

# HOW DOES AGING AFFECT WORK FORCE?

## HEADLINEJOBS QUALITY WORKPLACE INDEX 2012H1

PREPARED BY SING TAO RESEARCH & DEVELOPMENT DEPARTMENT (MAY 2012)



# Methodology

## Main Survey: Working Population



Random telephone survey using CATI system



March 26-30, 2012



N = 506 Working population aged 18+



C&SD - General Household Survey (Oct-Dec 2011)



$\pm 4.4\%$

## Supplementary Survey: Active Job Seekers



Online survey by HeadlineJobs



N = 306 HeadlineJobs visitors



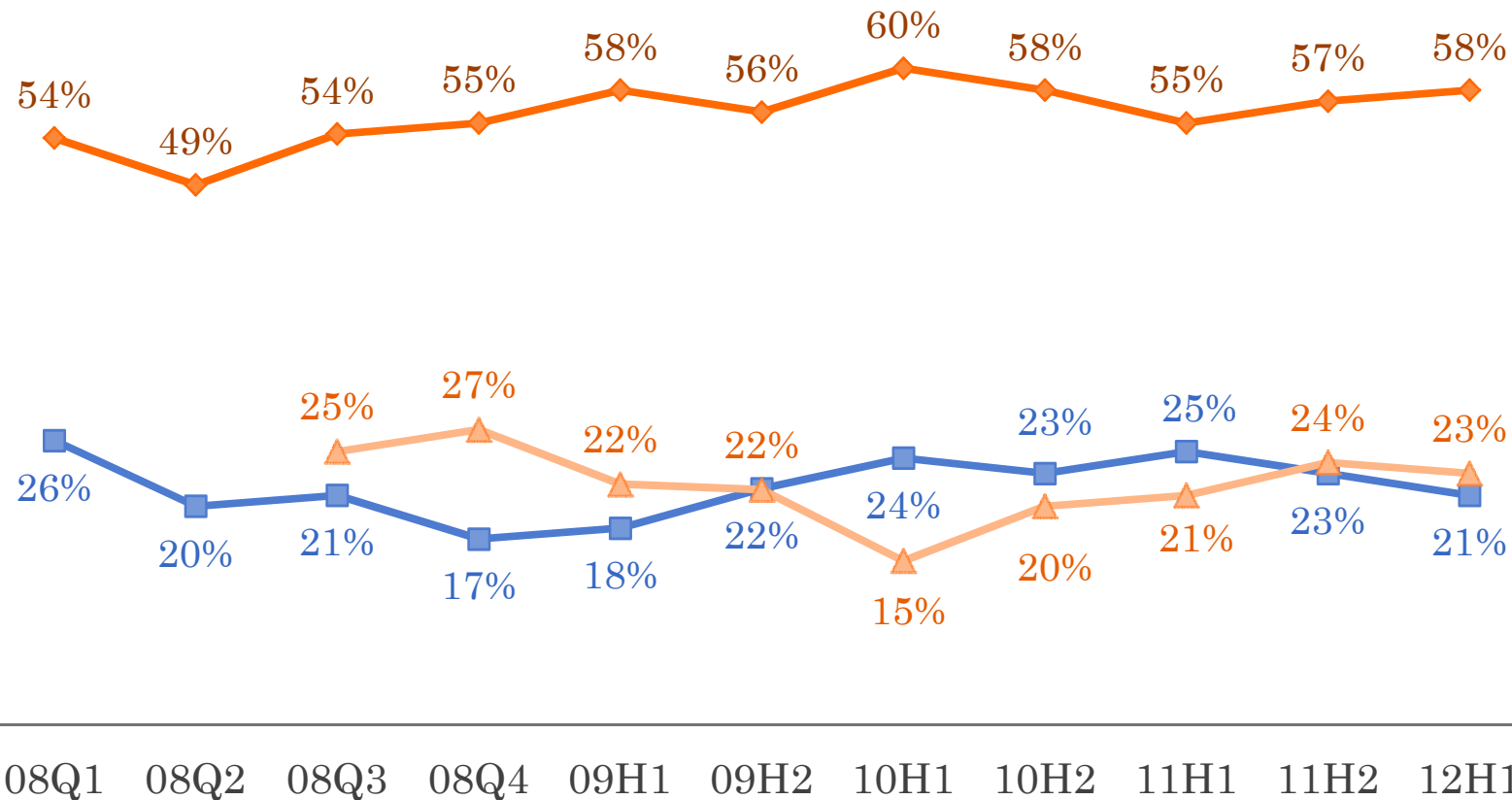
HeadlineJobs.hk

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# Overall Market View

◆ Job Satisfaction    ■ Job Seeking    ▲ Satisfaction of HeadlineJobs Visitors



Satisfaction refers to the percentage of respondents who were very satisfied or quite satisfied with their current post of work

Sources:

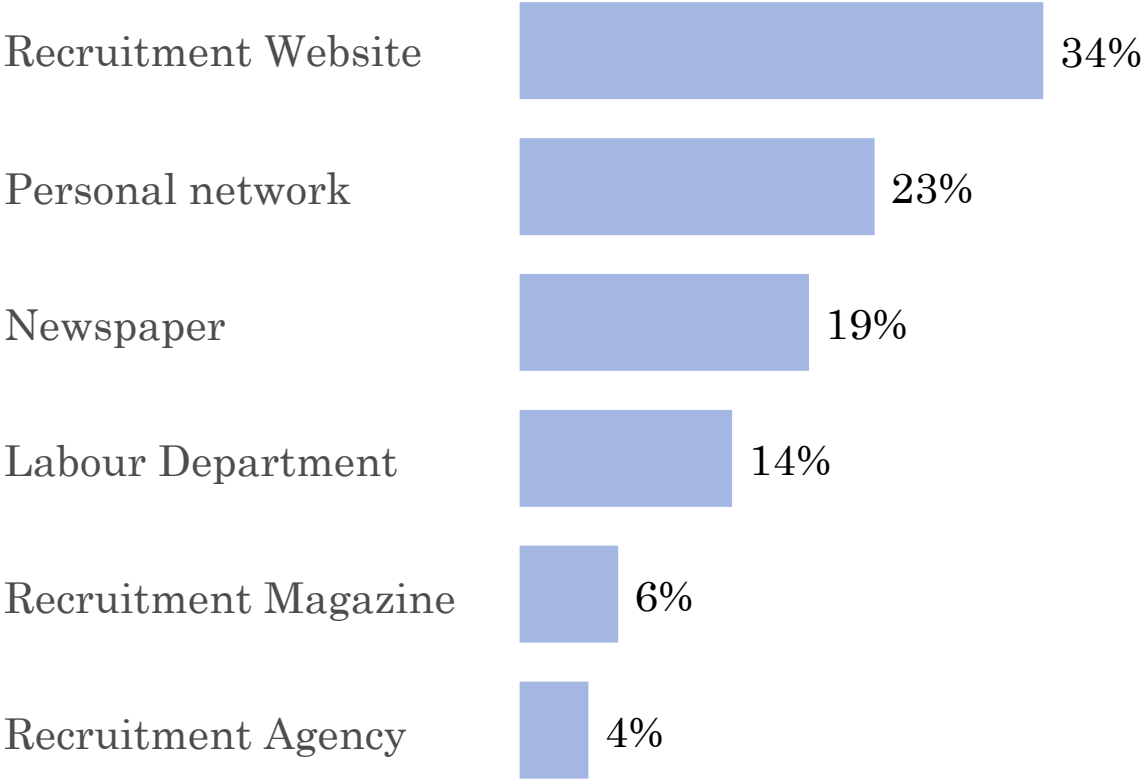
- Employees, HKUPOP, HeadlineJobs Quality Workplace Index
- Employees of HeadlineJobs visitors, HeadlineJobs Online Quality Workplace Index



**HeadlineJobs.hk**  
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# Channels of Job Hunt



Sources: Job seeking employees, HKUPOP, HeadlineJobs Quality Workplace Index

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# Changes on Job Satisfaction Factors

Top 5 important factors

			Changes vs. 11H1	Change in ranking
1	Safe Working Environment	82%	+3%	-
2	Relationship w/ Coworkers	78%	+6%	-
3	Relationship w/ Supervisor	68%	+6%	↑2
4	Job Security	66%	+1%	-
5	Contribution to Organization	66%	0%	↓2
6	Job Nature and Meaningfulness	62%	+2%	-
7	Networking	57%	-1%	-
8	Work Flexibility	53%	+4%	↑1
9	Professional Development	51%	+3%	↑2
10	Salary	50%	+1%	-
11	Full Play to Potentials & Autonomy	49%	-1%	↓3
12	Benefits	48%	+4%	↑1
13	Management Recognition	48%	+6%	↑1
14	Corporate Culture	47%	+7%	↑1
15	Job Variety	46%	+1%	↓3
16	Career Advancement Opportunities	30%	+1%	-



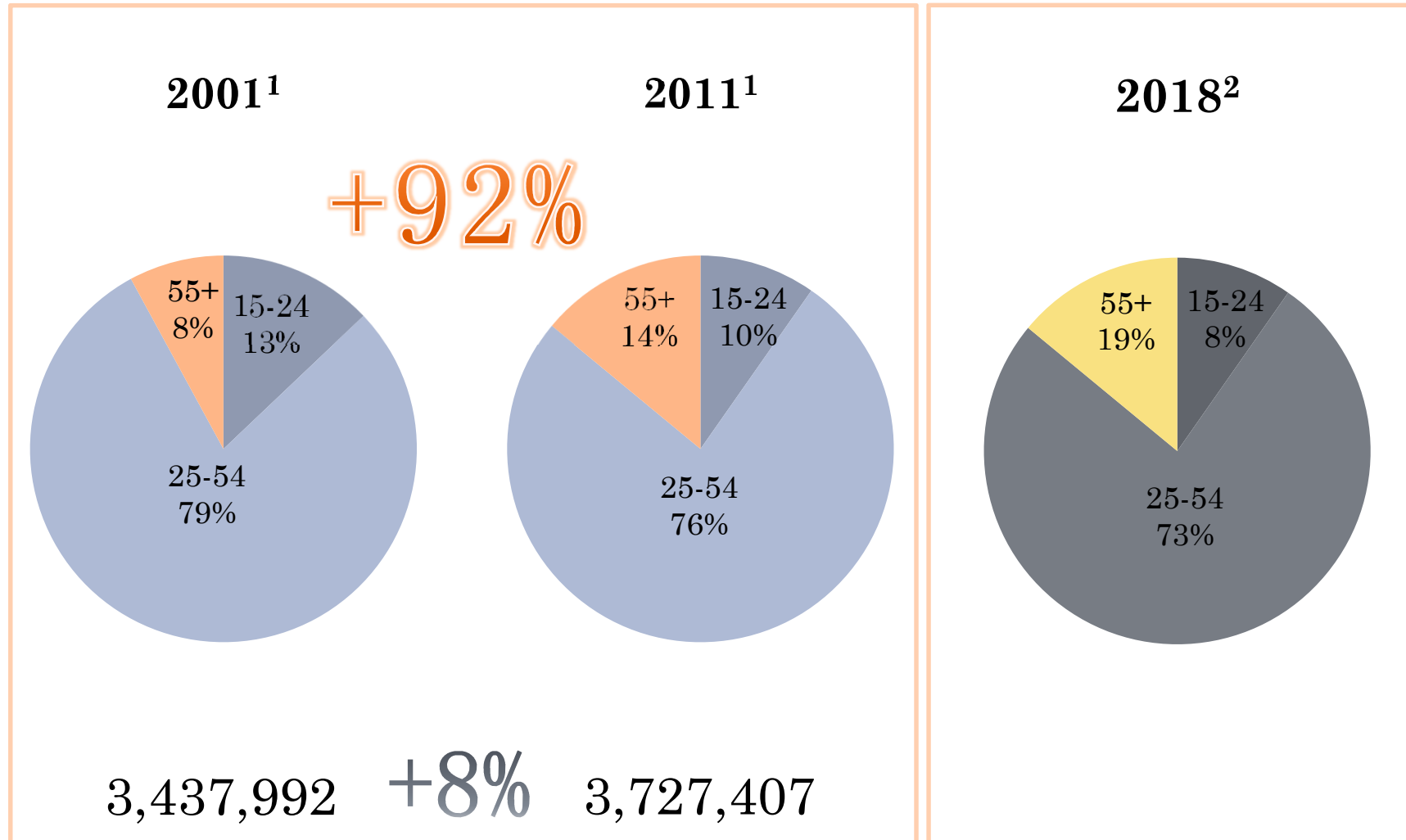
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Sources: Employees, HKUPOP, HeadlineJobs Quality Workplace Index

HeadlineJobs.hk

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# Aging Population in Hong Kong



Sources:

<sup>1</sup> Labour Force by Sex and Age Group, 2011 Population Census Office, Census and Statistics Department

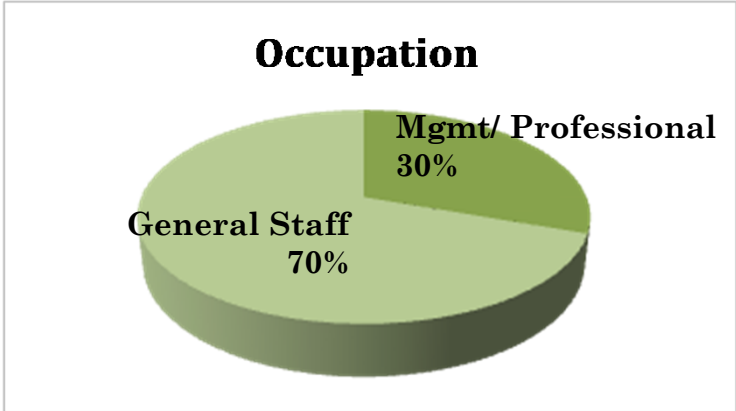
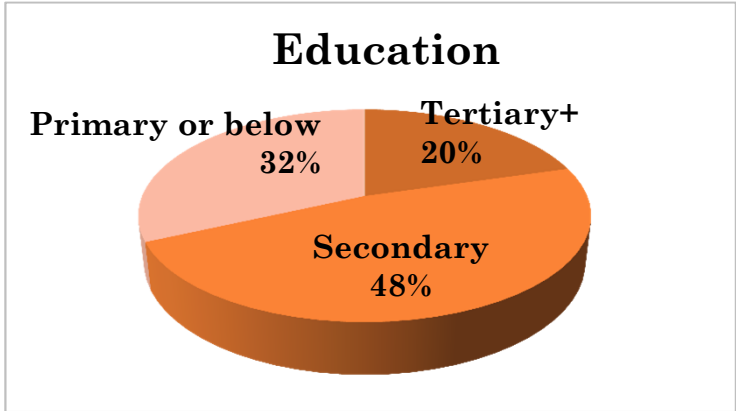
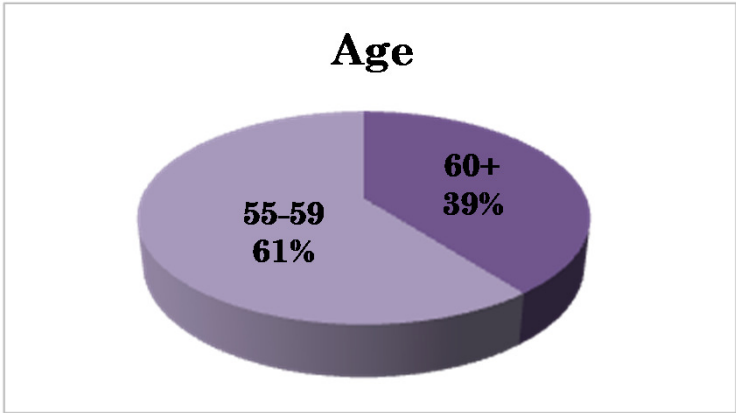
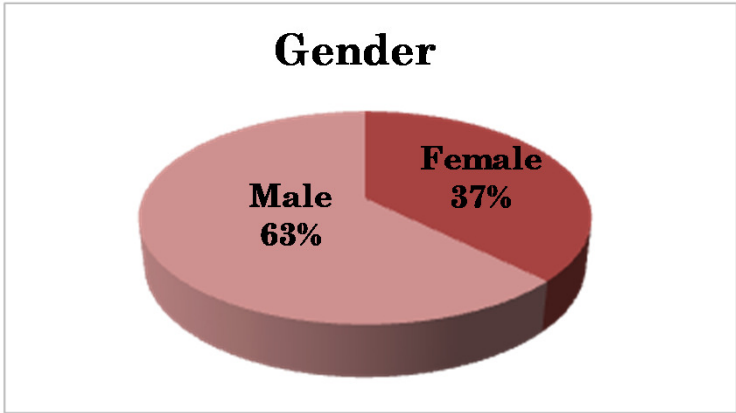
<sup>2</sup> Report on Manpower Projection to 2018, Labour and Welfare Bureau

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# Characteristics of the Silver Lining



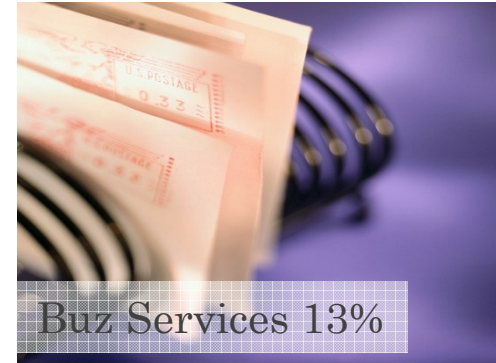
Sources: Employees aged 55+ (Weighted base = 338,677; Unweighted base = 50), HKUPOP, HeadlineJobs Quality Workplace Index

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# What does the Silver Lining do?



76%



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Sources: Employees aged 55+ (Weighted base = 338,677; Unweighted base = 50), HKUPOP, HeadlineJobs Quality Workplace Index



# How Satisfied is the Silver Lining?

Top 5 important factors

			Comparing to Mass	Ranking for Mass
	Overall	56%	-2%	
1	Relationship w/ Coworkers	77%	-1%	2
2	Safe Working Environment	72%	-10%	1
3	Contribution to Organization	71%	+4%	5
4	Job Security	64%	-3%	4
5	Networking	64%	+6%	7
6	Relationship w/ Supervisor	62%	-7%	3
7	Job Nature and Meaningfulness	61%	-1%	6
8	Work Flexibility	55%	+1%	8
9	Management Recognition	54%	+6%	13
10	Job Variety	51%	+5%	15
11	Salary	50%	0%	10
12	Full Play to Potentials & Autonomy	48%	-1%	11
13	Professional Development	47%	-4%	9
14	Corporate Culture	45%	-1%	14
15	Benefits	36%	-11%	12
16	Career Advancement Opportunities	24%	-6%	16
	Job Seeking	13%	-7%	

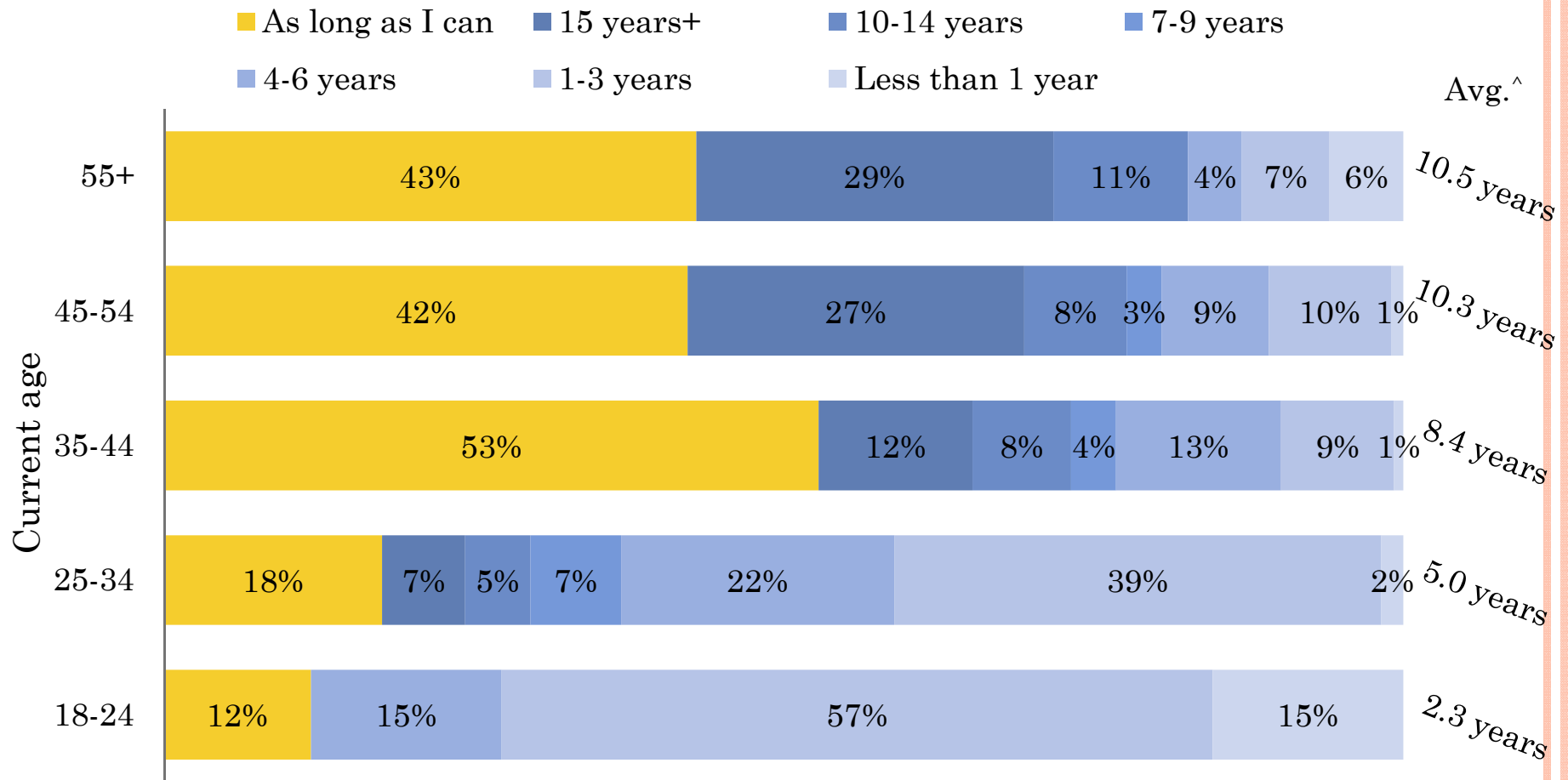


Satisfaction refers to the percentage of respondents who were very satisfied or quite satisfied with their current post of work  
Sources: Employees aged 55+ (Weighted base = 338,677; Unweighted base = 50), HKUPOP, HeadlineJobs Quality Workplace Index

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# How Loyal is the Silver Lining?

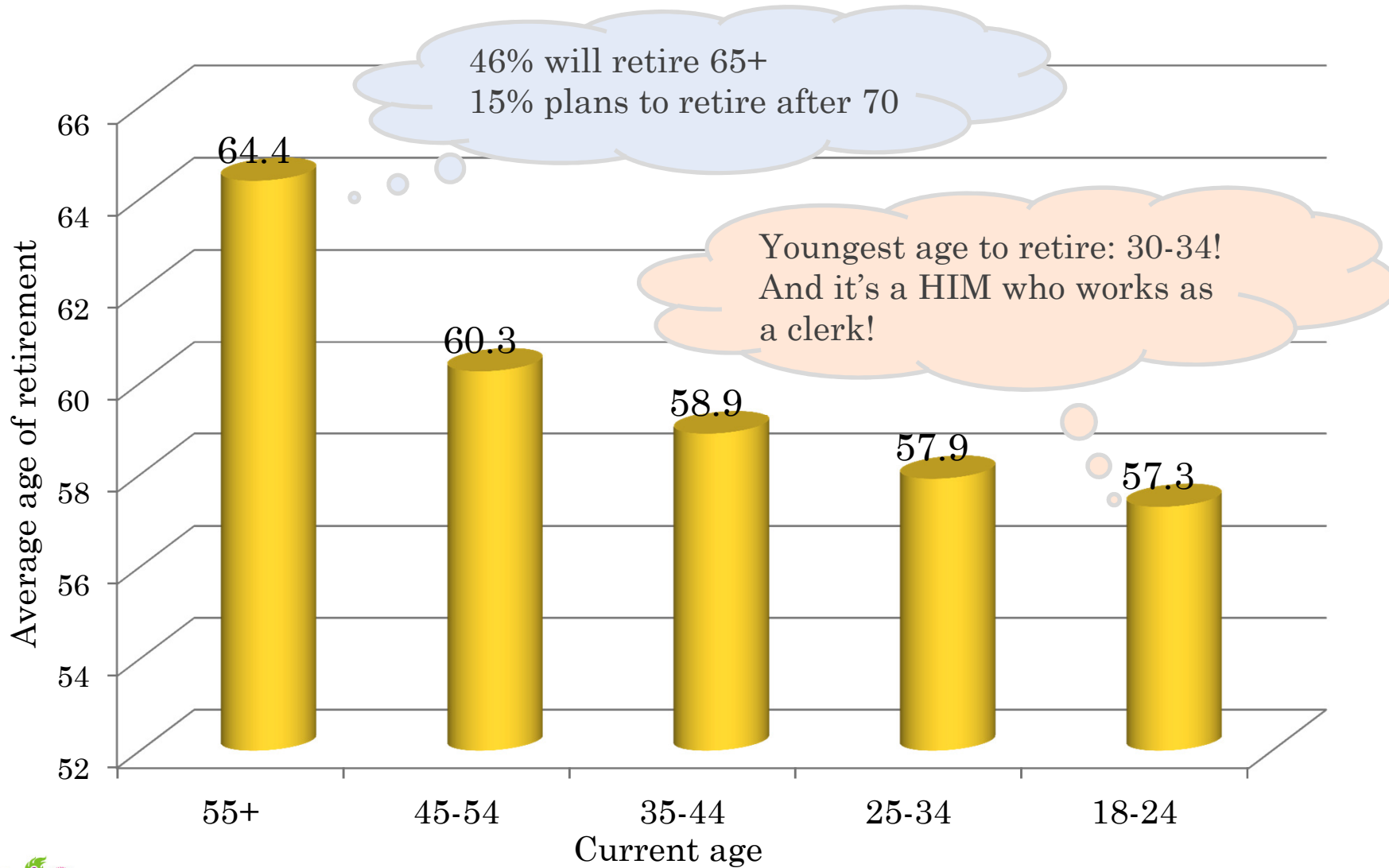


<sup>^</sup> Excludes responses of "As long as I can"  
Sources: Employees, HKUPOP, HeadlineJobs Quality Workplace Index

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**Quality Workplace Index 2012H1**

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# When will the Silver Lining Retire?



Sources: Employees, HKUPOP, HeadlineJobs Quality Workplace Index

HeadlineJobs.hk

Quality Workplace Index 2012H1

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# Loyalty & Retirement - By Industries

	All Employees	Manufacturing**	Construction*	Import/export, wholesale and retail trades	Transportation, storage, postal and courier services*	Accommodation and food services**	Information and communications*	Financing and insurance*	Real estate, professional and business services	Public administration, education, human health and social work activities	Miscellaneous social and personal services**
As long as I can	35%	37%	20%	39%	51%	56%	23%	34%	27%	36%	42%
Less than 1 year	3%	0%	9%	0%	0%	5%	3%	0%	4%	3%	6%
1-3 years	22%	28%	31%	17%	12%	16%	46%	32%	26%	11%	15%
4-6 years	14%	17%	20%	21%	11%	20%	7%	10%	11%	10%	20%
7-9 years	4%	9%	3%	3%	11%	0%	4%	8%	5%	0%	0%
10-14 years	7%	5%	11%	8%	4%	0%	7%	0%	15%	9%	0%
15 years+	16%	5%	6%	12%	12%	3%	11%	16%	11%	30%	17%
Mean	7.1	5.4	5.1	7.1	7.8	4.1	5.2	6.3	6.9	9.9	6.6
Age of Retirement	59.4	61.8	59.5	60.0	60.1	57.2	60.0	58.7	59.7	58.3	62.6

# Loyalty & Retirement - By Job Function

	All Employees	Accounting/ Auditing*	Engineering*	Management*	Administration*	Marketing**	Purchasing/ Merchandising**	Sales	Operation/ Production**	Internal/ Business Support*	Education*	Cleaning**	Transport & Logistics**	Medical Support/ Counseling**
As long as I can	35%	48%	30%	41%	40%	9%	38%	25%	41%	38%	26%	59%	46%	45%
Less than 1 year	3%	0%	4%	0%	10%	0%	0%	2%	0%	2%	4%	5%	4%	0%
1-3 years	22%	14%	32%	19%	13%	46%	54%	25%	30%	28%	8%	5%	5%	9%
4-6 years	14%	9%	6%	18%	17%	12%	8%	20%	18%	9%	17%	5%	13%	4%
7-9 years	4%	0%	3%	2%	0%	10%	0%	10%	0%	0%	0%	0%	10%	0%
10-14 years	7%	9%	7%	6%	12%	20%	0%	7%	6%	6%	7%	10%	13%	0%
15 years+	16%	20%	18%	15%	10%	4%	0%	11%	6%	17%	38%	15%	9%	42%
Mean	7.1	9.3	6.8	7.3	6.6	5.7	2.4	6.4	5.1	6.9	10.2	9.6	8.4	12.2
Age of Retirement	59.4	58.2	60.3	57.2	60.1	56.8	61.1	59.6	63.3	61.1	56.8	60.0	60.2	59.9

\*Small sample size (<50), read with caution

\*\* Very small sample size (<30), for indication only

Job functions with sample sizes ≤ 10 are not shown

Sources: Employees, HKUPOP, HeadlineJobs Quality Workplace Index



HeadlineJobs.hk

Quality Workplace Index 2012H1

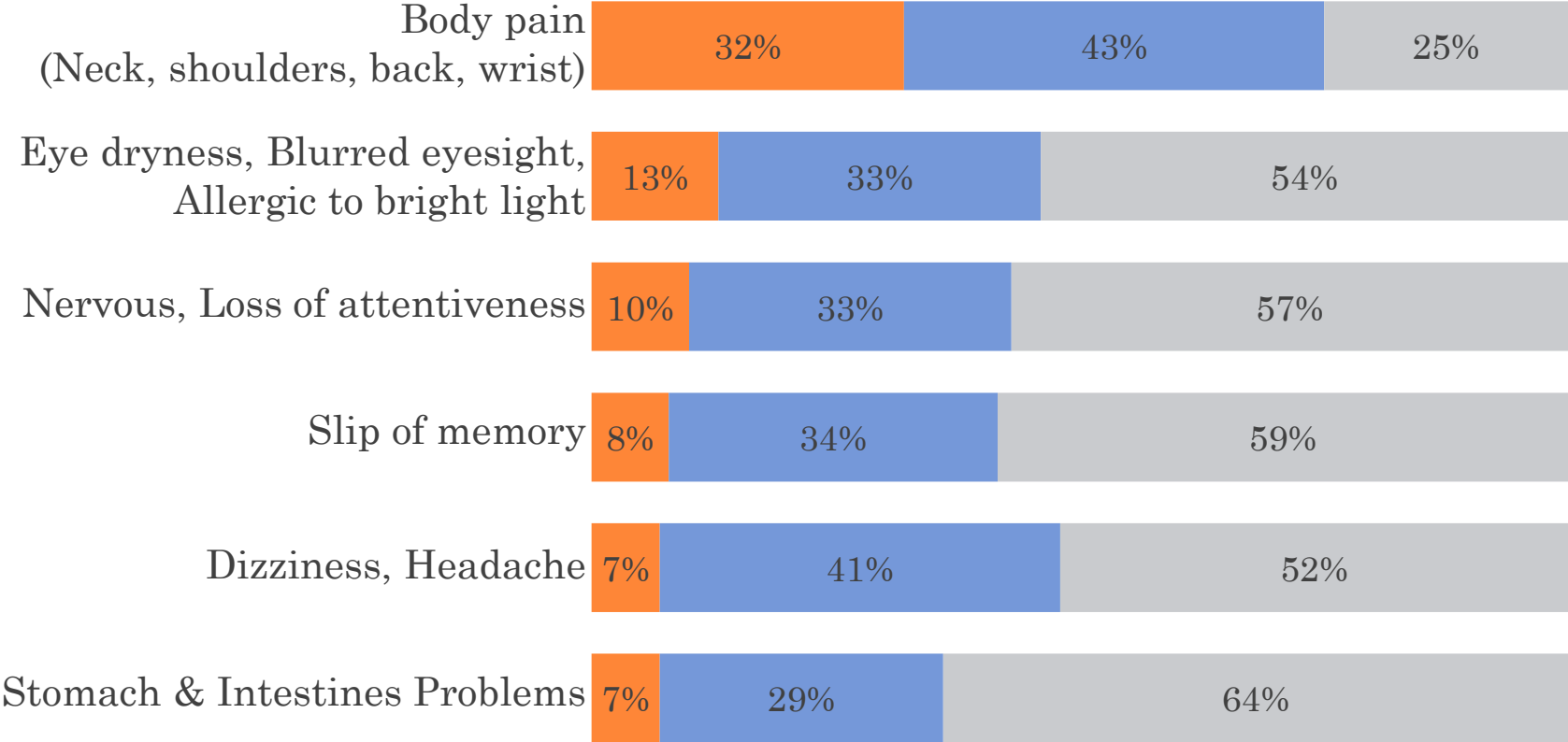
Prepared by Sing Tao Research & Development Department (May 2012)



# Other Interesting Findings

# Common Health Problems

Always Sometimes Never

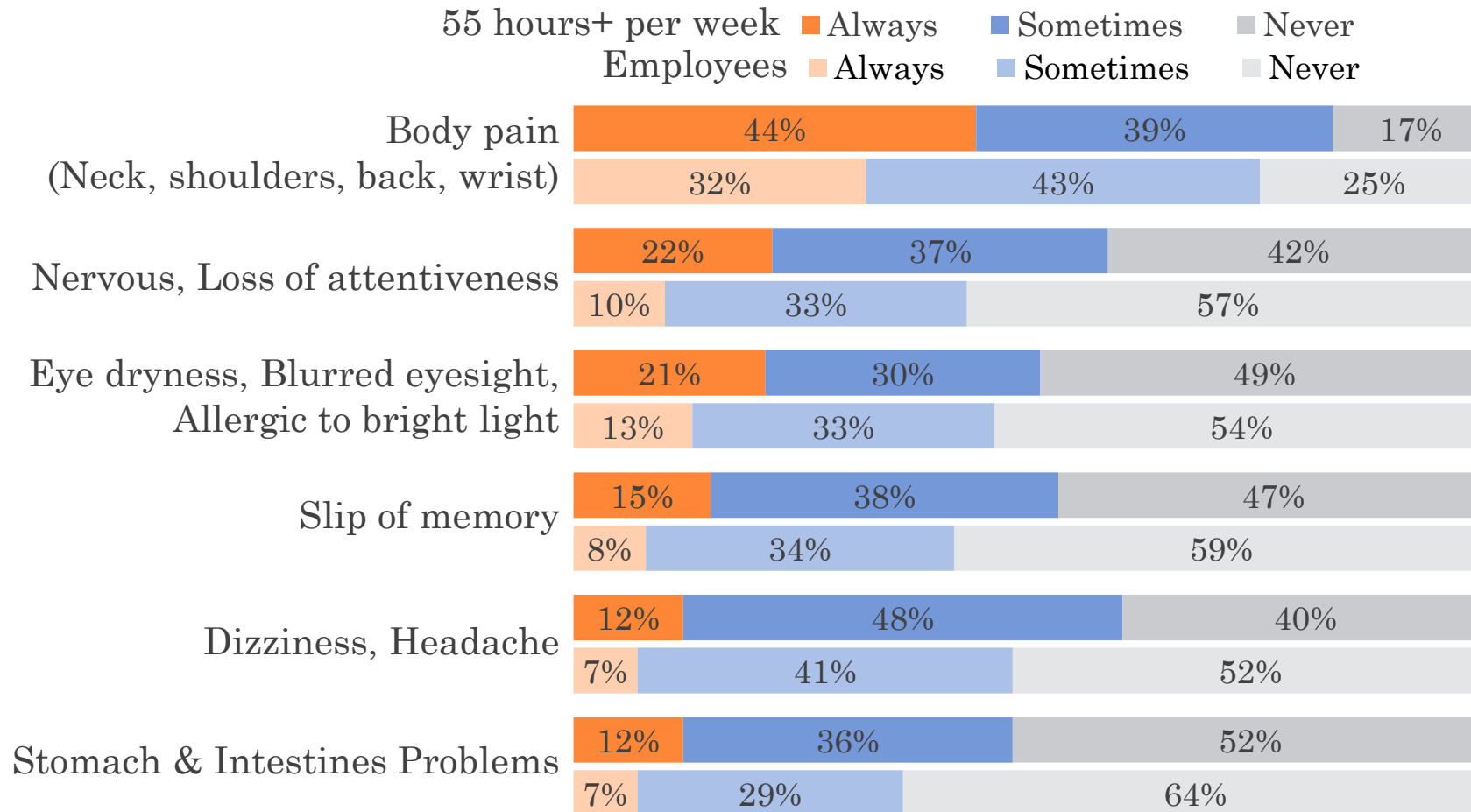


Average is calculated by applying a mean of 5 to health problems that always occur, 3 to those that sometimes occur, and 0 to those never occur  
Sources: Employees, HKUPOP, HeadlineJobs Quality Workplace Index

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# How does Long Hours affect Health?



Average is calculated by applying a mean of 5 to health problems that always occur, 3 to those that sometimes occur, and 0 to those never occur  
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# Who suffers the most? - By Gender/ Age

	All Employees	Gender		Age				
		Male	Female	18-24	25-34	35-44	45-54	55+
<b>Body pain (Neck, shoulders, back, wrist)</b>								
Always	32%	23%	41%	40%	27%	37%	36%	15%
Sometimes	43%	43%	44%	46%	48%	35%	39%	56%
Never	25%	34%	16%	14%	25%	27%	25%	29%
<b>Eye dryness, Blurred eyesight, Allergic to bright light</b>								
Always	13%	9%	17%	25%	15%	11%	12%	7%
Sometimes	33%	29%	37%	20%	30%	32%	36%	47%
Never	54%	62%	46%	55%	55%	57%	52%	46%
<b>Dizziness, Headache</b>								
Always	7%	2%	11%	8%	11%	6%	4%	7%
Sometimes	41%	36%	45%	59%	41%	42%	40%	26%
Never	52%	61%	43%	33%	48%	53%	56%	67%
<b>Nervous, Loss of attentiveness</b>								
Always	10%	6%	13%	20%	11%	10%	6%	7%
Sometimes	33%	30%	36%	30%	37%	29%	36%	29%
Never	57%	64%	51%	50%	52%	61%	59%	64%
<b>Slip of memory</b>								
Always	8%	5%	10%	8%	6%	8%	7%	12%
Sometimes	34%	31%	37%	32%	27%	32%	40%	41%
Never	59%	64%	53%	60%	67%	60%	54%	47%
<b>Stomach &amp; Intestines Problems</b>								
Always	7%	7%	7%	15%	10%	6%	5%	5%
Sometimes	29%	24%	34%	28%	32%	29%	27%	23%
Never	64%	69%	59%	57%	58%	64%	68%	72%



Average is calculated by applying a mean of 5 to health problems that always occur, 3 to those that sometimes occur, and 0 to those never occur  
Sources: Employees, HKUPOP, HeadlineJobs Quality Workplace Index

# Who suffers the most? - By Title/ Working hrs

	All Employees	Job Title		Working hours/ week			
		Mgmt/ Prof	General Staff	Below 44 hrs	45-49 hrs	50-54 hrs	55+ hrs
<b>Body pain (Neck, shoulders, back, wrist)</b>							
Always	32%	33%	32%	30%	25%	35%	44%
Sometimes	43%	38%	46%	42%	48%	45%	39%
Never	25%	30%	23%	28%	27%	20%	17%
<b>Eye dryness, Blurred eyesight, Allergic to bright light</b>							
Always	13%	12%	14%	15%	8%	10%	21%
Sometimes	33%	35%	32%	31%	38%	35%	30%
Never	54%	52%	54%	54%	54%	55%	49%
<b>Dizziness, Headache</b>							
Always	7%	5%	8%	5%	4%	9%	12%
Sometimes	41%	37%	43%	35%	49%	35%	48%
Never	52%	58%	50%	60%	47%	56%	40%
<b>Nervous, Loss of attentiveness</b>							
Always	10%	9%	10%	7%	7%	7%	22%
Sometimes	33%	38%	31%	31%	33%	34%	37%
Never	57%	52%	59%	62%	60%	59%	42%
<b>Slip of memory</b>							
Always	8%	7%	8%	6%	6%	5%	15%
Sometimes	34%	37%	33%	33%	34%	35%	38%
Never	59%	56%	59%	62%	60%	60%	47%
<b>Stomach &amp; Intestines Problems</b>							
Always	7%	7%	8%	7%	5%	6%	12%
Sometimes	29%	30%	28%	25%	31%	29%	36%
Never	64%	63%	64%	68%	65%	65%	52%



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# Who suffers the most? - By Industry

	All Employees	Manufacturing**	Construction*	Import/export, wholesale and retail trades	Transportation, storage, postal and courier services*	Accommodation and food services**	Information and communications*	Financing and insurance*	Real estate, professional and business services	Public administration, education, human health and social work activities	Miscellaneous social and personal services**
<b>Body pain (Neck, shoulders, back, wrist)</b>											
Always	32%	20%	30%	27%	31%	50%	35%	26%	30%	36%	38%
Sometimes	43%	49%	57%	43%	42%	42%	43%	45%	40%	36%	47%
Never	25%	31%	12%	30%	28%	9%	21%	29%	31%	28%	15%
<b>Eye dryness, Blurred eyesight, Allergic to bright light</b>											
Always	13%	11%	8%	15%	18%	13%	10%	13%	8%	19%	5%
Sometimes	33%	38%	22%	28%	36%	39%	34%	37%	37%	31%	36%
Never	54%	50%	70%	58%	46%	48%	57%	50%	55%	50%	58%
<b>Dizziness, Headache</b>											
Always	7%	2%	0%	10%	0%	13%	0%	10%	4%	10%	10%
Sometimes	41%	34%	35%	46%	38%	45%	45%	27%	37%	47%	48%
Never	52%	63%	65%	44%	62%	42%	55%	63%	59%	43%	42%
<b>Nervous, Loss of attentiveness</b>											
Always	10%	0%	0%	14%	11%	11%	18%	5%	1%	15%	4%
Sometimes	33%	20%	33%	29%	38%	25%	39%	27%	36%	36%	49%
Never	57%	80%	67%	57%	51%	63%	43%	68%	63%	49%	47%
<b>Slip of memory</b>											
Always	8%	0%	3%	7%	9%	9%	17%	2%	3%	14%	4%
Sometimes	34%	41%	35%	31%	41%	30%	27%	30%	27%	37%	42%
Never	59%	59%	62%	62%	50%	61%	56%	68%	71%	50%	54%
<b>Stomach &amp; Intestines Problems</b>											
Always	7%	0%	3%	7%	14%	4%	13%	13%	4%	9%	4%
Sometimes	29%	23%	35%	27%	31%	45%	25%	26%	24%	28%	29%
Never	64%	77%	62%	66%	55%	51%	62%	61%	72%	63%	67%



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\*Small sample size (<50), read with caution

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# Who suffers the most? - By Job Function

	All Employees	Accounting/ Auditing*	Engineering*	Management*	Administration*	Marketing**	Purchasing/ Merchandising**	Sales	Operation/ Production**	Internal/ Business Support*	Education*	Cleaning**	Transport & Logistics**	Medical Support/ Counseling**
<b>Body pain (Neck, shoulders, back, wrist)</b>														
Always	32%	22%	25%	25%	30%	34%	41%	32%	28%	37%	37%	52%	25%	33%
Sometimes	43%	54%	65%	49%	42%	35%	38%	43%	40%	41%	17%	39%	52%	35%
Never	25%	24%	10%	26%	28%	31%	22%	24%	32%	22%	45%	8%	22%	32%
<b>Eye dryness, Blurred eyesight, Allergic to bright light</b>														
Always	13%	21%	7%	11%	18%	26%	18%	14%	3%	8%	19%	12%	7%	12%
Sometimes	33%	47%	27%	29%	34%	36%	29%	26%	43%	33%	30%	29%	39%	27%
Never	54%	32%	66%	60%	48%	38%	53%	60%	55%	59%	51%	59%	54%	61%
<b>Dizziness, Headache</b>														
Always	7%	8%	0%	6%	6%	5%	8%	13%	3%	11%	9%	8%	0%	13%
Sometimes	41%	45%	42%	31%	38%	37%	38%	46%	33%	43%	48%	45%	47%	43%
Never	52%	47%	58%	63%	56%	58%	55%	42%	65%	46%	43%	47%	53%	44%
<b>Nervous, Loss of attentiveness</b>														
Always	10%	3%	3%	6%	5%	34%	8%	12%	5%	9%	14%	16%	8%	10%
Sometimes	33%	49%	39%	38%	35%	29%	19%	28%	19%	26%	34%	39%	37%	32%
Never	57%	48%	57%	56%	60%	37%	73%	61%	77%	65%	52%	45%	55%	58%
<b>Slip of memory</b>														
Always	8%	0%	7%	3%	7%	16%	8%	6%	5%	8%	10%	8%	6%	14%
Sometimes	34%	30%	38%	35%	26%	39%	33%	21%	26%	41%	44%	44%	44%	32%
Never	59%	70%	55%	63%	67%	45%	59%	73%	70%	50%	46%	48%	50%	54%
<b>Stomach &amp; Intestines Problems</b>														
Always	7%	7%	13%	6%	13%	12%	0%	10%	0%	7%	0%	4%	12%	19%
Sometimes	29%	16%	23%	32%	17%	25%	20%	30%	31%	30%	41%	28%	45%	16%
Never	64%	77%	65%	62%	70%	63%	80%	60%	69%	63%	59%	68%	44%	65%



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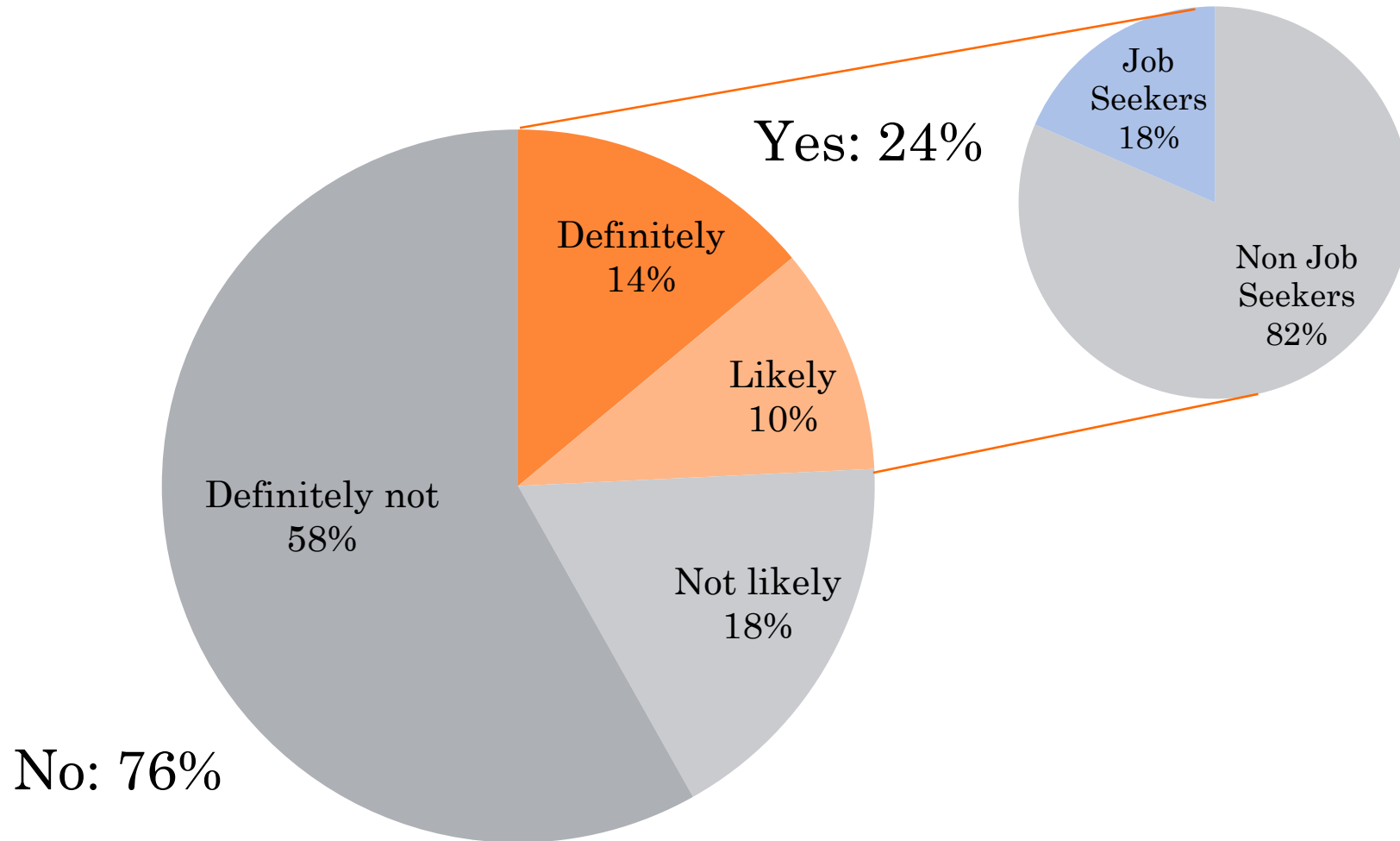
Sources: Employees, HKUPOP, HeadlineJobs Quality Workplace Index

HeadlineJobs.hk

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# Before searching for a new job, will you resign from your current position first?



Sources: Employees, HKUPOP, HeadlineJobs Quality Workplace Index

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# Thank you!

For enquiry, please contact our  
HeadlineJobs Customer Services:

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Email: [enquiry@headlinejobs.hk](mailto:enquiry@headlinejobs.hk)

