

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

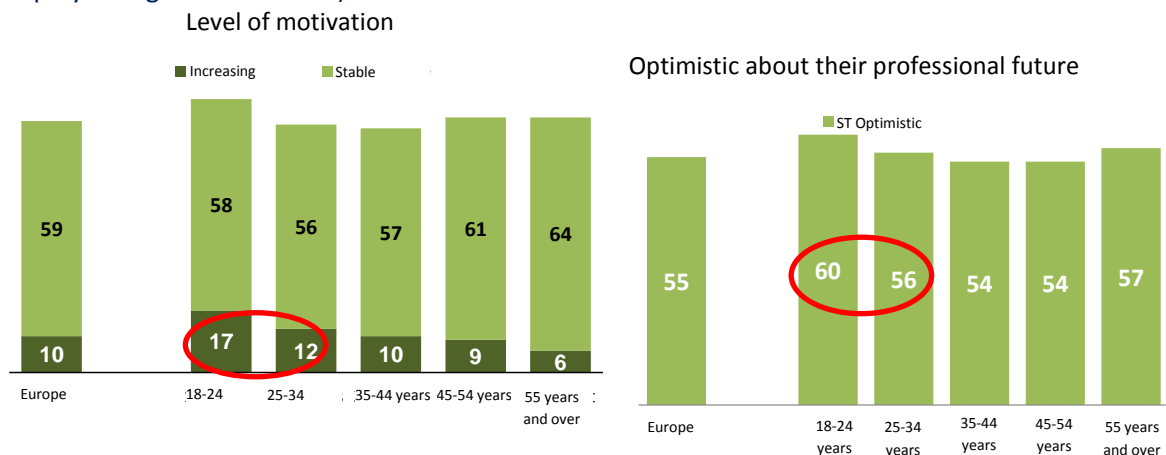
YOUNG EUROPEAN EMPLOYEES

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.

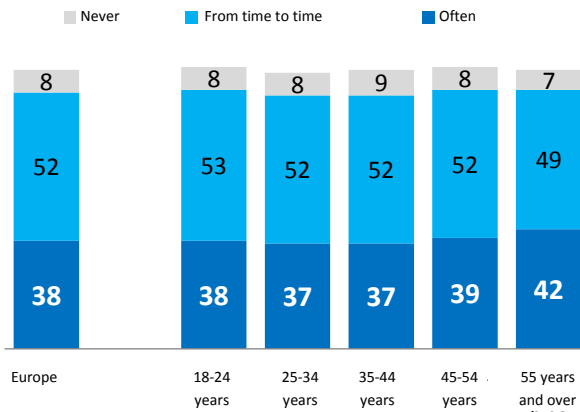
Number of respondents				
18-24 years	25-34 years	35-44 years	45-54 years	55 years and over
678	3507	3934	3587	1972

Key indicators

- While the youngest employees (<35 years and especially 18-24 years) are slightly more motivated and optimistic about the future than their elders (reflecting a 'fresh' perspective on companies traditionally observed among 'new hire' profiles), they are **not 'happier' at work** (less so than employees aged 55 and over).

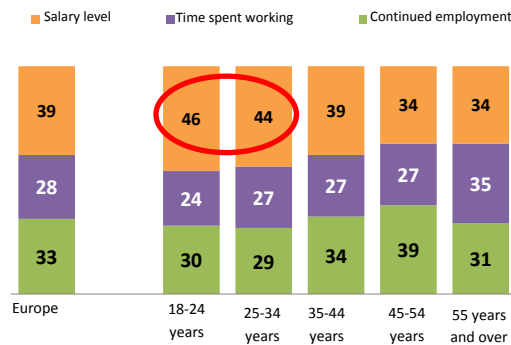


Happy at work



- Moreover, **salary remains** (for almost one in two of them) a central concern ahead of continued employment;

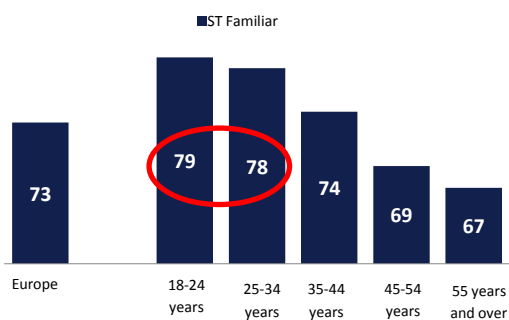
Main concern



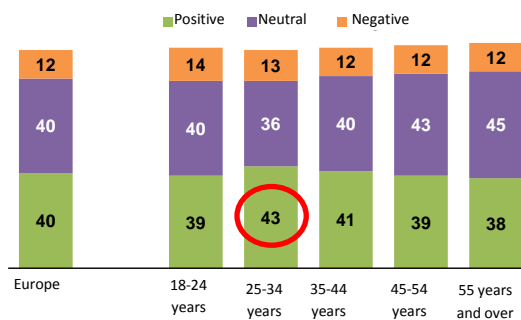
The impact of the shift to digital for young employees in Europe

- The youngest employees are **extremely familiar** (higher than average) **with digital technology**
- Employees aged **25-34** have the most positive perceptions of the **impact of digital technology on their daily work**

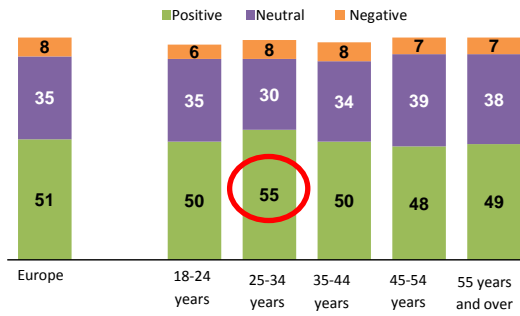
Familiarity with digital technology on a daily basis



Perceived impact on motivation at work

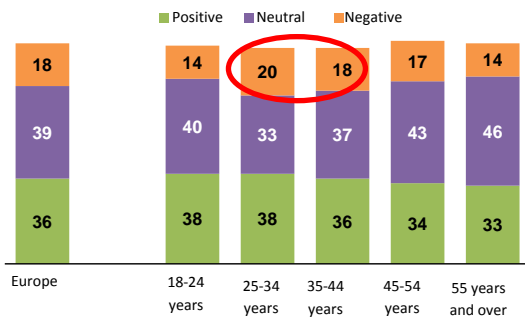


Perceived impact on skills

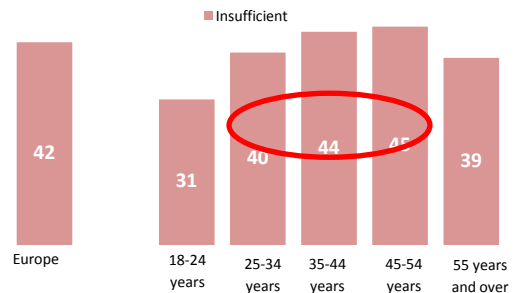


- Employees in the **25-34-year** age group also have one of the **highest levels of concern when it comes to the effects on work-life balance**; this age group is the most exposed (together with 35-44-year-old employees, who are likely to have young children) to the phenomenon of 'blurring' and the need to balance work life and personal life). Their **expectations regarding new managerial practices and working methods are also high** and similar to those of their elders - whereas 18-24-year-old employees are less critical about these issues.

Perceived impact on work-life balance



Attention paid to new ways of working



Media contacts:

Ipsos France Julia Pironon / julia.pironon@ipsos.com
Edenred +33 (0)1 74 31 86 27 / presse@edenred.com