

Australia

1,500
respondents

19%
Gen Z

40%
Millennials

28%
Gen X

13%
Baby Boomers

48%
Female

51%
Male

70%
Employed full-time

27%
Employed part-time

86%
Have one job only

14%
Have more than one job

22%
Full-time in-person working

58%
Hybrid working

20%
Full-time remote working

Business viability

66% believe that their organisation will be in business for more than 10 years if they remain on their current path (vs. Asia Pacific 51%), making Australia the second most optimistic territory surveyed in Asia Pacific, with Baby Boomers being the most optimistic generation (75%) and Gen Z being the least optimistic (58%).

Climate action

There isn't a strong sense of urgency from employees in Australia to push their employers to take climate action. 34% think their employers have a responsibility to take action to address climate change (vs. Asia Pacific 41%).



Only **34%** believe their company is taking the right amount of climate action (vs. Asia Pacific 43%), hence there is a need for employers to take more relevant actions to meet employees' expectations.

Workforce skills

Only **27%** believe the skills for their job will change significantly in the next five years (vs. Asia Pacific 44%).

Only **44%** are confident that their employers will provide them the opportunity to apply the skills that are most important to their career in the next five years (vs. Asia Pacific 48%).



Employees rank people skills as more important than technical or core business skills, including being adaptable/flexible (74%), critical thinking (71%) and collaborative skills (68%).

Employee sentiment

56% are very or moderately satisfied with their jobs, consistent with Asia Pacific (57%) and last year's result (56%).

Employees are 4% more likely to seek a change in job in 2023 than they were in 2022, and 4% more likely to seek a pay raise. However, when compared with other territories across Asia Pacific, Australian employees are less likely to take the following actions.



	Australia 2022	Australia 2023	Asia Pacific 2023
Ask for a pay raise	31%	35%	43%
Ask for a promotion	27%	27%	38%
Change employer	22%	26%	28%

Inclusion:

- Only 51% can truly be themselves at work (vs. Asia Pacific 52%)
- Only 44% think that their manager considers their viewpoint when making decisions (vs. Asia Pacific 47%)

Emerging technology

Australian employees are less excited about the opportunities and benefits that Artificial Intelligence (AI) will bring to their career.

33% don't think AI will impact their job (vs. Asia Pacific 16%)

22% think that AI will help me increase their productivity/ efficiency at work (vs. Asia Pacific 41%)

17% think that AI will create opportunities for them to learn valuable new skills (vs. Asia Pacific 34%)

13% think that AI will create new job opportunities for them (vs. Asia Pacific 25%)

51% think that digital skills are important to their career (vs. Asia Pacific 59%)



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Work environment



Fairness

56% state that their manager treats them fairly and equitably (vs. Asia Pacific 53%).



Workplace culture

40% agree that their manager often/usually tolerates small-scale failures (vs. Asia Pacific 31%).

Only 28% agree that their manager often/ usually encourages dissent and debate (vs. Asia Pacific 33%).



Empowerment

50% find their job fulfilling (vs. Asia Pacific 51%).



Feedback

46% would actively seek feedback and use it to improve their performance (vs. Asia Pacific 53%).

44% would provide constructive feedback to their coworkers to help improve the team's performance (vs. Asia Pacific 51%).

