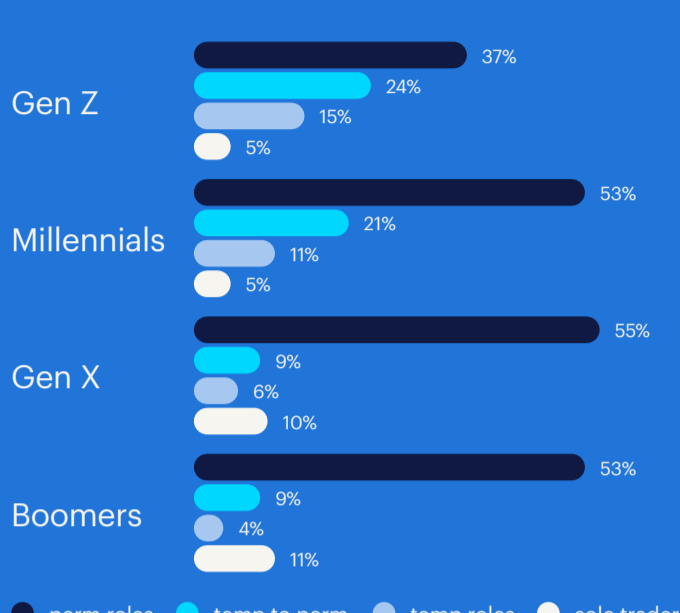


generational trends in the workplace.



type of work

The most popular job type across all generations is permanent employment. Gen Z and Millennials have much higher uptake on temp or temp to perm roles than Gen X or Boomers where being a sole trader is the next most popular option.



60% of Gen Z are working in a white collar role compared to only 36% of Boomers.

35% of Boomers work in blue collar roles compared to only 19% of Gen Z!



skills and development

27% of Millennials and 25% of Gen Z work in IT services & Telecoms, compared to only 4% of Boomers. Retail and Education are the most popular sectors for Boomers.



10% of Millennials work in financial services - way more than any other generation.



76% of Millennials have completed higher education, compared to only 50% of Boomers.



Could this be attributed to the broader alternative routes into employment which are now available and heavily promoted?



loyalty

Job and company loyalty is stronger in older generations. **42%** of Boomers are not actively looking for a new job and not intending to, vs. only 7% of Gen Z.



71% of Millennials and **74%** of Boomers have a strong relationship with their manager, compared to 56% of Gen Z and 69% of Gen X.



78% of Millennials and **73%** of Gen Z trust their manager with their career progression compared to 71% Boomers and 69% Gen X. 80% of Millennials trust their manager to have their best interests in mind, compared to only 74% of Gen X.



behaviours and outlook

14% of Boomers still have children under 18 living with them who rely on financial support. In contrast, 41% of Gen X don't live with anyone who relies on them for financial support.

Gen X are the least likely to agree that:

- Their employer trusts them
- Offers a good work life balance
- Has leadership or colleagues they can trust
- Their colleagues or company values align to their own



Only **30%** of Gen X feel they can trust leadership, compared to 42% of Boomers, 43% Millennials and 44% Gen Z.

Only **30%** of Gen X feel valued at work, compared to 49% of Millennials. (43% of Gen Z and 42% Boomers).



63% of Boomers trust their employer to communicate changes with them which affect their role compared to only **45%** of Gen Z.

73% of Boomers and **70%** of Millennials feel trusted to work independently but only 59% of Gen Z do. Boomers are far more likely to feel trusted to be proactive compared to any other generation.

Millennials and Gen Z are more prepared to be responsible for their own tech and AI upskilling compared to Gen X and Boomers who expect their employer to take the lead.



68% of Millennials believe their employer is preparing its workforce for future changes, compared to only **49%** of Gen X and Boomers.

Millennials (58%) feel most comfortable that the industry they work in is more prepared than others for technological changes, compared to only 41% of Gen X.

51% of Millennials wouldn't mind earning less if they felt their job was contributing something to society or the world, but only 35% Boomers feel the same.



company culture and values

Only **22%** of Gen X completely agree their employers values and purpose align with their own, compared to 41% of Gen Z.



All generations agree that work/life balance and job security are the two most important employment factors, followed by pay.



The biggest differences in priority between generations occur with:

Parental or carer leave...
Millennials **76%** Boomers **36%**

Travel to work in new country or city...
Millennials **61%** Boomers **30%**

Number of annual leave days...
Gen X **79%** Gen Z **69%**

Although 50% of Gen Z and 52% of Millennials feel their job security has increased recently, only 25% of Gen X and 22% Boomers feel the same.



69% of Gen Z feel their employers ED&I efforts are tokenistic, compared to 45% of Boomers. 41% of Gen Z have complained to their employers about this but only 29% of Boomers have.

On the flip side, 53% of Gen Z have also complained because they feel their organisations ED&I initiatives have 'gone too far' and are against their own social values, compared to only 27% of Boomers.



63% of Gen X say their employer has made no increased enhancements to work/life balance recently, whereas 47% of Gen Z and 48% of Millennials feel their employer has.

Only 24% of Gen X completely agree their role offers them flexibility in terms of working hours, compared to 38% of Boomers and 37% Gen Z.



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