

SOCIAL BAROMETER



Quality of life and working conditions

Survey conducted from January 9 to 30, 2026 among all CNRS employees



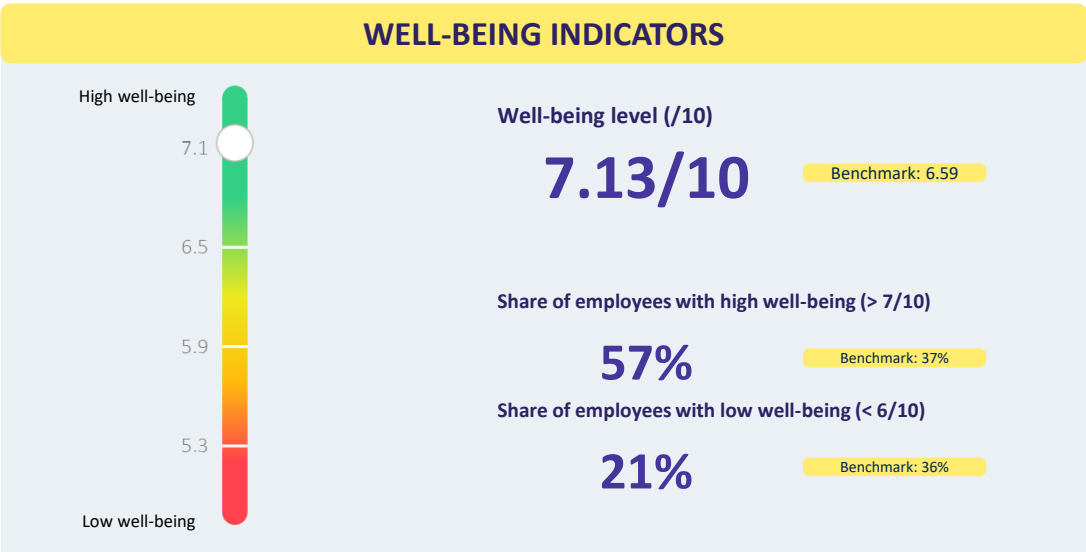
8,968 respondents



26 % participation rate

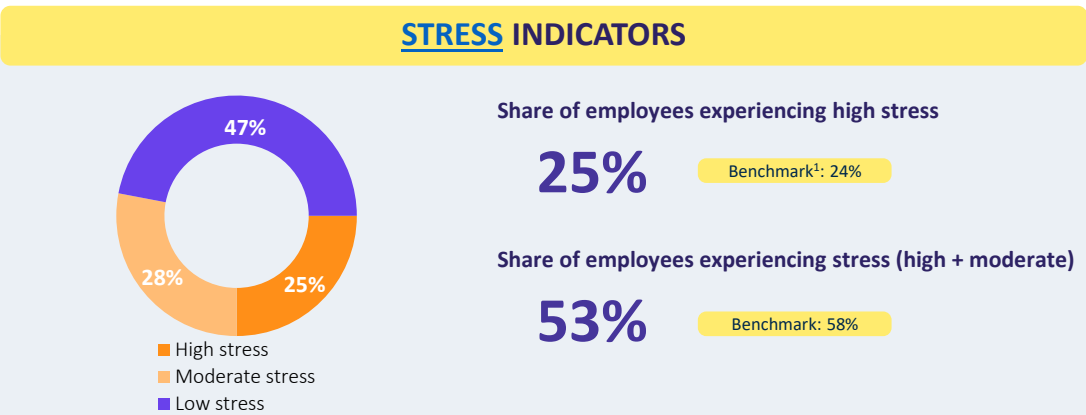
AT A GLANCE... THE KEY INDICATORS

WELL-BEING INDICATORS



Despite relatively high stress levels, **researchers stand out positively compared to engineers and technicians in terms of well-being** (7.42/10 vs. 6.91/10). This atypical combination, referred to as an “anxiety–pleasure” dynamic, reflects the coexistence in daily work of significant sources of satisfaction alongside notable risk factors.

STRESS INDICATORS



Women are more exposed to stress than men: they report feeling less comfortable with their workload (31% vs. 25% for men), lower confidence in the future (46% vs. 50%), and are more frequently victims of sexist behavior (13% vs. 1% for men).



Researchers report higher levels of stress than engineers and technicians (high stress: respectively 29% and 25%; stress: respectively 59% and 53%). They notably highlight additional difficulties in disconnecting at the end of the day and report that the tools available to them are not well suited.



(1) Benchmark index established for the public sector based on similar surveys conducted by Greenworking and public data (INSEE, DARES).

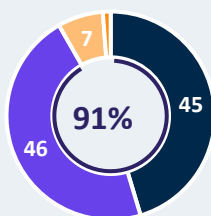
Note: Benchmark data are not available for certain questions that were specifically designed for the CNRS survey and therefore lack a comparative reference.

Job content, skills, and career pathways

Respondents express a sense of pride in belonging to the institution and contributing to the development of research in France

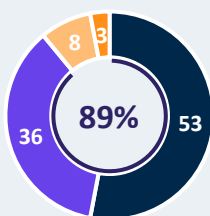
SENSE OF BELONGING

I am proud to work at CNRS.



ALIGNMENT WITH VALUES

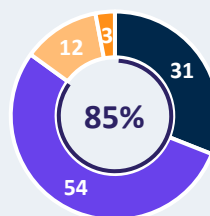
My work is aligned with my personal values.



Benchmark: 73%

USEFULNESS OF WORK

I feel that my work is useful.

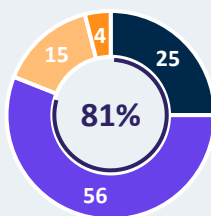


Benchmark: 87%

Working conditions and work organization are positively perceived: objectives are clear, autonomy is significant, and managers generally feel comfortable in fulfilling their roles

CLARITY OF OBJECTIVES

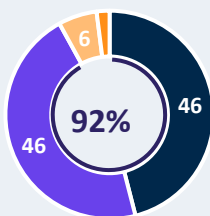
I clearly understand what is expected of me in my work.



Benchmark: 82%

AUTONOMY

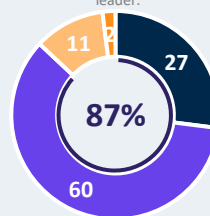
I have the freedom to decide how to organize my work.



Benchmark: 78%

MANAGERIAL COMFORT

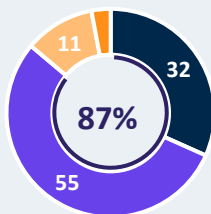
I feel sufficiently comfortable and competent to carry out my role as a team leader.



The work environment is considered conducive to learning, and career development opportunities are overall well identified

SKILLS DEVELOPMENT

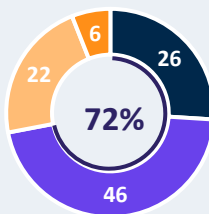
At work, I have the opportunity to develop my skills.



Benchmark: 71%

CAREER DEVELOPMENT OPPORTUNITIES

I am aware of my career development opportunities.



Benchmark: 52%



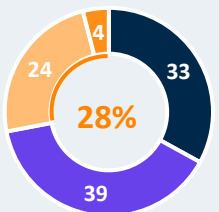
Respondents under the age of 30 report being less well informed than other age groups regarding their career development opportunities:

- For **under 30**: 47%
- For **ages 30–39**: 63%
- For **ages 40–49**: 73%
- For **ages 50–59**: 78%
- For **ages 60 and over**: 83%

However, respondents report a relatively high workload

MENTAL LOAD (satisfaction rate¹)

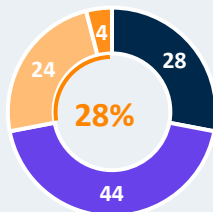
I feel pressured/stressed by time constraints in carrying out my tasks.



Benchmark: 38%

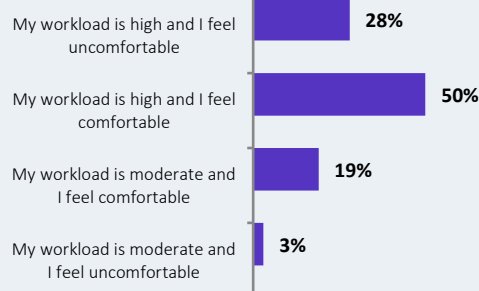
WORK INTERRUPTIONS (satisfaction rate¹)

I am frequently interrupted in my work.



Benchmark: 44%

WORKLOAD



Time pressure is particularly pronounced among **researchers** (mental workload: 13% satisfaction among researchers vs. 32% among engineers and technicians; work interruptions: 21% vs. 25%)



■ % Strongly agree ■ % Somewhat agree ■ % Somewhat disagree ■ % Strongly disagree

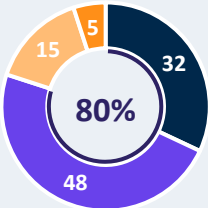
(1) For each factor, the score shown corresponds to the percentage of respondents satisfied with that factor: the higher the score, the higher the level of satisfaction, including the "mental workload" factor. A score of 28% on "mental workload" therefore means that 28% of CNRS employees do not feel under time pressure due to a heavy workload, compared with 38% in the benchmark.

Participative management and workplace relationships

The majority of respondents feel they can express themselves freely, benefit from a right to make mistakes, and feel recognized in their work

LISTENING

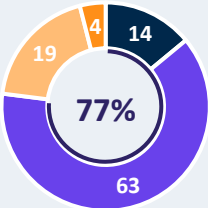
I have the opportunity to express my ideas, be heard, and understood.



Benchmark: 82%

RIGHT TO MAKE MISTAKES

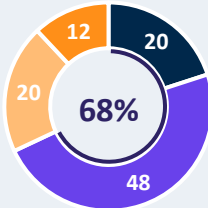
In my day-to-day collaborations, it is accepted that I may make mistakes.



Benchmark: 78%

RECOGNITION

Considering my level of commitment, I feel recognized by my managers in my work.

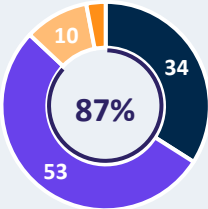


Benchmark: 67%

The overall work atmosphere is appreciated, and expressions of support are significant

TEAM OR NETWORK SUPPORT

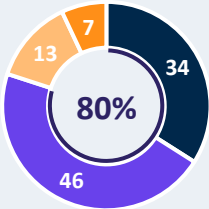
The work network (team or service) supports me professionally.



Benchmark: 90%

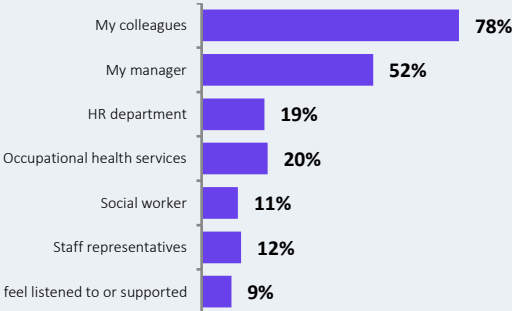
WORKING ATMOSPHERE

I am satisfied with the atmosphere within my team.



Benchmark: 89%

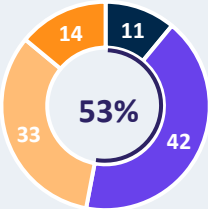
SOCIAL SUPPORT



Managerial practices that could be strengthened

CLARITY AND REGULARITY OF FEEDBACK

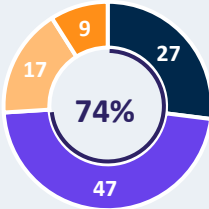
I receive regular and clear feedback on the quality of my work.



Benchmark: 64%

ATTENTION TO WELL-BEING

My manager is concerned about the well-being of their team members.

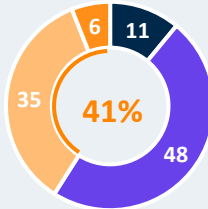


Benchmark: 82%

MANAGER SUPPORT

(satisfaction rate)

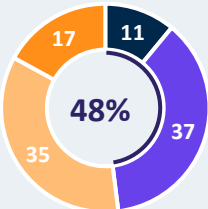
As a manager, I would like to benefit from enhanced support.



Respondents express significant concerns about the future and a need for enhanced support

CONFIDENCE IN THE FUTURE

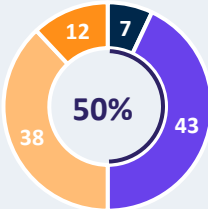
I have confidence in the future of my profession at CNRS.



Benchmark: 73%

SUPPORT FOR CHANGE

I feel sufficiently supported to adapt to change.



Benchmark: 58%

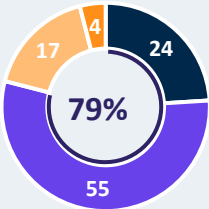


Workplace equality and occupational health

Organizational flexibility, particularly enabled by remote work, is appreciated

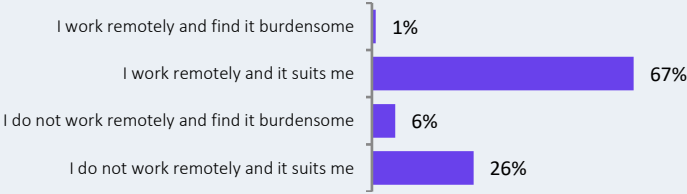
WORK-LIFE BALANCE

I am able to balance my professional and personal life.



REMOTE WORK

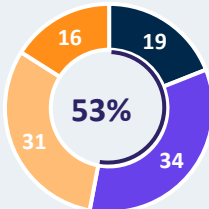
What is my relationship with remote work?



However, two indicators point to a risk of spillover into personal life: the ability to disconnect and overcommitment

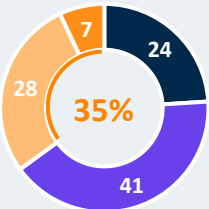
ABILITY TO DISCONNECT

I manage to disconnect from my work tools and professional concerns outside working hours.



OVERCOMMITMENT (satisfaction rate)

My relatives consider that I am too invested in my work.

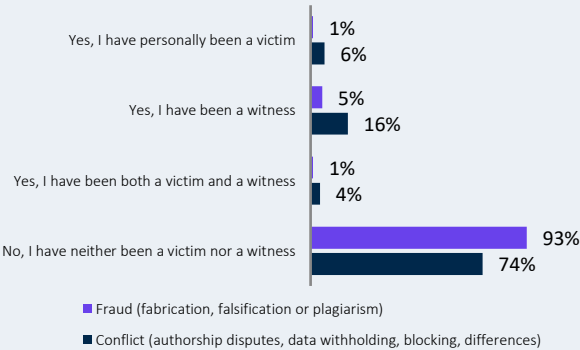


The results are particularly dispersed between **researchers and engineers and technicians** (Ability to disconnect: respectively 33% and 61% satisfaction; Overcommitment: respectively 23% and 38% satisfaction)

Situations of verbal violence, sexist behaviors, and discrimination require further investigation at the local level

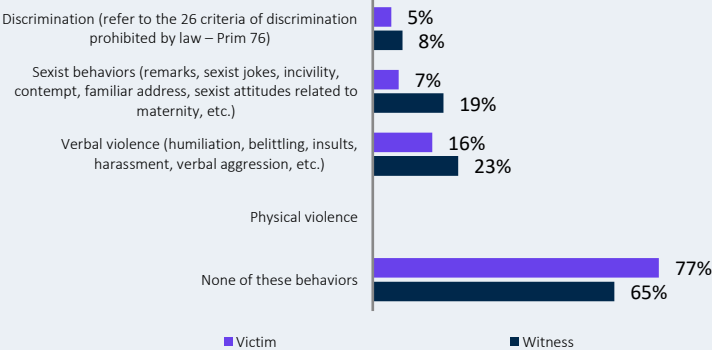
SCIENTIFIC INTEGRITY

In the past 24 months, have you been a victim or witness of any form of scientific misconduct (fabrication, falsification, or plagiarism) or conflicts (authorship disputes, data withholding, publication blocking, differences of opinion during collaborations, etc.)?



VIOLENCE AND DISCRIMINATION

In the past 24 months, have you been a victim or witness at CNRS of any of the following behaviors?



■ % Strongly agree ■ % Somewhat agree ■ % Somewhat disagree ■ % Strongly disagree