

# HONG KONG CONTRACTING SURVEY 2016

## A NEW PERSPECTIVE ON THE CONTINGENT WORKFORCE

### HOW DO PROFESSIONALS IN HONG KONG VIEW CONTRACT JOBS?

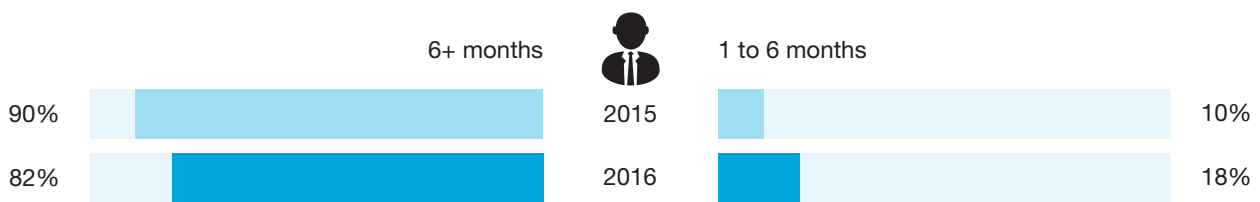
We surveyed professionals in Hong Kong on their experience with contract jobs to examine the benefits and challenges of working as a contractor, and provide insights into how employers can better leverage the contingent workforce.

Comparing the results in 2015 and 2016, although contractors still prefer longer contracts of 6 months or more, they are becoming more open to short-term contracts of 1 to 6 months. Higher pay is no longer considered as the primary benefit of contracting; instead professionals value the opportunity to gain new skills by taking on a contract role. Contractors are also less worried about job security, but are more concerned about the lack of company inclusion.

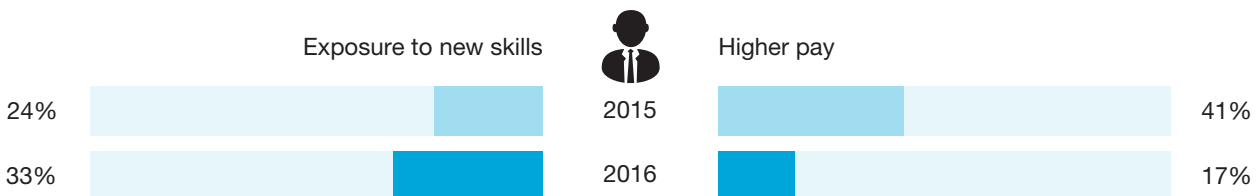
The differences in 2015 and 2016 indicate a maturing contract job market in Hong Kong. Instead of treating contract jobs as a way to get back into the market immediately or earn a higher salary, professionals increasingly see contracting as a viable career option and a good opportunity to gain new experience. They value company inclusion and seek to contribute to the business with their specialist skills.

### SHIFTING PERCEPTION TOWARDS CONTRACTING

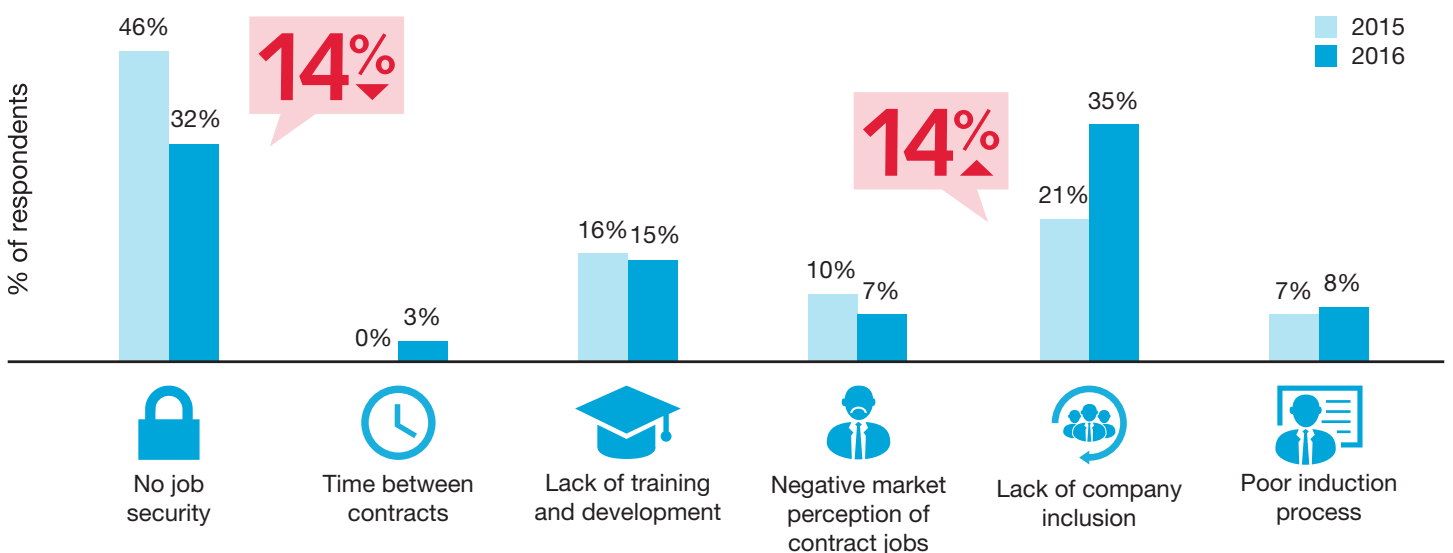
#### Preferred length of contracts



#### Key benefit of working as a contractor



#### Key challenges of working as a contractor



## ATTRACTING AND RETAINING CONTRACTORS

### Treat them as part of the team

- At 35%, lack of company inclusion is rated as the top challenge of working as a contractor
- 8% have left a contract early as they were unable to integrate with the wider team
- 78% felt that they were not being treated in the same way as permanent employees



### Be open to background

- 43% would consider taking a contract job to get into a new industry
- At 33%, exposure to new skills is the most commonly cited benefit of contracting

### Provide monetary incentives

- 16% have left a contract early as they were offered a more lucrative contract with another company
- 64% would reconsider the decision of leaving a contract early if offered a completion or retention bonus



### Offer temp-to-perm opportunity

- 37% have left a contract early as they were offered a permanent position with another company
- 81% felt that it is important to have the opportunity to be converted from a temporary to a permanent position

### Support work-life balance

- 14% saw better work-life balance as a key benefit of working as a contractor, up from 3% in 2015



Methodology: To compile this research, Robert Walters conducted a survey in March 2016, which gathered the views of over 400 professionals in Hong Kong who are contracting or have been in a contract position before.

**Get in touch with us to discuss your contract recruitment needs or more information on the contract market.**



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