Deloitte Global 2022
Gen Z and Millennial Survey

Country profile: Austria
Our methodology:

The 2022 Gen Z and Millennial Survey solicited the views of 14,808 Gen Zs and 8,412 millennials (23,220 respondents in total), from 46 countries across North America, Latin America, Western Europe, Eastern Europe, the Middle East, Africa and Asia Pacific. Fieldwork was completed between 24 November 2021 and 4 January 2022. As defined in the study, Gen Z respondents were born between January 1995 and December 2003, and millennial respondents were born between January 1983 and December 1994.

Key global findings:

Gen Zs and millennials feel deeply concerned about the state of the world and their own futures. They are reassessing their priorities in the wake of ongoing crises, and actively trying to balance the challenges of their everyday lives with their desire to drive societal change.

Cost of living is the top concern among Gen Zs and millennials. Many live paycheck to paycheck and are not confident they will be able to retire comfortably. To make ends meet, more than four in 10 Gen Zs and a third of millennials have a part- or full-time side job, in addition to their primary job. At a broader societal level, Gen Zs and millennials are deeply concerned about wealth inequality and not optimistic that the economic situations in their countries will improve.

The Great Resignation signals a breaking point in response to ongoing dissatisfaction, increasing distrust in business, and shocking events, like the pandemic, that have made many reassess what’s important to them. Employers now have a need, and an opportunity, to drive the sustained workplace changes that Gen Zs and millennials have long been asking for. Compensation, better work/life balance, and more learning and development opportunities are at the top of the list.

Flexible work is a priority. The majority of Gen Zs (75%) and millennials (76%) prefer hybrid work or to work remotely, but less than half currently have the option to do so. They value flexible work because it helps them save money, frees up time to do other things they care about, and allows them to spend more time with family. However, employers have work to do to ensure that hybrid/flexible work arrangements are equitable.

Gen Zs and millennials believe that the world is at a tipping point in responding to climate change. Almost all of Gen Zs and millennials (90%) are making efforts to reduce their personal environmental impact. Near term, their actions are focused on small everyday actions; longer term, they see themselves increasing their civic engagement and bringing sustainability into their large purchases, even if it may cost more upfront. They are also pushing their employers to take action against climate change. However, only 18% of Gen Zs and 16% of millennials believe employers are strongly committed. They are even less optimistic about their governments’ commitment to drive change.

Stress and burnout levels are high. Nearly half of Gen Zs say they feel stressed all or most of the time. Millennial stress levels are also high but are down slightly from last year. Meanwhile, more than half of all respondents say they feel burned out from the pressure of their workloads. Employers are seen to be making an effort to address workplace mental health issues – more than half of respondents say their employer is more focused on workplace well-being and mental health since the start of the pandemic. However, many do not believe the increased focus has resulted in any meaningful impact on employees.

The following deck examines how Austria’s Gen Zs and millennials stand out from their global counterparts on these key themes.
500 total respondents in Austria: 300 Gen Zs and 200 millennials

**GEN Z PROFILE**
- **Gender**
  - Identify as male: 49%
  - Identify as female: 49%
- **Parents**
  - Yes: 9%
  - No: 91%
- **Education**
  - Pursuing/gained trade qualification: 24%
  - Pursuing high school degree: 46%
  - Pursuing university degree: 14%
  - Gained high school degree: 6%
  - Gained university degree: 10%

**MILLENNIAL PROFILE**
- **Gender**
  - Identify as male: 50%
  - Identify as female: 50%
- **Parents**
  - Yes: 38%
  - No: 62%
- **Education**
  - Pursuing/gained trade qualification: 44%
  - Pursuing high school degree: 14%
  - Pursuing university degree: 10%
  - Gained high school degree: 32%

**Employment**
- Working full-time: 10%
- Working part-time: 32%
- Temporary or freelance: 18%
- Full-time education: 34%
- Not working/unpaid: 4%

**Job seniority**
- Junior executive: 37%
- Midlevel executive: 17%
- Senior executive: 9%
- Head of department: 4%
- Senior management/board: 1%

**Organization size**
- Under 100: 11%
- 100-249: 66%
- 250-999: 19%
- 1,000+: 5%
- Don't know/Not sure: 1%

© 2022. For information, contact Deloitte Touche Tohmatsu Limited.
Deloitte Global
2022 Gen Z and Millennial Survey

Economic and political outlook

How they expect the overall economic situation in their country will change over the next 12 months:

**Austria Gen Zs**
- 2021: 51%
- 2022: 47%

**Austria millennials**
- 2021: 62%
- 2022: 51%

**Global Gen Zs**
- 2021: 41%
- 2022: 37%

**Global millennials**
- 2021: 43%
- 2022: 37%

How they expect the overall sociopolitical situation in their country will change over the next 12 months:

**Austria Gen Zs**
- 2021: 42%
- 2022: 48%

**Austria millennials**
- 2021: 30%
- 2022: 27%

**Global Gen Zs**
- 2021: 40%
- 2022: 39%

**Global millennials**
- 2021: 27%
- 2022: 28%

© 2022. For information, contact Deloitte Touche Tohmatsu Limited.
Percentage of respondents who think businesses have a very/fairly positive impact on society:

- **2021**
  - Austria Gen Zs: 37%
  - Global Gen Zs: 48%
  - Austria millennials: 33%
  - Global millennials: 47%

- **2022**
  - Austria Gen Zs: 29%
  - Global Gen Zs: 45%
  - Austria millennials: 25%
  - Global millennials: 44%
## Top five issues of greatest concern:

### Austria Gen Zs
- Climate change/protecting the environment: 39%
- Cost of living: 27%
- Terrorism: 22%
- Mental health of my generation: 21%
- Resource scarcity (oil, gas, water, etc.): 15%

### Global Gen Zs
- Climate change/protecting the environment: 24%
- Cost of living: 29%
- Unemployment: 20%
- Mental health of my generation: 19%
- Sexual harassment: 17%

### Austria millennials
- Climate change/protecting the environment: 41%
- Cost of living: 36%
- Income inequality/distribution of wealth: 17%
- Health care/disease prevention: 16%
- Terrorism: 15%

### Global millennials
- Climate change/protecting the environment: 36%
- Cost of living: 25%
- Health care/disease prevention: 21%
- Unemployment: 20%
- Crime/personal safety: 18%
Financial concerns and the prevalence of side jobs

**Those who strongly/tend to agree with the following statements:**

- I feel financially secure
  - Austria Gen Zs: 46%
  - Global Gen Zs: 40%
  - Austria millennials: 42%
  - Global millennials: 42%

- I am confident I will be able to retire with financial comfort
  - Austria Gen Zs: 38%
  - Global Gen Zs: 41%
  - Austria millennials: 38%
  - Global millennials: 41%

- I can comfortably pay all of my living expenses each month
  - Austria Gen Zs: 55%
  - Global Gen Zs: 54%
  - Austria millennials: 47%
  - Global millennials: 47%

- I live paycheck to paycheck and worry that I won’t be able to cover my expenses
  - Austria Gen Zs: 47%
  - Global Gen Zs: 46%
  - Austria millennials: 29%
  - Global millennials: 46%

**Many are taking on side jobs. Those who have taken on either a part- or full-time paying job in addition to their primary job:**

- 41% Austria Gen Zs vs. 43% globally
- 19% Austria millennials vs. 32% globally

**Top side jobs held in Austria:**

- Working for a not-for-profit organization (26% of Gen Zs and 32% of millennials)
- Working in a restaurant or retail store (17% of Gen Zs and 10% of millennials)
- Child/pet care (14% of Gen Zs and 5% of millennials)
- Social media influencer (11% of Gen Zs and 11% of millennials)
- Coaching sports (11% of Gen Zs and 5% of millennials)

*Caution, small base Gen Z (32) and millennials (17)*
Those who would like to stay in their jobs beyond five years or leave within two:

<table>
<thead>
<tr>
<th></th>
<th>Austria Gen Zs</th>
<th>Austria millennials</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stay beyond 5 years</td>
<td>25% 2021</td>
<td>25% 2022</td>
</tr>
<tr>
<td>Leave within 2 years</td>
<td>47% 2021</td>
<td>36% 2022</td>
</tr>
</tbody>
</table>

Among the respondents who would like to leave their jobs within two years, the following would do so without another job lined up*:

- **Austria Gen Zs**:
  - 39%
- **Austria millennials**: 27%

Top reasons Gen Zs and millennials left their organizations**:

- I didn't feel valued or that my contributions mattered: 19% Austria Gen Zs, 17% Austria millennials
- I felt the job/workplace was detrimental to my mental health: 18% Austria Gen Zs, 22% Austria millennials
- I was feeling burned out: 16% Austria Gen Zs, 2% Austria millennials
- Lack of flexibility to work where I want: 15% Austria Gen Zs, 2% Austria millennials
- Pay wasn't high enough: 12% Austria Gen Zs, 22% Austria millennials

Top reasons Gen Zs and millennials choose to work for an organization:

- Good work/life balance: 29% Austria Gen Zs, 37% Austria millennials
- Learning and development opportunities: 24% Austria Gen Zs, 27% Austria millennials
- High salary or other financial benefits: 24% Austria Gen Zs, 27% Austria millennials
- Positive workplace culture: 24% Austria Gen Zs, 25% Austria millennials
- Flexible working model: 24% Austria Gen Zs, 25% Austria millennials

*Caution, small base millennials (32)

**Caution, small base millennials (38)
**Growing demand for hybrid work arrangements**

**Current working patterns:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Always work remotely</th>
<th>Hybrid arrangement</th>
<th>Always work in office</th>
<th>Don’t know/not sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria Gen Zs</td>
<td>19%</td>
<td>31%</td>
<td>43%</td>
<td>7%</td>
</tr>
<tr>
<td>Austria millennials</td>
<td>12%</td>
<td>29%</td>
<td>53%</td>
<td>6%</td>
</tr>
</tbody>
</table>

**Preferred working patterns:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Always work remotely</th>
<th>Hybrid arrangement</th>
<th>Always work in the office</th>
<th>Don’t know/not sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria Gen Zs</td>
<td>11%</td>
<td>63%</td>
<td>16%</td>
<td>10%</td>
</tr>
<tr>
<td>Austria millennials</td>
<td>11%</td>
<td>62%</td>
<td>21%</td>
<td>7%</td>
</tr>
</tbody>
</table>

*As defined here, hybrid work arrangements include any combination of remote and in-office work, whether it be splitting time 50/50, working mostly remotely with occasional office time, or vice versa.*
### Top 5 impacts of remote work for Gen Zs in Austria:

<table>
<thead>
<tr>
<th>Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>It makes forming connections with colleagues more difficult</td>
<td>26%</td>
</tr>
<tr>
<td>It has helped me save money</td>
<td>24%</td>
</tr>
<tr>
<td>It makes getting my work done each day easier</td>
<td>22%</td>
</tr>
<tr>
<td>It makes it more difficult to find opportunities for mentorship/sponsorship from leaders in my organization</td>
<td>21%</td>
</tr>
<tr>
<td>It allows me to see my family more often</td>
<td>19%</td>
</tr>
</tbody>
</table>

### Top 5 impacts of remote work for millennials in Austria:

<table>
<thead>
<tr>
<th>Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>It frees up my time to do other things that I care about</td>
<td>44%</td>
</tr>
<tr>
<td>It allows me to see my family more often</td>
<td>32%</td>
</tr>
<tr>
<td>It has helped me save money</td>
<td>31%</td>
</tr>
<tr>
<td>It makes getting my work done each day easier</td>
<td>31%</td>
</tr>
<tr>
<td>It makes forming connections with colleagues more difficult</td>
<td>31%</td>
</tr>
</tbody>
</table>
Gen Zs and millennials see flexible work as an opportunity to improve work/life balance.

If Gen Zs in Austria were in charge, they’d prioritize the following initiatives to improve work/life balance:

- Experiment with reduced working weeks: 22%
- Allow employees to work flexible working hours: 17%
- Foster supportive leaders through mental health-related training: 14%
- Create more part-time jobs: 11%
- Allow employees to work remotely if they wish: 10%

If millennials in Austria were in charge, they’d prioritize the following initiatives to improve work/life balance:

- Experiment with reduced working weeks: 33%
- Allow employees to work flexible working hours: 21%
- Foster supportive leaders through mental health-related training: 12%
- Ensure that employees who work part-time have comparable career advancement opportunities to full-time employees: 8%
- Allow employees to work remotely if they wish: 8%
The world is at a tipping point when responding to climate change, and the future can go either way (strongly agree or tend to agree):

- **Environment: Uncertain future**
  - 64% of Gen Zs in Austria vs. 68% globally
  - 65% of Gen Zs globally vs. 68% of Gen Zs globally
  - 70% of Gen Zs in Austria vs. 68% of Gen Zs globally
  - 62% of millennials in Austria vs. 66% of millennials globally

Those who have been personally impacted by at least one severe weather event in the last 12 months:
Deloitte Global  
2022 Gen Z and Millennial Survey  
Environment: Commitment to act

**Those who try to minimize their personal impact on the environment:**

- **Global Gen Zs**
  - 90% make an effort to protect the environment
  - 63% I consistently or often try
  - 26% I try, but could do more
  - 5% I rarely try
  - 5% Don’t know

- **Austria Gen Zs**
  - 89% make an effort to protect the environment
  - 57% I consistently or often try
  - 32% I try, but could do more
  - 5% I rarely try
  - 6% Don’t know

- **Global millennials**
  - 90% make an effort to protect the environment
  - 66% I consistently or often try
  - 24% I try, but could do more
  - 6% I rarely try
  - 5% Don’t know

- **Austria millennials**
  - 84% make an effort to protect the environment
  - 51% I consistently or often try
  - 33% I try, but could do more
  - 10% I rarely try
  - 5% Don’t know

**Those who strongly agree that large companies are taking substantive/tangible actions to combat climate change:**

- **Austria Gen Zs**
  - 8% Agree

- **Global Gen Zs**
  - 15% Agree

- **Global millennials**
  - 14% Agree

- **Austria millennials**
  - 6% Agree

**Those who believe their national government is highly committed to combatting climate change:**

- **Austria Gen Zs**
  - 5% Agree

- **Global Gen Zs**
  - 11% Agree

- **Global millennials**
  - 13% Agree

- **Austria millennials**
  - 5% Agree

© 2022. For information, contact Deloitte Touche Tohmatsu Limited.
**Environment: What they’d like their employers to do**

**Percentage who strongly/tend to agree that they and their colleagues have put pressure on their employer to take action on climate change:**

- **38%** of Gen Zs in Austria vs. **48%** of Gen Zs globally
- **21%** of millennials in Austria vs. **43%** of millennials globally

**Ranking of where employed Gen Zs and millennials in Austria feel their organizations should invest more resources to help combat climate change:**

- Sustainability-orientated employee benefits (20% of Gen Zs and 12% of millennials)
- Commitment to being net-zero greenhouse gas emissions within the next decade (18% of Gen Zs and 17% of millennials)
- Providing employees incentives to make better environmental choices (14% of Gen Zs and 8% of millennials)
- Use of social impact pension providers or retirement funds focused on sustainable investments (10% of Gen Zs and 11% of millennials)
- Ban on single-use plastic products at work/office locations (9% of Gen Zs and 14% of millennials)
Deloitte Global
2022 Gen Z and Millennial Survey

Stress levels are high, particularly among Gen Zs

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

- **Austria Gen Zs**: 39% (↓6 from 2021)
- **Global Gen Zs**: 46% (No change from 2021)
- **Austria millennials**: 28% (↓6 from 2021)
- **Global millennials**: 38% (↓3 from 2021)

Percentage of respondents who say the following contribute a lot to their feelings of anxiety or stress:*

- **My Longer-term Financial Future**
  - Austria Gen Zs: 38%
  - Global Gen Zs: 33%
  - Austria millennials: 31%
  - Global millennials: 25%

- **Concerns About My Mental Health**
  - Austria Gen Zs: 47%
  - Global Gen Zs: 39%
  - Austria millennials: 42%
  - Global millennials: 34%

- **Family/personal Relationships**
  - Austria Gen Zs: 43%
  - Global Gen Zs: 30%
  - Austria millennials: 23%
  - Global millennials: 16%

- **My Day-to-day Finances**
  - Austria Gen Zs: 33%
  - Global Gen Zs: 18%
  - Austria millennials: 24%
  - Global millennials: 39%

- **My Job/workload**
  - Austria Gen Zs: 39%
  - Global Gen Zs: 31%
  - Austria millennials: 39%
  - Global millennials: 31%

*Asked only of those who feel anxious or stressed.
Percentage who feel burned out due to the intensity/demands of their workloads (strongly/somewhat agree):

- Global: 46% (Gen Zs), 45% (Millennials)
- Austria: 32% (Gen Zs), 24% (Millennials)

Percentage who said many people have recently left their organization due to the pressure of their workloads (strongly/somewhat agree):

- Global: 44% (Gen Zs), 43% (Millennials)
- Austria: 36% (Gen Zs), 32% (Millennials)

Percentage who agree that workplace well-being and mental health has become more of a focus for their employer since the start of the pandemic (strongly/somewhat agree):

- of Gen Zs in Austria: 46% vs. 57% of Gen Zs globally
- of millennials in Austria: 32% vs. 53% of millennials globally

Percentage who agree that their organization now talks more about mental health, but it has not resulted in any meaningful impact on employees (strongly/somewhat agree):

- of Gen Zs in Austria: 39% vs. 53% of Gen Zs globally
- of millennials in Austria: 38% vs. 51% of millennials globally
Deloitte Global

2022 Gen Z and Millennial Survey

The workplace mental health stigma remains

Percentage who would not feel comfortable speaking openly with their direct manager about feeling stressed or anxious, or about other mental health challenges:

- 35% of Gen Zs in Austria
- 33% of millennials in Austria

Percentage who have taken time off work due to feelings of stress or anxiety:

- 27% of Gen Zs in Austria
- 19% of millennials in Austria

Among those who took time off work due to stress or anxiety, they gave their employers the following reason for their absence*:

**Austria Gen Zs**

- Told them it was due to anxiety/stress: 40% (2021), 27% (2022)
- Gave a different reason: 51% (2021), 62% (2022)
- Prefer not to say/don’t know: 9% (2021), 11% (2022)

**Austria millennials**

- Told them it was due to anxiety/stress: 6% (2021), 43% (2022)
- Gave a different reason: 73% (2021), 54% (2022)
- Prefer not to say/don’t know: 20% (2021), 3% (2022)

*Caution, small base Gen Z (43) and millennials (30)
The Millz Mood Monitor gauges the mood of respondents and provides an annual snapshot of Gen Zs’ and millennials’ optimism that the world and their places in it will improve.

*Scores are based on responses to questions on the following five topics and are aggregated to create a measure between zero (absolute pessimism) and a hundred (complete optimism).

<table>
<thead>
<tr>
<th>Economic situation</th>
<th>Sociopolitical situation</th>
<th>Personal financial situation</th>
<th>Environment</th>
<th>Impact of business on wider society</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>50</td>
<td>0</td>
<td>0</td>
<td>100</td>
</tr>
<tr>
<td>Nothing positive at all</td>
<td>Half think we’re making progress</td>
<td></td>
<td></td>
<td>Everything is positive</td>
</tr>
</tbody>
</table>

**GEN ZS:**

<table>
<thead>
<tr>
<th>Identify as female</th>
<th>Identify as male</th>
<th>Gen Zs in Austria</th>
<th>Identify as female</th>
<th>Identify as male</th>
<th>Gen Zs globally</th>
</tr>
</thead>
<tbody>
<tr>
<td>18</td>
<td>25</td>
<td>21 (down -6 pts)</td>
<td>33</td>
<td>40</td>
<td>36 (no change)</td>
</tr>
</tbody>
</table>

**MILLENNIALS:**

<table>
<thead>
<tr>
<th>Identify as female</th>
<th>Identify as male</th>
<th>Millennials in Austria</th>
<th>Identify as female</th>
<th>Identify as male</th>
<th>Millennials globally</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>19</td>
<td>16 (down -4 pts)</td>
<td>32</td>
<td>39</td>
<td>35 (up +1 pts)</td>
</tr>
</tbody>
</table>

*Global scores don’t include China.*