

# THE EUROPEAN EMPLOYEE BENEFITS SURVEY 2023

**EU WIDE**

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# SURVEY OVERVIEW

## PARTICIPANT PROFILE:

### CITY-BASED

Living in cities  
with populations  
**+100,000**



### EMPLOYED

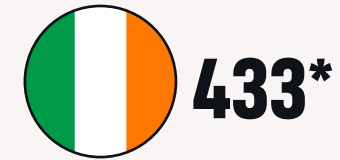
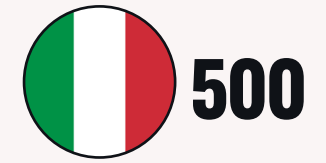
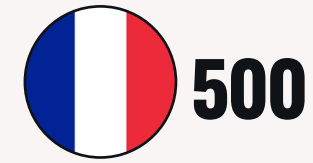
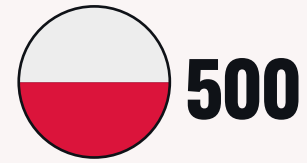
Working full-time  
or part-time

### PROFESSIONALS

Currently employed in  
office/home office jobs



**NUMBER  
OF PARTICIPANT:**



\*UK & Ireland results combined for statistical reliability

## WORKING STYLE

Office-based



Hybrid



Fully remote



EMPLOYEE BENEFITS

EMPLOYEE BENEFITS

THE CURRENT STATE OF  
EMPLOYEE BENEFITS

EMPLOYEE BENEFITS

EMPLOYEE BENEFITS

# ONLY HALF

of European employees are happy  
with their benefits package



# THE CURRENT STATE OF EMPLOYEE BENEFITS

WHEN LOOKING FOR A NEW JOB,  
HOW MUCH **IMPACT** DO EMPLOYEE  
BENEFITS HAVE ON YOU?

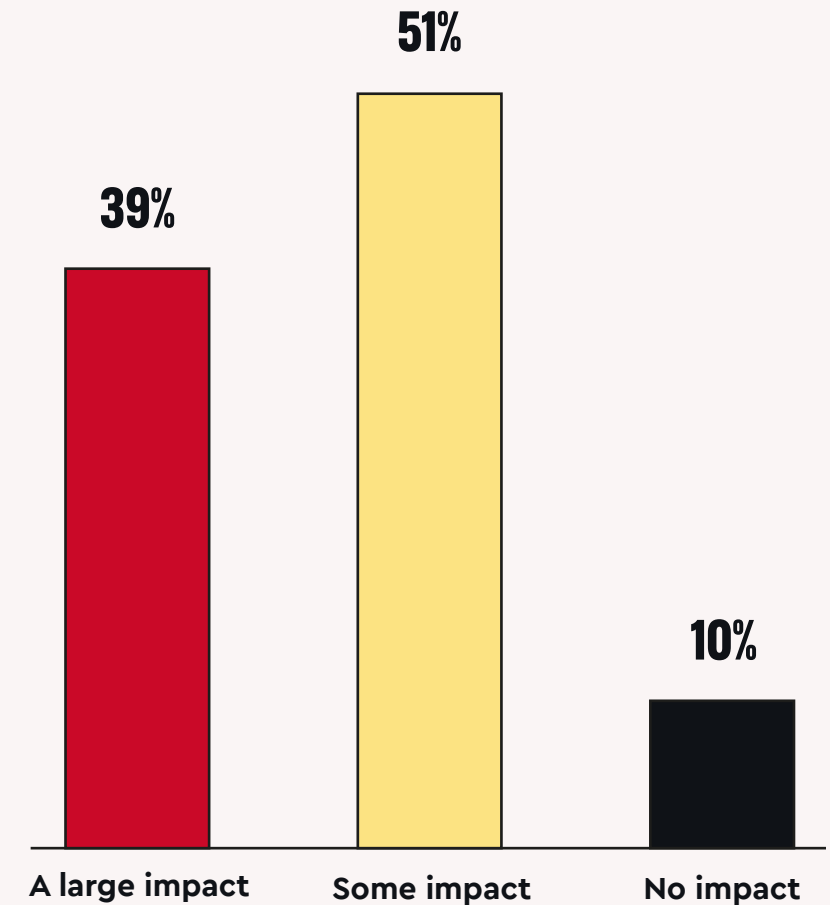


**90%** of participants stated  
employee benefits impact  
their job search



Only **10%** stated they  
have no impact

**% OF EMPLOYEES:**



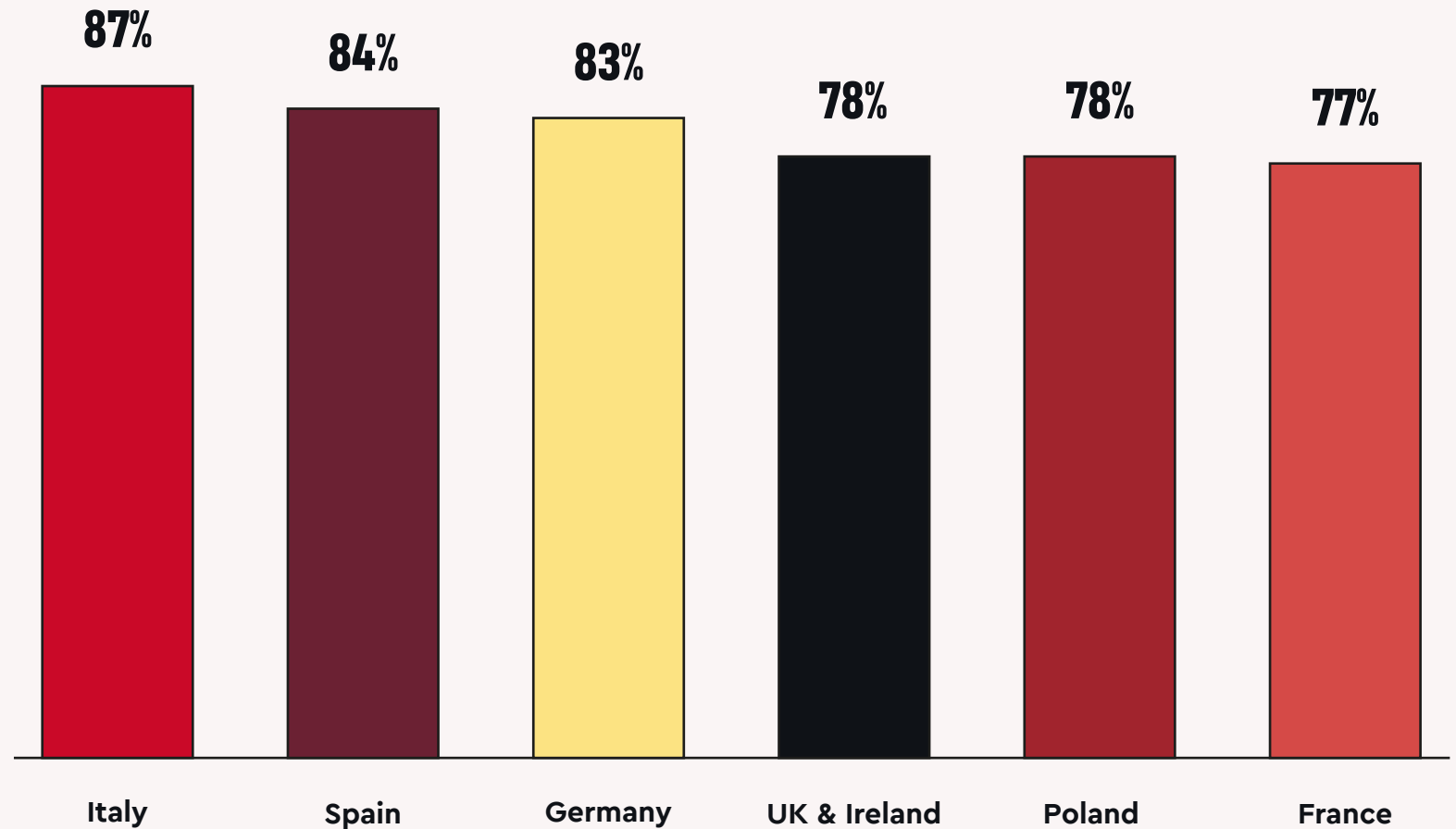
# COST-OF-LIVING CRISIS

81%

want benefits that help with the increasing  
costs of heating, travel and power

# COST-OF-LIVING CRISIS BY COUNTRY

% OF EMPLOYEES WHO **WANT BENEFITS** THAT HELP WITH THE INCREASING COSTS OF HEATING, TRAVEL AND POWER BY COUNTRY



# IS **SALARY** ALWAYS KING?

**37 %**

of European employees would  
choose a good benefits package  
over a higher salary





REMOTE

REMOTE

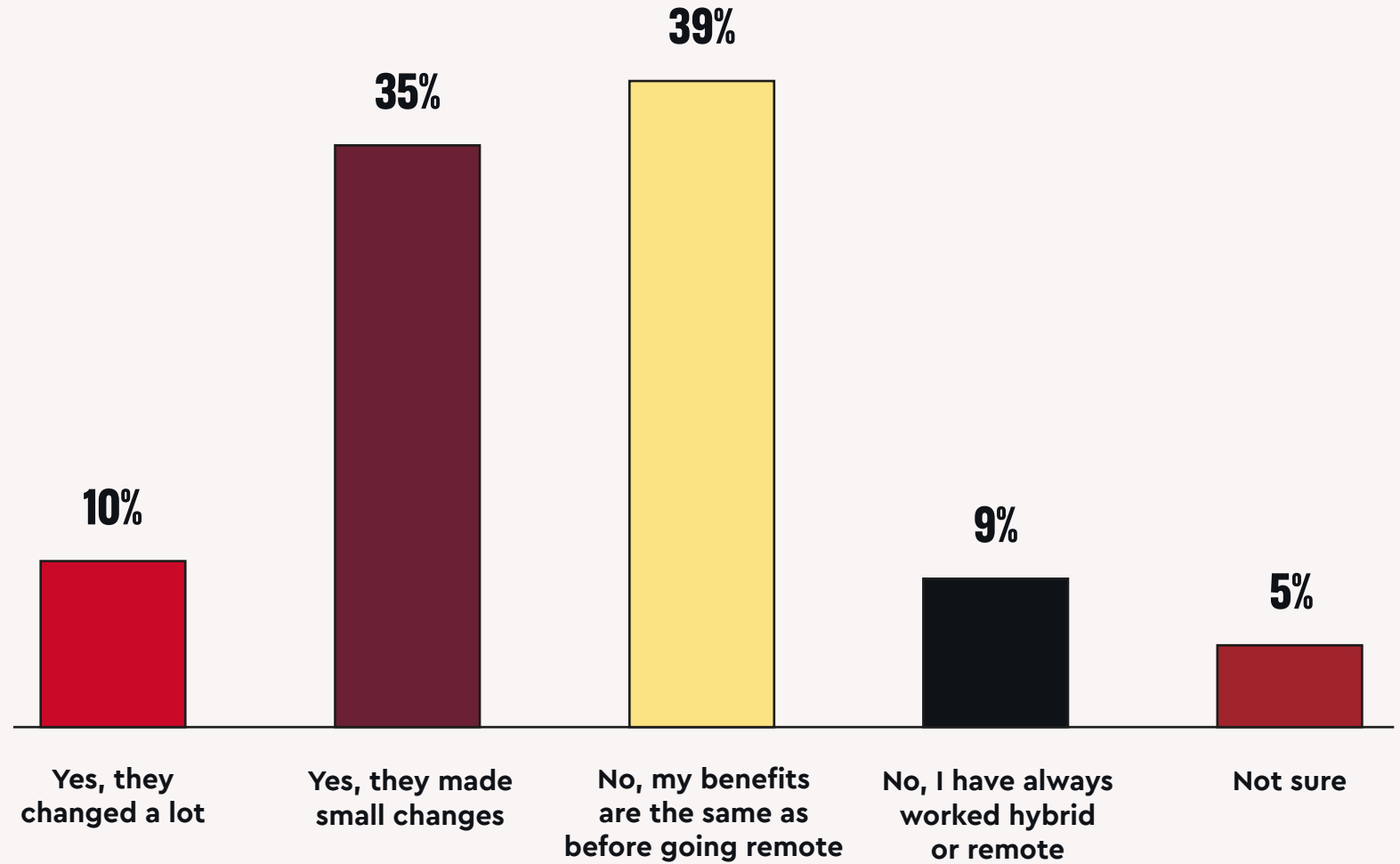
# REMOTE AND HYBRID TEAMS

REMOTE

REMOTE

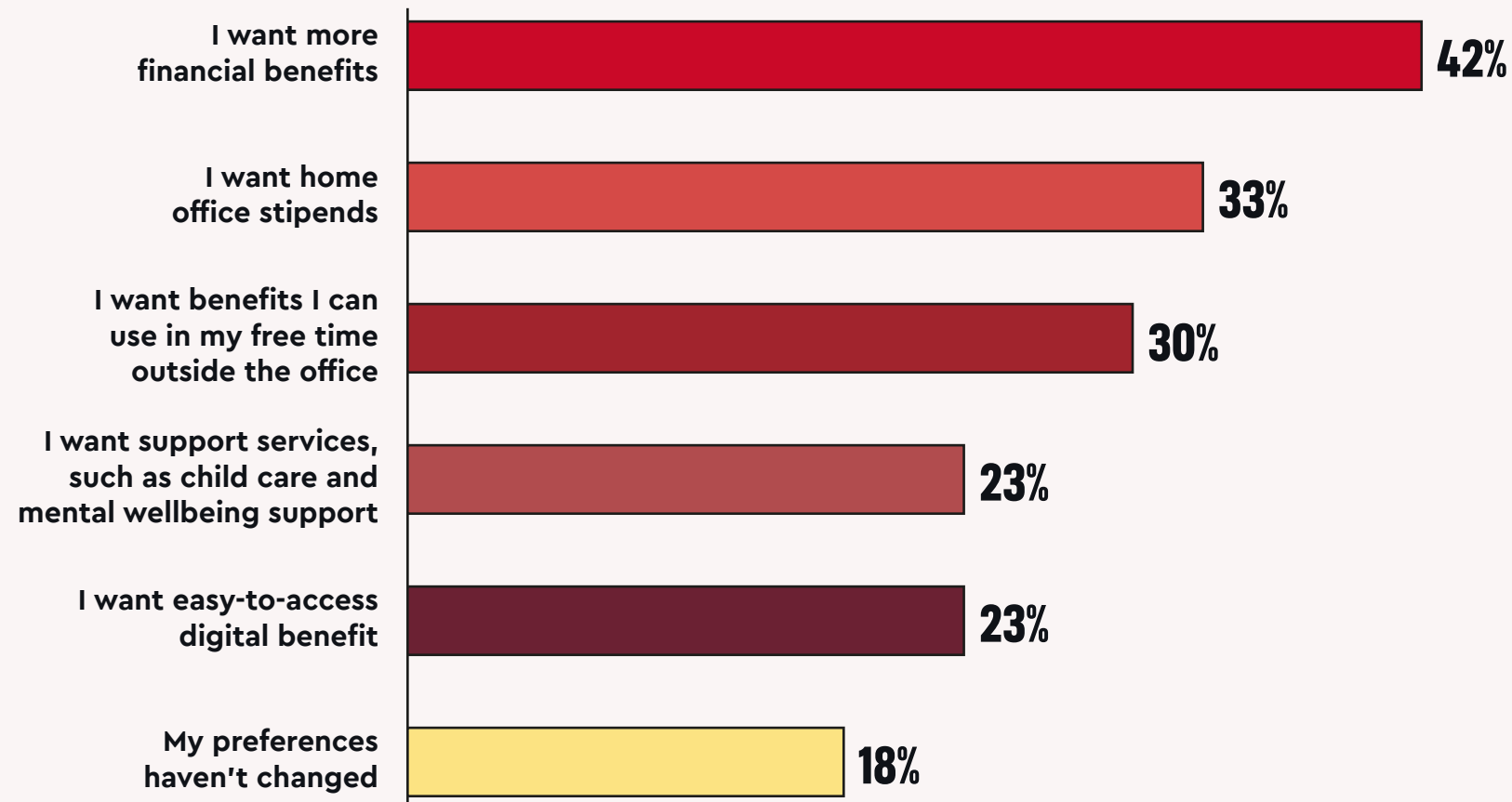
# REMOTE WORKING

HAS YOUR COMPANY **UPDATED** THEIR EMPLOYEE BENEFITS SINCE GOING REMOTE/HYBRID?



# REMOTE WORKING

## HOW HAVE YOUR **PREFERENCES** CHANGED SINCE GOING REMOTE/HYBRID?



SUSTAINABLE

SUSTAINABLE

SUSTAINABLE

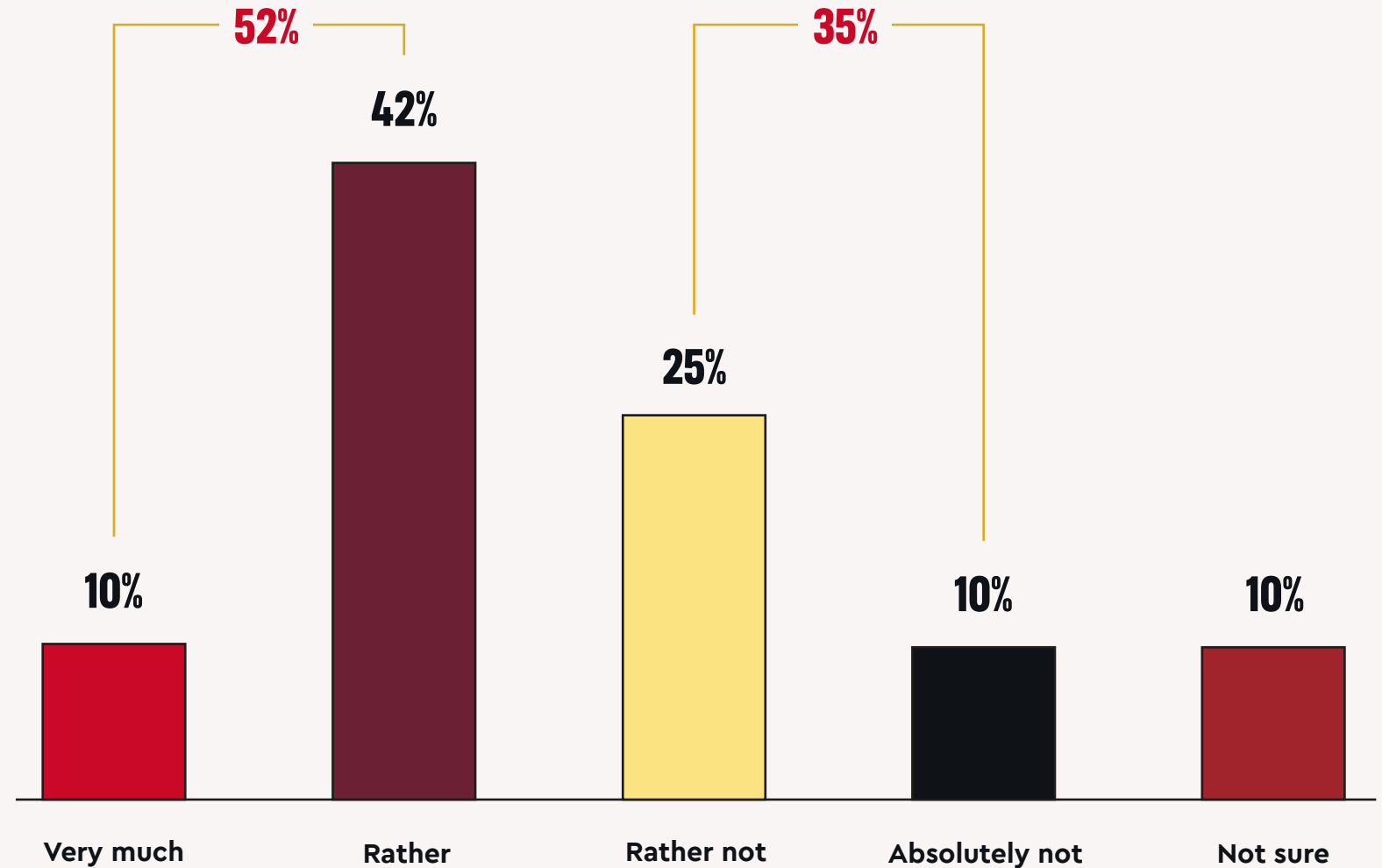
BENEFITS

SUSTAINABLE

SUSTAINABLE

# IMPACT OF SUSTAINABILITY ON JOB APPLICATIONS

WHEN APPLYING FOR A JOB, HOW MUCH DO A COMPANY'S COMMITMENT TO **SUSTAINABILITY** OR CSR IMPACT YOUR DECISION?



DO EMPLOYEES **CARE** ABOUT SUSTAINABLE BENEFITS?

**86 %**

want at least some employee  
benefits to be sustainable



TRANSPORT

TRANSPORT

TRANSPORT

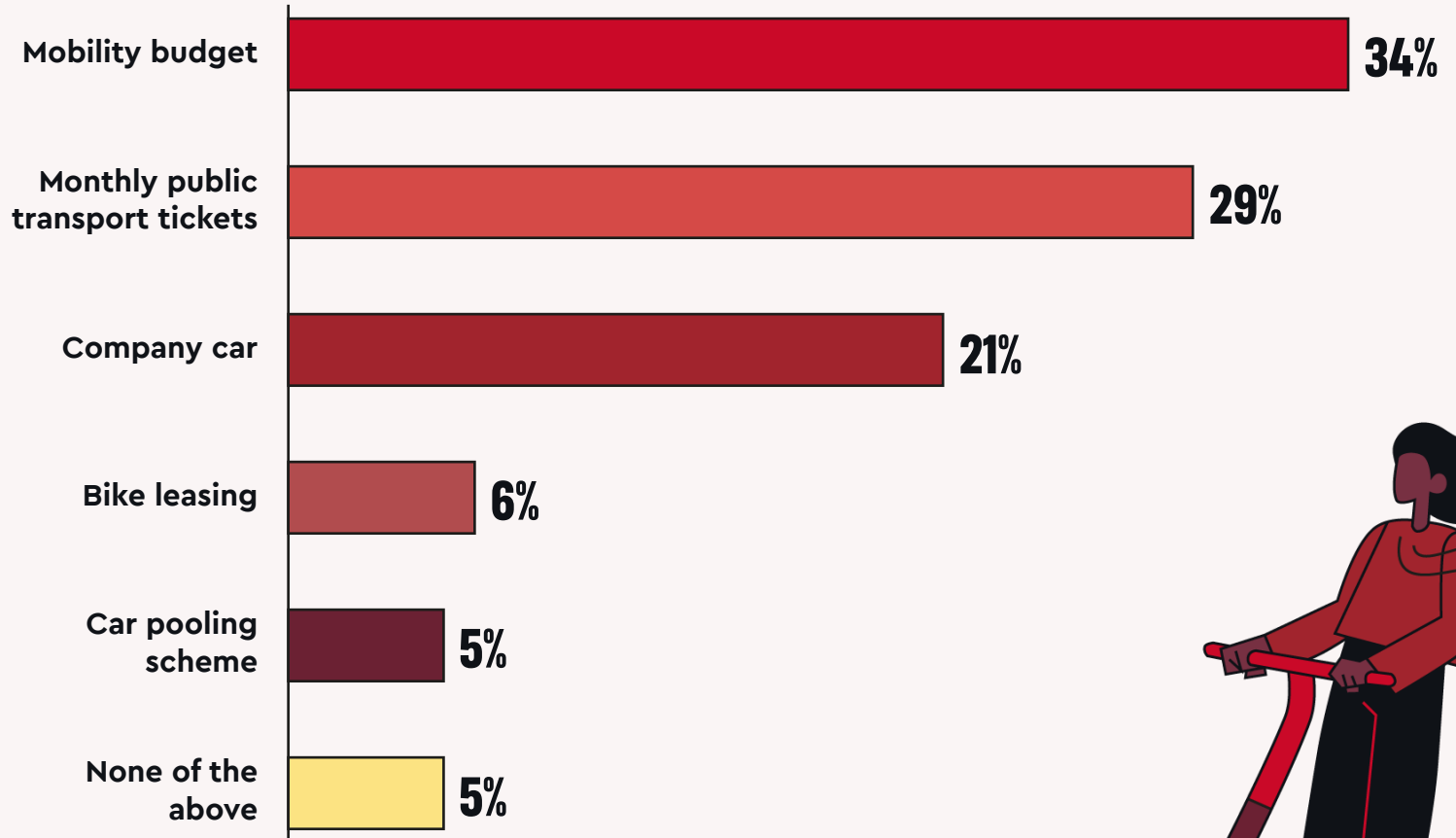
BENEFITS

TRANSPORT

TRANSPORT

# FAVOURITE EMPLOYEE TRANSPORT BENEFITS

## FAVOURITE EMPLOYEE TRANSPORT BENEFITS





# WANT TO LEARN MORE ABOUT MOBILITY BUDGET FROM FREENOW?

EMPLOYEES LOVE A MOBILITY BUDGET –  
BUT **WHAT'S IN IT** FOR YOUR HR TEAM?

## #1 CUSTOMISE YOUR POLICY

Customise your employees budgets by country, seniority level or team.

## #2 LIGHTNING-FAST ONBOARDING

Onboard employees in less time than it takes to grab a coffee.

## #3 REMOTE AND HYBRID READY

Digital nomads, office-workers, hybrid teams. Mobility Budget benefits all your employees - no matter where they are.

## #4 1,000 WAYS TO USE IT

Taxis, car repairs, flights, parking, public transport, electric car share... your employees have the freedom to choose.



# LEARN MORE ABOUT MOBILITY BUDGET



**FREENOW** ✓  
FOR BUSINESS