

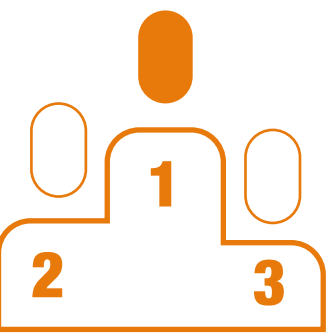
THE GREAT REALIZATION

The World of Work: the Paradigm Shift

1 EMPLOYEE ASPIRATIONS

Day to day organisation

TOP 3 FLEXIBILITY FACTORS



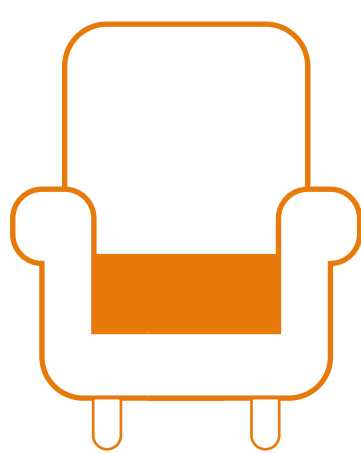
45% of employees want to be able freely to choose their working hours.

36% of employees would like to have more days off.

35% of employees would like to be able freely to choose their place of work.

THREE OUT OF TEN EMPLOYEES

would like to be able to take more time off work to maintain their well-being and 'mental health'.



Collective engagement



64%

of employees want their work to contribute to a better society.

TWO OUT OF THREE WORKERS

want to work for companies whose values they share.



Although employees want flexibility, it is the actions related to ensuring well-being and health, as well as a company's social and environmental commitment, which engage them in the long term.

2 BUSINESS TRANSFORMATION

SIX OUT OF TEN COMPANIES

have decided to link their ESG (Environment, Social and Governance) objectives to their business mission.

SEVEN OUT OF TEN EMPLOYEES

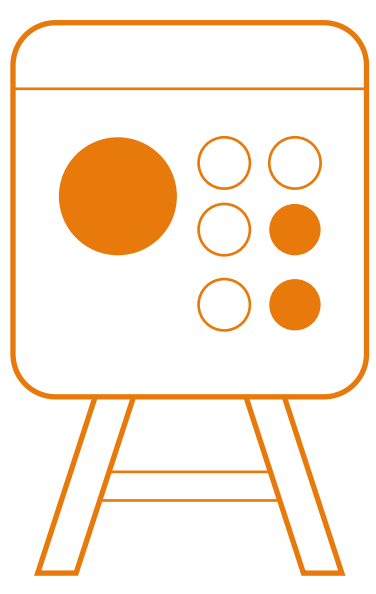
believe it is important to work with leaders who inspire confidence and who people want to follow.

Companies need to transform, to become more agile, more resilient, more engaged and more responsible in an unpredictable and increasingly competitive environment.

3 THE TALENT SHORTAGE

Talent expectations

Training



81%

of staff want their company to offer them training to maintain their skills.

Benefits and flexibility



ONE IN FOUR EMPLOYEES

give priority to employers who provide benefits such as parental or carer's leave.

Company actions

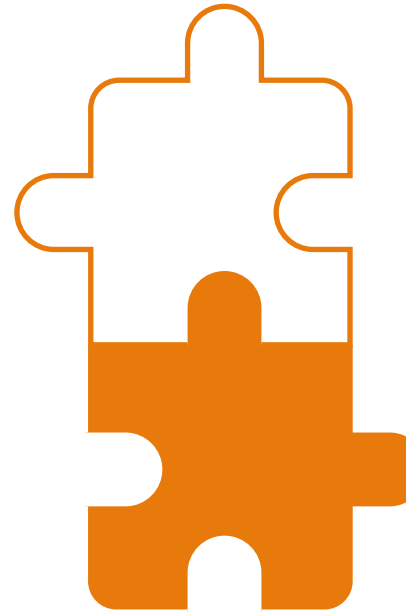
Salary



+ MORE THAN 30 %

of companies plan to offer higher salaries to attract and retain talent.

Social engagement



+ MORE THAN 30 %

of companies have already implemented training on diversity and inclusion issues.

Talent expect companies to provide training to develop employee skills, to offer attractive salaries and to promote inclusion and diversity.

4 THE RISE OF TECHNOLOGY

58%

of employees in all sectors will need to acquire new skills to do their jobs in the world of tomorrow.

76%

of companies with more than 100 employees rely on assessment tools such as aptitude and personality tests for external recruitment.

ONE IN FIVE COMPANIES

in the world are struggling to find qualified technology professionals (IT project managers, software developers...).

With the pandemic, companies have had to accelerate their digital transformation: they still need to upgrade the skills of their employees, recruit the right profiles and make the most of the opportunities offered by new technologies.