

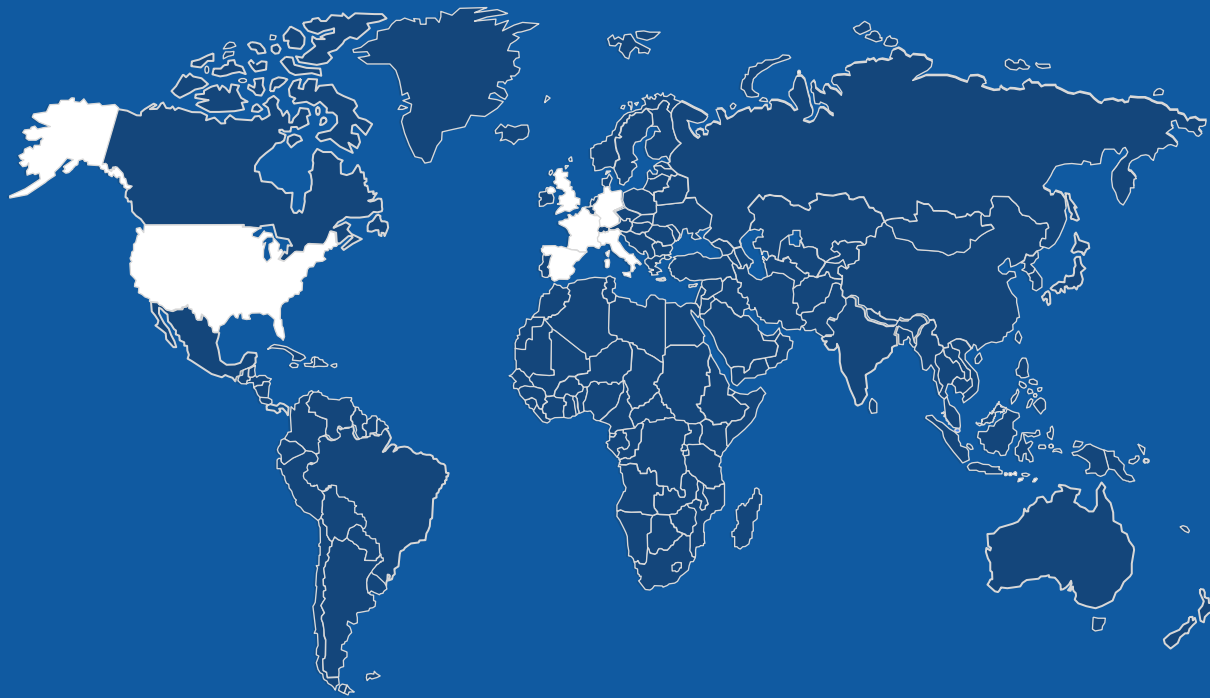
HP Workforce Evolution Study

France Fact Sheet



About the study:

The HP Workforce Evolution study is a global study by HP Inc. It was conducted by global market research firm Edelman Intelligence, across 6 geographical areas (USA, Spain, France, Germany, Italy and UK). Fieldwork took place between July 24, 2020 and August 5, 2020. We interviewed over 6,000 office workers, 1,000 per market, on lifelong learning – expectations for upskilling/ reskilling of employees, the role it plays in building a resilient workforce and how it bridges gaps in skill sets to level the playing field and create a more equitable business landscape/ society.



For any questions, please contact:

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Key Findings:

Despite the hardships office workers are facing during these current times, employees believe they can use this disruption to better their ways of working.

- Office workers in France are struggling with many of the same hardships as other European markets, specifically in having to work reduced hours. They are slightly less concerned with their job security since their ways of working changed.
- However, they are not coping with the stress as well as others, as they are feeling more stressed out during their day than other European markets. Despite this, they still feel they can leverage the situation for the better.

Employers have scratched the surface of supporting employees in the new ways of working, but they are not prepared to provide everything employees need.

- French office workers feel the least supported by their employers and are not happy with their current employers.

Employees are taking their future of work into their own hands and have identified continuous learning and upskilling as key to their success. They aren't waiting around for employers to get it.

- French office workers have identified the need to upskill but are less interested in digital skills and they are less likely to go out and get the training they need themselves.

Office workers are willing to make significant personal investment to ensure their home office keeps up with the changing ways of working.

- French office workers were somewhat less likely to purchase office supplies for their remote working experience than other European markets.

Despite the empowerment they feel to take their future into their own hands, there are areas they still need help navigating – specifically a lack of digital readiness.

- French office workers were the least prepared by their employer for the digital transition as other European markets.
- Their morale and loyalty was more affected by the change in the way of working than other markets.

Nailing down the future of work: What employers need to keep in mind when supporting the future workforce.

- Personal needs overall increase in importance when office workers discuss their expectations of their employer.
- French office workers are more impacted by the uncertainties the new ways of working are bringing and do not feel prepared to continue working like this for the foreseeable future. However, they are less concerned about the lasting impact on their careers.



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Despite the hardships office workers are facing during these current times, employees believe they can use this disruption to better their ways of working.

Office workers in France are struggling with many of the same hardships as other European markets, specifically in having to work reduced hours. They are slightly less concerned with their job security since their ways of working changed.

49%	45%	% of office workers who had their hours reduced
21%	23%	Currently work less than they did previously
28%	22%	Have resumed working fulling time
29%	35%	% of office workers who are more concerned about their job security

However, they are not coping with the stress as well as others, as they are feeling more stressed out during their day than other European markets. Despite this, they still feel they can leverage the situation for the better.

24%	25%	% who say they are more distracted during their workday
25%	22%	% who feel more stressed out now than before
46%	53%	% who are happy with their current work situation
56%	59%	% who believe that the new ways of working allows them to change their environments for the better

Employers have scratched the surface of supporting employees in the new ways of working, but they are not prepared to provide everything employees need.

French office workers feel the least supported by their employers and are not as happy with their current employers.

43%	53%	% who feel supported by their current employer
46%	54%	% who feel happy with their current employer
59%	62%	% who feel it is important to be learning new skills to remain competitive in their industry
41%	38%	% who feel that their company has deprioritized trainings
38%	35%	% who say they have all of the supplies they need to adequately perform their jobs
17%	20%	% who received guidance from their employers on new ways of working for remote work



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Employees are taking their future of work into their own hands and have identified continuous learning and upskilling as key to their success. They aren't waiting around for employers to get it.

French office workers have identified the need to upskill but are less interested in digital skills and they are less likely to go out and get the training they need themselves.

57%

59%

% agree that the way their work has changed due to the COVID-19 pandemic has emphasized the need for lifelong learning now more than ever before

45%

52%

% agree that the new way of working due to the COVID-19 pandemic requires a new skill set for them to perform their job well

43%

51%

% agree that they plan on developing their digital skills to be more desirable to employers

23%

31%

% who are interested in learning IT skills

33%

40%

% who have personally sought out online courses to learn a brand-new skill

62%

63%

% who feel that trainings on skills needed to do their job should come from their employer/company

26%

24%

% who have not received any training or guidance from their employers to assist with the transition to the new way of working

35%

34%

% agree that they do not feel like their company has provided them with the right resources to learn the skills needed for the new ways of working

30%

35%

% say they would consider starting their own business in the future as a result of learning new skills during this new way of working

Office workers are willing to make significant personal investment to ensure their home office keeps up with the changing ways of working.

French office workers were somewhat less likely to purchase office supplies for their remote working experience than other European markets.

65%

68%

% agree that changes in their working situation due to the COVID-19 pandemic made them realize that technology is necessary to do their job

56%

64%

% of office workers had to purchase or upgrade home office supplies



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Despite the empowerment they feel to take their future into their own hands, there are areas they still need help navigating – specifically a lack of digital readiness.

French office workers were the least prepared by their employer for the digital transition.

30%	31%	% who felt their company struggled to transition to remote working due to insufficient methods of digital communication set up
30%	31%	% agree it has been more difficult to communicate with coworkers because their company was not prepared for the transition to digital communication
		% who did not receive any support from their employers on the following communication platforms:
33%	27%	Email
24%	20%	Shared Documents
31%	28%	Phone Calls
21%	19%	Video Conferencing
26%	23%	Messaging Software

Their morale and loyalty were slightly more affected by the change in the way of working than other markets.

30%	32%	% agree that not being physically in the same space as their coworkers has lowered their morale
32%	31%	% agree that they feel less productive when they are not physically in the same space as their colleagues during the day
31%	26%	% agree that they feel less loyal to their employer when they work from home because they are disconnected from the people, they work with

Nailing down the future of work: What employers need to keep in mind when supporting the future workforce.

Personal needs overall increase in importance when office workers discuss their expectations of their employer.

61%	64%	% find it important that their company takes an active interest in the well-being of its employees
42%	44%	% who agree that being able to work flexibly is more of a motivator to perform well at their job
27%	30%	% who are more motivated to perform well at their job by knowing their work contributes to a greater good or purpose

French office workers are more impacted by the uncertainties the new ways of working are bringing and do not feel prepared to continue working like this for the foreseeable future, but they are less concerned about the lasting impact on their careers.

61%	64%	% agree that they could keep working like this for the foreseeable future
42%	44%	% feel well equipped to perform well at their job after their ways of working changed
27%	30%	% feel well equipped to grow and develop their career
		% agree the new way of working has a negative impact on their ability to grow their career

