

# 2022 Talent Trends in France.

**40%** of human capital and C-suite leaders expect their permanent workforce to work remotely at least part of the time.

**68%** of talent leaders are investing in analytics.

**67%** say their permanent workforce was more productive during the past year — 34 points higher than the 33% who said the same in our 2021 research.

**28%** of employers in France cite talent scarcity as a major pain point.

**26%** have already converted more permanent positions to temporary or freelance roles.



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recharge your talent acquisition strategies

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refresh the talent experience

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renew skills across your workforce

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**42%** say their hiring practices supported their diversity goals in 2021.

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**84%** say their organisations are more focused on the talent experience than ever before.

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**80%** believe that putting personal well-being first is important to job applicants when it comes to culture.

8

**54%** say their organisation is investing more in internal talent mobility — a 20-point increase from last year (34%).

10

Just **2%** report the permanent talent who work remotely are much less productive than those working on site — down from 6% last year.



[> get the 2022 Talent Trends Report.](#)