

REGULAR WORK:  
A MYTH?

BUSY OFF-PEAK  
PERIODS

ATTRACTIVE  
MOBILITY  
PACKAGES

# KEOSCOPIE *FLASH*

February 2024

## Examining working hours

At a time when public transport is called on more than ever to offer a credible alternative to private cars, it is essential to understand today's new working patterns – and this knowledge is provided by a new Keoscopie study <sup>(1)</sup>.

**T**he growth of roles with irregular or non-standard hours, decline in jobs with regular shift patterns, increase in working from home and trials of four-day weeks... The caricature of the regular commuter, starting and finishing work every day at the traditional rush hour, no longer applies. Similarly, effects magnified by Covid – such as working from home – should not obscure slower societal shifts. Only 30% of the 28.7 million working people in France use public transport (including the train) to get to work regularly or occasionally. This figure falls to 18% for large towns <sup>(2)</sup> and




**25%**

OF WORKING PEOPLE START AND  
FINISH THEIR WORKING DAY IN THE  
"RUSH HOUR" EVERY DAY

**50%**

OF WORKING PEOPLE  
WORK FIVE DAYS A WEEK,  
FROM MONDAY TO FRIDAY

further still to 10% in medium-sized towns. These percentages call into question both the suitability of transport provision for the needs of this target passenger group and the promotion of existing provision. For example, 40 to 50% of working people say they do not know whether it would be possible for them to get to work using public transport. 

(1) Keolis study, May 2023, with Kantar: "Panorama des rythmes et formes de travail en 2023".

(2) (towns with populations over 100,000, excluding major cities).

**30%**

of working people do  
not work the same hours  
from one week to the next

**22%**

of working people say they  
work four days a week

**65%**

of jobs are not  
compatible with  
working from home

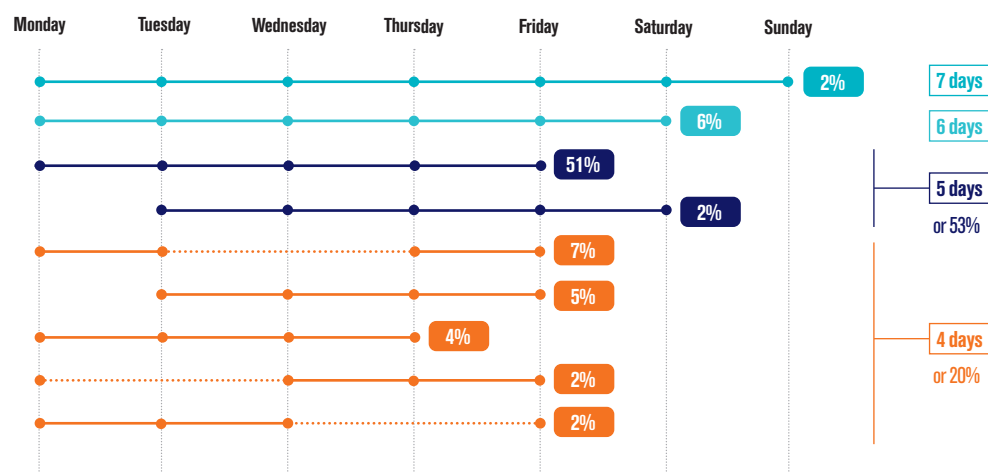
**7%**

On average  
of working people work from  
home every day,  
Monday to Friday

## Working days and weeks that change all the time

Far from the way the working week is usually imagined, only one member of the workforce in two works five days a week, from Monday to Friday; 25% work three or four days between Monday and Friday and 10% work all five days from Monday to Friday and one or two days at the weekend.

During the week (of the survey), which days did you work?



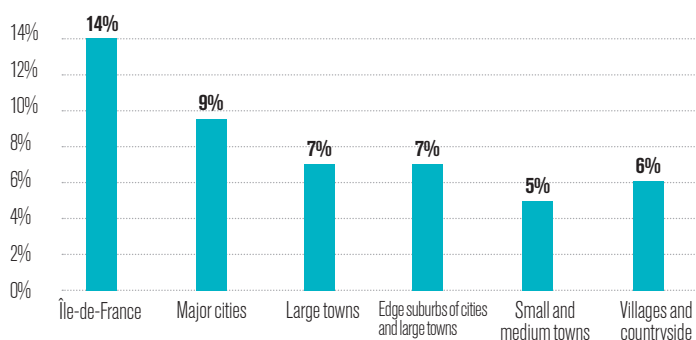
The typical working week, with a weekend of rest for all, is tending to disappear. While the four-day week is emerging, almost as many of the working people surveyed who currently work five days a week would like to work more days (to earn more) as those who would like to work less, by concentrating their working hours. Consequently, mobility needs are increasingly varied and irregular. ■

## Media coverage of remote working is a long way from the reality

In the last four years, we have seen a transformation of the ways in which work is organised. In 2019, only 4% of the workforce worked from home at least once a week, compared with around 26% today. As a result, this trend has received considerable attention, but the average masks a high degree of geographical variability: around four workers in ten in Île-de-France work from home, compared with one in four in the other major cities and around one in six in small and medium-sized towns.

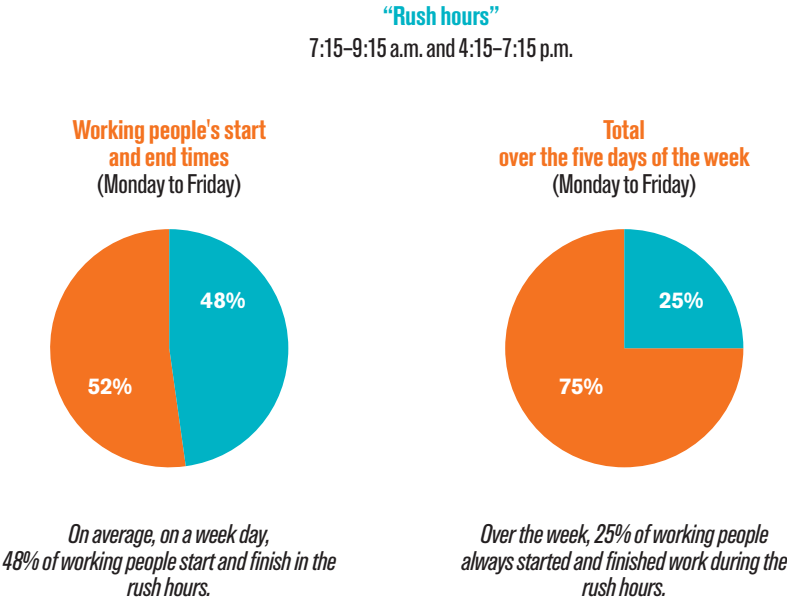
What does “working from home” mean in reality? Forty percent say they do so one day a week, and 30% two days a week. While Wednesdays and Fridays are the most common working-from-home days, 89% of people who work on those days are in the workplace. ■

% of the workforce working from home each day (average for Monday to Friday)



# Less off-peak than you might think

Analysing thousands of working days across a week reveals the diversity of working people's start and finish times, particularly in the periods thought of as "off-peak". On any given day, 10% finish after 7:15 p.m. Across the whole week (Monday to Friday), around 30% finish after 7:15 p.m. at least once. Similarly, over a week (Monday to Friday), 16% of working days (excluding remote working) begin between 4:15 and 7:15 a.m.

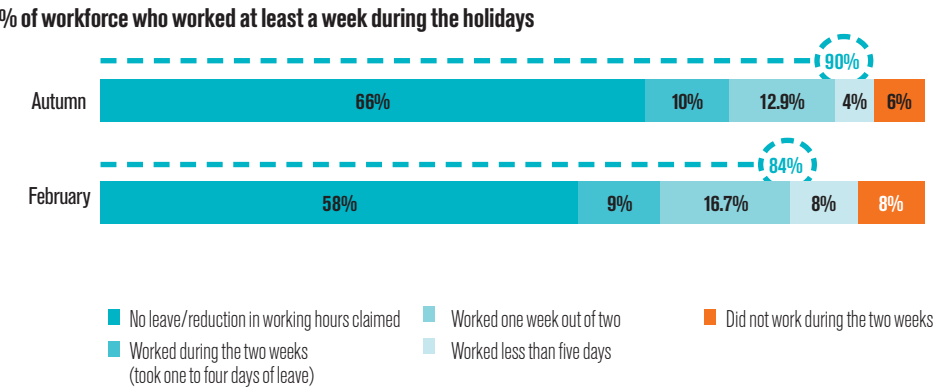


15%

of working people never start or finish work during the "rush hours"

# More people work in the school holidays than expected

During the school holidays, many networks slim down their public transport provision. Yet the vast majority of the workforce still goes to work. Concern for working people should apply all year round, including during the school holidays. And we shouldn't forget that taking a holiday doesn't necessarily mean going away. Many people never leave their local area. They continue to travel, but differently, in terms of both times and destinations.



60%

of working people are not eligible for reduced working hours

66%

of working people take no leave at all during the autumn school holidays

84%

of working people worked for at least one week during the February holidays

## Creating and promoting attractive “mobility packages”



**Éric Chareyron,**

Director of Forecasting,  
Lifestyles & Regional  
Mobility

“

Public transport must also offer a solution for the two thirds of employees who do not start and/or end their working days in the so-called rush hours.

”

### Why study working hours?

The way work is organised is changing fast. Paradoxically, despite receiving wide media coverage, this change is underestimated, particularly in terms of its impact on mobility.

Our study of several thousand working days revealed a move towards desynchronisation – people may start earlier on certain days, finish later on others, or work at weekends. It is becoming clear that any credible alternative to the car must offer a continuous, high-quality service throughout the day, every day of the week.

Thinking about multimodal and intermodal transport is also key. Anyone leaving work late in the evening or early in the morning must be able to find a transport solution that will bring them close to their home. If there is no bus connection to take them the last kilometre, or end the journey on foot or by bike, there is still work to do.

There are many pragmatic solutions for addressing these needs in terms of times, operating hours and geographical coverage, such as high-quality pedestrian and cycling routes, car pooling and transport on demand (with or without advance booking). The “mobility package” that already exists is wide-ranging and ready to be deployed in support of varied working patterns.

### Going further

It is vital to work in partnership with businesses and retailers in relation to their chosen locations and working hours. In parallel, we must also argue for infrastructure (roads, stops, etc.) that encourages people to leave their cars at home.

Finally, many citizens already think that limiting their use of the car to get to work is a positive choice for their wallets, their health and the planet. This is an encouraging shift, which we must continue to support, while not forgetting all those who do not own a car. ■

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