

How are the member companies of CCI France Russie adapting their offices to the health crisis in Russia?

CCI France Russie survey

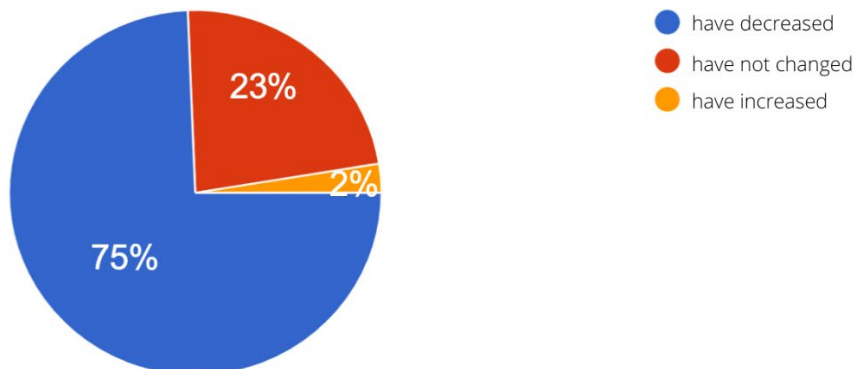
Office space requirements

75% of the companies surveyed replied that they had reduced their office space requirements, i.e. 3 out of 4 companies. These companies come in all sizes and occupy all sectors.

25% of the companies answered that they have not changed their needs, or even, for one of them, increased its needs. The vast majority are service companies, half of which are SMEs and half of which are very large companies.

After a year of the pandemic, it is important to mention that if the drop in office space needs is confirmed in the coming months, this would be the biggest drop in a crisis in Russia in the last 30 years.

Due to the pandemic, your office space needs:

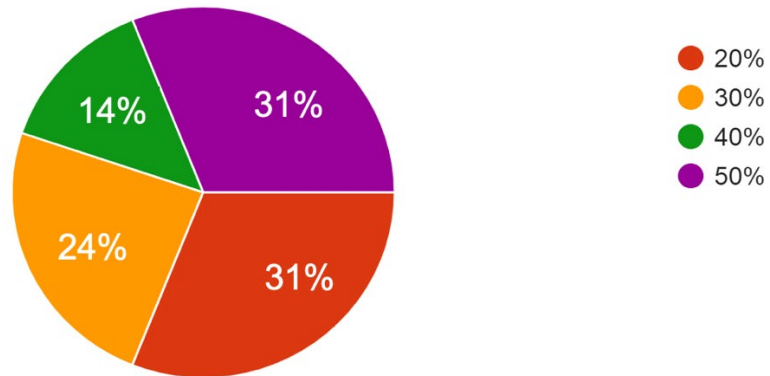


Reductions in needs

A third of the companies that chose to reduce their needs, mainly "Large Companies", did so to the tune of 50%. Here again, the impact of the crisis seems to be the most violent ever recorded in Russia.

A second third, made up of "Large Companies", have also reduced their space requirements, but by up to 20%.

Your office space needs have decreased in percentage:



Methods of work

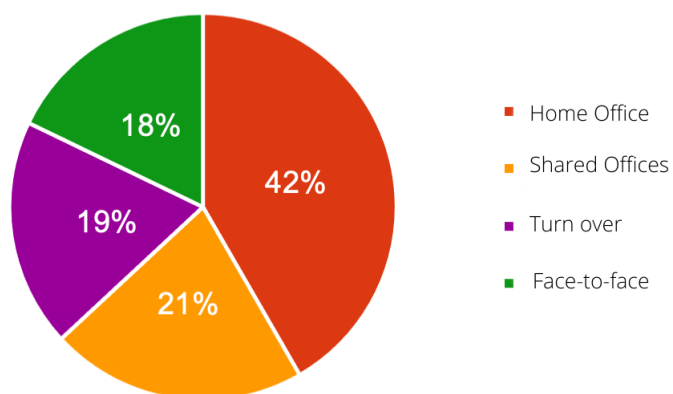
NB: Multiple answers

Almost half of the respondents have adopted teleworking. It is worth recalling that this method was (and still is) very strongly recommended by the authorities since the beginning of the pandemic.

Shared desks, combined with team rotation, affected one in five companies.

To be present at work, too, only concerned one company in five.

Due to the pandemic, you have chosen this working method:

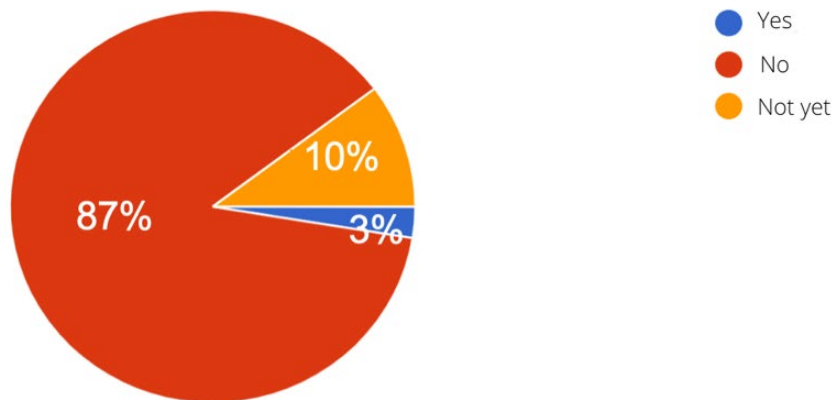


Co-working

Co-working, before and during the pandemic, was only practiced by 3% of CCI France Russie firms. In the future, only 10% more could be tempted by this solution.

A priori, the co-working praised by the millennium generation does not seem to be a working method adopted by the CCI France Russie community, yet.

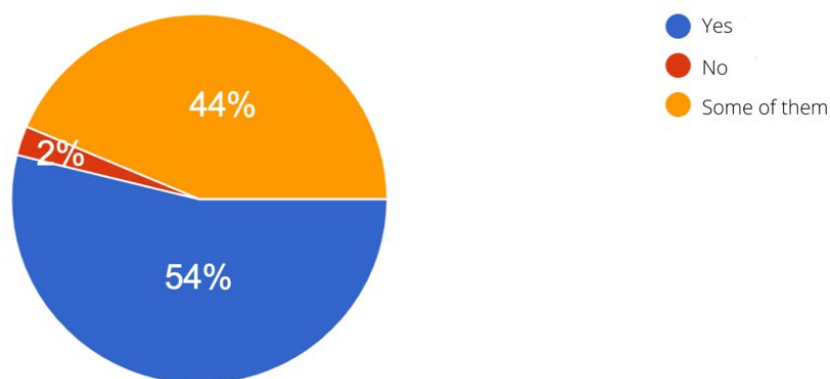
Due to the pandemic, have you given access to your employees to a coworking space close to their accommodation?



The sustainability of new working methods

One firm in two considers that ALL the methods adopted during the crisis will be sustainable, so that slightly less than one firm in two believes that it will be ONLY SOME of these solutions that will become sustainable. Tomorrow's world for the office will definitely be very different from yesterday's world, whatever the corporate sector and its size.

Do you think that these working methods will be sustainable in the company?



The massive return to the office

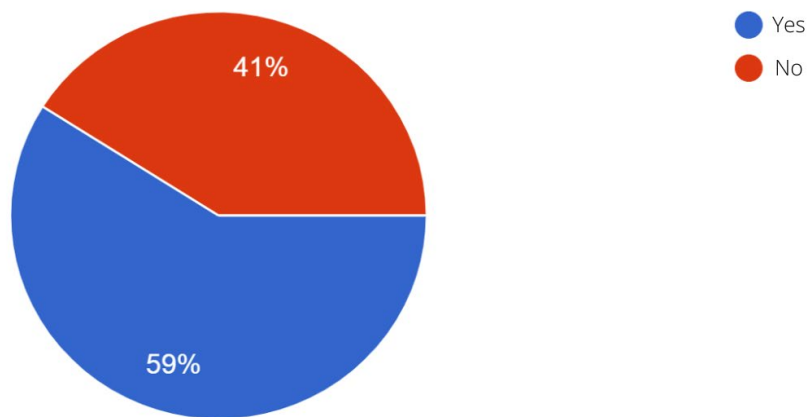
The majority of the companies surveyed, 6 out of 10, believe in a massive return of employees to the office.

But 4 out of 10 think they will not return.

We can imagine that each side holds a piece of the truth.

We will expand on this, in the conclusion.

Do you consider a massive return of your employees to your office after the pandemic?



Technical facilities

NB: multiple answers

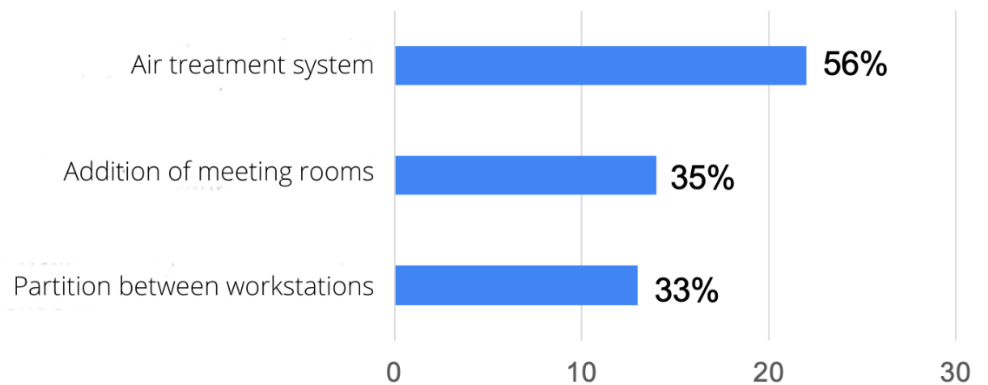
Air treatment, selected by 56% of companies, to improve the air conditioning system

Addition of meeting rooms, selected by 35% of the members, i.e. one company out of 3.

Installation of partitions between workstations, again requested by one company out of 3

Without this being proposed in the list of "technical" facilities, one company out of 2, mentioned in its answers, a "practical" change: the shared desks.

If there is a massive return to the office, are you considering technical adjustments to preserve the health and well-being of your employees (multiple choices)?



Conclusion

- The pandemic has forced companies to reconsider the working methods and tools of the previous world, for their survival.
- For most of them, they have had to use tele-working method. With the rotation of the teams, many have taken the opportunity to introduce desk sharing.
- To reassure the teams, companies have installed air purifiers and partitions between the work stations.
- For their comfort, they have added meeting rooms.

This step is fundamental in the reorganization of firms and their race towards digital transformation, the martingale of increased productivity.

- Already, a large part of the technical parameters required, are already integrated by companies since the pandemic, to transform a so-called "open space" office into a "Flex office".*

The current size of the offices should not change radically, as it is based on the paradox between new working methods that should become permanent (54% of responses) and the massive return to the office (59%).

A CEO of an insurance company summed up his new structure: "*Permanent implementation of a hybrid working method for 70% of employees and a full remote method for 30%.*"

After the real estate department, the last step in winning this digital revolution is for HR management to rethink the way it works for the organization, the hierarchy, and the management of collaborative work.

As a consequence, this is a new corporate culture to be created and shared.

Definition*:

Flex office is more than space planning, it is also a range of solutions such as teleworking or co-working, to put employees in the best possible position to give the best of themselves and to strengthen collaborative work. It's a concept.

Arnaud Benoit

President of the Real Estate & Construction Committee