



Deloitte Global 2024 Gen Z and Millennial Survey

Country profile: Australia

Methodology and global key messages



Key global findings:

Marking its 13th annual edition, Deloitte's 2024 Gen Z and millennial Survey connected with more than 22,800 respondents in 44 countries to explore their attitudes about work and the transforming world around them.



Respondents are cautiously optimistic about the social and economic outlook. Nearly one-third of Gen Zs and millennials are optimistic that the economy in their country will improve within the next year. This optimism extends to their personal finances with many expecting their financial circumstances to improve. Despite this, financial insecurity is a significant issue, as over half of both groups are living paycheck to paycheck. There is also some uncertainty about the social and political situation as many countries approach pivotal elections.



Purpose influences workplace satisfaction. The vast majority say purpose is important to their overall job satisfaction and well-being. These generations are willing to reject assignments or employers that don't align with their ethics. When employers take that feedback and respond positively, employee loyalty tends to be much higher.



Environmental sustainability is driving career decisions and consumer behaviors. Environmental sustainability remains a top concern for Gen Zs and millennials, and it is the top societal challenge which respondents feel businesses have the opportunity and necessary influence to drive change on. Gen Zs and millennials are pushing business to take action, through their career decisions and their consumer behaviors.



Positive perceptions of GenAI increase with more hands-on experience, but so do workplace concerns. Gen Zs and millennials are feeling uncertain about GenAI and its impact on their careers. Those who frequently use GenAI are more likely to trust the technology and believe it will improve the way they work, but they're also more likely to have concerns, such as believing it will lead to the elimination of jobs. Amid uncertainty, both generations are thinking about how to adapt and focusing on reskilling.



Work/life balance and flexibility remain paramount as return to office strategies yield mixed results. An increase in return to office strategies over the last year is yielding mixed results. Some report benefits like improved engagement, connection and collaboration, while others are experiencing outcomes like increased stress and decreased productivity. What is clear is that work/life balance and flexibility remain critical for these generations. Work/life balance is once again their top consideration when choosing an employer, and the drive for flexibility is increasing the popularity of less traditional employment models, from part-time roles, and job-sharing, to side gigs.



As workplace factors contribute to stress levels, employers must stay focused on supporting better workplace mental health. Stress levels continue to be very high among Gen Zs and millennials and only about half of respondents say their mental health is good or extremely good. Financial concerns, and family welfare are major stressors, alongside job related factors such as long working hours and not being recognized for their work. Many respondents believe their employers are taking mental health seriously, but managers and senior leaders should be doing more to address stigma.

Our methodology:

The 2024 Gen Z and millennial Survey solicited the views of 14,468 Gen Zs and 8,373 millennials (22,841 respondents in total), from 44 countries across North America, Latin America, Western Europe, Eastern Europe, the Middle East, Africa and Asia Pacific.

Fieldwork was conducted between November 2023 and March 2024.

As defined in the study, Gen Z respondents were born between January 1995 and December 2005, and millennial respondents were born between January 1983 and December 1994.

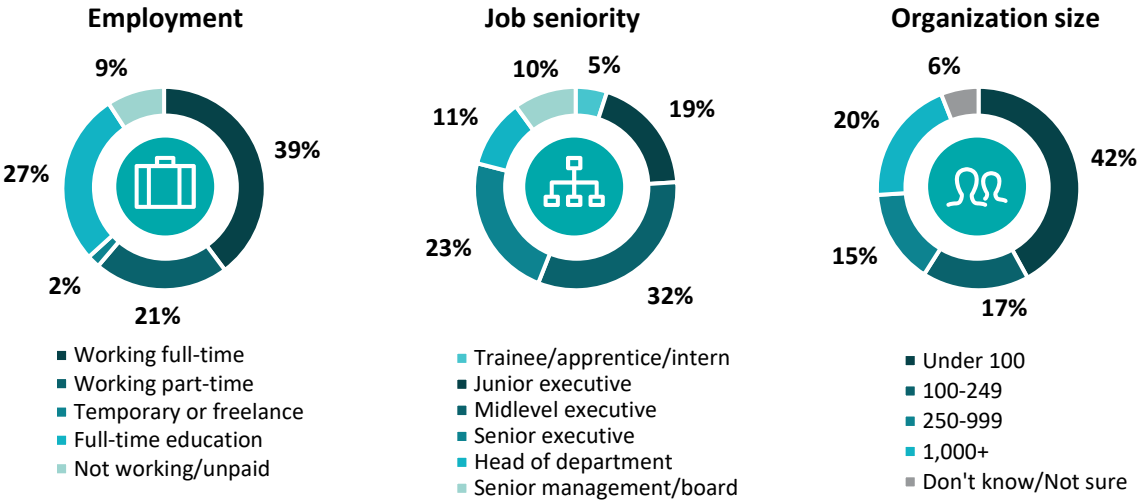
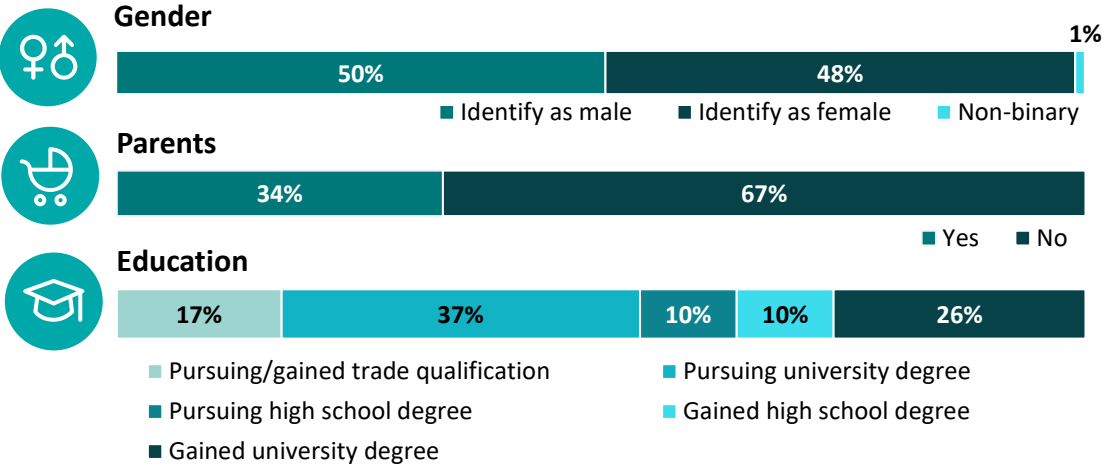
The following deck examines how **Australia's Gen Zs and millennials** stand out from their global counterparts on these key themes.

Country profile: Australia

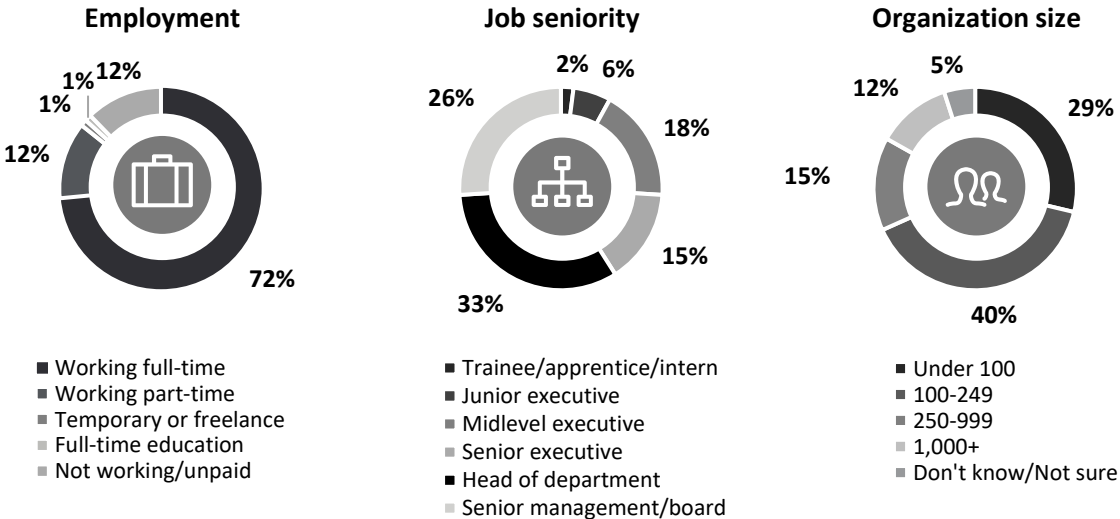
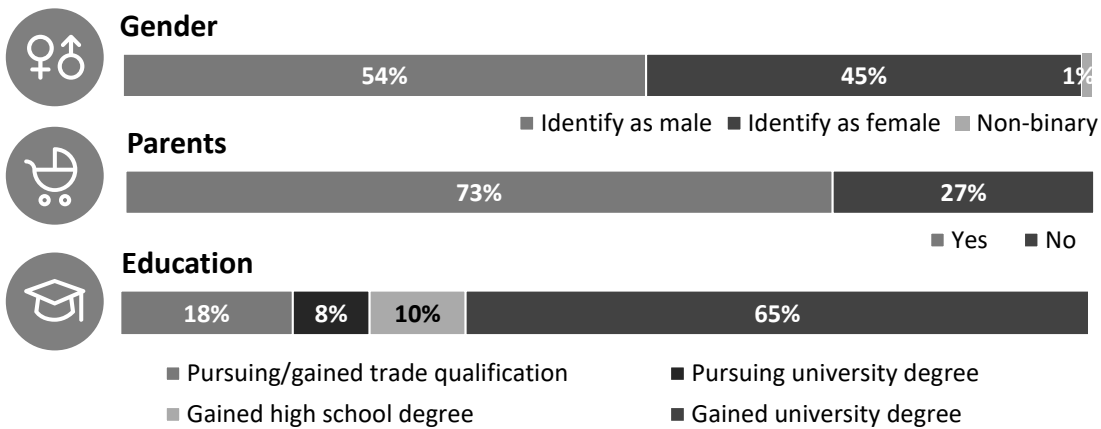
800 total respondents in Australia: 499 Gen Zs and 301 millennials



GEN Z PROFILE



MILLENNIAL PROFILE

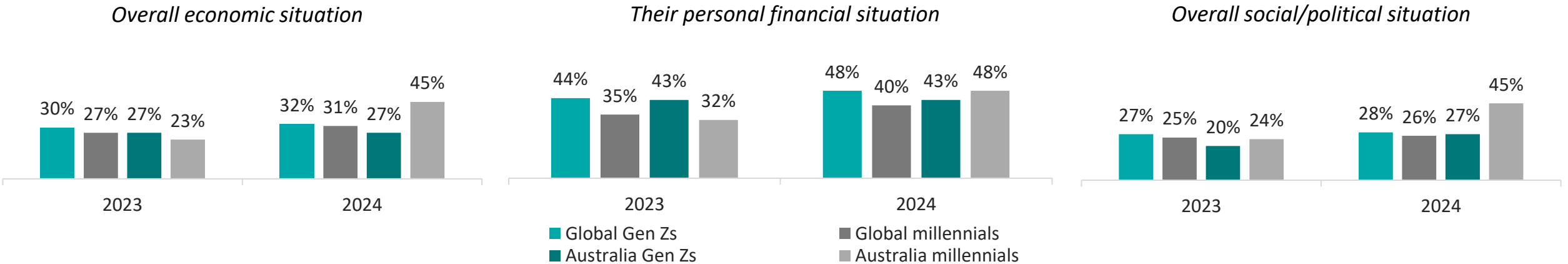


Social and economic / financial outlook

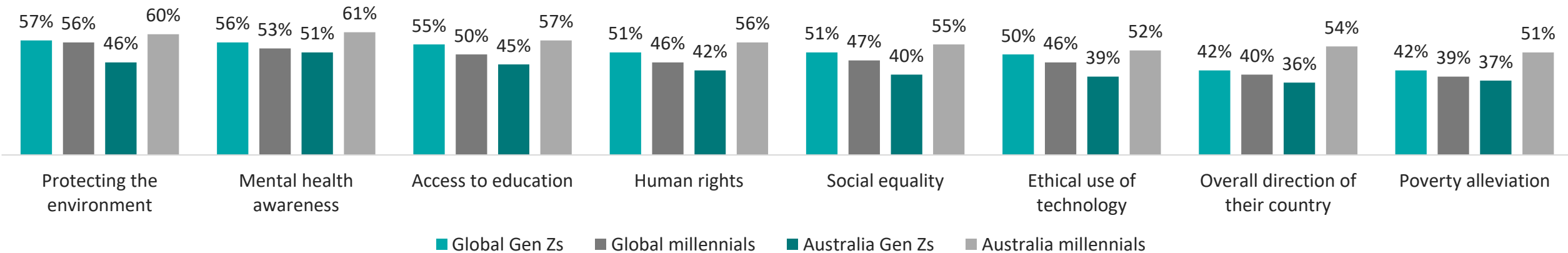
- Millennials in Australia are far more optimistic than they were last year about the country’s economic and social/political situation, while Gen Zs’ views have stalled.
- Millennials in Australia are more confident than Gen Zs about their impact on societal issues, primarily for protecting the environment and mental health awareness.



Percentage of respondents who expect the following to improve over the next 12 months:



Percentage of respondents who feel they have moderate or significant influence over the following societal issues:



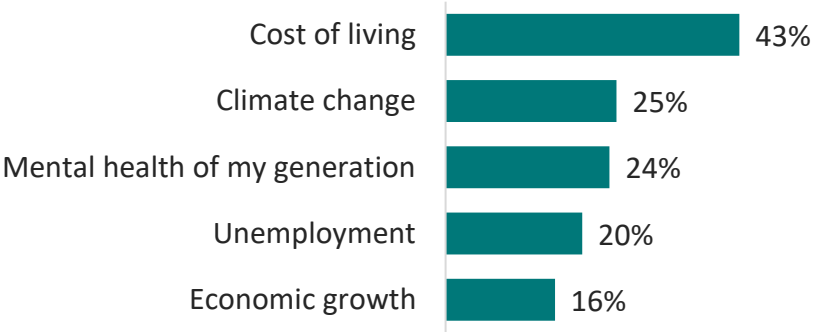


Top concerns

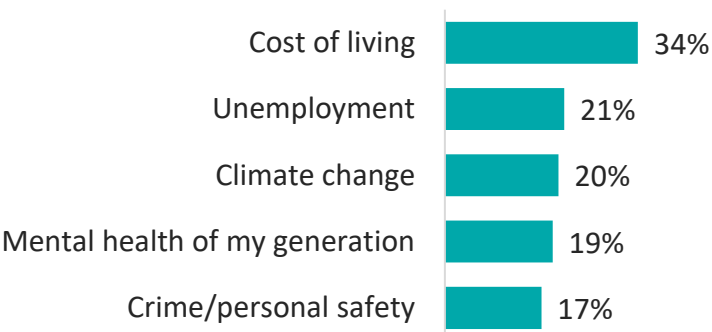
- Cost of living is the main concern for both generations, with climate change and mental health being ranked 2nd and 3rd.
- Gen Z respondents are more concerned about unemployment, whereas healthcare is one of millennials’ main concerns.

Top concerns:

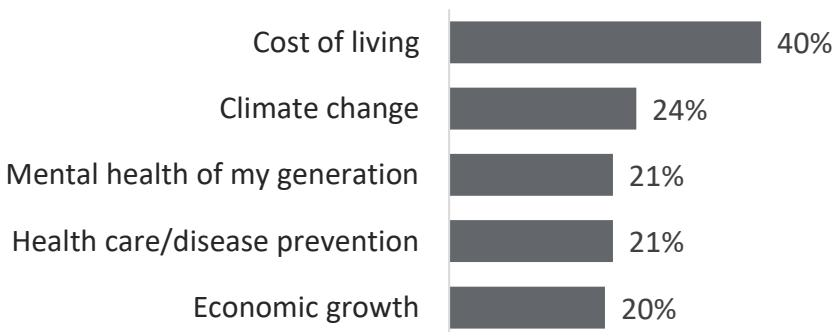
Australia Gen Zs



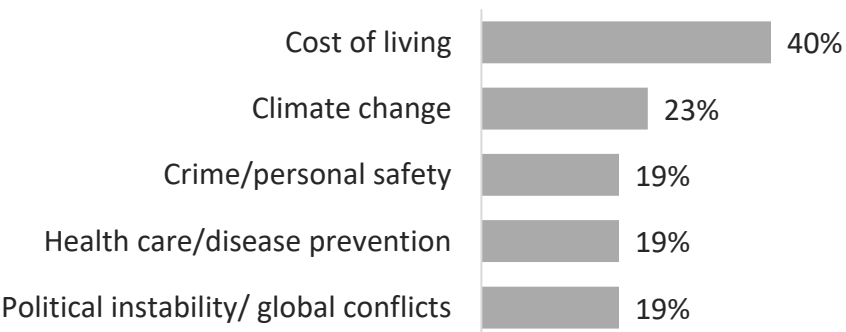
Global Gen Zs



Australia millennials



Global millennials

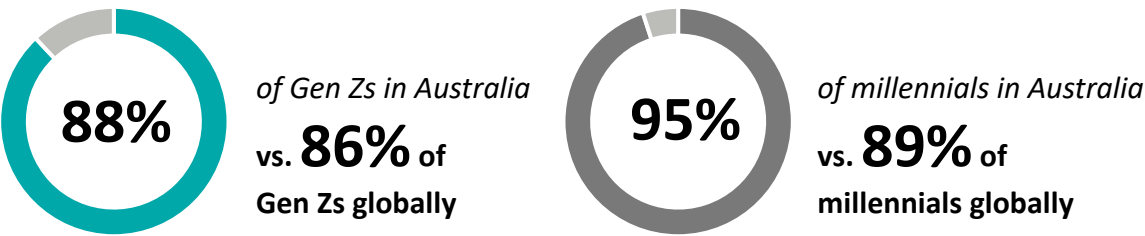




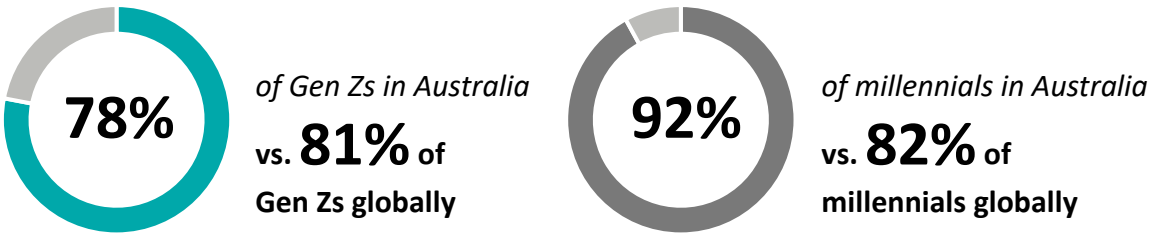
Purpose

- Australian respondents are even more likely than the global average to say having a sense of purpose is important to their job satisfaction, and that their current job does give them a sense of purpose.
- Millennials are more satisfied than Gen Zs that their values are aligned with their employers, and less likely to reject potential employers based on ethics.

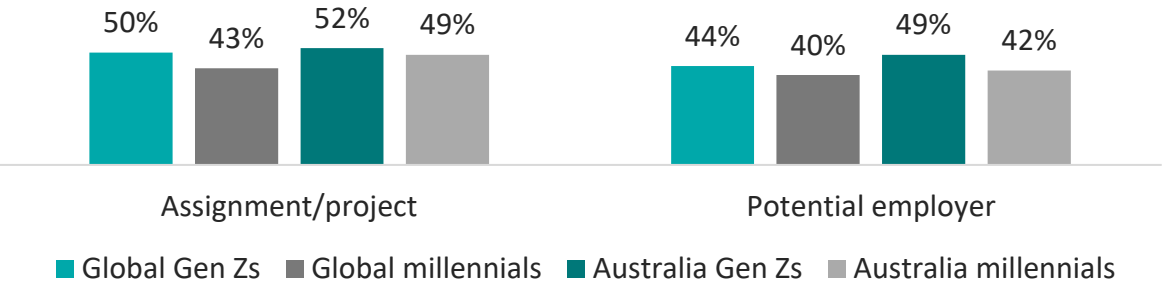
Percentage of respondents who said having a sense of purpose in their job is somewhat/very important for their job satisfaction and well-being:



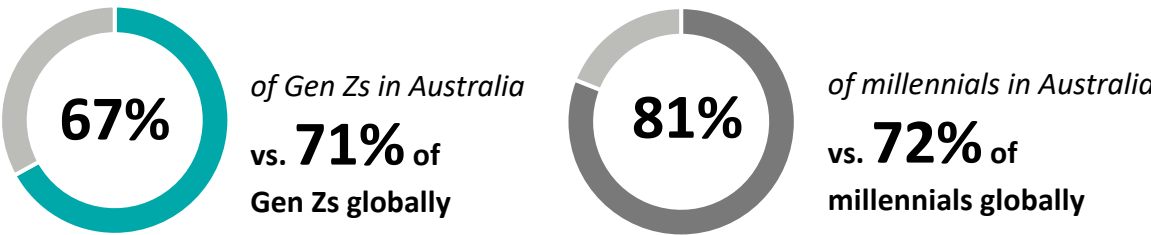
Percentage of respondents who said their current job gives them a sense of purpose (those saying yes - somewhat/yes – a lot):



Percentage of respondents who have rejected an assignment, or a potential employer based on their personal ethics/beliefs:



Percentage of respondents who said they are somewhat/very satisfied with the alignment of their current organization’s values and purpose with their own:

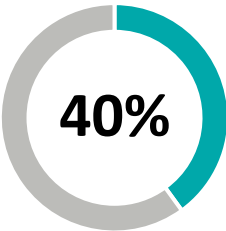


Business and societal impact

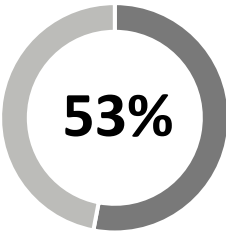
- Australian millennials are more likely than Gen Zs to believe business has a positive impact on society, and that business has an opportunity to influence key societal challenges such as protecting the environment, ensuring the ethical use of technology and fostering social equality.
- Both generations agree businesses can play a role in addressing inequality creating inclusive employment opportunities and ensuring equal pay.



Percentage of respondents who believe that business is having a fairly/very positive impact on the wider society in which they operate:

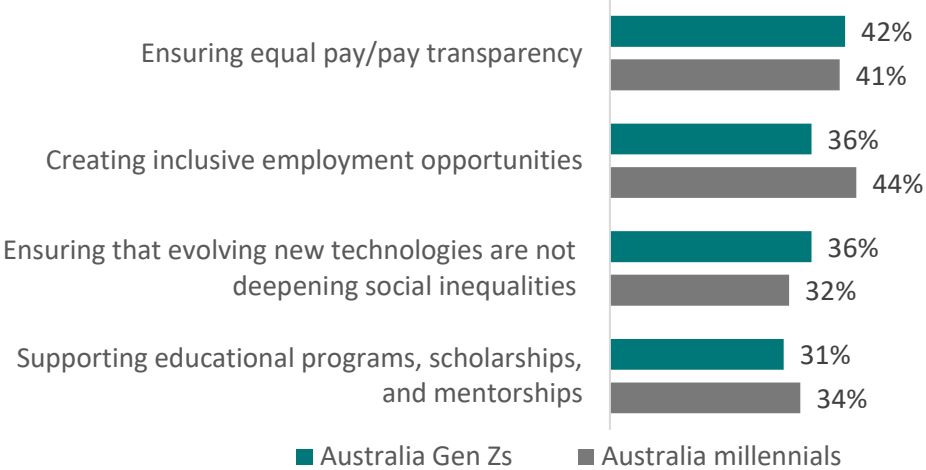


of Gen Zs in Australia
vs. **49%** of
Gen Zs globally

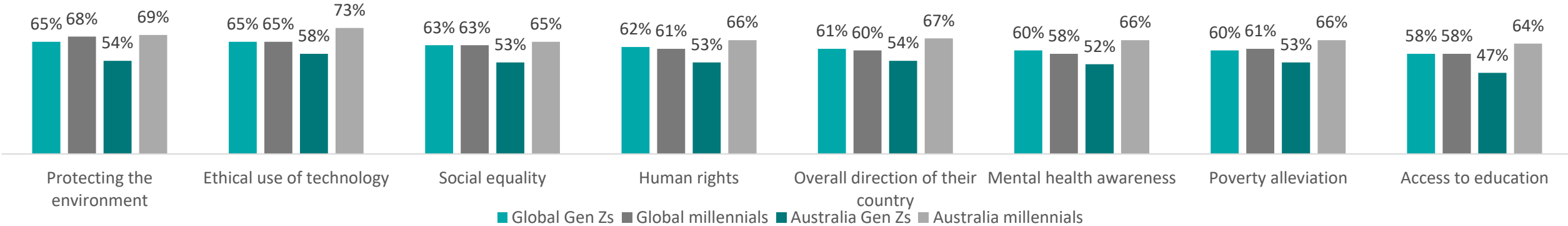


of millennials in Australia
vs. **47%** of
millennials globally

Percentage of respondents in Australia who think businesses should play a role in addressing social inequality in the following areas:



Percentage of respondents who think that business has a moderate or significant influence over the following societal issues:



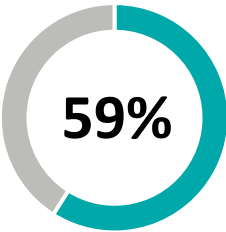
Environmental sustainability is everyone’s responsibility

- A majority of Australian Gen Zs and millennials have felt worried or anxious about climate change in the past month. Millennials are more likely to say they actively try to minimize their personal impact on the environment and to believe that governments and businesses could be doing more.

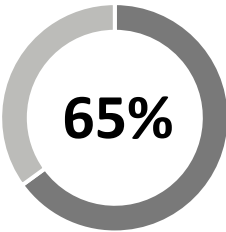


Percentage of respondents selecting agree or strongly agree to the following statements:

In the last month, I have felt worried or anxious about climate change

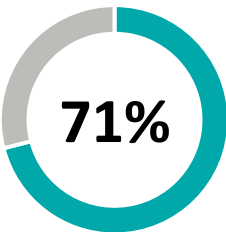


of Gen Zs in Australia
vs. **62%** of
Gen Zs globally

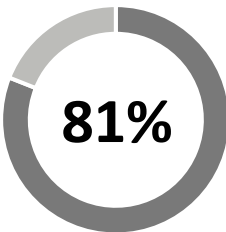


of millennials in Australia
vs. **59%** of
millennials globally

Governments should play a bigger role in pushing business to address climate change

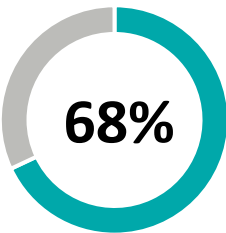


of Gen Zs in Australia
vs. **77%** of
Gen Zs globally

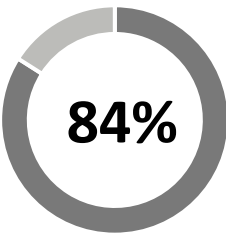


of millennials in Australia
vs. **79%** of
millennials globally

I actively try to minimize my personal impact on the environment

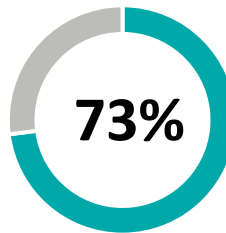


of Gen Zs in Australia
vs. **73%** of
Gen Zs globally

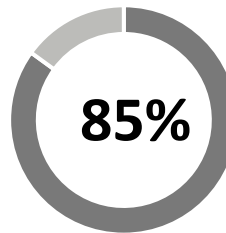


of millennials in Australia
vs. **77%** of
millennials globally

Business could, and should, do more to enable consumers to make more sustainable purchasing decisions



of Gen Zs in Australia
vs. **79%** of
Gen Zs globally



of millennials in Australia
vs. **81%** of millennials
globally

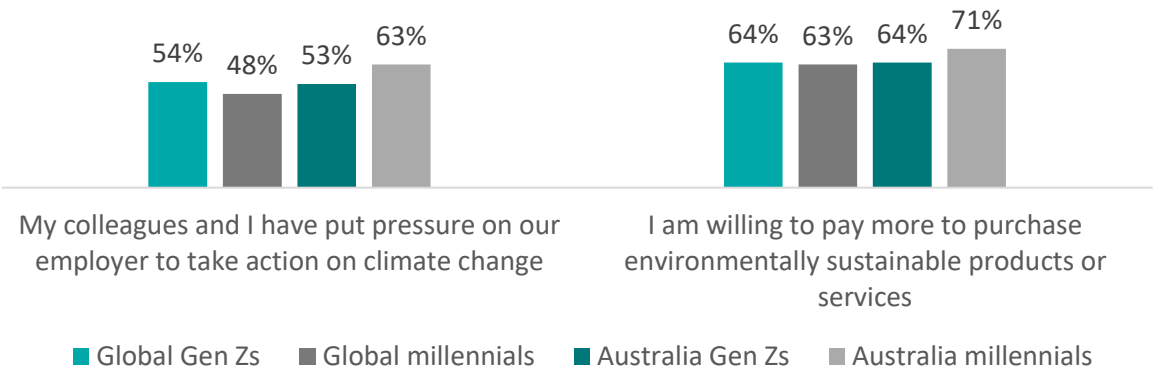
Career decisions and consumer behaviors driving climate action

- Both generations in Australia are making (or plan to make) career decisions to pressure employers to take climate action, particularly millennials.
- Both generations are also taking actions as consumers, or plan to in the future, to reduce their impact and pressure business for change.

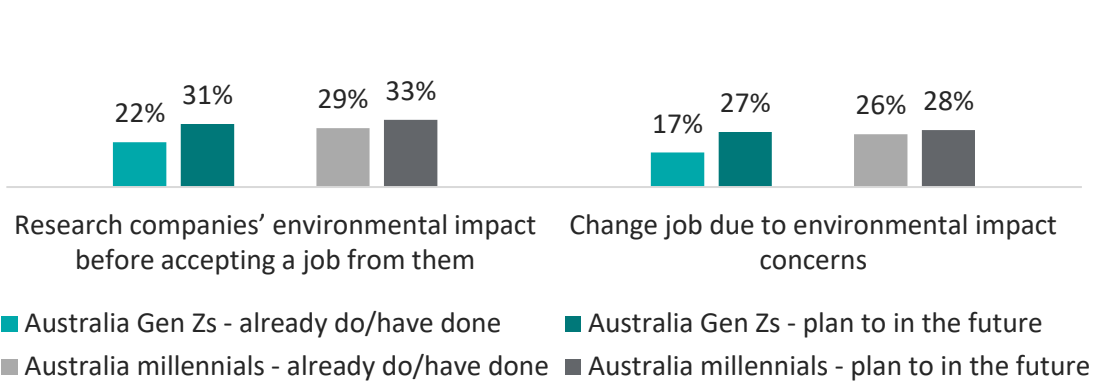


Career decisions to pressure employers to take climate action

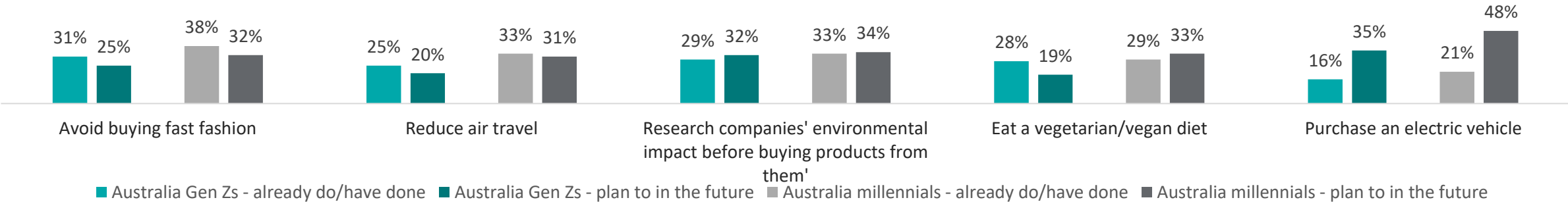
Respondents who agree/strongly agree with the following statements



Climate actions taken or planned



Consumer behaviors to pressure businesses to take climate action

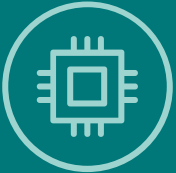


25% of Gen Zs 29% of millennials in Australia
have stopped or lessened a relationship with a business because their products/services negatively impact the environment



GenAI at work – engagement and understanding

- Australian Gen Zs typically feel excited about GenAI while millennials feel surprised. And similar to the global average, frequent users of GenAI in Australia are more likely to feel it will improve their work/life balance and give them more time for creative/strategic work, but also more likely to think it will cause the elimination of jobs. Australian millennials are more likely than Gen Zs to believe their employer is providing sufficient training on GenAI.



Top three emotions about GenAI in Australia

Gen Zs

25% Excitement
24% Uncertainty
20% Fascination

millennials

34% Surprise
26% Trust
24% Uncertainty

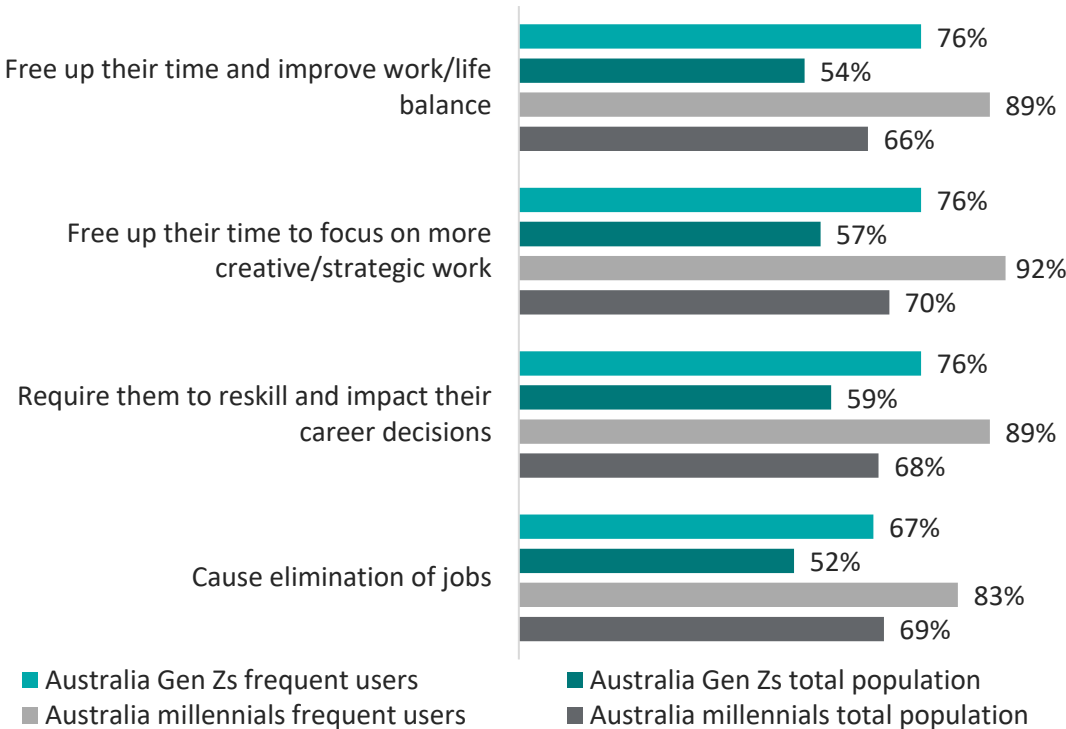


Percentage of respondents who agree/strongly agree that their employer is sufficiently training employees on the capabilities, benefits, and value of GenAI

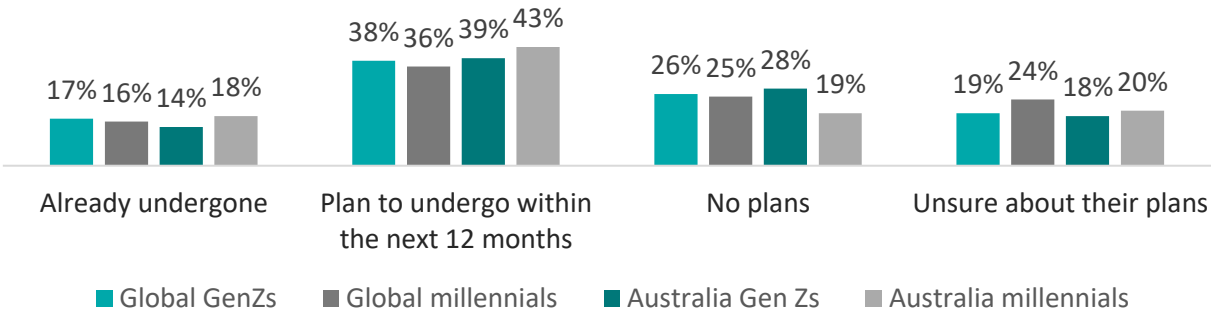
53%
Gen Zs in Australia

66%
millennials in Australia

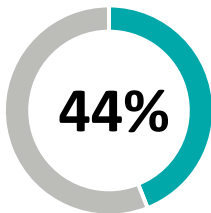
31% of Gen Zs and 29% of millennials in Australia are frequent users of GenAI at work (said they use it all or most of the time). Percentage of respondents who agree/strongly agree that GenAI in the workplace will...



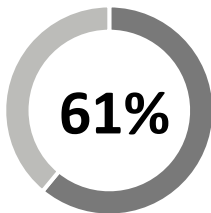
How respondents describe their engagement with GenAI training or upskilling as a part of their professional development:



Percentage of respondents who think GenAI will improve the way they work somewhat/a lot over the next 12 months



of Gen Zs in Australia



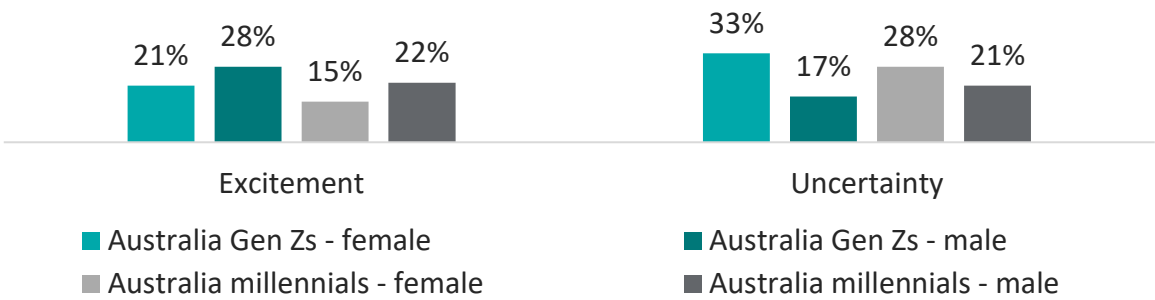
of millennials in Australia

GenAI at work – gender differences

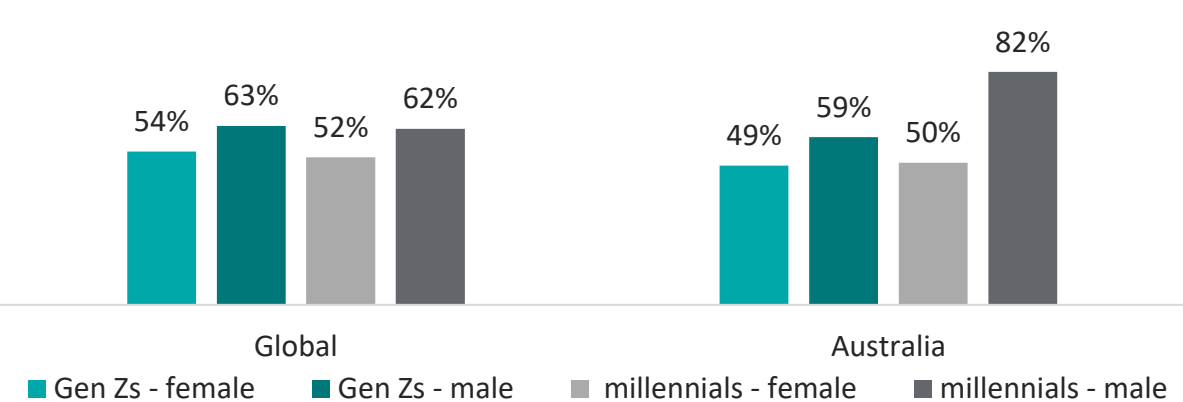
- Similar to the global average, women in Australia are more likely to feel uncertain about GenAI and to feel uncomfortable working with it compared to men.
- Women in Australia are also more likely than men to say they have no plans, or are unsure about their plans, to pursue GenAI training.



Percentage of respondents who said that GenAI makes them feel the following emotions:



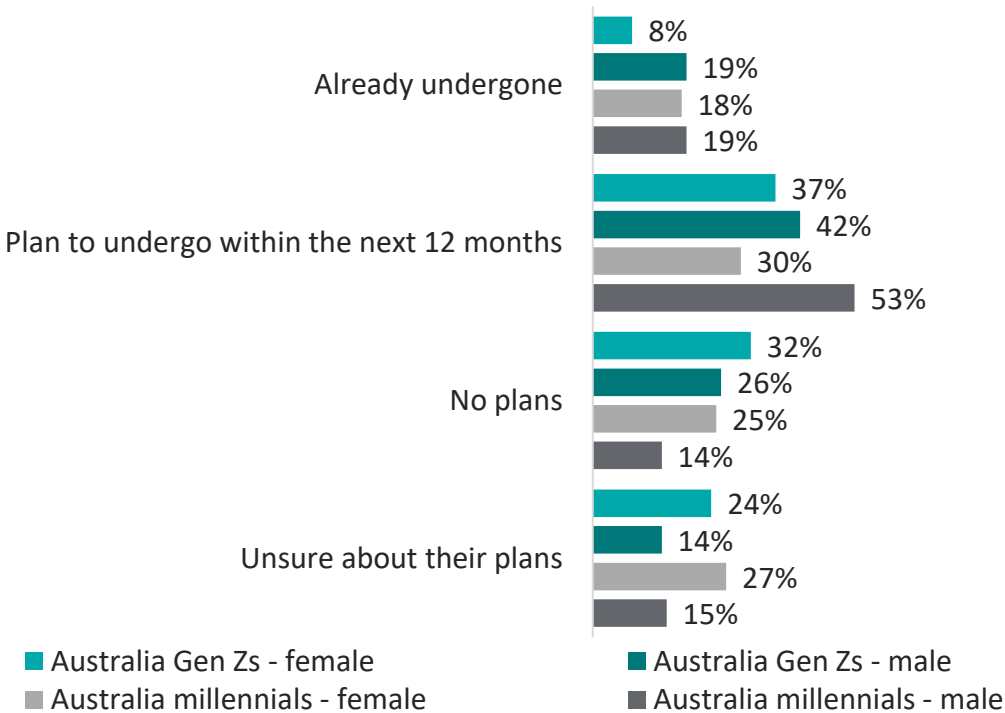
Percentage of respondents who agree/strongly agree they feel comfortable working alongside GenAI systems and tools



Globally, women are less likely to seek training around GenAI.
Percentage of respondents in Australia who have no plans to seek training:



Percentage of respondents describing their engagement with GenAI training or upskilling as a part of their professional development:

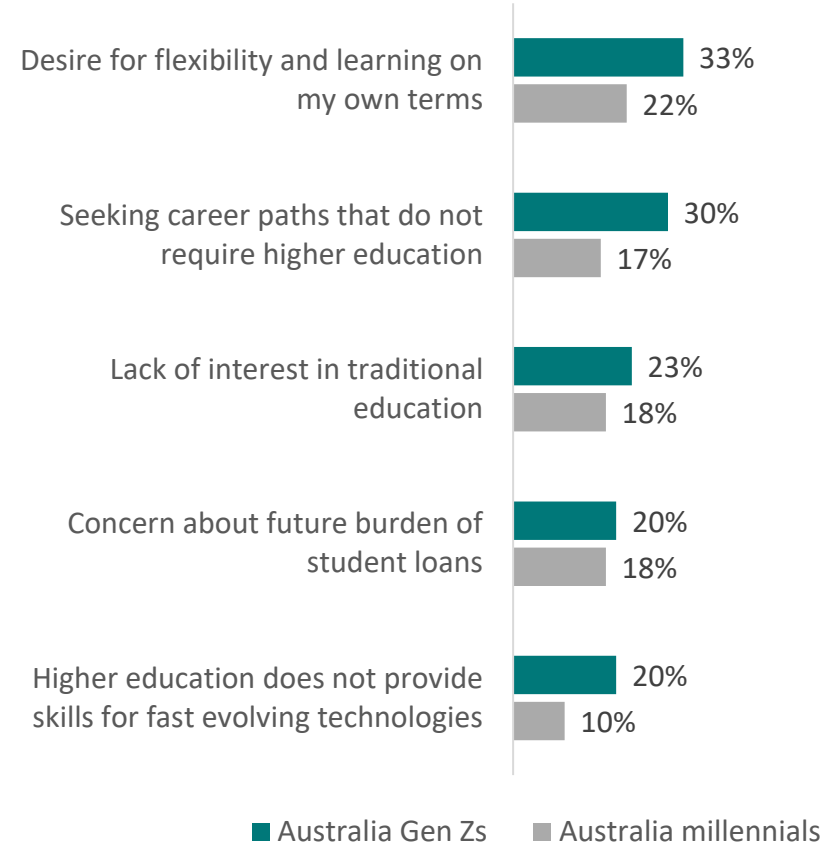




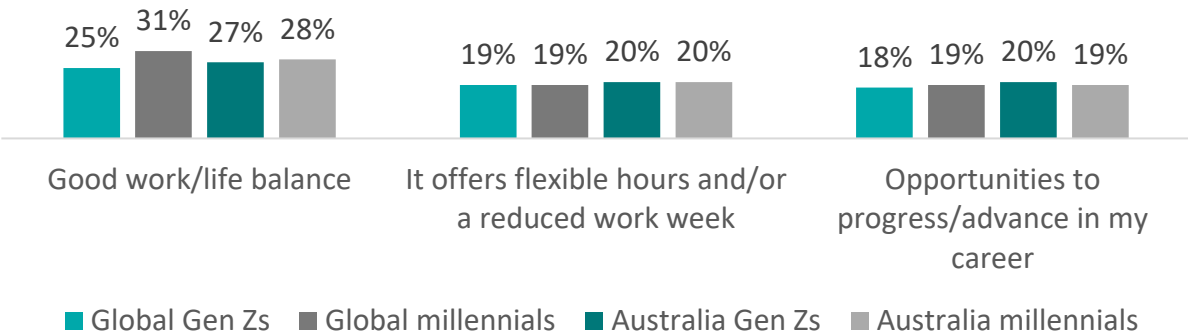
Higher education and what's driving career choices

- Among the Australian Gen Zs and millennials who decided not to pursue higher education, a desire to learn on their own terms was the top reason.
- Good work/life balance was the primary reason why both generations chose their current organization. For Gen Zs, not finding their work fulfilling was the top reason they left their last organization, while millennials said they left because they were feeling burned out.

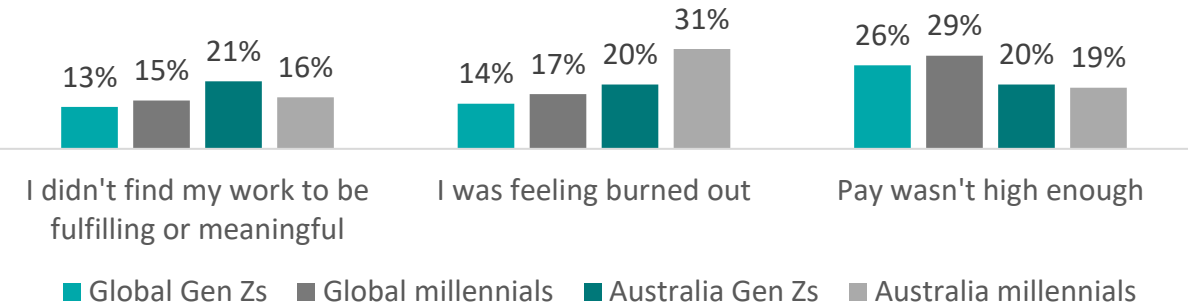
In Australia, 32% of Gen Zs and 28% of millennials say they decided not to pursue higher education. The top five reasons were:



Top three reasons why they *chose* to work for their organization:



Top three reasons why they *left* their previous organization:

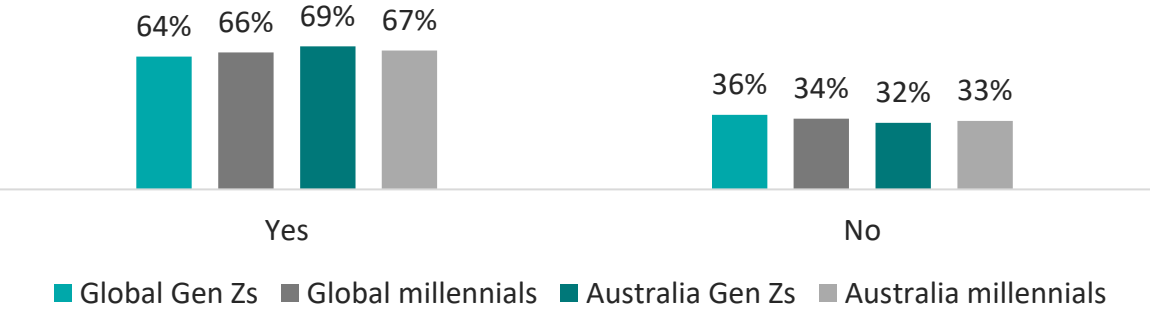


The impact of return-to-office strategies

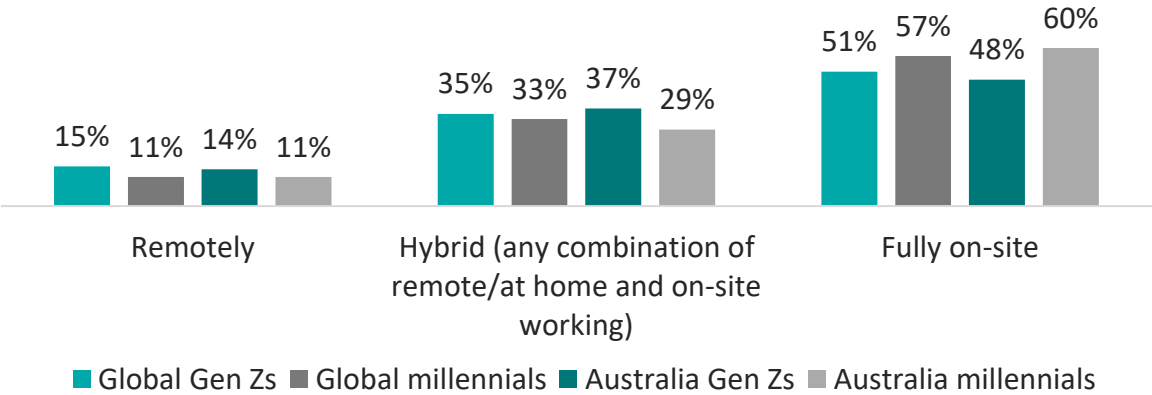
- Australian Gen Zs and millennials are slightly more likely than the average to work for an organization that recently implemented a return to office policy, with mixed results.
- For employers to foster better work/life balance, Gen Zs want to see those in part-time roles given comparable career opportunities as full-time employees.



Percentage of respondents who said that their company recently implemented a return to office policy, and they are now required to be on-site on certain days or full time:



Their current way of working:



Top three positive and negative impacts of return to office policies:
(Australia Gen Z respondents)

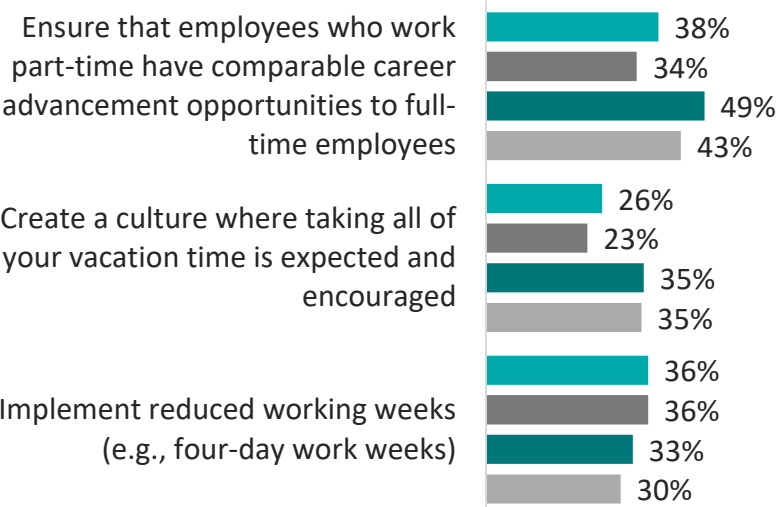
Positive:

- I have better routine and structure at work
- I have noticed increased collaboration and social interaction with my work colleagues
- I feel more engaged and connected with my organization and colleagues

Negative:

- It has negatively impacted me in a financial sense (e.g., needing to pay for the cost of commuting, staying in other accommodation, or additional care etc.)
- It has negatively impacted my ability to meet my caregiving responsibilities
- My productivity has decreased (e.g., due to time spent commuting that I would have previously spent working)

In which of the following areas should organizations focus to help foster better work/life balance for their employees? - top three

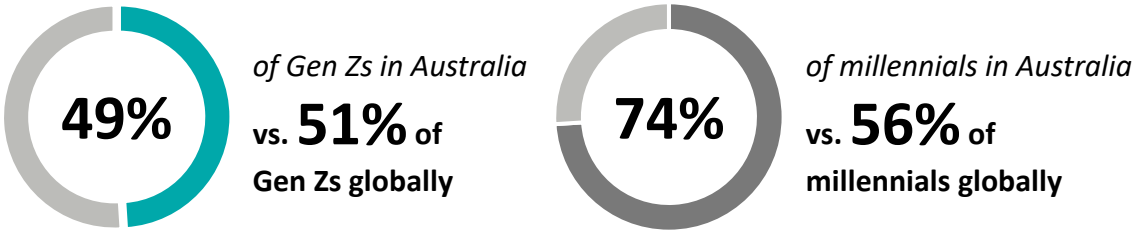




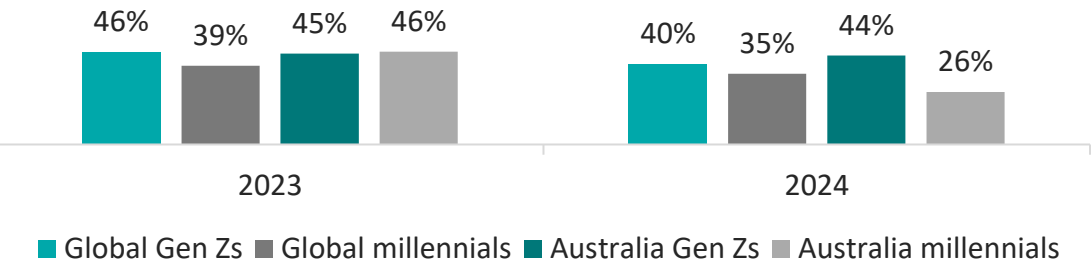
Levels of mental well-being and stress drivers

- Around half of Australian Gen Zs rate their overall mental well-being as positive, with three quarters of millennials agreeing. High stress levels have remained consistent for Australian Gen Zs since last year, but stress levels have dropped dramatically this year for Australian millennials.
- Finances are the main cause of anxiety or stress, while not being rewarded or recognized for their work is the main workplace contributor.

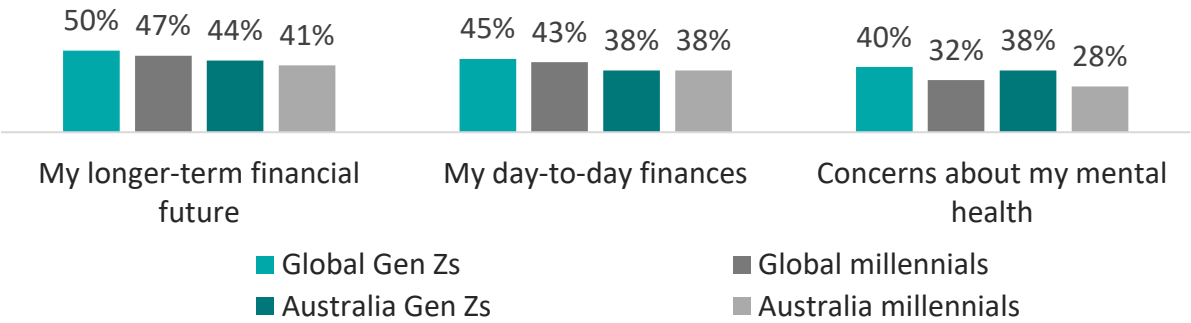
Percentage of respondents who say their current, overall mental well-being is good or extremely good:



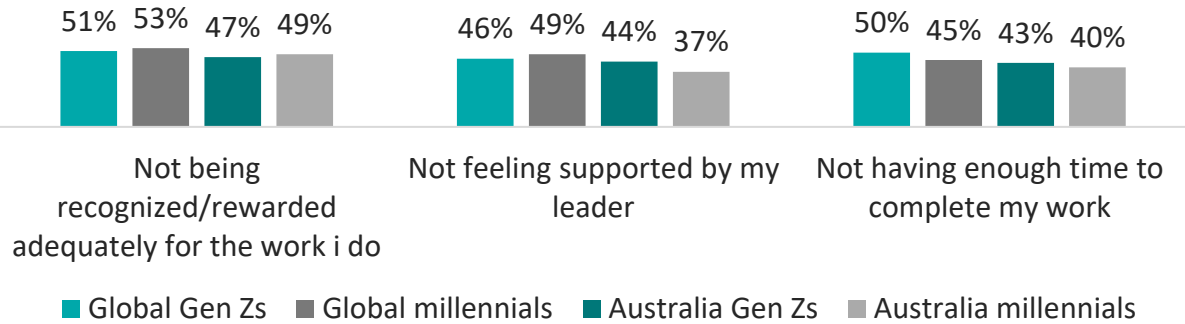
Percentage of respondents who say they feel anxious or stressed all or most of the time:



Top three factors contributing a lot to their feelings of anxiety or stress: **asked only of those who feel anxious or stressed*



30% of Gen Zs and 28% of millennials in Australia said that their job is a factor contributing a lot to their feelings of anxiety or stress. These are the top three aspects of their job contributing a lot to their feelings of anxiety or stress:

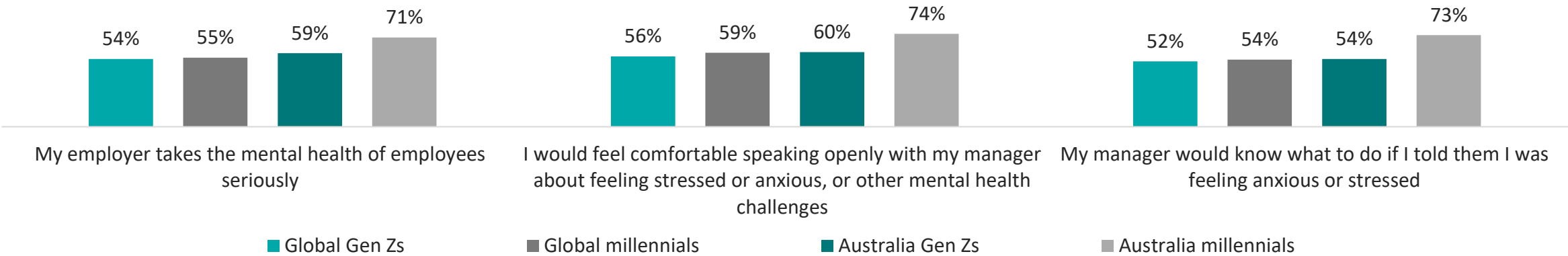


Workplace mental health and persistent stigma

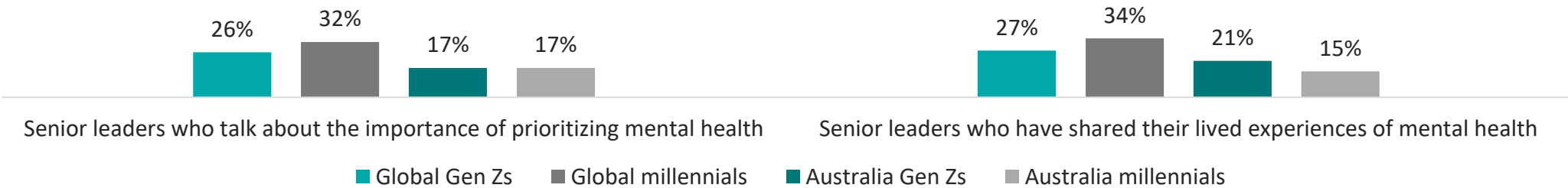
- Australian millennials are more likely than Gen Zs and the global average to feel their employer takes mental health seriously and that they can speak openly with their managers about stress or anxiety.
- Australian Gen Zs and millennials are more likely than the global average to have senior leaders who talk about mental health and their own lived experiences.



Percentage of respondents who agree/strongly agree with the following statements related to workplace well-being/mental health:



Percentage of respondents who said they *do not* have the following support available where they work...





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