The employer assessing commuting and mobility benefits

In-depth profile that builds on Head of HR, at a Swedish company

Weighs employee benefit, cost and administration when the company considers corporate travel cards, season tickets, a bicycle benefit or a combined mobility service.

95 source-backed observations | **59** sources

Public transport authorities, government agencies, research and industry surveys. All traceable to source, population, year and method.

✦ THE PROFILE'S PRIORITIES

1. An employee benefit that staff actually use
2. Cost and tax rules that can be predicted
3. Simple administration for HR and payroll

✦ ASK THE PROFILE

"What does it take from HR and payroll to introduce this, and what does it cost per employee?"

✦ THE SOURCE MATERIAL, AREA BY AREA

Number of observations and one example from the material

Budget and cost	67	In seven out of ten Swedish regions, public transport ticket prices have risen faster than inflation since 2019. WSP · Swedish public transport regions · 2025
Objections and obstacles	12	Late or incomplete supporting documents and approvals were the most common challenge before the payroll run. Kontek · 708 payroll managers in Swedish organisations
Mandate and decision path	8	In half of the organisations with at most 500 employees, HR was involved in strategy work from the start. University of Gothenburg, Cranet · Swedish organisations · 2023
Buying criteria	8	Among respondents without a benefit bicycle, 67 per cent name lower cost and 53 per cent included service as important factors. Cykelfrämjandet · 5,644 responses · 2026

✦ SOURCES

WSP · Cykelfrämjandet · Kontek · University of Gothenburg · Swedish Transport Administration · Västtrafik · Swedish Tax Agency · Swedish Energy Agency