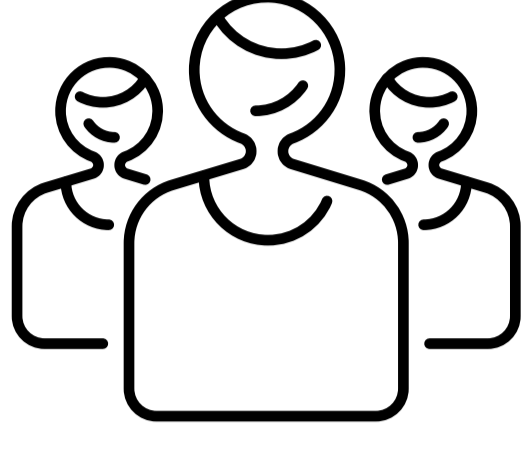
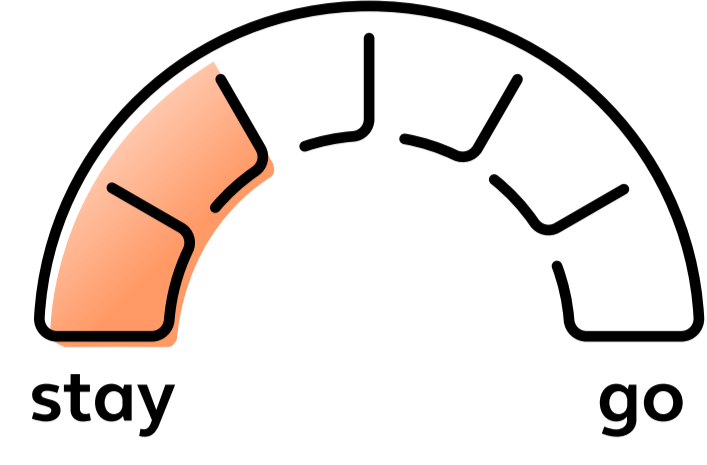


What's weighing on the minds of European employees?

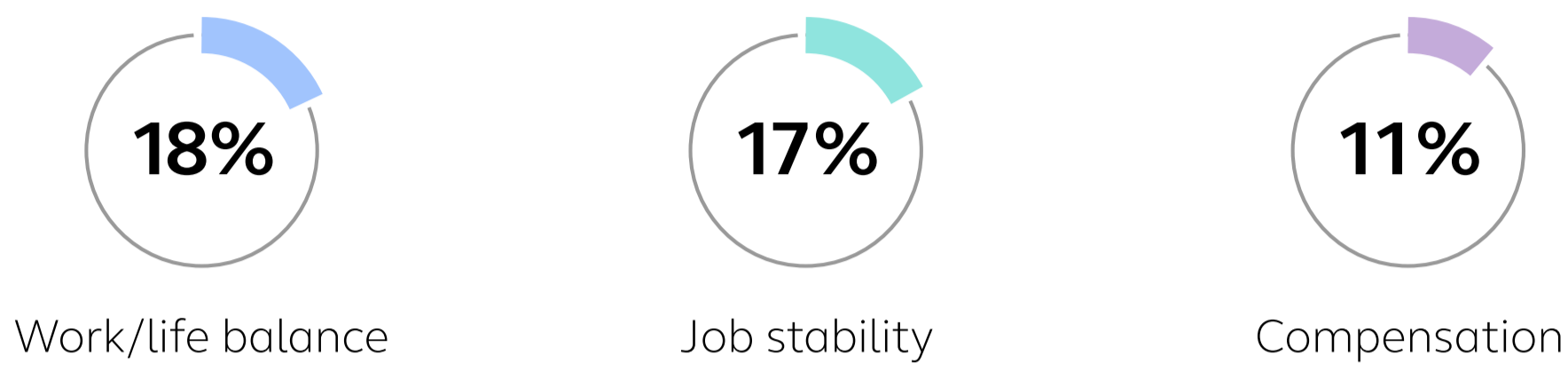
We surveyed 2,000 employees across Europe to explore their views and perspectives on wellbeing, culture, total rewards and workplace technology. Below is a snapshot of the data from the 2023 Alight International Workforce and Wellbeing Mindset Study.

Work

66% have no plans to leave their current company.



Top 3 reasons why employees choose to stay:

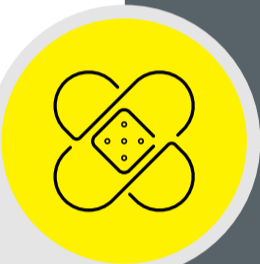
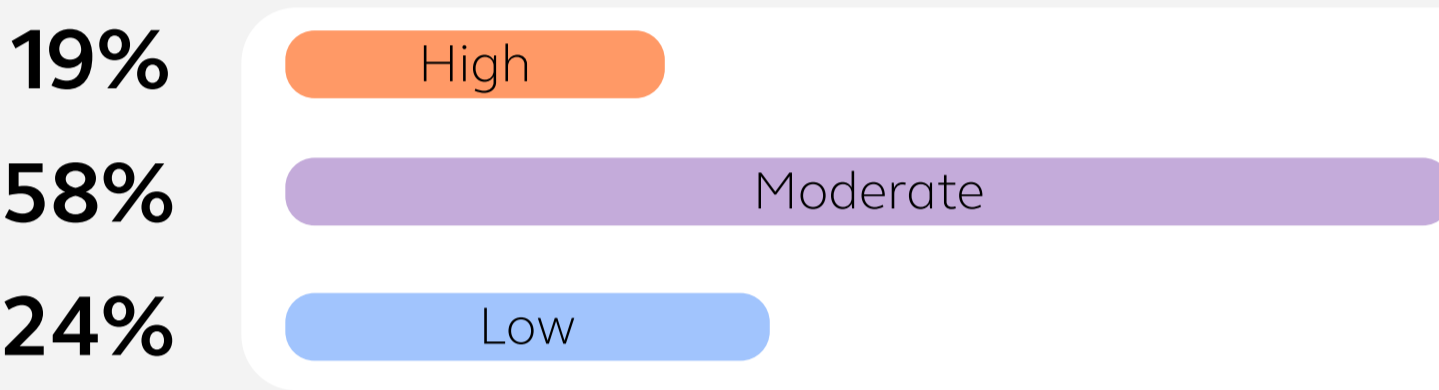


Percentage of employees working 4-day weeks at 100% salary:



Mind

My stress level is usually...



32% Experience at least one symptom of burnout*

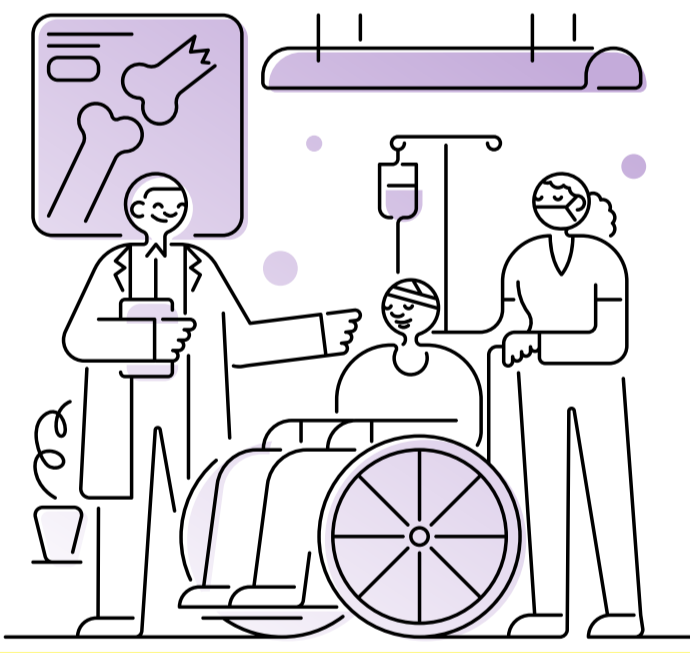


32% also say their mental health has declined somewhat or significantly due to the current economic situation



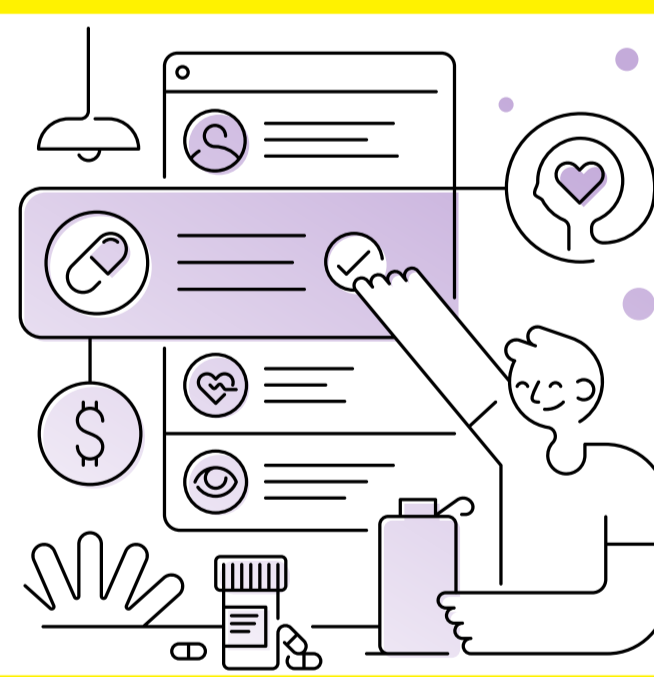
43% have been unable to sleep due to job-related stress

Body

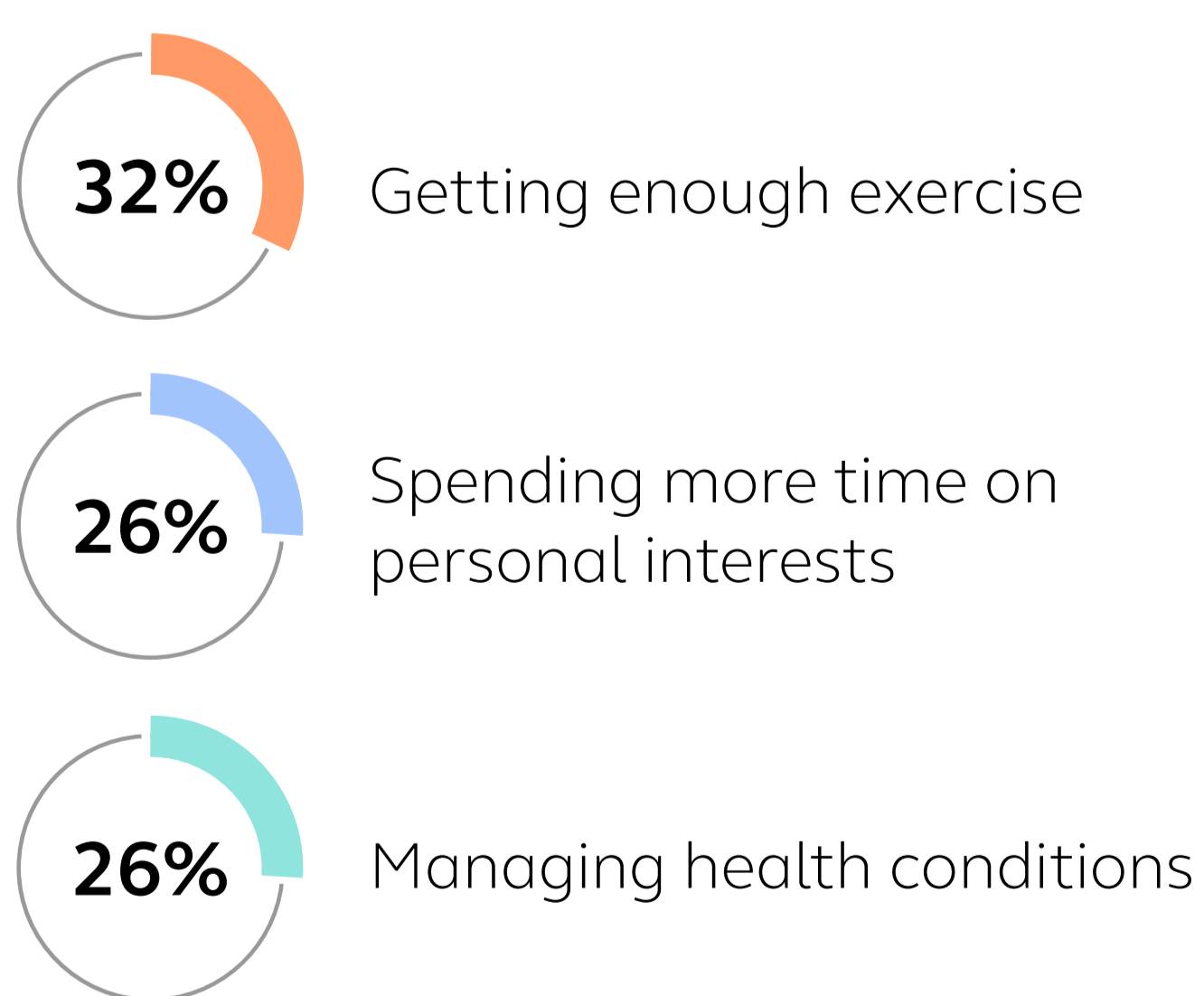


52% didn't receive medical service(s) they needed due to waiting times being too long

58% don't have access to a mobile app for health, and wellbeing benefits



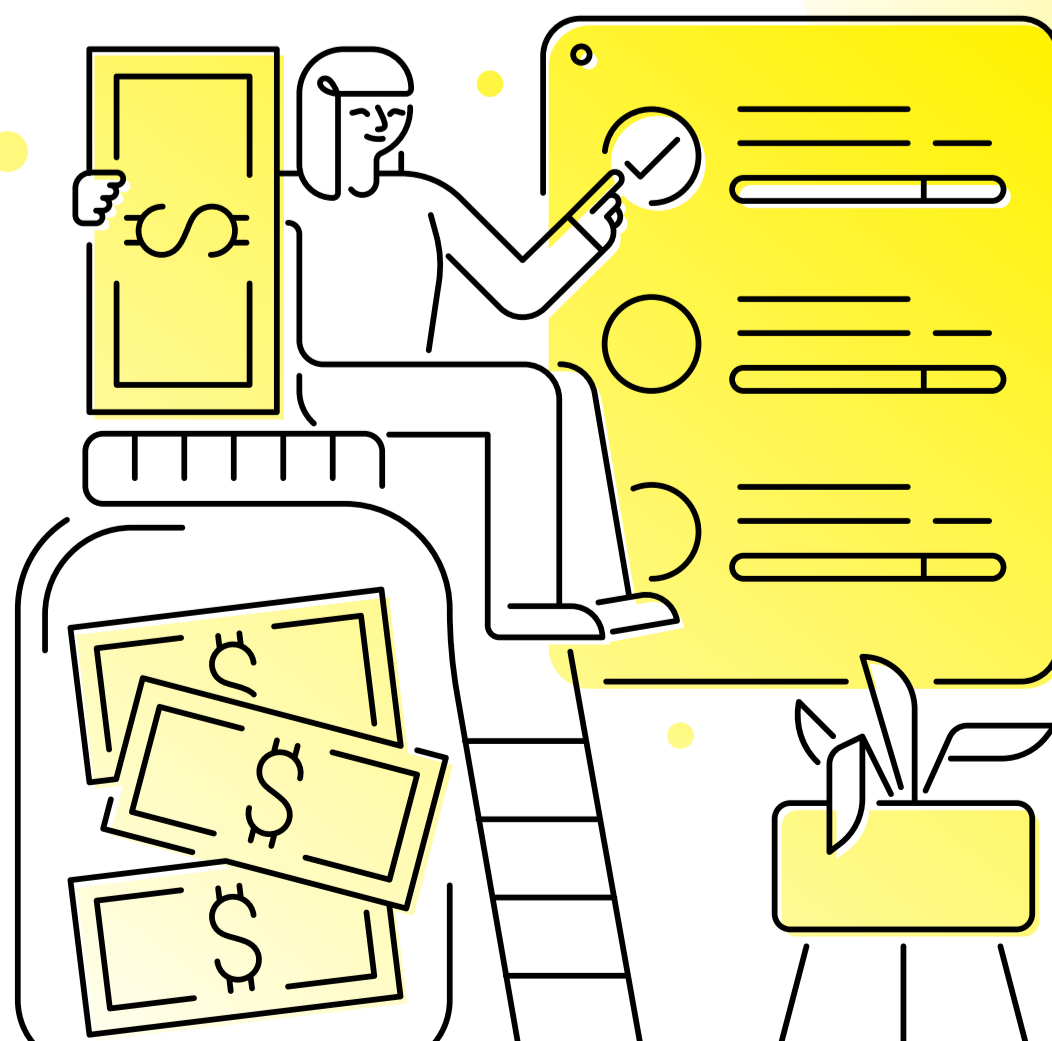
Top 3 most important factors when looking after physical health:



Wallet

17% worked another job/gig in addition to their primary job

Of those **49%** said it was because of rising costs and economic uncertainty



38% think there is no way they'll be able to retire at the age they want

* Physical/emotional exhaustion or anxiety towards work
2,000 respondents across Europe (UK, Germany, France, the Netherlands) surveyed March/ April 2023.