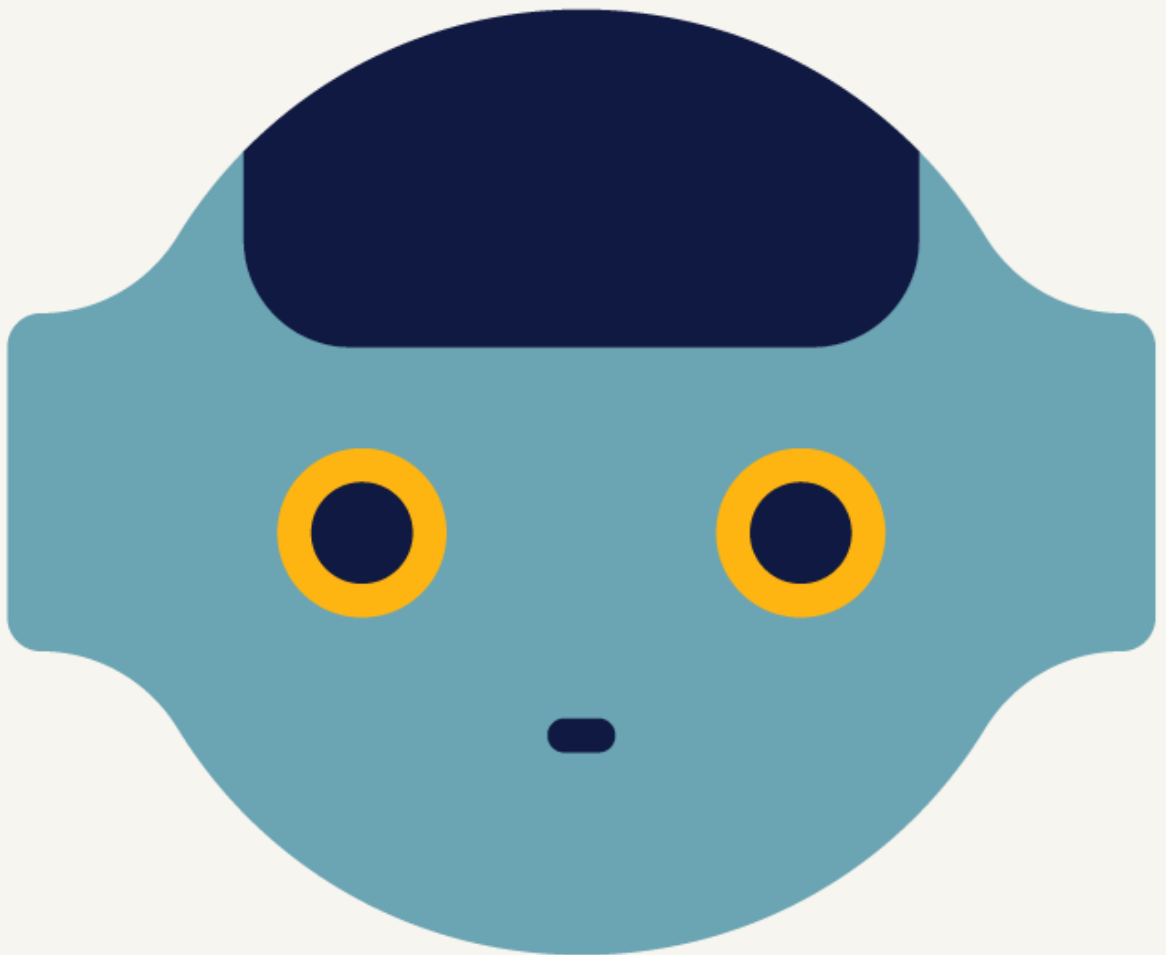


hongkongers confident
that technology

will bring new job
opportunities.



optimistic about digitalisation.



- 83% think that digitalisation requires a different skill set than what they currently possess
- 62% feel pressured to develop their skills to keep up with digital developments
- 63% are proactively learning about AI (artificial intelligence) themselves to ensure their employability

Digitalisation is often seen as a threat to the labour market, as many employees are concerned that automation may result in redundancy. However, Randstad Hong Kong's latest report showed that more than eight in 10 Hongkongers (81%) are positive that digital technology presents them with new opportunities.

upskill to meet demands from new technology

Randstad - one of the largest recruitment and human resources services companies - today released the latest Workmonitor quarterly report that highlights some of the latest workforce and mobility trends. At least 400 employees and job seekers were surveyed in Hong Kong SAR.

Employees and job seekers in Hong Kong SAR are aware that they need to upskill to take advantage of these opportunities that come with technological advancements and new innovations. More than eight in 10 respondents (83%) said that they will need to acquire new skills if they want to work in a digitalised environment. The same number of respondents are willing to personally acquire these skills to guarantee their employability.

companies in hong kong need to invest more in new technologies and training

According to the Randstad Workmonitor survey, 48% of the respondents said that their employer is investing in new technologies within the field of AI such as machine learning, robotics and automation.

Three-quarter of the respondents agreed that these emerging technologies will have a positive impact on their job in the next five to 10 years. While 79% think that their employers should provide them with adequate training to acquire new digital skills and increase productivity, only 46% said that their employers are doing so. In fact, 63% are taking matters into their own hands, stating that they are investing in themselves to learn about AI.

workforce is confident of the younger generation's ability to shape the future

In Hong Kong, 84% of survey respondents said that students are being taught and exposed to the right digital skills that will help prepare them for the future workforce.



Q4 2018

mobility index.



randstad hong kong: mobility index Q4 2018.

Overall, the workforce Mobility Index is moderate in Hong Kong in quarter four of 2018.

Compared to the previous quarter, job satisfaction had increased one point to 47.2%. The percentage of respondents who are actively looking for a job had increased from 9.9% to 13.4% in quarter four.

Approximately 34% of the respondents said that they had changed job in the past six months, an increase from 30% in the previous quarter.



optimistic

about digitalisation.



Digitalisation, meaning moving towards a more digital work and professional environment, requires a different skill set than what I currently possess.

	APAC	SEA	China	Malaysia	Hong Kong SAR	Singapore
All	87	85	96	89	83	81
Men	85	82	96	88	81	78
Women	90	87	96	90	87	84
18 - 34	89	88	95	91	87	77
35 - 54	86	87	97	88	79	81
55 - 67	89	88	93	75	100	90

I feel pressured to develop my skills to keep up with digital developments.

	APAC	SEA	China	Malaysia	Hong Kong SAR	Singapore
All	65	61	80	63	62	57
Men	65	60	82	61	63	54
Women	66	62	79	64	60	60
18 - 34	71	65	86	67	66	60
35 - 54	63	59	75	61	56	59
55 - 67	54	51	73	40	81	45

I personally want to acquire more digital skills to guarantee my employability in the future.

	APAC	SEA	China	Malaysia	Hong Kong SAR	Singapore
All	89	88	92	93	83	89
Men	87	85	92	90	80	87
Women	92	92	92	96	87	92
18 - 34	91	90	93	92	83	92
35 - 54	88	87	91	91	82	89
55 - 67	89	89	87	100	90	85

optimistic

about digitalisation.



I think it is my employer's responsibility to provide me with training to acquire digital skills

	APAC	SEA	China	Malaysia	Hong Kong SAR	Singapore
All	81	77	90	82	79	72
Men	79	77	87	80	78	74
Women	82	78	93	83	80	70
18 - 34	82	78	92	83	78	72
35 - 54	80	77	89	82	79	72
55 - 67	74	72	87	65	86	70

I think automation, robotics and artificial intelligence (AI) will positively affect my job in the next 5-10 years

	APAC	SEA	China	Malaysia	Hong Kong SAR	Singapore
All	80	77	88	81	76	74
Men	80	77	88	78	76	76
Women	81	78	88	83	77	72
18 - 34	81	78	91	81	76	75
35 - 54	80	78	89	82	76	77
55 - 67	71	69	87	75	76	64

I see the increasing impact of technology on my job as an opportunity.

	APAC	SEA	China	Malaysia	Hong Kong SAR	Singapore
All	86	83	93	89	81	80
Men	84	81	92	85	79	80
Women	88	86	94	91	85	80
18 - 34	88	85	96	89	84	81
35 - 54	84	83	90	89	80	79
55 - 67	82	81	93	85	76	81

optimistic

about digitalisation.



I think schools, colleges and universities currently provide students with the right kind of digital skills to prepare them for the future workforce.

	APAC	SEA	China	Malaysia	Hong Kong SAR	Singapore
All	83	82	85	80	84	82
Men	82	81	85	76	84	83
Women	84	83	86	84	84	82
18 - 34	83	82	85	84	81	81
35 - 54	82	81	84	77	84	80
55 - 67	90	90	93	75	100	91

My employer is investing in technological developments within the field of artificial intelligence, e.g., machine learning.

	yes	no	don't know
APAC	61	35	4
SEA	58	37	5
China	69	30	1
Malaysia	58	36	7
Hong Kong SAR	48	46	7
Singapore	69	28	3

My employer is investing in training their workforce in the field of artificial intelligence, e.g., machine learning.

	yes	no	don't know
APAC	56	40	4
SEA	53	41	6
China	63	34	3
Malaysia	51	43	6
Hong Kong SAR	46	47	7
Singapore	63	35	2

optimistic

about digitalisation.



My employer is investing in technological developments within the field of artificial intelligence, e.g., machine learning.

	yes	no	don't know
APAC	61	35	4
SEA	58	37	5
China	69	30	1
Malaysia	58	36	7
Hong Kong SAR	48	46	7
Singapore	69	28	3

My employer is investing in training their workforce in the field of artificial intelligence, e.g., machine learning.

	yes	no	don't know
APAC	56	40	4
SEA	53	41	6
China	63	34	3
Malaysia	51	43	6
Hong Kong SAR	46	47	7
Singapore	63	35	2

I am investing in myself (my company does not provide training) by learning about artificial intelligence, e.g., machine learning.

	yes	no	don't know
APAC	71	29	0
SEA	67	33	0
China	84	16	0
Malaysia	62	38	0
Hong Kong SAR	63	36	0
Singapore	76	24	0

about

randstad workmonitor.

The Randstad Workmonitor was launched in the Netherlands in 2003, then in Germany, and now covers 34 countries around the world. The study encompasses Europe, Asia Pacific and the Americas. The Randstad Workmonitor is published four times a year, making both local and global trends in mobility visible over time.

The Workmonitor's Mobility Index, which tracks employee confidence and captures the likelihood of an employee changing jobs within the next 6 months, provides a comprehensive understanding of sentiments and trends in the job market. Besides mobility, the survey addresses employee satisfaction and personal motivation as well as a rotating set of themed questions.

The study is conducted online among employees aged 18-65, working a minimum of 24 hours a week in a paid job (not self-employed). The minimum sample size is 400 interviews per country. The Survey Sampling International (SSI) panel is used for sampling purposes. The fourth survey of 2018 was conducted from 23 October until 8 November 2018.

For more workforce insights and the latest hiring, salary and employer branding trends, please visit www.randstad.com.hk/workforce360.

