

Hong Kong SAR

1,000 respondents

6% Gen Z

56% Millennials

31% Gen X

7% Baby Boomers

52% Female

48% Male

95% Employed full-time

5% Employed part-time

79% Have one job only

21% Have more than one job

8% Full-time in-person working

76% Hybrid working

15% Full-time remote working

Business viability

Only **50%** believe that their organisation will be in business for more than 10 years if they remain on their current path, consistent with the Asia Pacific average of 51%.

Climate action

There isn't a strong sense of urgency from employees in Hong Kong SAR to push their employers to take climate action. 33% think their employers have a responsibility to take action to address climate change (vs. Asia Pacific 41%).



38% believe their company is taking the right amount of climate actions (vs. Asia Pacific 43%), hence there is a need for employers to take more impactful actions to meet employees' expectations.

Workforce skills

Only **28%** believe the skills for their job will change significantly in the next five years (vs. Asia Pacific 44%).

Only **29%** 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 critical thinking skills (60%), being adaptable/flexible (57%), leadership skills (57%) and collaborative skills (56%).

Employee sentiment

39% are very or moderately satisfied with their jobs, seeing a slight improvement in job satisfaction level from last year (36%).

Employees are more likely to make changes in their job in 2023 than they were in 2022. When compared to respondents in other territories, they are less likely to ask for a pay raise/promotion than the other territories, however they are slightly more likely (2%) to change employers.



	Hong Kong SAR 2022	Hong Kong SAR 2023	Asia Pacific 2023
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Ask for a pay raise	22%	35%	43%
Ask for a promotion	17%	31%	38%
Change employer	15%	30%	28%

Inclusion:

- Only 32% can truly be themselves at work (vs. Asia Pacific 52%)
- Only 32% think that their manager considers their viewpoint when making decisions (vs. Asia Pacific 47%)

Emerging technology

Employees in Hong Kong SAR are generally positive about the impact of Artificial Intelligence (AI) on their career.

- 40%** think that AI will help them increase their productivity/efficiency at work (vs. Asia Pacific 41%)
- 30%** think that AI will create opportunities for them to learn valuable new skills (vs. Asia Pacific 34%)
- 25%** think that AI will create new job opportunities for them (vs. Asia Pacific 25%)
- 19%** don't think AI will impact their job (vs. Asia Pacific 16%)
- 25%** think AI will negatively impact their job (vs. Asia Pacific 16%)
- 50%** think that digital skills are important to their career (vs. Asia Pacific 59%)



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Work environment



Fairness

Only 36% state that their manager treats them fairly and equitably (vs. Asia Pacific 53%).



Workplace culture

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

Only 26% agree that their manager often/usually encourages dissent and debate (vs. Asia Pacific 33%).



Empowerment

Only 31% find their job fulfilling (vs. Asia Pacific 51%).



Feedback

Only 38% would actively seek feedback and use it to improve their performance (vs. Asia Pacific 53%).

Only 38% would provide constructive feedback to their coworkers to help improve the team's performance (vs. Asia Pacific 51%).

