

Time-use research on the effects of a 30-hour workweek

Report

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DESIGN AND CONTEXT

WORKING LESS

In 2019 Femma experimented with a 30-hour workweek on organisational level for a whole year. They commissioned research group TOR of the Vrije Universiteit Brussel to study the effects of this 30-hour workweek on the working life and private life of their employees by using a time-use diary approach. Five measurements were executed in a period of two and a half years. The first two measurements took place in March and October of 2018, before the 30-hour workweek was implemented. The third and fourth measurement took place in March and October of 2019, during the experiment of the 30-hour workweek. And the fifth measurement took place in March 2020, right after the 30-hour workweek experiment.

Every measurement consisted of a pre-survey, a diary and a post-survey. All Femma employees took part in the measurements. Partners of employees could also participate in the research on voluntary basis.

Respondents kept an online diary for 7 consecutive days where they could register all their daily activities. Apart from the main- and secondary activities and begin and end time, respondents also registered where the activity took place, who they spoke with and who was present during the activity, how much satisfaction the activity gave them and why they had done the activity. These online data, together with the pre- and post-survey, were gathered through MOTUS software. This software is developed specifically for time-use research¹.

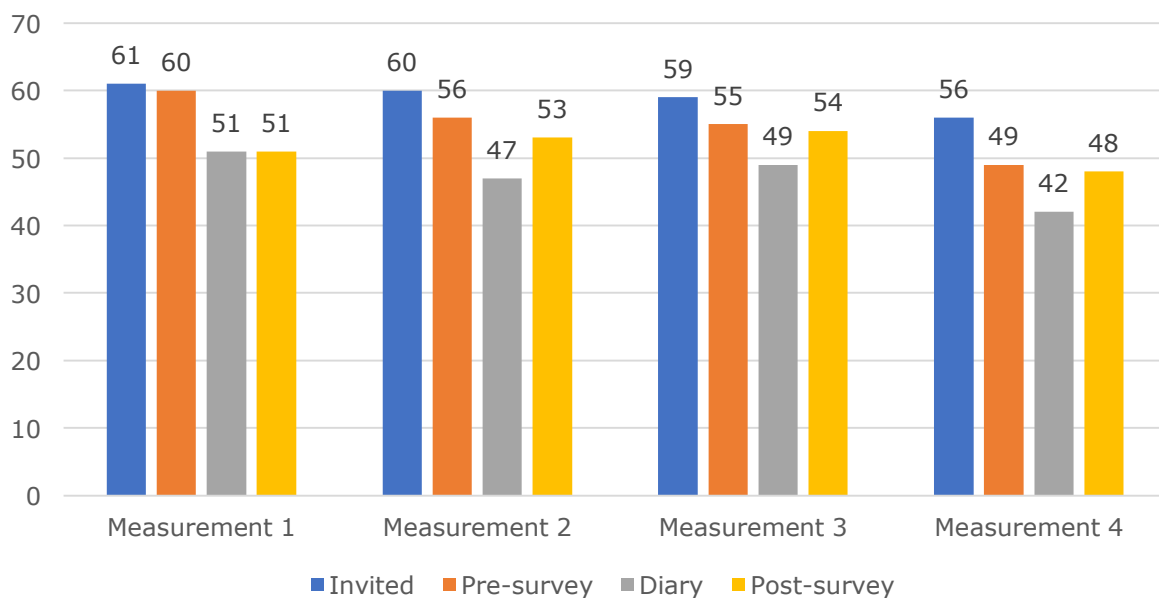
In the report presented below we will report only on the results of the employees of Femma from the first four measurements. The fifth and last measurement

¹ Minnen, J., Glorieux, I., van Tienoven, T. P., Daniels, S., Weenas, D., Deyaert, J., Van den Bogaert, S., & Rymenants, S. (2014). Modular Online Time Use Survey (MOTUS). Translating an existing method in the 21st century. *Electronic International Journal of Time Use Research*, 11(1), 73-93.

took place in March 2020 and was affected by the Covid-19 crisis in Belgium. Schools were closed and all Femma employees had to work from home. This situation is hard to compare with the 'normal' situation in the other measurements. The partners are also not taken into account in this report.

Figure 1 shows the number of employees that filled in the pre- and post-survey, a complete and correct 7-day diary and the total number of employees that was invited to take part in the research. Throughout the measurements some of the employees retired or left Femma. This explains the decrease in invited employees over the different measurements. Employees who were unable to complete their diaries during the period provided, were still asked to complete at least the two surveys. Respondents were reminded of their participation on a regular basis and asked to continue their registration. This communication happened via e-mail.

Figure 1. Number of employees that were invited for the study, filled in the pre-survey, the diary and the post-survey per measurement



WORKING DIFFERENTLY

Leading up to the 30-hour workweek, Femma decided to also make some changes in the way they organise their work. Through a restructuring within the organisation they wanted to optimise their work processes and enable employees to do the same amount of work in less time. In collaboration with an external organisation, they decided to start working in self-managing teams. New teams were formed and some employees were assigned a different job within Femma. This all happened leading up to the experiment, more specifically in the second part of 2018 (in between the first and the second measurement). For some teams this transition was easier than for others. The effects of the 30-hour workweek were sometimes influenced by this restructuring, especially results related to the paid work activities.

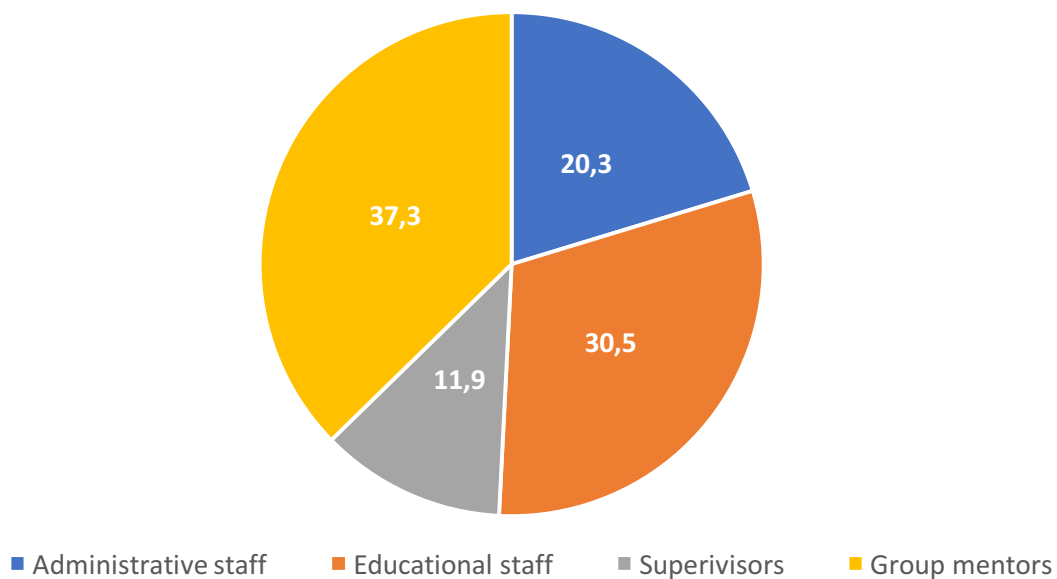
READING GUIDE

RESEARCH SAMPLE

Femma is a women's organisation. All employees are women, except for one man. Consequently, none of the analyses below will be split up by sex.

Four types of employees work at Femma: administrative staff, educational staff, group mentors and supervisors. Some employees were assigned a different type of job as a result of the reorganisation, but most employees held the same job throughout the experiment.

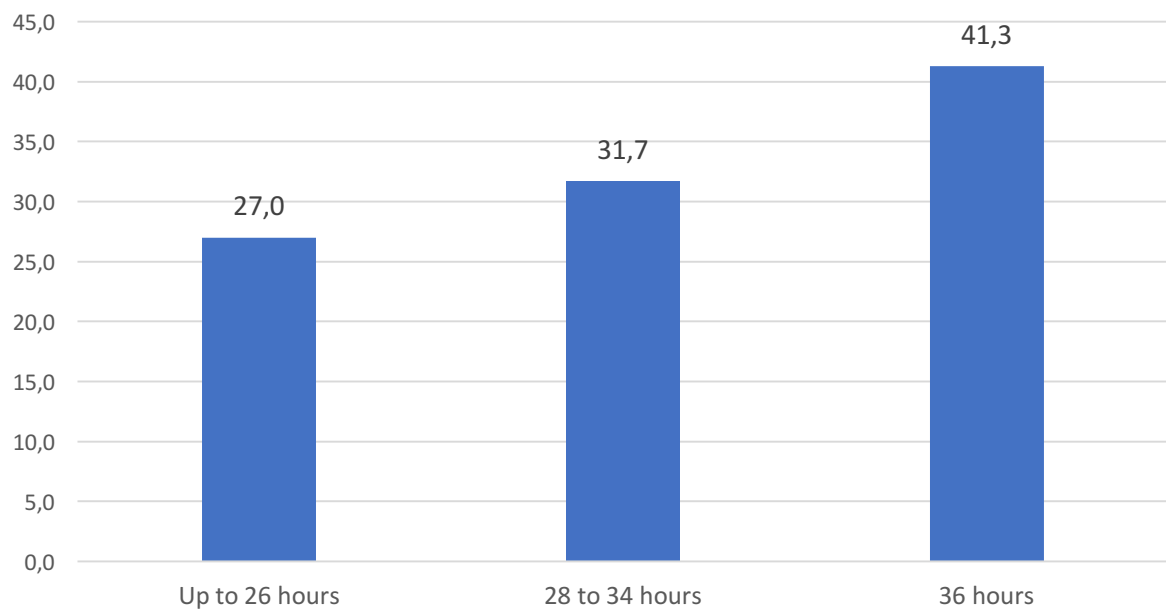
Figure 2. Function in March 2018 in percentage on total group of employees that took part in the pre-survey (N=59)



Femma employs both full-time and part-time employees. A fulltime employee works 36 hours per week. However, employees over the age of 50 are entitled to a limited reduction in weekly working hours. Employees over the age of 50 but younger than 55 get a weekly reduction of two hours, while employees of 55 or older get a weekly reduction of 4 hours. These employees officially work in a fulltime contract, but in reality only work 34 or 32 hours per week. In the 30-hour workweek their working hours were reduced with four or two hours. For the analyses in the report, we divide the group of employees in three categories of actual working hours in 2018: 26 hours or less, 28 to 34 hours, and 36 hours. This way all groups are big enough to analyse. Of course, the group of 36 hours is the most interesting to study the effects of working less as they reduce their working hours with six hours per week. In 2018 about 41% of Femma employees worked 36 hours, almost 32% worked 28 to 34 hours, and 27% worked 26 hours or less, see figure 3.

The categories of 26 hours and less and 28 to 34 hours are mostly older employees: 81,3% of the 26 hours and less group and 70% of the 28 to 34 hours group is 56 years or older. The group of 36 hours is younger: almost 61% belongs to the age category 36 to 45 years old. Consequently, these three groups live in different family situations. About 87% of the 26 hours or less group and almost 74% of the 28 to 34 hours group do not live with any children. This differs for the 36 hour group: 33,3% of them do not live with children, 33,3% has a youngest resident child between 0 and 7, and another 33,3% has a youngest resident child between 8 and 18 years old.

Figure 3. Distribution of the three different working hours groups in the organisation in 2018 in percentage (N=63)



TIME-USE DATA

In the report below we will mainly discuss the larger time-use categories. These are:

1. Paid work
2. Household work, DIY, shopping and service visits
3. Childcare
4. Personal care, eating and drinking: these are activities like getting dressed, washing yourself, having dinner etc.
5. Sleep and rest: also sick in bed, awake in bed, doing nothing, making love, ...
6. Education
7. Social participation: social contacts, talking, visiting people, volunteering and unpaid help/informal care etc.
8. Leisure and media: hobbies, games, recreation, watching television, reading, going out, cultural participation etc.
9. Waiting
10. Travel: also work-related commuting
11. Other/undetermined time

Sometimes these categories are broken down into more specific activities. This will be made clear in the text, tables or figures.

Time-use diaries can measure different dimensions of time. We can study the duration of activities, which is the most obvious approach, but we can also look at timing, frequency, sequence and periodicity of activities. However, in this report we will mainly use the first approach and study the duration of activities. We mostly talk about the **duration per respondent** for a specific activity. This gives the mean time-use for all respondents or divided into groups, regardless of whether they participated in that specific activity or not during the registration week.

Next, we also talk about **participation rate**. This shows the percentage of respondents that participated in a certain activity during the registration week. The **share of activities** is also often used in the report. This is the duration of

a certain activity on the total duration, for example: when someone watches one hour of television per week, but has in total 10 hours of leisure time, the share of television on the total leisure time is 10%. 10% of this person's leisure is spent on television.

Unpaid work, in this report, refers to household work, childcare and informal care. **The total workload** contains paid and unpaid work. Sometimes we also talk about **recreational time**. This is the time spent on social participation and leisure time counted together.

When we report on the time respondents spent in the presence of others or done together with someone, we only report on the second, third and fourth measurement. In the first measurement, these context questions were not asked in the same manner and are therefore hard to compare.

ANALYSES

In this report, we only use the first four measurements of the employees. We will often take the mean of the first two measurements to talk about 2018 and the mean of the third and fourth measurement to talk about 2019.

For some analyses, we will analyse if there are any significant differences between the four measurements. This is the case when we analyse scale questions that are composed of different items from the questionnaires. A statistically significant result means that the found result is not attributable to coincidence. Significance is assumed when the p-value is smaller than 0.05. The scales were tested for significance using the Repeated Measures ANOVA. All items of the scales used in this report are listed in appendix (table 9).

Because we work with a small sample, it is less interesting to look only at significant results. We only tested the significance of certain scales used, but not for other analyses.

More information on the data collection and the cleaning of the data can be found in our technical report².

STRUCTURE OF THE REPORT

The report is subdivided in different sections. We will start with some general findings on the main time-use categories and the wishes and expectations of the employees. Next we will focus on specific themes; being paid work, unpaid work, leisure, family and social life, and health.

The findings presented in this report are the first general results of this research, of which the data collection ended in April 2020. In the course of the coming years more detailed analyses will be done and communicated about by the research group TOR (Vrije Universiteit Brussel).

² Mullens, F., Verbeylen, J., & Glorieux, I. (2020). Tijdsbestedingsonderzoek naar de effecten van de 30-urenwerkweek: technisch verslag. Brussels: Vrije Universiteit Brussel.

GENERAL FINDINGS

RESEARCH QUESTIONS

Impact of the 30-hour workweek on the general time-use:

1. What did the workweek look like for Femma employees?
2. Does the reality of the 30-hour workweek live up to the expectations of the employees?

CONTEXT

Many of the Femma employees saw their working hours change from 36 to 30 per week. They were given the freedom to shape their new workweek as they wish and spend their extra 6 hours on whatever they like. We expect that they will use these extra hours to better align their work and private life, both in timing of paid work as in time spent on non-working activities. In this first part we want to investigate when these freed-up hours were used and how they were spent.

RESEARCH QUESTION 1: WHAT DID THE WORKWEEK LOOK LIKE FOR FEMMA EMPLOYEES?

Table 1 shows the mean duration per respondent for the different main activities in 2018 and 2019. Less time was spent on paid work in 2019. The group that worked 36 hours in 2018 spent almost 5 hours less on paid work in 2019. Also the time spent on travel decreased in 2019 with 2h27 per week. This is mainly explained by a decrease in work-related travel. The freed-up work time was mostly spent on more household work and personal care (eating and drinking). The 36 hours group also has more leisure time (1h20) and a little more time for social participation (22 minutes). The group of 28 to 34 hours spent much more time on social participation activities in 2019 compared to 2018 (3h27 difference). However, their leisure time decreased with about 2h30 per week.

The total workload (paid work, household work, childcare and informal care) has decreased in 2019 for the two groups that reduced their working hours. The 36 hours group decreased their total workload with about an hour and three quarters, from 52h10 in 2018 to 50u27 in 2019. The group of 28 to 34 hours reduced their workload from 52h09 in 2018 to 51u46 in 2019.

If we split up the 36 hours group based on the age of their youngest resident child (see table 1 in appendix), we see that those with a youngest resident child 7 or younger have decreased their total workload most between 2018 and 2019, with about 7 hours per week. Those with no resident children or the youngest resident child between 8 and 18 have decreased their workload with about four to five hours per week. Those without resident children spent much more time on household work and leisure time in 2019. While for those with resident children more time is spent on personal care and social participation, next to household work.

Most employees chose to shape their 30-hour workweek in the form of one free day a week, instead of choosing for fewer working hours every weekday, see table 2. Wednesdays and Fridays were the most popular days to take time off. Even before the 30-hour workweek was implemented, these two days were already the days on which the overall working hours at Femma were lowest (due

to part-time work etc.). All weekdays except Thursday show a decline in the time spent on paid work between 2018 and 2019. On Thursdays, we find a small increase of paid working time. Travel time on Monday, Wednesday and Friday also show a decline. Tuesdays and Thursdays show a small increase. This can be linked to the fact that Tuesdays and Thursdays are mainly office days (and require travel to and from the office), while on other days many employees work from home or do not work at all. Likewise, the weekend also shows a decline in time spent on paid work in 2019.

Table 1. Mean duration per respondent per week for all main activities by year and group of actual hours

		Paid work	Household work	Childcare	Personal care, eating, drinking	Sleep and rest	Education	Social participation	Leisure and media	Waiting	Travel	Other	Total workload
Up to 26 hours	'18	23:48	18:37	2:59	20:57	57:12	0:23	12:54	17:40	0:15	10:43	2:24	46:15
	'19	22:17	21:29	3:08	19:30	60:37	0:32	12:26	15:42	0:25	10:15	1:30	47:57
28 to 34 hours	'18	31:36	15:54	3:18	16:25	57:29	0:19	8:55	20:48	0:14	10:29	2:27	52:09
	'19	28:40	17:57	3:07	17:04	57:41	0:31	12:12	18:17	0:18	10:30	1:36	51:46
36 hours	'18	34:03	10:38	7:13	13:17	59:04	0:56	9:06	18:12	0:10	13:52	1:22	52:10
	'19	29:08	13:18	7:41	14:43	59:12	1:01	9:29	19:32	0:20	11:25	2:03	50:27

Table 2. Mean duration per respondent for all main activities by year and day of the week

		Paid work	Household work	Childcare	Personal care, eating, drinking	Sleep and rest	Education	Social participation	Leisure and media	Waiting	Travel	Other
Monday	'18	6:44	1:16	0:31	1:56	8:12	0:05	0:55	1:50	0:02	2:01	0:21
	'19	6:16	1:53	0:35	2:11	8:08	0:09	1:08	1:54	0:03	1:21	0:16
Tuesday	'18	7:18	1:07	0:18	1:57	7:36	0:07	0:44	1:59	0:00	2:36	0:10
	'19	6:59	1:07	0:28	2:06	7:29	0:07	0:47	1:48	0:02	2:49	0:10
Wednesday	'18	4:33	2:21	1:01	2:32	8:08	0:02	1:14	2:15	0:01	1:30	0:15
	'19	3:35	2:45	1:08	2:28	8:27	0:10	1:24	2:19	0:01	1:23	0:14
Thursday	'18	6:33	1:28	0:45	1:55	7:50	0:07	0:50	1:53	0:03	2:06	0:23
	'19	6:51	1:31	0:27	1:56	7:50	0:00	1:04	1:37	0:05	2:13	0:17
Friday	'18	4:06	2:21	0:47	2:35	7:41	0:00	1:44	2:47	0:00	1:29	0:22
	'19	3:12	2:58	0:43	2:27	8:08	0:01	1:40	3:07	0:02	1:15	0:19
Saturday	'18	0:50	3:20	0:46	2:41	8:45	0:07	1:54	4:11	0:00	1:07	0:10
	'19	0:20	3:25	1:02	2:44	8:53	0:11	2:32	3:37	0:03	0:57	0:08
Sunday	'18	0:17	2:30	0:38	2:43	9:47	0:04	2:42	3:51	0:01	1:06	0:14
	'19	0:08	2:52	0:44	2:33	10:07	0:02	2:33	3:51	0:00	0:46	0:15

RESEARCH QUESTION 2: DOES THE REALITY OF THE 30-HOUR WORKWEEK LIVE UP TO THE EXPECTATIONS OF THE EMPLOYEES?

Femma employees had clear wishes and expectations regarding the way they would and wanted to spend their time during the experiment. Figure 4 shows those wishes, expectations and reality as expressed by the employees. There was great unanimity on prioritising personal time (me-time, living healthier, sports and exercise). 83% wished to and 71,1% also expected to have more time for themselves. Almost 70% wished to have more time for sports and about 60% wished to spend more time with their partner and children and to live healthier. The expectation of having more time with the children was a little higher than the wish for this type of time.

In 2019 the employees were asked how they experienced their time spent on these activities in reality. Only 42,8% said they felt like they had more time for themselves, 33,8% said they had more time for sports and 25,4% said they spent more time with their partner. These are big differences compared to the wishes and expectations. Regarding time spent with children, the perceived reality lived up to the wishes a little more: 50,9% said they spent more time with their children.

The time-use data indicated that employees spent more time on household work in 2019, while the majority wished to spend less time on these types of activities. We will discuss this in more detail later on.

Although the reality did not seem to live up to all the wishes and expectations, the employees felt that they spent their extra free hours in a meaningful way, see figure 5. Especially the group mentors felt that way. The younger employees were also more positive about the way they spent their hours than the older employees. This can partly be explained by the fact that the younger employees and group mentors more often belong to the group of 36 hours. More extra hours, six for them, means more possibilities to meaningfully spend this time (at least according to them).

Figure 4: % employees that wished, expected and actually thought they spent more or less time on a selection of activities

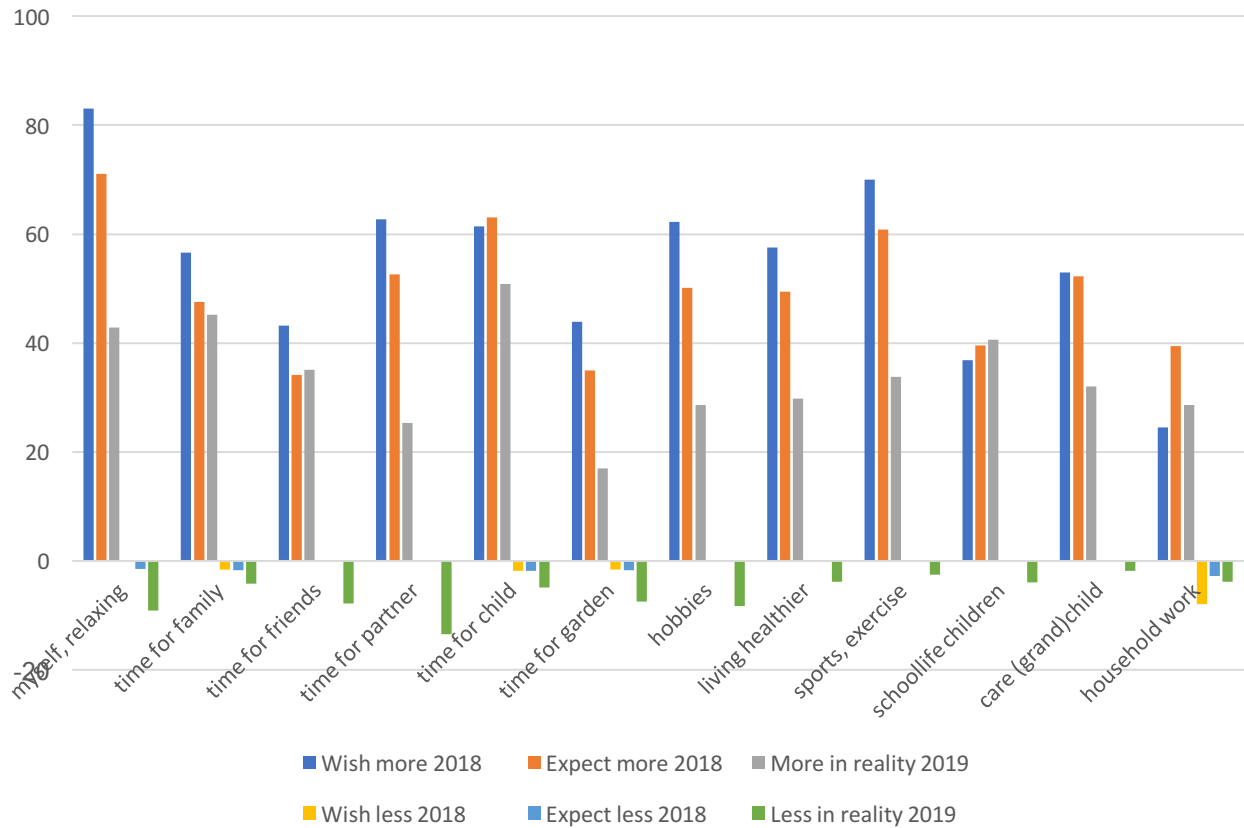
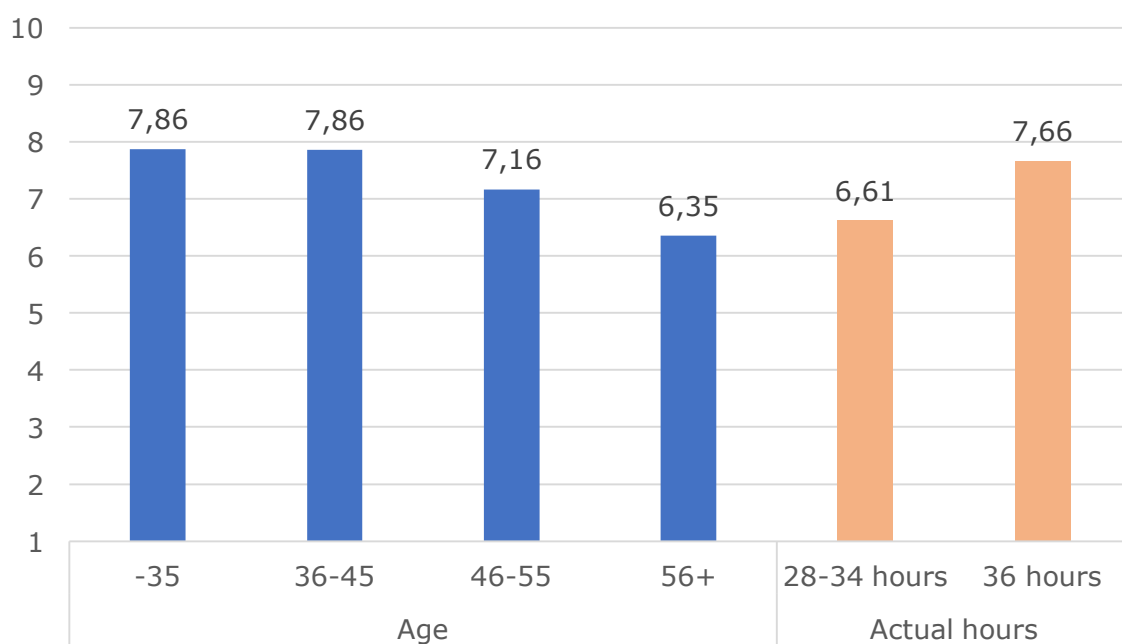


Figure 5: Satisfaction of how they spent their extra time (range 1-10)



SUMMARY

- In 2019, less time was spent on paid work and work-related travel.
- In 2019 more time was spent on household work, care and personal care. The 36 hours group also spent more time on leisure and social participation. However, this also depends on the family situation.
- The total workload decreased for employees who reduced their working hours in 2019.
- Employees chose to take one day off per week: Wednesday or Friday. Tuesdays and Thursdays remained typical office days.
- Many wished to have more time for themselves in 2019. Not all wishes came true, but most are satisfied with the way they spent their extra time.

PAID WORK

RESEARCH QUESTIONS

Effect of the reduction in working time on the way work was organised and experienced:

1. How was the working time divided between the different work activities?
2. Did the 30-hour workweek impact the quality of work or the alignment between colleagues?
3. Did the shorter workweek influence the satisfaction employees get from their work activities?
4. Did the employees make use of teleworking in the 30-hour workweek?

CONTEXT

Efficiently dealing with working time is essential to getting the work done in less time. We can expect employees to prioritise core tasks. Additionally, one can also manage time more efficiently by minimalizing interruptions during the work time. By looking at the distribution of the working hours between different work activities, the fragmentation and the experience of this work time, we try to better understand the impact on the individual working process.

METHOD

To register their working time, respondents could choose out of 50 different work activities. This list of activities was composed together with Femma to have meaningful work activities for all different job profiles.

To have a structured overview, we reduced this list to 9 work activity groups:

1. General administration and organization
2. Meetings, trainings, conferences
3. Group mentoring
4. Communication, editing, representation and e-mail
5. Information and file processing, research, policy development and reporting
6. HR, supervision
7. Budget management and control
8. Other work activities, breaks and lunch
9. Paid work outside of Femma

RESEARCH QUESTION 1: HOW WAS THE WORKING TIME DIVIDED BETWEEN THE DIFFERENT WORK ACTIVITIES?

On organisational level, the work time in 2019 was divided over the different activities in a similar way as in 2018, see table 3. Only for 'group mentoring' and 'meetings, trainings, conferences' the differences are a little stronger. Less time was spent on 'group mentoring' in 2019 and the share of 'group mentoring' on the total work time was also smaller. For 'meetings, trainings, conferences' we find an increase in share, but only a small decline in duration.

Only looking at the group of 36 hours, we see a decline in the share of 'group mentoring' and an increase in 'meetings, trainings, conferences'. The share of 'information and file processing' slightly decreases for this group and also the share of time spent on breaks etc. was smaller in 2019 for the 36 hours group.

The two other groups and especially the group of 26 hours or less show an increase in share of breaks etc.

Table 4 shows the share of work activities based on the job function employees held in March 2018. **Administrative staff** spent most of their time on 'general administration and organisation'. In 2018 almost 60% of their work time was spent on this activity, in 2019 this was only 46%. The share of 'meetings, trainings, conferences', 'communication etc.', 'information and file processing', 'budget management' and 'other activities and breaks' has increased in 2019 for administrative staff. What stands out for the **educational staff** is the big decline in the share of 'information and file processing', but also the increase in share of 'communication etc.' and 'group mentoring'. Striking for the **supervisors** is the decline in share of 'supervision', and 'information and file processing'. However, supervisors show an increase in share of 'budget management' and 'meetings, trainings, conferences'. Lastly, the **group mentors** show a strong decline in share of 'group mentoring'. We do see an increase in share of 'general administration and organisation', 'meeting, trainings, conferences' and 'communication etc.'.

These changes are not only attributable to a shorter work week, but also to the changes that happened in job functions and teams due to the reorganisation of Femma. The new self-managing teams needed more time for meetings in the beginning to set their goals straight and to discuss the management of the team, for example.

Table 3: Share of work activities onto the total of paid work by year and group of actual hours

		General admin., organisation	Meetings, trainings, conferences	Group mentoring	Communicat ion, editing, e-mail	Information and file processing, policy dev.	Supervision, HR	Budget managemen t and control	Other work activities, breaks, lunch	Paid work outside Femma
Up to 26	'18	9,94%	31,41%	22,20%	18,35%	7,18%	0,00%	3,12%	2,00%	5,60%
hours	'19	11,93%	28,52%	14,50%	18,17%	11,44%	0,00%	2,80%	6,43%	5,91%
28 to 34	'18	26,16%	21,86%	16,03%	11,10%	18,35%	1,34%	0,82%	4,14%	0,00%
hours	'19	23,58%	26,13%	12,44%	15,32%	12,62%	1,98%	1,42%	5,78%	0,49%
36 hours	'18	10,84%	23,44%	18,18%	14,44%	15,51%	3,87%	2,13%	9,89%	1,52%
	'19	9,30%	27,97%	19,25%	15,47%	13,56%	3,55%	3,55%	6,78%	0,40%

Table 4. Share of work activities onto the total of paid work by year and group and function in March 2018

		General admin., organisatio n	Meetings, trainings, conferences	Group mentoring	Communicati on, editing, e-mail	Information and file processing, policy dev.	Supervision, HR	Budget management and control	Other work activities, breaks, lunch	Paid work outside Femma
Administrative	'18	58,37%	11,77%	0,00%	9,75%	3,13%	0,00%	3,88%	6,70%	6,24%
staff	'19	46,02%	14,57%	0,00%	11,99%	4,86%	3,94%	5,33%	7,08%	6,05%
Educational	'18	5,13%	26,02%	3,75%	23,27%	27,66%	0,26%	1,72%	10,81%	1,22%
staff	'19	6,71%	24,37%	6,38%	28,16%	21,90%	0,15%	2,53%	9,54%	0,06%
Supervisor	'18	4,37%	33,73%	1,53%	13,30%	29,51%	9,60%	3,53%	2,57%	1,65%
	'19	3,60%	37,58%	3,82%	11,02%	23,10%	7,70%	7,34%	3,10%	2,54%
Group mentor	'18	4,31%	27,02%	50,53%	8,21%	3,38%	2,14%	0,17%	3,73%	0,32%
	'19	5,81%	33,03%	41,97%	9,56%	3,75%	1,66%	0,03%	3,85%	0,07%

RESEARCH QUESTION 2: DID THE 30-HOUR WORKWEEK IMPACT THE QUALITY OF WORK OR THE ALIGNMENT BETWEEN COLLEAGUES?

Figure 6 shows a small decline in the experienced quality of the working atmosphere. Especially in October 2019 this scale scores lower. For the group of 36 hours this difference between measurement 4 and 1, 2, 3 is quite large and statistically significant. Also the experienced pleasure in work decreases slightly, see figure 7. Only for the group of 26 hours or less we found a statistically significant difference between the measurements.

Splitting the results based on the team they work in, we find big differences (results not shown). The experienced decline in quality of working atmosphere and pleasure in work is thus mostly attributable to some teams.

The perceived work pace did not rise in 2019. This we see in figure 8. Over all employees the work pace even significantly decreased. This significant difference was not found for the different groups based on actual working hours.

The working regime in the 30-hour workweek turns out to be preferable for the employees on the long term. In 2019 almost 90% of the 36 hours group said they think they could keep up working in this system (30 hours per week) until their retirement age. In 2018 only about 16% thought they could keep up in a regime of 36 hours. These results are shown in appendix (table 2).

Figure 6. Scale Quality of work atmosphere over the 4 measurements (range 1-5)

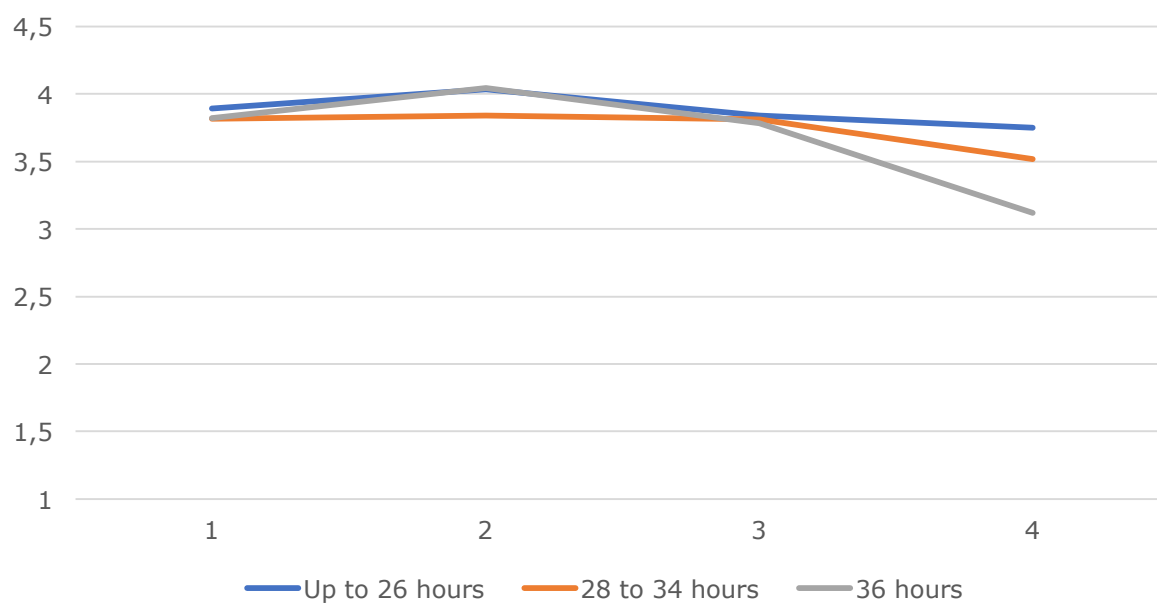


Figure 7. Scale Pleasure in work over the 4 measurements (range 1-4)

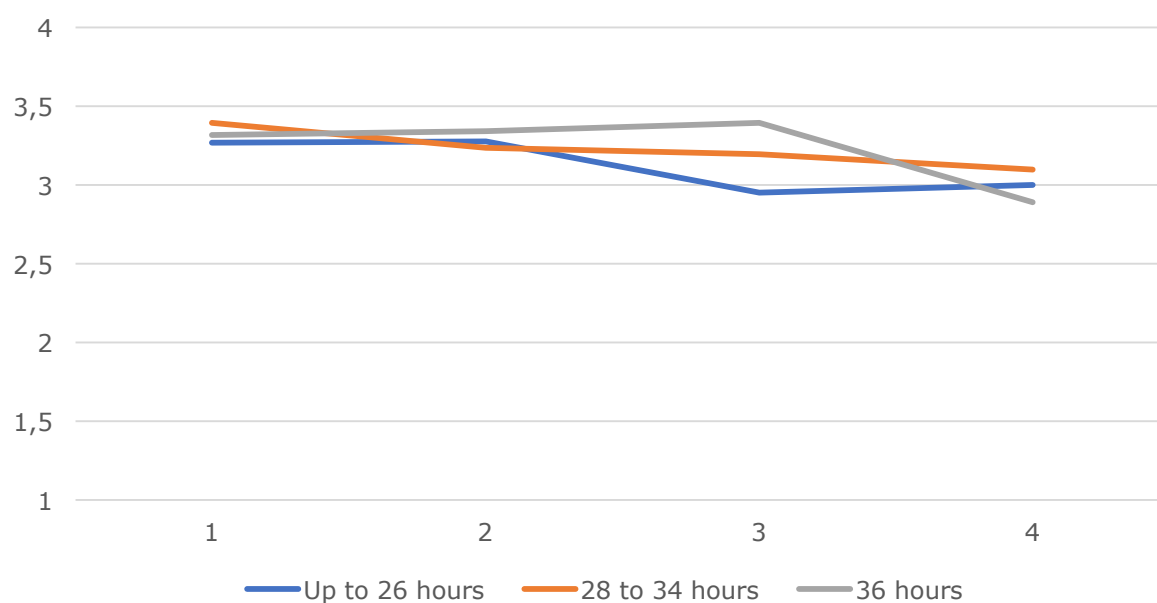
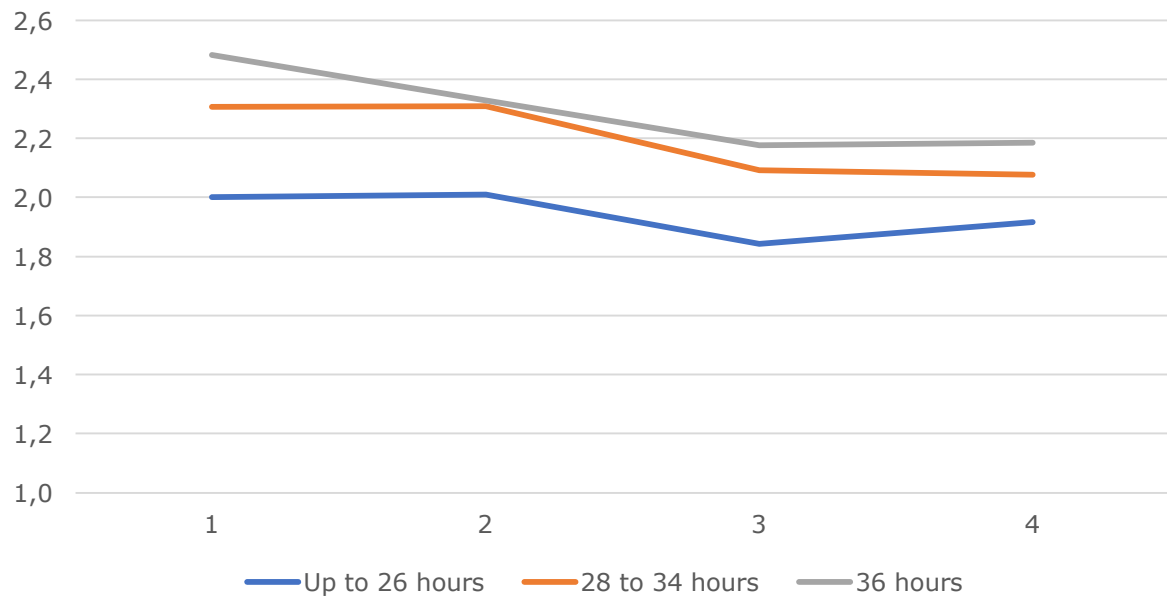


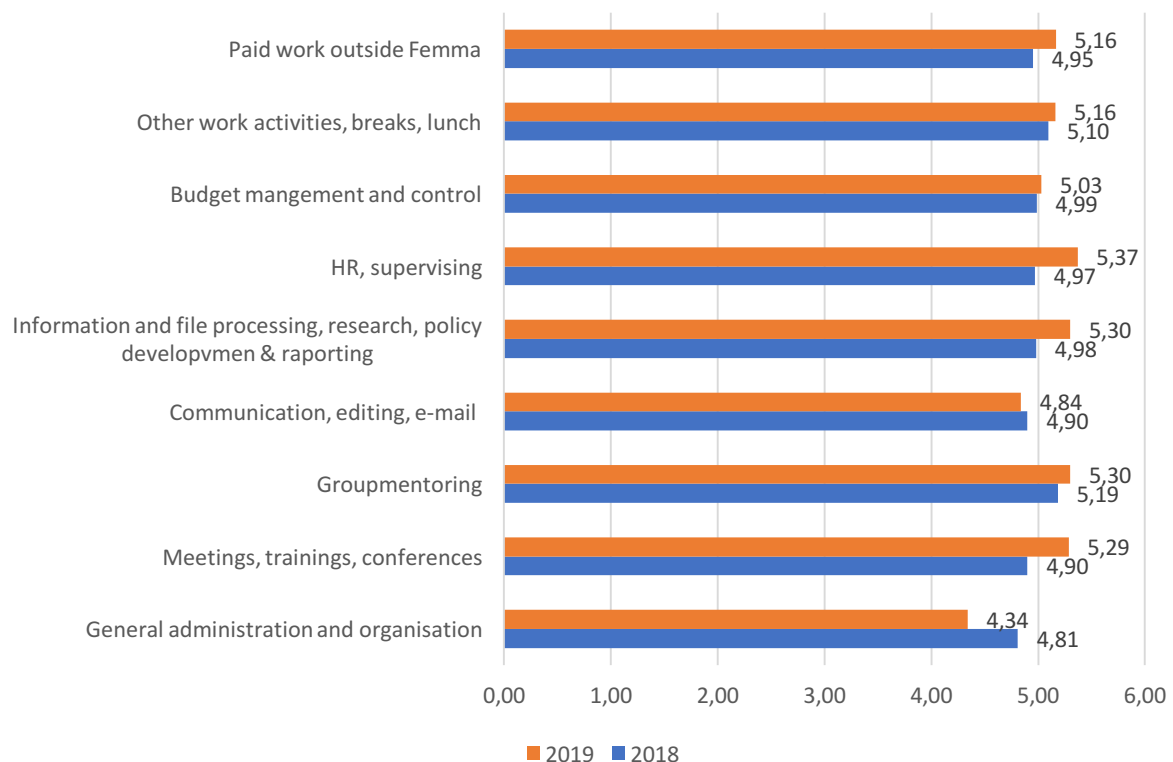
Figure 8. Scale Work tempo and quantity over the 4 measurements (range 1-4)



RESEARCH QUESTION 3: DID THE SHORTER WORKWEEK INFLUENCE THE SATISFACTION EMPLOYEES GET FROM THEIR WORK ACTIVITIES?

During the experiment the satisfaction of most work activities increased for those who had reduced their working hours (28 to 34 and 36 hours groups), see figure 9. Only 'general administration and organisation' was done with less satisfaction in 2019 compared to 2018. The 36 hours group shows a big increase in satisfaction for the activities 'HR, supervision', 'meetings, training, conferences' and 'information and file processing'. Activities concerning communication were done with a little less satisfaction in 2019 for the 36 hours group. These differences are small, but remarkable is that we do not find these changes in the group of 26 hour or less, that did not change working hours.

Figure 9. Satisfaction with work activities in 2018 and 2019 for the 36 hours group (range 1-7)

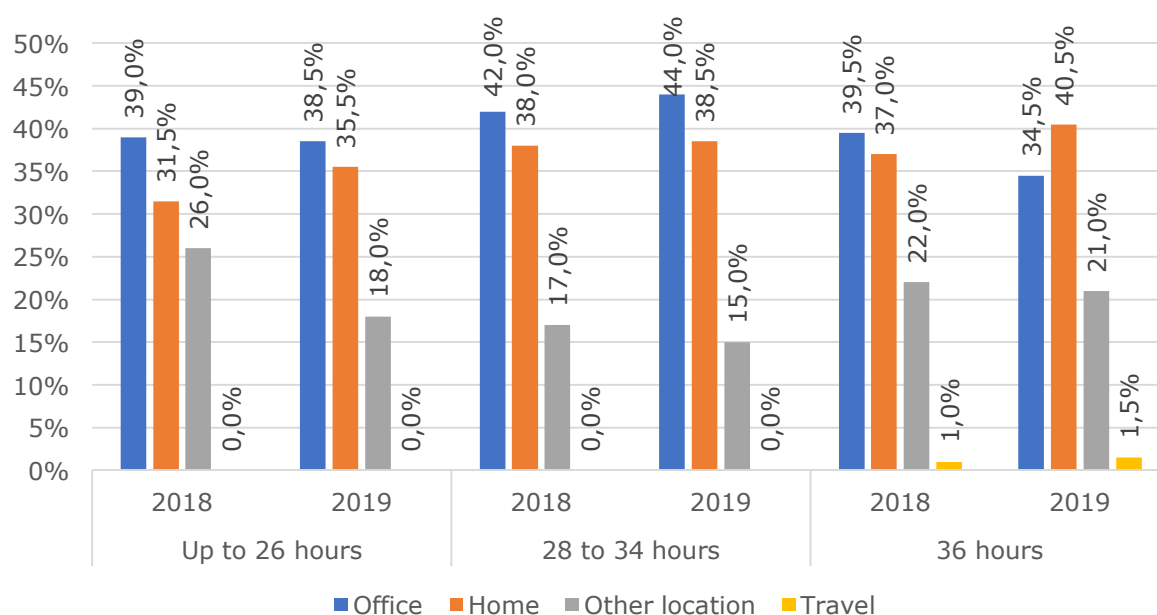


RESEARCH QUESTION 4: DID THE EMPLOYEES MAKE USE OF TELEWORKING IN THE 30-HOUR WORKWEEK?

Femma has been a very flexible employer when it comes to place and time independent working already for quite some time. However, in figure 10 we see that the share of working from home has risen even more in 2019 for all groups. For the 36 hours group this happened at the expense of office work. For the group of 28 to 34 hours we only find a small increase in working from home. For this group the share of office work has also increased, but the share of working in other locations has decreased. The group of 26 hours or less shows an increase in working from home at the expense of working in other locations.

As a result of more working from home and less working hours, the total time spent on travel declined in 2019 for the 36 hours group. We find a decrease in work related travel of 2h38 per week. We do find an increase in travel for household and children in 2019 for this group.

Figure 10. Share of work on different locations in 2018 and 2019 for the different groups



SUMMARY

- The time distribution across the different work activities remained more or less the same, except for a decline in group mentoring and increase in meetings, etc. The 36 hours group also cut down in their breaks.
- We see a decline in perceived quality of working atmosphere in the 36 hours group. This is mainly attributable to some teams.
- The work pace slightly decreased, but remained stable for the 36 hours group.
- For most work activities, satisfaction increased in 2019.
- The share of working from home and work-related travel decreased in 2019.

UNPAID WORK

RESEARCH QUESTIONS

Impact of the work time reduction on the (division) of household work and (child)care:

1. Do we find changes in the duration and meaning of activities related to unpaid work?
2. In what way is the division of household work and care influenced by the working time reduction on family level?

CONTEXT

Although the difference in time spent on household work and childcare between women and men has decreased over the years, this difference is still substantial. Women spent more time than men on household work partly because of men spending more time on paid work. Some research (e.g. Hochschild, 1997) suggests that a collective working time reduction can bring a fairer division in household work.

RESEARCH QUESTION 1: DO WE FIND CHANGES IN THE DURATION AND MEANING OF ACTIVITIES RELATED TO UNPAID WORK?

In general, more time was spent on household work and care in 2019. The time spent on different household tasks and care tasks is displayed in table 5. In regards to household work, we find an increase in time spent on 'setting the table, cooking, doing the dishes'. This increase is largest for the 36 hours group. In further analyses we find that most of this time is spent on cooking. More time was also spent on 'cleaning, washing and ironing' in 2019. Especially the 26 hours or less group spent more time on these type of activities, about an hour per week. But also the 36 hours group spent more time on cleaning, washing and ironing, almost half an hour per week. A third rise we find for the activities concerning shopping and purchases. Here the group of 28 to 34 hours shows the biggest increase. They spent almost two hours more on shopping in 2019.

Childcare shows quite a large increase in 2019 for the 36 hours group, this for activities concerning care as well as activities that have to do with education (such as reading aloud, helping with homework, ...). The two other groups spend less time in childcare because they often do not have (young) resident children. The time they spent on childcare can thus also be for their grandchildren. We see a decline in care activities for children, but a rise in educational activities for the group of 26 hours or less in 2019. For the 28 to 34 group we find the opposite.

Care for adult household members also increased in 2019 for the group of 26 hours or less. The two other groups show a decline in these activities. Time spent on unpaid help/informal care for non-resident adults increased for both the groups of 28 to 34 hours and 36 hours. The 28 to 34 hours group spent most time on this type of activities of all groups in 2019.

These household tasks and care tasks are also related to whether or not children are living in the household. Notable is that mostly employees who do not have resident children or who have resident children between 8 and 18 spent more time on cooking etc. Employees with resident children of 7 or younger spent more time on cleaning, washing, ... and childcare activities (added together:

10h27 in 2018 and 12h45 in 2019). Employees with somewhat older resident children (between 8 and 18) spent more time on organisation and administration of the household, shopping and service visits in 2019. Also, those employees without resident children or with adult resident children did spend more time on shopping and service visits. These two groups without younger children spent more time on informal care, either unpaid help to a non-resident adult or care for an adult household member.

The 30-hour workweek allows more time for care: childcare for those with younger children and informal care for those without (young) children in the household. More time is spent on cooking and shopping, but for those with children also on cleaning and washing. Administration and organisation of the household also took more time in 2019. This can be due to wanting to plan better and align household members in the new regime.

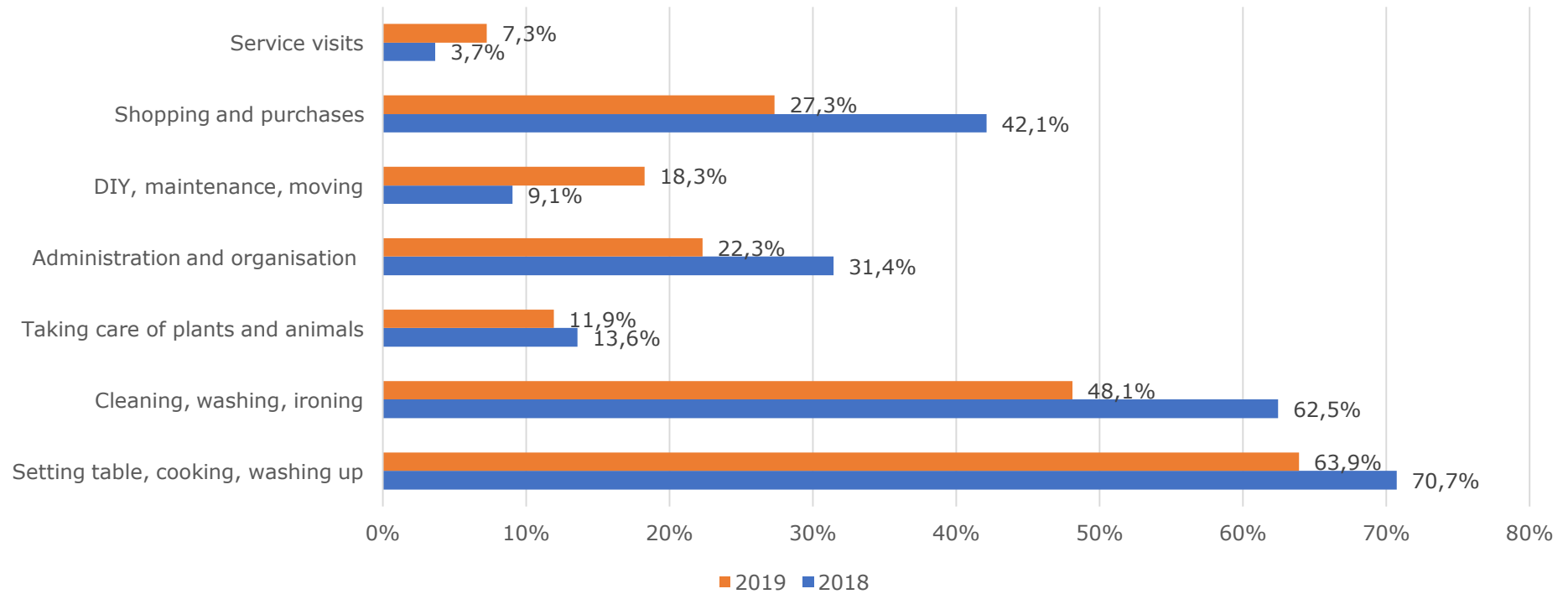
The general rise in household work and care is not necessarily something bad or undesirable. In 2019 employees indicated that they enjoy doing these type of activities more than before: cooking, educational activities with children and informal care for non-resident adults. Less of these activities were seen as an obligation, more was done out of pleasure. These results are shown in appendix (table 3).

Additionally, routine household activities were less combined with other activities for those who worked less in 2019, see figure 11. These employees focused more on one activity at a time, which often benefits the quality of the time. In 2018, the 36 hours group combined about 62% of their activities concerning cleaning and washing with another secondary activity. In 2019 this was only 48%. More of these activities were combined with other household activities or recreational time in 2018.

Table 5. Mean duration per respondent per week for all activities to do with unpaid work by year, groups actual hours and age youngest resident child

		Household work							Childcare		Unpaid help	
		Setting table, cooking, washing up	Cleanin g, washing , ironing	Taking care of plants and animals	Administra tion and organisatio n	DIY, maintenan ce, moving	Shoppin g and purchas es	Service visits	Care child	Educati on and guidanc e	Care reside nt adult	Informal care others
Actual hours												
Up to 26 hours	`18	6:25	6:00	1:35	0:54	0:36	3:01	0:01	1:47	1:12	0:04	1:34
	`19	6:45	6:59	1:33	1:30	0:50	3:35	0:13	1:27	1:40	0:12	0:48
28 to 34 hours	`18	4:24	6:12	1:02	1:03	0:16	2:41	0:12	1:19	1:58	0:48	0:46
	`19	4:45	6:00	1:01	0:58	0:27	4:31	0:11	1:54	1:12	0:35	1:24
36 hours	`18	4:05	3:06	0:23	0:42	0:33	1:42	0:02	3:43	3:29	0:08	0:06
	`19	4:58	3:34	0:26	1:08	0:49	2:10	0:09	3:55	3:45	0:02	0:14
Age youngest resident child												
No resident	`18	4:50	4:57	1:07	0:31	0:33	2:44	0:05	1:18	1:14	0:20	1:08
child	`19	5:50	4:47	0:54	1:09	0:55	4:25	0:10	1:04	0:53	0:12	1:38
Youngest child	`18	4:36	4:08	0:25	0:33	0:38	1:59	0:01	6:54	3:33	0:00	0:17
between 0-7	`19	4:37	5:15	0:27	0:46	0:19	1:55	0:06	7:40	5:05	0:00	0:02
Youngest child	`18	4:39	3:49	1:04	0:42	0:10	1:34	0:02	2:54	5:11	0:00	0:06
between 8-18	`19	5:07	3:37	1:06	1:24	0:41	1:44	0:12	2:43	4:49	0:00	0:11
Youngest child	`18	6:21	7:36	1:31	2:23	0:32	2:26	0:18	1:00	1:36	1:25	0:00
older than 18	`19	4:58	8:42	2:01	2:15	0:34	3:00	0:25	0:07	0:32	1:41	0:00

Figure 11. Share of household activities combined with a secondary activity for the 36 hours group in 2018 and 2019



RESEARCH QUESTION 2: IN WHAT WAY IS THE DIVISION OF HOUSEHOLD WORK AND CARE INFLUENCED BY THE WORKING TIME REDUCTION ON FAMILY LEVEL?

Employees who had reduced their working hours in 2019 outsourced less of their household work and childcare. The employees feel like they took up more of the household work and/or feel that the difference with their partner has widened in 2019. Striking is also that most of the tasks they take up, they do the biggest part in (ranging from 50 to 70%). Only DIY and gardening are activities where their partner takes on the largest share, see figure 12. Even though some employees have a female partner, this remains quite a gender stereotyped division.

Employees might feel that they take up the biggest share of the household work, they are still rather satisfied with the organisation and division of this work. The 36 hours group is the least satisfied, and for this group we barely find differences between 2018 and 2019. 56,1% of them are satisfied with the organisation of the household in 2018 and 58,6% in 2019. 55,3% of them was satisfied about the division of household tasks in 2018 compared to 56,5% in 2019. The number of unsatisfied employees also rose from 19,4% to 26,7% for the organisation of household tasks, and from 20,9% to 33,3% for the division of household tasks. We thus find more extremes. Employees are more satisfied with the organisation and tasks division concerning childcare in 2019. These results are displayed in appendix (table 4 and 5).

The extra hours spent on household work and care in 2019 does not generate more stress, on the contrary. The 36 hours group experienced statistically significant less household stress in 2019 compared to 2018, see figure 13. In March 2018, this group scored almost 4 out of 5 on this stress scale, while in October 2019 this dropped to 3,25. This might also be linked to the fact that they multitasked less while doing household work in 2019. In October 2019, the scores of the three groups are closest together.

Figure 12. Perception of activities to do with unpaid work that the employees take up themselves onto the total done by them and their partner, in % for the 36 hours group

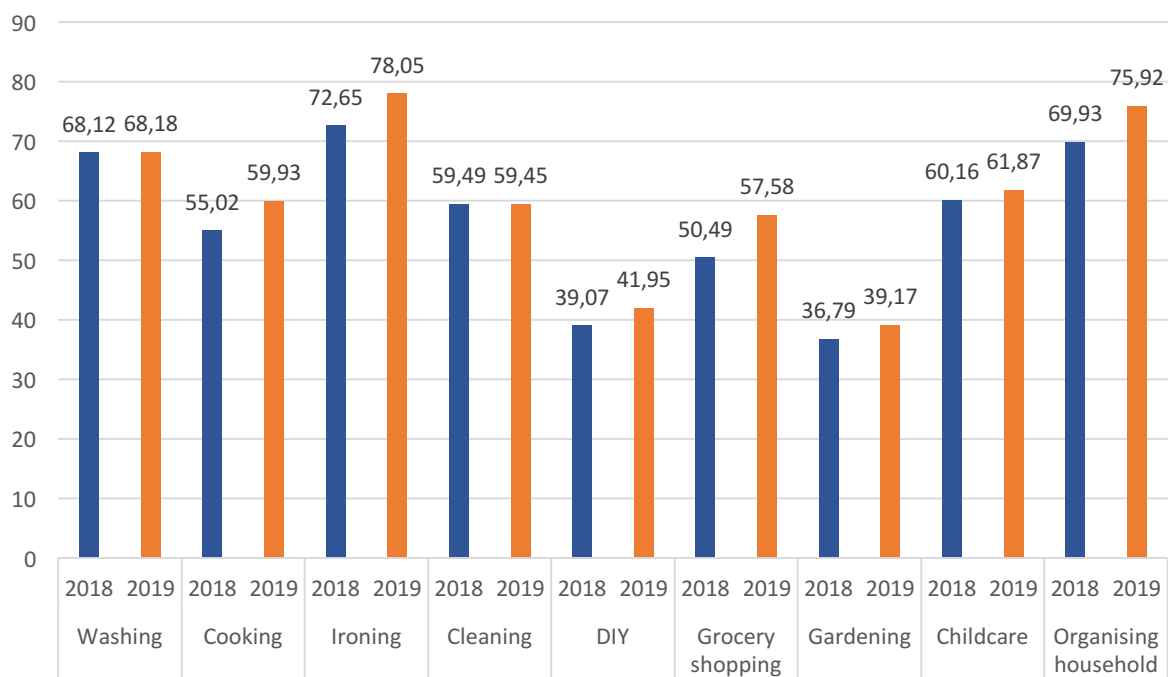
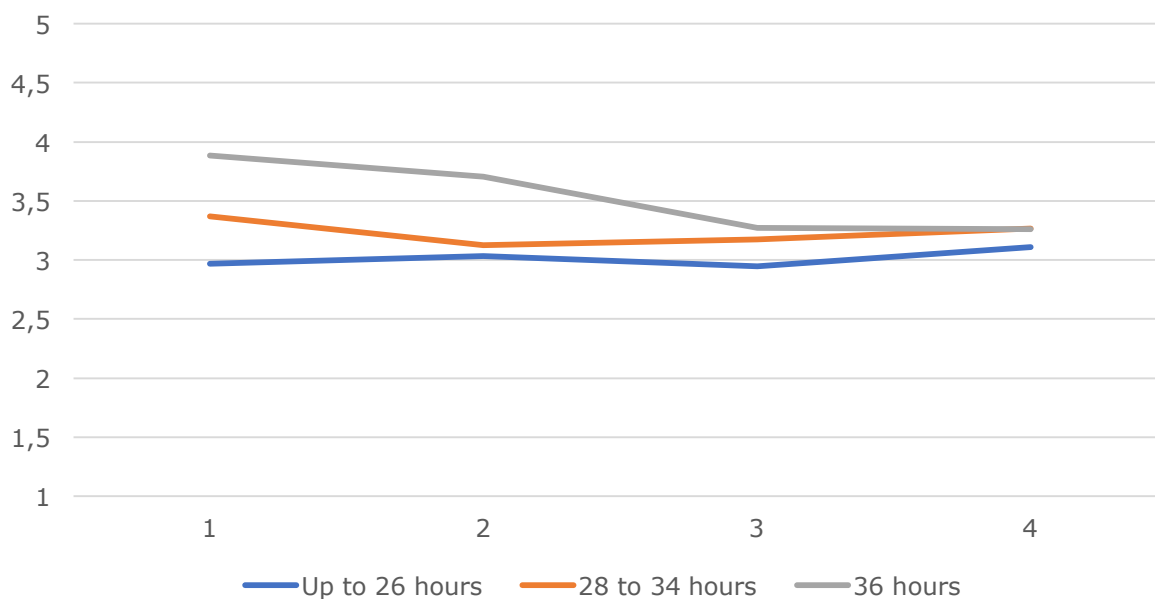


Figure 13. Household stress over the measurements for the different groups (range 1-5)



SUMMARY

- For household work, we found an increase in cooking, cleaning and washing and shopping in 2019.
- There is more time for care in the 30-hour workweek: childcare for those with young children and informal care for those without (young) children.
- Household work and childcare was done with more pleasure and less combined with secondary activities in 2019.
- Employees feel like much of the unpaid work lands on their shoulders. Some are less satisfied with the organisation and division of household work.
- The experienced household stress was significantly lower in 2019.

LEISURE TIME AND MEDIA

RESEARCH QUESTIONS

Influence of the reduction in working hours on leisure time/recreational time:

1. Do we find a change in the composition of leisure activities?
2. Has the quality of leisure improved?

CONTEXT

In general, men have more leisure time than women. Women also tend to have a less qualitative leisure time; they experience more fragmented time and combine this time more often with other activities (=contamination). Spending less time on paid work can make room for more (qualitative) leisure time. The introduction of the 35-hour workweek in France made women spend more time on personal care, reading and listening to music. Men spent more time on sports, gardening and hanging around (Méda & Orain, 2002).

RESEARCH QUESTION 1: DO WE FIND A CHANGE IN THE COMPOSITION OF LEISURE ACTIVITIES?

When speaking of leisure time or recreational time, we look at the three categories of 'social participation', 'leisure and media', and 'relaxing and doing nothing' together. These three categories are shown in table 6. For all groups, we find an increase in time spent on relaxing and doing nothing in 2019. The groups that reduced their working hours also show an increase in social participation, this is especially true for the 28 to 34 hours group. The 36 hours group is the only group where we find an increase in time spent on leisure activities and media: in 2018 they spent 18h12 on these activities and in 2019 19h32. It is mostly activities like watching television, reading, surfing the internet where they spent more time on in 2019. These are activities that are often done at home, see table 7. Activities concerning hobbies and games have also risen a little. For social participation, we see that the increase is mainly due to an increase in time spent on social contacts and visits, and not so much volunteering. Social contacts often also take place outside the home. However, for the 36 hours group, we see that only the in-home social contacts have increased in duration. The two other groups did spend more time on out-of-home social contact. Next to social contacts and reading, the 28 to 34 hours group also spent more time on recreational activities in 2019.

We do not find big shifts in leisure activities between 2018 and 2019 for the group of 36 hours. A somewhat bigger part of their recreational time was spent on reading and internet use in 2019. The results of the 36 hours group are presented in figure 14. For the other two groups we refer to the appendix (table 6). The group of 28 to 36 hours spent a larger share of their recreational time on social contacts and a little less on television and cultural participation and entertainment. We also find some changes for the group of 26 hours or less: in 2019 they spent a bigger share of their recreational time on volunteering, recreational activities and sports. However, the biggest share of recreational time is spent on television and social contacts. This is true for all groups and has not changed. The group of 26 hours or less also spent a big share on volunteering.

Spending less time in paid work does not make for a more diverse leisure repertoire/pattern. For the group of 28 to 34 hours, we even find a little less diversity in leisure activities in 2019, see appendix (table 7). This means that they did not start new leisure activities in 2019, but spent their time on activities that they already often were active in.

At the end of 2018 all employees were challenged by Femma to think about how they spend their time and what they would change. Employees who would not change their working hours, also started thinking about this. This might explain why we also see some changes within this group. The focus on more in-home activities in the 36 hours group can be related to their wish for more me-time. These are often calmer activities, like reading or certain hobbies, that they prefer to do on their own. In the next part of the report, we will discuss alone time and with whom activities are done.

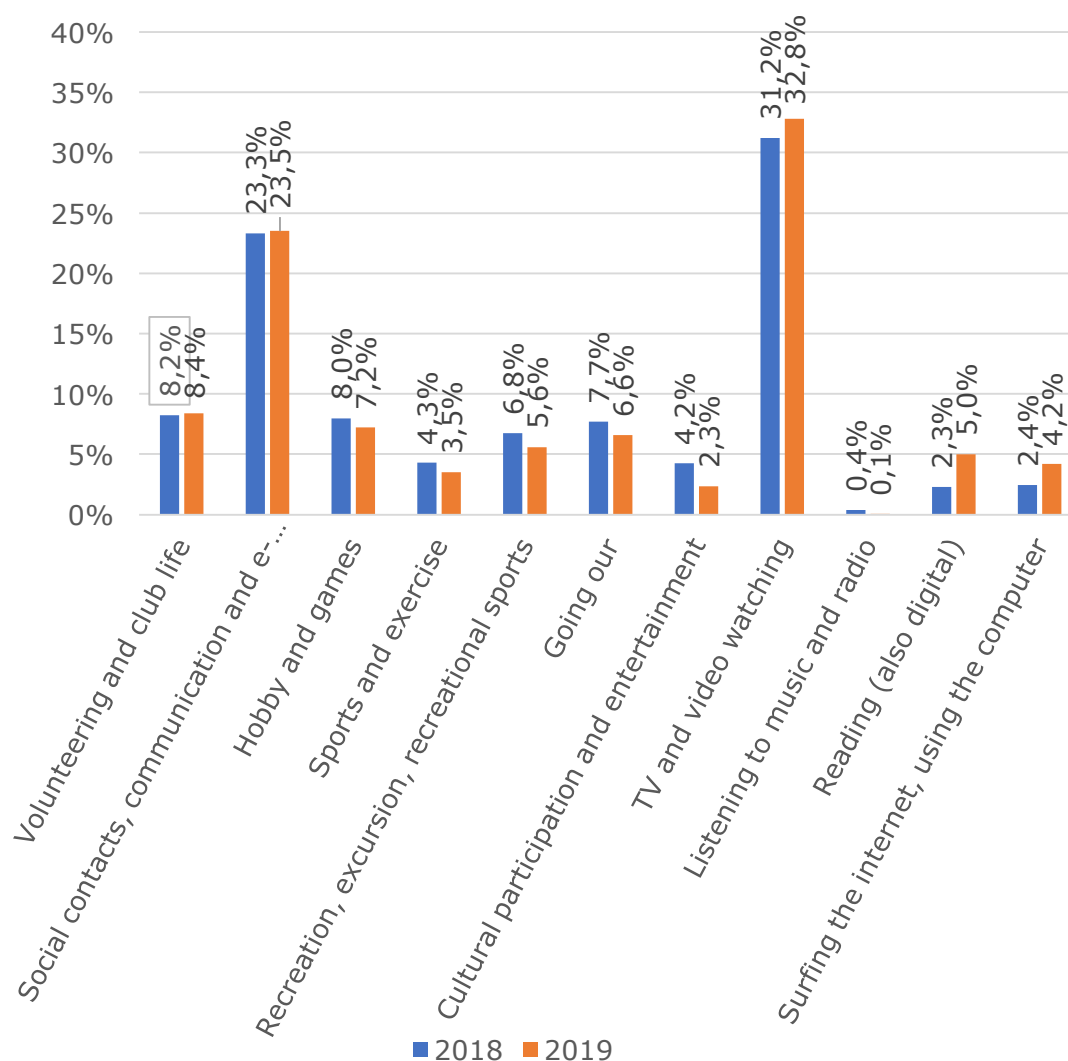
Table 6. Mean duration per respondent per week for recreational time by year and actual hours groups

		Social contacts, volunteering and unpaid help	Leisure and media	Relaxing and doing nothing
Up to 26 hours	'18	12:54	17:40	0:57
	'19	12:26	15:42	2:33
28 to 34 hours	'18	8:55	20:48	0:40
	'19	12:12	18:17	1:04
36 hours	'18	9:06	18:12	1:13
	'19	9:29	19:32	1:43

Table 7. Mean duration per respondent per week for in- and out-of-home social participation and leisure by year and groups actual hours

		Social participation		Leisure and media	
		In-home	Out-of-home	In-home	Out-of-home
Up to 26 hours	'18	4:22	7:36	13:39	3:46
	'19	3:16	8:08	9:26	6:10
28 to 34 hours	'18	2:31	4:52	14:00	6:39
	'19	3:21	6:50	13:30	4:36
36 hours	'18	2:36	6:13	10:31	7:34
	'19	3:15	5:53	12:40	6:52

Figure 14. Share of different leisure activities onto the total of leisure for the 36 hours group in 2018 and 2019



RESEARCH QUESTION 2: HAS THE QUALITY OF LEISURE IMPROVED?

METHOD

Fragmented time is the time that is interrupted by other activities. Fragmented time more often consists of shorter episodes of activities. Here we operationalize fragmentation as the mean duration per activity. The longer the mean duration, the less fragmented this time is.

Contaminated leisure time is a leisure activity combined with a secondary activity which often is not another leisure activity. This is also called multitasking. For this we look at the duration of these activities that are combined with a secondary activity.

FINDINGS

We look at fragmentation and contamination of leisure time to investigate the quality of this time. These results are shown in table 8. For the 'real' leisure activities like watching television, hobbies, recreational activities etc. we find a slight increase in fragmentation for the groups that have reduced their working hours. A more fragmented time consists of shorter episodes per activity and is said to be less qualitative. For social participation, we find a decline in fragmentation for all groups, so less fragmented time.

The 36 hours group combines less of their time spent on social participation and leisure with secondary activities. Their recreational time is purer and this would benefit the quality of this time. In 2018 the 36 hours group had 7h14 of pure leisure time, in 2019 they had 9h47. This is mostly due to less contamination of leisure with childcare and personal care.

The 28 to 34 hours group combines about the same time of social participation and leisure with secondary activities in 2019 as they did in 2018. We find a higher contamination of social participation with personal care. This is not necessarily bad for the quality of this time, seen that this often is the

combination of talking with eating dinner or having a drink. For this group, we also found an increase of the contamination of social participation and leisure with care.

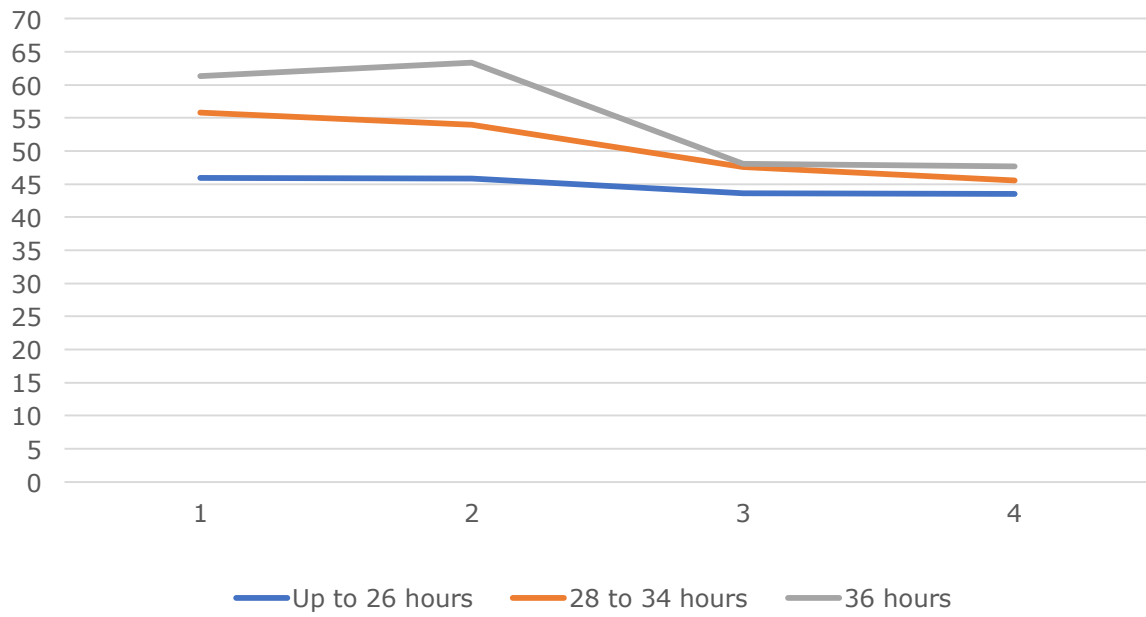
With some caution, we suggest that the recreational time in 2019 was more qualitative, especially for the group of 36 hours.

In addition to this, leisure time pressure decreased (stress to do with leisure time) in 2019 for the two groups that reduced their working hours, see figure 15. For the group of 36 hours we find a big difference between the years: 62 in 2018 and 48 in 2019.

Table 8. Fragmentation and contamination of social participation and leisure by year and groups actual hours

		Fragmentation		Contamination	
		Social contacts, volunteering and unpaid help	Leisure and media	Social participation without secondary activity	Leisure without secondary activity
Up to 26 hours	'18	1:39	1:38	4:30	9:36
	'19	1:50	1:38	4:13	7:12
28 to 34 hours	'18	1:37	1:50	3:47	10:36
	'19	1:50	1:42	3:50	10:11
36 hours	'18	1:49	1:45	3:16	7:14
	'19	1:49	1:38	4:39	9:47

Figure 15. Leisure time pressure (0-100) over the four measurements for the different groups



SUMMARY

- The recreational time (social participation and leisure) increased for those groups that reduced their working hours.
- The 36 hours group spent more time on in-home recreational activities, television, reading and internet use, but also on social contacts.
- Little new leisure activities were started in 2019, but more time was spent on those activities that they already were active in.
- The quality of leisure has slightly increased in 2019. Although the fragmentation increased a little, we find a purer leisure time (less combined with secondary activities) and less leisure time pressure.

FAMILY AND SOCIAL LIFE

RESEARCH QUESTIONS

Impact of the reduction in working time on personal relationships:

1. How was the time divided over different interaction partners?
2. Was there more room for *quality time* in the family during the 30-hour workweek?

CONTEXT

An extra work-free day a week might make room for a more synchronous free time with family and friends. Time with the family is important for the satisfaction of parents and enhances the quality of family life. In addition, the shorter workweek could also lead to a better alignment of work and family time.

RESEARCH QUESTION 1: HOW WAS THE TIME DIVIDED OVER DIFFERENT INTERACTION PARTNERS?

For these analyses, we initially split up the activities in three groups:

- activities that were done all alone, no one else present;
- activities where someone else was present, e.g. in the same room;
- activities that were done together with someone or more persons, e.g. playing a game together or talk.

In 2019 employees of Femma spent more time alone, without anyone else present. They also spent a little less time with someone present or together with someone else, see figure 16. A bigger share of paid work, care, social participation, leisure and waiting was spent alone in 2019, compared to 2018.

Household work, on the contrary, was more often done with someone else in 2019.

In table 9 we see that in 2019 the group of 36 hours spent more time in total on activities that they did together with their child(ren), but spent less time on activities together with their partner, partner and children, family, friends and work contacts. The group of 28 to 34 hours spent more time on activities together with their partner, children, household (partner and children) and work contacts.

The activities done with children were mostly care activities, social participation and travel. Doing more activities together with their partner was mainly due to an increase in the share of household work done with partner in 2019, at least for the groups that reduced their working hours.

Relatively in 2019, leisure time was spent less together with their partner, children or family and friends, but more often alone. For social participation, on the other hand, a bigger share was done with children (for those living with children). The share rises from 26,1% in October 2018 to 39,3% in 2019. For the group of 28 to 34 hours we do find an increase in the share of social participation done together with their partner. The group of 36 hours also shows an increase in the share of social participation with family. These results are presented in figure 17 and table 10.

Figure 16. Mean duration per respondent per week for alone time, time in presence and together with others for all employees by year

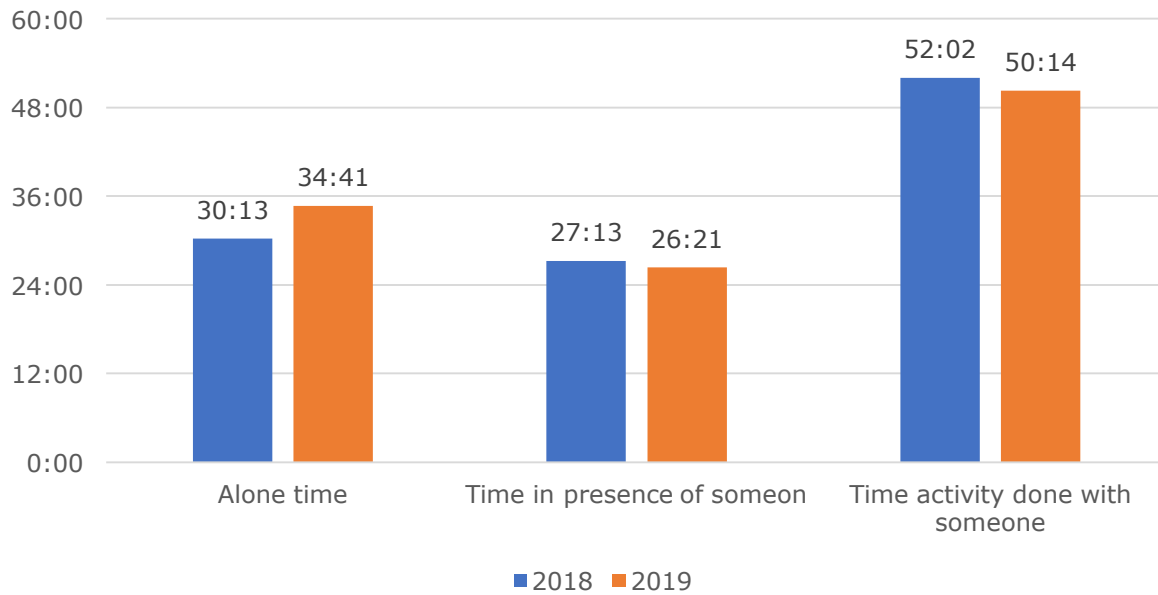


Table 9. Mean duration per respondent per week for all activities done with different interaction partners by year and groups actual hours

		Partner	Child	Household (partner and child)	Family	Friends	Work contacts
Up to 26 hours	'18	33:17	8:10	5:37	4:38	7:04	12:46
	'19	27:59	7:58	3:54	5:24	6:33	10:06
28 to 34 hours	'18	17:58	8:59	3:58	7:59	7:06	8:14
	'19	23:57	11:23	6:01	5:49	5:17	9:04
36 hours	'18	24:09	19:31	11:39	7:45	10:50	13:50
	'19	23:09	19:56	10:33	7:38	10:18	11:19

Figure 17. Share of social participation and leisure done with children for those who have resident children in 2018 and 2019

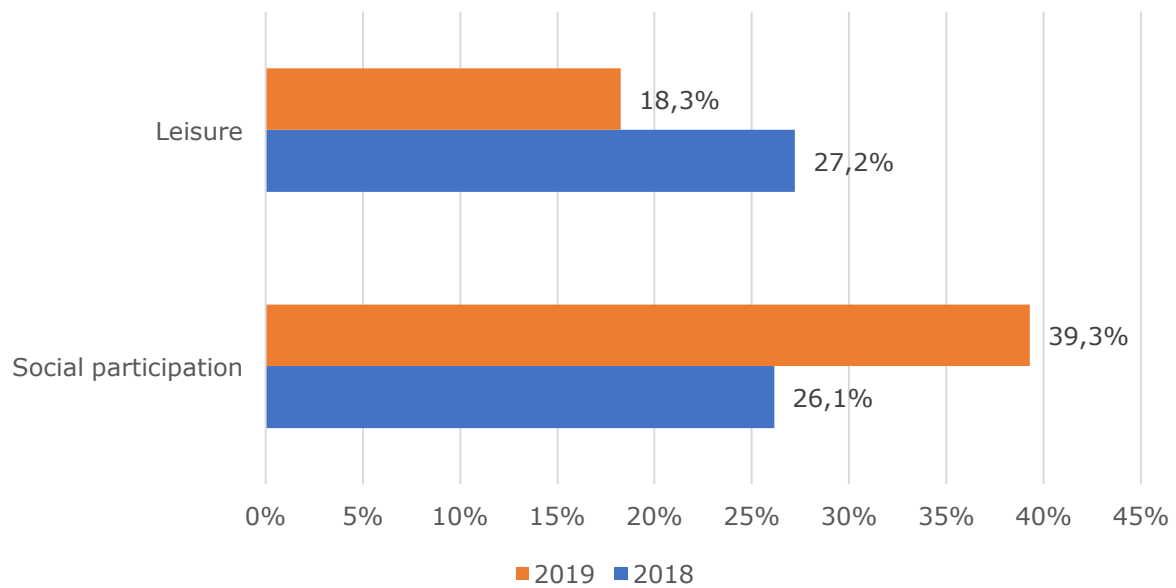


Table 10. Share of social participation and leisure done with family and friends by year and groups actual hours

		Doing together with family		Doing together with friends	
		Social participation	Leisure	Social participation	Leisure
Up to 26 hours	'18	14,74%	1,68%	33,60%	10,40%
	'19	18,75%	4,01%	26,09%	12,17%
28 to 34 hours	'18	36,79%	10,31%	41,65%	9,26%
	'19	31,44%	3,36%	19,05%	6,26%
36 hours	'18	30,73%	12,59%	46,92%	19,55%
	'19	40,36%	5,65%	41,66%	18,77%

RESEARCH QUESTION 2: WAS THERE MORE ROOM FOR *QUALITY* TIME IN THE FAMILY DURING THE 30-HOUR WORKWEEK?

Social participation is often combined with eating or drinking (personal care). Especially for the groups with resident children younger than 18, we find an increase in the combination of social participation with personal care. These are often moments where they take the time to eat together with their children. There was more room for this in 2019.

The time employees spent on activities with their partner and children gets a higher satisfaction rate in 2019 for the group of 36 hours, see figure 18. Activities done with partner or children separately also get a high satisfaction rate, but this does not differ between 2018 and 2019.

The quality of the time and the bond with their children has increased in 2019 for the 36 hours group. These employees indicate to have experienced a better bond and nicer time with their children in 2019. This is shown in figure 19.

The marital satisfaction of employees has not changed between 2018 and 2019.

Figure 18. Satisfaction of activities done with partner, child, partner and child (range 1-7) for the 36 hours group over the four measurements

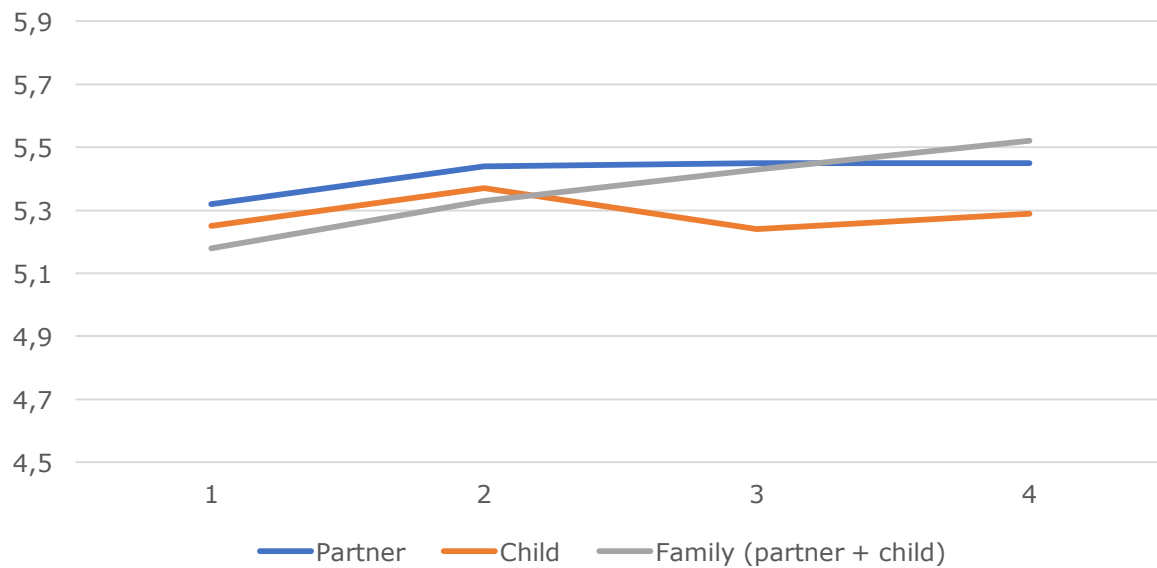
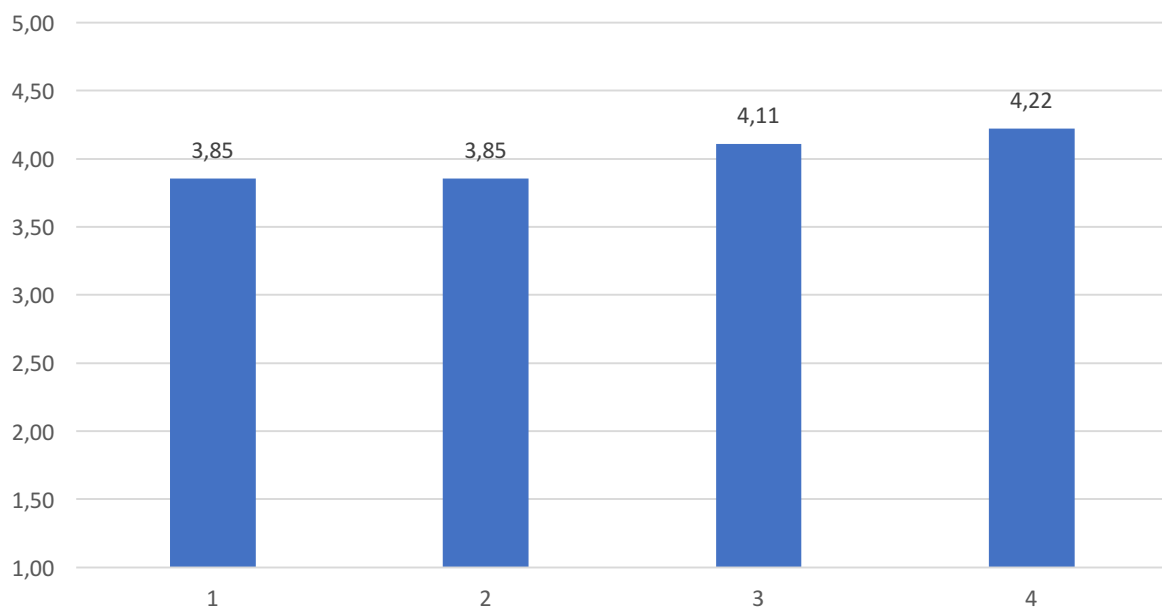


Figure 19. Score on the scale of quality of the time and relationship with children for those with resident children over the four measurements (range 1-5)



SUMMARY

- More time was spent alone in 2019.
- The 36 hours group spent more time with their children, but less with other people. This time with children was mostly spent on care, social participation and travel.
- Social participation was more often done together with children and/or family for the 36 hours group, and with partner for the 28 to 34 hours group.
- The satisfaction of the time spent with partner and children is higher in 2019.
- The quality of the time and the bond with children has increased in 2019.
- Marital satisfaction did not change.

PHYSICAL AND MENTAL HEALTH

RESEARCH QUESTIONS

Impact of a reduction in working hours and work organisation on mental and physical wellbeing:

1. Has the general subjective wellbeing advanced in 2019?
2. Did the employees adopt a healthier lifestyle during the 30-hour workweek?

CONTEXT

A good *work-life balance* increases job satisfaction, mental health and general wellbeing. In addition, a good *work-life balance* is associated with lower time pressure. Spending less time in paid work can improve the combination of work and private life, but can also make people spent more time on living a healthier lifestyle (e.g. cooking healthier, sport more).

RESEARCH QUESTION 1: HAS THE GENERAL SUBJECTIVE WELLBEING ADVANCED IN 2019?

We see a small insignificant rise in general happiness through the measurements for the total group of employees. This is also the case for the different groups based on actual working hours. We find little difference in the experienced sleep problems through the measurements. The results of general happiness and sleep problems are presented in figure 20.

The scale 'mental exhaustion' (a dimension and important indicator of burn-out) showed a small but significant decline for the total group of employees, see figure 21. Especially the difference with the first measurement is striking. This means that employees were less at risk of having a burn-out during the experiment compared to March 2018. It is not sure if this is attributable to the shorter work week as we do not find this significant decline in the different groups based on their actual working hours.

Figure 20. Happiness and sleep problems over the four measurements for the 36 hours group (range 1-4)

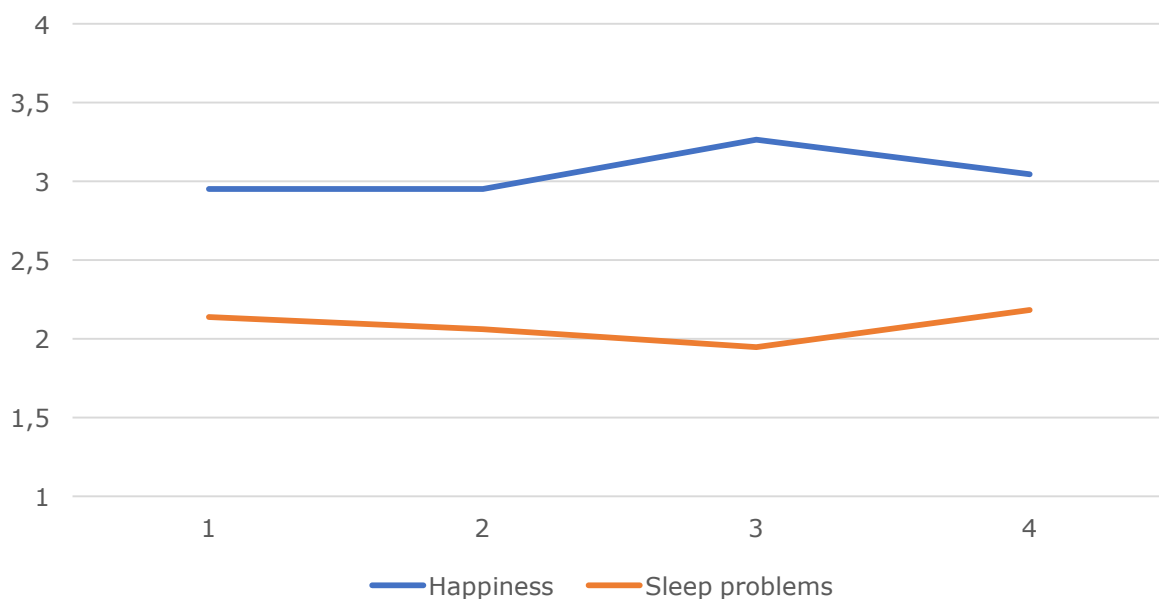
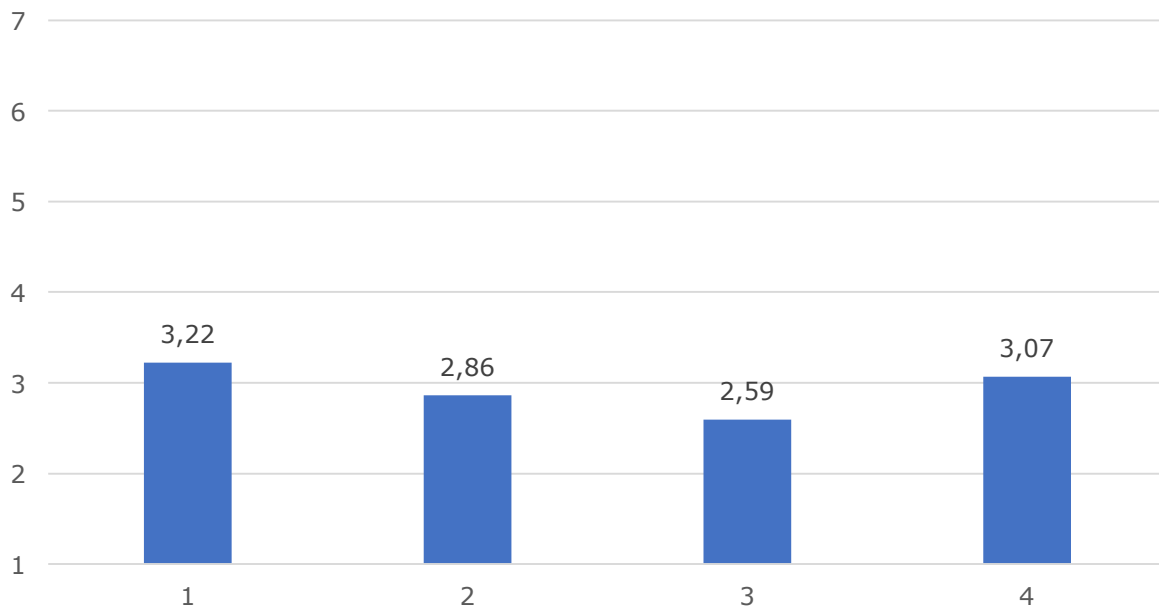


Figure 21. Scale mental exhaustion over the four measurements for all employees (range 1-7)



RESEARCH QUESTION 2: DID THE EMPLOYEES ADOPT A HEALTHIER LIFESTYLE DURING THE 30-HOUR WORKWEEK?

In terms of active time, including doing sports, exercise and active recreation (e.g. walking and biking), we see in table 11 an increase in 2019 for all employees. However, this increase is mainly due to the fact that the group of 26 hours or less spent more time on active activities in 2019 compared to 2018. For the group of 28 to 34 hours we even see a sharp decline in time spent on sports and exercise. They did however spend some more time on active recreation. The 36 hours group spent about the same amount of time on sports, but less on active recreation. We find the same for the participation rate; we mostly see the increase in the group of 26 hours or less. A bigger share of this group has done these types of activities during their registration week in 2019 compared to 2018. In regards to sport activities, we see a large decline in participation rate for the 36 hours group.

Looking at the different age groups (appendix, table 8), it strikes us that especially the older age groups have been more active in 2019. These older age

groups are also overrepresented in the group of 26 hours or less. So we can say that it is especially this group that was more active in 2019.

Also striking is the quite big and significant decline in work-to-life conflict of the 36 hours group and the 28 to 34 hours group, see figure 22. We did not find a difference for the 26 hours or less group. This decline could be due to the reduction in working hours. The satisfaction with the work-life balance also shows an improvement in 2019, especially for the 36 hours group (figure 23). Thanks to the shorter workweek they experienced a better balance and less conflict. We did not find any difference for life-to-work conflict. Although the balance has improved for the 36 hours group in 2019, they only just then reached the level of balance and conflict that the less working groups have or even stay a little lower still.

The shorter workweek in 2019 ensures less stress that accompanies work to private life. A more satisfied balance between work and private life can also be linked to the increased (qualitative) time that they have for household work, children, leisure time, etc., and all aspects that were discussed above.

Table 11. Mean duration and participation rate of active time by year and groups actual hours

		Duration		Participation rate	
		Sports and exercise	Recreation, excursions, recreational sports	Sports and exercise	Recreation, excursions, recreational sports
Up to 26 hours	'18	0:31	1:41	38,21	50,77
	'19	1:49	2:43	50,48	60,58
28 to 34 hours	'18	1:26	2:11	34,52	52,14
	'19	0:54	2:28	36,67	26,67
36 hours	'18	1:15	1:55	51,55	36,90
	'19	1:14	1:27	43,81	39,17

Figure 22. Scale work-to-life conflict (range 1-4) over the four measurements for the different groups

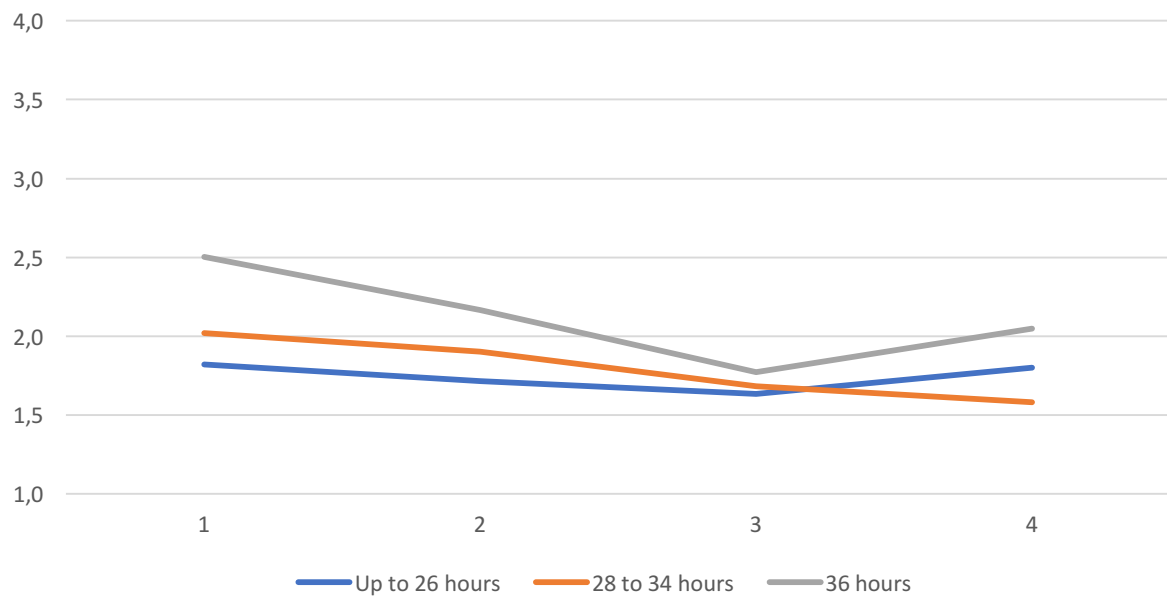
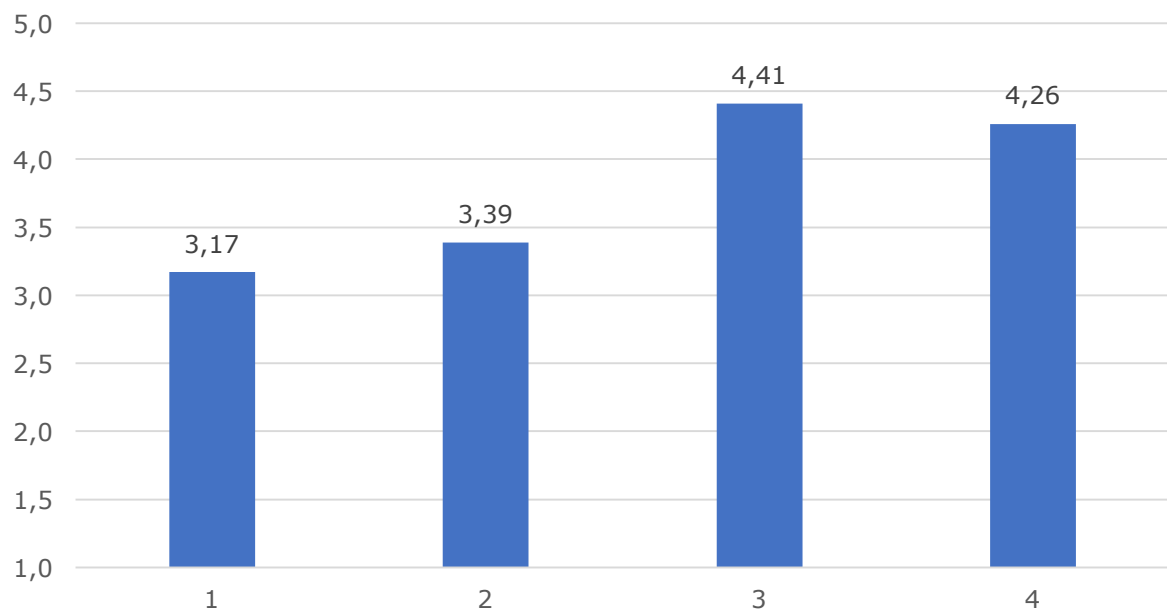


Figure 23. Satisfaction work-life balance (range 1-5) over the four measurements for 36 hours group



SUMMARY

- There is no evident change in general health or happiness in the 30-hour workweek.
- Older employees (mostly part-time working) spent more time on active activities in 2019.
- Work-life balance is experienced as better. Especially the groups that reduced their working hours experienced significantly less work-to-life conflict in 2019.

GENERAL CONCLUSIONS

In 2019, the employees of Femma experimented with a 30-hour workweek. All full-time employees changed to a 30-hour full-time week. Part-time employees who worked less than 30 hours maintained their working hours in 2019. Some of those who normally worked 28 hours, chose to work 30 hours instead. During this experiment, almost all employees chose one additional day off per week, namely Wednesday or Friday. Because they worked less and a little more from home, the time spent on work-related travel also decreased.

The extra free hours were mostly spent on household work, care and personal care. The 36 hours group (those who went from 36 hours in 2018 to 30 in 2019) also spent more time on leisure and media.

At the start of the 30-hour workweek experiment, the employees had several wishes and expectations about what they wanted to do with their extra time. Above all, the wish for more personal time (me-time, sports, healthy living) was high. Although the employees indicate that the reality did not entirely meet the expectations, we see that they did have some more time to be alone and to do calm, in-home leisure activities. Their leisure time was mainly focused on themselves. This is also reflected in a focus on activities such as reading, watching television, etc. Some employees wished for more time with their children, which is reflected in the data. The extra time with children is not filled with anything special; it is mainly day-to-day activities such as household work, care, eating together and talking that is done with children.

Although the wish to spend more time on household work was small, we did see that far more time was spent on household-related activities in 2019, as well as care-related activities. Employees with (young) resident children spent more time on childcare, while employees without resident children or older resident children spent more time on informal care. Many of these household and care tasks were done with more pleasure and less frequently combined with secondary activities in 2019. This results in a more relaxed feeling and a reduction of stress with regards to household work. However, employees do

perceive themselves taking up a somewhat bigger share of the household work in 2019 compared to their partner. Regarding satisfaction with the division of household work, some employees are as satisfied as before, while others are less satisfied. After all, their partner did not lessen their paid working time.

Despite the reduction in working hours, we do not find any indication of a higher work tempo for employees. The distribution of time between different work activities is more or less the same in 2019 as in 2018, only the share of 'group mentoring' and 'meetings, trainings, conferences' differs slightly from 2018. We did find a decline in quality of the work atmosphere and the pleasure in work for some teams. These teams had more trouble with the trajectory of reorganisation and the self-management, that was introduced before the 30-hour workweek, than expected. On the other hand, we found a small increase in satisfaction with work activities for the two groups that decreased their working hours.

In their private life, employees experienced a decrease in pressure and stress. Next to a reduction in household stress, feelings of time pressure in their personal (leisure) time also decreased. In general, employees are more satisfied with their work-life balance and employees that did reduce their working hours also experienced a reduction of work-to-life conflict in 2019 compared to 2018.

APPENDIX

OVERVIEW

Table 1. Mean duration per respondent per week spent on main categories only for the 36 hours group by age youngest resident child for 2018 and 2019

Table 2. Percentage that indicated to be sure or not if they would be able to keep on the current regime until their retirement age by actual working hours over the four measurements

Table 3. Reason why household work or care activities were done over the different measurements as off measurement 2 in % (more than one option could be chosen)

Table 4. Satisfaction of the organisation and division of household work by actual working hours in 2018 and 2019

Table 5. Satisfaction organisation and division childcare activities in 2018 and 2019 (only 36 hours group)

Table 6. Share of different leisure activities on to the total of leisure activities for the groups of 26 hours or less and 28 to 34 hours.

Table 7. Repertoire leisure activities by actual working hours and 2019

Table 8. Duration and participation rate of active time by age groups in 2018 and 2019

Table 9: Scales used in the report with the items and range of and possible answers

Table 1. Mean duration per respondent per week spent on main categories only for the 36 hours group by age youngest resident child for 2018 and 2019

		Paid work	Household work	Childcare	Personal care, eating, drinking	Sleep and rest	Education	Social participation	Leisure and media	Waiting	Travel	Other
No resident child	'18	32:11	10:17	0:44	15:19	62:25	0:41	11:35	21:33	0:11	12:35	0:51
	'19	27:18	14:44	1:26	15:14	61:29	0:14	8:30	25:53	0:35	10:36	2:40
Youngest resident child between 0 and 7	'18	37:49	12:24	10:45	11:53	56:30	1:52	7:25	14:32	0:09	13:23	1:28
	'19	30:45	14:18	11:27	14:22	56:34	2:00	8:55	15:31	0:10	12:22	1:31
Youngest resident child between 8 and 18	'18	33:36	9:20	9:09	12:37	58:22	0:24	9:22	19:30	0:11	13:43	1:39
	'19	29:08	11:57	7:58	14:13	58:45	0:47	11:20	19:55	0:22	11:54	1:47

Table 2. Percentage that indicated to be sure or not if they would be able to keep on the current regime until their retirement age by actual working hours over the four measurements

		Do you think you could work in the current regime (working hours per week) until your retirement age?				N
	Actual hours	Not sure at all	Not sure	Sure	Very sure	
March '18	Up to 26h	25,00%	41,70%	25,00%	8,30%	12
	28-34h	8,30%	58,30%	16,70%	16,70%	12
	36h	11,10%	66,70%	16,70%	5,60%	18
October '18	Up to 26h	15,40%	23,10%	61,50%	0,00%	13
	28-34h	15,40%	38,50%	30,80%	15,40%	13
	36h	21,10%	68,40%	5,30%	5,30%	19
March '19	Up to 26h	7,10%	42,90%	35,70%	14,30%	14
	28-34h	12,50%	12,50%	37,50%	37,50%	16
	36h	4,50%	9,10%	54,50%	31,80%	22
October '19	Up to 26h	100,00%	0,00%	0,00%	0,00%	1*
	28-34h	0,00%	27,30%	45,50%	27,30%	11
	36h	4,30%	4,30%	26,10%	65,20%	23

* In the fourth measurement this question was only asked to those who had indicated they reduced their hours

Table 3. Reason why household work or care activities were done over the different measurements as off measurement 2 in % (more than one option could be chosen)

	Measurement	Because I was obligated	Because I think it is important, to please someone, sense of duty	Out of necessity, because it is needed to do something else	For the pleasure that I experience
Setting the table, cooking, washing up	2	5,1	32,5	51,1	15,9
	3	5,3	32,6	59,1	19,9
	4	3,6	34,1	52,8	21,1
Cleaning, washing, ironing	2	10,0	27,9	63,7	5,2
	3	9,3	25,3	61,1	8,9
	4	4,8	27,3	64,1	8,6
Taking care of plants and animals	2	6,8	40,7	20,3	45,8
	3	4,5	45,5	45,5	34,1
	4	0,0	22,5	37,5	57,5
Administration and organisation household	2	17,5	17,5	45,0	12,5
	3	8,8	23,5	69,1	5,9
	4	15,0	17,5	55,0	20,0
DIY, maintenance, moving	2	0,0	0,0	42,9	21,4
	3	10,5	31,6	47,4	26,3
	4	4,8	23,8	76,2	4,8
Shopping and purchases	2	10,2	24,5	50,0	17,3
	3	6,5	21,8	55,6	29
	4	1,0	19,4	67,0	17,5
Service visits	2	20,0	40,0	40,0	0,0
	3	20,0	26,7	53,3	13,3
	4	0,0	22,2	22,2	11,1
Childcare	2	3,3	39,9	51,9	29,0
	3	5,7	36,3	55,4	29,0
	4	2,2	34,8	58,9	28,6
Education and guidance children	2	1,9	42,9	15,2	53,3
	3	4,1	42,6	18,9	54,9
	4	1,6	47,6	14,2	60,3
Help and care for resident adult	2	5,0	35,0	55,0	5,0
	3	0,0	100,0	0,0	0,0
	4	0,0	83,3	0,0	8,3
Unpaid help or informal care for non-residents	2	6,3	43,8	12,5	37,5
	3	0,0	71,4	9,5	42,9
	4	0,0	52,0	16,0	44,0

Table 4. Satisfaction of the organisation and division of household work by actual working hours in 2018 and 2019

			Very unsatisfie d	More or less unsatisfied	Nor satisfied, nor unsatisfied	More or less satisfied	Very satisfied
Up to 26 hours	Organisation household work	'18	0,00%	17,35%	13,55%	48,10%	20,95%
		'19	3,55%	23,80%	14,65%	30,55%	27,35%
	Division household work employee and partner	'18	0,00%	23,35%	16,65%	40,00%	20,00%
		'19	3,55%	23,20%	6,25%	47,30%	19,65%
28 to 34 hours	Organisation household work	'18	0,00%	12,50%	29,20%	54,20%	4,15%
		'19	0,00%	20,55%	16,95%	45,55%	16,95%
	Division household work employee and partner	'18	0,00%	26,65%	26,10%	15,55%	31,65%
		'19	0,00%	17,35%	14,05%	44,30%	24,30%
36 hours	Organisation household work	'18	2,50%	16,90%	24,50%	46,30%	9,75%
		'19	7,40%	19,30%	14,75%	43,80%	14,75%
	Division household work employee and partner	'18	2,80%	18,05%	23,90%	36,95%	18,35%
		'19	10,15%	23,15%	10,25%	38,30%	18,15%

Table 5. Satisfaction organisation and division childcare activities in 2018 and 2019 (only 36 hours group*)

			Very unsatisfie d	More or less unsatisfie d	Nor satisfied, nor unsatisfied	More or less satisfied	Very satisfied
36 hours	Organisation childcare	'18	0,00%	24,25%	9,05%	48,15%	18,60%
		'19	12,15%	9,60%	5,90%	41,35%	31,00%
	Division of childcare between employee and partner	'18	0,00%	27,65%	3,35%	37,65%	31,35%
		'19	9,25%	12,55%	5,90%	35,45%	36,90%

* In the other groups was only one employee with resident children where childcare was applicable

Table 6. Share of different leisure activities on to the total of leisure activities for the groups of 26 hours or less and 28 to 34 hours.

		Volunteer ing and club life	Social contacts, communica tion and e- mail	Hobby and games	Sports and exercise	Recreatio n, excursion, recreation al sports	Going our	Cultural participat ion and entertain ment	TV and video watching	Listening to music and radio	Reading (also digital)	Surfing the internet, using the computer
Up to 26 hours	'18	14,87%	22,93%	4,00%	1,57%	5,95%	1,00%	5,05%	26,07%	0,12%	11,02%	2,39%
	'19	17,71%	25,19%	2,89%	7,77%	10,14%	0,75%	2,54%	21,38%	0,00%	7,45%	1,29%
28 to 34 hours	'18	5,39%	19,94%	4,61%	4,08%	7,54%	3,48%	6,43%	38,49%	0,22%	2,79%	2,59%
	'19	4,41%	29,99%	4,63%	3,37%	6,46%	2,06%	2,02%	34,97%	0,34%	3,73%	1,41%

Table 7. Repertoire leisure activities by actual working hours and 2019*

Repertoire		
Up to 26 hours	'18	46,97%
	'19	45,33%
28 to 34 hours	'18	48,34%
	'19	42,66%
36 hours	'18	49,09%
	'19	48,82%

* Repertoire was calculated based on how many of the different activity groups were done in the registration week onto the total possible activities

Table 8. Duration and participation rate of active time by age groups in 2018 and 2019

			Duration		Participation rate	
			Sports and exercise	Recreation, excursions, recreational sports	Sports and exercise	Recreation, excursions, recreational sports
Up to 35 years	'18		2:40	2:42	76,19	46,43
	'19		1:21	1:38	60,71	53,57
36-45 years	'18		1:17	1:41	48,35	33,79
	'19		1:37	1:07	44,51	29,67
46-55 years	'18		0:32	0:13	26,67	26,67
	'19		1:02	0:42	40,48	22,62
56 years or older	'18		0:44	2:20	33,85	57,66
	'19		1:06	3:21	40,36	47,50

Table 9. Scales used in the report with the items and range of and possible answers

Scale	Items	Range possible answers
Work atmosphere		Range 1-5: completely disagree – completely agree
	Femma knows a good team spirit and collegiality	
	The work atmosphere within Femma is good	
	I can ask my colleagues for help is needed	
	Ideas can be expressed openly without being judged for help	
Pleasure in work		Range 1-4: never - always
	I find it pleasant to start the workday	
	I still find my work fascinating, every day again	
	I have fun working	
	I can say that I look up to my work	
	I love the challenge in my work	
	I have the feeling that my work is meaningful	
Work tempo		Range 1-4: never - always
	Do you have to work fast?	
	Do you have too much work?	
	Do you have to work extra hard to finish something?	
	Do you work under time pressure	
	Do you have to hurry?	
	Do you have to deal with backlog in your work?	
	Would you like to slow down in your work?	
Household stress		Range 1-5: completely disagree – completely agree
	There are moments that I am short of hands in the household	
	I feel stress when I think of all the household chores that still have to be done	
	I often postpone my household chores	
	The time for the household work is planned and fixed in advance	
General time pressure		Range 1-5: completely disagree – completely agree
	I never have some time for myself	
	A day consists of too little hours	
	Too much is expected from me	
	I often have to cancel plans	
	I must do more than I want to	
	I never get finished	
	I do not have time to do the things I must do	

I am expected to do more than I can handle

I often am not able to do the things I like to do in my leisure time

Too often I must take others into account during my leisure time

I find it hard to relax during my leisure time

It costs me a lot of effort to plan my leisure activities

There are so many things I would like to do during my leisure time that I often feel short of time

Too many of my leisure activities are fragmented

Leisure time pressure	Range 1-5: completely disagree – completely agree
------------------------------	---

I often am not able to do the things I like to do in my leisure time

Too often I must take others into account during my leisure time

I find it hard to relax during my leisure time

It costs me a lot of effort to plan my leisure activities

There are so many things I would like to do during my leisure time that I often feel short of time

Too many of my leisure activities are fragmented

Quality time and relationship children	Range 1-5: completely disagree – completely agree
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I can enjoy the time I spend with my child(ren)

I do not see the time I spend on childcare as 'work'

I have a good relationship with my child(ren)

Work-to-life conflict	Range 1-4: never - always
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How often does it happen that...

your responsibilities at work have the upper hand on your private life?

you worry at home about problems at work?

you experience difficulties with childcare due to your work?

you feel less involved with your family/friends because of the requirements of your work?

you feel that you lag behind the events at home?

you have so much work to do that you do not have time for your hobbies?

the requirements of your work make it hard to relax?

Mental exhaustion	Range: 1-7 never – every day
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I feel mentally exhausted because of my work

At the end of the day I feel empty

I feel tired when I wake up in the morning and a new working day is starting

I feel 'burnt-out' because of my job

I feel frustrated because of my job

I think I'm too committed to my work

Sleep problems

Range 1-4: never - always

I often get up during the night

I usually toss and turn at night

I wake up multiple times during the night

It feels like I only sleep a couple of hours

I think I sleep well at night

I feel like I am lacking sleep

When I wake up in the night, I have a hard time falling back asleep

I feel well rested after I get up

