FRANCE

Do you work remotely on a regular basis i.e. an average of one day or more per week?

No	73%
My whole job is based remotely	9%
Yes	18%

Where do you feel you are most productive?

At home	34%
At my desk in the office	45%
At a hot-desk in the office	13%
In a public place (cafe, library, park etc.)	9%

How often do the following things affect your productivity IN the office?

	Never	Sometimes	Often	Always
Meetings	41%	41%	14%	4%
Interruptions by colleagues	35%	42%	18%	5%
Chatting with colleagues	40%	42%	12%	5%
Making lunch	67%	23%	6%	4%
Commuting	54%	26%	12%	8%
Demotivation	30%	46%	17%	8%
Working at times that don't suit me	54%	30%	10%	6%
Noise and disruption	29%	38%	20%	13%
Lack of contact with team / individuals	54%	30%	11%	5%

Remote technology / conferencing not working	53%	31%	13%	4%
Stress / anxiety	27%	41%	22%	10%
Office politics	39%	35%	19%	7%
Lack of access to expertise	43%	39%	14%	4%

Please select up to 5 statements that most apply to you.
Benefits: Being able to work outside the office means I...

Have a better work / life balance	40%
Sometimes do personal tasks in core hours (laundry, errands, pick up the kids)	17%
Go the extra mile when needed	21%
Work outside of core hours	28%
Want to stay with the company more	15%
Take pride in what I do	27%
Work shorter hours than I am supposed to	4%
Feel empowered	43%
Structure my day according to what suits me	45%
Am better at my job	24%
Am healthier	31%
Respect my employer	22%
Get the same job done in less time	24%
Am more productive	51%
Enjoy my job	31%
Take breaks when I want to	20%
Am happier	30%
Deliver higher quality work	41%

Feel more engaged with my role and the tasks I have to do	22%
React positively to a request for a favour from a superior	7%
Take fewer days off sick	7%
Don't waste time commuting	33%

Please select up to 5 statements that most apply to you.
Down sides: Being able to work outside the office means I…

Work longer hours than I am supposed to	61%
Sometimes procrastinate	15%
Might not be available during core office hours	33%
Get distracted	20%
Have weaker relationships with some colleagues	52%
Sometimes miss something important that happens in the office	44%
Miss the camaraderie of colleagues	49%
Don't learn new things or stay abreast of trends / topical news	26%
Sometimes don't have the tech support / expertise I need	38%
Don't get as much time with my line manager	20%
May be overlooked for promotion	27%

Do you agree or disagree with the following statement?
'I would rather take a pay cut than have to work in an office full-time with no option of remote working.'

Agree	38%
DIsagree	62%

I would work in an office full-time, with no option of remote working, for a pay increase of:

1-5%	5%
6-5%	11%
16-25%	15%
25%+	33%
I wouldn't	35%

Select up to 3 options. If I was an employer, my main concern about staff working remotely would be:

Trust	31%
Finances: cashflow, overheads	5%
Expertise / talent	10%
Morale	15%
Productivity / profitability	18%
Staff retention / turnover	7%
Reputation	3%
Flexibility / agility	9%
Risk	8%
Communication	20%
Tech / hardware	15%
Security / IT	21%

Select up to 3 options. As an employer, my main concerns about staff working remotely are:

Trust	32%

Finances: cashflow, overheads	11%
Expertise / talent	7%
Morale	14%
Productivity / profitability	29%
Staff retention / turnover	0%
Reputation	7%
Flexibility / agility	7%
Risk	18%
Communication	25%
Tech / hardware	11%
Security / IT	11%