



WinWin4WorkLife

Healthy, inclusive, and sustainable remote work futures
as a Win-Win for employees and employers
in urban, rural, and cross-border areas

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Introduction



**Remote work =
a positive or negative thing ?**



WinWin4 WorkLife

WinWin4WorkLife in a nutshell ...



Horizon Europe project, funded by the European Commission
February 2024 – August 2027

COORDINATOR



PARTNERS



Danish Committee for Health Education
Komiteen for Sundhedsoplysning



WinWin4WorkLife
Consortium

WinWin4WorkLife in a nutshell ...



Our Mission

Enhance our understanding of **social**, **economic**, and **spatial** impacts of remote work ...

... in order to ...

... create **healthy**, **inclusive**, and **sustainable** remote work futures as a Win-Win for employees and employers in urban, rural, and cross-border areas



5 Key Objectives

1. Gain interdisciplinary insights with a new employer-employee survey
2. Assess living and working conditions for a healthy work-life balance for everyone, everywhere
3. Develop spatial forecasting models (mobility, land-use, environmental health)
4. Enhance knowledge about the role of culture, context, welfare systems
5. Co-create evidence-based spatial policies

WinWin4WorkLife

Our focus

WinWin4WorkLife in a nutshell ...

WinWin4WorkLife

5 case studies with

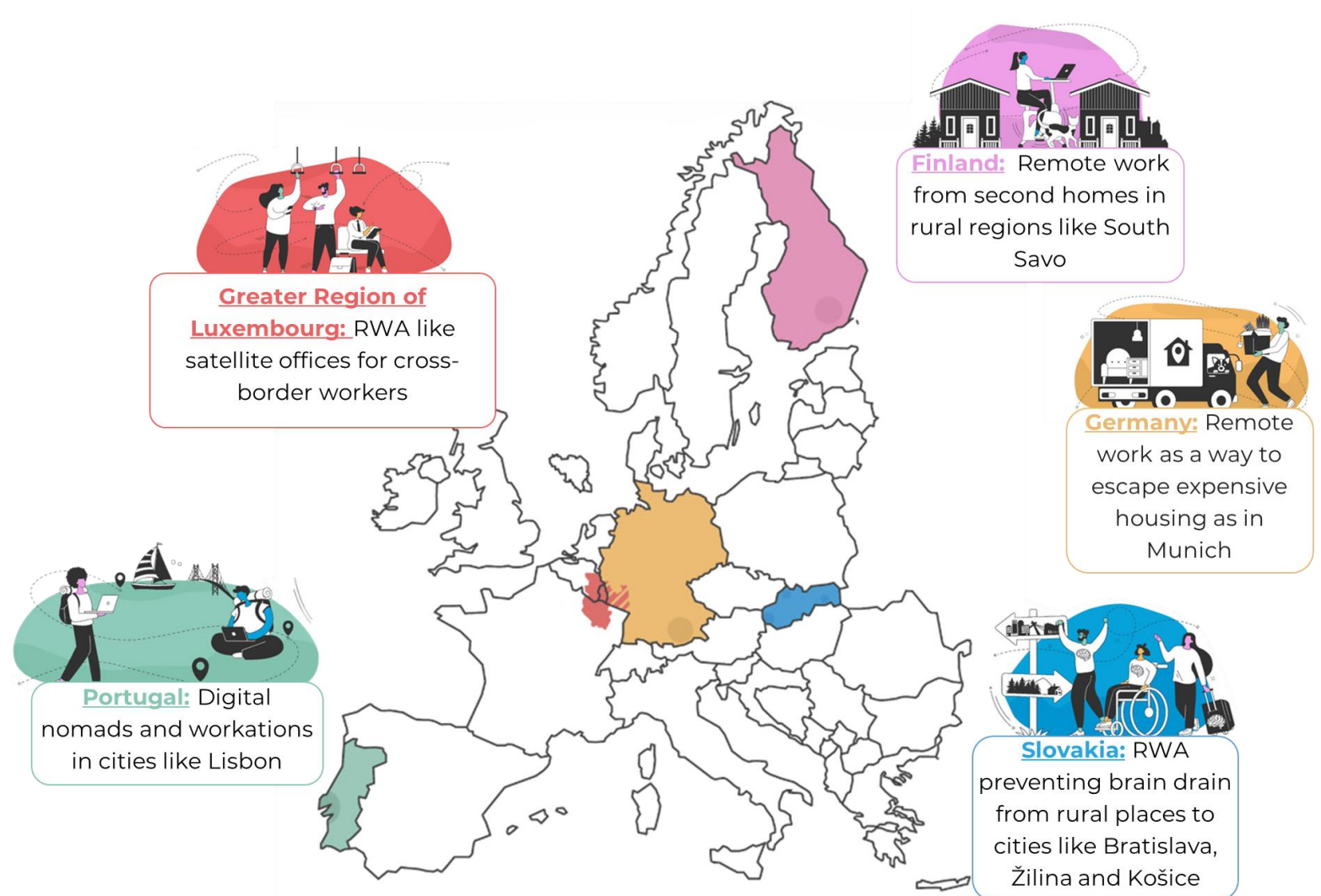
→ common RQs:

impact of RWA on

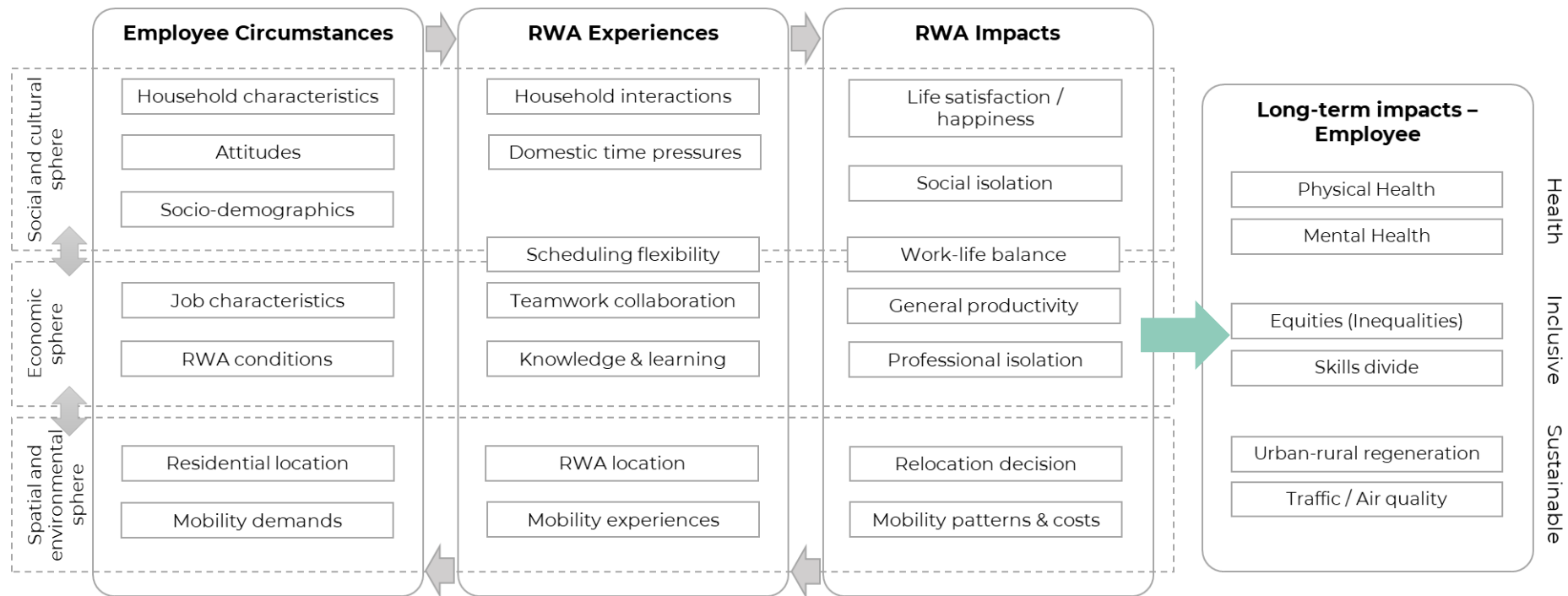
- work-life balance
- mental health and well-being
- productivity
- access to skills / skills divide
- inequalities
- mobility and land-use

→ case-study specific RQs

see figure

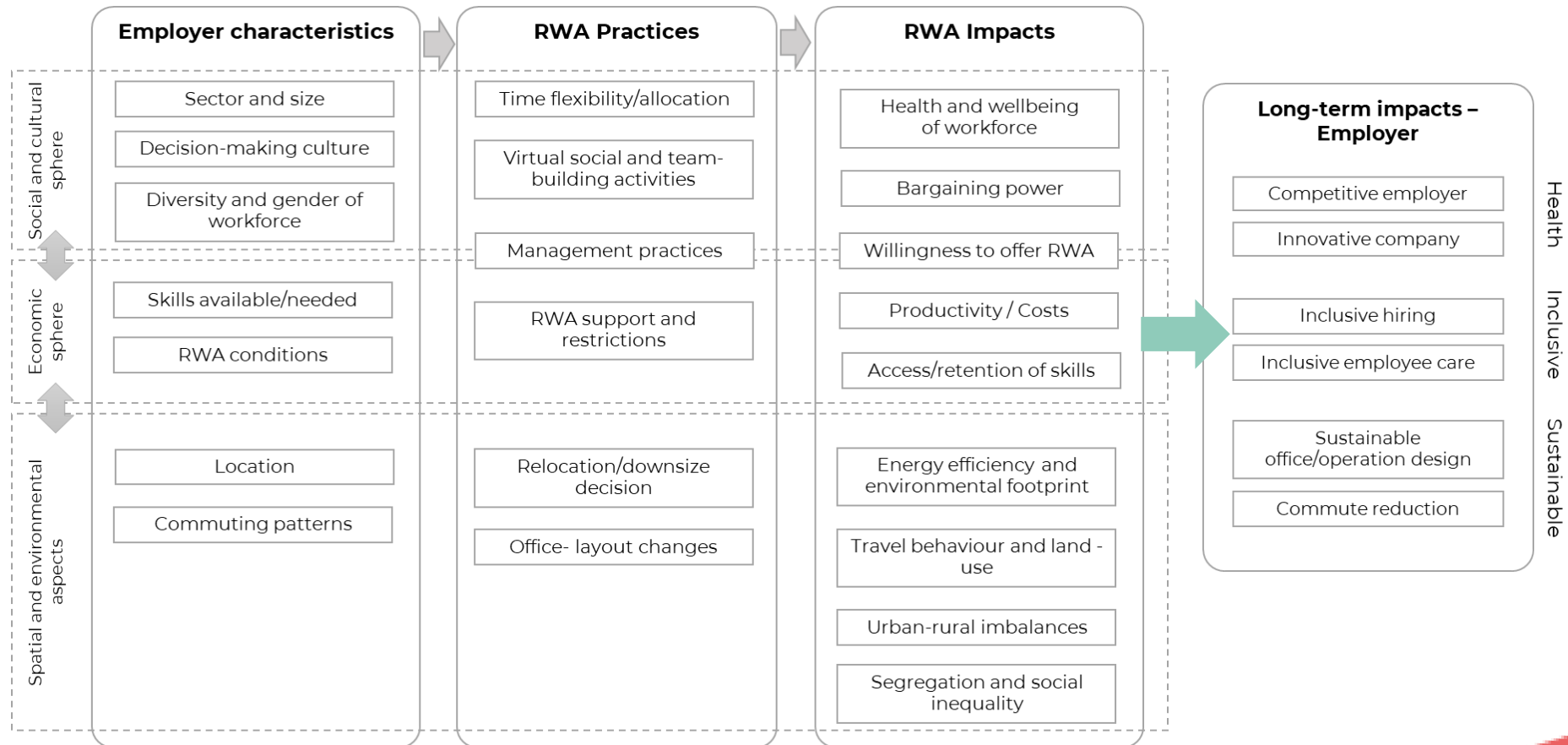


WinWin4WorkLife: current status – problem statement



- Employees AND employers
- Social, economic and spatial impacts jointly

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WinWin4WorkLife: current status – data collection

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

Finished in LU (+2500 companies) & SK
Ongoing in DE, FI, PT

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.

Just started in LU (already 300 responses)
Other case studies will start in September 2025

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

Final preparations
Will start in October 2025

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

Scheduled in November 2025

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

New data in 5 case studies
going beyond traditional
surveys

WinWin4WorkLife: current status – example of the employer survey

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*

New data in 5 case studies going beyond traditional surveys

WinWin4WorkLife: current status – example of the employee survey

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)		
Finge 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

WinWin4WorkLife: current status – example of the 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

New data in 5 case studies going beyond traditional surveys

How you can support WinWin4WorkLife

... follow us on our social media
... subscribe to our newsletter →
... take part in the employee survey
... and convince your co-workers as well !

... and much more as LISER in the role of coordinator



<https://winwin4worklife.eu/>



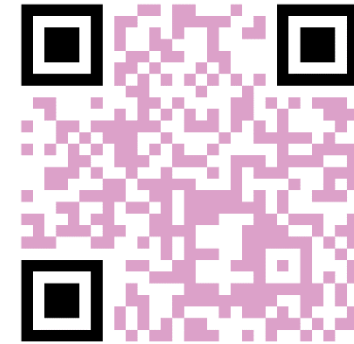
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Thank you !

