

GEN Z and the world of work
2021





Methodology

Sample sizes: **1019 people** aged **15 to 24** years old and **983 people** aged **25 to 34** years old.

Interviews were conducted from December 18, 2018 to January 8, 2019 by external agency OpinionWay

GEN Z's main characteristics

Flexibility

Autonomy

Social

The end of permanent contracts?

79%

of Gen Z want permanent contracts vs **86% of Gen Y**

1/2

of Gen Z believe permanent contracts are destined to disappear in favour of temporary contracts and freelance work

1/3

of Gen Z wish to combine 3 parallel activities or more VS **42% of Gen Y**

1/3

of Gen Z do not wish to work in the same profession their entire life

49%

Gen Z



38%

Gen Y

would like to have at least one independent / freelance experience



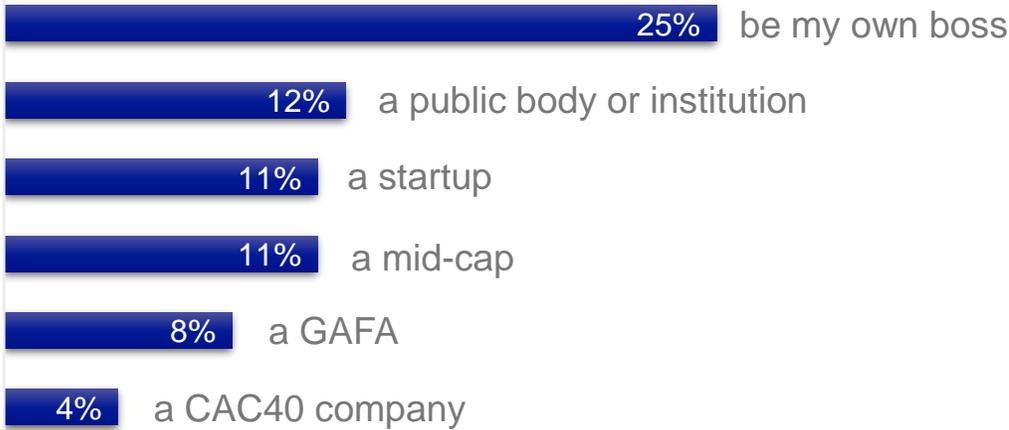
Une génération de plus en plus séduite par les nouvelles **formes de travail**

Startups, GAFAs and CAC 40 companies are no longer attractive



1/4 of Gen Z want to be their own boss

Which organisations tomorrow?



The virtual company is not for the near future

79% of Gen Z expect the company to provide a physical and friendly workspace

Wanted: warmth, flexibility, autonomy

TOP 3 motivational factors to go to work



73% of GEN Z expect the company to allow them to organise their own working hours

1/2 want to work according to their own methods

In remote times, the search for interaction in a physical place has never been so strong. Above all, Gen Z expects the company to be a vector of social ties, cohesion and togetherness.

The manager as a facilitator

42%

of Gen Z want to participate in strategic decision-making VS 36% of Gen Y

1/4

of Gen Z want to be treated as equals by their hierarchy

1/3

of Gen Z want AI and chatbots to be used more in recruitment processes

TOP 3 managerial expectations

 44% a friendly atmosphere

 37% the transfer of knowledge and skills

 1/3 call for the recognition of the right to fail

The manager is no longer a statutory figure

Ability to demonstrate emotional intelligence

Ability to empower teams

Adaptability

Ability to act as a Coach

Ability to facilitate / generate collaboration

Ability to share one's 'vulnerability'

Ability to share a vision

Ability to build a trusting environment

