



Remote working Why is not it a new normal?

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Working remotely does not change the way we work

- The same device (our laptop)
- The same tools (our software)
- The same data
- The same colleagues
- The same clients
- The same rules and procedures
- The same production
- The same structure or company



Remote work makes employees happy

- 77% of French workers believe they are more efficient when working remotely
- 80% of current or potential French remote workers consider it a decisive factor in choosing their next job
- 82% of French remote workers say they are happy to see their colleagues when they come to the office

Baromètre Actineo / IPSOS (March 2025)



Remote work can make people disposable and invisible

- It can make people more disposable
- Young people can struggle to socialize
- It can make people invisible, notably the assistants
- It can make people exploited as will
- It can make our work invisible



Remote work can be divisive

- Only a minority of workers works remotely (26% in France)
- Most of the remote workers are executive (61% in France)
- It creates inequalities on the job markets and in organisations
- It can reinforce the shift in the society

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Managers show reluctance toward remote work

- 70% of French managers believe that remote work complicates teamwork
- 40% of French managers are considering reducing remote work.
- It leads to a gap between the managers and the employees

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Remote work requires trusting people

- Remote work requires trusting people
- But management (its history and culture) is based on distrust, command and control
- It is rooted in industrial organisation
- It is rooted in the idea that employees are resources



Remote work as a scapegoat

- Return to office policy to justify the facilities
- Return to office policy to force people to quit.
- Return to office policy to not assume a poor management and leadership



To conclude...

- Remote work to get the control of our work back
- But it requires a radical change in the management culture: from resource to partner / from distrust to trust
- However, remote work can be divisive

