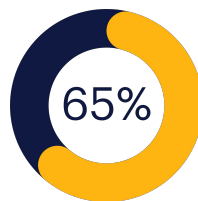
## talent expectations on **working hours.**

Without sticking to the parameters of the standard 9-to-6, some workers have discovered that they are more productive at other hours of the day, while still having enough personal time to run their errands. For example, parents can start work earlier while their kids are at school and pick up their children after school instead of hiring help to do it for them. People who work on global projects also have the flexibility to start work later as they stay up late to attend calls with other countries.

When people have more flexibility to choose when they want to work, it gives them more autonomy over their tasks. Rather than let the stipulated office hours decide when they should work and rest, they can plan their time more efficiently to meet deadlines as well as have enough time for their personal life. When employers offer flexible work options to their employees, they allow their workers to find a work-life balance that suits their lifestyle and needs



will not accept the job if the company doesn't offer flexible working hours



want to have the flexibility to choose their working hours



currently have the option to work flexible hours



## about randstad workmonitor.

The Randstad Workmonitor survey highlights the greatest concerns and challenges candidates are facing in the employment market. The Randstad Workmonitor 2022 1H survey was conducted between 21 February 2022 and 13 March 2022 with 1,000 locally-based respondents who are employed and aged between 18 and 67 years old in Hong Kong SAR.

## 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.

### our recruitment specialities:

- Accounting & finance
- Banking & financial services
- Construction & property
- Corporate & secretarial support
- Human resources
- Information technology
- Life sciences
- Legal
- Manufacturing & supply chain
- Retail
- Sales, marketing & communications

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