



# Systemic Change Towards Sustainable Commuting

## LAHTI, FINLAND

### Emissions domains addressed by the Pilot activity



Land use (agriculture, forestry & other land uses)



All vehicles & transport (mobile energy)



### Key Focus Areas

Sustainable commuting | Workplace interventions | Modal shift | Co-benefits | Governance innovation

### Levers of Change

Democracy and participation | Financing and funding | Governance and policy | Learning and capabilities | Social innovation | Technology/infrastructure

### Description of the Pilot Activity

Lahti's pilot targeted one of its hardest emission sectors—mobility and transport—supporting the city's 2025 carbon neutrality target. Recognising that electrification alone won't be sufficient, the initiative promoted significant modal shift from private cars to public transport, cycling, and walking. Through co-creation with local organisations and employees, the pilot mapped commuting patterns, tested workplace interventions, and developed policy recommendations.

### Innovation Highlights

The workplace intervention model demonstrated that employer engagement can be an effective entry point for systemic behavioural change—co-creating solutions with employers and employees rather than imposing top-down requirements.

### Impact & Results

Tailored interventions in selected organisations directly influenced employee commuting patterns, resulting in measurable reductions in road transport emissions. The pilot engaged 636 citizens during the intervention period and surveyed 872 employees.

GHG emissions reductions were significant: 5,300 tCO<sub>2</sub>e in Year 1 and 8,000 tCO<sub>2</sub>e in Year 2, with capital efficiency of €151,000 per kiloton of CO<sub>2</sub> reduced.

A new governance model clarified the role of each stakeholder in nudging behavioural change—creating a more structured approach to managing mobility transitions and giving private actors a clearer role within the city's broader climate agenda.

Private organisations responded positively when the city provided targeted services and clear incentives. A communication strategy emphasising co-benefits such as improved health, safety, cost savings, and smoother everyday routines proved effective.

