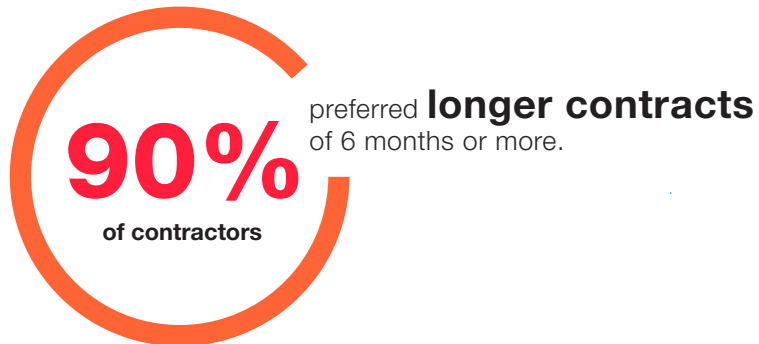


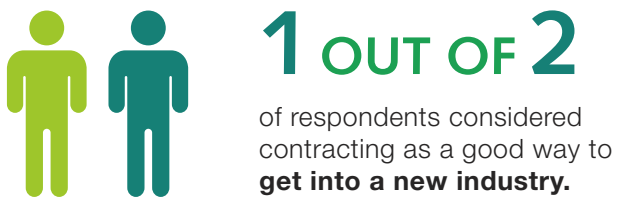
ATTRACTING & RETAINING CONTRACTORS

HOW TO BE AN EMPLOYER OF CHOICE

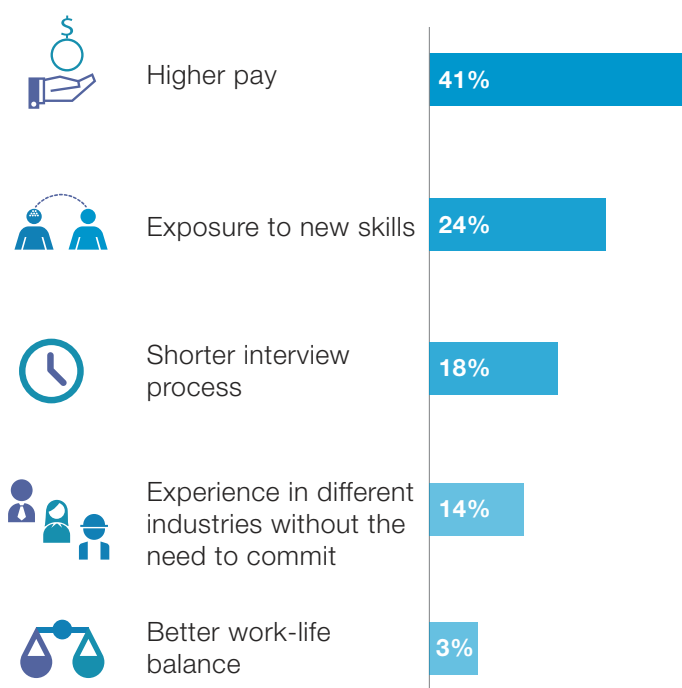
CONTRACT EMPLOYMENT ON THE RISE



WHY WOULD PROFESSIONALS CONSIDER A CONTRACT POSITION?



KEY BENEFITS OF WORKING AS A CONTRACTOR



WHAT DO CONTRACTORS WANT?

Monetary incentives

55%

Effective communication with management

51%

Training and upskilling opportunities

48%

HOW TO GET THE MOST OUT OF YOUR CONTRACT WORKFORCE

5 BIGGEST CHALLENGES

46% No job security



1 Pay premium salaries, provide better benefits or offer completion bonuses



21% Lack of company inclusion



2 Organise engagement activities and encourage more interaction between permanent and contract staff



16% Lack of training and development



3 Expose contractors to internal or external training



10% Contract positions being perceived as unstable and entry-level jobs only in the market



4 Raise awareness about the advantages and benefits of contract roles



7% Poor induction process



5 Provide comprehensive orientation programme



KEEPING CONTRACTORS ON BOARD

1 OUT OF 2



of respondents felt that **getting converted** from a temporary **to a permanent position** is **important but not essential**.

2 OUT OF 3



of respondents on temporary employment would **reconsider the option** of leaving early if given a **completion or retention bonus**.

Methodology: To compile this research, Robert Walters surveyed 500 professionals in Hong Kong who are contracting or have been in a contract position before.

Looking for specialist contractors? Speak to our recruiters today.



Carly Adams

Associate Director – Contracting

T: +852 2103 5361

E: carly.adams@robertwalters.com.hk



June Tam

Manager – IT Financial Services & IT Contract

T: +852 2103 5383

E: june.tam@robertwalters.com.hk

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