

Launch of Summary of Research Findings The State of Work-Life Balance in Hong Kong Survey 2008

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The State of Work-Life Balance in Hong Kong Survey 2008



- 3rd survey of its kind
- Commissioned by the Community Business leadership Team and conducted by POP of HKU in July 2008
- Objectives are to determine:
 - Employees' work and living patterns
 - Employees' satisfaction with work and life
 - Problems employees face in achieving work-life balance and the solutions

Key Findings

Shalini Mahtani

CEO, Community Business

Work-Life Balance (WLB) in Hong Kong: Survey Results






Written by:

Winnie Ng
and
Shalini Mahtani

Status of WLB in HK Survey 2008

- Representative survey
- 1,011 full time employees
- 19 questions including demographic questions
- 9 Key Findings
- Focus is on:
 - Overall average for each question
 - Where applicable the change since last year
 - Trends identified from 2006 – 2008
 - Where statistically significant variations have arisen by:
 - Gender
 - Industry
 - Income
- Views of Community Business

Agenda

- 9 Facts
- Statistically significant variations by:
 -  Gender
 -  Industry
 -  Income
- Final Thoughts
- Q&A: Dr Robert Chung and Shalini Mahtani

Fact 1: Employees in Hong Kong work long hours

- **Average of 48.8 hours per week (2007: 49.2 hours; 2006: 51.3 hours)**
 - This is a statistically insignificant decrease
 - 22% higher than what ILO recommends as maximum working hours



Men are working longer hours than women
(Male: 50.2 vs. Female: 47.2)



Longest hours: Warehouse Duties and Property
Shortest hours: Insurance, Telecommunication and
Oil Energy, Resources and Utilities

Fact 2: Employees in Hong Kong spend less time on their personal life

- Time spent on personal activities has decreased significantly from 12.0 hours in 2007 to 10.4 hours per week in 2008
 - 72.5% of employees spend less than 2 hours per day on personal or private activities
 - 10.0% do not spend any time on private activities each day



Men spend more time on leisure activities than women
(Male: 11.1 hours; Female: 9.6 hours)



Employees with lower incomes spend less time on private activities than those in higher incomes

Fact 3: WLB has worsened since 2007

- The actual work-life ratio is 84:16 in 2008 (2007: 83:17)



Better: Banks and Finance, Telecommunication and Film/Entertainment

Worse: Warehouse Duties, Oil, Energy, Resources and Utilities and Wholesale/Retail



High income groups have higher work-life ratio than low income groups

Fact 4: Employers can do more to promote WLB

- **Employees give their employers a lower score of 4.6 out of 10 in their efforts to promote WLB (2007: 4.7; 2006: 4.7)**



Those with higher income levels, rate their employers higher in terms of effort and resources in promoting WLB

Fact 5: Employees in Hong Kong have a long way to go to achieve their ideal WLB

- **Employees score degree to which they have achieved ideal WLB as 5.7 (2007: 5.6 ; 2006: 5.7)**



Highest Score: Law, Accountancy, Professional Information Services, Oil, Energy, Resources and Utilities and Banks and Finance

Lowest Score: Warehouse Duties and Telecommunication



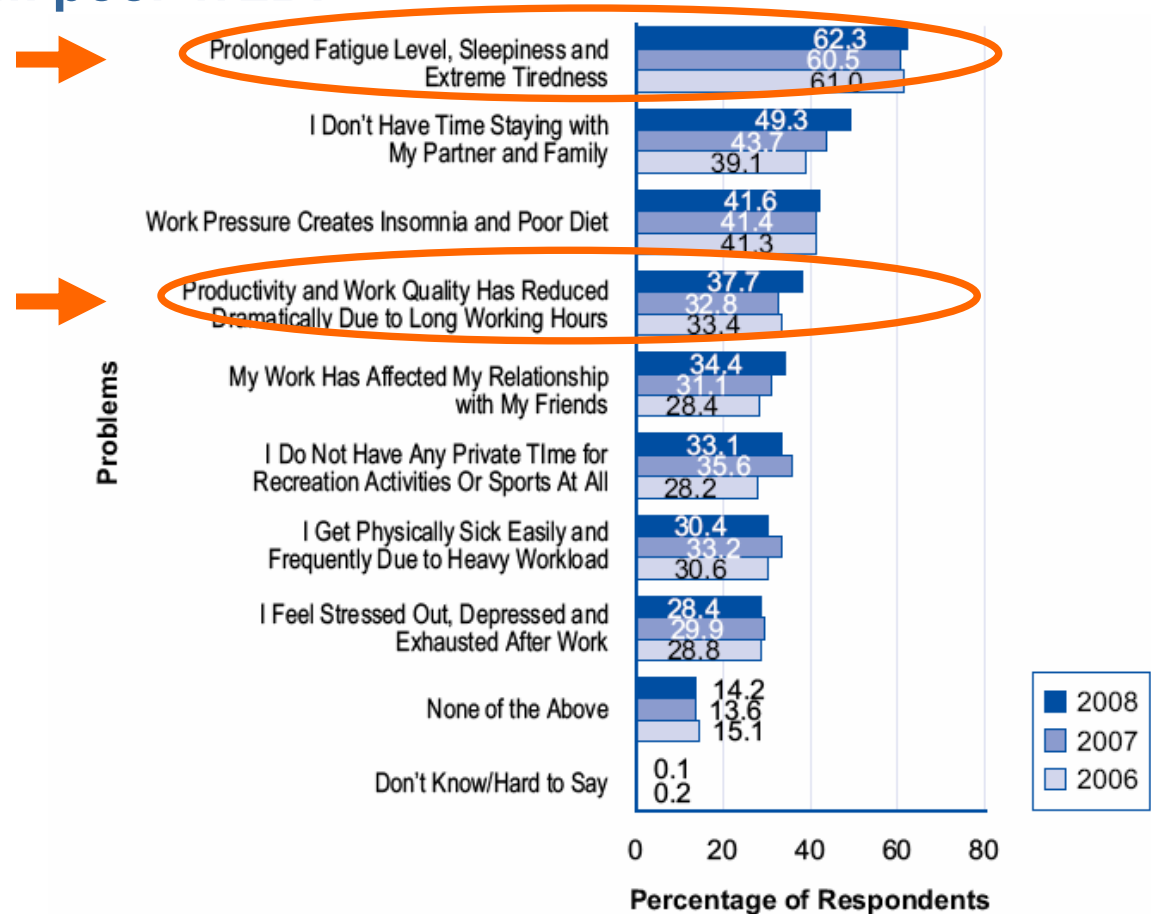
The higher the income level the higher respondents have achieved their ideal WLB

Fact 6: Poor WLB is having a greater impact on productivity, family and health

- Problems arising from poor WLB:**

62.3% suffer from prolonged fatigue, sleepiness and extreme tiredness

Adverse impact on work productivity and work quality due to long working hours

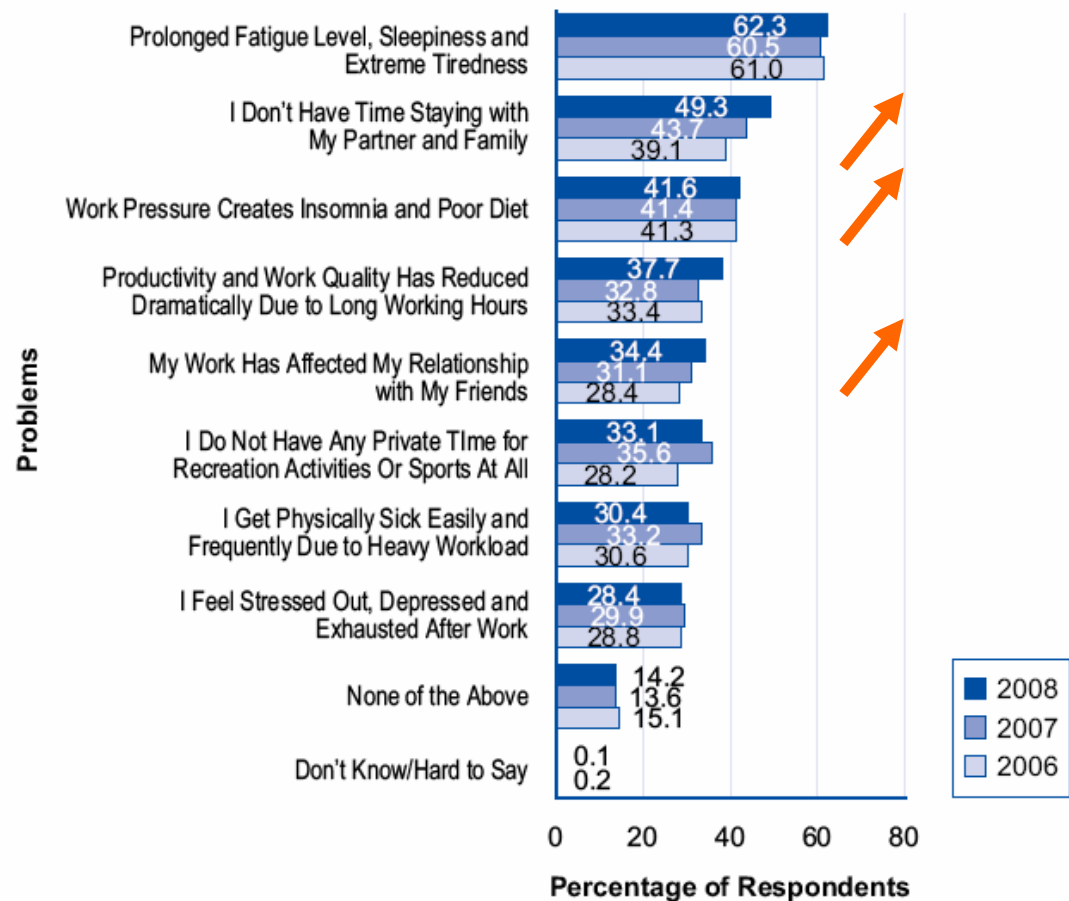


Fact 6: Poor WLB is having a greater impact on productivity, family and health

- Problems arising from poor WLB:**

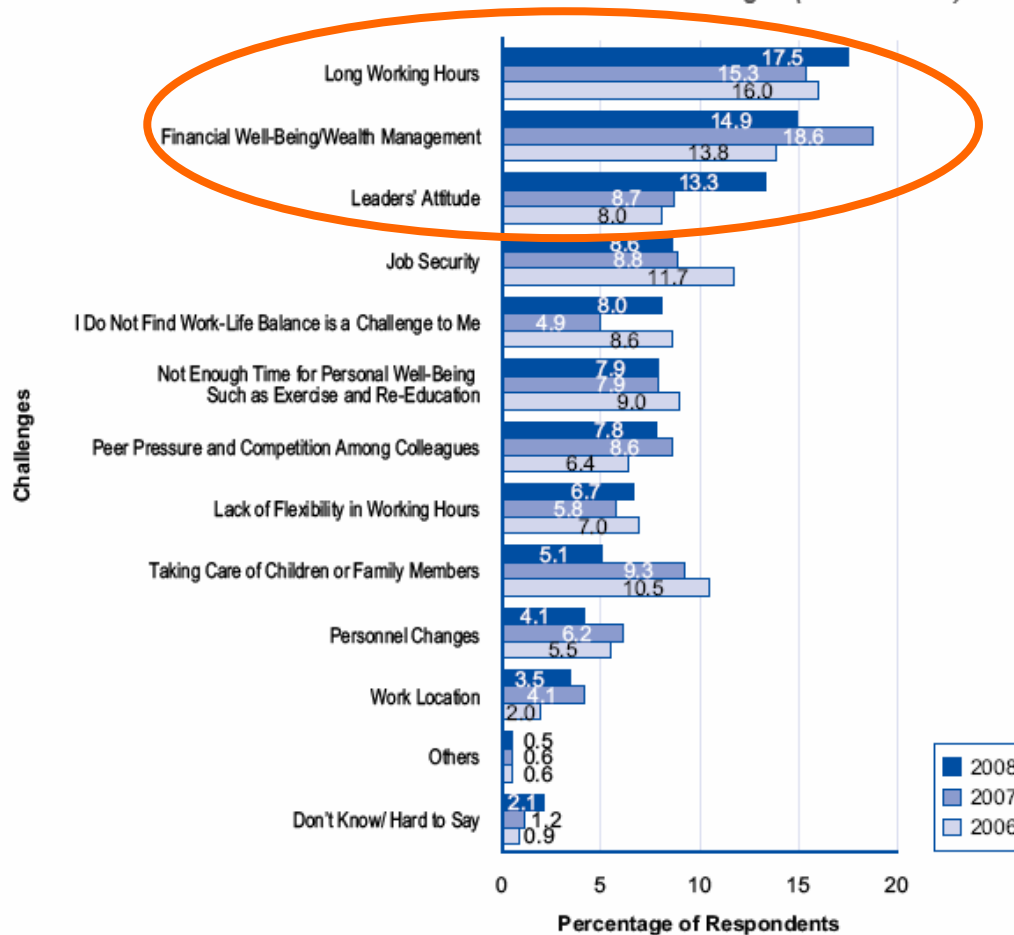
Increase of impact of poor WLB:

- Time with partner/ family
- Work pressure, insomnia and poor diet
- Relationship with my friends



Fact 7: Long working hours is the most difficult WLB challenge this year

The Most Difficult Work-Life Balance Challenges (2006 to 2008)

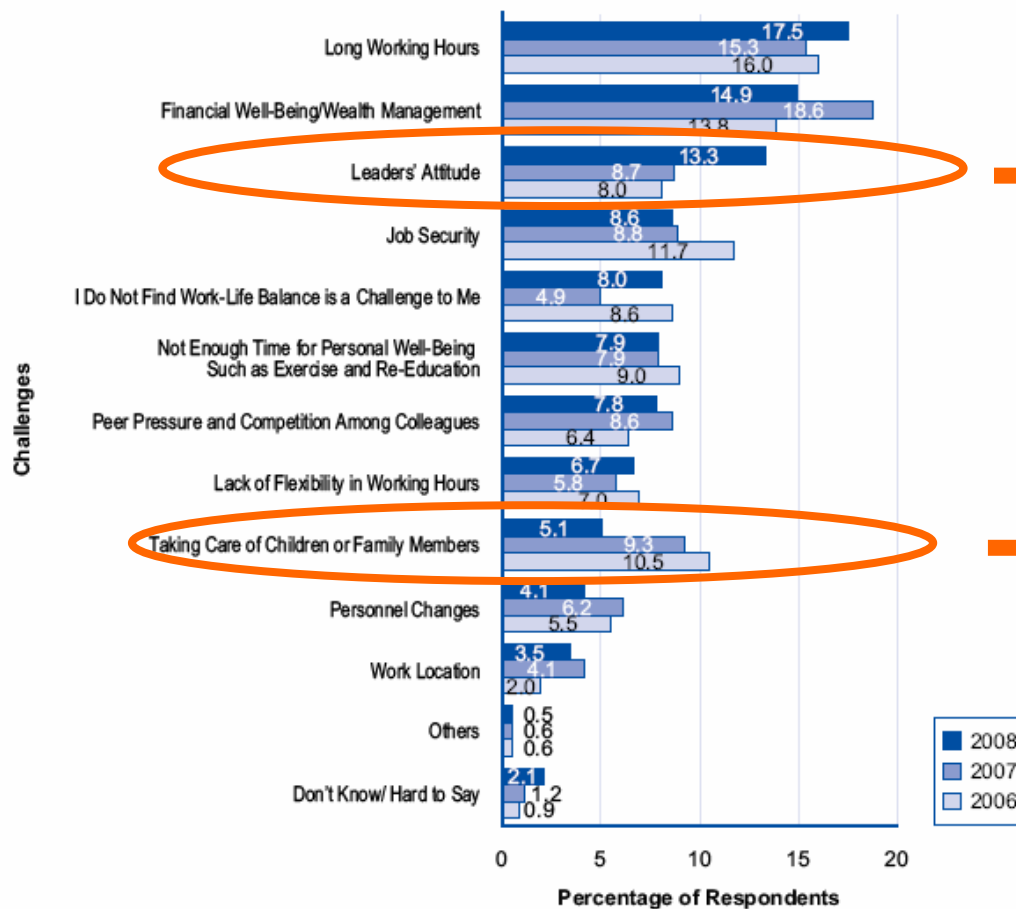


Top 3 most difficult WLB challenges in 2008:

- Long working hours (17.5%)
- Financial well-being/wealth management (14.9%)
- Leaders' attitude (13.3%)

Fact 7: Long working hours is the most difficult WLB challenge this year

The Most Difficult Work-Life Balance Challenges (2006 to 2008)



Leaders' Attitude more of a WLB challenge since 2006

Taking care of children or family members less of a WLB challenge since 2006



- Men regard financial well-being as a greater WLB challenge
(Male: 17.0% Vs Female: 12.5%)
- Women regard leaders' attitude as a greater WLB challenge
(Male: 12.3% Vs Female: 14.4%)



- Industries that cite long working hours as the most difficult WLB challenges:
Media (35.0%); Information Technology (34.4%); Education (24.2%); Law, Accountancy, Professional Information Services (23.1%); Banks and Finance (20.0%); Transportation (19.7%); Wholesale/Retail (17.0%)



- Primary WLB challenge to different income groups:
 - Lower income group: Financial well-being
 - Middle income group: Long working hours
 - Higher income group: Leaders' attitude and Long working hours

Fact 8: 5-day work week and more paid annual leave would most help WLB

Initiatives Provided By Employer That Would Most Help Work-Life Balance (2006 to 2008)



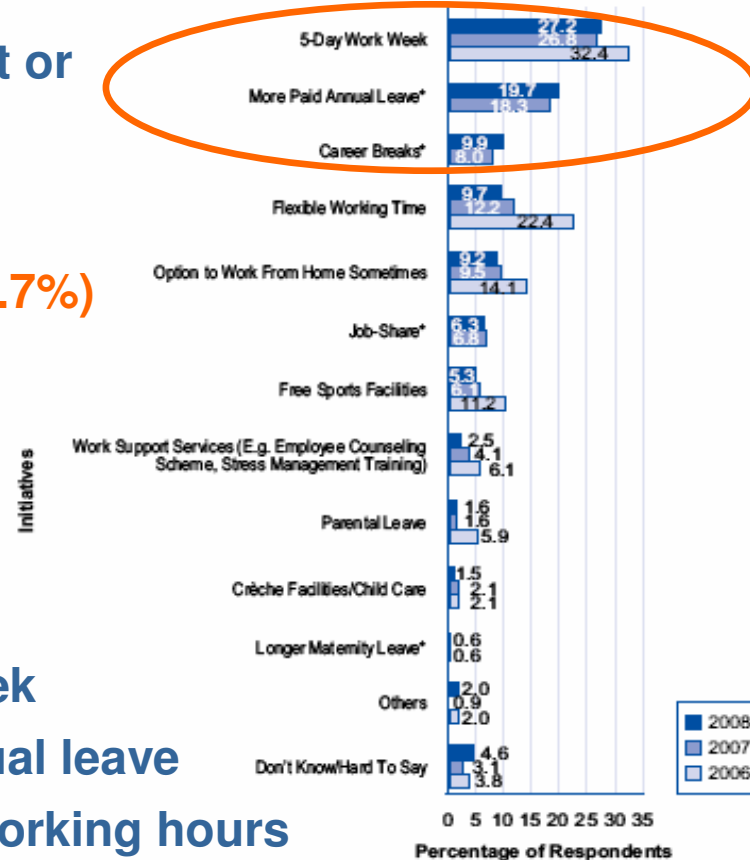
• Top 3 desired work arrangement or facilities

- 5 day work week (27.2%)
- More paid annual leave (19.7%)
- Career breaks (9.9%)

* All relate to more time off

Most desired work arrangement :

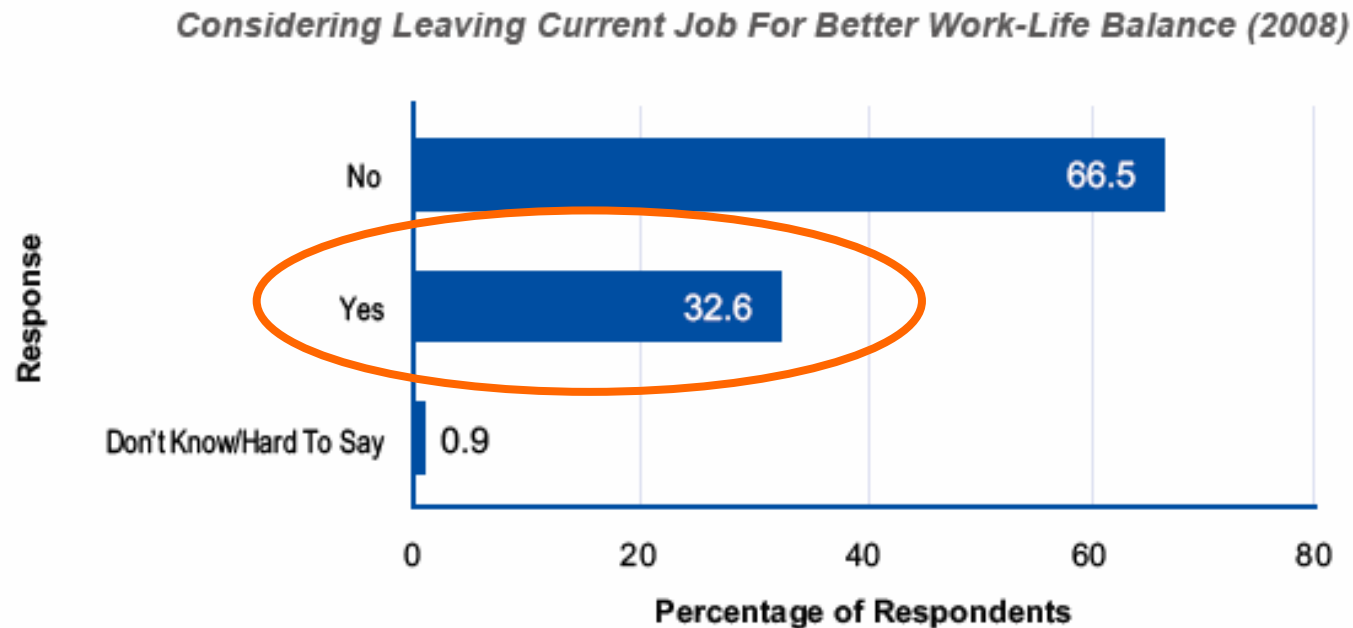
- Lower income group: 5-day work week
- Middle income group: More paid annual leave
- Higher income group: More flexible working hours



*Options introduced since 2007 Survey

Fact 9: Almost one third of employees in Hong Kong would consider leaving their current job for better WLB

- About one-third of employees say that they would leave their current employer for a better WLB



Final Thoughts

- **This year, employees have less WLB:**
 - Actual work-life ratio has worsened from 83:17 to 84:16
 - Employees only spend 10 hours on personal time (12 hours last year)
 - Lower income earners have the least WLB
- **There is a big cost of poor WLB for business:**
 - Adversely affects work productivity and quality
 - Almost one-third of employees would leave current job for better WLB
- **Companies should allow more personal time for employees:**
 - Long working hour is the primary obstacles for WLB
 - The most three desired arrangement are: 5-day work week, more annual leave and career breaks
- **For WLB to work, leaders' attitudes are vital**

Thank You

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