

10th edition of the Edenedred-Ipsos Barometer (2015)
on the well-being and motivation of European employees

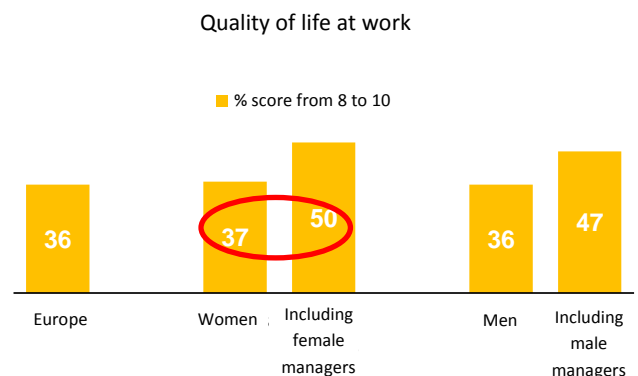
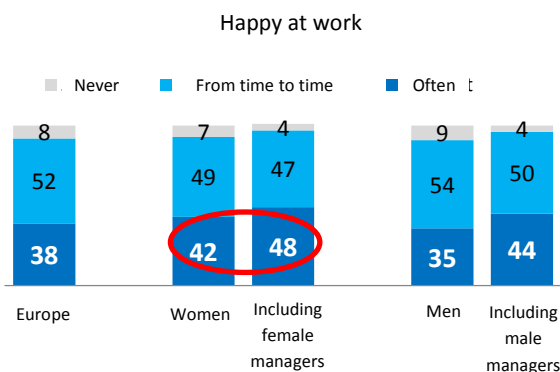
FEMALE EMPLOYEES IN EUROPE

Review of the methodology: survey undertaken among representative samples of employees from 14 European countries (France, United Kingdom, Germany, Belgium, Spain, Italy, Sweden and, for the first time this year, Poland, Romania, Turkey, Finland, Austria, Czech Republic, Netherlands). Over 13600 employees were surveyed online in January 2015.

Number of respondents			
Women	- including female managers	Men	including male managers
6406	1165	7272	1893

Key indicators

- **Women – and especially female managers – have higher than average 'well-being at work'** (happiness, quality of working life).

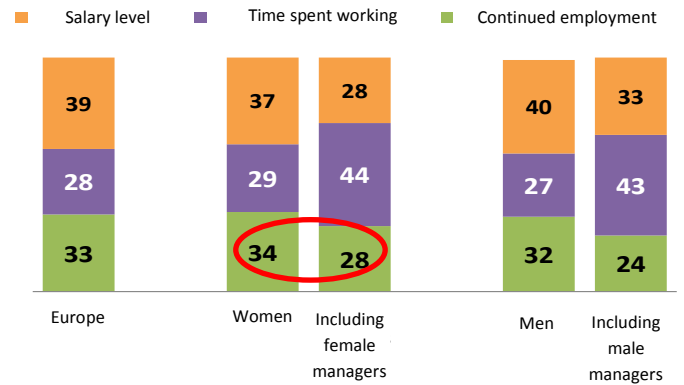


- That said, their level of motivation or their optimism about the future is more fragile – and they have greater concerns about continued employment.

Optimistic about their professional future



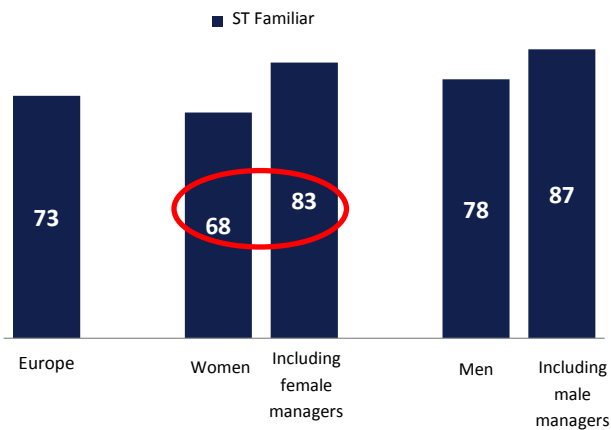
Main concern



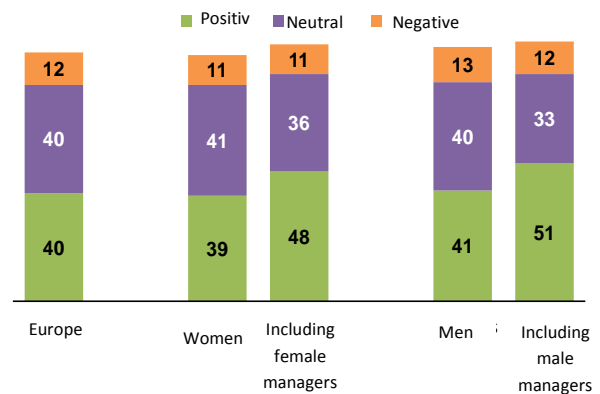
The impact of the shift to digital for female employees in Europe

- The majority of women say they are familiar with digital technology – but this level is slightly lower than for men.
- While the impact on motivation is roughly comparable at this stage, it is seen as more negative when it comes to their work-life balance

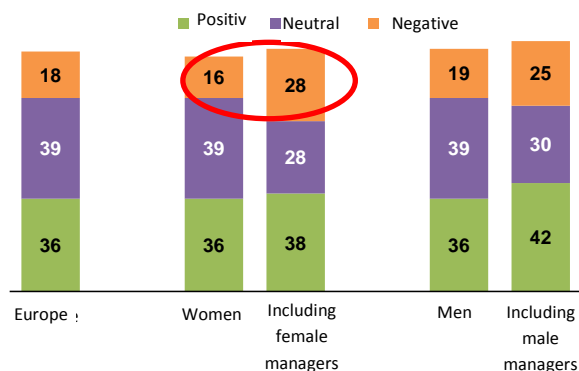
Familiarity with digital technology on a daily basis



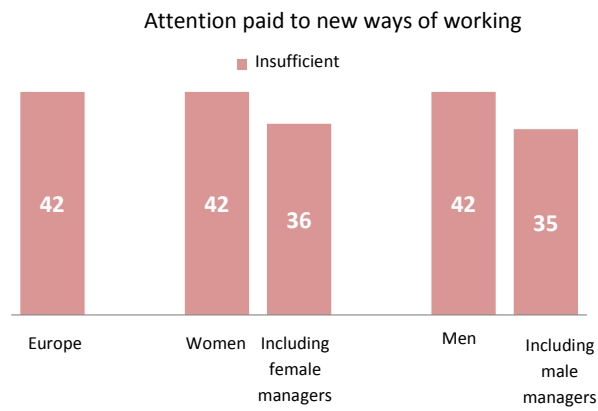
Perceived impact on motivation at work



Perceived impact on work-life balance



- At the same time, their expectations in relation to new working methods (more flexible, collaborative, etc.) are high – on par with their male colleagues



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