

China

3,000
respondents

8%
Gen Z

57%
Millennials

24%
Gen X

11%
Baby Boomers

44%
Female

56%
Male

93%
Employed full-time

6%
Employed part-time

88%
Have one job only

12%
Have more than one job

9%
Full-time in-person working

75%
Hybrid working

15%
Full-time remote working

Business viability

Only **48%** believe that their organisation will be in business for more than 10 years if they remain on their current path, Chinese employees are less positive in their company's viability as compared to Asia Pacific's average of 51%, with Baby Boomers being the most optimistic generation (51%) and Gen Z being the least optimistic (41%).

Climate action

There is a relatively strong sense of urgency from employees in China to push their employers to take climate action. 53% think their employers have a responsibility to take action to address climate change (vs. Asia Pacific 41%).



54% believe their company is taking the right amount of climate action (vs. Asia Pacific 43%).

Workforce skills

49% believe the skills for their job will change significantly in the next five years (vs. Asia Pacific 44%).

52% 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 slightly more important than technical or core business skills, including being adaptable/flexible (72%), leadership skills (70%), collaborative and critical thinking skills (69%). Core business skills, digital skills and specialist skills (68%) are not far behind.

Employee sentiment

70% are very or moderately satisfied with their jobs, 13% higher than Asia Pacific's average (57%), yet consistent with last year (70%).

Employees are more likely to seek a change in job in 2023 than they were in 2022, also more likely to do so compared to the Asia Pacific average.



| | China 2022 | China 2023 | Asia Pacific 2023 |
|---------------------|------------|------------|-------------------|
| Ask for a pay raise | 43% | 47% | 43% |
| Ask for a promotion | 41% | 47% | 38% |
| Change employer | 13% | 32% | 28% |

Inclusion:

- 53% can truly be themselves at work (vs. Asia Pacific 52%)
- 50% think that their manager considers their viewpoint when making decisions (vs. Asia Pacific 47%)

Emerging technology

Chinese employees are bullish about the potential of Artificial Intelligence (AI) in their career. They also place a great importance on digital skills.

44% think that AI will help them increase their productivity/efficiency at work (vs. Asia Pacific 41%)

36% think that AI will create opportunities for them to learn valuable new skills (vs. Asia Pacific 34%)

29% think that AI will create new job opportunities for them (vs. Asia Pacific 25%)

14% don't think AI will impact their job (vs. Asia Pacific 16%)

68% think that digital skills are important to their career (vs. Asia Pacific 59%)



Work environment



Fairness

57% state that their manager treats them fairly and equitably (vs. Asia Pacific 53%).



Workplace culture

Only 28% agree that their manager often/usually tolerates small-scale failures (vs. Asia Pacific 31%).

38% agree that their manager often/usually encourages dissent and debate (vs. Asia Pacific 33%).



Empowerment

55% find their job fulfilling (vs. Asia Pacific 51%).



Feedback

60% would actively seek feedback and use it to improve their performance (vs. Asia Pacific 53%).

58% would provide constructive feedback to their coworkers to help improve the team's performance (vs. Asia Pacific 51%).

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