



# Work Life Flow and Health

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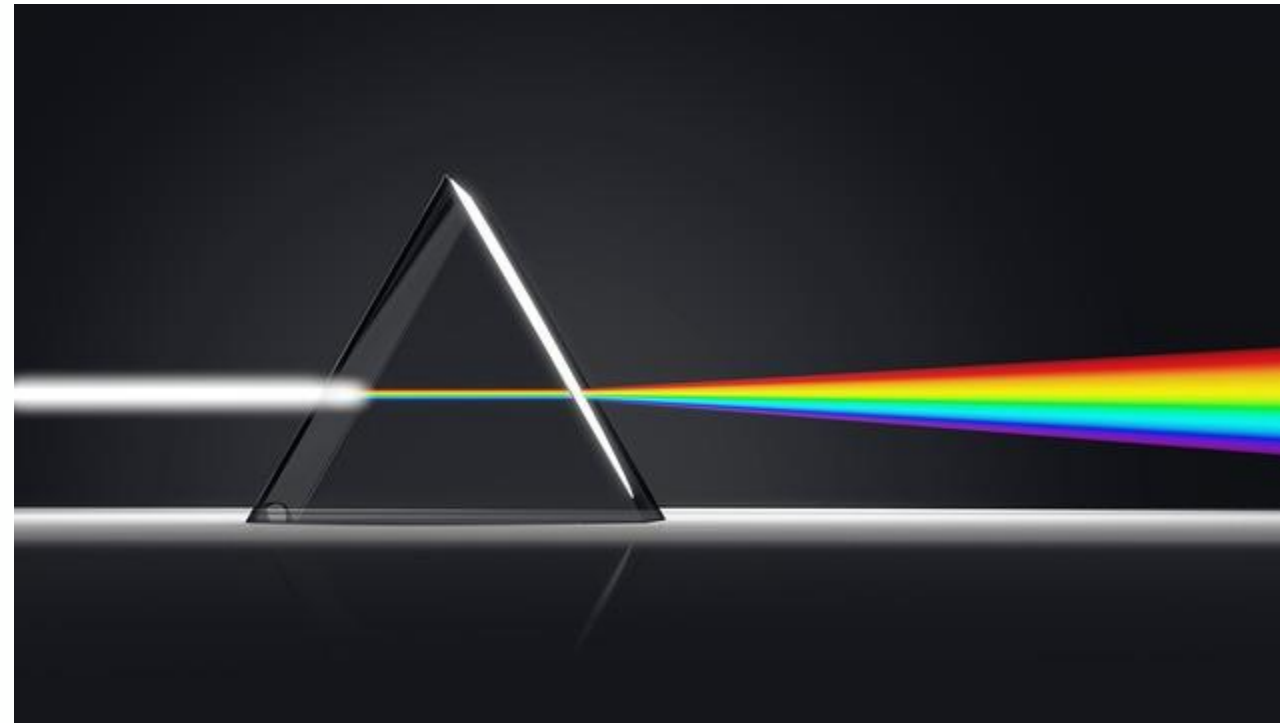


# Introduction

- Emergence of remote working (particularly in the home) due to COVID-19
- A rebalance of employees' priorities reflected in new legislation
- Employer obligations extending into the home environment
- The nature of employee health and well-being in different working environments



# Finding out what we know



- The review protocol was registered with PROSPERO (CRD42021258517)
- PRISMA guidelines, timeframe (2020-2021), English language only
- Focus on physical and psychological impacts, and mediating factors of remote working,
- 830 articles identified, 34 studies reviewed after applying inclusion criteria.

# Quality Assessment



- Utilized the GRADE approach for assessing strength of evidence;
- Most studies showed low to very low strength of evidence,
- A few had higher strength of evidence focusing on infection risk, physical activity, sedentary behaviour, and screen time.

# What the research indicates- Physical Health

- **Reduced physical activity** with **increased sedentary behaviour** and associated physical problems
- **Increased screen time** and associated negative impacts
- **Reduced risk of infection** due to remote working
- Following physical impacts
  - Ergonomic issues - excess noise, lack of lighting, excess heat, poor air quality, and a lack of adequate furniture
  - Back and neck pain issues, headaches, vocal tract discomfort
  - Reduction of common pathogen infections due to reduced social contacts, lower exposure to air pollution

# What the research indicates - Psychological Health

- Impacts associated with social relationships and quality of life as follows:
  - Workers spent more time sleeping when they could psychologically detach from work
  - Increases in formal social media communication predicted higher techno-stress
  - Female staff members, staff members with comorbidities, and workers in the administration and service sections significantly more likely to report psychological distress

# Mediating Work related Factors

- Overall younger age, living alone, reduction in leisure time, and changes in quantity of caring duties were associated with perceived negative impact on personal life
- Specific mediating factors that can have positive impacts:
  - Access to Green/Blue Spaces and regular physical activity
  - Pets
  - Switching off camera/microphone
  - Availability of organizational telework task support
  - Presence of a supportive institutional programme associated with reducing anxiety and depressive symptoms
  - Job crafting is protective factor in mitigating the negative effect of workload and heavy remote working on individual outcomes

# The New Role of Occupational Health

- Occupational health will take a more active role in employees' lives within the home setting
- Employers' responsibilities will include:
  - Promoting positive lifestyles
  - Providing guidance on work-home life organization – ergonomic adaptations
  - Mitigating adverse impacts of remote working on personal well-being through proactive support programmes



# Preparing for a New Occupational Health Relationship

- A broader span of occupational health policy obligations and expectations
  - Costs associated with restructuring the home as a workspace and addressing specific physical and psychological challenges
  - Specific policies for employees on their personal work practices and their relationship to their well-being practices, such as when to take physical exercise and when to disengage with technology
  - Working collaboratively with other healthcare professionals, such as mental health practitioners, and general practitioners

# Future Research and Practice



- Evolving practices in occupational health services and practices
- Other consequences of potential shifts in the work environment
- Conflicts arising between employees based at home and those based in traditional settings.

# Conclusion

It is important to foster a synergy between work and personal well-being in the context of remote working.

Wells, J., Scheibein, F., Pais, L., Rebelo Dos Santos, N., Dalluege, C. A., Czakert, J. P., & Berger, R. (2023). A Systematic Review of the Impact of Remote Working Referenced to the Concept of Work-Life Flow on Physical and Psychological Health. *Workplace health & safety*, 21650799231176397. Advance online publication. <https://doi.org/10.1177/21650799231176397>





# *Thank You*

*In case of questions or comments,  
please reach out to us!*

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