

Work-life balance and leisure: A structured literature review

Equilíbrio entre trabalho e vida pessoal e lazer: uma revisão estruturada da literatura

ABSTRACT

Maria Isabel Coltro Crovador 
isabelcrovador@hotmail.com
Federal University of Technology -
Paraná, Ponta Grossa, Paraná, Brazil

Junior Clacindo Defani 
defani@alunos.utfpr.edu.br
Federal University of Technology -
Paraná, Ponta Grossa, Paraná, Brazil

Diego Fabricio Schlosser 
diego.fabri1@gmail.com
Faculdade Senac, Ponta Grossa,
Paraná, Brazil

Antonio Augusto de Paula Xavier
augustox@utfpr.edu.br
Federal University of Technology -
Paraná, Ponta Grossa, Paraná, Brazil

Ariel Orlei Michaloski 
ariel@utfpr.edu.br
Federal University of Technology -
Paraná, Ponta Grossa, Paraná, Brazil

Luiz Alberto Pilatti 
lapilatti@utfpr.edu.br
Federal University of Technology -
Paraná, Ponta Grossa, Paraná, Brazil

OBJECTIVE: To examine how recent literature has addressed the relationship between leisure and work-life balance (WLB), identifying the mechanisms, tensions, and inequalities associated with this relationship.

METHODS: A structured literature review was conducted in Web of Science and Scopus, with searches conducted in the second half of January 2024 using the descriptors “work-life balance” AND “leisure”. Articles published between 2018 and 2023 that addressed leisure as a relevant dimension of WLB were included. Review articles, book chapters, conference papers, and studies in which leisure appeared only tangentially were excluded. Screening was conducted by two independent reviewers, with a third reviewer resolving disagreements. The final corpus comprised 30 articles, organized with Bibliometrix and thematically analyzed in NVivo.

RESULTS: The synthesis identified five thematic axes: leisure, recovery, and mental health; time, flexibility, and boundary management; gender, care, and inequalities in access to leisure; leisure as agency, crafting, and resilience; and organizational and contextual conditions.

CONCLUSIONS: Leisure was described in the literature as a relevant dimension of WLB, associated with recovery, psychological detachment from work, and the social and organizational conditions that shape access to non-work time.

KEYWORDS: work-life balance; leisure; mental health; quality of life; literature review.

RESUMO

OBJETIVO: Analisar como a literatura recente tem abordado a relação entre lazer e equilíbrio entre trabalho e vida pessoal (work-life balance – WLB), identificando mecanismos, tensões e desigualdades associados a essa relação.

MÉTODOS: Foi realizada uma revisão estruturada da literatura nas bases Web of Science e Scopus, com busca conduzida na segunda quinzena de janeiro de 2024, utilizando os descritores “work-life balance” AND leisure. Foram incluídos artigos publicados entre 2018 e 2023 que abordavam o lazer como dimensão relevante do WLB. Revisões, capítulos de livro, trabalhos em eventos e estudos em que o lazer aparecia apenas de forma tangencial foram excluídos. A triagem foi realizada por dois revisores independentes, com decisão de um terceiro revisor em caso de divergência. O corpus final reuniu 30 artigos, organizados com Bibliometrix e analisados tematicamente no NVivo.

RESULTADOS: A síntese identificou cinco eixos temáticos: lazer, recuperação e saúde mental; tempo, flexibilidade e gestão de fronteiras; gênero, cuidado e desigualdades de acesso ao lazer; lazer como agência, crafting e resiliência; e condições organizacionais e contextuais.

CONCLUSÕES: O lazer foi descrito na literatura como dimensão relevante do WLB, associado à recuperação, ao desligamento psicológico do trabalho e às condições sociais e organizacionais de acesso ao tempo não laboral.

PALAVRAS-CHAVE: equilíbrio entre trabalho e vida pessoal; lazer; saúde mental; qualidade de vida; revisão da literatura.

Correspondência:

Maria Isabel Coltro Crovador
Rua Doutor Washington Subtil
Chueire, número 330, Jardim
Carvalho, Ponta Grossa, Paraná,
Brasil.

Recebido: 27 jan. 2026.

Aprovado: 30 mar. 2026.

Como citar:

CROVADOR, M. I. C. *et al.* Work-life balance and leisure: A structured literature review.

Revista Brasileira de Qualidade de Vida, Ponta Grossa, v. 18, e21631, 2026. DOI:

<http://dx.doi.org/10.3895/rbqv.v17.21631>. Disponível em:

<https://periodicos.utfpr.edu.br/rbqv/article/21631>. Acesso em: XXX.

Direito autoral:

Este artigo está licenciado sob os termos da Licença Creative Commons-Atribuição 4.0 Internacional. Esta licença permite que outros distribuam, remixem, adaptem e criem a partir deste artigo, mesmo para fins comerciais, desde que atribuam o devido crédito pela criação original.



INTRODUCTION

Contemporary work is increasingly shaped by digital connectivity, temporal flexibility, and blurred boundaries between professional and personal domains. In this context, achieving work-life balance (WLB) is not merely a matter of dividing time evenly between work and non-work, but of preserving resources, autonomy, and meaningful opportunities for recovery across life domains. This scenario also increases the difficulty of protecting time for recovery, leisure, and non-work engagement. Recent research suggests that the consequences of boundary management depend not only on individual preferences for segmentation or integration, but also on the degree of fit between those preferences and contextual conditions. When such a fit is absent, worker well-being may be compromised, particularly in settings marked by flexibility, remote work, and constant availability (Cobb et al., 2025).

Within this broader discussion, psychological detachment from work has emerged as a key mechanism linking non-work time to employee well-being. Detachment refers to mentally disconnecting from work during off-job hours, allowing workers to recover from strain and replenish emotional and cognitive resources. Recent longitudinal evidence indicates that psychological detachment is positively associated with multiple dimensions of well-being, including affective states, job satisfaction, life-domain satisfaction, and overall life satisfaction. These findings reinforce the importance of examining not only how much non-work time individuals have, but also whether this time enables genuine recovery from work demands (Baktash; Pütz, 2025). Leisure is one of the main contexts in which such detachment and recovery can occur, although its role extends beyond recovery alone.

It is in this context that leisure becomes analytically central. Leisure should not be reduced to residual time off or merely to the absence of work. From an Eliasian perspective (Elias, 2000; Elias; Dunning, 1986), leisure can be understood as a socially organized sphere in which individuals experience emotional renewal, controlled release of tensions, and meaningful forms of personal and collective engagement. From this perspective, leisure is not peripheral to WLB, but one of the social mechanisms through which tensions generated by work are managed, transformed, and made bearable. This perspective resonates with classic contributions from Dumazedier (1962) and Parker (1971), while also connecting with current research indicating that proactive investment in leisure practices may generate benefits that extend beyond non-work life. Recent evidence on leisure crafting, for example, indicates that structured engagement in leisure activities can enhance affective well-being and produce positive spillovers into work outcomes such as creativity and meaning at work (Petrou; Den Dulk; Michaelides, 2026).

At the same time, contemporary work arrangements continue to reshape the conditions under which leisure and recovery become possible. Recent research on hybrid work shows that remote and on-site workdays are associated with different configurations of breaks, inclusion, and evening recovery, suggesting that the quality of recovery opportunities is affected by how work is organized across locations and routines (Parker et al., 2026). In parallel, studies on WLB continue to show that flexibility, work-family initiatives, and the organization of time are unevenly distributed across social groups and can generate distinct outcomes depending on gender, care responsibilities, and occupational context (Li; Wang, 2022; Lönska et al., 2021; Perry et al., 2022). This reinforces the need to examine leisure not as a fixed or isolated sphere, but as a domain whose restorative potential depends on broader organizational and temporal arrangements.

Although WLB and leisure are frequently associated in academic literature, leisure is still often treated as a secondary variable rather than as a core mechanism through which balance is sustained or undermined. As a result, the literature often explains WLB in terms of time allocation, flexibility, or conflict, without fully examining leisure as a substantive mechanism of recovery, meaning, and agency. This tendency limits a fuller understanding of how workers recover, cope with demands, and build satisfying lives across domains. To address this gap, the present study offers a structured literature review of research published between 2018 and 2023 on the relationship between leisure and WLB. By combining bibliometric support for corpus organization with thematic synthesis grounded in an Eliasian lens (Elias, 2000; Elias; Dunning, 1986), the article maps the main debates, mechanisms, and inequalities that shape how leisure contributes to the balance between work and non-work in contemporary societies.

METHOD

DESIGN AND GUIDING QUESTION

This study was designed as a structured literature review combining bibliometric prioritization and qualitative thematic synthesis to map how leisure contributes to workers' WLB, as well as the tensions, inequalities, and mechanisms associated with this relationship. Rather than following a formal systematic-review protocol, the review aimed to identify influential and thematically relevant studies and to synthesize how recent literature has framed the relationship between leisure and WLB. The guiding question was: What is the role of leisure in workers' WLB as established in the recent literature? The workflow integrated Bibliometrix in R for corpus organization and NVivo for coding and thematic analysis (Aria; Cuccurullo, 2017).

SOURCES AND SEARCH STRATEGY

The search was conducted in the second half of January 2024 in Web of Science and Scopus. The strategy was based on the combined English-language descriptors “work-life balance” AND “leisure,” applied as a broad search expression across the selected databases. No language restriction was imposed. Searches were limited to publications from 2018 to 2023 and to journal articles. Review articles were excluded. The temporal window was defined to capture recent debates shaped by digital work intensification, remote and hybrid work arrangements, and the pandemic-related reorganization of work and non-work boundaries.

ELIGIBILITY CRITERIA, SCREENING, AND CORPUS CONSTRUCTION

To be included in the review, studies had to meet all the following criteria: be published as journal articles, fall within the 2018–2023 period, and address leisure as a relevant dimension, condition, or mechanism within the discussion of WLB. Studies were excluded if they were reviews, conference papers, or book chapters, or if leisure appeared only tangentially, without substantive relevance to the discussion of WLB. The records retrieved from the two databases were exported, merged, and de-duplicated. Titles and abstracts were screened independently by two reviewers, followed by full-text reading of potentially eligible studies. When disagreements emerged regarding inclusion or exclusion, they were resolved by a third reviewer.

After the initial exclusion of non-eligible materials, 179 records remained for further assessment. Full texts were obtained through the CAPES Journal Portal. To construct an analytically manageable and thematically coherent corpus, the retrieved literature was organized in Bibliometrix and ordered according to citation impact. This bibliometric ordering provided an initial indication of influential publications, but it did not, by itself, determine inclusion. The 41 most globally cited studies were read in full and assessed for conceptual and thematic fit with the research question. Citation impact was thus used as a prioritization criterion, whereas effective inclusion in the final corpus depended on full-text reading and thematic relevance. After excluding 11 studies due to scope misalignment, the final analytic corpus comprised 30 articles. This corpus included empirical, conceptual, and intervention-oriented studies, since the objective of the review was not to compare homogeneous research designs, but to synthesize how the literature has framed the relationship between leisure and WLB.

ANALYTICAL STRATEGY

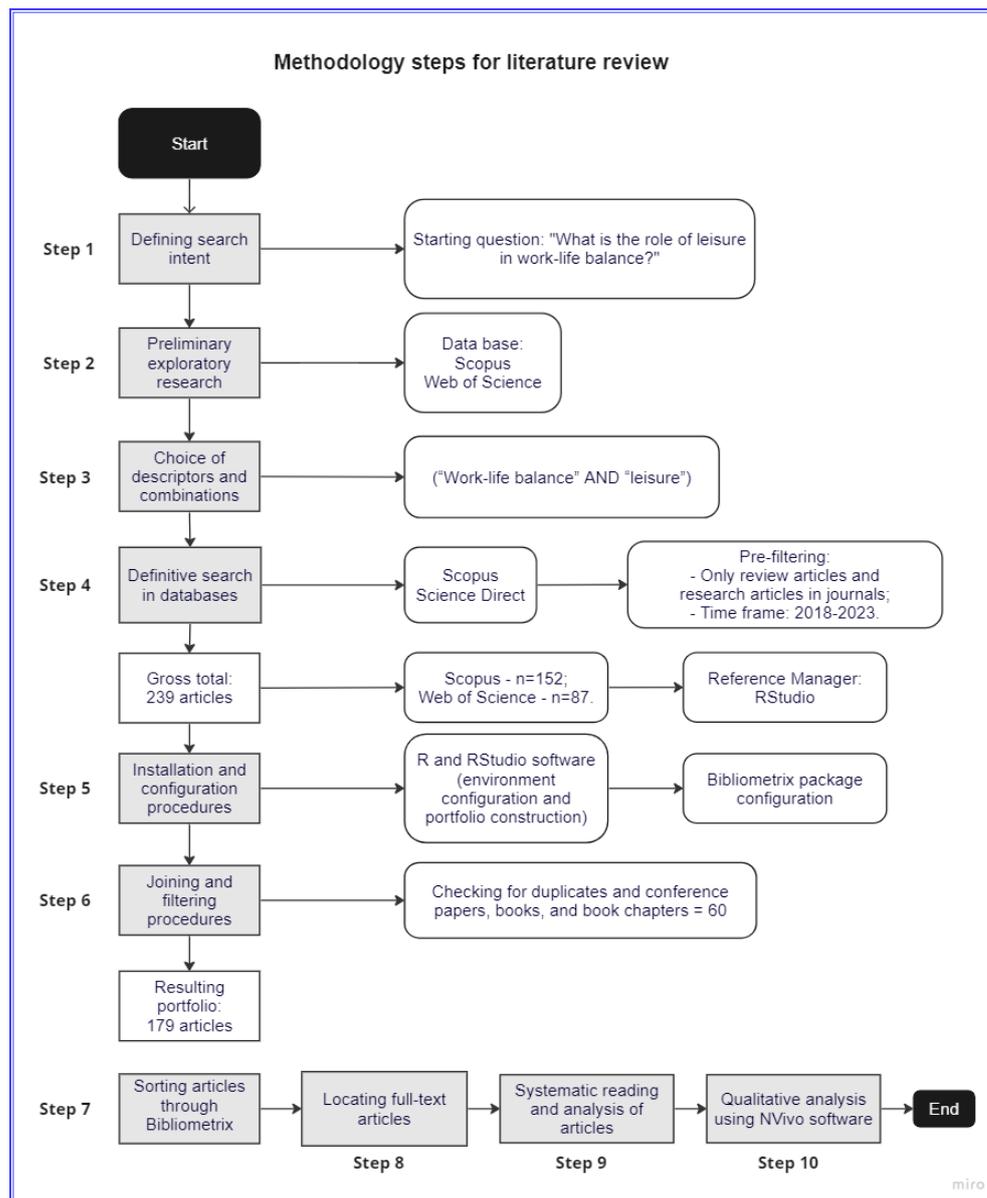
The final corpus was analyzed through qualitative thematic synthesis supported by NVivo. Each article was read closely and coded to identify recurrent debates, empirical findings, and analytical patterns linking leisure and WLB. The coding process combined inductive attention to recurring themes with theory-informed sensitivity to recovery, boundary management, inequalities, flexibility, and leisure as a socially organized mechanism of tension regulation. Given the heterogeneity of the corpus, which included quantitative, qualitative, conceptual, and intervention-oriented publications, the synthesis did not treat all studies as methodologically equivalent; instead, the findings were interpreted with attention to the type and scope of each contribution.

As part of the descriptive stage, the study also generated a word cloud with the most frequent terms and a Hierarchy of Codes chart, both used to visualize conceptual relationships within the corpus. In this sense, Bibliometrix supported corpus organization and prioritization, whereas NVivo supported interpretive synthesis. The aim was therefore to produce a structured and transparent account of the recent literature while preserving the analytical depth needed to interpret how leisure has been positioned in relation to WLB.

PROCESS DOCUMENTATION

The stages of identification, screening, prioritization, full-text assessment, and final inclusion are shown in Figure 1, which summarizes the workflow adopted to construct the analytic corpus. In line with the structured-review design adopted here, the figure is intended to clarify the procedural sequence and enhance the study's transparency. The screening process was conducted independently by two reviewers, with disagreements resolved by a third reviewer. Because the review was designed as a structured literature review rather than a formal systematic review, it did not include a formal methodological quality or risk-of-bias appraisal. The findings should therefore be interpreted as a structured thematic synthesis of recent literature rather than as a graded assessment of the strength of evidence.

Figure 1 – Study selection workflow (2018-2023): identification, screening, prioritization, full-text assessment, and final inclusion



Source: Authors' elaboration.

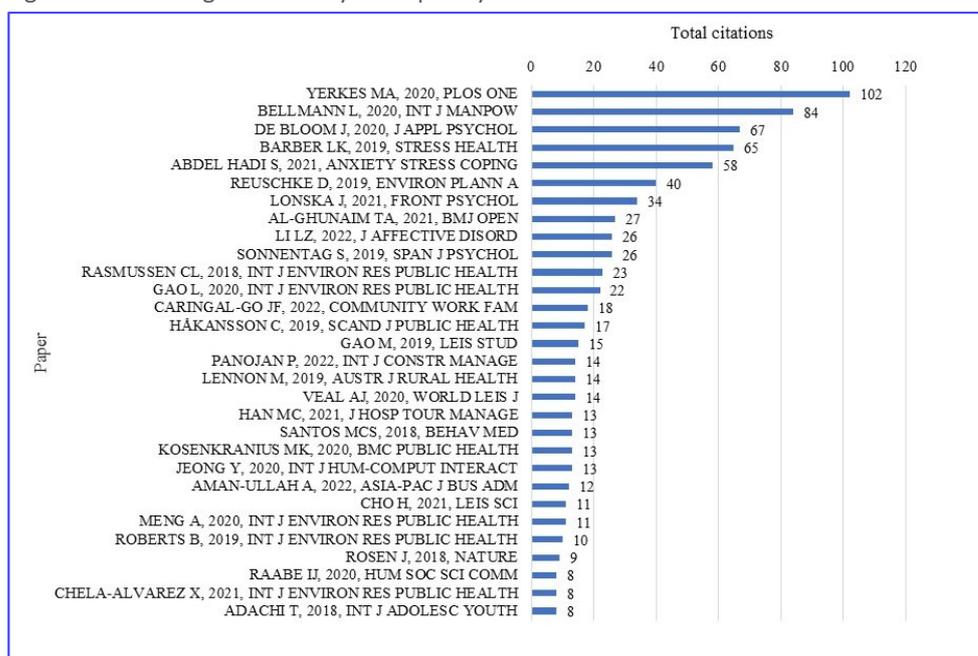
RESULTS

DESCRIPTIVE OVERVIEW OF THE ANALYTIC CORPUS

The final analytic corpus comprised 30 articles selected through full-text thematic assessment supported by bibliometric prioritization, as described in the Method section. The corpus includes quantitative, qualitative, conceptual, mixed-methods, and intervention-oriented studies, indicating that research on leisure and WLB has been conducted using heterogeneous designs rather than a single, consolidated methodological tradition.

Across the corpus, the most recurrent topics include recovery from work demands, psychological detachment, time use, flexible work arrangements, gender inequalities, and strategies related to leisure and coping with work strain. The studies were published in journals situated at the intersection of work, health, well-being, and social life, indicating that the relationship between leisure and WLB has been examined across multiple disciplinary domains. The distribution and ordering of the analytic corpus by citation impact are presented in Figure 2.

Figure 2 – Ordering of the analytic corpus by the Most Global Cited Documents function



Source: Authors' elaboration.

QUALITATIVE SYNTHESIS OF THE CORPUS

Close reading and coding in NVivo supported the qualitative synthesis of the 30 studies and allowed the identification of recurrent concepts and thematic proximities across the corpus. At a descriptive level, the most frequent terms included work, life, leisure, time, well-being, stress, and satisfaction. These term frequencies are illustrated in Figure 3 and indicate that the literature recurrently links leisure to recovery from work demands, time and boundary management, and broader concerns with quality of life.

- e) organizational and contextual conditions shaping the effectiveness of leisure.

These axes organize the main patterns found in the literature.

Leisure, recovery, and mental health

Several studies describe leisure as related to lower stress, psychological detachment, and better well-being. Abdel Hadi, Bakker and Häusser (2021) report that leisure crafting was associated with lower emotional exhaustion during telework. Barber, Conlin, and Santuzzi (2019) relate recovery experiences, such as detachment and relaxation, to WLB outcomes. De Bloom et al. (2020) discuss crafting across life domains as relevant to recovery and functioning. Sonnentag and Schiffner (2019) address the role of leader detachment in employee well-being during nonwork time.

This axis also includes studies linking leisure quality to broader health-related outcomes. Gao et al. (2020) describe different associations between problematic internet use in leisure time and perceived quality of life, while Santos et al. (2018) report associations between sedentary leisure and chronic pain among schoolteachers.

Time, flexibility, and boundary management

A second set of studies focuses on the organization of time, flexible work arrangements, and the permeability of boundaries between work and non-work domains. Li and Wang (2022) describe positive associations between work-family initiatives, mental health, and leisure satisfaction. Bellmann and Hübler (2021) examine the heterogeneous effects of working from home on job satisfaction and WLB. Reuschke (2019) reports positive associations between homeworking and leisure satisfaction, alongside mixed outcomes in other life domains.

This axis also includes studies showing how work can extend into non-work time. Jeong, Jung, and Lee (2020) describe frequent transitions between work and leisure on smartphones. Studies in the corpus on telepressure and remote work converge in describing the difficulty of protecting time for detachment and recovery in a constant state of connectivity.

Gender, care, and inequalities in access to leisure

The literature also recurrently describes unequal access to leisure. Yerkes et al. (2020) report that the COVID-19 lockdown reduced leisure time for mothers and intensified inequalities in paid work, childcare, and household labor.

Lönska et al. (2021) describe poorer balance among women and parents with children during the Latvian emergency period. Roberts et al. (2019) identify gendered impacts of on-call work on leisure and domestic life. Chela-Alvarez et al. (2021) describe stressors affecting hotel housekeepers, particularly in relation to work demands and reduced opportunities for leisure.

Additional evidence in this axis connects these inequalities to social and biographical conditions. Adachi (2018) describes how gender-role attitudes shape work-family planning and time allocation among Japanese youth. Rasmussen et al. (2018) report that physically demanding work constrains leisure-time physical activity, especially among workers in lower socioeconomic conditions.

Leisure as agency, crafting, and resilience

A fourth axis groups studies that describe leisure as an active domain of adjustment, coping, and self-organization. Abdel Hadi, Bakker, and Häusser (2021) and Han and Hwang (2021) both address leisure crafting. Kosenkranius et al. (2020) present a protocol for an off-job crafting intervention designed to improve need satisfaction, well-being, and performance. Caringal-Go et al. (2022) describe WLB crafting strategies among telecommuting employees in the Philippines.

Other studies in this axis show leisure as related to meaning, personal development, and satisfaction. Cho (2021) describes associations between leisure nostalgia, leisure satisfaction, and work commitment. Rosen (2018) discusses hobbies in relation to scientific creativity and stress relief. Kim et al. (2022) report that leisure satisfaction was positively associated with life satisfaction among employees with physical disabilities in South Korea.

Organizational and contextual conditions

The final axis brings together studies showing that broader organizational and contextual conditions shape the effects of leisure on WLB. Li and Wang (2022), Bellmann and Hübler (2021), and Reuschke (2019) all relate work arrangements to conditions that may facilitate or constrain leisure. Gao et al. (2019) describe work-leisure conflict as associated with workload and life satisfaction. Panojan, Perera, and Dilakshan (2022) identify stress and deadlines as major constraints on WLB among quantity surveyors. Lennon et al. (2019) describe higher WLB satisfaction among rural junior doctors.

Pandemic-related studies also appear in this axis. Al-Ghunaim et al. (2021) report substantial psychological and occupational strain among UK surgeons during the COVID-19 pandemic.

Raabe et al. (2020) describe improved satisfaction in some domains during lockdown among scientists. Taken together, these studies show that leisure is described in the corpus not only as an individual practice, but also as something conditioned by workload, scheduling, organizational support, work arrangements, and household context.

Research corpus

Table 1 summarizes the analytical corpus of the structured literature review, including the authors/year, focus, methodology, and each study's contribution to the relationship between leisure and WLB.

Table 1 – Analytic corpus of the structured literature review (n = 30): authors/year, focus, methodology, and contribution to the relationship between leisure and WLB.

Author(s) and Year	Focus	Methodology	Contribution to the relationship between leisure and WLB
Yerkes et al. (2020)	Examines the gendered impacts of the COVID-19 lockdown on work, childcare, household tasks, and quality of life in Dutch families.	Cross-sectional survey with descriptive and multivariate analysis.	Highlights the lockdown's impact on reducing leisure time for mothers and exacerbating WLB inequalities.
Bellmann; Hübler (2021)	Investigates the effects of remote work on job satisfaction and WLB under different conditions.	Entropy balancing and least angle regression using German panel data (three waves).	Shows that remote work has heterogeneous effects on WLB, with stricter contractual arrangements associated with better outcomes.
De Bloom et al. (2020)	Proposes an integrative crafting model focused on optimizing functioning across life domains.	Theoretical analysis based on psychological needs satisfaction and crafting motives.	Demonstrates the importance of crafting in addressing unmet needs and enhancing recovery and WLB.
Barber; Conlin; Santuzzi (2019)	Explores the influence of workplace telepressure on WLB through recovery experiences such as detachment and relaxation.	Structural equation modeling using online survey data from two studies.	Highlights telepressure's negative impact on WLB and recovery experiences, emphasizing the importance of detachment.

Author(s) and Year	Focus	Methodology	Contribution to the relationship between leisure and WLB
Abdel Hadi; Bakker; Häusser (2021)	Examines the role of leisure crafting in reducing emotional exhaustion during telework amid COVID-19.	Daily diary study with multilevel path analysis of 178 employees over seven days.	Shows the effectiveness of leisure crafting in mitigating emotional exhaustion and supporting health during telework.
Reuschke (2019)	Analyzes homeworking's impact on satisfaction across job, income, and leisure domains in the UK.	Longitudinal study using a representative dataset.	Demonstrates homeworking's positive effects on leisure satisfaction, with mixed outcomes for job and income satisfaction.
Lönska et al. (2021)	Evaluates WLB reconciliation during COVID-19 in Latvia, focusing on sociodemographic factors and family responsibilities.	Survey of the Latvian employed population analyzed using SPSS for statistical independence testing.	Highlights the challenges faced by younger women and parents with children in balancing work and private life during the pandemic.
Al-Ghunaim et al. (2021)	Investigates the effects of COVID-19 on UK surgeons' mental health and workplace challenges.	Qualitative study using thematic analysis of responses from 141 surgeons to open-ended survey questions.	Shows the pandemic's significant impact on mental health and WLB, emphasizing the need for workplace support.
Li; Wang (2022)	Studies how work-family initiatives influence mental health, job satisfaction, and leisure satisfaction, with attention to gender differences.	Fixed-effects analysis of five-wave panel surveys (2010–2020) with 34,484 British workers, using GHQ-12 for mental health measurement.	Highlights that flexible schedules and telework improve job and leisure satisfaction, particularly for women, while reducing work-family conflict.
Sonnentag; Schiffner (2019)	Explores leaders' psychological detachment from work and its influence on employees' detachment and well-being.	Quantitative study with data from 137 employees and their supervisors.	Highlights the role of leader detachment in reducing employee exhaustion and enhancing recovery during leisure time.

Author(s) and Year	Focus	Methodology	Contribution to the relationship between leisure and WLB
Rasmussen et al. (2018)	Investigates how physically demanding work affects physical activity during leisure time, focusing on socioeconomic disparities.	Cross-sectional study using accelerometer data from 895 low-SEP workers and compositional regression models.	Indicates that demanding work hinders leisure-time physical activity, especially among lower-SES workers, with gender-specific differences.
Gao et al. (2020)	Examines the relationship between problematic internet use during work and leisure time and perceived quality of life.	Cross-sectional online survey with 446 participants in Germany, analyzed using linear and ordinal regression models.	Shows that excessive leisure-time internet use negatively affects perceived quality of life and mental health, whereas more balanced use is associated with better outcomes.
Caringal-Go et al. (2022)	Explores WLB crafting strategies among telecommuting employees in the Philippines during COVID-19.	Qualitative study using online survey data from 112 telecommuting employees and thematic analysis.	Demonstrates diverse crafting strategies for balancing work and non-work demands during the pandemic, reflecting physical, cognitive, and relational dimensions of WLB.
Håkansson et al. (2019)	Studies the relationship between occupational balance, life satisfaction, and work satisfaction in Swedish cohabiting parents.	Quantitative study with survey data from 139 parents and multinomial logistic regression.	Highlights that satisfaction with the division of domestic work is crucial for occupational balance and for improving life and work satisfaction.
Gao et al. (2019)	Investigates the antecedents and consequences of work-leisure conflicts in Taiwan.	Quantitative study with survey data from 440 full-time Taiwanese workers, analyzed using statistical methods.	Shows that workload induces work-leisure conflicts and reduces life satisfaction, while positive leisure attitudes help mitigate these conflicts.

Author(s) and Year	Focus	Methodology	Contribution to the relationship between leisure and WLB
Panojan; Perera; Dilakshan (2022)	Examines the WLB of professional quantity surveyors in the construction industry, focusing on factors that influence balance and its consequences.	Mixed methods study including literature review, expert interviews, and survey with factorial ANOVA.	Highlights stress and deadlines as key factors affecting WLB, with yoga and meditation identified as coping mechanisms.
Lennon et al. (2019)	Analyzes work-life conditions and satisfaction among junior doctors in rural versus metropolitan areas in Australia.	Repeat cross-sectional data from the <i>Medicine in Australia: Balancing Employment and Life</i> survey.	Shows that rural junior doctors report higher WLB satisfaction, suggesting potential recruitment and retention benefits.
Veal (2020)	Proposes re-engaging leisure studies with work-leisure time relationships using Marxian concepts of necessity and freedom.	Conceptual analysis grounded in Marxian theory.	Advocates reduced working hours to address the time squeeze, emphasizing the importance of leisure for WLB in advanced economies.
Han; Hwang (2021)	Explores how job and leisure crafting mediate the relationship between protean career orientation and work/non-work outcomes among overqualified employees.	Quantitative study with 235 subordinate-supervisor matched samples in travel agencies, analyzed using SEM and process analysis.	Highlights the role of leisure crafting in improving WLB, thriving at work, and self-development, especially under conditions of overqualification.
Santos et al. (2018)	Investigates the relationships among chronic pain, leisure-time physical activity, and sedentary behavior among schoolteachers in Brazil.	Quantitative study with interviews of 943 public school teachers, analyzed using logistic regression adjusted for sociodemographic and lifestyle variables.	Highlights that sedentary behavior during leisure, such as excessive TV watching, is associated with higher chronic pain prevalence, especially in the lower limbs.

Author(s) and Year	Focus	Methodology	Contribution to the relationship between leisure and WLB
Kosenkranius et al. (2020)	Develops a hybrid off-job crafting intervention to enhance psychological need satisfaction, well-being, and performance.	Study protocol for a randomized controlled trial involving Finnish knowledge workers, combining on-site training and a smartphone app over four weeks.	Indicates the potential of structured off-job crafting interventions to improve well-being and performance across work and non-work domains.
Jeong; Jung; Lee (2020)	Analyzes smartphone app-switching behavior to assess the interplay between work and leisure conditions.	Log analysis of smartphone usage behavior, categorizing sessions according to work-related characteristics.	Highlights how frequent transitions between work and leisure on smartphones blur boundaries and undermine WLB.
Kim et al. (2022)	Examines how job satisfaction, leisure satisfaction, and satisfaction with family and friend relationships are associated with life satisfaction among employees with physical disabilities in South Korea.	Quantitative study based on a nationwide survey of employed people with physical disabilities in South Korea.	Highlights that leisure satisfaction is positively associated with life satisfaction, reinforcing the relevance of leisure for well-being and balance among underrepresented workers.
Cho (2021)	Investigates the impact of leisure nostalgia on teachers' well-being, turnover intention, leisure satisfaction, and work commitment.	Quantitative study with survey data from 489 schoolteachers in Singapore, analyzed using structural equation modeling.	Highlights how leisure nostalgia improves well-being and reduces turnover intention through enhanced leisure satisfaction and work commitment.
Meng; Sundstrup; Andersen (2020)	Analyzes factors influencing retirement decisions, comparing workers expecting to retire before, at, or after the state pension age.	Quantitative analysis using survey data from 12,269 workers aged 50+ in the Senior Working Life cohort.	Highlights that the desire for leisure and better WLB are key factors in retirement decisions, alongside health and economic considerations.

Author(s) and Year	Focus	Methodology	Contribution to the relationship between leisure and WLB
Roberts et al. (2019)	Investigates gender differences in the impact of on-call work on leisure activities and coping strategies.	Quantitative study using an online survey of 228 on-call workers and Pearson chi-squared analyses.	Highlights that on-call work disrupts leisure and domestic life more strongly for women, affecting WLB and coping strategies.
Rosen (2018)	Examines how hobbies can relieve the pressures of scientific work and enhance creativity and productivity.	Qualitative narrative featuring anecdotes and examples from researchers.	Highlights hobbies as important leisure activities for stress relief and innovation, linking personal interests to improved work-life dynamics.
Raabe et al. (2020)	Analyzes scientists' satisfaction with various aspects of life, including WLB, during the COVID-19 lockdowns in Austria, Germany, and Switzerland.	Quasi-experimental design using survey data from 13,316 scientists collected before and during lockdown.	Highlights that lockdown conditions allowed greater WLB and leisure integration, improving overall satisfaction.
Chela-Alvarez et al. (2021)	Explores stress factors and outcomes among hotel housekeepers in the Balearic Islands, focusing on gender perspectives and WLB.	Qualitative phenomenological study based on six focus groups with 34 hotel housekeepers and 10 individual interviews, analyzed using the job demands-resources model.	Highlights how high job demands, lack of resources, and role conflicts undermine WLB, particularly by reducing opportunities for leisure.
Adachi (2018)	Investigates gender-role attitudes and work-family planning among Japanese youth, focusing on time allocation among work, family, and leisure.	Quantitative study with survey data from 948 tertiary students (average age 19.60).	Highlights how traditional gender roles influence WLB and leisure time allocation, whereas more liberal attitudes support more balanced plans.

Source: Authors' elaboration.

SYNTHESIS OF THE CORPUS

Taken together, the studies in the corpus describe leisure in relation to recovery from work strain, psychological detachment, time and boundary management, gendered inequalities, proactive crafting strategies, and organizational conditions that shape access to non-work experiences. Across the 30 studies, the role of leisure in WLB is presented as contingent on the quality of non-work experiences, the possibility of detachment from work, and the social and organizational conditions under which leisure becomes available.

DISCUSSION

The present structured literature review examined how recent studies have framed the relationship between leisure and WLB. Taken together, the findings indicate that leisure is recurrently described in the literature as a relevant dimension of WLB, particularly through its links with recovery, psychological detachment, emotional renewal, and non-work meaning. At the same time, the review shows that the effects of leisure are not uniform. They depend on the quality of non-work experiences, the permeability of work-non-work boundaries, the distribution of unpaid care, and the organizational and social conditions under which leisure becomes available.

A first important point concerns the relationship between leisure, recovery, and mental health. Across the corpus, leisure appears not merely as residual time outside work, but as a context in which workers may restore cognitive and emotional resources. This finding is consistent with the argument advanced in the Introduction that WLB should not be understood only in terms of time allocation, but also in terms of recovery opportunities and the capacity to detach from work demands. In this sense, the literature reviewed suggests that leisure contributes to WLB when it functions as a meaningful and restorative non-work experience rather than as a passive interruption of labor routines.

A second contribution of the review is to show that the role of leisure in WLB is strongly mediated by time, flexibility, and boundary management. The studies examined indicate that flexible work arrangements can expand opportunities for leisure and family life under some conditions, but can also intensify work encroachment into non-work time. This helps explain why leisure cannot be treated as an automatically available resource. Its contribution depends on whether workers can protect time for recovery and sustain boundaries against constant connectivity, interruptions, and work extension into domestic life.

The review also highlights the unequal distribution of leisure opportunities. Gender, care responsibilities, socioeconomic position, and occupational context repeatedly appear as factors shaping whether leisure can be effectively experienced.

This is one of the most important implications of the corpus: leisure is not equally accessible to all workers. The literature shows that women, caregivers, and workers in more constrained material or organizational conditions often have fewer opportunities for detachment, rest, and meaningful non-work engagement. As a result, the contribution of leisure to WLB must be understood as socially differentiated rather than universal.

Another relevant finding concerns leisure as agency. Studies on leisure crafting, off-job crafting, and proactive engagement in meaningful activities suggest that leisure is not only something workers “have,” but also something they may actively shape. This dimension is especially important because it connects leisure not only to recovery but also to self-organization, identity expression, and resilience. However, the review also indicates that this agency is context-dependent. The possibility of crafting leisure and using it as a coping resource is conditioned by schedules, predictability, household demands, and organizational support.

The broader contribution of this article lies in showing that leisure should not be treated as a peripheral outcome of WLB, but as one of the mechanisms through which WLB is actually produced, sustained, or undermined. Much of the literature on WLB has traditionally emphasized time allocation, role conflict, flexibility, or work-family arrangements. What this review adds is the recognition that leisure is not merely what remains after work is over; rather, it is one of the domains through which workers restore resources, rebuild meaning, and create distance from the pressures of work. In this sense, leisure is analytically important not because it is pleasant or desirable in itself, but because it helps explain how balance becomes materially and emotionally possible in everyday life.

This point also helps answer the broader “so what” of the review. If leisure is a mechanism of WLB rather than a secondary byproduct, then debates about balance cannot remain limited to individual time management or subjective coping. They must also address the organizational, social, and political conditions that enable or restrict meaningful leisure. The findings, therefore, suggest that WLB research benefits from moving beyond a narrow concern with hours and conflict to a broader concern with recovery infrastructures, access to non-work experiences, and inequalities in the social distribution of restorative time.

From a broader theoretical perspective, the findings reinforce the value of an Eliasian lens for interpreting the role of leisure in WLB. Rather than being peripheral to work, leisure appears in the literature as one of the social mechanisms through which work-generated tensions are managed, transformed, and made bearable. The corpus does not suggest that leisure eliminates work strain, but it does indicate that leisure can operate as a socially organized domain of emotional renewal and controlled release, especially when workers have the material and temporal conditions to engage in it.

The Eliasian contribution becomes particularly relevant here because it allows leisure to be interpreted not as simple free time, but as a socially patterned arena of tension regulation, emotional release, and balance maintenance. This strengthens the article's conceptual contribution by linking contemporary WLB debates to a broader sociological understanding of how modern life organizes pressure, restraint, and opportunities for release.

Finally, the review points to an important practical implication. The contribution of leisure to WLB cannot be reduced to individual preference or private lifestyle management. The literature repeatedly indicates that organizational arrangements such as predictable schedules, reduced telepressure, boundary-supportive practices, work-family initiatives, and realistic workloads shape whether leisure can function as a meaningful resource. In this sense, the debate on leisure and WLB also concerns organizational design and the broader politics of time, not only personal coping. The practical implication, therefore, is not simply that workers need "more leisure," but that institutions need to create the conditions under which leisure can become effective as a resource for recovery, well-being, and sustainable balance.

LIMITATIONS

This review has some methodological limitations that should be acknowledged. First, it did not include a formal appraisal of methodological quality or risk of bias. As a result, the findings should be interpreted as a structured thematic synthesis of recent literature rather than as a graded assessment of the strength of evidence. Second, the corpus combined heterogeneous study designs, including quantitative, qualitative, conceptual, and intervention-oriented publications, which limited direct comparability across studies. To address this methodological diversity, the analysis considered the type and scope of each contribution and adopted cautious, primarily associational language when describing the findings.

Third, the search strategy was intentionally broad and based on a limited set of descriptors, potentially excluding relevant studies using adjacent terminology. Fourth, the review focused on articles indexed in Web of Science and Scopus and on the 2018–2023 period, which may have reduced the visibility of earlier contributions and of studies published in other indexing environments. Finally, bibliometric prioritization may have favored more visible or already consolidated publications, even though final inclusion depended on full-text reading and thematic relevance rather than on citation counts alone.

CONCLUSION

This structured literature review indicates that leisure is a relevant and recurrent dimension in recent discussions of WLB. Across the corpus, leisure is described as linked to recovery, psychological detachment, emotional renewal, satisfaction, and non-work meaning. At the same time, the review shows that its contribution to WLB is conditioned by time, boundary management, care arrangements, occupational demands, and broader inequalities in access to non-work opportunities.

The findings therefore suggest that leisure should not be treated as a peripheral add-on to WLB, but as a substantive mechanism through which workers negotiate demands and sustain balance across domains. This contribution, however, is not automatic. Leisure becomes more effective when workers have protected time, supportive organizational conditions, and sufficient material and social resources to engage in meaningful non-work experiences.

From a practical standpoint, the review indicates that organizations can support WLB not only through flexibility but also through measures that protect recovery time, reduce boundary erosion, and make non-work time more viable. From a research standpoint, the literature would benefit from more longitudinal, comparative, and intervention-based studies, especially in underrepresented contexts and groups. Overall, the review suggests that leisure is best understood not as the opposite of work, but as a socially organized and unequally distributed resource that plays a central role in contemporary WLB.

REFERÊNCIAS

ABDEL HADI, S.; BAKKER, A. B.; HÄUSSER, J. A. The role of leisure crafting for emotional exhaustion in telework during the COVID-19 pandemic. **Anxiety, Stress & Coping**, v. 34, n. 5, p. 530-544, 2021. DOI: <https://doi.org/10.1080/10615806.2021.1903447>. Disponível em: <https://www.tandfonline.com/doi/full/10.1080/10615806.2021.1903447>. Acesso em: 7 set. 2025.

ADACHI, T. Work-family planning and gender role attitudes among youth. **International Journal of Adolescence and Youth**, v. 23, n. 1, p. 52-60, 2018. DOI: <https://doi.org/10.1080/02673843.2016.1269655>. Disponível em: <https://www.tandfonline.com/doi/full/10.1080/02673843.2016.1269655>. Acesso em: 7 set. 2025.

AL-GHUNAIM, T. A. et al. Psychological and occupational impact of the COVID-19 pandemic on UK surgeons: a qualitative investigation. **BMJ Open**, v. 11, n. 4, e045699, 2021. DOI: <https://doi.org/10.1136/bmjopen-2020-045699>. Disponível em: <https://bmjopen.bmj.com/content/11/4/e045699>. Acesso em: 7 set. 2025.

ARIA, M.; CUCCURULLO, C. Bibliometrix: An R-tool for comprehensive science mapping analysis. **Journal of Informetrics**, v. 11, n. 4, p. 959-975, 2017. DOI: <https://doi.org/10.1016/j.joi.2017.08.007>. Disponível em: <https://www.sciencedirect.com/science/article/abs/pii/S1751157717300500?via%3Dihub>. Acesso em: 7 set. 2025.

BAKTASH, M. B.; PÜTZ, L. Detach to thrive: Psychological detachment from work and employee well-being. **Journal of Happiness Studies**, v. 26, art. 54, 2025. DOI: <https://doi.org/10.1007/s10902-025-00883-7>. Disponível em: <https://link.springer.com/article/10.1007/s10902-025-00883-7>. Acesso em: 27 mar. 2026.

BARBER, L. K.; CONLIN, A. L.; SANTUZZI, A. M. Workplace telepressure and work-life balance outcomes: the role of work recovery experiences. **Stress and Health**, v. 35, n. 3, p. 350-362, 2019. DOI: <https://doi.org/10.1002/smi.2864>. Disponível em: <https://onlinelibrary.wiley.com/doi/10.1002/smi.2864>. Acesso em: 7 set. 2025.

BELLMANN, L.; HÜBLER, O. Working from home, job satisfaction and work-life balance: robust or heterogeneous links? **International Journal of Manpower**, v. 42, n. 3, p. 424-441, 2021. DOI: <https://doi.org/10.1108/IJM-10-2019-0458>. Disponível em: <https://www.emerald.com/ijm/article-abstract/42/3/424/141473/Working-from-home-job-satisfaction-and-work-life?redirectedFrom=fulltext>. Acesso em: 7 set. 2025.

CARINGAL-GO, J. F. et al. Work-life balance crafting during COVID-19: Exploring strategies of telecommuting employees in the Philippines. **Community, Work & Family**, v. 25, n. 1, p. 112-131, 2022. DOI: <https://doi.org/10.1080/13668803.2021.1956880>. Disponível em: <https://www.tandfonline.com/doi/full/10.1080/13668803.2021.1956880>. Acesso em: 7 set. 2025.

CHELA-ALVAREZ, X. et al. Perceived factors of stress and its outcomes among hotel housekeepers in the Balearic Islands: a qualitative approach from a gender perspective. **International Journal of Environmental Research and Public Health**, v. 18, n. 1, p. 52, 2021. DOI: <https://doi.org/10.3390/ijerph18010052>. Disponível em: <https://www.mdpi.com/1660-4601/18/1/52>. Acesso em: 7 set. 2025.

CHO, H. The impacts of leisure nostalgia on well-being and turnover intention: the mediating roles of leisure satisfaction and work commitment. **Leisure Sciences**, v. 46, n. 5, p. 618-638, 2021. DOI: <https://doi.org/10.1080/01490400.2021.2016521>. Disponível em: <https://www.tandfonline.com/doi/full/10.1080/01490400.2021.2016521>. Acesso em: 7 set. 2025.

COBB, H. R. et al. Understanding boundary management fit: a systematic review of work-nonwork boundary management and person-environment fit. **Organizational Psychology Review**, v. 15, n. 4, p. 453-496, 2025. DOI: <https://doi.org/10.1177/20413866251377456>. Disponível em: <https://journals.sagepub.com/doi/10.1177/20413866251377456>. Acesso em: 27 mar. 2026.

DE BLOOM, J. et al. An identity-based integrative needs crafting model: crafting within and across life domains. **Journal of Applied Psychology**, v. 105, n. 12, p. 1424-1446, 2020. DOI: <https://doi.org/10.1037/apl0000495>. Disponível em: <https://psycnet.apa.org/doiLanding?doi=10.1037%2Fapl0000495>. Acesso em: 7 set. 2025.

DUMAZEDIER, J. **Vers une civilisation du loisir?** Paris: Éditions du Seuil, 1962.

ELIAS, N. **The civilizing process:** Sociogenetic and psychogenetic investigations. Oxford: Blackwell Publishers, 2000.

ELIAS, N.; DUNNING, E. **Quest for excitement:** Sport and leisure in the civilizing process. Oxford: Basil Blackwell, 1986.

GAO, L. et al. Problematic internet use and perceived quality of life: findings from a cross-sectional study investigating work-time and leisure-time internet use. **International Journal of Environmental Research and Public Health**, v. 17, n. 11, p. 4056, 2020. DOI: <https://doi.org/10.3390/ijerph17114056>. Disponível em: <https://www.mdpi.com/1660-4601/17/11/4056>. Acesso em: 7 set. 2025.

GAO, M. et al. Work and leisure in Taiwan: examining the antecedents and consequences of work-leisure conflicts. **Leisure Studies**, v. 38, n. 1, p. 128-143, 2019. DOI: <https://doi.org/10.1080/02614367.2018.1512646>. Disponível em: <https://www.tandfonline.com/doi/full/10.1080/02614367.2018.1512646>. Acesso em: 7 set. 2025.

HÅKANSSON, C. et al. Occupational balance, work and life satisfaction in working cohabiting parents in Sweden. **Scandinavian Journal of Public Health**, v. 47, n. 3, p. 366-374, 2019. DOI: <https://doi.org/10.1177/1403494819828870>. Disponível em: <https://journals.sagepub.com/doi/10.1177/1403494819828870>. Acesso em: 7 set. 2025.

HAN, M. C.; HWANG, P. C. Crafting job and leisure activities when you are overqualified. **Journal of Hospitality and Tourism Management**, v. 48, p. 146-154, 2021. DOI: <https://doi.org/10.1016/j.jhtm.2021.05.017>. Disponível em: <https://www.sciencedirect.com/science/article/pii/S1447677021000863?via%3Dihub>. Acesso em: 7 set. 2025.

JEONG, Y.; JUNG, H.; LEE, J. Cyberslacking or smart work: smartphone usage log-analysis focused on app-switching behavior in work and leisure conditions. **International Journal of Human-Computer Interaction**, v. 36, n. 1, p. 15-30, 2020. DOI: <https://doi.org/10.1080/10447318.2019.1597574>. Disponível em: <https://www.tandfonline.com/doi/full/10.1080/10447318.2019.1597574>. Acesso em: 7 set. 2025.

KIM, M. et al. Work, leisure, and life satisfaction for employees with physical disabilities in South Korea. **Applied Research in Quality of Life**, v. 17, p. 469-487, 2022. DOI: <https://doi.org/10.1007/s11482-020-09893-4>. Disponível em: <https://link.springer.com/article/10.1007/s11482-020-09893-4>. Acesso em: 27 mar. 2026.

KOSENKRANIUS, M. K. et al. The design and development of a hybrid off-job crafting intervention to enhance needs satisfaction, well-being, and performance: a study protocol for a randomized controlled trial. **BMC Public Health**, v. 20, p. 115, 2020. DOI: <https://doi.org/10.1186/s12889-020-8224-9>. Disponível em: <https://link.springer.com/article/10.1186/s12889-020-8224-9>. Acesso em: 7 set. 2025.

LENNON, M. et al. Attracting junior doctors to rural centres: a national study of work-life conditions and satisfaction. **Australian Journal of Rural Health**, v. 27, n. 6, p. 482-488, 2019. DOI: <https://doi.org/10.1111/ajr.12577>. Disponível em: <https://onlinelibrary.wiley.com/doi/10.1111/ajr.12577>. Acesso em: 7 set. 2025.

LI, L. Z.; WANG, S. Do work-family initiatives improve employee mental health? Longitudinal evidence from a nationally representative cohort. **Journal of Affective Disorders**, v. 297, p. 407-414, 2022. DOI: <https://doi.org/10.1016/j.jad.2021.10.112>. Disponível em: <https://www.sciencedirect.com/science/article/abs/pii/S0165032721011873?via%3Dihub>. Acesso em: 7 set. 2025.

LONSKA, J. et al. Work-life balance of the employed population during the emergency situation of COVID-19 in Latvia. **Frontiers in Psychology**, v. 12, p. 682459, 2021. DOI: <https://doi.org/10.3389/fpsyg.2021.682459>. Disponível em: <https://www.frontiersin.org/journals/psychology/articles/10.3389/fpsyg.2021.682459/full>. Acesso em: 7 set. 2025.

MENG, A.; SUNDSTRUP, E.; ANDERSEN, L. L. Factors contributing to retirement decisions in Denmark: comparing employees who expect to retire before, at, and after the state pension age. **International Journal of Environmental Research and Public Health**, v. 17, n. 9, p. 3338, 2020. DOI: <https://doi.org/10.3390/ijerph17093338>. Disponível em: <https://www.mdpi.com/1660-4601/17/9/3338>. Acesso em: 7 set. 2025.

PANOJAN, P.; PERERA, B. A. K. S.; DILAKSHAN, R. Work-life balance of professional quantity surveyors engaged in the construction industry. **International Journal of Construction Management**, v. 22, n. 5, p. 751-768, 2022. DOI: <https://doi.org/10.1080/15623599.2019.1644759>. Disponível em: <https://www.tandfonline.com/doi/full/10.1080/15623599.2019.1644759>. Acesso em: 7 set. 2025.

PARKER, S. L. et al. Hybrid work and daily energy dynamics: breaks, inclusion, and evening recovery. **European Journal of Work and Organizational Psychology**, publicação online, 2026. DOI: <https://doi.org/10.1080/1359432X.2026.2622933>. Disponível em: <https://www.tandfonline.com/doi/full/10.1080/1359432X.2026.2622933>. Acesso em: 27 mar. 2026.

PARKER, S. R. **The future of work and leisure**. London: Macgibbon and Kee, 1971.

PERRY, S. J. et al. Interruptions in remote work: a resource-based model of work and family stress. **Journal of Business and Psychology**, v. 38, p. 1023-1041, 2022. DOI: <https://doi.org/10.1007/s10869-022-09842-y>. Disponível em: <https://link.springer.com/article/10.1007/s10869-022-09842-y>. Acesso em: 7 set. 2025.

PETROU, P.; DEN DULK, L.; MICHAELIDES, G. The leisure crafting intervention: effects on work and non-work outcomes and the moderating role of age. **Human Relations**, publicação online, 2026. DOI: <https://doi.org/10.1177/00187267251407641>. Disponível em: <https://journals.sagepub.com/doi/10.1177/00187267251407641>. Acesso em: 27 mar. 2026.

RAABE, I. J. et al. Satisfaction of scientists during the COVID-19 pandemic lockdown. **Humanities and Social Sciences Communications**, v. 7, p. 139, 2020. DOI: <https://doi.org/10.1057/s41599-020-00618-4>. Disponível em: <https://www.nature.com/articles/s41599-020-00618-4>. Acesso em: 7 set. 2025.

RASMUSSEN, C. L. et al. Does physically demanding work hinder a physically active lifestyle in low socioeconomic workers? A compositional data analysis based on accelerometer data. **International Journal of Environmental Research and Public Health**, v. 15, n. 7, p. 1306, 2018. DOI: <https://doi.org/10.3390/ijerph15071306>. Disponível em: <https://www.mdpi.com/1660-4601/15/7/1306>. Acesso em: 7 set. 2025.

REUSCHKE, D. The subjective well-being of homeworkers across life domains. **Environment and Planning A: Economy and Space**, v. 51, n. 6, p. 1326-1349, 2019. DOI: <https://doi.org/10.1177/0308518X19842583>. Disponível em: <https://journals.sagepub.com/doi/10.1177/0308518X19842583>. Acesso em: 7 set. 2025.

ROBERTS, B. et al. Understanding the differing impacts of on-call work for males and females: results from an online survey. **International Journal of Environmental Research and Public Health**, v. 16, n. 3, p. 370, 2019. DOI: <https://doi.org/10.3390/ijerph16030370>. Disponível em: <https://www.mdpi.com/1660-4601/16/3/370>. Acesso em: 7 set. 2025.

ROSEN, J. Play time for researchers: how hobbies can boost scientists' productivity and creativity. **Nature**, v. 558, p. 475-477, 2018. DOI: <https://doi.org/10.1038/d41586-018-05449-7>. Disponível em: <https://www.nature.com/articles/d41586-018-05449-7>. Acesso em: 7 set. 2025.

SANTOS, M. C. S. et al. Association between chronic pain and leisure time physical activity and sedentary behavior in schoolteachers. **Behavioral Medicine**, v. 44, n. 4, p. 335-343, 2018. DOI: <https://doi.org/10.1080/08964289.2017.1384358>. Disponível em: <https://www.tandfonline.com/doi/full/10.1080/08964289.2017.1384358>. Acesso em: 7 set. 2025.

SONNENTAG, S.; SCHIFFNER, C. Psychological detachment from work during nonwork time and employee well-being: the role of leader's detachment. **The Spanish Journal of Psychology**, v. 22, e2, 2019. DOI: <https://doi.org/10.1017/sjp.2019.2>. Disponível em: <https://www.cambridge.org/core/journals/spanish-journal-of-psychology/article/psychological-detachment-from-work-during-nonwork-time-and-employee-wellbeing-the-role-of-leaders-detachment/9B25CF790E4B79AF917E3E56F1897B0F>. Acesso em: 7 set. 2025.

VEAL, A. J. Is there enough leisure time? Leisure studies, work-life balance, the realm of necessity and the realm of freedom. **World Leisure Journal**, v. 62, n. 2, p. 89-113, 2020. DOI: <https://doi.org/10.1080/16078055.2019.1667423>. Disponível em: <https://www.tandfonline.com/doi/full/10.1080/16078055.2019.1667423>. Acesso em: 7 set. 2025.

YERKES, M. A. et al. "Intelligent" lockdown, intelligent effects? Results from a survey on gender (in)equality in paid work, childcare and household work division, and quality of life among parents in the Netherlands during the Covid-19 lockdown. **PLoS ONE**, v. 15, n. 11, e0242249, 2020. DOI: <https://doi.org/10.1371/journal.pone.0242249>. Disponível em: <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0242249>. Acesso em: 7 set. 2025.