

Workplace Well-being

As we witness global corporations implementing policies & services aimed at improving the well-being of employees, **H Properties** commissioned **NielsenIQ**, a global market research firm, to conduct a study to better understand the workplace well-being landscape in Hong Kong. The survey was conducted in 2021-2022. Our ambition is to help the property industry plan & prepare for the future.

1 Our research methodology

Quantitative
Online survey

Qualitative
Expert interviewees

Focus group

1,000

full time office workers within Grade A buildings

18 to 55

age of respondents (Gen X, Y & Z)



Psychotherapist



Architect



*Full-time office workers

*16 full-time office workers within Grade A buildings (Gen X, Y & Z)

3 HK's score

67/100

We measured the well-being of office workers by assessing their sentiments towards various factors, including location & accessibility, the physical working environment, social & collaboration opportunities, & more. The results show that there is definite room for improvement.

By creating this index, we hope to be able to track industry developments & be an advocate for improving workplace well-being in Hong Kong & beyond.

2 Definition of workplace well-being

'any workplace health promotion activity or organisational policy designed to support healthy behaviour among employees & to improve health outcomes'

Definition as described by Global Wellness Institute, a non-profit organization providing education on preventative health & wellness to public & private sectors.

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What do office workers think about Hong Kong?

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Hong Kong's perceived workplace well-being ranks 14th out of 19 developed economies

Respondents were asked to nominate 3 regions with which they felt offered the best quality of life in the workplace. 1st, 2nd & 3rd place are taken by Finland, Sweden & Norway.

Want to know about why we care? Find out on the next page!



5 Better workplaces create happier staff

86%

The percentage of office workers agree that workplace well-being enhances staff happiness, improves productivity & creativity, & ultimately benefits businesses.

Our experts explain why:



“A healthy & happy workplace not only helps employees feel more engaged & enjoy a greater sense of belonging but also helps them to work better & make better decisions.”

Mr. Adrian Tong, Psychotherapist



“Generally, large international companies tend to focus more on the quality of life in their workplaces, & the well-being of their employees. Because they know that these factors really help to improve employee productivity & stimulate creativity”

Mr. Edward Lau, Architect



6 Moving forward

We need to consider the changing expectations of the workplace



As a result of the COVID-19 pandemic, concerns about hygiene & safety have increased.



The office has become a place for more than just work. It is a place that fosters social connections & inter-person collaboration.

7 Catering to our future workforce

34.9%

The percentage of Gen Z participated in the workforce in Hong Kong in 2021*. This percentage is forecasted to increase.

In general, attitudes towards work & what office workers consider valuable varies between generations. To address the needs of the younger generation who prioritise workplace well-being, it's important to invest now.

We found that each generation's workplace priorities differ given the choice of **A) benefits & compensation**, **B) work-life balance**, **C) physical working environment**, **D) social life**, **E) company culture**



Gen Z
born between 1997 – 2012



Gen Y
born between 1981 – 1996



Gen X
born between 1965 – 1980

*From HKSAR Government 2021 Population Census: Labour Force & Labour Force Participation Rate - By Age Group



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Eight critical factors for improving workplace well-being

	Criteria	Workplace initiatives
	Financial Satisfaction with current & future financial situations	Monetary incentives & compensation
	Environmental Good health by occupying pleasant, stimulating environments that support well-being	Relaxation areas with greenery & views
	Social A sense of connection, belonging & a well-developed support system	Networking & bonding activities
	Physical Recognising the need for physical activity, diet, sleep & nutrition	Gym facilities, health classes & nap pods
	Intellectual Recognising creative abilities & finding ways to expand knowledge & skills	Training & education
	Occupational Personal satisfaction & enrichment derived from one's work	Awards & peer recognition systems
	Emotional Ability to cope effectively with life & create satisfying relationships	Flexible working hours & arrangements
	Spiritual Expanding the sense of purpose & meaning in life	Meditation & life coaching sessions

*Based on Dr. Swarbrick's 'Eight dimensions of wellness' model

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Embrace the future

74%

The percentage of senior management whom believe that workplace well-being will become increasingly important in the coming few years.

Behind this research

H Properties

H Properties is a world-class property investment & management firm focused on excellence, growth & return for our stakeholders. Everything we do is driven by a higher purpose. To ensure the wellness, well-being & happiness of everyone in our properties.

Through the sharing of this insightful research, H Properties hopes to draw attention to the importance of workplace well-being & together improve the situation in the city to the benefit of its workforce & its companies.

To find out more, [visit h-properties.com](https://www.h-properties.com)

NielsenIQ

NielsenIQ is the leader in providing the most complete, unbiased view of consumer behavior, globally. Powered by a groundbreaking consumer data platform and fueled by rich analytic capabilities, NielsenIQ, an Advent International portfolio company, has operations in nearly 100 markets, covering more than 90% of the world's population.

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