



WinWin4WorkLife study

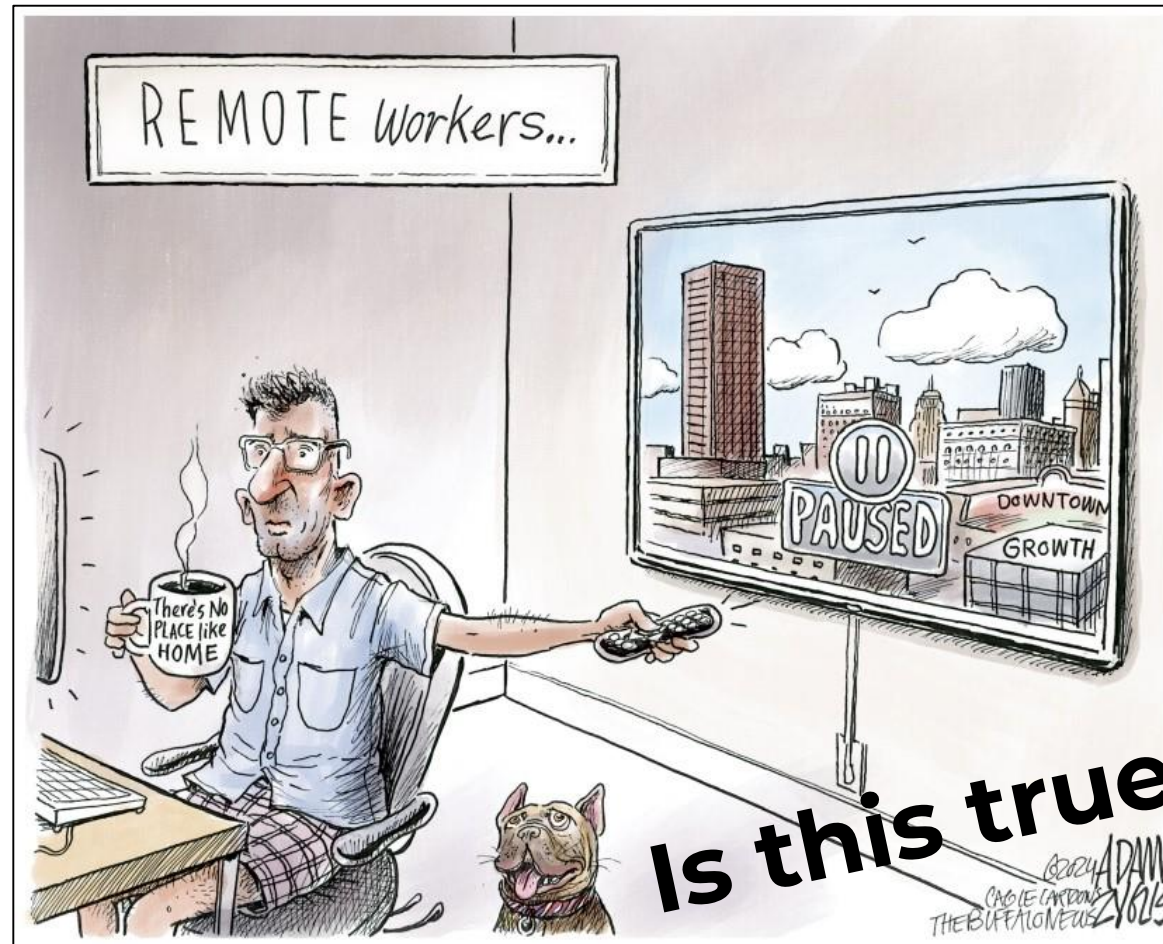
Protocol design for a study on the social, economic and spatial impacts of remote work in Europe

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Introduction



Is this true?

How WinWin4WorkLife will contribute to this debate ...



COORDINATOR



PARTNERS



**WinWin4WorkLife
Consortium**

How WinWin4WorkLife will contribute to this debate ...



Objective

Enhance our understanding of social, economic, and spatial impacts of remote work in order to build healthy, inclusive, and sustainable remote work arrangements



Scope

Interdisciplinary approach covering urban, rural, and cross-border areas in Europe



Focus

Identify living and working conditions, forecast spatial impacts, and develop policy recommendations



Funding

Funded by the European Union



Duration

2024 - 2027

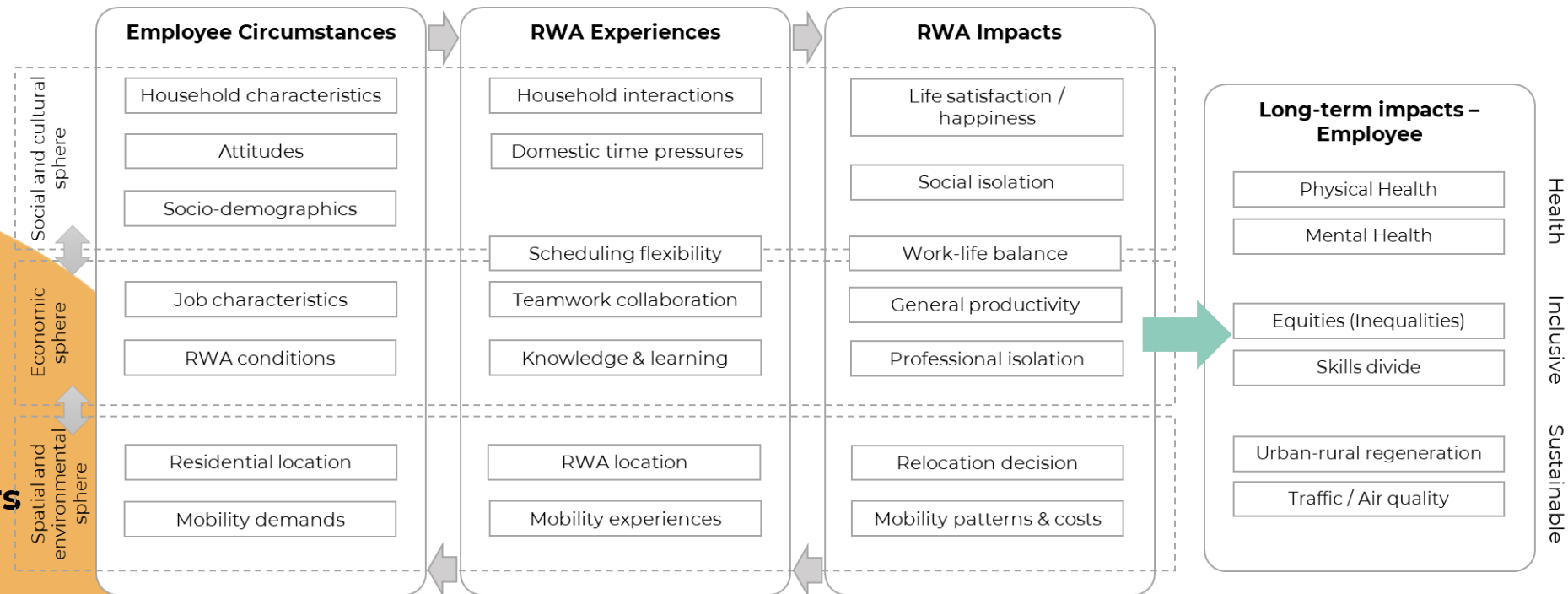
WinWin4WorkLife

In a nutshell

How WinWin4WorkLife will contribute to this debate ...

WinWin4WorkLife

- Employees AND employers
- Social, work AND spatial sphere jointly

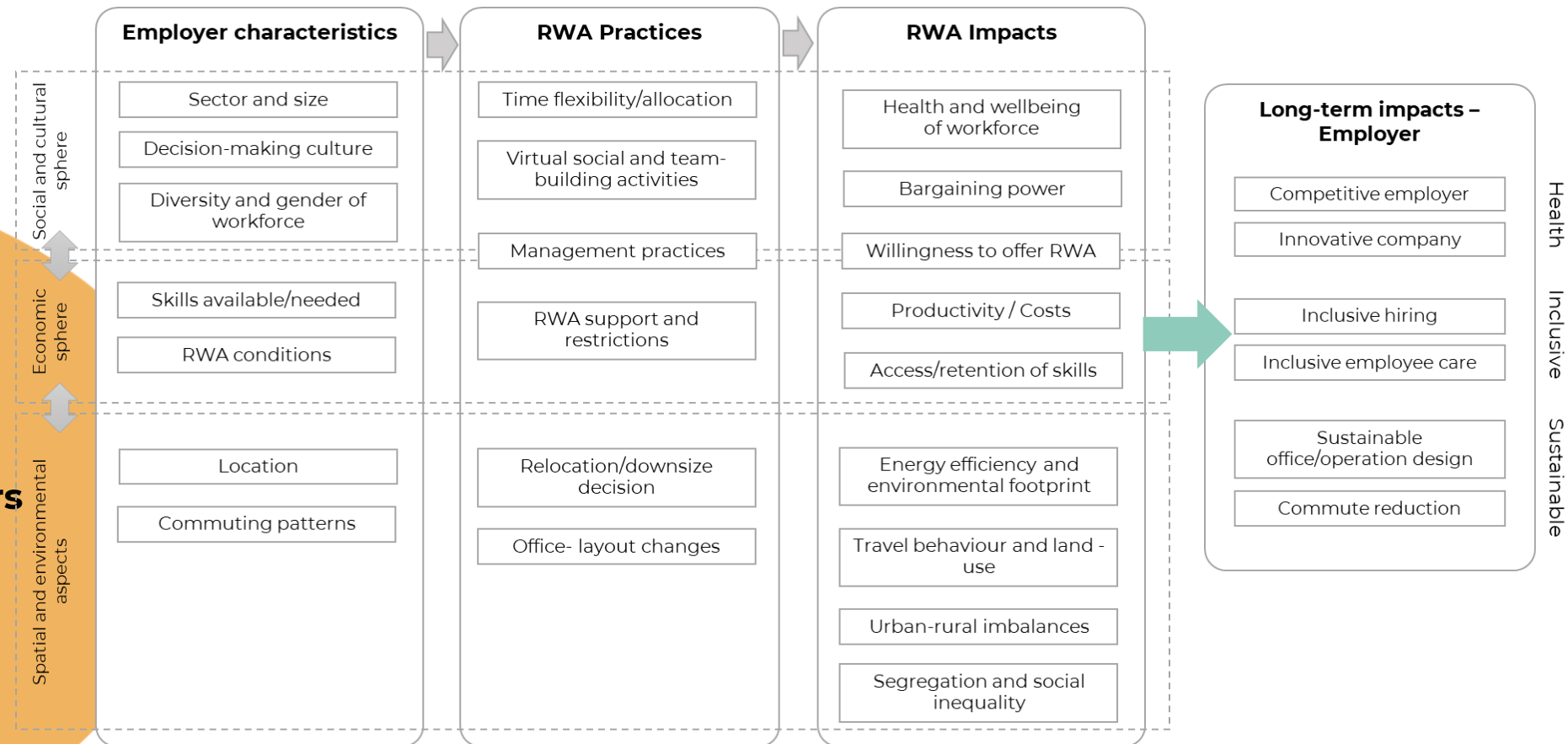


How WinWin4WorkLife will contribute to this debate ...



WinWin4WorkLife

- Employees AND employers
- Social, work AND spatial sphere jointly



How WinWin4WorkLife will contribute to this debate ...

WinWin4WorkLife

5 case studies with

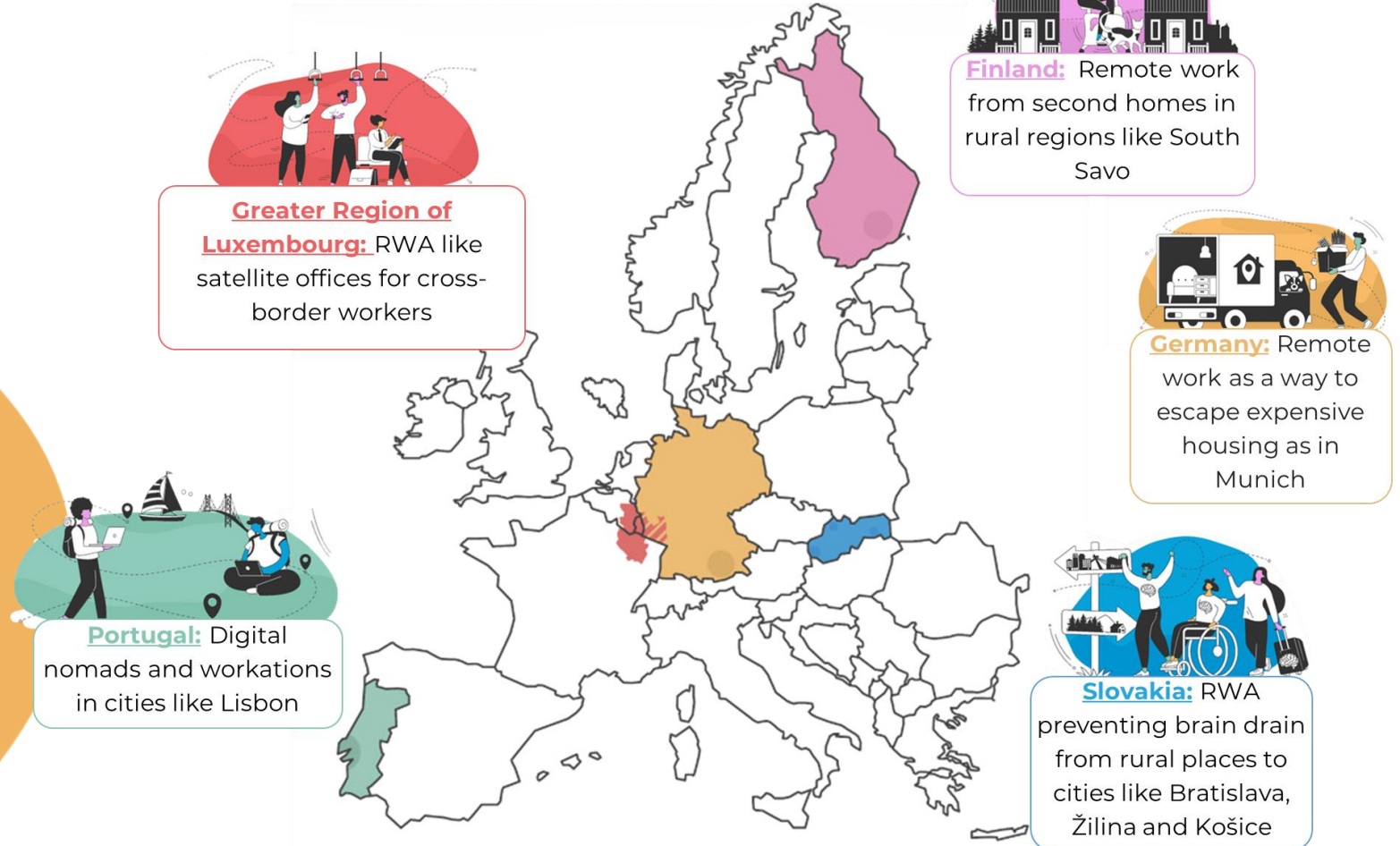
→ common RQs:

impact of RWA on

- work-life balance
- mental health and well-being
- productivity
- access to skills / skills divide
- inequalities
- mobility and land use

→ case-study specific RQs

see figure



How WinWin4WorkLife will contribute to this debate ...



Step 1: Companies will kick things off with an **employer survey** about their remote work policies and potential relocation decisions

ALMOST FINISHED

Step 2: Next up, employees will share their remote work experiences in an **employee survey**. We'll dive into its impact on work-life balance, productivity and mental health, and see if it might inspire employees to move residences or change jobs.

WILL SOON START

Step 3: The excitement continues as employees will use the mobile-friendly MOTUS app to complete **a time use diary** while their mobility patterns are tracked with GPS

IN PREPARATION

Step 4: Then, a selection of employees will be invited for an **in-depth interview** to explore how remote work impacts household arrangements and decision-making

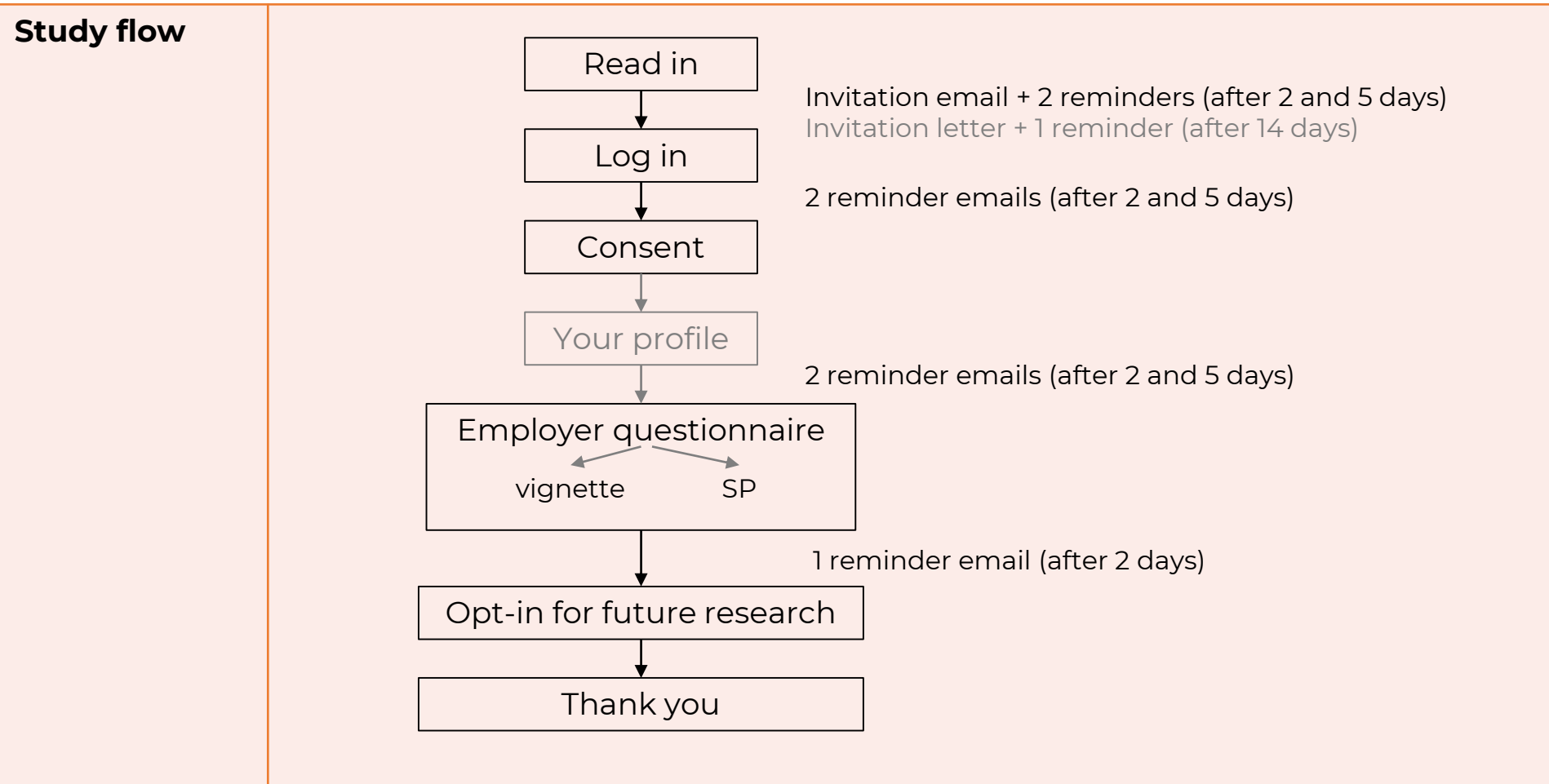
Step 5: Finally, insights from these employer and employee studies will fuel a series of **co-creation workshops** in the 5 case studies

WinWin4WorkLife
Study timeline

Study protocol – employer study

Component	Online employer survey
Study population	Private and public companies with 5 or more employees, covering all NACE sectors No self-employed businesses
Sampling	Stratified sampling
Sampling framework	- Sector: all NACE sectors, but oversampling for sectors with high teleworkability (K, J, M) and one sector with low teleworkability (C) as a comparative baseline - Size: small (5-49 employees), medium (50-249) and large (250+)
Sampling source	Depends on case study: administrative files or panels
Targetted sample size	1000 in Finland 1500 in Germany 250 in Luxembourg 1000 in Portugal 500 in Slovakia

Study protocol – employer study



Employer study

Study protocol – employer study

Content survey

1. RWA usage and perception
2. Organizational work practices (in general) and technologies for RWA
3. Skills shortage (staff recruitment & retention)
4. Productivity, mental health and well-being
5. Vignette study: willingness to offer RWA
6. SP study: company relocation decisions

Imagine that your company has to relocate to a new area. Considering your current remote work practices, which one of the following four location types will you choose ?

	Urban area with mainly residences	Urban area with service concentration	Office park	Rural area
Office surface	+50%	+25%	-50%	+25%
Monthly rent or mortgage	+50%	+50%	-25%	-25%
Near a train station (5-10' walking)	No	No	No	-
Near a highway (5-10' by car)	No	Yes	Yes	Yes
Reserved parking places for company	No	No	No	-
Distance to current location (in minutes by car)	>30	<10	Between 11 and 20	> 90
	☐	☐	☐	☐

☐ *Considering the scenarios presented, I wouldn't change my location*

Employer study

Study protocol – employee study

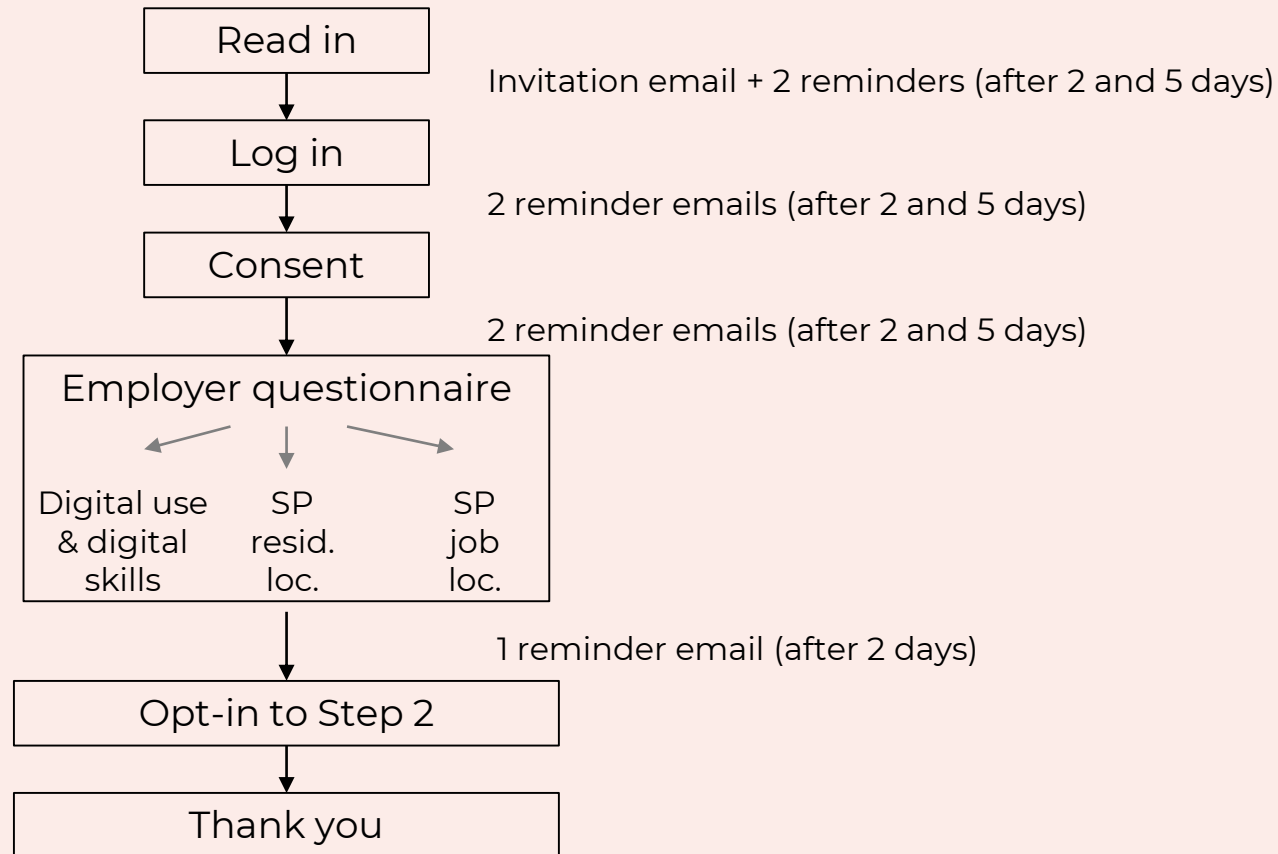
Component	1. Online employee survey 2. Time use diary with GPS tracking 3. In-depth interview
Study population	Employed people, no self-employed Working in a company with 5+ employees Age 20 years or older
Sampling	Depends on case study: convenience sampling or quota-based sampling
Sampling framework	Monitoring in terms of age, gender, and location
Sampling source	Depends on case study: social media, the employer survey, or panel
Targetted sample size	1. Online employee survey: min. 1000 per case study 2. Time use diary: min. 400 per case study 3. Interviews: 30

**Employee
study**

Study protocol – employee study (1)

Study flow

Step 1: Employee survey



**Employee
study**

Study protocol – employee study (1)

Content employee survey

1. Job characteristics including commuting behaviour
2. RWA usage and perception
3. Organizational work practices (in general)
4. Quality of life, productivity and mental health
5. Quality of time
6. Random module: digital skills / SP residential location / SP job location

Imagine moving house in the next two years. Here, we will ask you to indicate your residential location choices among the five alternatives considering the different attributes.

	Apartment in a central area	Apartment in a residential area (suburbs)	House in a residential area (suburbs)	House in a small town / village
Built up area (m ²)	4 levels	4 levels	4 levels	4 levels
Outdoor area (m ²)	-	-	3 levels	3 levels
Price (EUR)	3 levels	3 levels	3 levels	3 levels
Commute duration using the current transport mode (min)	3 levels	3 levels	3 levels	3 levels
Having amenities at 15' distance walking or biking	Yes / No	Yes / No	Yes / No	Yes / No
Having family/friends at 15' distance	Yes / No	Yes / No	Yes / No	Yes / No
Having a train or metro station at 10' walking distance	Yes / No	Yes / No	Yes / No	-
	☐	☐	☐	☐

☐ I don't choose any of these alternatives

Considering you are changing your job in the near future. To which company you prefer to relocate your job ?

	Company A	Company B	Company C
Salary (as % of current salary)	+15% / no change / -15%		
Contract type	Permanent / Temporary		
Company size	Big (250+ employees) / Medium (50-249 employees) / Small (5-49 employees) / Micro (< 5 employees)		
Fringe benefits	Health insurance / Telework package / Fuel/mileage allowance / None		
Availability of dedicated parking	Yes / No		
Commuting time one-way door-to-door using your current commuting mode	Above 60 minutes / Between 30 & 60 minutes / Between 15 & 30 minutes / Less than 15 minutes		
Remote work regime	1-2 days per week / 3-5 days per week / Full time telework / None		
Presence of services	Yes / No		
	☐	☐	☐

☐ Considering the scenarios presented, I wouldn't change my job

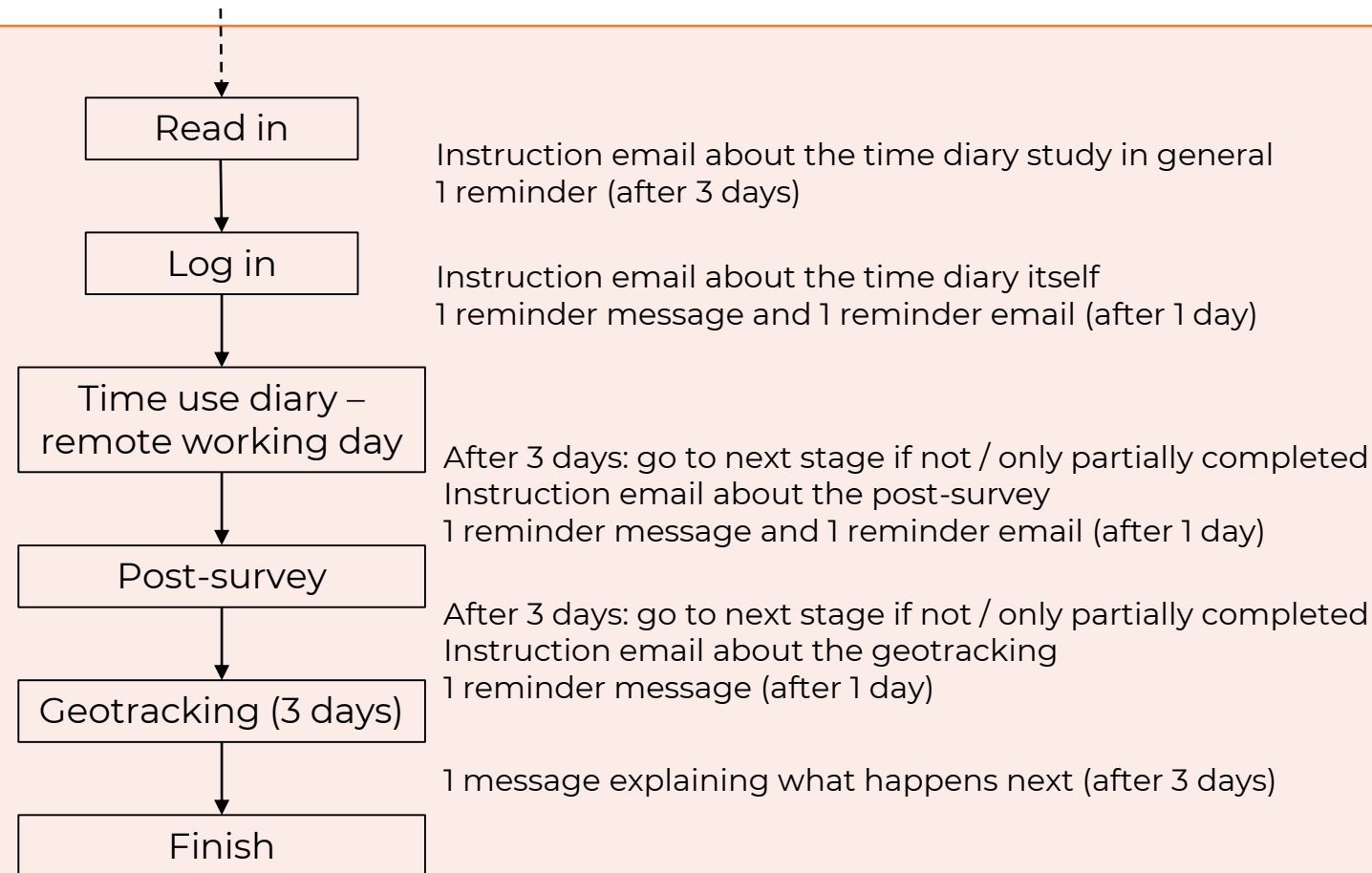
Study protocol – employee study (2)

Employee survey – excluding non-remote workers

Study flow

Step 2: Time use diary

web → app



Same thing but for **an office working day**
(and geotracking **for 7 days**)

**Employee
study**

Study protocol – employee study (2)

Content time use diary

Time/activity diary

TIME DIARY

Mar 2023

M T W T F S S

06 07 08 09 10 11 12

00:00 400. Sleep at night/daytime rest

06:00 410. Washing, personal care (brush teeth, shave, apply/remove makeup, ...)

06:10 421. Sandwiches, breakfast, cold food, ..., main meal

06:25 900. Travelling to/from work

07:00 000. Regular paid work (workplace home or elsewhere)

07:55 000. Regular paid work (workplace home or elsewhere)

10:32 010. Breaks: work breaks/coffee break

+

Context questions

TIMELOG

What time did your activity take place?
06 Mar 2023, 14:24 - 16:30

Select your Primary activity
000. Regular paid work (workplace home or elsewhere)

Select your Secondary activity
820. Listening to live-broadcasted radio (also online)

Did you use a device during this activity? ☒ Yes ☐ No

Did you use ...?
Laptop/computer

Where were you?
At home

SAVE

Post survey

INDIVIDUAL SURVEY

The following questions refer to your current main job. If you have two equal part-time jobs, please choose one as your main job.

What is your professional status?

☐ Private sector - manual ("laborer")

☒ Private sector - non-manual ("employee")

☐ Public sector - fixed appointment (statutory)

☐ Public sector - contract

☐ Self-employed without employees

☐ Self-employed with employees

☐ Unpaid family helper

PREVIOUS NEXT

Study protocol – employee study (3)

Study flow	After the time use diary, we will select interviewees from four different profiles
Step 3: Interview	- Employees living in dual-earner couples with children - Employees living in dual-earner couples without children - Employees who live alone with children - Employees who live alone without children Interview grid: - Perception of time in daily life - Perception of daily mobility - Perception of time at work - Time balance and conflicts and strategies - Company policies - Equipments

Stay tuned ...

- ... for updates on our research
- ... to participate in our surveys and workshops
- ... to get access to our Open Data and models
- ... and much more

Thank you !



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