

75% of mature workers

feel obligated to work
after leaving the office.



striking a balance between work and life.



Randstad Hong Kong's latest Workmonitor survey revealed that 64% of respondents said that their employers expect them to respond to work-related outside of their regular working hours.

Three in four mature workers (75%) said that they respond to work-related calls, emails and text messages immediately outside of working hours. Only 58% of respondents between 18 and 34 years old share the same sentiment.

Natellie Sun, Managing Director of Search and Selection in Greater China at Randstad said, "The older generations grew up with a different mindset when it comes to work. They believe in putting in long hours and working hard. On the flip side, younger generations prefer to draw the line between work and life to strike a better and healthier balance. Younger employees are more likely to use creative and innovative technologies as well as collaboration tools to enhance their productivity and performance so that they can leave the office at a decent time. However, there is still an always-on mindset, as Hongkongers would still check-in on work even when they are no longer in the office."

Sun said, "It is not a surprise that many millennials can't disconnect from work. Digital natives do almost everything on their smartphones, from replying text messages and emails to paying bills. There is also an element of FOMO, where they need to know what's happening in the office when they are away. We encourage employees to take a proper break when they are on leave, as you will be more productive if you come back refreshed and well-rested."

better work-life balance in hong kong

The survey revealed that 89% of all respondents in mainland China said that their employers expect them to be available outside of their regular working hours. This is 25% higher than in Hong Kong.

Sun adds, "Compared to mainland China, Hongkongers may feel less pressured to work once they leave the office. This is a positive outcome of a concerted effort by companies and employees to achieve better work-life harmony. We have seen more and more employers introduce work from home or remote working policies to provide additional support to workers who are unable to commit to regular working hours, especially young mums and working students."

sandwich generation more likely to handle private matters while at work

Across Asia Pacific, Hongkongers are the most likely to handle private matters while at work. 9 in 10 respondents from the sandwich generation (aged 35 to 54) said that they have done so.

"We are all guilty of using our time at work to arrange dinner with our friends or shop on e-commerce websites. Some parents also pick up or drop off their children at schools or daycare centres during official working hours. Most employers are not particularly pedantic about this, but if you need to take a longer time to tend to your personal matters, it'd be better to ask for time-off or take half-day leave than let it impact your productivity. Employers should also take notice of workers who are not working and spending too much time browsing the internet, as it could be an indication that they've lost interest in their work. There is a risk that these disengaged employees may soon be looking for new job opportunities, even when they are still working for you," Sun shares.

striking a balance between work and life.



My employer expects me and my colleagues to be available outside of my regular working hours. [%]

	Asia Pacific	Southeast Asia	Mainland China	Malaysia	Hong Kong SAR	Singapore
all	66	68	89	77	64	63
men	61	63	89	74	58	58
women	70	73	90	79	70	68
18 - 34	71	68	92	75	60	69
35 - 54	65	68	88	76	67	62
55 - 67	50	66	75	89	69	54

Outside of my regular working hours, I respond to work-related calls, emails and text messages immediately. [%]

	Asia Pacific	Southeast Asia	Mainland China	Malaysia	Hong Kong SAR	Singapore
all	68	66	85	72	61	66
men	65	62	87	69	56	63
women	70	70	83	74	66	69
18 - 34	70	66	83	72	58	66
35 - 54	68	65	88	71	61	64
55 - 67	59	71	85	75	75	68

Outside of my regular working hours, I respond to work-related calls, emails and text messages at a convenient time. [%]

	Asia Pacific	Southeast Asia	Mainland China	Malaysia	Hong Kong SAR	Singapore
all	75	77	89	81	61	76
men	74	75	90	80	56	74
women	77	79	89	81	66	79
18 - 34	78	76	88	76	71	80
35 - 54	76	79	91	84	76	77
55 - 67	65	74	90	89	78	65

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I sometimes handle private matters during working hours. [%]

	Asia Pacific	Southeast Asia	Mainland China	Malaysia	Hong Kong SAR	Singapore
all	75	79	68	72	87	79
men	74	78	66	71	86	76
women	77	81	71	73	89	81
18 - 34	78	78	71	72	83	80
35 - 54	76	82	65	73	90	81
55 - 67	66	75	65	72	86	71

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- APAC region includes Australia, China, Hong Kong SAR, India, Japan, Malaysia, New Zealand and Singapore
- SEA region includes Hong Kong SAR, Malaysia and Singapore
- A minimum of 400 respondents in each countries or regions
- Online survey was conducted from 22 October until 6 November 2019.