Lessons from Hong Kong's first Workplace Well-being Index by H Properties

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.



Our research methodology

Quantitative

1,000 18 to 55

workers within
Grade A buildings

age of responden
(Gen X, Y & Z)

Qualitative

Expert interviewees



*Full-time office workers

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

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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.

3 HK's score



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.



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What do office workers think about Hong Kong?

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.

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5 Better workplaces create happier staff



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

Catering to our future workforce



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



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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.

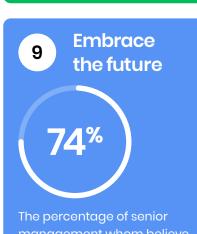


The office has become a place for more than just work. It is a place that fosters social connections & interperson collaboration.





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



that workplace well-being will become increasingly important

in the coming few years.

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

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

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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