



Community Business launches The State of Work-Life Balance in Hong Kong Survey 2012

Examining Work-Life Culture and Establishing Responsibility

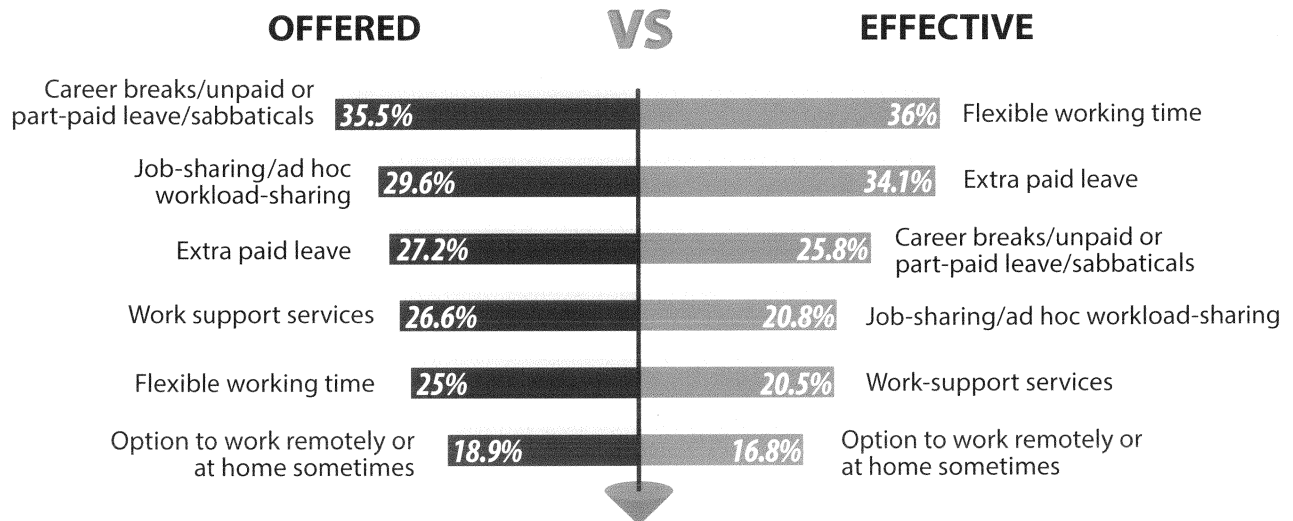
Presented by:

COMMUNITY BUSINESS

Degree of Achieving Ideal Work-Life Balance
score given by employees for how much they have achieved ideal work-life balance.

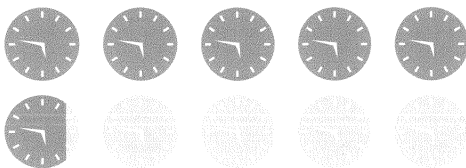
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Work-life Initiatives



Uptake of Work-Life Initiatives

58.2% of employees are currently using at least one type of work-life initiatives



Reasons for not using Work-Life initiatives

24.6% None of the initiatives provided are useful

8.5% No one or very few people in the company has taken up work-life initiatives

7.4% I don't know if any work-life initiatives existed in my company

There is still a culture of "FACE TIME" in Hong Kong

11.9%

of employees feel that the longer they stay in the office the more committed to work they are perceived to be



21.4%

of employees see that most people do not leave work before their bosses/supervisors do

Work-life balance remains a sensitive issue

30.7%

of employees say work-life balance is not talked about in their company



18%

of employees feel that they cannot raise concerns about work-life balance if they want to get ahead in their company



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Is technology good or bad for work-life balance?

42.7% say it's **BAD**

"I can never really switch off, even when I am sleeping or on holiday – I cannot rest fully"

(28.3%)

"I am expected to check and respond to work emails and communications any time of the day"

(14.4%)

46.6%

of employees use mobile technology or devices for work either after office hours or outside of the office

15.4% say it's **GOOD**

"I can work more flexibly – both in terms of time and location"

(11.2%)

"I can leave office earlier compared to if I do not have the mobile devices"

(4.2%)

Strong Business Case for work-life balance

71.8%

of employees say work-life balance is a critical factor affecting productivity, engagement and attraction and retention of talent:

25.8%

work-life balance is among the top 3 factors affecting my motivation and productivity at work

24.1%

work-life balance is more important than money when I choose to join, stay with or leave a company

21.9%

work-life balance is among the top 3 factors I consider when I choose to join, stay with or leave a company

People are looking for leadership

52% of employees think that senior business leaders should take primary responsibility for improving work-life balance in their organisations

Contributors to the current state of work-life balance

22.6%

Hong Kong's hard work ethics

22.5%

Lack of understanding of importance of work-life balance to productivity and talent retention

23.9%

Highly competitive nature of global/international business

To download a full report of the **State of Work-Life Balance in Hong Kong 2012**, please visit www.communitybusiness.org

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We thank Caxton Chung for designing this infographic.

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