## Deloitte.

# Evolving Workforce Survey



67%

of respondents who have worked as an independent contractor would choose **not** to do so again in the future.

**Organizations Have More to Do to Attract Independent Contractors** 

**less than half** of those who worked as an independent contractor were very satisfied with their experience.

*more than half* said the most important benefit of full-time employment is the **steady income**.

**\$** 

### **Culture is Key**





Nearly half of respondents said that a company's culture is "extremely important" in choosing where they want to work.

Of those respondents:
53% millennials
50% Generation X
40% baby boomers
noted that culture is
"extremely important."

Those who have previously worked as an independent contractor agree —nearly half said that a lack of connection to a company's culture would discourage them from working independently in the future.



#### **Interest in Contract Work Remains**

34% said they would consider working independently.

0

Men are more likely to work as an independent contractor.



42% vs. 27

Men also indicated more satisfaction with independent contract work.

50%

VS.

45%



### 46%

of women respondents indicated the ability to attend to personal needs is an advantage of being an independent contractor.

#### About Deloitte

Deloitte provides industry-leading audit, consulting, tax and advisory services to many of the world's most admired brands, including 80 percent of the Fortune 500. Our people work across more than 20 industry sectors to deliver measurable and lasting results that help reinforce public trust in our capital markets, inspire clients to make their most challenging business decisions with confidence, and help lead the way toward a stronger economy and a healthy society.

Methodology: The survey gathered online responses from nearly 4,000 full-time, part-time and independent contract workers across three generations in 13 major markets around the United States – including New York, Los Angeles, Boston and Dallas.

As used in this document, "Deloitte" means Deloitte LLP and its subsidiaries. Please see www.deloitte.com/us/about for a detailed description of the legal structure of Deloitte LLP and its subsidiaries. Certain services may not be available to attest clients under the rules and regulations of public accounting.