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The ideal mobility for employee as seen by companies



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Visuel

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I. Introduction

In parallel to an international survey examining people's aspirations in terms of mobility's role in future lifestyles. Though rarely studied, companies play a central role in structuring their employees' movement, both with regard to the pace of life (working hours and rate) and the places people frequent as a result (company locations, transport accessibility, etc.).

Mobility in business: a polysemous term

The term mobility has multiple meanings in business and in management in general. It can refer to both:

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- In most cases, the participating companies did not tailor their mobility policies to different employee profiles: **67%** of companies said they treated all employees uniformly.

Public policy and the management of employee mobility: limits to explore

This research reveals a contradiction between companies' desires for increased support from public authorities and their non-use of tools created by public authorities to manage employee mobility.

- Only **24%** of companies said they had put a Plan de déplacement d'entreprises (PDE) in place. While the biggest companies (more than 1000 employees) were more likely to use this tool, only **34%** had adopted it. This number dropped even lower for companies with less than 1000 employees, only **17%** of which had adopted it.

This could be due to the lack of clarity of local public action surrounding mobility, according to surveyed innovative companies. According to these companies, it is difficult to find a "one-stop shop" for questions regarding mobility. If this service existed, it could facilitate the process for companies. Additionally, surveyed companies emphasized that alternative transportation options were not designed with companies in mind: for example, in Paris or Lille, companies cannot sign up for a bicycle service subscription for employees; employees must do it individually.

V. Documents: research and survey

Find the detailed results in French in downloadable reports [at the bottom of this page](#)

Chapô

Work-related mobility (the leading reason for daily transit in France) structures contemporary lifestyles. How do companies, as key actors in the organization of labor both spatially and temporally, envision the ideal mobility for their employees? What influence will they have on the future of mobility? Discover the results of the survey Paris IAE did for the Mobile Lives Forum.

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