

51% of Hongkongers

are satisfied with

their current job.



travel for work

global mobility.



- 21% had changed employers in the last six months
- 77% want to be able to travel internationally for work
- 67% are willing to relocate to another market for a substantially higher salary

39% of local respondents said that they are neither satisfied nor dissatisfied at work, and another 9% said that they are unhappy at work. 21% had changed their employers in the last six months.

Natellie Sun, Managing Director at Randstad Hong Kong said, "In a candidate-short market like Hong Kong SAR, good talent are frequently approached by recruiters and hiring managers. If the employee is not particularly happy in their role, they will be easily wooed by other employers, even if they offer just a slight increase in salary or benefits. Companies that want to retain their people need to make sure that they are doing all they can to provide their staff with a positive experience, such as offering them with good training programmes or comprehensive wellness benefits. When an employee is happy, they are less likely to say yes to offers from other employers, even if they come knocking."

25% said that they are either applying or looking for new job opportunities, and another 38% said that they would be open to changing their jobs if an opportunity is presented to them.

opportunity to work in other markets

According to the Randstad Hong Kong Workmonitor's 2019 Q3 results, having the opportunity to work overseas is an important factor for employees.

78% would consider relocating to another market if that means that they can improve their career growth and work-life balance. 78% of respondents are open to the idea of relocating for work if it means that they can progress in their careers and have a good work-life balance. 67% would relocate for a substantially higher salary.

"The opportunity to work in different markets and be exposed to new work and people can be very exciting. It helps talent gain new perspectives, learn more about other cultures, and interact better with stakeholders from different backgrounds. Being able to work in companies based outside of Hong Kong SAR is very tempting, especially if the other markets are perceived to have a higher quality of life, well-regarded education system and more opportunities to have purposeful careers."

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workers want to continue calling hong kong SAR home

While Hongkongers are not as willing to relocate to another market when compared to Malaysia and Singapore, 77% of them want to be able to travel internationally for work. 79% also said that they like working with people from other cultural backgrounds.

"As the leading financial hub in Asia Pacific, it is important for us to have a diverse workforce. When people from different cultures and backgrounds come together to work, they are able to gain different perspectives, find creative ways to improve efficiencies and drive innovation through collaboration," Sun adds.

82% of respondents think that it is a positive thing that their employers hire foreigners if the local talent pool cannot provide the required skills or knowledge to do the job.

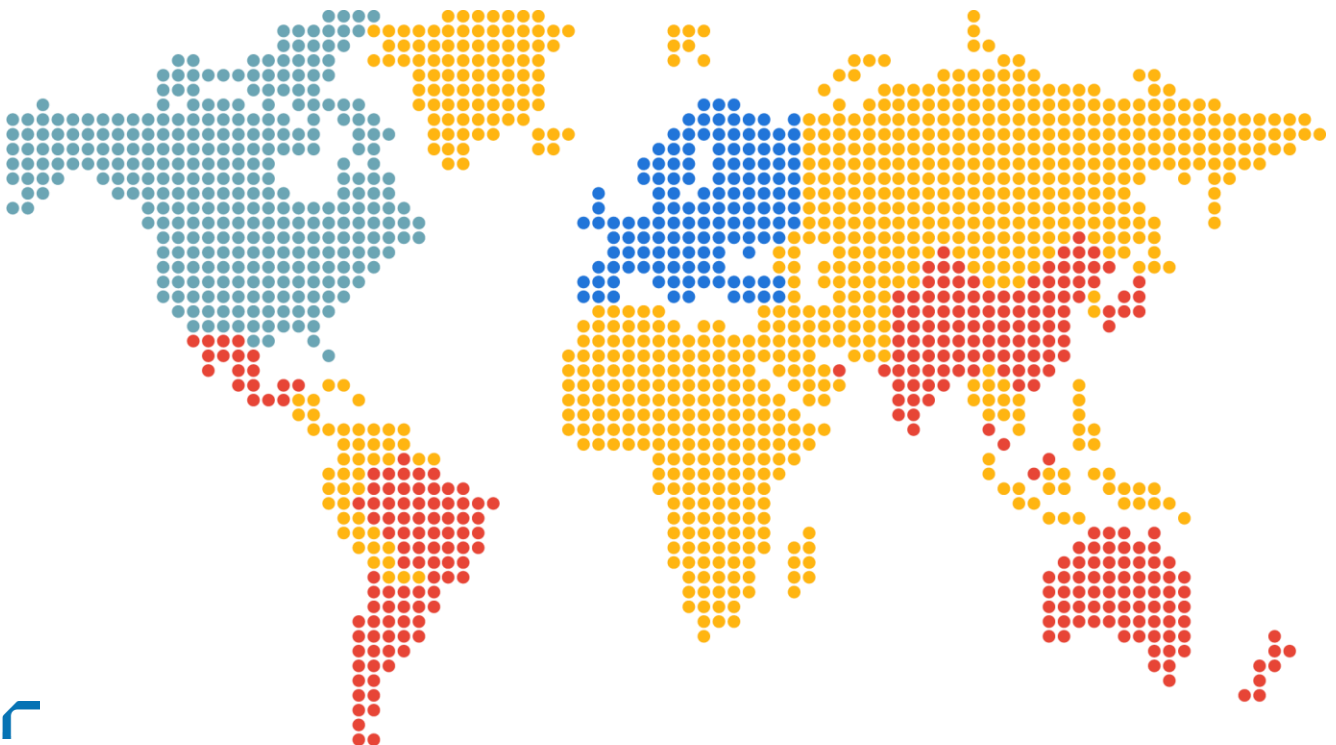
Sun continues, "There is a prevalent skills gap in our local talent landscape. Companies tend to import talent to fill these gaps for business continuity and to drive innovation. When we work together with foreign experts to spearhead new business initiatives in our city, more investments will flow in and more businesses will expand their presence to ensure competition,"

"Despite recent political unrests which may have resulted in more people re-thinking about moving to Hong Kong SAR for work, businesses are confident that growth opportunities remain present. As a bustling regional business hub, Hong Kong SAR has been consistently rated the top place for expats across several renowned indices, retaining its appeal as a metropolitan city for professionals." Sun concludes

The 2019 Randstad Workmonitor Q3 survey was conducted from July 18, 2019 to August 5, 2019.

randstad workmonitor: Q3 2019

The minimum sample size for the Randstad Workmonitor survey is 400 respondents per market. The 2019 quarter three survey was conducted between July 18, 2019 and August 5, 2019.



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I am willing to emigrate to have a meaningful career. [%]

	Asia Pacific	Southeast Asia	Greater China	Malaysia	Hong Kong SAR	Singapore
All	66	73	68	83	65	71
Men	66	71	74	85	63	66
Women	67	74	59	80	66	77
18 - 34	81	83	69	89	78	78
35 - 54	62	70	67	79	62	69
55 - 67	41	54	50	65	29	63

I am willing to emigrate for a substantially higher salary. [%]

	Asia Pacific	Southeast Asia	Greater China	Malaysia	Hong Kong SAR	Singapore
All	68	75	69	85	67	74
Men	67	74	76	86	67	67
Women	69	77	59	83	67	81
18 - 34	80	83	70	88	78	81
35 - 54	66	75	68	85	67	73
55 - 67	44	57	50	70	33	64

I would consider emigrating if I can improve my career and work-life balance. [%]

	Asia Pacific	Southeast Asia	Greater China	Malaysia	Hong Kong SAR	Singapore
All	72	82	78	90	78	79
Men	72	82	80	93	79	74
Women	73	83	75	88	77	84
18 - 34	84	90	81	94	90	86
35 - 54	70	81	76	91	76	78
55 - 67	48	63	60	70	50	68

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I am willing to travel for an interesting job. [%]

	Asia Pacific	Southeast Asia	Greater China	Malaysia	Hong Kong SAR	Singapore
All	79	83	92	83	87	79
Men	77	80	92	81	85	75
Women	80	86	92	86	90	84
18 - 34	86	87	92	86	93	83
35 - 54	77	82	92	83	84	80
55 - 67	63	76	90	78	83	71

I would rather switch careers than emigrate. [%]

	Asia Pacific	Southeast Asia	Greater China	Malaysia	Hong Kong SAR	Singapore
All	55	48	48	48	37	58
Men	54	45	46	44	36	56
Women	56	50	50	52	38	61
18 - 34	54	47	39	49	31	62
35 - 54	55	48	57	48	37	59
55 - 67	56	51	70	45	56	50

If my employer asked me to, I am willing to relocate in order to keep my job. [%]

	Asia Pacific	Southeast Asia	Greater China	Malaysia	Hong Kong SAR	Singapore
All	62	65	60	71	59	66
Men	59	62	67	68	55	62
Women	64	68	50	72	62	69
18 - 34	68	67	54	73	62	64
35 - 54	59	64	66	69	60	63
55 - 67	52	64	80	70	44	74

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I want to work in a walking or cycling distance from my home. [%]

	Asia Pacific	Southeast Asia	Greater China	Malaysia	Hong Kong SAR	Singapore
All	73	77	76	77	82	73
Men	73	75	79	76	79	71
Women	73	79	72	77	85	74
18 - 34	78	82	76	82	85	79
35 - 54	72	75	75	72	80	72
55 - 67	64	71	90	78	79	62

I want to be able to travel internationally for my work. [%]

	Asia Pacific	Southeast Asia	Greater China	Malaysia	Hong Kong SAR	Singapore
All	69	77	88	80	77	72
Men	70	75	92	83	79	67
Women	70	79	82	77	76	75
18 - 34	80	82	88	87	80	78
35 - 54	68	75	86	79	78	68
55 - 67	48	63	100	55	69	64

I like working with people from other cultures. [%]

	Asia Pacific	Southeast Asia	Greater China	Malaysia	Hong Kong SAR	Singapore
All	83	85	93	91	79	86
Men	83	84	94	93	75	82
Women	83	87	92	89	82	90
18 - 34	85	84	93	89	80	83
35 - 54	84	86	93	93	78	88
55 - 67	77	86	100	93	79	87

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I think it's good that my employer attracts people from abroad to cover labour shortages. [%]

	Asia Pacific	Southeast Asia	Greater China	Malaysia	Hong Kong SAR	Singapore
All	71	68	84	66	64	73
Men	72	66	85	71	63	64
Women	70	69	82	61	65	83
18 - 34	77	72	86	68	70	80
35 - 54	68	65	82	65	58	70
55 - 67	60	66	80	62	65	69

I think it's good that my employer hires foreign workers if the domestic workforce cannot provide the required skills and/or knowledge. [%]

	Asia Pacific	Southeast Asia	Greater China	Malaysia	Hong Kong SAR	Singapore
All	76	75	89	67	82	77
Men	78	75	89	70	79	77
Women	75	75	89	64	84	77
18 - 34	81	76	88	61	89	82
35 - 54	76	74	90	70	77	75
55 - 67	68	74	100	78	77	72

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

	Yes	No	Don't Know
Asia Pacific	59	32	9
Southeast Asia	59	35	6
Greater China	81	16	3
Malaysia	60	33	7
Hong Kong SAR	51	42	7
Singapore	65	31	4

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

	Yes	No	Don't Know
Asia Pacific	56	36	8
Southeast Asia	57	38	5
Greater China	77	19	4
Malaysia	56	38	6
Hong Kong SAR	49	44	7
Singapore	66	32	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
Asia Pacific	60	40	-
Southeast Asia	63	37	-
Greater China	84	16	-
Malaysia	65	35	-
Hong Kong SAR	52	48	-
Singapore	72	28	-

about

randstad workmonitor.

The Randstad Workmonitor was launched in 2003, and now covers 34 markets 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 market. The Dynata panel is used for sampling purposes. The third survey of 2019 was conducted from 18 July until 5 August 2019.

For more workforce insights and the latest hiring, salary and employer branding trends, please visit <https://www.randstad.com.hk/workforce-insights>.

