



France

Around the world, the workplace is changing, and it's no different in France. The “workplace” can be defined as anywhere, and the French are more likely to take advantage of opportunities to get work done outside of the traditional office walls than others in developed countries.

Some elements of the French workplace are still bound by tradition. Most still use and prefer to use desktops, and say they are more productive when working from an office.

Personal interactions are preferred over more technology-oriented options, and this is reflected in their technology attitudes. Compared to other countries, the French are the most likely to feel that “technology separates people”, so it will be important to continue to foster personal interactions as technology in the French workplace advances.

As French employees move toward being accessible and working during their personal time, mobile technologies—either work-provided or personal—promote greater flexibility and facilitate more personal freedoms.



One Size Doesn't Fit All



As with global findings, the desktop is the top device for getting work done in the office in France. It is by far the most used and the most preferred. Also similar to global, desktop use has fallen in the past two years as more portable devices have gained traction. Compared to the global result, the desktop decline is sharper in France.

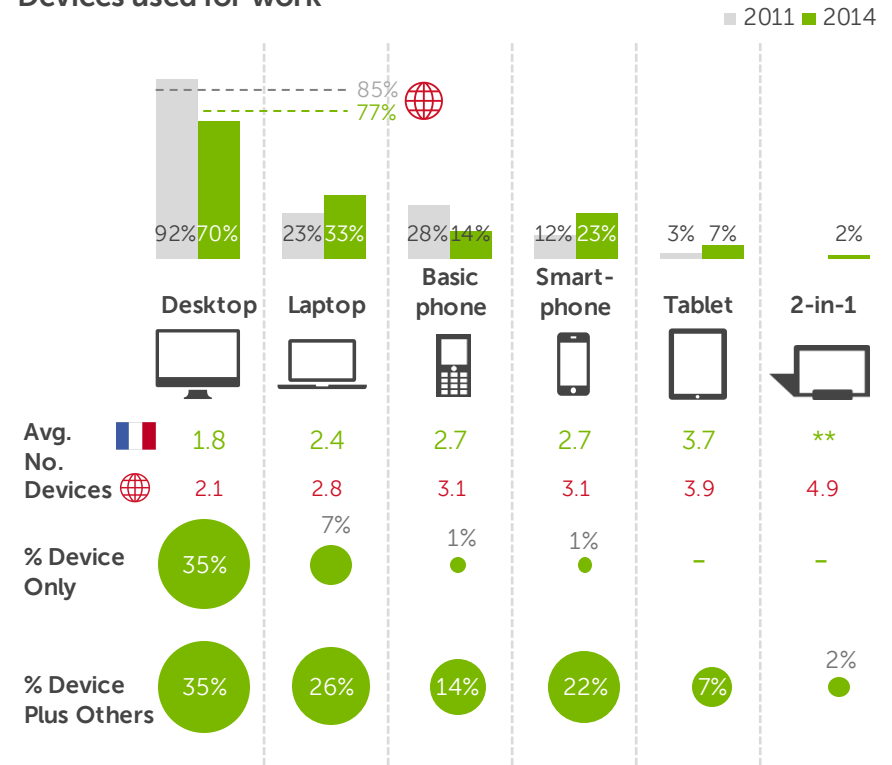
French workers also use slightly fewer devices on average than their global counterparts, but still typically use one than one device for work.

Tablet and 2-in-1 use is generally low, as is touchscreen use when it comes to work.

When it comes to personal purposes, laptops (75%) and smartphones (68%) are used more often than desktops (60%).

Regardless of the device being used, the top priority for selecting is performance. For those whose primary device is a desktop, the second priority goes to software compatibility—but for laptop users, it's battery life.

Devices used for work*



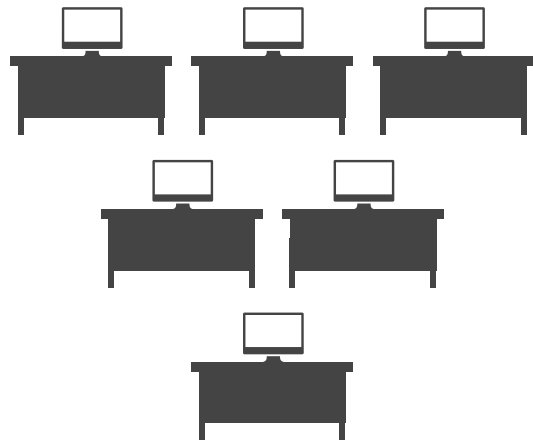
The Office is King, but it's a Jungle Too



By far, most work is being done in France in the office of an employer. Almost all employees spend at least some time there, and six-in-ten spend at least 75% of their time there (which is comparable to the global workforce).

Not only is the office the most common place for getting work done, it's also the most conducive to high performance. 62% of workers say they do their best work there. Only 22% say they do their best work at home—but that proportion is larger than other countries (only 14% globally).

French employees prefer personal forms of communication with in-person meetings and phone calls preferred to alternative options.



In-person meetings

win out over online meetings
(5-to-1 in France vs. 3-to-1 globally)



Phone calls

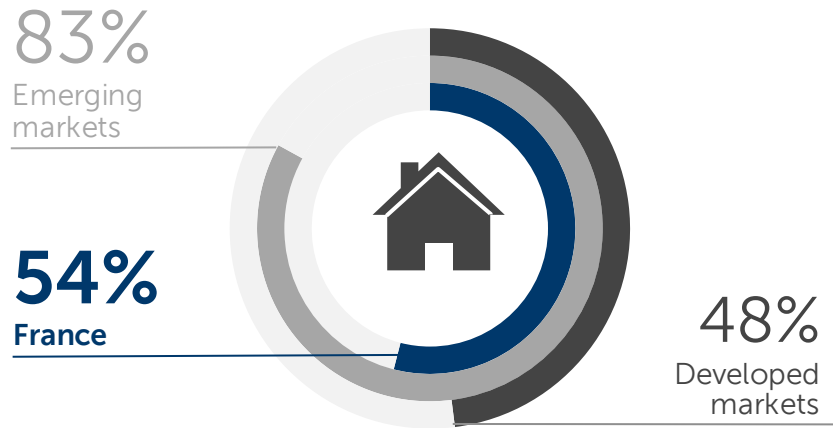
are preferred to instant messaging
(5-to-1 in France vs. 2-to-1 globally)

Work Life + Personal Life = Life



Like the global workforce, one-half of French employees say they spend some of their working hours from home (this percentage is slightly higher than other developed countries).

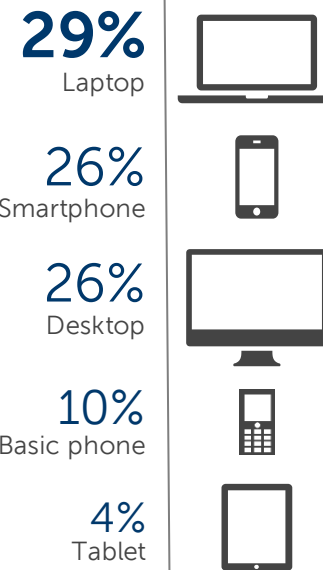
Employees likely to work at home



Even those who don't necessarily work from home take calls (32% France vs. 52% globally) or check email (53% France vs. 62% globally) after hours.

One-half of workers are authorized by their employers to use personal devices for work (again, a higher percentage than other developed countries). However, some employees address this on their own with 33% of workers secretly use personal devices for work without informing their employers (vs. 43% globally).

Bring your own devices used



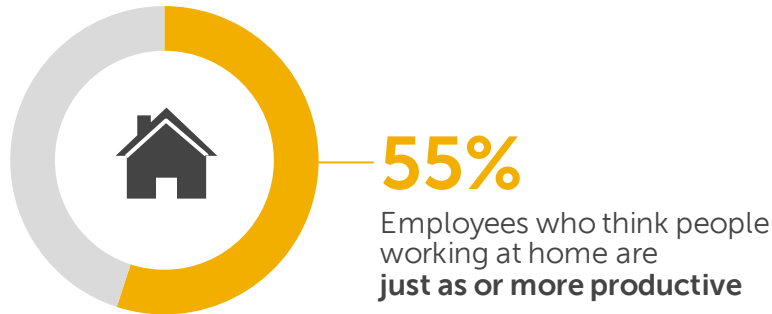
The Productivity Debate: Office Workers vs. Remote Workers



Overall, many French employees think that those working from home are just as productive or more than those in the office. One-fourth are undecided on this subject.

There will always be a role for the central office according to today's French workforce, 73% of whom believe the central office will continue to exist at least in their lifetime (vs. 69% globally).

Perceived productivity of people working from home



For most employees, working from home is more of a perk than an expectation.

7-in-10

view it as an **extra benefit**
(a slightly lower percentage than the US and UK)



The Secret to Happy Employees? Technology



French workers are less wooed by the newest technology than their global counterparts—just under half of the French workforce consider it important to have the latest technology (vs. nearly two-thirds of the global workforce). Employees may already have sufficient technology to do their jobs making the motivations for something newer to be minimized.

However, seven-in-ten feel that technology has had a positive influence on the way they work.

So why invest in technology? After all, fewer than one-in-five would leave a job over the quality of the available tech—that's lower than the global average of one-in-four.

But nearly two-thirds say that the quality of the available technology would have at least some influence on their decision to accept a new position.

More importantly, there are critical subgroups, that are at greater risk. Three quarters of younger workers and those in management roles are influenced by the quality of tech—and they're also more likely leave over it.

But even within these subgroups, the global results are more dire, where half of executives and one-third of younger employees would quit over available tech.



Latest technology Influence new position



Likely to quit without latest technology



- Total
- Senior Executives
- Young (18 - 34)

The Future of Tech in the Workplace is Bright, but Not Fully Automated



Employees believe that technology will continue the trend toward mobile, with roughly nine out of ten of them expecting tablets to completely replace laptop computers.

9-out-of-10

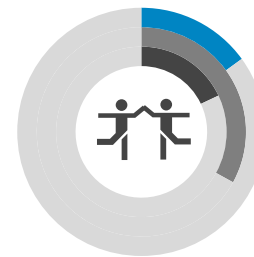
expect **tablets to completely replace laptops**



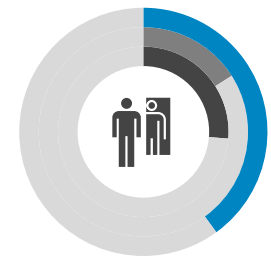
Three-fourths believe that technology will hit a limit on the ability to improve productivity (although not any time soon). And advancements in technology won't replace the need for humans in the workplace—only one-fourth think their jobs will be fully automated in their lifetimes.

But in France, there is some resistance to technology: only 15% feel technology brings people together, while 40% feel technology separates people.

Technology brings people together



Technology separates people



- France
- Emerging
- Developed

Similar to global consensus, six-in-ten employees agree that technology is fine, but some things are just better done by people.

