To meet the needs and preferences of the workforce, organizations need to understand workers. In August 2020, Deloitte conducted a survey of workers in Generation Z (born between 1995 and 2000) as well as contingent/gig workers to gain a better sense of the composition, work arrangements, and views of these workforce segments.

We compared the survey results to a control group consisting of individuals in "typical" work arrangements—full- or part-time work, and a minimum annual income of $30,000 for full-time workers. This infographic presents some of the high-level findings from that research.

**Insights on Gen Z and the Gig Workforce**

**Age**

Gig work is enabling older workers to stay in the workforce longer.

- **Workers ages 56–64** represent 20% of the gig workforce and 15% of the "typical" workforce.
- **Workers ages 65+** represent 19% of the gig workforce and 13% of the "typical" workforce.

**Compensation**

Gen Z and gig workers are similarly distributed across salary bands.

- Respondents in "typical" work situations tend to have higher levels of income compared to Gen Z and gig workers.
- Gen Z and gig workers are more highly represented at lower income levels, aligning with previous research on the topic.

**Student Loan Debt**

Gen Z workers are most likely to carry student loan debt.

- Workers in "typical" arrangements tend to carry the highest dollar amount of student loan debt.
- Gen Z is more likely to carry lower dollar amounts of student loan debt.

**Preferred Work Location**

Preferences for work location vary widely across groups.

- Home is the preferred work location for all groups, followed by an on-site employer location.
- Of the three groups, Gen Z is most likely to prefer working in a public or coworking space.
- Of the three groups, gig workers are most likely to prefer working in the field.

**Top Five Concerns**

Mental health and other medical concerns are prominent across all groups.

- Gen Z is more concerned about physical fitness and healthy living.
- Gig workers are most concerned about medical illness/disease.