

# Exploring the health and well-being benefits of reduced working hours with maintained salary: A scoping review and evidence map<sup>1</sup>

by Mireia Utzet, PhD,<sup>2</sup> Mercè Soler, PhD, Jose Maria Ramada, PhD, Marta Menéndez, MSc, Michael Silva-Peñaherrera, PhD, Fernando Garcia Benavides, PhD, Consol Serra, PhD

1. Supplementary material
2. Correspondence to: Mireia Utzet, Center for Research in Occupational Health (CISAL), Universitat Pompeu Fabra, Doctor Aiguader 88, 08003 Barcelona, Spain. [E-mail: mireia.utzet@upf.edu]

Table S1. Search strategy

| Database         | Search strategy*                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PubMed           | ("working time reduction" OR "reduced working hours" OR "short working hours" OR "shortened working time" OR "working time flexibility" OR "flexible work" OR "flexible working" OR "flexitime" OR "flexi time" OR "flexi-time" OR "working-time arrangements" OR "working time arrangements" OR "working-time arrangement" OR "working time arrangement" OR "part-time job" OR "part-time work" OR "work time reduction") AND (health OR well-being OR wellbeing OR "well being" OR "wellness" OR burnout OR depression OR anxiety OR pain OR QALY OR "quality of life" OR "productivity loss" OR "work-life balance" OR "sick leave" OR "time of work" OR "sickness absence" OR "presenteeism" OR "sickness leave" OR "absenteeism" OR satisfaction) |
| Scopus           | ("working time reduction" OR "reduced working hours" OR "short working hours" OR "shortened working time" OR "working time flexibility" OR "flexible work" OR "flexible working" OR "flexitime" OR "flexi time" OR "flexi-time" OR "working-time arrangements" OR "working time arrangements" OR "working-time arrangement" OR "working time arrangement" OR "part-time job" OR "part-time work" OR "work time reduction") AND (health OR well-being OR wellbeing OR "well being" OR "wellness" OR burnout OR depression OR anxiety OR pain OR QALY OR "quality of life" OR "productivity loss" OR "work-life balance" OR "sick leave" OR "time of work" OR "sickness absence" OR "presenteeism" OR "sickness leave" OR "absenteeism" OR satisfaction) |
| Web of Science   | ("working time reduction" OR "reduced working hours" OR "short working hours" OR "shortened working time" OR "working time flexibility" OR "flexible work" OR "flexible working" OR "flexitime" OR "flexi time" OR "flexi-time" OR "working-time arrangements" OR "working time arrangements" OR "working-time arrangement" OR "working time arrangement" OR "part-time job" OR "part-time work" OR "work time reduction") AND (health OR well-being OR wellbeing OR "well being" OR "wellness" OR burnout OR depression OR anxiety OR pain OR QALY OR "quality of life" OR "productivity loss" OR "work-life balance" OR "sick leave" OR "time of work" OR "sickness absence" OR "presenteeism" OR "sickness leave" OR "absenteeism" OR satisfaction) |
| Cochrane Library | ("working time reduction" OR "reduced working hours" OR "short working hours" OR "shortened working time" OR "working time flexibility" OR "flexible work" OR "flexible working" OR "flexitime" OR "flexi time" OR "flexi-time" OR "working-time arrangements" OR "working time arrangements" OR "working-time arrangement" OR "working time arrangement" OR "part-time job" OR "part-time work" OR "work time reduction") AND (health OR well-being OR wellbeing OR "well being" OR "wellness" OR burnout OR depression OR anxiety OR pain OR QALY OR "quality of life" OR "productivity loss" OR "work-life balance" OR "sick leave" OR "time of work" OR "sickness absence" OR "presenteeism" OR "sickness leave" OR "absenteeism" OR satisfaction) |
| PsycINFO         | ("working time reduction" OR "reduced working hours" OR "short working hours" OR "shortened working time" OR "working time flexibility" OR "flexible work" OR "flexible working" OR "flexitime" OR "flexi time" OR "flexi-time" OR "working-time arrangements" OR "working time arrangements" OR "working-time arrangement" OR "working time arrangement" OR "part-time job" OR "part-time work" OR "work time reduction") AND (health OR well-being OR wellbeing OR "well being" OR "wellness" OR burnout OR depression OR anxiety OR pain OR QALY OR "quality of life" OR "productivity loss" OR "work-life balance" OR "sick leave" OR "time of work" OR "sickness absence" OR "presenteeism" OR "sickness leave" OR "absenteeism" OR satisfaction) |
| Epistemonikos    | ("working time reduction" OR "reduced working hours" OR "short working hours" OR "shortened working time" OR "working time flexibility" OR "flexible work" OR "flexible working" OR "flexitime" OR "flexi time" OR "flexi-time" OR "working-time arrangements" OR "working time arrangements" OR "working-time arrangement" OR "working time arrangement" OR "part-time job" OR "part-time work" OR "work time reduction") AND (health OR well-being OR wellbeing OR "well being" OR "wellness" OR burnout OR depression OR anxiety OR pain OR QALY OR "quality of life" OR "productivity loss" OR "work-life balance" OR "sick leave" OR "time of work" OR "sickness absence" OR "presenteeism" OR "sickness leave" OR "absenteeism" OR satisfaction) |

|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                   | arrangement" OR "working time arrangement" OR "part-time job" OR "part-time work" OR "work time reduction") AND (health OR well-being OR wellbeing OR "well being" OR "wellness" OR burnout OR depression OR anxiety OR pain OR QALY OR "quality of life" OR "productivity loss" OR "work-life balance" OR "sick leave" OR "time of work" OR "sickness absence" OR "presenteeism" OR "sickness leave" OR "absenteeism" OR satisfaction)                                                                                                                                                                                                                                                                                                                |
| ProQuest          | ("working time reduction" OR "reduced working hours" OR "short working hours" OR "shortened working time" OR "working time flexibility" OR "flexible work" OR "flexible working" OR "flexitime" OR "flexi time" OR "flexi-time" OR "working-time arrangements" OR "working time arrangements" OR "working-time arrangement" OR "working time arrangement" OR "part-time job" OR "part-time work" OR "work time reduction") AND (health OR well-being OR wellbeing OR "well being" OR "wellness" OR burnout OR depression OR anxiety OR pain OR QALY OR "quality of life" OR "productivity loss" OR "work-life balance" OR "sick leave" OR "time of work" OR "sickness absence" OR "presenteeism" OR "sickness leave" OR "absenteeism" OR satisfaction) |
| CINAHL<br>(EBSCO) | ("working time reduction" OR "reduced working hours" OR "short working hours" OR "shortened working time" OR "working time flexibility" OR "flexible work" OR "flexible working" OR "flexitime" OR "flexi time" OR "flexi-time" OR "working-time arrangements" OR "working time arrangements" OR "working-time arrangement" OR "working time arrangement" OR "part-time job" OR "part-time work" OR "work time reduction") AND (health OR well-being OR wellbeing OR "well being" OR "wellness" OR burnout OR depression OR anxiety OR pain OR QALY OR "quality of life" OR "productivity loss" OR "work-life balance" OR "sick leave" OR "time of work" OR "sickness absence" OR "presenteeism" OR "sickness leave" OR "absenteeism" OR satisfaction) |

Table S2. List of government and labour agencies included for the grey literature search

| Name                                                                                                             | Region         |
|------------------------------------------------------------------------------------------------------------------|----------------|
| World Health Organisation (WHO)                                                                                  | Worldwide      |
| International Labour Organisation (ILO)                                                                          | Worldwide      |
| Occupational Safety and Health Administration (OSHA-EU)                                                          | European Union |
| Occupational Safety and Health Administration (OSHA)                                                             | United States  |
| Social Security Administration (SSA)                                                                             | United States  |
| National Institute for Occupational Safety and Health (NIOSH)                                                    | United States  |
| Bureau of Labour Statistics (BLS)                                                                                | United States  |
| Health and Safety Executive (HSE)                                                                                | United Kingdom |
| Federal Agency for Occupational Risks [Agence fédérale des risques professionnels (FEDRIS)]                      | Belgium        |
| Karolinska Institute. A medical University [Karolinska Institutet]                                               | Sweden         |
| Fair Work Ombudsman (FWO)                                                                                        | Australia      |
| Heads of Workers' Compensation Authorities                                                                       | Australia      |
| Safe Work Australia                                                                                              | Australia      |
| Ministry of Labour and Social Economy [Ministerio de Trabajo y Economía Social]                                  | Spain          |
| National Institute of Safety and Health at Work [Instituto Nacional de Seguridad y Salud en el Trabajo (INSST)]  | Spain          |
| Union of Workers' Commissions [Sindicato de Comisiones Obreras (CCOO)]                                           | Spain          |
| General Workers' Union [Union General de Trabajadores (UGT)]                                                     | Spain          |
| The Work Environment Agency [Arbetsmiljöverket]                                                                  | Sweden         |
| Occupational Safety and Health Administration [Työsuojeluhallinto]                                               | Finland        |
| Labour Relations Authority                                                                                       | Ireland        |
| Danish Agency for Labour Market and Recruitment [Styrelsen for Arbejdsmarked og Rekruttering]                    | Denmark        |
| Danish Working Environment Authority [Arbejdstilsynet]                                                           | Denmark        |
| Public Employment Service [Werkbedrijf (UWV)]                                                                    | Netherlands    |
| Netherlands Enterprise Agency [Rijksdienst voor Ondernemend Nederland]                                           | Netherlands    |
| Norwegian Labour and Welfare Administration (NAV)                                                                | Norway         |
| Social Security Institute [Instituto de Segurança Social]                                                        | Portugal       |
| Equal Employment Opportunity Commission (EEOC)                                                                   | United States  |
| Equality and human rights Commission                                                                             | United Kingdom |
| Department of Enterprise, Trade and Employment                                                                   | Ireland        |
| Ministry of Social Affairs and Employment [Ministerie van Sociale Zaken en Werkgelegenheid]                      | Netherlands    |
| Human Resources and Social Development Canada (HRSDC)                                                            | Canada         |
| Department for Work and Pensions (DWP)                                                                           | United Kingdom |
| Federal Institute for Occupational Safety and Health [Bundesanstalt für Arbeitsschutz und Arbeitsmedizin (BAuA)] | Germany        |
| Ministry of Labour and Social Policies [Ministero del Lavoro e delle Politiche Sociali]                          | Italy          |
| Department of Employment, Workplace Relations and Social Inclusion                                               | Australia      |
| Ministry of Social Affairs and Labour [Félags- og vinnumarkaðsráðuneytið]                                        | Iceland        |
| The Administration of Occupational Safety and Health [Vinnueftirlitið]                                           | Iceland        |
| Ministry of Business, Innovation and Employment                                                                  | New Zealand    |
| Ministry for Energy, Just Transition and Fair Work                                                               | Scotland       |
| Learning and work Institute                                                                                      | Scotland       |
| Ministry for Public Health and Women's Health                                                                    | Scotland       |

Table s3. Quality assessment of scientific and grey literature studies using the Mixed Methods Appraisal Tool (MMAT)

|      | Screening questions |     | Qualitative |     |     |     |     | Quantitative randomised control |     |     |            |     | Quantitative nonrandomised |     |            |            |     | Mixed methods |     |     |            |     | Score |
|------|---------------------|-----|-------------|-----|-----|-----|-----|---------------------------------|-----|-----|------------|-----|----------------------------|-----|------------|------------|-----|---------------|-----|-----|------------|-----|-------|
|      | S1                  | S2  | 1.1         | 1.2 | 1.3 | 1.4 | 1.5 | 2.1                             | 2.2 | 2.3 | 2.4        | 2.5 | 3.1                        | 3.2 | 3.3        | 3.4        | 3.5 | 5.1           | 5.2 | 5.3 | 5.4        | 5.5 |       |
| (26) | yes                 | yes |             |     |     |     |     |                                 |     |     |            |     | yes                        | yes | yes        | yes        | yes |               |     |     |            |     | 5     |
| (27) | yes                 | yes |             |     |     |     |     |                                 |     |     |            |     |                            |     |            |            |     | yes           | yes | yes | yes        | yes | 5     |
| (28) | yes                 | yes | yes         | yes | yes | yes | yes |                                 |     |     |            |     |                            |     |            |            |     |               |     |     |            |     | 5     |
| (29) | yes                 | yes |             |     |     |     |     |                                 |     |     |            |     | yes                        | yes | yes        | yes        | yes |               |     |     |            |     | 5     |
| (30) | yes                 | yes |             |     |     |     |     |                                 |     |     |            |     | yes                        | yes | can't tell | can't tell | yes |               |     |     |            |     | 3     |
| (31) | yes                 | yes |             |     |     |     |     |                                 |     |     |            |     | no                         | yes | can't tell | no         | yes |               |     |     |            |     | 2     |
| (32) | yes                 | yes |             |     |     |     |     |                                 |     |     |            |     |                            |     |            |            |     | yes           | yes | yes | can't tell | yes | 4     |
| (33) | yes                 | yes |             |     |     |     |     |                                 |     |     |            |     |                            |     |            |            |     | yes           | yes | yes | yes        | yes | 5     |
| (34) | yes                 | yes |             |     |     |     |     |                                 |     |     |            |     | yes                        | yes | yes        | no         | yes |               |     |     |            |     | 4     |
| (35) | yes                 | yes |             |     |     |     |     |                                 |     |     |            |     | no                         | yes | yes        | no         | yes |               |     |     |            |     | 3     |
| (36) | yes                 | yes |             |     |     |     |     |                                 |     |     |            |     | no                         | yes | yes        | yes        | yes |               |     |     |            |     | 4     |
| (37) | yes                 | yes |             |     |     |     |     |                                 |     |     |            |     | can't tell                 | yes | can't tell | yes        | yes |               |     |     |            |     | 3     |
| (38) | yes                 | yes |             |     |     |     |     | yes                             | yes | yes | can't tell | yes |                            |     |            |            |     |               |     |     |            |     | 4     |
| (39) | yes                 | yes |             |     |     |     |     | yes                             | yes | yes | can't tell | yes |                            |     |            |            |     |               |     |     |            |     | 4     |
| (40) | yes                 | yes |             |     |     |     |     |                                 |     |     |            |     | can't tell                 | yes | can't tell | no         | yes |               |     |     |            |     | 2     |

S1. Are there clear research questions? S2. Do the collected data allow to address the research questions? 1.1. Is the qualitative approach appropriate to answer the research question? 1.2. Are the qualitative data collection methods adequate to address the research question? 1.3. Are the findings adequately derived from the data? 1.4. Is the interpretation of results sufficiently substantiated by data? 1.5. Is there coherence between qualitative data sources, collection, analysis and interpretation? 2.1. Is randomisation appropriately performed? 2.2. Are the groups comparable at baseline? 2.3. Are there complete outcome data? 2.4. Are outcome assessors blinded to the intervention provided? 2.5 Did the participants adhere to the assigned intervention? 3.1. Are the participants representative of the target population? 3.2. Are measurements appropriate regarding both the outcome and intervention (or exposure)? 3.3. Are there complete outcome data? 3.4. Are the confounders accounted for in the design and analysis? 3.5. During the study period, is the intervention administered (or exposure occurred) as intended? 5.1. Is there an adequate rationale for using a mixed methods design to address the research question? 5.2. Are the different components of the study effectively integrated to answer the research question? 5.3. Are the outputs of the integration of qualitative and quantitative components adequately interpreted? 5.4. Are divergences and inconsistencies between quantitative and qualitative results adequately addressed? 5.5. Do the different components of the study adhere to the quality criteria of each tradition of the methods involved? Item 4 is not scored because it refers to the “Quantitative descriptive” study design, which did not apply to any of the included studies.

Table s4. Caption of the Evidence Map

