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The impact of the teleworking revolution on the growth of megacities (Paris, London, New York)



Research conducted for the Mobile Lives Forum by BVA Xsight

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The impact of the teleworking revolution on the growth of megacities (Paris, London, New York)

Megacities are huge urban areas ~~with~~ over ~~10~~-~~ten~~ million inhabitants, concentrating economic, social and cultural activities. But such density comes at a price: ~~their~~the sheer size and ~~the~~ concentration of employment mean long commuting times, soaring living costs and ~~the need for people to squeeze into~~ cramped living spaces. The ~~health crisis~~pandemic of 2020 sparked a widespread adoption of telework in these cities, allowing residents to experiment with ~~a new way~~new ways of organising their activities. ~~Four years on, what~~What are the results of this phenomenon-~~four years on~~? What impact has it had on how these areas are organised and on ~~the people's~~ lifestyles ~~that develop there~~? Will telework prove to be a catalyst for ~~moving away a shift from~~ from big-city living towards other ways of life? For the third year running, the Mobile Lives Forum has launched a survey to analyse ~~what is happening~~these trends there.

Following ~~on from~~ two studies on the Paris Region, this new survey, involving almost fifteen thousand people, broadens the scope of the ~~study~~enquiry to include the megacities of London and New York. The question now is whether ~~what is true for~~the situation in Paris ~~is also true for~~is being replicated elsewhere in ~~the rest of~~ the world.

Method and definitions

This survey was carried out online in December 2023 in three territories: the Paris Region of Île-de-France and the metropolitan areas of London and New York. A ~~total~~ sample of 14,895 ~~employees workers currently employed was taken~~, one third in each megacity¹. ~~This included, including~~ 1,004 teleworkers in the Paris Region, 1,052 in New York and 1,000 in London.

"Teleworkers" are defined here as workers - excluding the self-employed - who are employed by companies located in each of the target areas (Île-de-France, New York metropolitan area and London metropolitan area) and who, at the time of the survey, were teleworking at least once a month.

"Regular teleworkers" are defined as those who telework at least once a week.

Note: in the text, the residents of Île-de-France, London and New York are defined here as having their offices in the metropolitan areas of Île-de-France, London or New York respectively ~~(whether or not they live there)~~.

¹5004 employees, including 4000 non-teleworkers, with offices in the Île-de-France region. 4886 employees, including 3834 non-teleworkers, with offices in the New York metropolitan area. 5005 employees, including 4000 non-teleworkers, with offices in the London metropolitan area.

Commenté [u1]: Is this figure correct ? In the main text it says 1000 teleworkers in London but the total is given here as 5005 with 4000 non-teleworkers.

The main results

Daily mobility²

- Four years on from the start of the ~~health crisis~~ **pandemic**, **almost half of all employees telework** at least once a month in the three megacities (47% in the Paris Region and London, 54% in New York). And when people telework, they tend to do so regularly: **9-nine out of ten-10 teleworkers do so at least once a week**.
- The ~~health crisis~~ **pandemic** has revolutionised working practices, with **3/4three quarters of the teleworkers in each region never having-never worked remotely before 2020** (79% in Île-de-France, 76% in New York and 74% in London).
- On average, teleworkers in the Paris ~~Region-Region~~ **telework two days a week**, compared with three days in London and New York. In other words, it has become normal for everyone to spend more days at home than at the office each week.

Residential mobility³

- **One in five employees** in the Paris Region, whether they telework or not, plans to **leave the region within-in the next five years**. This represents around 800,000 workers.
- Although teleworking ~~has no mechanical effect on increasing or reducing~~ **does not in itself reduce or increase** the distance between home and work, it does allow people to widen their search ~~the area in which they look for a new job or a new place to live for jobs and housing~~: of ~~those~~ **the people** living in the Paris Region who are planning to move, 40% would not have the same plans, or would not plan to move at all, if ~~they didn't have~~ the option to telework **was not there**.
- Past and future relocations are mainly motivated by the **desire for a bigger home, more outdoor space and a quieter environment**. The opposite of what ~~you can easily find~~ **is available** in the heart of a megacity.
- In the three megacities, it has become **normal for people to sleep-away-from home** ~~spend one or more nights away from home~~ **for one or more nights** on days when they **need to** travel to their workplace: this happens regularly for 26% of teleworkers in Paris, 47% in London and **even-as many as** 62% in New York.

² Daily mobility refers to all the journeys made every day, or almost every day, to carry out one's usual activities: work, shopping, health appointments, ~~accompaniment~~ **escorting others**, sport, leisure, walking, etc.

³ Residential mobility refers to the change in a household's main place of residence.

1) Paris, London and New York, three megacities at the heart of the teleworking revolution

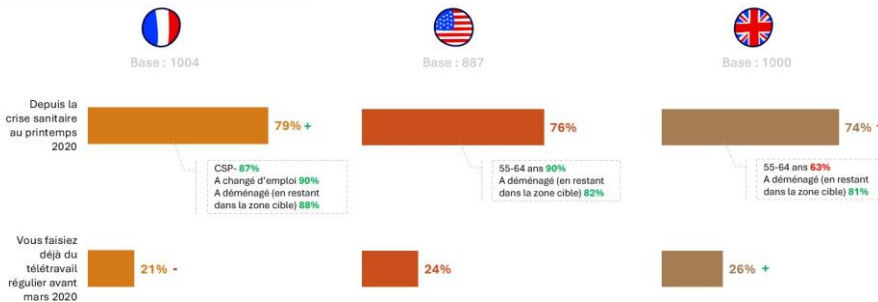
Telework, a practice boosted by the health crisis Covid 19 pandemic

In all three megacities, **teleworking is widely practised**: 47% of employees in Paris and London telework at least once a month, and as many as 54% do so in the New York metropolitan area.

In these three areas, **more than nine out of ten people who telework do so regularly**, i.e. at least once a week. ~~Thus:~~ This means that 45% of employees now telework at least once a week in the metropolitan areas of Paris and London. The figure reaches 50% in New York's metropolitan area.

The health crisis pandemic has revolutionised working practices; indeed, **prior to 2020, 3/4 three quarters of the teleworkers across the three megacities had never worked remotely before** (79% in Île-de-France, 76% in New York and 74% in London).

Mise en place du télétravail



Commenté [u2]: None of these figures have English translations

Frequency and location of telework: less intense-prevalent and more regulated in the Île-de-France region

Four years after-since the start of the health crisis pandemic, it has now become normal to spend more days at home than at the office each week. In fact, in the Paris Region, teleworkers work remotely for an **average of two days a week**, while in London and New York, the average is **even three days**.

~~When people~~ Teleworkers in the Paris Region telework, ~~they do so work~~ mainly from home (89%). This ~~is slightly less true~~ figure is higher than in London (75%) and New York (67%), where it is much more common to work from a second home, or a coworking space or a café: nearly one in two New Yorkers do ~~this~~ regularly or occasionally and nearly one in three do so in London, compared to only one in ten in Paris (two in ten telework from a second home).

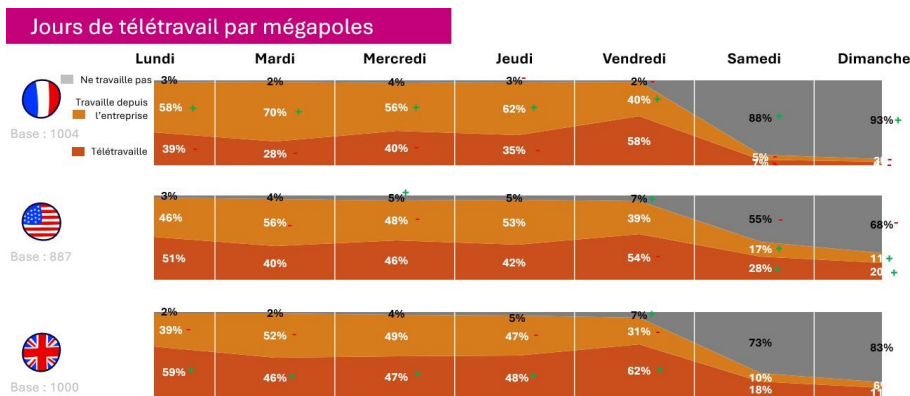
Half-day teleworking is much more widespread in New York (41% of teleworkers) and London (28% of teleworkers) than in the Paris Region, where only 9% of employees telework for half a day from time to time.

Most teleworked-common days for teleworking

In all three cities, Fridays are the most teleworked-common days for teleworking (58% in Paris, 54% in New York and 62% in London), just behind Mondays (39% in Paris, 51% in New York and 59% in London).

Île-de-France stands out with a very high percentage of people present at the workplace on Tuesdays and, to a lesser extent, on Thursdays (70% and 62% in the workplace). These are the days with the highest peaks on-for public transport and-on the road use roads.

The days closest to the weekend are the ones-on which-most-people-most-popular-for telework, allowing them-people to travel or extend their break from the workplace. The specificity of Wednesdays in France can be explained by the French school system (in-which-children are often out-not-inf school on Wednesdays).



Does sleeping-spending nights away from home represent a new form of 'bi-residentiality'⁴?

For 26% of teleworkers in the Paris Region, it has become normal to sleep-away-from-home for-spend one or more nights away from home on days when they go to-their-to-the workplace. This new-organisation-trend is becoming increasingly widespread, since (-only 18% of teleworkers did so in 2022).

⁴ Bi-residentiality means living in two homes for almost an equal length of time.

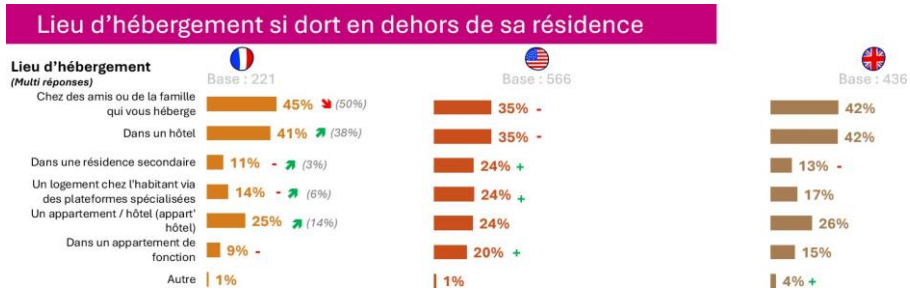


The number of nights spent away from home is even higher in London and New York, where respectively 47% and 62% of teleworkers regularly sleep away from home when they travel to their workplace.

Half (49%) of the teleworkers in the Paris Region ~~take only one night off~~ only spend one night away. In the United States and England, it is more common to stay away for two nights or more: 74% and 61% respectively.

When they ~~do stay away~~ away from home, 45% of people in the Paris Region stay with friends or family. This is ~~5% 5 points~~ less than in 2022. ~~Mechanically, commercial~~ Commercial alternatives are increasingly used: hotels represented 41% in 2023 (+3 points since 2022), hotel-apartments ~~25%~~ (+11 points), and home-stay accommodation via specialised platforms was 14% (+8 points).

This trend may reflect that what used to be considered an exceptional or temporary occurrence has ~~turned into~~ become something more permanent. As a result, ~~informally managing nights away starts showing its limits~~ informal nights away may have become less practical (growing tired weariness of disturbing family and friends, wanting more comfort, etc.).



While in the UK, the figures are equivalent similar, in the US the use of second homes is much higher: 24% in the US compared with 11% in France and 13% in the UK.

2) The impact of telework on where people live and work

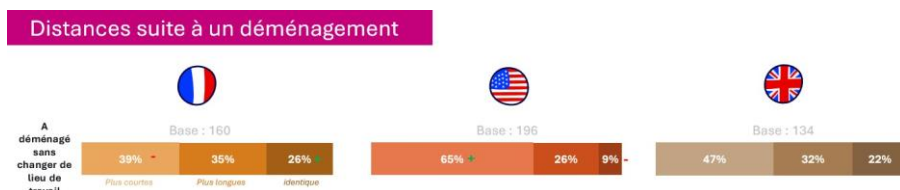
Teleworkers ~~More teleworkers~~ have moved ~~homes-house~~ more than other workers since 2020

Since the ~~health crisis in 2020~~ pandemic, teleworkers have moved ~~homes-house~~ more than non-teleworkers: 35% compared with 24% in Île-de-France, 33% compared with 24% in London and ~~even~~ 34% compared with 26% in New York.

However, there has been a general slowdown in ~~moves-relocation~~ in 2023, mainly due to the ~~economic~~ crisis and inflation. As in previous waves ~~however~~, the trend is ~~still~~ to move away from the centre of the Paris Region. Since 2020, 14% of teleworkers who have moved ~~homes house~~ have moved away from the centre of the region, compared with 5% who have moved closer. 62% moved within the same living area.

Telework ~~has no mechanical impact on any~~ ~~does not in itself~~ increase ~~in~~ the distance between home and work, but it does allow workers to widen the ~~search~~ area ~~in which they look for work~~ ~~for jobs and~~ ~~or~~ ~~accommodation~~ ~~housing~~.

Telework ~~does not necessarily result in and~~ ~~doesn't have a mechanical impact on any~~ increase ~~in~~ the distance between home and work when moving. Among teleworkers in the Paris Region who moved ~~homes house~~, ~~those who~~ 35% moved further from their office ~~(35%) were almost as likely as those who~~ but 39% moved closer ~~(39%)~~. ~~By~~ ~~in~~ contrast, 47% of teleworkers in London moved closer, compared with 22% who moved further away. The figure is even higher in New York, where 65% of teleworkers moved closer to their workplace and only 9% moved further away.



When we look at the future plans of people living in the Paris Region, we see the same dynamic: there are just as many people planning to move further away from their workplace (29%) as there are planning to move closer to it (28%).

However, it is clear that telework enables people to broaden their search area for a new home, and even more so for a new job. 25% of teleworkers who have moved since the ~~health crisis~~ pandemic of 2020 would not have planned the same move without telework, and 7% ~~of them even~~ would not have moved at all. Among those who have moved further away from

their workplace, the figure rises from 25% to 29%.

In terms of teleworkers who plan to move in the future, 39% claim they would have different plans, or no plan to move at all, if not for the possibility of teleworking. This figure rises to 52% for plans that involve moving further away from the workplace.

~~Of Among~~ the teleworkers in the Paris Region who changed the location of their workplace without moving ~~home~~ ~~house~~, 47% increased the distance between the two ~~as a result~~, while only 24% decreased it. Among the former, if ~~they hadn't had the possibility to~~ telework ~~had not been a possibility~~, 22% would have chosen a workplace closer to ~~their~~ home and 46% would not have changed their workplace ~~at place~~.

In the future, the ability to telework could encourage ~~one~~ ~~in~~ ~~two~~ teleworkers in the Paris Region to ~~change choose a for a new~~ job or ~~moving house~~ ~~home that involves greater distances~~ ~~without longer distances being seen as a barrier~~. Abroad, ~~the option of~~ telework is an even greater incentive to change jobs for something that ~~involves greater distances~~ ~~is~~ ~~further~~ from home (around ~~3 out of 4~~ ~~three in four~~).

A persistent desire to leave the Paris Region

For the third year running, the number of teleworkers planning to move ~~is~~ ~~remains~~ high: 46% of teleworkers in the Paris Region are planning to move within the next ~~5~~ ~~five~~ years, compared to 39% in 2022. This increase is certainly ~~in part~~ due ~~in part~~ to a number of projects being postponed in 2023 because of inflation.

Although only 4% of teleworkers in Île-de-France ~~have~~ moved away from the region in 2020, with even a slight trend of people returning (5% of teleworkers moved away from the region between 2020 and 2023 and returned), **there are still many who plan to leave the region.**

One in five workers in the Paris Region, whether they telework or not, plan to leave the region ~~within~~ the next five years. This represents around 800,000 workers.

The most attractive regions are the west of France (Normandy and Brittany) and the entire southern half (New Aquitaine, Occitania, Auvergne-Rhône-Alpes, PACA).

The situation in London is ~~in a similar situation~~ to Paris, with one in five teleworkers ~~wishing to live~~ ~~hoping to be living~~ outside the metropolitan area within ~~5~~ ~~five~~ years, while only one in ten wish to leave New York.

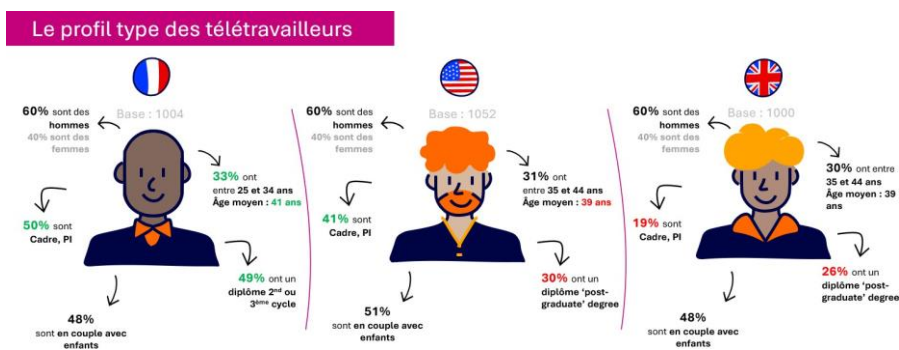
More space and quiet, the main reasons for past and future moves

People who ~~were~~ already ~~living~~ ~~lived~~ in a house ~~(as opposed to an apartment)~~ in 2020 are significantly less likely to have moved between 2020 and 2023. Unsurprisingly, we can see that past and future moves are mainly motivated by the search for a larger home, outdoor space and a quieter living environment. Exactly the opposite of what is readily available in megacities. A more pleasant climate is also very much in demand, which may explain the

Commenté [u3]: I have added this qualification for an English reader as in the UK living in a house is much more common

appeal of the South of France in particular.

3) The main differences between the three megacities



- Here is the typical portrait of teleworking What is the typical profile of a teleworker in each of the ~~three~~ megacities? 60% of teleworkers in these three urban centres are men, with an average age of 40. In the Paris Region, half hold ~~managemanagerial~~ or executive level positions, which is the case for 41% ~~of them~~ in New York ~~but and~~ only 19% in London. This difference can also be seen in the level of qualifications: 50% in the Paris Region have a post-graduate degree, compared with 30% in New York and 26% in London.
- 27% of Paris Region workers spend more than half of their working hours teleworking. This ~~proportion goes up~~ rises to 49% in New York and 53% in London.
- Only 15% of ~~workers teleworkers~~ in the Paris Region telework full-time, whereas this is more common in New York (~~one~~ in ~~two~~) and in London (~~one~~ in ~~three~~).
- Half-day teleworking is much more widespread in New York (41% of teleworkers) and London (29% of teleworkers) than in the Paris Region, where only 9% of the residents telework half a day.
- While the vast majority of teleworkers in the Paris Region often telework from home (89%), this is less ~~true common~~ in London (75%) and New York (67%). ~~There~~ In those cities, it is much more common to work from a second home, a coworking space or a café: almost ~~half~~ ~~1/2~~ of New Yorkers do so regularly or occasionally and almost ~~one third~~ ~~1/3~~ of them do so in London, compared with ~~one in ten~~ ~~1/10~~ in Paris (~~two in ten~~ ~~2/10~~ from a second home).
- While the practice of teleworking is growing in all three megacities, it is more widespread among teleworkers in New York (62%) and London (47%) than in the Paris

Commenté [u4]: In the French text this figure is given as 28%

Commenté [u5]: Should this be 'spending nights away from home' ??

Region (26%). ~~What's more~~ Moreover, in France, ~~when sleeping away from home~~, half (49%) of ~~the all~~ teleworkers ~~who spend time away from home~~ do so for just one night. In the United States and England, it is more common to stay away for two nights or more: 74% and 61% respectively.

- Among teleworkers in the Paris Region who have moved ~~house, almost there are~~ as many ~~who~~ have moved further away from their workplace (35%) ~~than there are~~ ~~who~~ have moved closer to it (39%), while in London, 47% ~~of them~~ have moved closer and 22% have moved further away. The figure is even higher in New York, where 65% of teleworkers have moved closer to their workplace, and only 9% have moved further away.

Read the full results of the survey:

- [The impact of the teleworking revolution on the growth of megacities \(Paris, London, New York\)](#)

Find out more about the two previous rounds of surveys, carried out in 2021 and 2022, on how telework has impacted relocations in the Paris Region:

- [Can telework enable you to leave the Paris Region? First part](#)
- [Telework survey: towards an exodus from the Paris Region? Second part](#)

THE MOBILE LIVES FORUM

The Mobile Lives Forum is a French think tank specialising in mobility issues. It is dedicated to addressing the general public's aspirations to move away from the system of high-speed, carbon-based mobility.

For over ~~10-ten~~ years, through research, studies and public debates on major mobility issues, the Forum has been exploring an original way of formulating and presenting initiatives to contribute to the ecological and social transition towards a society which, to make progress, needs to slow down.

The Forum is a French non-profit association (French law 1901) supported by the SNCF and ~~is~~ made up of a dozen radically optimistic professionals. Its innovative approach has earned it a reputation and solid scientific legitimacy in France and abroad.

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