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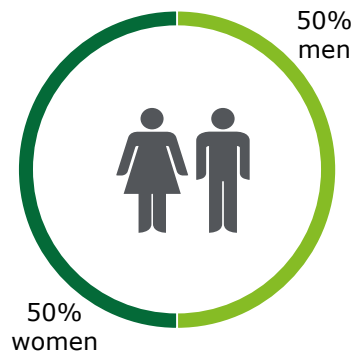
The 2018 Deloitte Millennial Survey

Chile
May 2018

Background

312 Millennial interviews achieved in Chile (all in full-time employment)

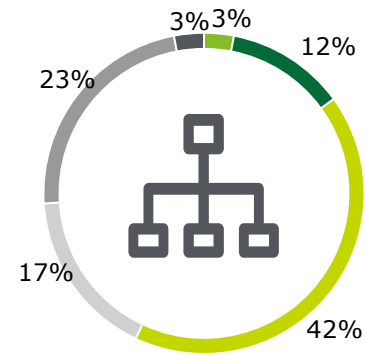
Gender



Have children

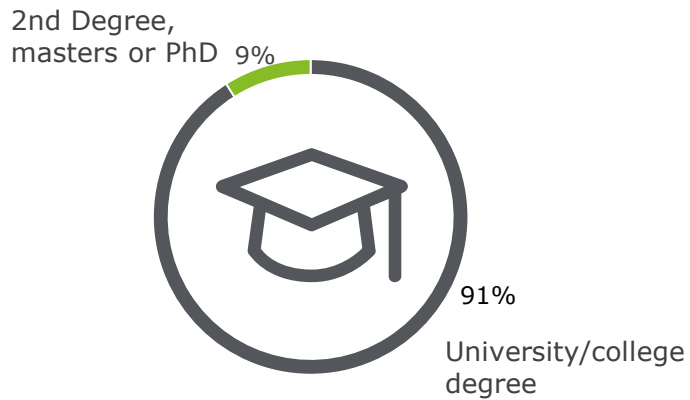


Job seniority/level

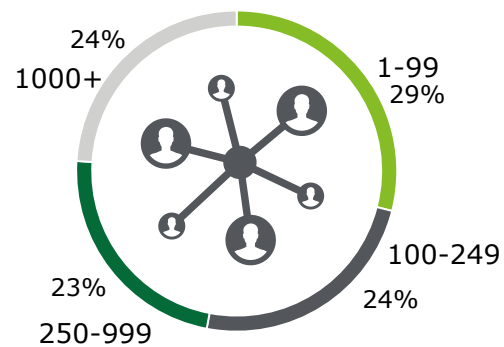


- Trainee/apprentice/graduate
- Junior-level executive
- Mid-level executive
- Senior executive
- Head of department/division
- Senior management team/board

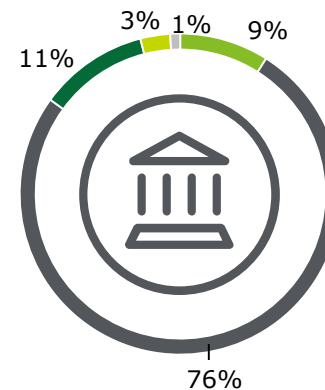
Education level



Organization size

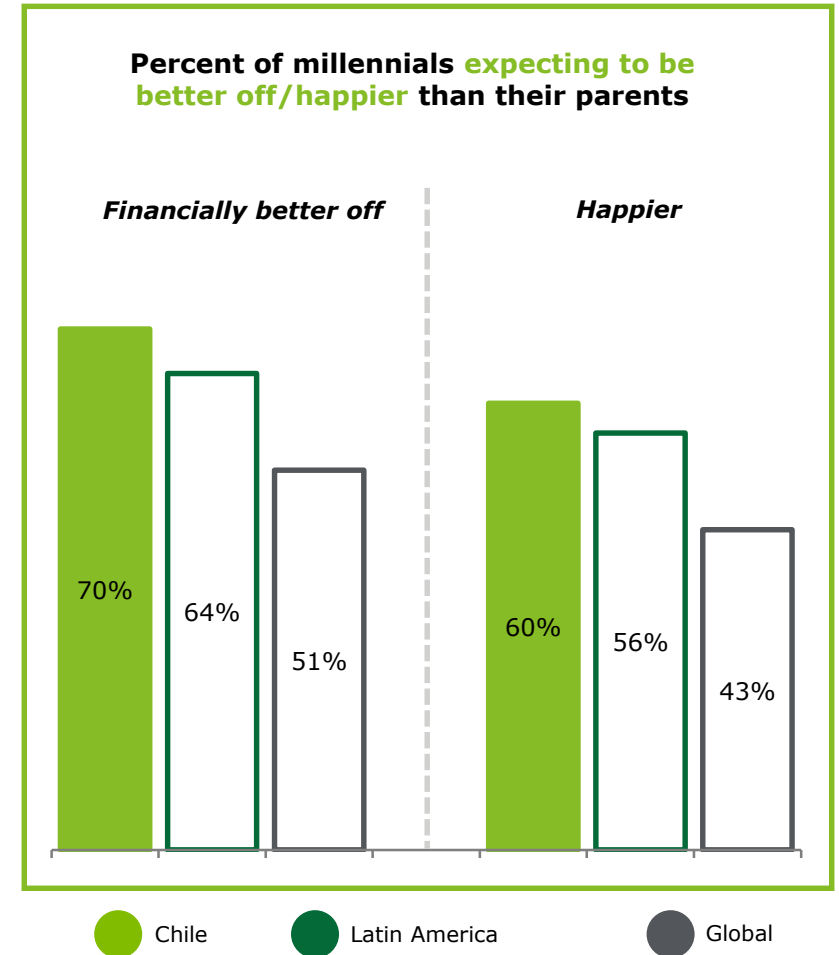
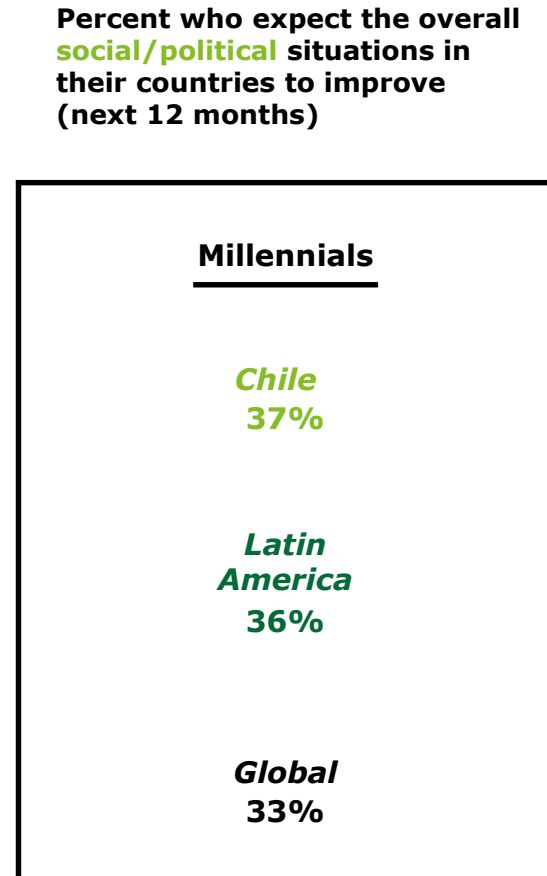


Organization type

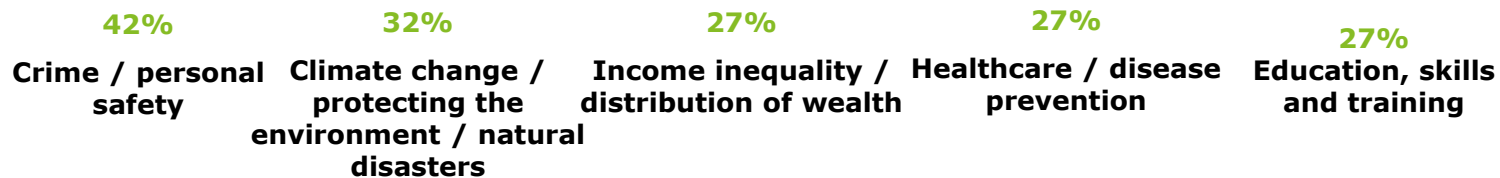


- Listed/publicly owned business
- Privately owned business
- State-owned or public-sector organization
- Not-for-profit organization/charity
- Other

Chile economic, political and social outlook



Top-five issues of greatest personal concern to millennials in Chile



Q1. Do you expect the overall economic situation in your country to improve, worsen or stay the same over the next 12 months?
 Q2. Do you expect the overall social/political situation in your country to improve, worsen or stay the same over the next 12 months?
 Q3A/B. How do you feel about the future? Compared to your parents do you think you will be financially/materially better off/happier?
 Q4. Thinking about the challenges facing societies around the world, which three of the following issues are you personally most concerned about?
 Base: Chile 337, Global 10,455, Latin America 2,023

Chile behavior, priorities and impact of business

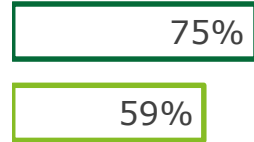
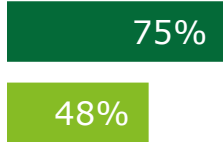
Percent of millennials who agree with the following statements about **business' behavior**

■ 2018 ■ 2017

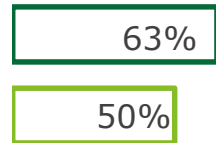
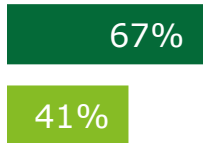
Chile

Global

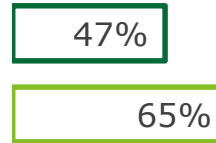
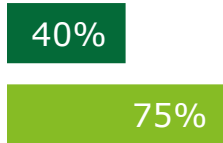
They focus on their own agenda rather than considering the wider society



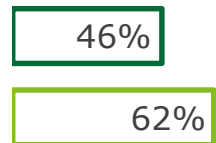
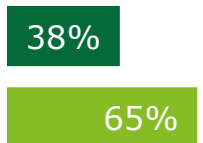
They have no ambition beyond wanting to make money



They behave in an ethical manner

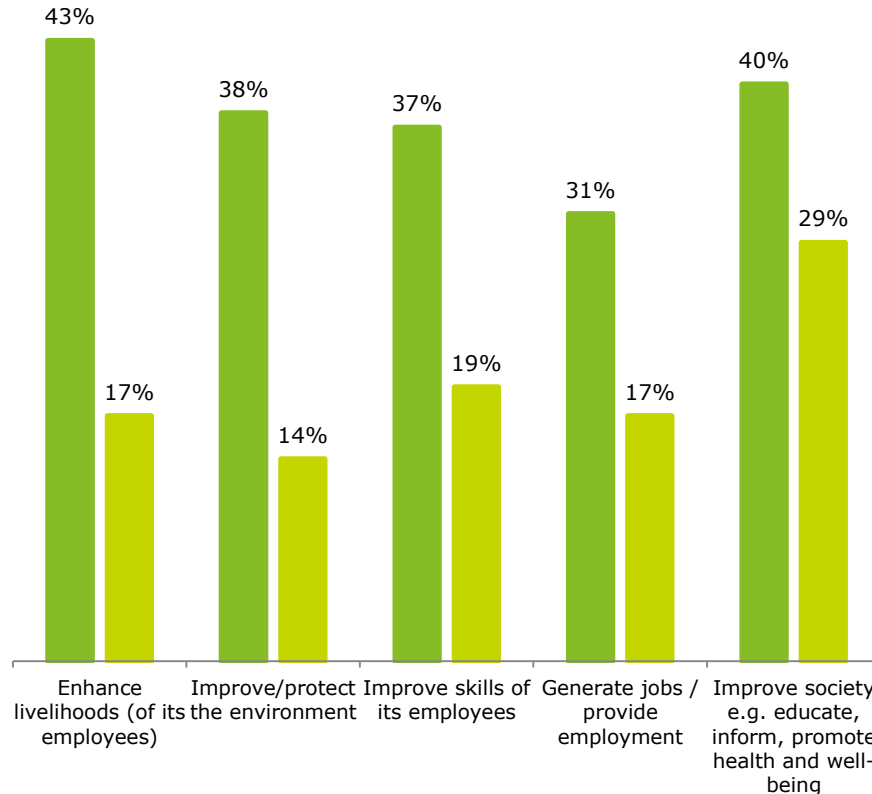


Their leaders are committed to helping improve society

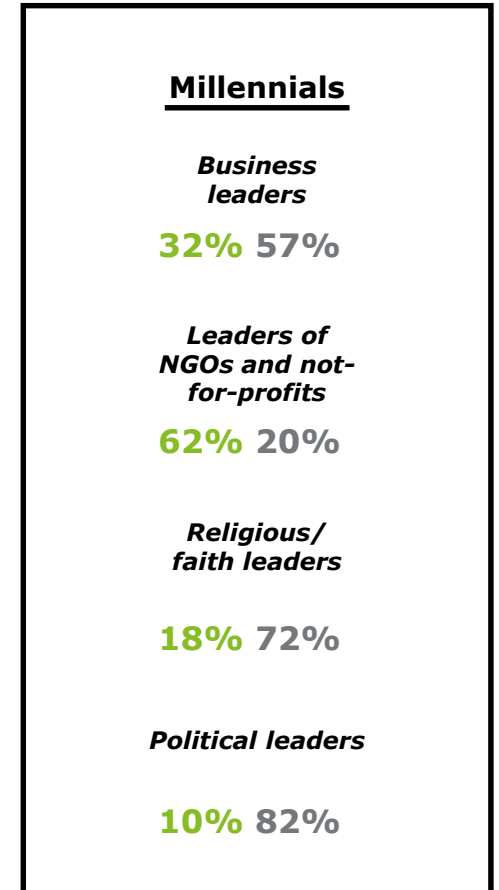


Percent of millennials who say businesses... (showing top five "unmet" ambitions)

■ What business SHOULD try to achieve ■ My organization's priorities



Percent of millennials who say the following groups are currently having a **positive** or **negative** impact upon society



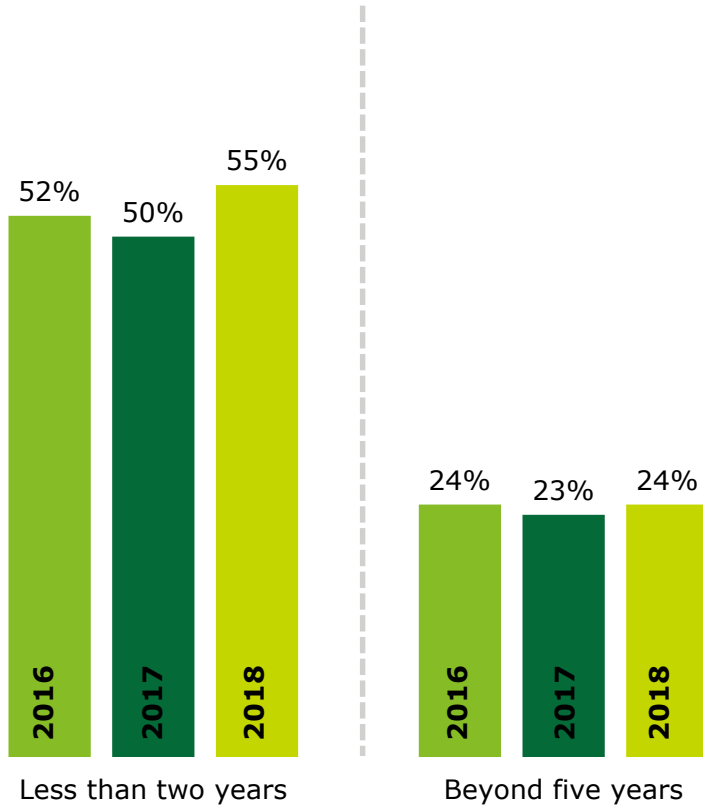
Q12. Thinking about businesses around the world, would you agree or disagree that the following statements describe their current behaviour? Q11a. Which of the following words and phrases match your own belief as to what business should try to achieve? Select up to three. Q11b. And what would you say are the main priorities pursued by the organization you currently work for? Select up to three.

Q6. Do you think the following groups are currently having a positive or negative impact on you and the world in which you live?

Base: Chile 337, Global 2018 / 2017 10,455 / 7,900

Chile loyalty, turnover and the gig economy

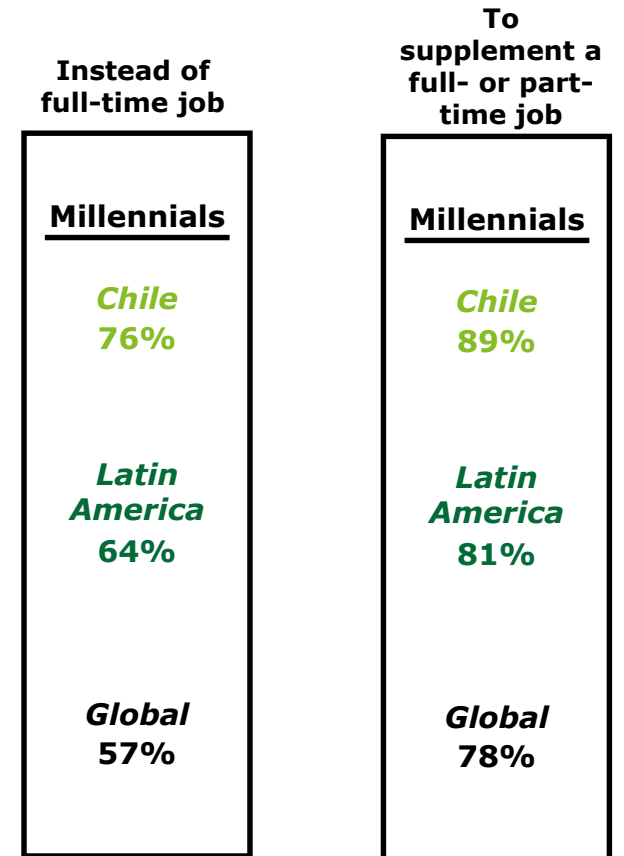
Percent who **expect to stay with their current employers for...**



What is important when choosing an employer?



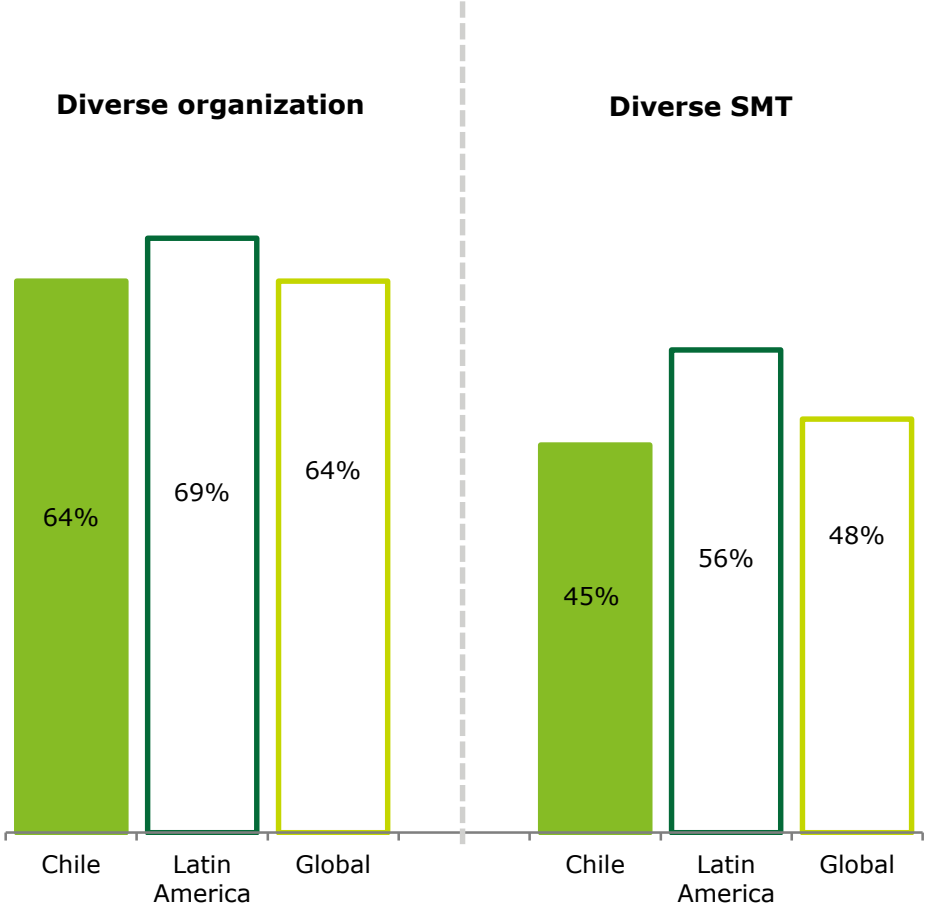
Millennials already joining or considering the **gig economy**...



Chile perceptions of business leaders where organizations and their senior management teams (SMT) are diverse

% of millennials who work for diverse organizations, or have diverse senior management teams (SMT)...

% of millennials saying business leaders are making a positive impact on the world in which they live



Chile millennials
32%

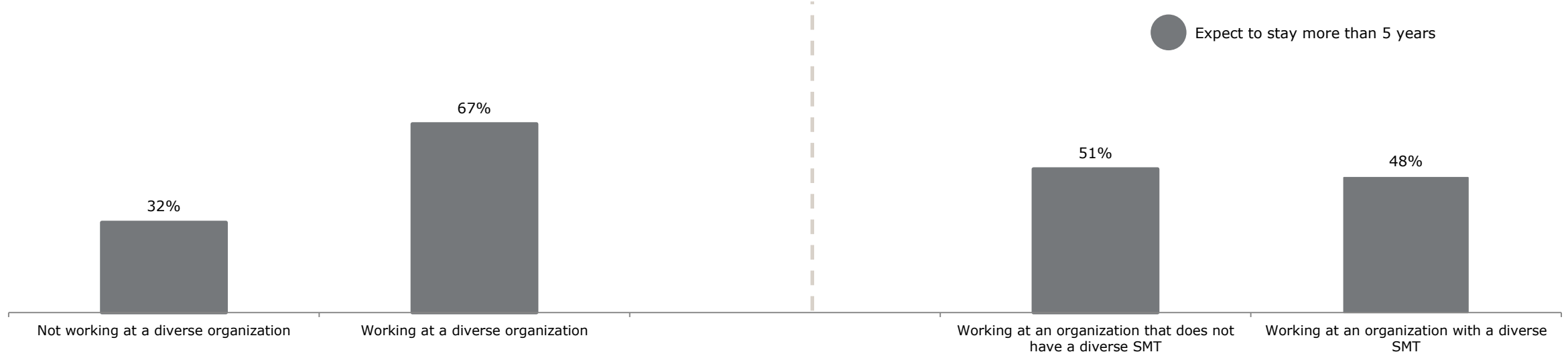
Chile millennials in diverse organizations
37%

Chile millennials in organizations with diverse SMTs
37%

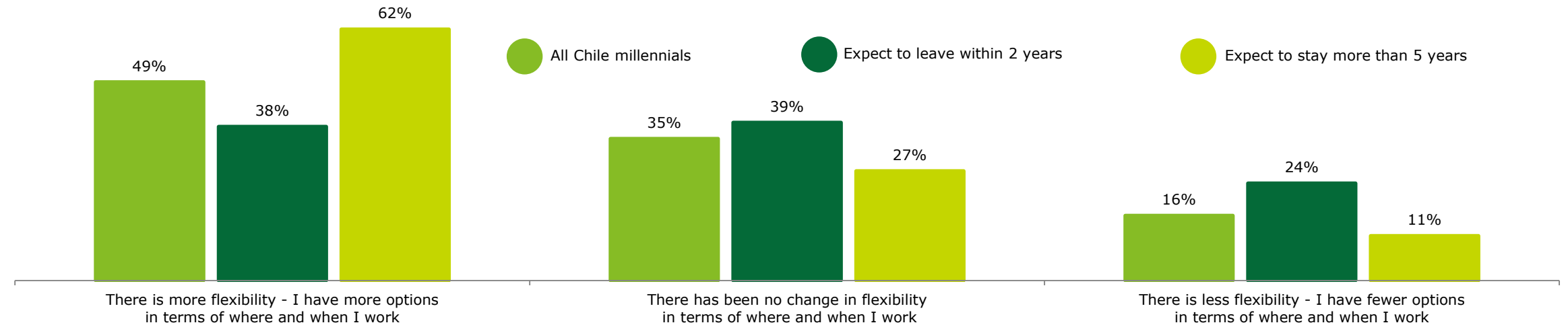
Q43. As regards the extent to which it reflects the wider society in which it operates, how would you describe the current level of diversity in... Your organisation's establishments in Chile / Your organisation's senior leadership team?
 Q6. Do you think the following groups are currently having a positive or negative impact on you and the world in which you live?
 Base: All Chile Millennials 337, Millennials in Diverse Organisations 215, Millennials in Organisations with a Diverse SMT 152, Global 10,455 , Latin America 2,023

Diversity, flexibility and millennials' loyalty in Chile

Percent of millennials who **expect to stay with their employer for more than 5 years...**

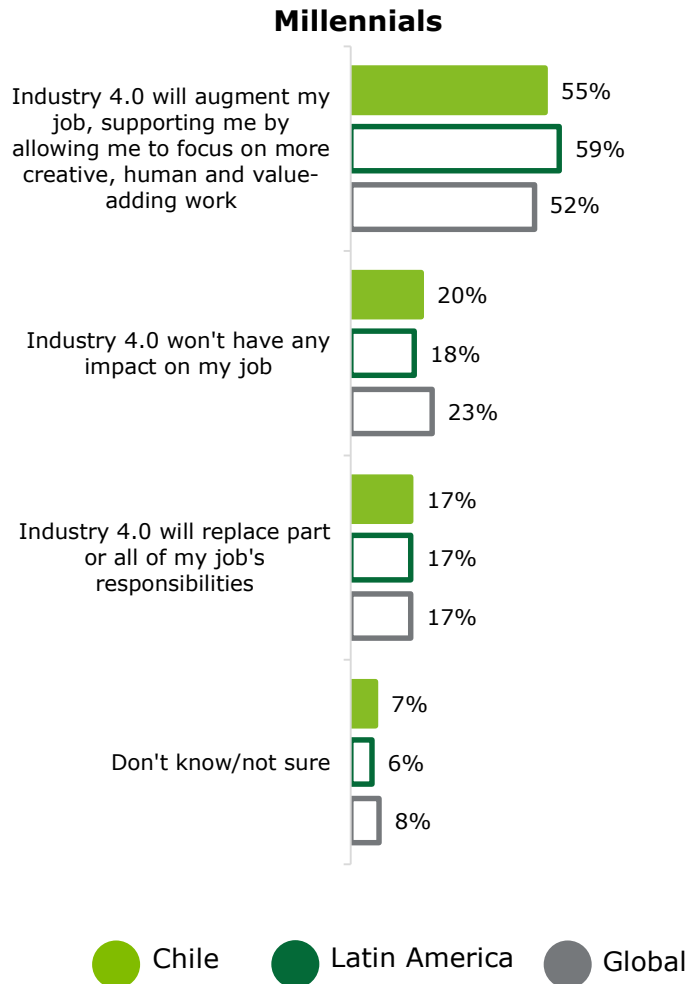


Percent of millennials who say that **in the past three years...**

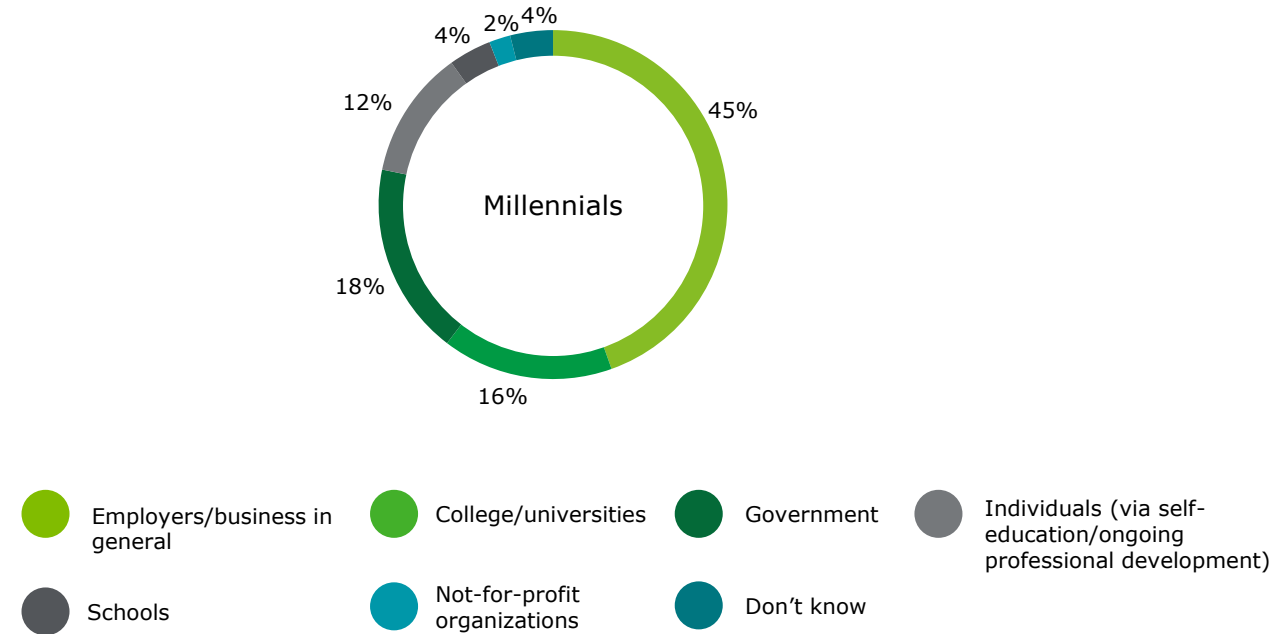


Industry 4.0: Impact and development

Percent of millennials who agree with the following statements about the **impact of Industry 4.0**



Percent of Chile millennials saying these groups are **most responsible** for preparing workers for Industry 4.0



27% of millennials in Chile say their employers are helping to prepare them for Industry 4.0...

...compared with **36%** globally

Q32. What impact, if any, do you think Industry 4.0 might have on your job? Q34b. Who should be most responsible for preparing workers for the changes that will result from Industry 4.0? Q35. Is your organization helping you understand and prepare for the changes of Industry 4.0?
Base: Chile 337, Latin America 2,023, Globally 10,455



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