



45% of hongkongers
would rather be
unemployed than feel
unhappy in their jobs.

randstad hong kong SAR
workmonitor 2022 report.



pandemic woes
have lead to more

seeking a greater
career purpose.

45% of hongkongers would
rather be jobless than feel
unhappy at work.

The pertinence of career fulfilment has grown across the Hong Kong workforce, where individuals have used the opportunity to reflect over the meaning of their work and their individuality amidst global economic struggles.

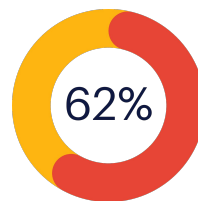
Younger professionals are found to be especially reflective on their career purpose as they newly step into the changing workforce.

62% of Gen Z employees aged 18 to 24 agreed that they would rather be unemployed than be in a job that made them unhappy.

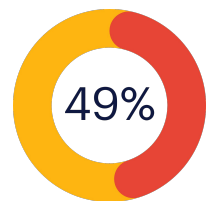
Hongkongers desire greater work-life balance and opportunities for learning to achieve personal growth, on top of working with a company that offers a high salary.

The meaning of work have changed significantly. Instead of living in the shadows of their jobs, employees would rather work in a safe and supportive environment so that they can grow and achieve their career goals, while still having enough personal time to do the things they enjoy outside of work.

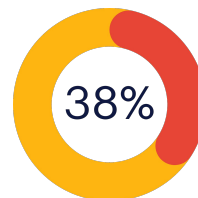
I would rather be unemployed
than unhappy in a job.



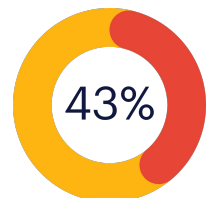
gen z
18 - 24 years old



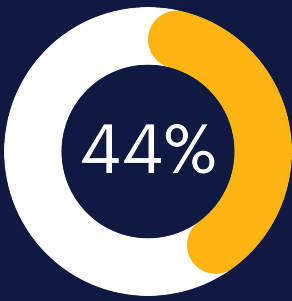
millennials
25 - 34 years old



gen x
35 - 44 years old



boomers
45 - 55 years old



resigned their jobs in the past because it did not fit with their personal life, **10% higher than the global average.**

Companies that overwork their employees and expect them to take on additional responsibilities or do unnecessary overtime should be aware of the risks of an unhappy workforce.

A dissatisfied worker is more motivated to search for another employer and share their negative employee experiences with their friends, family and even on social media. These actions would harm the organisation's employer brand reputation and ability to attract new talent.

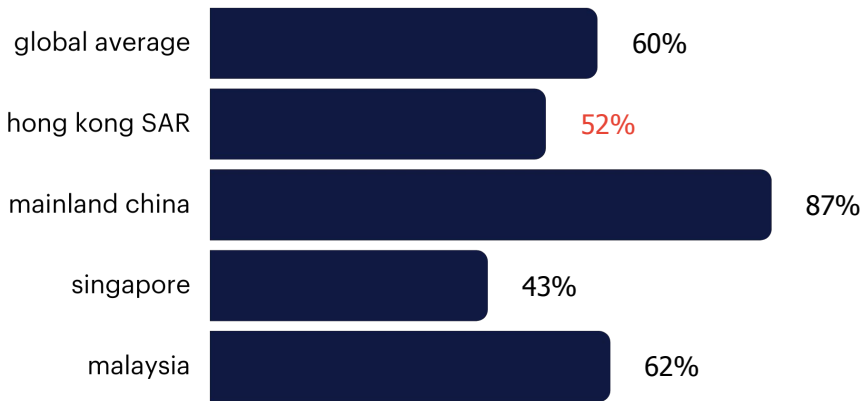


48% would consider resigning if their work prevented them from enjoying their lives



55% said that their **personal life is more important** than their work life

committed to stay with their current employer - asia pacific.



With 52% of Hongkongers staying loyal to their current employers, business leaders should not rest their laurels.

As the city lifts more COVID-19 measures, there will be more new job opportunities for employees in the Greater Bay Area as well as other markets like Singapore, Australia and the United Kingdom.

To successfully attract and retain talent in their organisations, employers need to be able to meet the new and changing talent expectations, specifically in work-life balance, employee benefits, salary as well as career development.

hongkongers are happy that their employers offered...



more flexibility in terms of working location



more flexibility in terms of working hours



pay raise

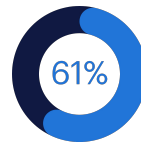


only 15% of hongkongers received new training opportunities over the past 12 months.

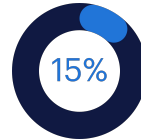
Despite the company's efforts and commitment to their workforce, there still remains a gap when it comes to upskilling and development.

Learning and development can be a very powerful employer branding strategy. Employees who attend training and development programmes offered by their employers are more productive, skilful as well as confident to take on more responsibilities as a step up in their careers. When organisations take proactive steps to invest in their employees' development, they would be more capable of attracting highly-motivated talent who are looking for similar opportunities to grow their careers.

46% of respondents who said that training is important did not receive them from their employers in 2021.

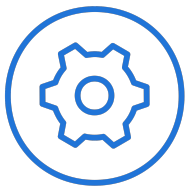


said that training & development is important to them



received new training opportunities in the past 12 months.

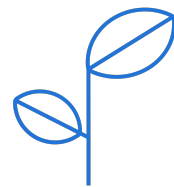
interest in learning & development opportunities



56%
technical skills



55%
soft skills



51%
grow in their current role

interest in speaking to a career coach about



63%
earn more money



53%
find a better balance between work and life



44%
set out a long-term career plan



about randstad workmonitor.

The Randstad Workmonitor survey highlights the greatest concerns and challenges candidates are facing in the employment market. The latest 2022 Randstad Workmonitor study 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

Visit our website to find out more about our HR solutions at randstad.com.hk/employers.