



## **Organising professional mobilities**

### **Ongoing research**

Corporate social responsibility, coworking and delocalisation place mobility at the heart of new corporate management practices. This research project examines the new practices surrounding corporate mobility management. Three case studies conducted by three researchers in the field of management science – Denis Chabault, Elodie Loubaresse and Bertrand Sergot – foster our understanding of these practises. This project will culminate with a one day transdisciplinary research workshop and a collective publication.

### **Research participants**

Elodie Loubaresse  
Denis Chabault  
Bertrand Sergot  
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In Organiser les Mobilités Professionnelles (organising professional mobilities), companies are understood and defined as “regulating mobility”, just as States are. To what extent and how do companies organise our mobile lives? What are the possible implications of this regulation for company directors, as well as for their employees, suppliers and clients, and for local and national public authorities? The phrase “regulating mobility” draws on John Urry’s and Tim Cresswell’s notion that the State regulates mobility, filtering and discriminating between different forms of mobility, encouraging those which it judges to be in the collective interest, and controlling or prohibiting those which it perceives as deviant or dysfunctional. The forms of mobility created by companies vary depending on scale, temporalities, social groups, etc.

Conducted by Bertrand Sergot. Elodie Loubaresse and Denis Chabault. this project seeks to

bring together two as yet disconnected fields of research: "mobility studies" and "organization studies". Three case studies will be carried out.

Conducted by Denis Chabault, the first of these case studies focuses on a coworking space: Tours' digital Cantine. What impact does remote work have on individuals' professional and personal life? In order to understand this, Denis Chabault will conduct semi-structured interviews with workers who attend the Cantine and those in charge in their companies.

Conducted by Bertrand Sergot, the second of these case studies focuses on the mobilisation of FRALIB employees in Gemenos, in the South of France. Analyses of this conflict were based on a reductive binary opposition between the employees' sedentariness and the company's mobility. In order to examine this opposition, Sergot will conduct a qualitative and quantitative analysis of the discourses of the company and the striking employees, and of interviews with the stakeholders.

Finally, the third case study, conducted by Élodie Loubaresse, focuses on the perception of employee mobility by both company directors and employees, particularly as seen through the lens of discourses on corporate social responsibility (depending on whether these employees are managers or not, mobile or sedentary, and on their level of professional experience, etc.). She seeks to understand how company directors come to control this perception and how it comes to be accepted in the day to day management of large groups, whether at a national or hyperlocal level. To this end, she will conduct semi-structured interviews and observations in a company which remains to be defined.

At the end of the project, these case studies will be gathered together in a common production bringing together their main conclusions, in order to understand — in particular — the tensions, ambiguities, and similarities between imagined, invented, perceived, and narrated mobilities, on the one hand, and the way they are actually practiced and produced, on the other.

The research team and the Forum will organise a multidisciplinary one day workshop, and the results of this workshop and the case studies will give rise to a publication by the end of the project in November 2016.

## Mobility

Broadly, the word mobility can be defined as the intention to move and the realization of this movement in geographical space, implying a social change.

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## Sedentariness

To be sedentary is to opt for stability and to put down roots, both social and spatial, whether by choice or not.

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Keywords : **Economic development, Virtual Mobilities, Lifestyles, Collective representations**

Disciplines : **Economy, law and management**

Transport mode(s) : **All modes of transport**

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<sup>1</sup> <http://www.ritm.u-psud.fr/>

<sup>2</sup> <http://www.ritm.u-psud.fr/>

<sup>3</sup> <http://www.strategie-aims.com/>

<sup>4</sup> <http://www.ritm.u-psud.fr/>

<sup>5</sup> <http://www.strategie-aims.com/>

<sup>6</sup> <mailto:pierre.gaudino@sncf.fr>

<sup>7</sup> <http://en.forumviesmobiles.org/marks/mobility-450>

<sup>8</sup> <http://en.forumviesmobiles.org/marks/sedentariness-459>

<sup>9</sup> <http://en.forumviesmobiles.org/mots-cles/developpement-economique>

<sup>10</sup> <http://en.forumviesmobiles.org/mots-cles/mobilites-virtuelles>

<sup>11</sup> <http://en.forumviesmobiles.org/mots-cles/modes-vie>

<sup>12</sup> <http://en.forumviesmobiles.org/mots-cles/representations>

<sup>13</sup> <http://en.forumviesmobiles.org/disciplines/economie-droit-et-gestion>

<sup>14</sup> <http://en.forumviesmobiles.org/modes-transports/tous-modes-transport>