We all dream about working differently

More mobility, more freedom, more collaboration... The world of work is experiencing a major digital revolution. Orange is supporting this transformation to strike a better balance between performance and quality of life.
In 2014, Orange helped reinvent the world of work.

**One out of three people** hired in 2020 will work somewhere other than in an office. **40%** of the world’s businesses (digital leaders) encourage employees to “Bring Your Own Device” to work – tablet, smartphone, laptop – while **20%** discourage this practice.

**67%** of Europe’s employees believe the boundaries between professional and private life are disappearing.

**68%** think that new technologies improve their working environment.

In 2020, there are expected to be **25 billion connected objects**.

In 2014, Orange Fab expanded further in 2014 and now spans four continents with launches in Poland, Israel and Côte d’Ivoire, as well as the partnership with Oasis 500 in Jordan. This network lets Orange collaborate with vibrant and promising start-ups, embodying the Group’s open innovation approach.

Air Liquide and Michelin joined SNCF, Orange and Total to invest in Ecomobility Ventures, a European investment fund dedicated to innovation in sustainable mobility.

Orange joined other partners to launch the Datavenue challenge. The aim is to nurture an ecosystem to develop new services based on connected objects and data, offering security and safeguards for user privacy.

In 2014, Mobistar in Belgium launched the first cloud-based virtual mobile telephone switchboard. Dubbed “Mobiline”, this groundbreaking solution for SMEs lets businesses work from anywhere while retaining the same fixed number. Companies no longer need fixed phones or landlines, only a SIM card and a Web interface, letting them save up to 50% on fixed phone costs. Mobiline provides all the functionalities of a fixed line on mobile phones, including voicemail, music-on-hold, conference calls, call forwarding to another fixed number, etc. One or more fixed-line numbers can be paired with mobile numbers. This makes it easy for customers to reach businesses at any time, and allows businesses to manage their outgoing caller ID. Employees personally program the days and hours they are “on the job” via a web interface. The switchboard automatically switches between professional and private mode. Pretty creative, isn’t it?

**Mobiline: fixed or mobile? The choice is yours!**

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With digital tools, the world is changing faster than ever before. Interactions between people and businesses and transactions are all going digital. At Orange, our job is to guide these changes to make things better, for you and for your company.

5 minutes to... put the phone down

221. That’s how many times British users check their smartphone on average each day. Admittedly, who hasn’t felt lost when they forget or misplace their phone? Some people go to extreme measures they forget or misplace their phone? Some people go to extreme measures they forget or misplace their phone? Some people go to extreme measures...

We all dream about things better, for you and for your company.

To strike a healthy balance between work and private life, in addition to specific work and applications designed to help people disconnect, Orange is also encouraging an ongoing public conversation via several websites.

locollectif.orange.fr
digital-society-forum.orange.fr/en

Digitalized workspace

Today’s workplace is resolutely digital, with multiple devices, technologies and powerful new networks. Hence, we started to work on a project that would allow employees to work on their personal tablet, smartphone or laptop from anywhere, just as if they were in their office or home – in the train, in a coffee shop, or on the networks of Stop & Work remote office spaces, equipped with the latest Orange solutions.

When businesses get “social”

Personal and professional use of digital technologies is increasingly intertwined. This is the logic behind “Bring Your Own Device”, allowing employees to work on their personal tablet, smartphone or laptop. In the other direction, consumer social networks are spreading into the workplace, raising fundamental issues in terms of security. Employees often prefer to communicate via social networks rather than email, or use their Skype account or Facetime app to videoconference, thus prompting companies to integrate or replicate these collaborative tools. Enterprise social networks are surging up everywhere, including Orange’s “plazza”, a platform for employees that now forms communities that bring together people with similar jobs or centres of interest, letting them share information and experience. There are currently more than 1,700 active communities on “plazza”, a platform where people can conveniently reach out to colleagues and a forum to resolutely reinvent the workplace.

Flexible Storage

In the clouds with the European Space Agency

Digital Workplace

With Digital Workplace, you instantly connect to your Day-to-Day work and access cloud-based solutions and services: collaboration, desktop applications, videoconferencing, around the world, through all your apps or smartphone. The power of our network and cloud data security let you focus on your work with complete peace of mind. Give it a try – it changes your life.

Flexible Storage

This data storage solution sets businesses free, offering a true cloud-based approach to storage, with more agility and control. The Storage Services cloud infrastructure with complete security and high-speed access from any device, computer tablet or smartphone. The solution combines the ease of use of public cloud services with the performance and security required by system administrators. Data is hosted and protected in the Orange’s latest generation, high-security data centers.

My Office Phone

People who run their own business must multi-task. For them, convergence between their fixed and mobile phones is absolutely critical. With My Office Phone, they can own client calls and manage their business network, whenever and wherever at home or office. Unexpected calls from any smartphone. The power of our network and cloud data security let you focus on your work with complete peace of mind. Give it a try – it changes your life.

Stop & Work

If you like videoconferencing, you’ll love the tele-centres. Our Stop & Work remote working solution provides very high-speed broadband for videoconferencing, creating a perfect hybrid between the home office and open office. The service is designed for anyone who does not have their own office or needs to work away from their regular office. With thin client and connectivity, these tele-centres make remote working intuitive and very pleasant alternative.
Our HR policy

Orange must continually adapt to the changes we face in a challenging business, competitive and regulatory environment. Our role is to anticipate these changes, manage them, and enable our teams to change and acquire new skills to make sure nobody is left behind. This is not only our responsibility as an employer, it is also essential to ensure that we remain a leader in our industry. Because we recognize that without positive employee relations, business success would be impossible, we always combine the two.

Employment and inclusion

Some 30,000 French Orange employees will retire by 2020 and the Group has initiated a broad policy to prepare for their succession. After adding 10,000 employees between 2010 and 2012, an additional 4,500 people will be hired over the 2013-2015 period, including 400 in 2015 as part of the very high speed broadband plan, and 400 more in 2016. Orange also actively supports on-the-job learning with 5,000 young people on work/study programmes under contract, of whom 1,000 were recruited in 2014.

4,500 recruitments planned for 2013-2015.

Orange, a great place to work

Orange Human Resources earned an impressive number of distinctions in 2014 in Europe, Africa, Asia and elsewhere. The Group was named “Top Employer Europe 2014” and “Top Employer Africa 2014”, winning these titles for the second consecutive year. In India, Orange Business Services was honoured. In July 2014, the Major Service Center (MSC) in India was certified as a “Great Place to Work India”. And at the World Communication Awards 2014, Orange Business Services received two of the most prestigious awards in the telecom sector: Best Enterprise Service for Business VPN Hybrid and the Cloud Infrastructure Award for Flexible Computing Healthcare. Who’s next?

Orange deepens digital skillsets

The Digital Academy provides all Orange employees with a common grounding in the challenges and issues surrounding the digital transformation. Launched in February 2014, this online training programme culminates in a quiz to validate learning. At the end of 2014 more than 70,000 employees had earned their “digital passports”. The digital revolution is very much on the march at Orange.

70,000 digital passports earned

Diversity is the future

Equal opportunity, gender equality, equal employment for people with disabilities and combating discrimination are all priorities to ensure that diversity contributes to the company’s performance. Orange leverages the benefits of diversity at multiple levels. We’ve rolled out a host of initiatives across the company to raise employee awareness, mentor students and welcome people with disabilities into the workforce. A new agreement on diversity signed with five trade unions calls for disabled employees to represent 6% of the total workforce for the period 2014-2016.