

# Fidelity Global Sentiment Survey

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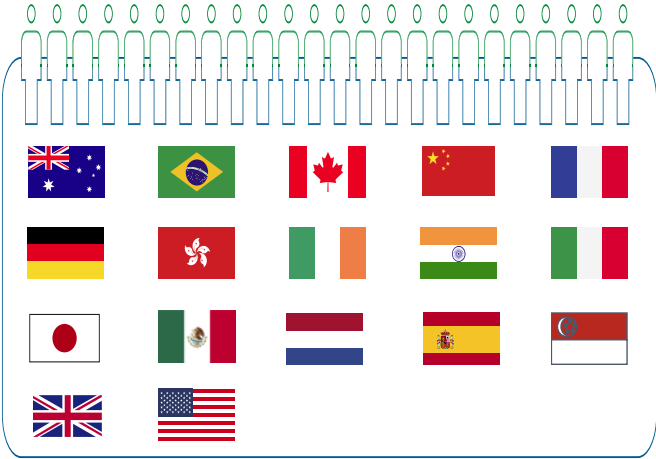
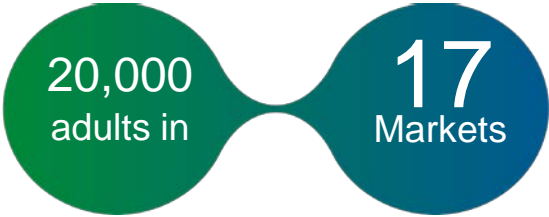
Inflation's upward trajectory is exerting influence on employers and employees within the global workforce.

**How does it affect Hong Kong workers?**

# The Fidelity Global Sentiment Survey

The trend and insights from the Survey\* aim to help employers better understand the needs of their employees and identify potential actions to take to support employee population

		Aim
	Well-being	Understanding the emotional intensity experienced by people in the previous months and evaluating people’s well-being across finances, health, work, and life
	Financial habits	Assessing financial and investing confidence, as well as current financial habits related to spending, saving, and debt
	Retirement	Determining current retirement timelines and changes to planned retirement ages and understanding employees’ approach to financial planning and advice
	Work	Understanding employees’ needs from their employer regarding benefits and financial wellness and understanding take up of, and changes to, equity plans



- Extensive Demographics**
- Personal:** gender, age, ethnicity (where permitted)
  - Financial:** income, financial products, household savings
  - Relationships:** relationship status, financial dependents

\* Fidelity Global Sentiment Survey conducted in 17 regions in August and September 2022

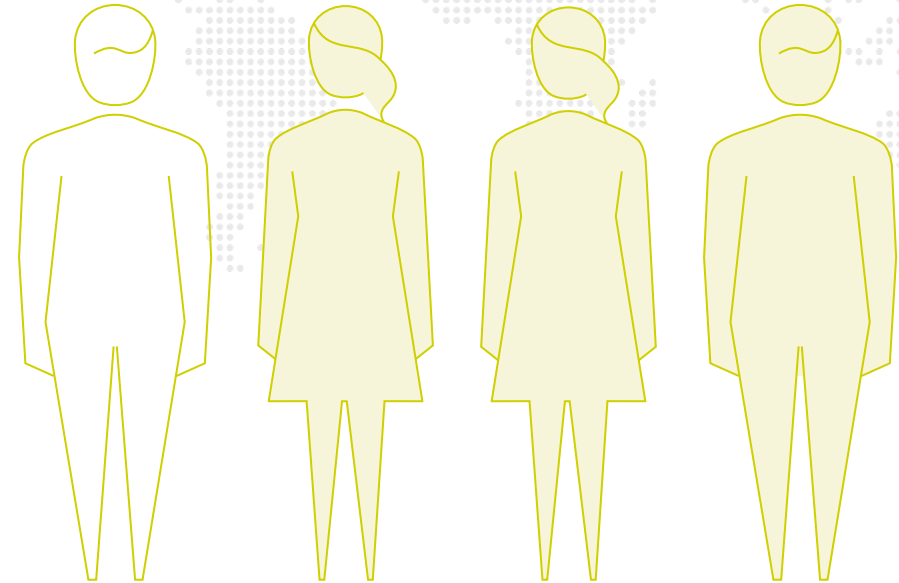


## Key takeaways on well-being

**The cost-of-living crisis weighs heavily on everyone's mind**



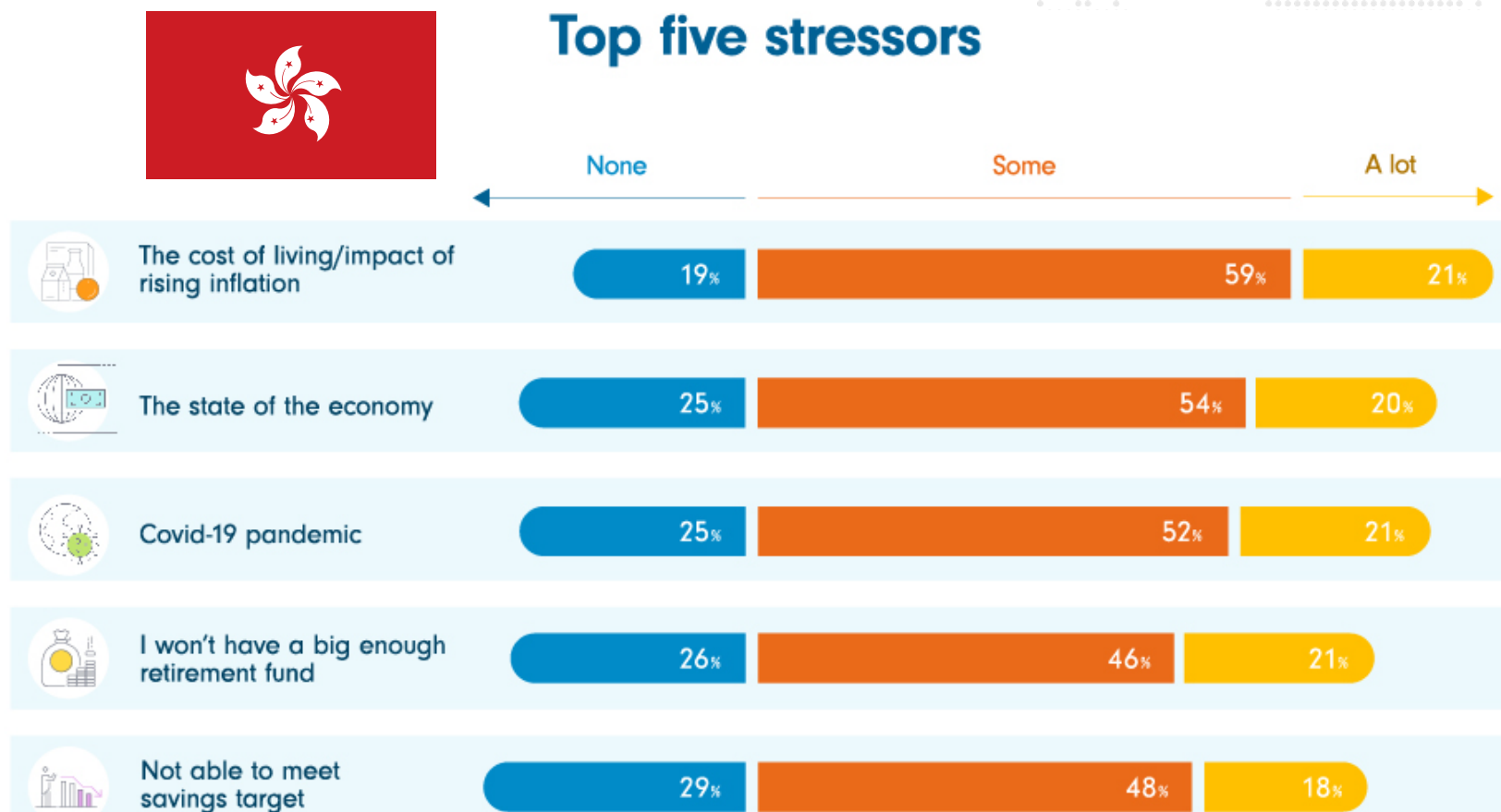
Nearly **3 in 4** global workers (74%) expressed that they experienced stress due to the cost of living/impact of rising inflation, Fidelity Global Sentiment Survey 2022 revealed.





## Key takeaways on well-being

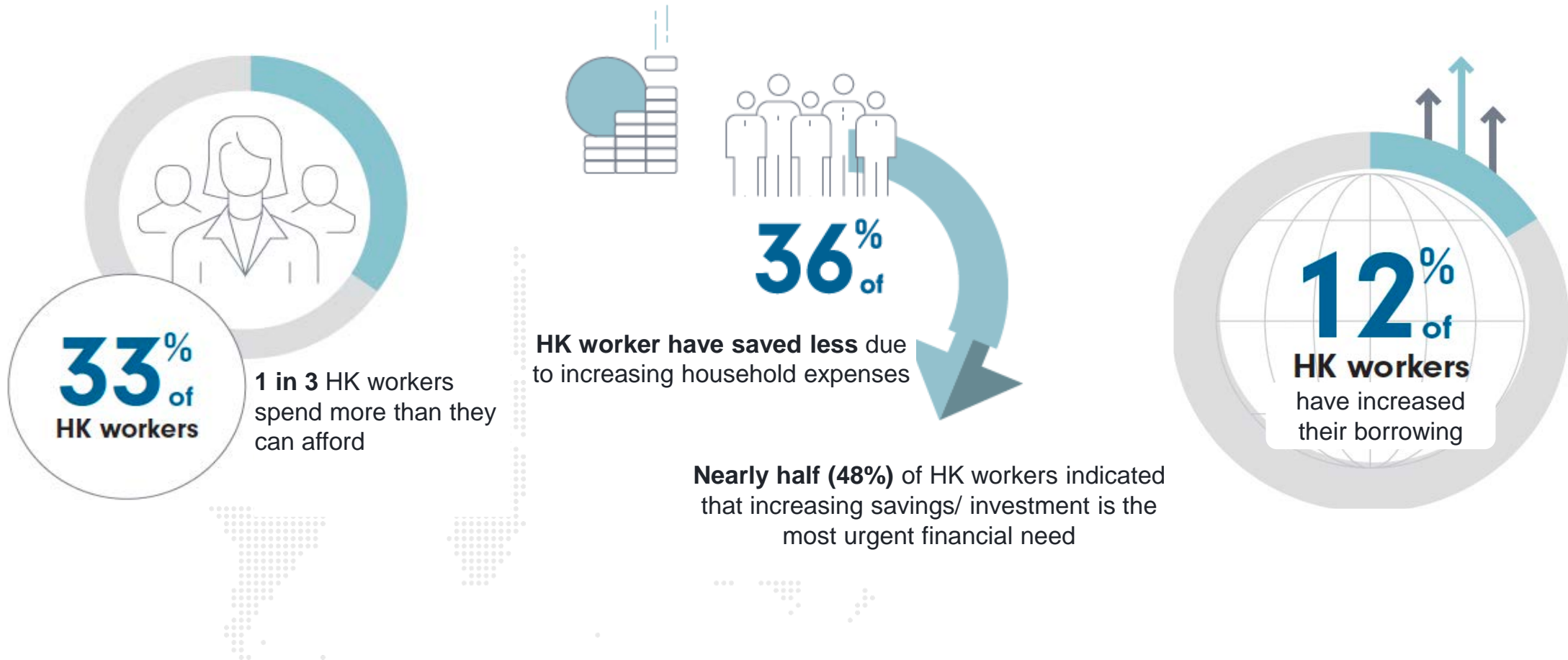
- **80%** of HK workers feel stressed about the cost of living/ impact of rising inflation
- **4 out of the top 5 stressors** primarily revolve around financial challenges
- **HK workers** exhibit the least positive sentiment when it comes to their day-to-day finances and savings status





## Key takeaways on financial habits

**1/3 of HK workers overspend and save less, amidst the rising of household expenses**





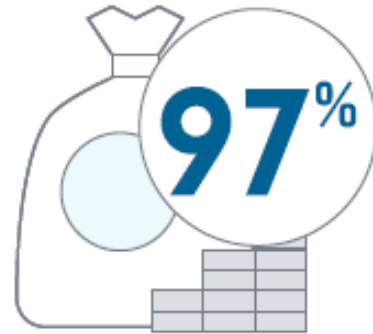
## Key takeaways on retirement

**Hong Kong workers** are not confident in preparing for their retirement, with declining trend in net confidence year-on-year

Preparing for retirement are the significant long-term financial goals for HK workers



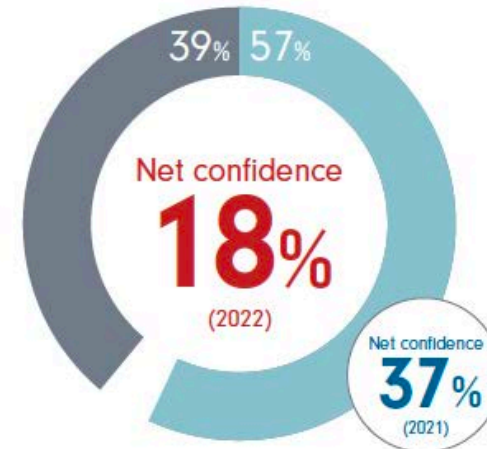
Being financially comfortable in retirement



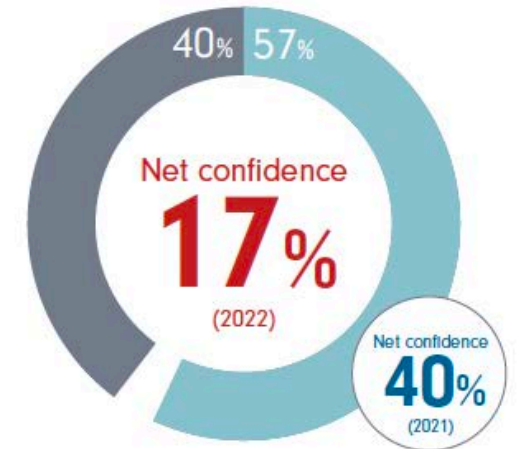
Preparing for later life

However, under an inflationary pressure, the net confidence to accomplish retirement-related goals has stumbled

Not confident Confident



Being financially comfortable in retirement



Preparing for later life





## Key takeaways on retirement

**Health concern** is the top agenda for all workers, coupled with whether retirement savings will be sufficient in the course of decumulation phase

### Top worries in retirement

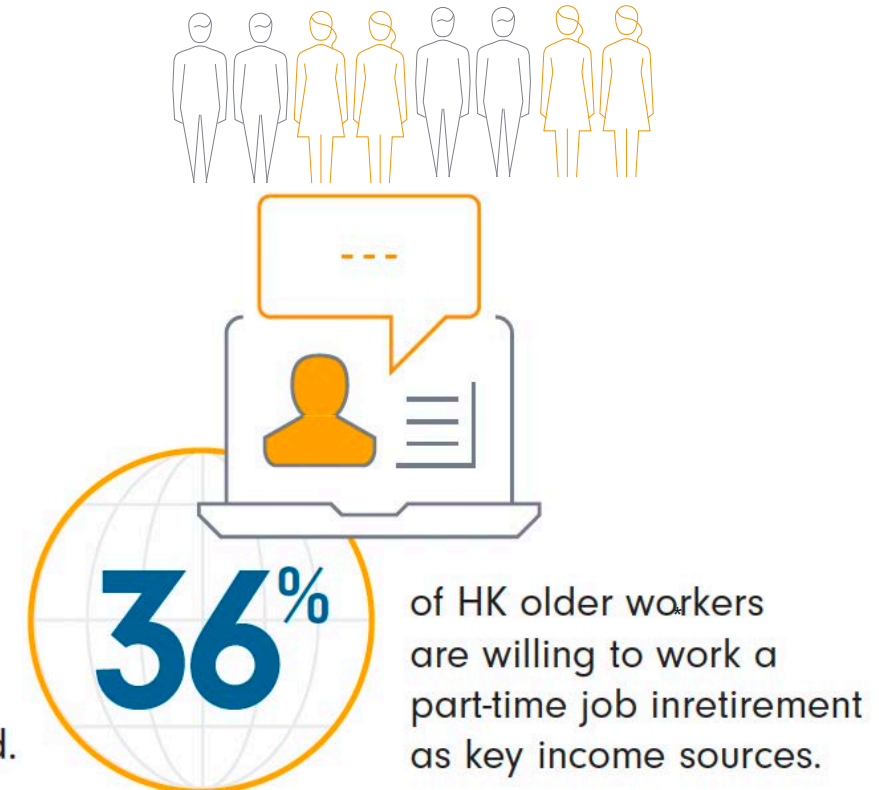
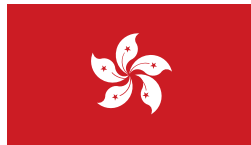






## Key takeaways on retirement

**Concerns over insufficient retirement funds** prompt Hong Kong workers to delay their retirement and seek alternative income sources beyond their core retirement savings

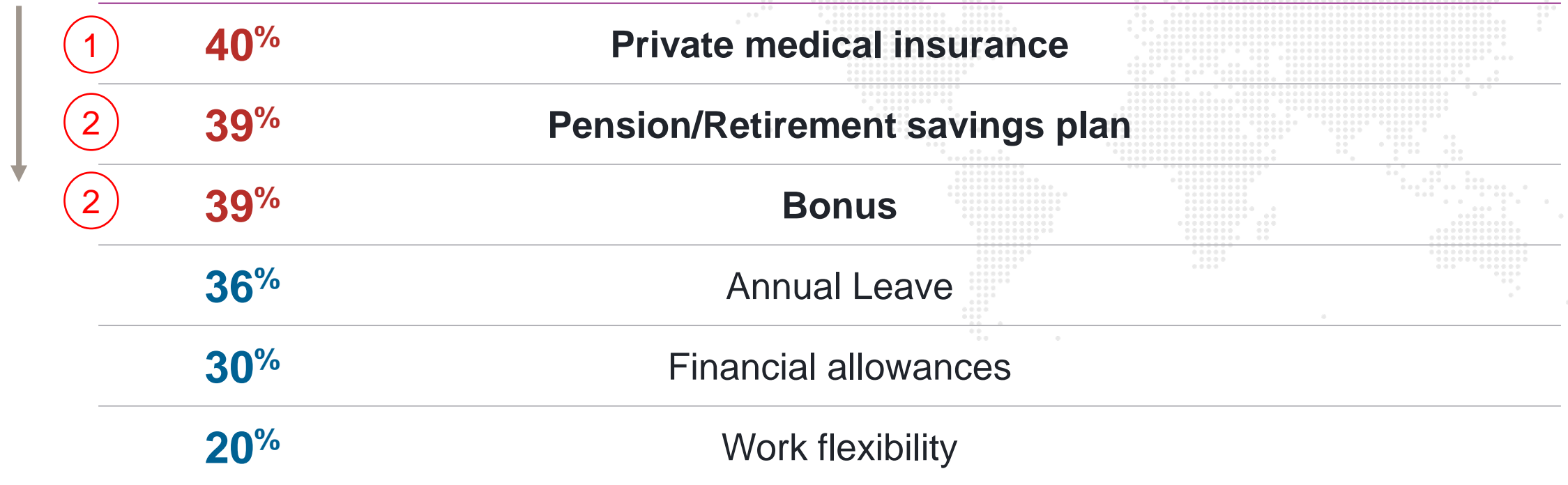


\* Younger workers, aged 20-38; Middle-aged workers, aged 39-54; Older workers, aged 55+



## Key takeaways on work

Besides salary, what are the most important workplace benefits package for HK workers?



Q19A: After your main wage or salary, which of the following would be most important in your workplace benefit package? Select that apply. Base: all employees



## Key takeaways on work

What types of support would HK workers like to see from employers?

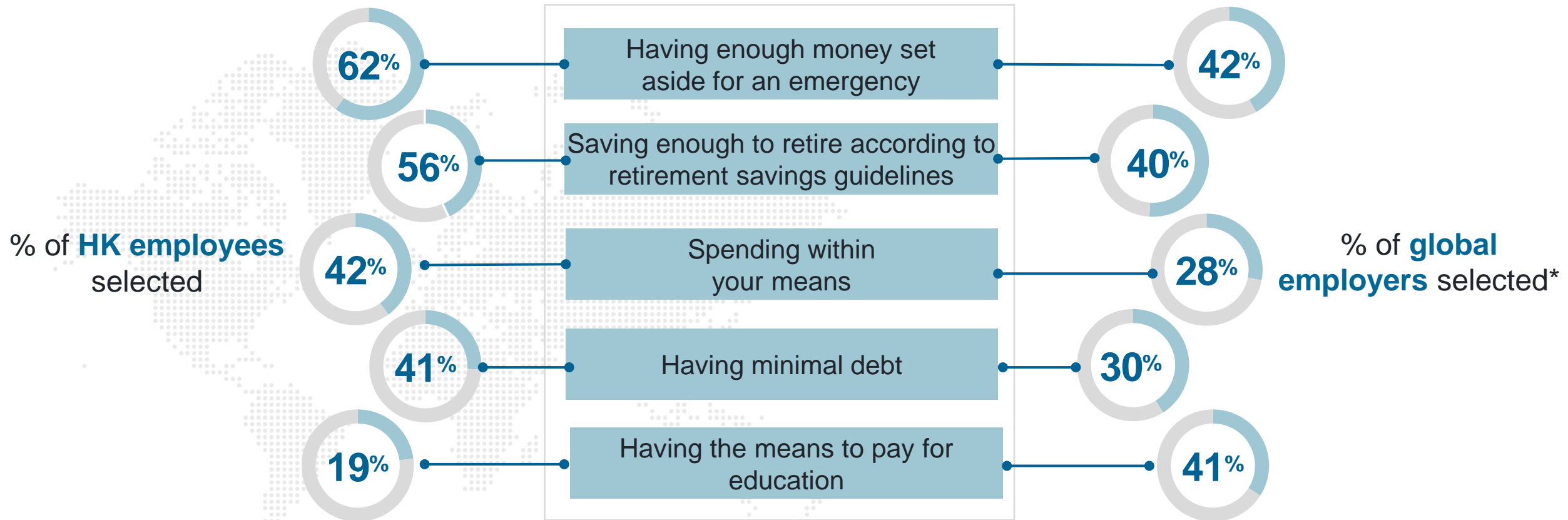


Q19A: Which of the following types of help or support would you like to see provided by your employer? Select all that apply. Base: all employees.  
Source: Global Employers Survey 2022.



## Key takeaways on financial habits

There is a disparity in understanding **Financial Wellness** between employees and employers



Source: Global Employers Survey 2022.

# What actions employers can take to support employees?



Prioritise employees' **mental health & total well-being**



Enhance **Financial Wellness** by addressing immediate and longer-term financial goals



Embrace **flexible workplace strategies**, including phased retirement options



Think differently about **compensation & benefits** to foster a positive working environment

# Important information

## About Fidelity Global Sentiment Survey

The data collection, research, and analysis for the above markets were completed in partnership with Opinium, a strategic insight agency. Data collection took place between August 2022 and September 2022.

The sample consisted of 20,000 respondents (Hong Kong received 1,000 respondents) with the following qualifying conditions: Aged 20-75; Either they or their partner were employed full-time or part-time; A minimum household income of: Australia: A\$45,000 annually; China: RMB 5,000 monthly; Hong Kong: HK\$15,000 monthly; USA: US\$20,000 annually; Canada: CA\$30,000 annually; UK: £10,000 annually; Mexico: \$4,500 MXN monthly; Ireland: €20,000 annually; Germany: €20,000 annually; Netherlands: €20,000 annually; France: €20,000 annually; Italy: €15,000 annually; Spain: €15,000 annually; Japan: 3m yen annually; Brazil: R\$1,501 monthly; India: 55,001 annually; Singapore: SGD\$2,000 monthly.

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