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AVOCATS

# Baromètre de la Justice

*Business perceptions of the justice  
system*

Second Version / December 2025



# Acknowledgements



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The perfect balance  
between precision  
and ingenuity in law

# BAROMÈTRE DE LA JUSTICE 2025

Second edition

## Methodology

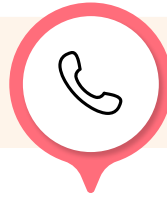
This study was conducted among a sample of 625 executives (CEOs/CFOs, CFOs, HR directors, legal directors, etc.) representative of all companies in France.



Sample selected using the quota method



ISO 20252 procedures and rules



Conducted by telephone



Between October 22 and November 20, 2025

## Company & Justice

**18%** executives have faced legal issues that could lead to a lawsuit in the past five years

**38%** For 38% of respondents, it was an HR or social issue.

**37%** For 37% of respondents, it was an administrative issue.

**78%** of these companies have used a lawyer

## Companies opinion

**61%**

-1 pts

have confidence in the justice system

**54%**

+6 pts

consider that the justice system is functioning well overall, across all jurisdictions

## MARD :

The use of amicable settlement is considered an effective practice.

**53%**

Companies favor dialogue and amicable resolution to improve dispute management.

The non-judicial solution, assisted by a lawyer, is thus deemed satisfactory by the executives who have tried it.

**80%**

Satisfied with the outcome of the non-judicial proceedings

**75%**

Satisfied with the outcome of the non-judicial procedure

## What about tomorrow?

**82%**

executives are skeptical about AI's ability to predict the outcome of a dispute

**84%**

leaders are opposed to paying a financial contribution to the Justice Department

## Lawyers & Companies: a positive perception

**88%**

The reputation of law firms remains overwhelmingly positive.

Qualitative assessment

## Summary

#1 – Relations with judicial institutions remain mixed but are improving	4
#2 – Most legal issues arise in the areas of employment and administrative law	11
#3 – ADR fully meets business leaders' expectations	17
#4 – The overall perception of law firms remains extremely favourable	20
#5 – Current issues (non-professional judges, the introduction of a financial contribution, the use of AI and dispute prevention)	26
Methodology & sampling	35





# The results

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|  
#1  
|

Relations with  
judicial institutions  
remain *mixed but*  
*are improving*

|













#2

Most legal issues  
arise in the areas of  
*employment* and  
administrative *law*















|  
#3  
|

*ADR*  
fully meets business  
leaders' expectations  
|





#4

The overall  
perception of *law  
firms* remains  
extremely *favourable*















|  
#5  
|

*Current issues*  
|

Presence of *lay judges* in  
labour courts and  
*commercial courts*





Payment by the company  
of a *financial*  
*contribution* to improve  
the resources available to  
the *justice system*





Using generative  
*artificial intelligence* to  
assess the chances of  
success in a *court case*





Ways to improve  
*litigation* management  
within the *company*







# The methodology





# The profile of the sample



## Reminder of the *stratified* sampling methodology

- A **reasoned sample**: categories of companies that are less represented in the French economic fabric are over-weighted when conducting interviews, in order to have enough interviews in each category to interpret the results for these defined categories. Their weight will then be adjusted to their actual weight in the economic fabric when the results are adjusted, in order to obtain fully representative overall results.
- The representativeness of the sample is ensured **by the quota method**, based on criteria such as company size, sector of activity, region/jurisdiction (data from the SIRENE business database).

Workforce size	Gross sample WORKFORCE	% national structure	Adjusted sample WORKFORCE	Sector	Gross sample NUMBER OF EMPLOYEES	% national structure	Adjusted sample NUMBER OF EMPLOYEES
1 to 9	170	81	487	Industry/Agriculture	100	16.7	100
10 to 49	170	15	92	Construction	100	16.2	97
50 to 249	150	3	18	Trade	200	34.3	206
250 to 999	80	0	2	Services	200	32.8	197
1,000 and above	30	0	1	<b>TOTAL</b>	<b>600</b>	<b>100.0</b>	<b>600</b>
<b>TOTAL</b>	<b>600</b>	<b>100</b>	<b>600</b>				

Region/jurisdiction	Gross sample NUMBER OF EMPLOYEES	% national structure	Adjusted sample NUMBER OF EMPLOYEES
Ile de France	200	16.9	101
- including: Versailles (78)	minimum 40		
- including: Nanterre (92)	minimum 40		
- including: Paris (75)	minimum 40		
North-West	100	22.9	
- including: Nantes (Nantes + 137 municipalities in department 44)	minimum 40		137
North East	100	20.3	122
South West	50	12.2	73
South East	150	27.7	166
- including: Lyon (69)	minimum 40		
- including: Marseille (Marseille, Aubagne, Allauch, Auriole, Cadolive, Carnoux, Cassis, Ceyreste, Cuges les Pins, Gémens, Gréasque, La Bouilladisse, La Ciotat, La Destrousse, La Penne sur Huveaune, Peypin, Plan de Cuques, Roquefort la Bédoule, Roquevaire, Saint Savournin)	minimum 40		
<b>TOTAL</b>	<b>600</b>	<b>100</b>	<b>600</b>

# Sample profile

Population of executives (CEOs/CFOs, HR directors, legal directors, etc.) of companies with at least one employee

Source: SIRENE database (excluding turnover)



## Industry

%

Industry/Agriculture	17
Construction	16
Trade	34
Services	33



## Region of establishment

%

Ile-de-France	17
North-West	23
North-East	20
South-West	12
South-East	28



## Company size

%

Micro-enterprise	81
SMEs	18
Mid-sized companies and large corporations	1



## The company's turnover

%

Less than €500,000	37
Between €500,000 and €1,999,999	31
From 2,000,000 to 4,999,999 euros	14
5 million euros and above	14
No response	4

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Your OpinionWay contact

**Anne-Laure Marchal**

Director of the Corporate and Opinion Issues Department  
Opinion Division

Tel: 01 81 81 83 00  
almarchal@opinion-way.com

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