

Workplace 2025: France

How are business and technology leaders in France laying the foundations for the future digital workplace?

A REVOLUTION IS COMING TO THE WORKPLACE

Within the next decade, the concept of a full-time, nine-to-five job in a traditional office environment will be largely forgotten. By 2025, millennials will represent more than 50% of the workforce in France and will redefine corporate culture around flexible working models, a more open approach to collaboration, and a focus on data as the lifeblood of the business.

To better understand how organizations are preparing for these future changes, PAC partnered with Fujitsu to interview 1,278 senior decision makers at commercial and public sector organizations in Europe, Oceania and the US. This report highlights key findings from the **France** section of the study¹ and provides insight into how CXOs in the country are planning to bridge the gap between their current workplace environment and a strategy that will support the demands of the business in 2025.

TODAY'S WORKPLACE IS FALLING SHORT

Organizations in France state that their current workplace strategies are failing to deliver in a number of areas. An overwhelming **86%** of participants in the study state that interoperability with outdated technology is holding employees back, while **84%** identify high staff attrition and a lack of access to the right technology tools as barriers to productivity. Some **25%** of business and IT executives in France admit their current workplace approach is having a negative impact on their ability to adapt to the changing competitive landscape, while **18%** state that it is having a detrimental effect on their ability to harness innovation in their organization. One of the most interesting findings of the study is that cybersecurity is acting as a handbrake on the business. More than three quarters (**77%**) of participants state that cybersecurity has a negative impact on productivity, which is a worryingly high level.



86%

of French businesses state that the complexity of their workplace technology is slowing employees down



84%

of business and IT leaders in France state that **high staff attrition** is holding back their organization



77%

of businesses in France believe their current approach to **cybersecurity is a barrier** to workplace productivity

¹ The France survey is based on CATI responses from senior decision-makers (split evenly between business & IT leaders) at 125 large and mid-sized organizations in the financial, manufacturing, retail, utilities and public sectors.

LAYING THE FOUNDATIONS FOR THE FUTURE

Businesses in France are making significant changes to corporate policies and their workplace technology strategies in order to prepare for the future. As new generations become the dominant presence in the workforce, **70%** of business and IT leaders in the region are adapting current policies to create an **improved work/life balance**, and **54%** are laying the foundations to provide a more **consumer-like workplace experience**. More than two thirds (**67%**) of French organizations plan to shake up their approach to security by implementing **biometric technology, and behavioral and contextual analytics** to provide a less intrusive and more effective approach to authentication. In order to create a more compelling workplace experience that supports enhanced collaboration and productivity, a substantial proportion of businesses plan to invest in areas including **social enterprise platforms (74%)** and **digital virtual assistants (51%)**.



74%

of French businesses plan to invest in **social enterprise platforms** as part of their digital workplace strategy



70%

of French businesses are changing current workplace policies to create an **improved work/life balance**



>67%

have invested or plan to invest in **biometrics, contextual analytics & single sign-on** to balance security and productivity

THE REVOLUTION STARTS NOW

The study identified many shortcomings in today's workplace strategies that urgently need to be addressed. Compared to other businesses in Europe, organizations in France believe their current approach has a much more negative impact on their **ability to innovate**, and they are also behind most other countries in their adoption of an **integrated approach to mobility** in their workplace technology strategy and in leveraging **cloud delivery models** to support flexible working. French business and IT leaders see **location-based access and information sharing**, and **identity and access management** as more significant security challenges than most other European businesses.

More than half of organizations in France plan to overhaul their strategies to meet the demands of the future workforce. These strategies will leverage innovation in employee experience, but they must not ignore key issues such as reducing the dependence on ageing technology that is holding back their ability to innovate and adapt. The **long-term survival of the business is at stake**, and the future needs to be addressed now before the pace of change becomes unmanageable.

For the full results of the study, and recommendations on how to get your workplace future-ready, please visit: <https://digitalworkplace.global.fujitsu.com/workplace-2025-cxo-view/>