

Singapore

1,000
respondents

15%
Gen Z

43%
Millennials

30%
Gen X

12%
Baby Boomers

44%
Female

56%
Male

93%
Employed full-time

5%
Employed part-time

82%
Have one job only

18%
Have more than one job

18%
Full-time in-person working

58%
Hybrid working

24%
Full-time remote working

Business viability

Only **42%** believe that their organisation will be in business for more than 10 years if they remain on their current path (vs. Asia Pacific 51%).

Singapore is among the most pessimistic about their business viability across the region. Gen X is the most optimistic generation (53%) while Gen Z is the least optimistic (24%).

Workforce skills

37% believe the skills for their job will change significantly in the next five years (vs. Asia Pacific 44%).



Employees rank people skills as more important than technical or core business skills, including being adaptable/flexible (66%), critical thinking (63%), collaborative skills (61%) and leadership skills (61%).

Climate action

Employees could play a stronger role in pushing employers to take climate action. Only 32% think their employers have a responsibility to take action to address climate change (vs. Asia Pacific 41%). Among respondents, employees in management positions are significantly more likely to push employers to address climate change.



Only 1 in 3 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 impactful action to meet employees' expectations. Our results also show that green skills remain unprioritised and ranked least important (38%) in employees' career in the next five years. (vs. Asia Pacific 44%)

Employee sentiment

47% are very or moderately satisfied with their jobs, 10% lower compared to Asia Pacific's average (57%) and 4% higher compared to last year's result (43%).

Employees here are more likely to make changes in their jobs when comparing 2022 to 2023. They are also more likely to switch employers than respondents across the region (6% higher). This is more pronounced among younger employees (i.e. 48% of Gen Z and 41% of Millennials are more likely to change employer).

	Singapore 2022	Singapore 2023	Asia Pacific 2023
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Ask for a pay raise	30%	37%	43%
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Ask for a promotion	26%	37%	38%
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Change employer	21%	34%	28%
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Inclusion:

- 40% say that they can truly be themselves at work. This was 5% higher as compared to 2022 but still lower than Asia Pacific (52%). Younger demographics are more likely to bring themselves to work, with approximately 60% of Gen Z expressing it.
- Only 37% think that their manager considers their viewpoint when making decisions (vs. Asia Pacific 47%)

Emerging technology

Employees in Singapore are positive about the opportunities and benefits that Artificial Intelligence (AI) will bring to their career.

39% think that AI will help them increase their productivity/efficiency at work (vs. Asia Pacific 41%). Amongst the respondents, Millennials tend to have a positive perception of how AI can improve productivity in the workplace.

34% 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%).



Work environment



Fairness

Less than half (42%) agree that their manager treats them fairly and equitably (vs. Asia Pacific 53%).



Workplace culture

Close to 70% of employees say that their manager is not very tolerant of small-scale failures.

Similar to Asia Pacific, only one in three agree that their manager often/usually encourages dissent and debate.



Empowerment

Only 41% find their job fulfilling (vs. Asia Pacific 51%).



Feedback

40% actively seek feedback and use it to improve their performance (vs. Asia Pacific 53%).

43% provide constructive feedback to their coworkers to help improve the team's performance (vs. Asia Pacific 51%).

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