



Community Business launches The State of Work-Life Balance in Hong Kong Survey 2013

A strong business case for Hong Kong companies
to create family-friendly workplaces

Presented by:

社商賢匯
COMMUNITY BUSINESS

Most people seek
family-friendly employers.

71% of people age **31 - 40**

74% of people age **15 - 30**

82%

say that companies in
Hong Kong need to
take active steps to
create a more
family-friendly
working environment.

say family-friendliness is a top
consideration for choice of employer.



28%
Flexible
working
time



19%
Shorter working hours /
Standard working hours



11%
Compressed work week /
5 days work week



8%
Paternity leave



6%
Family care leave
Childcare arrangements
(onsite or offsite)
Working remotely /
working from home



4%
More
annual
leave



3%
Extended maternity leave
(beyond legal minimum)
Medical insurance coverage
for family members

**Top 10 initiatives for creating
a more family-friendly
working environment**

*based on survey of 1,048 Hong Kong employees



Community Business is a non-profit organisation whose mission is to lead, inspire and support businesses to improve their positive impact on people and communities. As a thought leader in corporate responsibility in Asia, Community Business conducts research, facilitates events and networks, leads campaigns and provides consultancy and advice. Its major areas of focus include: Corporate Responsibility Strategy, Diversity & Inclusion, Work-Life Balance and Community Investment. Founded in 2003 and based in Hong Kong, Community Business works with leading organisations across the Asia region. For more information, <http://www.communitybusiness.org>.



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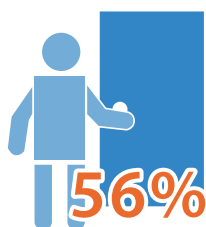
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Family-friendly workplace attracts and retains talent

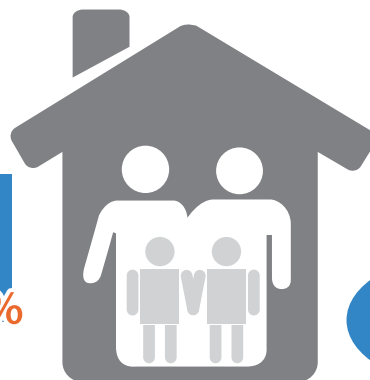
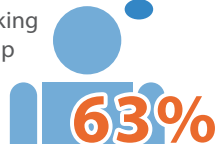
Have considered leaving or have left a job
to spend more time on family life.



Are willing to leave their current
job if the new job allows them to
spend more time on their family.



Consider family-friendly working
environment as one of the top
considerations when they
choose to join, stay with or
leave a company.



The business case for caring about carers

69%

Consider family-friendly
working environments as one
of the top considerations
when they choose to join,
stay with or leave a company.

59%

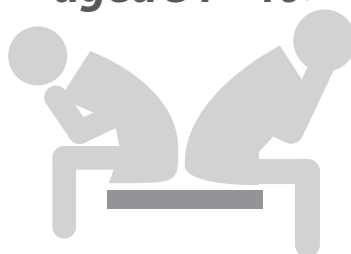
Are willing to leave their current job
if the new job allows them to spend
more time on their family.

Middle management hardest hit

The group whose career development is most affected
by present and future family responsibilities is those
aged 31–40.

44%

Are concerned about present
family responsibilities



58%

Are concerned about future
family responsibilities

Family responsibilities affect both men and women

42%



37%



say their career development has been
negatively affected by their family responsibilities



VS



35%



39%



think future family responsibilities will have an
impact on their career development.