

## News Release

### **Indian Millennials and Gen Zs stand for positive actions towards communities and climate; stand up to high stress and discrimination**

Highlights of [Deloitte's Millennial and Gen Z Survey 2021](#) (please refer to the annexure for a definition of Millennials and Gen Zs)

- 91% Millennials and 84% Gen Zs feel that the pandemic has inspired them to take positive action to improve their own life.
- 89% Millennials and 82% Gen Zs have taken actions to try and have a positive impact on their community.
- Both generations also have a strong urge to make a positive impact on the environment.
- Stress and anxiety levels among Indian Millennials is higher than the global average.
- 77% Millennials are open about stress to employers and 81% say that employers have taken actions to support their mental well-being.
- More than twice the global average have experienced discrimination while going about day-to-day activities (including social media). However, Indian respondents are also more likely to have taken actions to stand up to it.

**Mumbai – 16 June 2021:** The life-altering consequences of the pandemic have made Indian Millennials and Gen Z view COVID-19 as the tipping point at which they are holding themselves and institutions accountable to bring about a more sustainable and equitable world, reveals the 10th anniversary issue of Deloitte's Global Millennial and Gen Z Survey 2021.

Indian Millennials and Gen Zs stood out from their global counterparts through more resounding responses on many key themes:

#### **Coming together for the future**

The survey highlights that Indian Millennials and Gen Zs feel more optimistic on how the pandemic has encouraged positive personal changes. Across the board, they are confident that the pandemic has brought about a change where people will place importance on their health as well as their ability to deal with future pandemics.

## **Committed to building a sustainable world**

Nine in ten Indian Millennials (90%) and Gen Zs (87%) feel optimistic that changes seen during the pandemic can help reverse environmental damage. Over half of both groups are confident that people's commitment to the environment will improve after the pandemic, a perception that far exceeds the global average.

"Over the past year, our workplace has seen rapid transformation. Young people are resolved to improve the world and create a sense of togetherness. In these testing times, where every action matters, it is very important for companies to have a 'purpose-driven' strategy and create a positive impact," said SV Nathan, Partner and Chief Talent Officer, Deloitte India.

## **Diminishing job loyalty and perceptions towards businesses**

Globally, job loyalty slipped from its 2020 peak. More Millennials and Gen Zs would like to leave their employer within two years than last year — 36% and 53% respectively, compared to 31% and 50% in 2020. Continuing a steady decline over the last five years, less than half of Millennials (47%) and Gen Zs (48%) think that businesses are having a positive impact on the society. This marks the first time that these levels have fallen below 50% since this survey began in 2012. Noteworthy is that Indian respondents still viewed businesses more positively than the global average.

## **Increasing stress levels**

Overall stress and anxiety levels among Indian Millennials (49%) is higher than the global average (41%). Meanwhile, Indian Gen Zs feel as anxious or stressed as their global average (46%). Concerns for the welfare of their family, job/career prospects, and long-term financial future are the primary causes of stress for both groups. However, India Inc has been relatively more active in taking care of its employees, as attested by a majority of Indian respondents.

"Organisations must be cognisant that their people have gone through a lot. Even in the face of extreme uncertainty, they have tried to do their best. It's incumbent upon us to take care of our people. We must make available every possible opportunity to promote physical and mental health, and promote a culture of courage where it's okay to speak about stress and work towards overcoming it. Being people first will make us future-ready," said Nathan.

## **Standing up to discrimination**

As per the survey, discrimination is personally experienced by Indian Millennials and Gen Z around twice more commonly than the global average. 60% of Indian Millennials and 50% of Gen Zs say that they feel personally discriminated all the time or frequently on social media. However, they are more active than their global average in personally trying to tackle discrimination (40% of Indian Millennials; 36% of Gen Zs). They agree with their global counterparts that education systems have the greatest potential to address systemic racism.

"In a world where we talk of equal opportunity workplaces, it's great that this generation is candidly telling us that the problem still persists. More importantly, it's heartening that they are personally going to stand up for what's right, as well as educate others to do the same. It bodes well for the future of work and society in general," concluded Nathan.

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**Editorial Note:** The data and opinions in this press release include the collective insights of both generations and, in some cases, are independent of each other and have been cited accordingly.

## **Methodology**

The [10th annual Millennial Survey](#) solicited the views of **14,600 Millennials and 8,200 Gen Zs** (22,928 respondents total) from **45 countries** around the world.

For the first time, we surveyed Gen Zs in all countries where we conducted fieldwork, including in 25 geographies where we had previously only surveyed millennials. As a result, year-over-year comparisons for Gen Zs are not yet always possible.

Fieldwork was completed between 8 January and 18 February 2021.

Millennials included in the study were born between January 1983 and December 1994. Gen Z respondents were born between January 1995 and December 2003.

## **This press release has been issued by Deloitte Touche Tohmatsu India LLP .**

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## **Media contact:**

**Rohan Sharma**

Deloitte India

Tel: +91 9819874948

Email: [srohan@deloitte.com](mailto:srohan@deloitte.com)