

# Taiwan

500  
respondents

8%  
Gen Z

44%  
Millennials

35%  
Gen X

12%  
Baby Boomers

46%  
Female

54%  
Male

96%  
Employed full-time

3%  
Employed part-time

83%  
Have one job only

17%  
Have more than one job

38%  
Full-time in-person working

41%  
Hybrid working

21%  
Full-time remote working

## Business viability

**64%** believe that their organisation will be in business for more than 10 years if they remain on their current path (vs. Asia Pacific 51%).

## Climate action

There isn't a strong sense of urgency from employees in Taiwan to push their employers to take climate action. 32% think their employers have a responsibility to take action to address climate change (vs. Asia Pacific 41%).



**22%** 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 **23%** 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%).



They rank people skills as more important than technical or core business skills, including being adaptable/flexible (65%), critical thinking skills (65%) and collaborative skills (64%).

## Employee sentiment

45% are very or moderately satisfied with their jobs, 12% lower than Asia Pacific's average (57%) and consistent with last year's result (46%).

Employees here are 12% more likely to change employers and 6% more likely to ask for a promotion than they were in 2022. However, across all categories, they are less likely to make changes in their jobs compared to other respondents in the region.



	Taiwan 2022	Taiwan 2023	Asia Pacific 2023
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Ask for a pay raise	22%	23%	43%
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Ask for a promotion	15%	21%	38%
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Change employer	10%	22%	28%
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### Inclusion:

- Only 28% can truly be themselves at work (vs. Asia Pacific 52%)
- Only 29% think that their manager considers their viewpoint when making decisions (vs. Asia Pacific 47%)

## Emerging technology

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

**41%** 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%)

**18%** think that AI will create new job opportunities for them (vs. Asia Pacific 25%)

**20%** don't think AI will impact their job (vs. Asia Pacific 16%)

**49%** think that digital skills are important to their career (vs. Asia Pacific 59%)



### Key contact:

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## Work environment

Taiwanese employees are less positive about their workplace environment, culture and relationship with managers, which contribute to lower job satisfaction level.



### Fairness

30% state that their manager treats them fairly and equitably (vs. Asia Pacific 53%).



### Workplace culture

Only 27% agree that their manager often/usually tolerates small-scale failures (vs. Asia Pacific 31%).

Only 30% agree that their manager often/usually encourages dissent and debate (vs. Asia Pacific 33%).



### Empowerment

Only 34% find their job fulfilling (vs. Asia Pacific 51%).



### Feedback

36% actively seek feedback and use it to improve their performance (vs. Asia Pacific 53%).

36% provide constructive feedback to their coworkers to help improve the team's performance (vs. Asia Pacific 51%).