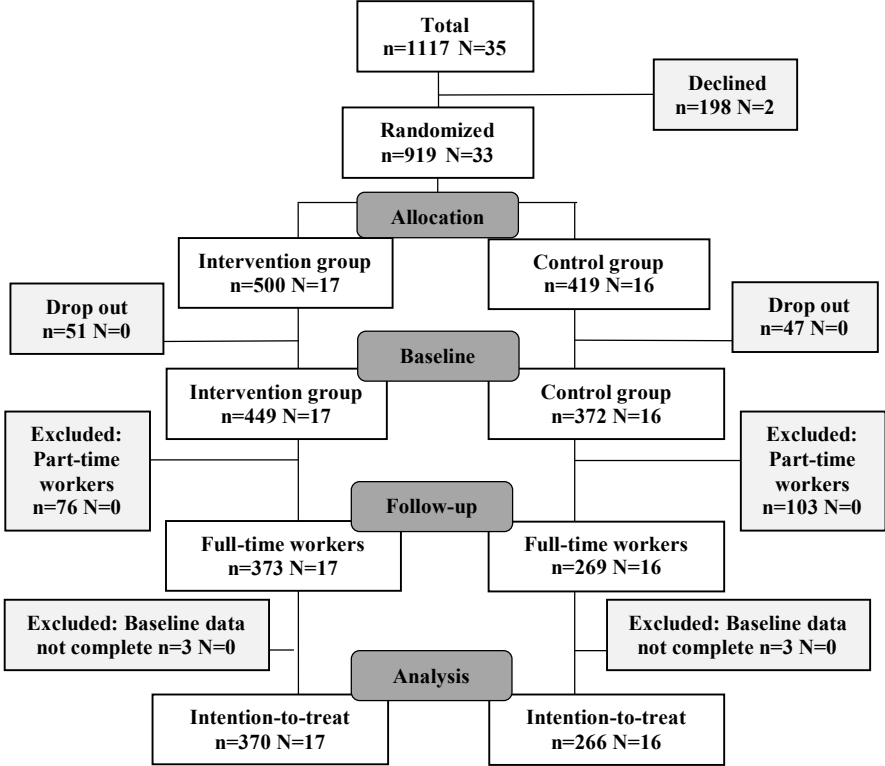


SUPPLEMENTARY FILE



Supplement figure A. Flow chart of the inclusion procedure based on an intention-to-treat approach.
(n=number of individuals; N=number of workplaces)

Supplement table A. Data on reported workload and recovery (in hours) at the three measurement points and results from the multilevel mixed model in terms of the interactions between group, time and having children living at home (1 yes, 0 no).

Activities (hours)	Group	Baseline		9 months		18 months		Interaction effects Group*Time*Children		
		Children Mean (standard deviation)	No children Mean (standard deviation)	Children Mean (standard deviation)	No children Mean (standard deviation)	Children Mean (standard deviation)	No children Mean (standard deviation)	Coefficient	C. I. Lower	95% Upper
Paid work workdays	I [†]	7:57 (1:12)	8:01 (1:09)	6:25 (1:07)	6:46 (1:09)	6:30 (0:59)	6:18 (1:07)	0.18	-0.08	0.44
	C [†]	8:14 (1:16)	8:09 (1:04)	8:04 (1:18)	8:09 (1:03)	7:57 (1:20)	8:08 (1:14)			
Non-Paid work workdays	I	2:16 (1:08)	1:01 (0:40)	2:44 (1:25)	1:14 (0:58)	2:41 (1:28)	1:23 (1:01)	0.09	-0.14	0.32
	C	2:18 (1:18)	1:07 (0:59)	2:08 (1:18)	0:59 (0:59)	2:01 (1:17)	1:05 (0:57)			
Total workload workdays	I	10:13 (1:22)	9:02 (1:11)	9:10 (1:43)	8:01 (1:21)	9:12 (1:46)	7:42 (1:17)	0.25	-0.04	0.54
	C	10:33 (1:22)	9:16 (1:16)	10:12 (1:29)	9:08 (1:14)	9:59 (1:25)	9:13 (1:20)			
Recovery workdays	I	6:06 (1:25)	7:02 (1:21)	6:59 (1:37)	7:52 (1:31)	6:59 (1:39)	8:05 (1:28)	-0.18	-0.48	0.12
	C	5:47 (1:30)	6:55 (1:36)	6:14 (1:31)	7:10 (1:33)	6:20 (1:26)	6:56 (1:39)			
Paid work days off	I	0:16 (0:49)	0:09 (0:27)	0:06 (0:30)	0:17 (0:50)	0:11 (0:44)	0:13 (0:37)	0.08	-0.11	0.27
	C	0:10 (0:30)	0:06 (0:24)	0:15 (0:52)	0:25 (0:58)	0:17 (0:49)	0:31 (1:23)			
Non-Paid work days off	I	4:31 (2:30)	2:48 (2:08)	4:06 (2:31)	2:29 (1:45)	4:10 (2:30)	2:24 (1:50)	-0.01	-0.53	0.52
	C	3:29 (2:26)	3:03 (1:59)	4:15 (2:33)	2:43 (2:09)	4:13 (2:38)	2:53 (2:10)			
Total workload days off	I	4:48 (2:31)	2:58 (2:09)	4:12 (2:32)	2:46 (1:52)	4:21 (2:32)	2:38 (1:52)	0.08	-0.45	0.60
	C	4:39 (2:27)	3:09 (2:02)	4:30 (2:42)	3:09 (2:07)	4:31 (2:35)	3:24 (2:11)			
Recovery days off	I	9:57 (2:29)	11:17 (2:19)	10:17 (2:48)	11:17 (2:58)	9:52 (2:42)	11:41 (2:41)	-0.08	-0.74	0.59
	C	9:33 (3:18)	10:30 (3:32)	10:00 (2:59)	10:34 (3:08)	9:47 (2:31)	10:51 (2:18)			

† I = Intervention group. C = Control group

Supplement Table B. Data on reported workload and recovery (in hours) at the three measurement points and results from the multilevel mixed model in terms of the interactions between group, time and sharing household with a partner (1 yes, 0 no).

Activities (hours)	Group	Baseline		9 months		18 months		Interaction effects Group*Time*Partner		
		Partner Mean (standard deviation)	No partner Mean (standard deviation)	Partner Mean (standard deviation)	No partner Mean (standard deviation)	Partner Mean (standard deviation)	No partner Mean (standard deviation)	Coefficient	C. I. Lower	95% Upper
Paid work workdays	I [†]	7:56 (1:08)	8:06 (1:12)	6:34 (1:08)	6:48 (1:14)	6:29 (1:00)	6:39 (1:19)	0.02	-0.31	0.28
	C [†]	8:14 (1:09)	7:53 (1:09)	8:11 (1:12)	7:47 (0:57)	8:08 (1:18)	7:39 (1:07)			
Non-Paid work workdays	I	1:47 (1:09)	1:02 (0:40)	2:08 (1:25)	1:19 (1:15)	2:13 (1:25)	1:14 (0:59)	0.20	-0.06	0.45
	C	1:49 (1:18)	1:15 (1:14)	1:41 (1:20)	1:02 (1:00)	1:33 (1:14)	1:19 (1:03)			
Total workload workdays	I	9:43 (1:22)	9:09 (1:17)	8:42 (1:40)	8:08 (1:36)	8:43 (1:42)	7:54 (1:31)	0.19	-0.14	0.52
	C	10:03 (1:26)	9:09 (1:34)	9:52 (1:31)	8:50 (1:21)	9:41 (1:25)	8:59 (1:18)			
Recovery workdays	I	6:29 (1:25)	7:04 (1:22)	7:21 (1:37)	7:48 (1:37)	7:18 (1:38)	7:58 (1:42)	-0.00	-0.34	0.35
	C	6:10 (1:39)	7:16 (1:41)	6:30 (1:34)	7:41 (1:42)	6:34 (1:25)	7:29 (1:38)			
Paid work days off	I	0:12 (0:37)	0:08 (0:20)	0:08 (0:34)	0:13 (0:37)	0:11 (0:39)	0:13 (0:34)	-0.28	-0.49	-0.07
	C	0:09 (1:30)	0:16 (1:01)	0:20 (0:54)	0:18 (0:42)	0:27 (1:11)	0:07 (0:21)			
Non-Paid work days off	I	3:58 (2:26)	2:38 (2:07)	3:33 (2:19)	2:21 (1:53)	3:37 (2:24)	2:21 (1:46)	-0.10	-0.71	0.51
	C	3:58 (2:25)	2:59 (1:21)	3:51 (2:33)	2:07 (1:59)	3:43 (2:35)	2:56 (2:17)			
Total workload days off	I	4:10 (2:26))	2:46 (2:08)	3:41 (2:19)	2:35 (2:00)	3:48 (2:25)	2:35 (1:47)	-0.40	-1.00	0.20
	C	4:07 (2:27)	3:15 (2:22)	4:12 (2:37)	2:25 (1:59)	4:10 (2:32)	3:04 (2:14)			
Recovery days off	I	10:21 (2:24)	11:24 (2:36)	10:40 (2:54)	11:42 (2:30)	10:35 (2:48)	11:51 (1:53)	0.18	-0.60	0.95
	C	9:55 (3:27)	10:40 (3:26)	10:04 (3:10)	11:33 (3:09)	10:19 (2:32)	11:21 (2:43)			

† I = Intervention group. C = Control group

Supplement table C. Data on reported workload and recovery (in hours) at the three measurement points and results from the multilevel mixed model in terms of the interactions between group, time and living alone with children (1 yes, 0 no).

Activities (hours)	Group	Baseline		9 months		18 months		Interaction effects Group*Time*Alone with children		
		Alone with children	Not alone with children	Alone with children	Not alone with children	Alone with children	Not alone with children	Coefficient	C. I. 95%	
		Mean (standard deviation)	Mean (standard deviation)	Mean (standard deviation)	Mean (standard deviation)	Mean (standard deviation)	Mean (standard deviation)		Lower	Upper
Paid work workdays	I [†]	8:07 (0:37)	7:56 (1:10)	6:22 (1:28)	6:35 (1:09)	6:27 (0:50)	6:28 (1:04)	-0.08	-0.80	0.64
	C [†]	7:39 (1:09)	8:14 (1:10)	7:53 (0:29)	8:12 (1:13)	7:37 (0:38)	8:08 (1:22)			
Non-Paid work workdays	I	1:38 (0:40)	1:46 (1:10)	2:51 (1:45)	2:06 (1:27)	2:08 (1:14)	2:11 (1:27)	0.38	-0.24	1.01
	C	2:29 (1:48)	1:47 (1:21)	2:24 (1:18)	1:34 (1:17)	2:01 (1:06)	1:33 (1:13)			
Total workload workdays	I	9:46 (1:04)	9:43 (1:24)	9:13 (2:00)	8:41 (1:43)	8:36 (1:35)	8:39 (1:45)	0.28	-0.50	1.07
	C	10:08 (0:56)	10:01 (1:30)	10:18 (1:27)	9:46 (1:29)	9:38 (0:56)	9:41 (1:28)			
Recovery workdays	I	6:51 (1:44)	6:29 (1:27)	6:50 (1:57)	7:21 (1:41)	7:05 (1:25)	7:20 (1:42)	-0.49	-1.33	0.34
	C	6:19 (0:38)	6:15 (1:44)	5:53 (1:27)	6:40 (1:41)	6:33 (1:19)	6:36 (1:35)			
Paid work days off	I	0:00 (0:00)	0:12 (0:39)	0:08 (0:25)	0:10 (0:37)	0:03 (0:10)	0:11 (0:39)	0.20	-0.30	0.69
	C	0:08 (0:12)	0:07 (0:29)	0:00 (0:00)	0:20 (0:54)	0:05 (0:15)	0:24 (1:09)			
Non-Paid work days off	I	3:11 (2:18)	3:53 (2:31)	4:10 (3:46)	3:30 (2:19)	4:06 (2:08)	3:34 (2:26)	0.76	-0.66	2.17
	C	3:45 (1:33)	4:00 (2:26)	3:07 (2:58)	3:38 (2:29)	3:50 (3:18)	3:51 (2:32)			
Total workload days off	I	3:11 (2:18)	4:05 (2:32)	4:18 (3:37)	3:40 (2:20)	4:10 (2:06)	3:46 (2:28)	0.96	0.44	2.36
	C	3:53 (1:39)	4:08 (2:29)	3:07 (2:58)	3:59 (2:35)	3:55 (3:11)	4:15 (2:30)			
Recovery days off	I	10:48 (2:59)	10:25 (2:28)	9:58 (2:59)	10:44 (2:51)	10:27 (1:58)	10:40 (2:51)	-0.87	-2.65	0.91
	C	9:48 (2:39)	9:50 (2:32)	9:22 (4:05)	10:12 (3:08)	11:02 (2:57)	10:13 (2:32)			

† I = Intervention group. C = Control group

Supplement table D. Data on reported workload and recovery (in hours) at the three measurement points and results from the multilevel mixed model in terms of the interactions between group, time and working area (1 Social services, 2 Technical services, 3 Care and welfare, 4 Call center).

Activities (hours)	Group	Baseline				9 months				18 months			
		Social Services Mean (standard deviation)	Technical Services Mean (standard deviation)	Care and welfare Mean (standard deviation)	Call Center Mean (standard deviation)	Social Services Mean (standard deviation)	Technical Services Mean (standard deviation)	Care and welfare Mean (standard deviation)	Call Center Mean (standard deviation)	Social Services Mean (standard deviation)	Technical Services Mean (standard deviation)	Care and welfare Mean (standard deviation)	Call Center Mean (standard deviation)
Paid work workdays	I†	8:00 (1:1)	7:57 (1:1)	8:02 (1:1)	7:43 (1:1)	6:57 (1:1)	6:43 (1:1)	6:18 (1:1)	6:10 (0:5)	6:41 (1:0)	6:30 (1:0)	6:25 (1:2)	6:08 (1:0)
	C†	8:04 (1:1)	8:05 (1:2)	8:08 (1:0)	8:11 (1:2)	7:50 (1:0)	8:07 (1:2)	8:16 (1:1)	7:42 (0:4)	7:48 (1:1)	8:04 (1:3)	8:06 (1:1)	7:50 (1:1)
Non-Paid work workdays	I	1:30 (1:1)	1:28 (1:0)	1:44 (1:1)	2:59 (1:1)	1:46 (1:2)	1:46 (1:2)	2:11 (1:3)	2:30 (1:3)	1:58 (1:3)	1:47 (1:3)	2:14 (1:2)	2:13 (1:3)
	C	1:28 (1:2)	1:40 (1:2)	1:47 (1:0)	1:43 (1:2)	1:26 (1:1)	1:31 (1:2)	1:35 (1:1)	1:29 (1:2)	1:21 (1:1)	1:41 (1:2)	1:27 (1:1)	1:37 (1:2)
Total workload workdays	I	9:31 (1:3)	9:25 (1:2)	9:47 (1:3)	9:43 (1:3)	8:43 (1:4)	8:30 (1:4)	8:30 (1:3)	8:40 (1:3)	8:40 (1:4)	8:18 (1:4)	8:39 (1:4)	8:22 (1:5)
	C	9:33 (1:3)	9:45 (1:4)	9:56 (1:2)	9:55 (1:4)	9:16 (1:3)	9:39 (1:4)	9:51 (1:2)	9:12 (1:2)	9:09 (1:2)	9:45 (1:4)	9:24 (1:3)	9:27 (1:1)
Recovery workdays	I	6:35 (1:3)	6:47 (1:2)	6:23 (1:3)	6:40 (1:3)	7:22 (1:4)	7:29 (1:4)	7:27 (1:3)	7:24 (1:3)	7:27 (1:4)	7:41 (1:4)	7:15 (1:4)	7:35 (1:4)
	C	6:36 (1:4)	6:32 (1:5)	6:03 (1:2)	6:35 (1:4)	6:56 (1:3)	6:53 (1:5)	6:20 (1:3)	7:14 (1:4)	7:11 (1:2)	6:38 (1:4)	6:23 (1:4)	6:50 (1:4)
Paid work days off	I	0:10 (0:3)	0:17 (0:5)	0:08 (0:2)	0:17 (0:5)	0:08 (0:4)	0:08 (0:3)	0:10 (0:4)	0:19 (1:0)	0:14 (0:5)	0:13 (0:4)	0:09 (0:3)	0:11 (0:3)
	C	0:04 (1:2)	0:12 (1:4)	0:16 (0:5)	0:14 (0:3)	0:12 (0:3)	0:29 (1:1)	0:13 (0:3)	0:04 (0:1)	0:14 (0:5)	0:24 (1:0)	0:32 (1:3)	0:04 (0:2)
Non-Paid work days off	I	3:33 (2:2)	2:55 (2:2)	4:14 (2:3)	4:03 (2:3)	3:09 (2:3)	2:46 (2:1)	3:43 (2:1)	3:38 (2:2)	2:51 (1:2)	2:52 (2:3)	3:39 (2:1)	4:19 (2:4)
	C	3:31 (2:2)	3:44 (2:5)	3:46 (2:1)	3:26 (2:3)	3:23 (2:3)	3:21 (2:4)	3:31 (2:1)	2:59 (2:4)	3:16 (2:2)	3:35 (2:3)	3:11 (2:1)	4:20 (3:3)
Total workload days off	I	3:43 (2:2)	3:13 (2:2)	4:22 (2:3)	4:21 (2:4)	3:18 (2:4)	3:55 (2:1)	3:53 (2:2)	3:58 (2:1)	3:06 (2:1)	3:05 (2:3)	3:49 (2:1)	4:30 (2:3)
	C	3:36 (2:2)	3:57 (2:5)	4:02 (2:1)	3:40 (2:2)	3:36 (2:4)	3:51 (2:5)	3:45 (2:0)	3:03 (2:4)	3:31 (2:2)	3:59 (2:3)	3:44 (2:1)	4:25 (3:3)
Recovery days off	I	10:40 (2:0)	11:12 (2:4)	10:10 (2:3)	10:18 (2:5)	11:10 (2:5)	11:01 (3:2)	10:38 (2:2)	10:18 (2:2)	11:13 (2:2)	11:15 (3:0)	10:33 (2:1)	9:58 (3:0)
	C	10:06 (3:1)	9:38 (4:2)	9:54 (2:5)	11:23 (2:3)	10:30 (3:2)	10:18 (3:3)	10:18 (2:1)	11:41 (3:1)	10:52 (2:4)	10:26 (2:5)	10:17 (2:2)	10:01 (4:0)

Interaction effects	Coefficient	C. I. 95%	
		Lower	Upper
Paid work workdays	0.02	-0.10	0.14
Non-Paid work workdays	-0.10	-0.21	0.01
Total workload workdays	-0.09	-0.22	0.05
Recovery workdays	0.07	-0.07	0.21
Paid work days off	0.01	-0.08	0.10
Non-Paid work days off	0.01	0.23	2.25
Total workload days off	0.01	0.23	2.25
Recovery days off	-0.06	-0.37	0.25

† I = Intervention group. C = Control group

Supplement table E. Data on reported workload and recovery (in hours) at the three measurement points and results from the multilevel mixed model in terms of the interactions between group, time and shift work^a (1 yes, 0 no).

Activities (hours)	Group	Baseline		9 months		18 months		Interaction effects Group*Time*Shift work		
		No shift work Mean (standard deviation)	Shift work Mean (standard deviation)	No shift work Mean (standard deviation)	Shift work Mean (standard deviation)	No shift work Mean (standard deviation)	Shift work Mean (standard deviation)	Coefficient	C. I. Lower	95% Upper
Paid work workdays	I [†]	7:54 (1:10)	8:08 (1:12)	6:29 (1:00)	6:54 (1:20)	6:24 (1:02)	6:40 (1:17)	0.16	-0.14	0.47
	C [†]	8:09 (1:09)	8:05 (1:19)	7:57 (1:05)	8:05 (1:30)	7:56 (1:12)	7:49 (1:36)			
Non-Paid work workdays	I	1:38 (1:03)	1:34 (1:11)	2:00 (1:22)	1:55 (1:37)	2:01 (1:23)	1:51 (1:28)	-0.20	-0.47	0.07
	C	1:37 (1:14)	1:42 (1:22)	1:33 (1:19)	1:30 (1:14)	1:26 (1:12)	1:50 (1:23)			
Total workload workdays	I	9:33 (1:21)	9:42 (1:28)	8:29 (1:31)	8:49 (1:57)	8:25 (1:38)	8:31 (2:05)	-0.03	-0.37	0.31
	C	9:47 (1:27)	9:47 (1:27)	9:31 (1:29)	9:36 (1:36)	9:22 (1:25)	9:39 (1:43)			
Recovery workdays	I	6:40 (1:28)	6:25 (1:20)	7:33 (1:31)	7:12 (1:51)	7:36 (1:37)	7:15 (1:55)	-0.02	-0.38	0.35
	C	6:24 (1:34)	6:36 (1:55)	6:45 (1:28)	6:58 (1:49)	6:52 (1:35)	6:40 (1:45)			
Paid work days off	I	0:13 (0:39)	0:11 (0:29)	0:09 (0:37)	0:11 (0:31)	0:11 (0:42)	0:18 (0:42)	0.05	-0.17	0.26
	C	0:05 (0:20)	0:19 (0:50)	0:08 (0:27)	0:23 (0:48)	0:17 (1:02)	0:35 (1:10)			
Non-Paid work days off	I	3:40 (2:18)	3:49 (2:51)	3:15 (2:06)	3:34 (2:43)	3:21 (2:18)	3:05 (2:42)	0.05	-0.57	0.67
	C	3:42 (2:19)	3:40 (2:32)	3:09 (2:23)	3:45 (2:29)	3:39 (2:35)	3:01 (2:24)			
Total workload days off	I	3:53 (2:20)	4:00 (2:54)	3:25 (2:05)	3:46 (2:47)	3:33 (2:21)	3:23 (2:38)	0.11	0.51	0.73
	C	3:47 (2:18)	4:00 (2:34)	3:18 (2:19)	4:09 (2:37)	3:56 (2:36)	3:37 (2:21)			
Recovery days off	I	10:33 (2:10)	10:41 (3:03)	10:58 (2:36)	10:18 (3:24)	10:55 (2:35)	10:42 (3:19)	-0.50	-1.23	0.29
	C	10:34 (2:46)	9:12 (4:31)	10:47 (3:04)	10:00 (3:25)	10:38 (2:39)	9:50 (3:15)			

a) Employees reporting normal work hours during evening and/or night in the questionnaire at all three measurement periods

† I = Intervention group. C = Control group