

Today I'm going to talk about Generation Z's work life – they're a diverse and dynamic group, ranging from 12 to 27 years old this year. Some are still figuring out school, while others are already a few years deep into their careers.

A key trait of Gen Z employees is their focus on **work-life balance**. They're quick to leave a job that doesn't live up to their expectations, especially concerning salary and job satisfaction. This is a major shift from how previous generations viewed work.

I think this change is set against a backdrop of **rapid technological advances**. Think about the early 2000s: we saw the introduction of 3G, then 4G, and most recently, 5G in 2019, almost every decade, there will be new developments in Internet communications. Hardware is also developing rapidly: Nokia's Symbian system in 2001, the debut of the iPhone in 2007, and Huawei's smartphone launch in 2009 have all been changers. These developments have completely transformed how we access information and even how we dream about our future.

Generation Z, growing up with this tech evolution, is deeply influenced by **social media platforms** like YouTube, Instagram, and TikTok. These platforms are more than just entertainment; they're powerful sources of information and influence. Gen Z is exposed to a wide range of lifestyles, inspiring them to pursue careers that offer glamour and high earnings, such as becoming an 'Influencer'.

In China, Gen Z benefits from **increased educational opportunities and progressive parenting**. They have the freedom to explore various career paths – some move to new cities for fresh experiences, others embrace freelancing to pursue their passions online, and many still opt for traditional, stable jobs.

But work and life **pressures** still exist, the common advice of “pursues dreams, not money” might seem out of touch, especially when financial stability is uncertain. Despite having more career choices, Gen Z is under constant pressure – balancing work, life, and societal expectations. In East Asia, particularly in countries like China, Japan, and South Korea, the youth face significant challenges. **Japan's 'karoshi'** and **South Korea's 'Hell Joseon'** are stark examples of extreme work cultures that highlight the need for balance and mental well-being.

Because of the heavy work pressure, the **mental health** is a pressing issue for Gen Z. The relentless pace of modern work environments, combined with the influence of social media and digital life, leads to increased stress and anxiety. Young people feel the pressure to excel in competitive job markets, often facing the harsh reality of entry-level positions.

**Social media** adds to this complexity, fostering a culture of comparison and constant engagement. Gen Z is bombarded with images of success and perfection, leading to feelings of inadequacy and the 'fear of missing out', but a lot of time spent worrying reduces the time for real meaningful thinking. The 'always on' nature of digital technology disrupts sleep patterns, reduces real-life interactions, and limits physical activity.

In response, Gen Z is becoming more proactive about addressing these challenges. There's a growing focus on mental health awareness, self-care, and seeking professional help when needed. This generation is at the forefront of breaking down mental health stigmas and advocating for more supportive lifestyles.

**Globalization** has opened a world of opportunities for cross-border work, more young people are seeking opportunities abroad, driven by tough domestic job markets and the allure of diverse experiences. This trend likely influences why less than half of Gen Z in these regions are interested in owning fixed property, preferring the flexibility of living, and working in various locations.

The rise of **Artificial Intelligence** and **Machine Learning** in the job market is a changer. These technologies are creating new while also disrupting traditional jobs. For example, one of the projects I was involved in was a realise driverless vehicles, and it have been trialled in parts of Wuhan. This could make it

possible for people to stop having to rely on drivers at some point in the future. Automation could replace roles in manufacturing, customer service, and some administrative areas, pushing the workforce to adapt and reskill.

The values of Gen Z in China and France differ significantly. In China, the collective interests and social harmony are prioritized, influenced by family and societal expectations. In France, individual freedom and self-expression are paramount, with a strong focus on personal rights and embracing diversity.

Furthermore, the rise of the gig economy and digital nomadism is particularly appealing to Gen Z. The flexibility and autonomy offered by these modes of work align well with their desire for a balanced lifestyle and the ability to work from anywhere in the world.

As we delve deeper into the global context, Gen Z are at the forefront of a significant shift in the global workforce. With their unique perspectives and experiences, they are redefining traditional concepts of work, success, and fulfilment.

In conclusion, Generation Z's story is about navigating a rapidly changing world, where technology, globalization, and personal values intersect. It's about finding their place in this world, striking a balance between their ambitions and well-being, and ultimately redefining what it means to live and work in the 21st century.

今天我要谈谈 Z 世代的工作生活。他们是一个多元化且充满活力的群体,今年年龄从 12 岁到 27 岁不等。有些人还在考虑上学,而另一些人已经进入职业生涯几年了。

Z 世代员工的一个关键特征是他们注重工作与生活的平衡。他们很快就会离开不符合他们期望的工作,尤其是在薪水和工作满意度方面。这与前几代人看待工作的方式发生了重大转变。

我认为这种变化是在技术快速进步的背景下发生的。想想2000年代初:我们看到了3G的引入,然后是4G,最近是2019年的5G,几乎每隔十年,互联网通信就会有新的发展。硬件也在快速发展:2001年诺基亚的Symbian系统、2007年iPhone的推出以及2009年华为智能手机的推出都带来了变革。这些发展彻底改变了我们获取信息的方式,甚至改变了我们的方式。

梦想我们的未来。

Z 世代伴随着科技的发展而成长,深受YouTube、Instagram 和 TikTok 等社交媒体平台的影响。这些平台不仅仅是娱乐;它们是强大的信息和影响力来源。Z 世代接触到各种各样的生活方式,这激励他们追求提供魅力和高收入的职业,例如成为“影响者”。

在中国,Z 世代受益于更多的教育机会和进步的养育方式。他们可以自由地探索各种职业道路。一些人搬到新城市寻求新鲜体验,另一些人则从事自由职业以在网上追求自己的热情,还有许多人仍然选择传统、稳定的工作。

但工作和生活压力依然存在,“追求梦想而不是金钱”的常见建议似乎有些脱离实际,尤其是在金融稳定不确定的情况下。尽管有更多的职业选择,Z 世代仍面临着持续的压力。平衡工作、生活和社会期望。在东亚,特别是在中国、日本和韩国等国家,青年面临着巨大的挑战。日本的“过劳死”和韩国的“地狱朝鲜”是极端工作文化的鲜明例子,强调平衡和心理健康的必要性。

由于工作压力大,心理健康成为Z世代面临的紧迫问题。现代工作环境的快节奏,加上社交媒体和数字生活的影响,导致压力和焦虑增加。年轻人感受到在竞争激烈的就业市场中脱颖而出的压力,常常面临入门级职位的严酷现实。

社交媒体增加了这种复杂性,培养了比较和持续参与的文化。Z世代被成功和完美的形象轰炸,导致他们感到自己能力不足和“害怕错过”,但花在担忧上的大量时间减少了进行真正有意义的思考的时间。数字技术“永远在线”的本质会扰乱睡眠模式,减少现实生活中的互动,并限制身体活动。

作为回应,Z 世代正在更加积极主动地应对这些挑战。人们越来越关注心理健康意识、自我保健以及在需要时寻求专业帮助。这一代人处于打破心理健康耻辱并倡导更具支持性的生活方式的最前沿。

全球化为跨境工作提供了一个充满机会的世界,在艰难的国内就业市场和多样化经历的诱惑的推动下,越来越多的年轻人正在国外寻找机会。这一趋势可能解释了为什么这些地区只有不到一半的 Z 世代对拥有固定财产感兴趣,更喜欢在不同地点灵活生活和工作。

人工智能和机器学习在就业市场的兴起带来了改变。这些技术在创造新的同时也颠覆了传统的工作岗位。比如我参与的一个项目是实现无人驾驶汽车,已经在武汉部分地区进行了试点。这可以做到

人们有可能在未来某个时候不再依赖司机。自动化可以取代制造、客户服务和一些行政领域的角色,推动劳动力适应和重新技能化。

中国和法国Z世代的价值观存在显著差异。在中国,集体利益和社会和谐是优先考虑的,并受到家庭和社会期望的影响。在法国,个人自由和自我表达至关重要,非常注重个人权利和拥抱多样性。

此外,零工经济和数字游牧主义的兴起对 Z 世代特别有吸引力。这些工作模式提供的灵活性和自主性与他们平衡生活方式和在世界任何地方工作的能力的渴望非常吻合。

随着我们深入研究全球背景,Z 世代正处于全球劳动力重大转变的最前沿。凭借独特的视角和经验,他们正在重新定义工作、成功和成就感的传统概念。

总之,Z 世代的故事是关于驾驭一个快速变化的世界,在这个世界中,技术、全球化和个人价值观相互交叉。这是为了找到他们在这个世界上的位置,在他们的抱负和福祉之间取得平衡,并最终重新定义 21 世纪的生活和工作意味着什么。