



# WinWin4 WorkLife



## Press release n°2

### **Too Stressed at Work? WinWin4WorkLife Analyzes If Remote Work Can Ease the Pressure**

*In Munich and its wider metropolitan area, workers face long commutes, overcrowded trains, and some of the highest housing costs in Germany. Many are rethinking where they live and how they work. Could remote work provide relief—saving time, reducing stress, and offering more affordable lifestyles? The EU-funded **WinWin4WorkLife** project is investigating how remote work could rebalance work, life, and living in Germany's economic powerhouse.*

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## Employer surveys completed, employee phase underway

The first phase of the study focused on employers and has now been successfully completed across all five case study countries—Finland, Germany, Luxembourg, Portugal, and Slovakia. These surveys provide valuable insights into how companies are adapting remote work policies, what challenges they encounter, and how these practices influence recruitment, productivity, and workplace organisation. The focus has now shifted to employees: surveys will be rolled out in autumn 2025, paving the way for the launch of the time-use diary app and in-depth interviews later this year. We are already collecting insights from other countries, let's gather German remote work experiences!

## Different methods, deeper insights

From surveys to time-use diaries and in-depth interviews, WinWin4WorkLife uses multiple data collection methods to reveal insights from every angle. In Germany, the project will soon launch:

- **A comprehensive online survey** (October 2025): Participants will share their working experiences, whether working on-site, remotely, or a combination of both, and how that affects their quality of time and productivity.
- **A time-use diary via a mobile app** (November 2025): Participants will record both an office day and a remote day, while mobility data will be tracked to better understand commuting, leisure, and daily rhythms.
- **In-depth interviews** (starting November 2025): Employees will share their personal experiences of remote work, highlighting both the opportunities and the difficulties of managing professional and private life.

## Why this matters

Remote work is not one-size-fits-all. From home offices to coworking spaces and digital nomad lifestyles, each arrangement brings different opportunities and risks. By combining surveys, diaries, and interviews, WW4WL will deliver the first comprehensive European evidence base on remote work—informing policies that support healthier, more inclusive, and more sustainable futures of work.

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## WinWin4WorkLife in the German Case study



WinWin4WorkLife is a **Horizon Europe project** investigating the social, economic, and spatial impacts of remote work across Europe. In Germany, the case study zooms in on the **Munich Metropolitan Area** to explore how remote work interacts with residential relocation, productivity, and well-being. The employer survey has been finalised, and first analyses will soon shed light on how firms with remote policies differ from traditional office-based ones. The employee survey is scheduled for autumn 2025, bringing fresh insights into how hybrid models affect everyday life and company performance in one of Europe's most competitive labour markets. The Professorship of Travel Behavior at TUM coordinates the data collection campaign.

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## A call to participate

The employee survey will open soon in Germany. Contributions from all workers, including those who never work remotely, are essential to ensure representative results. Participation is voluntary, confidential, and anonymized.

To take part in this study, visit: <https://winwin4worklife.eu/participant-registration/> 

Would you like to discuss project outcomes and co-create pathways for desirable futures influenced by remote work? You can also become part of our stakeholder panel and sign up to our newsletter: <https://winwin4worklife.eu/become-a-stakeholder/> 



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