



2017 Millennial Survey

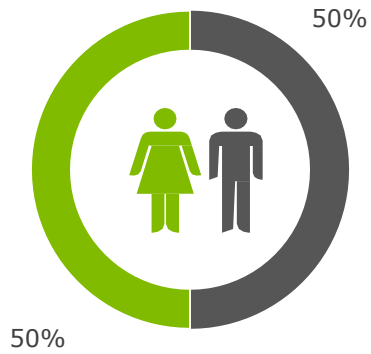
Russia

January 2017

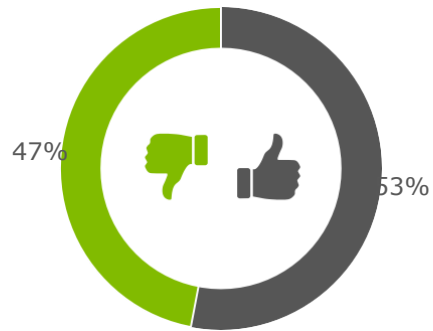
Background

300 interviews achieved in Russia

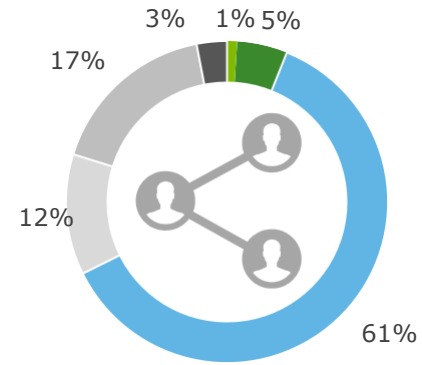
Gender



Have children

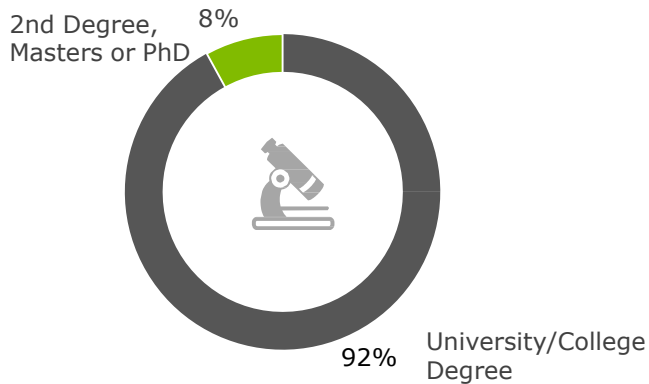


Job seniority / level

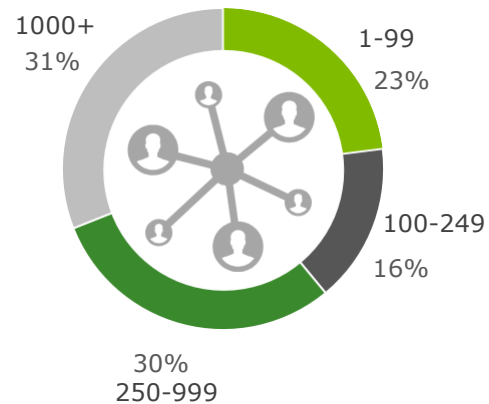


- Trainee / apprentice / graduate
- Junior level executive
- Mid-level executive
- Senior executive
- Head of department / division
- Senior management team / board

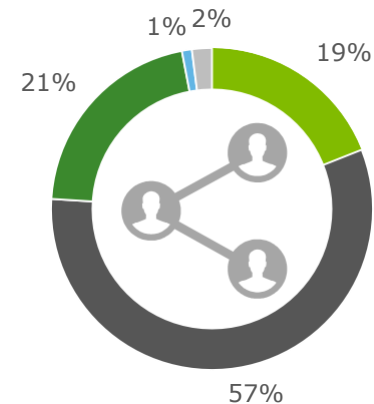
Education level



Organization size



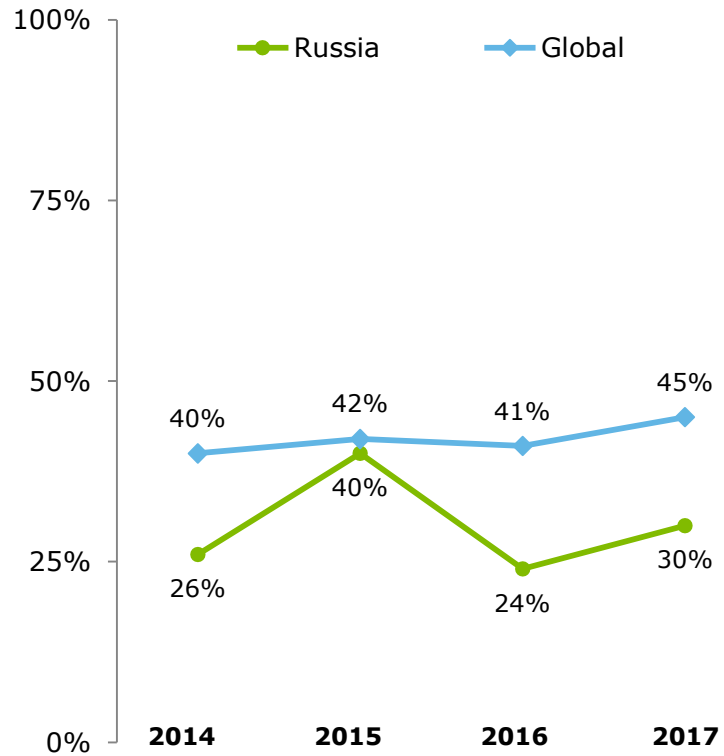
Organization type



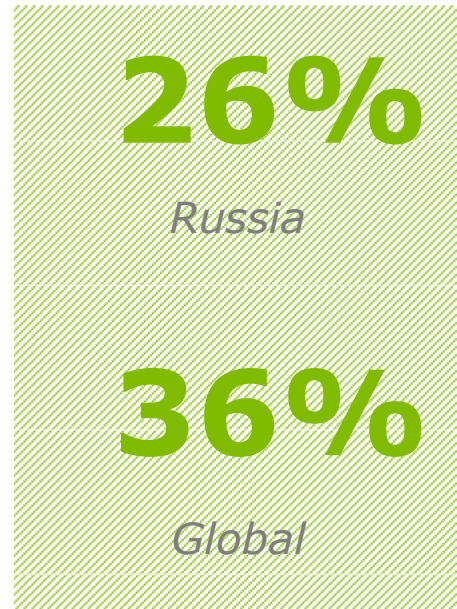
- Listed / publicly owned business
- Privately owned business
- State owned or public sector organization
- Not for profit organization / charity
- Other

Economic, Political, and Social Outlook

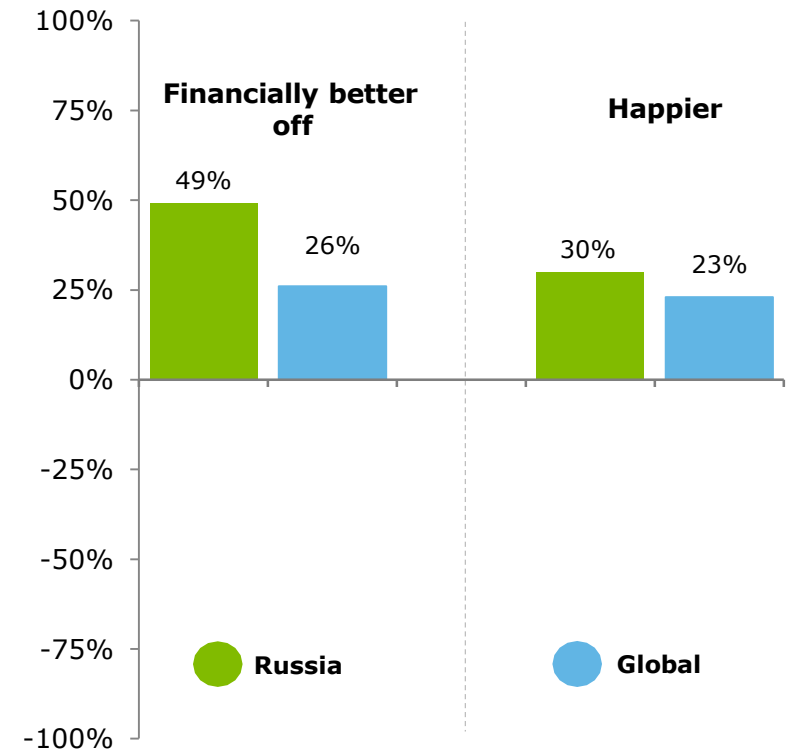
% expect the overall **economic** situation in their country to improve (next 12 months)



% expect the overall **social/political** situation in their country to improve (next 12 months)



% **balance** expecting to be better off / happier than their parents



Top 5 issues of greatest personal concern to Millennials in **Russia**

39%

Wars / conflicts between countries

34%

Terrorism

32%

Income inequality / distribution of wealth

29%

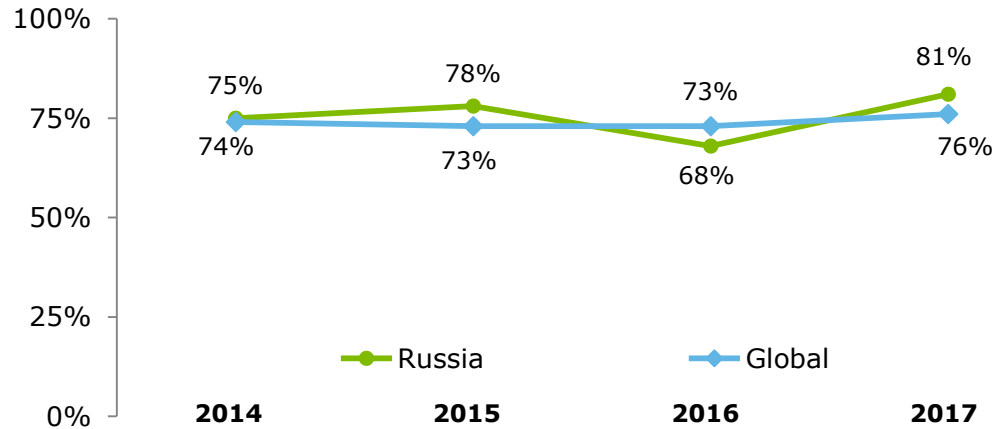
Corruption within business or politics

28%

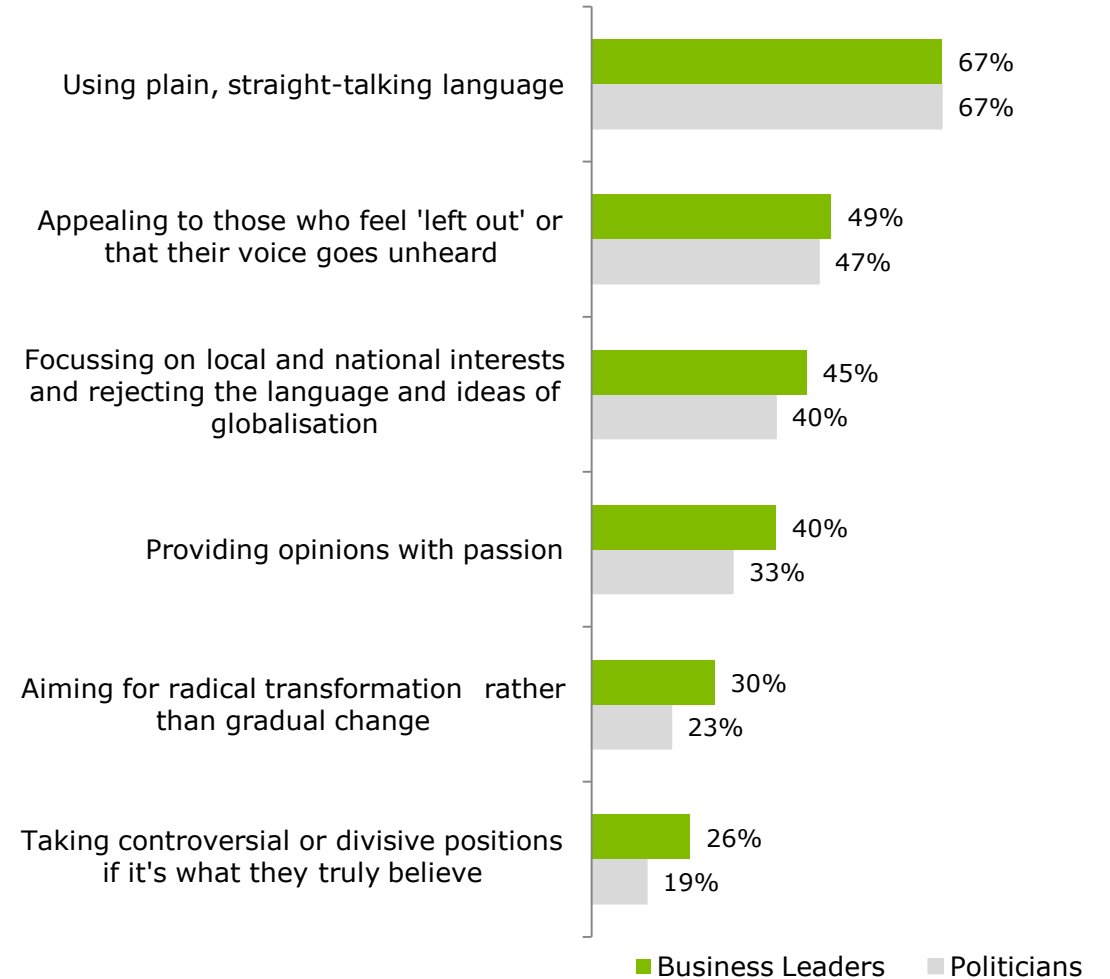
Healthcare / disease prevention

Role & Impact of Business

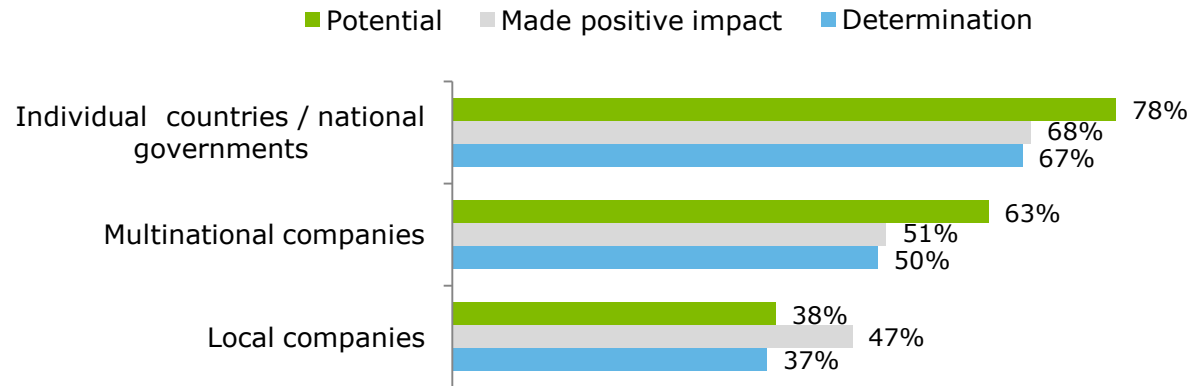
% say businesses have a positive impact on the wider society in which they operate



% who would approve political and business leaders thinking and speaking in the following ways



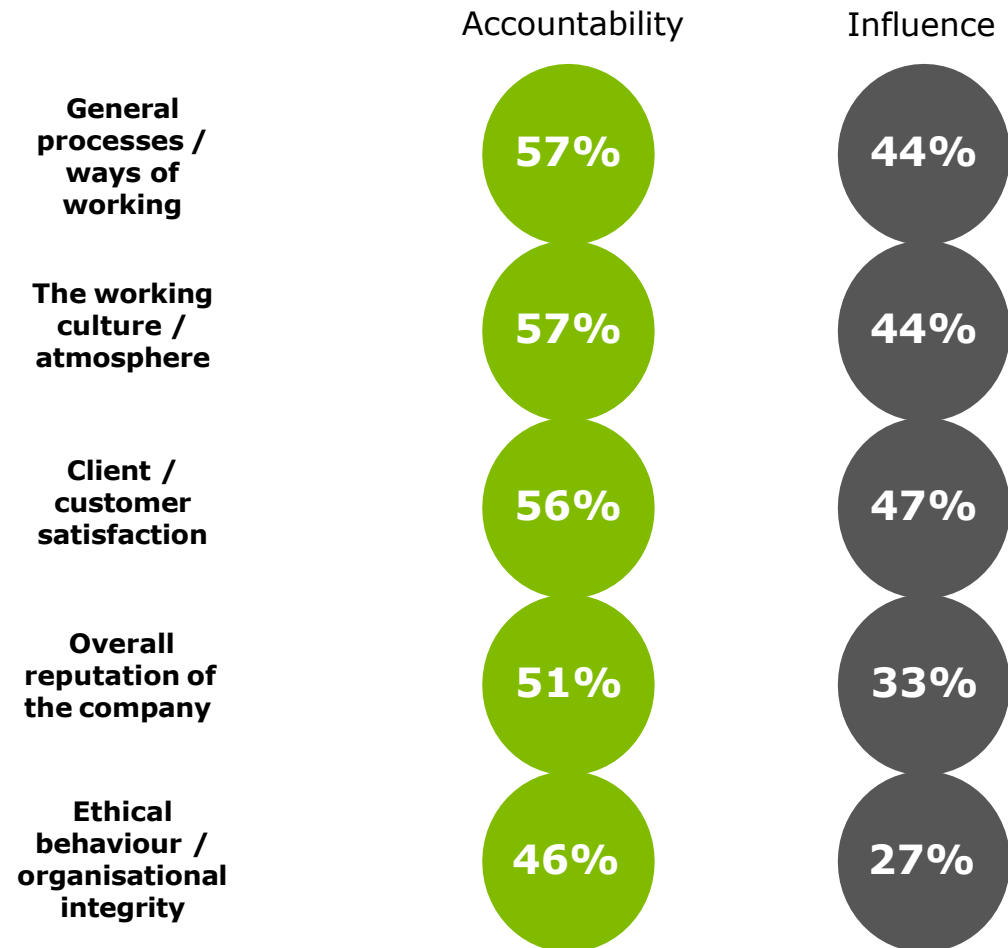
% who feel businesses and governments have ... to solve the challenges of greatest concern to Millennials



Q1. Thinking about businesses in general around the world, what impact do you think they are having on the wider society in which they operate? Q9. Thinking about the challenges of greatest concern to you, do you feel the following institutions / groups of people have (potential/determination/had a positive impact to solve these challenges? Q12. In general do you approve or disapprove of political leaders thinking and speaking in the following ways/would you approve or disapprove if business leaders started to think and speak in the following ways? Base: Russia: 300; Global 7900

The ripple effect

% have great deal/fair amount of **accountability** and **influence** upon the following:



35%

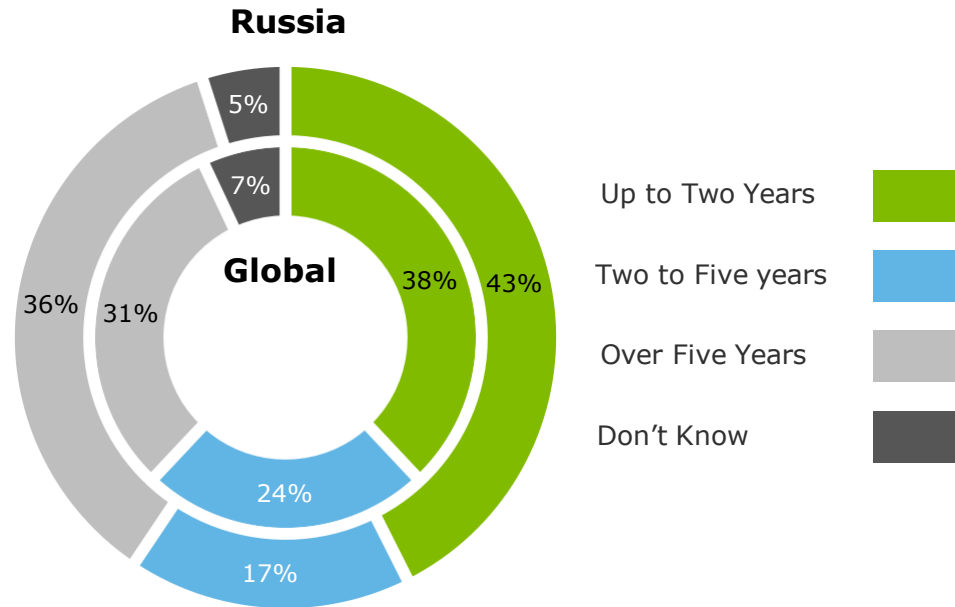
...of Millennials in Russia feel 'enabled to contribute to charities / good causes at work'



...compared with **54%** globally

Stability and loyalty

% who will stay with their current employer for ...



Change on 2016	Global	Russia
Up to two years	-6%	-7%
Over five years	+4%	+14%

% who would prefer full time vs freelance employment...

71% **65%**

Russia

Global

...of Millennials would prefer full time / permanent employment

26% **31%**

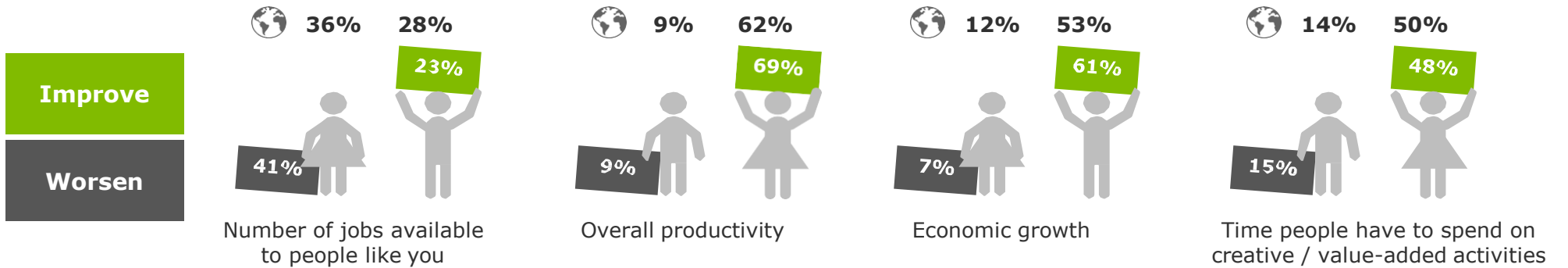
Russia

Global

...of Millennials would prefer freelance / consultative employment

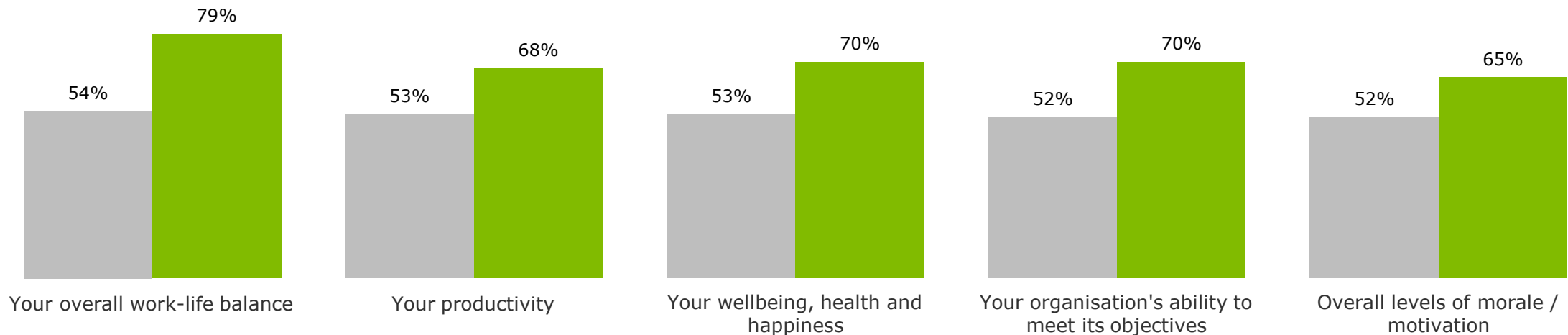
Automation and flexibility

% who feel automation / robotics / artificial intelligence will improve / worsen the following



% say that flexible working practices have had a positive impact upon the following (top 5 areas of positive impact in Russia)

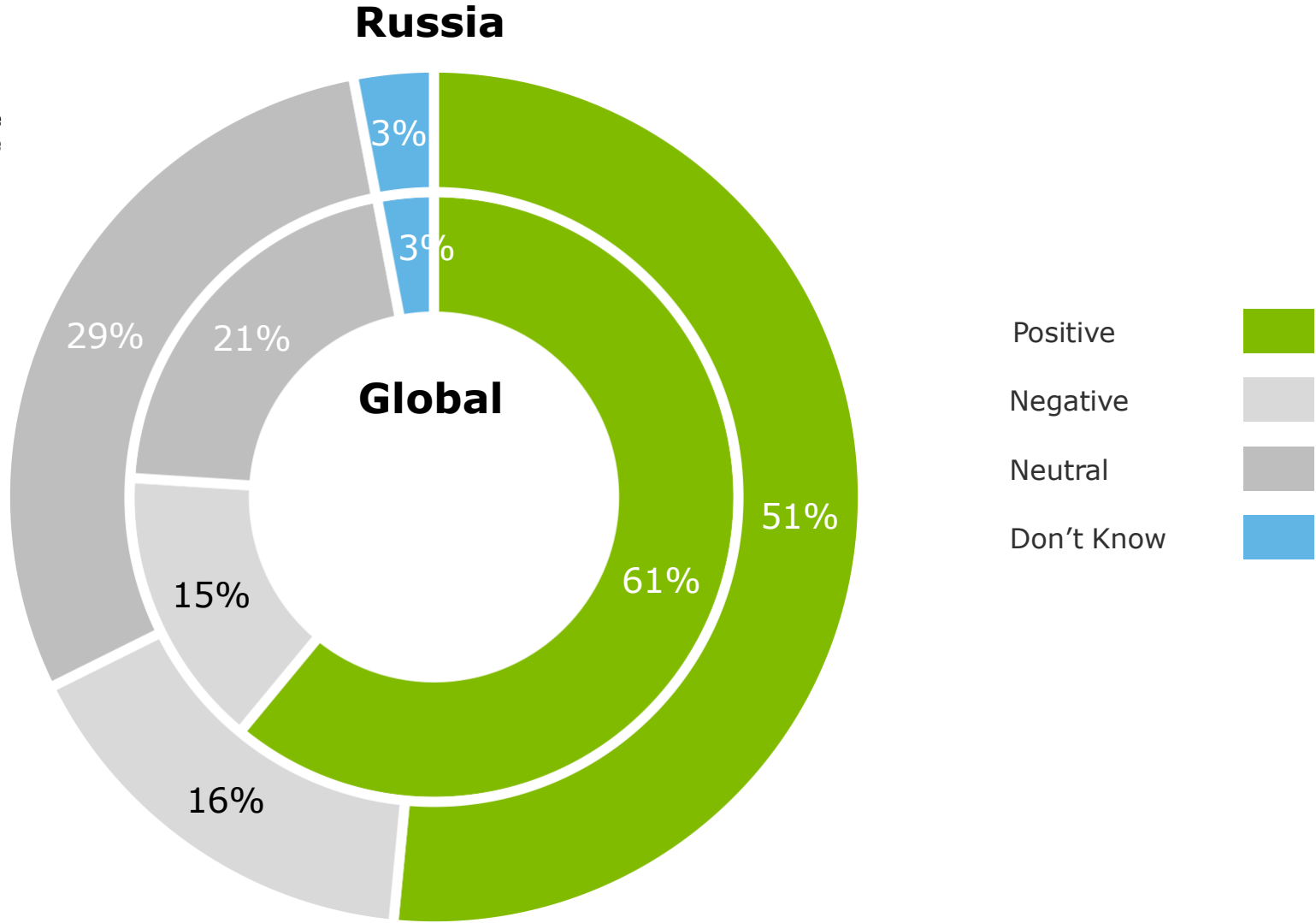
■ Those with flexible working provision in Russia ■ Those with high provision of flexible working in Russia



Q27. What has been the impact of your organisation adopting flexible working practices? Q32. Thinking about the future of the workplace (not just your organisation but in general) what impact do you think automation/robotics/artificial intelligence will have on the following? Base: Russia 300; Those with flexible working provision in Russia 184; Those with high provision of flexible working in Russia 56; Global 7900

Generation Z

% think those aged 18 or younger will have the following impact as their presence in the workplace increases





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