

# FLEXIBLE AND AGILE WORKING SURVEY

## SNAPSHOT



### Policies



**75%** of UK headquartered organisations in Hong Kong have flexible working policies



**29%** of Hong Kong headquartered organisations have flexible working policies

**Takeaway:** Hong Kong organisations lag behind international counterparts

### Arrangements

Amongst Hong Kong headquartered private practice and in-house organisations:

**50%**

of survey respondents reported ad-hoc flexible/agile working arrangements

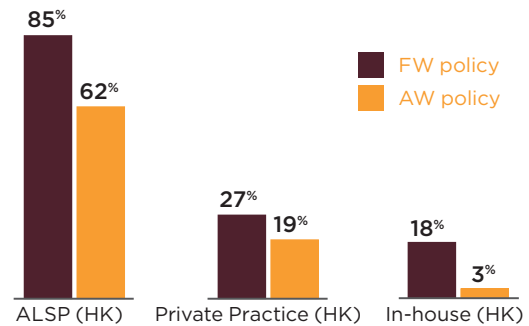
**10%**

of survey respondents reported flexible/agile work arrangements pursuant to a formal policy

**Takeaway:** Hong Kong's legal industry has 5x ad-hoc flexible and agile working arrangements than formal arrangements

### Landscape

Amongst Hong Kong headquartered organisations:



**Takeaway:** Alternative legal service providers (ALSPs) are leading Hong Kong's flexible and agile working movement

### Productivity = Profitability

Has flexible and/or agile working enhanced your productivity?

To some extent

Significantly



**81%**

of survey respondents agreed flexible and/or agile working enhanced their productivity

**Takeaway:** Flexible and agile working results in more productive employee which benefits the bottom line

### Effect on women

**96%** of caregivers in our survey were female



**90%** of survey respondents strongly felt that increased flexible and agile working arrangements would help women achieve senior positions

**60%** of those entering the legal profession in Hong Kong are female



**25%** of private practice partners in Hong Kong are female

**Takeaway:** Lack of sustainable flexible and agile working is causing a female brain-drain in Hong Kong

### What's holding us back?

Top 3 ranked personal hesitations to applying for flexible and/or agile working:

I feel there is a cultural stigma towards flexible and/or agile working in Hong Kong

I am concerned people will think I am not committed



I feel my organisation puts a premium on being physically present in the office

**Takeaway:** Stigma (real and perceived) to flexible and agile working from management and team members needs to be tackled