

# How to spend extra non-work time: preferences versus reality

An organisational experiment with a 30-hour work week

Reduction of 6-2 hours/week for one year, +/- 40 full-time female employees  
 Longitudinal survey data & in-depth interviews and focus groups



**Wishes**

- 83% wished more time for themselves
- 70% wished more time for exercise
- 62% wished more time for intimate relationships (partner & children)

*me-time*

**Expectations**

In line with wishes but little more realistic

**Goal Potential self**

Appropriation of less conventional form of me-time e.g. housework to ease mind

**Constraints**

- Wanting too much
- Schedules, rhythms and life stage of family and friends
- Traditional views and expectations in environment

Gendered norms & life style hierachies



Me-time justified by 'personal gift' of time

**Perceived reality**

- 46% experienced more time for themselves
- 32% experienced more time for exercise
- 53% experienced more time with children
- 21% experienced more time with partner

Priority is often given to children or housework, instead of me-time

**Outcome Actual self**

Based on: Mullens, F. & Glorieux, I. (2022). Dreams versus reality: wishes, expectations and perceived reality for the use of extra non-work time in a 30-hour work week experiment. Community, Work & Family.