

New Zealand

1,000
respondents

14%
Gen Z

43%
Millennials

27%
Gen X

15%
Baby Boomers

48%
Female

51%
Male

77%
Employed full-time

20%
Employed part-time

86%
Have one job only

14%
Have more than one job

22%
Full-time in-person working

62%
Hybrid working

16%
Full-time remote working

Business viability

72% 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 New Zealand the most optimistic territory surveyed in Asia Pacific, with Baby Boomers being the most optimistic generation (79%) and Millennials being the least optimistic (68%).

Climate action

There isn't a strong sense of urgency from employees in New Zealand to push their employers to take climate action. 33% think their employers have a responsibility to take action to address climate change (compared with 41% in the broader Asia Pacific)



However, few employees (32%) believe their company is taking the right amount of climate action compared with those in Asia Pacific more broadly (43%), hence there is a need for employers to take more impactful actions to meet employees' expectations.

Employee sentiment

57% are very or moderately satisfied with their jobs, consistent with the Asia Pacific average (57%) and last year's result (59%).

Employees in New Zealand are less likely to seek changes in their jobs compared to other respondents in the region.



Workforce skills

Only **25%** believe the skills for their job will change significantly in the next five years (vs. Asia Pacific 44%) - the lowest across all territories in the region.

42% 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 (73%), critical thinking (68%) and collaborative skills (65%).

	New Zealand 2022	New Zealand 2023	Asia Pacific 2023
Ask for a pay raise	35%	37%	43%
Ask for a promotion	26%	23%	38%
Change employer	21%	20%	28%

Inclusion:

- Only 54% can truly be themselves at work (which is broadly in line with Asia Pacific 52%)
- Only 43% think that their manager considers their viewpoint when making decisions (vs. Asia Pacific 47%)

Emerging technology

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

35% don't think AI will impact their job (vs. Asia Pacific 16%)

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

18% think that AI will create opportunities for them to learn valuable new skills (vs. Asia Pacific 34%)

12% think that AI will create new job opportunities for them (vs. Asia Pacific 25%)

44% 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

Less than half (44%) 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

51% find their job fulfilling (the same as in Asia Pacific 51%).



Feedback

44% actively seek feedback and use it to improve their performance (vs. Asia Pacific 53%).

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

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