(Appendix 1): STROBE Statement-Checklist of items that should be included in reports of cross-sectional studies (n= 18)

Code	Authors	Title	Date/Country	Title and abstract	Background	Study design	Setting	Participants	variables	Data sources/measurement	Bias	Study size	Quantitative variables	Statistical methods	Descriptive data	Outcome data	Main results	Other analysis	Key results	limitations	interpretation	Generalisability	Funding	Grade
1	J.A.Ademuyiwa	Work–Family Conflicts among Female Staff of Higher Institutions in Nigeria	Nigeria/2021	*	*	*	*	*	-	*	-	*	-	*	*	*	*	*	-	*	-	*	14
2	Karyn H. Bernas	CONTRIBUTORS TO STRESS RESISTANCE: Testing a Model of Women's Work-Family Conflict	2000	*	*	*	*	*	-	*	-	*	-	*	*	*	*	-	*	*	*	-	*	15
3	S. Vijayakumar Bharathi et al	A Study on the Determinants of Work–Life Balance of Women Employees in Information Technology Companies in India	2016/India	*	*	*	*	*	*	*	-	*	-	*	*	*	*	-	*	-	*	-	-	14
4	Youngkeun Choi	Workplace ostracism and work-to-family conflict among female employees: Moderating role of perceived organizational support	KOREA/2021	*	*	*	*	*	-	*	-	*	*	*	*	*	*	-	*	*	*	-	-	15

Code	Authors	Title	Date/Country	Title and abstract	Background	Study design	Setting	Participants	variables	Data sources/measurement	Bias	Study size	Quantitative variables	Statistical methods	Descriptive data	Outcome data	Main results	Other analysis	Key results	limitations	interpretation	Generalisability	Funding	Grade
5	Emeline C. Eckart	An Investigation of the Variables That Influence Female Counselors' Work–Family Conflict	2011	*	*	*	*	*	*	*	-	*	*	*	*	*	*	*	*	*	*	*	-	18
6	Zaiton Hassan	The Relationship Between Workplace Spirituality and Work-to-Family Enrichment in Selected Public Sector Organizations in Malaysia	Malaysia/2020	*	*	*	*	*	*	*	-	*	*	*	*	*	*	-	*	*	*	*	*	18
7	Kaur et al	Work-Life Balance of Women Working in Education Sector (With Reference to Warangal Dist., Telangana)/2018	2018																					7
8	Lee et al	The Impact of Work–Family Conflict and Facilitation on Women's Perceptions of Role Balance/2014	2014	*	*	*	-	*	-	*	*	*	*	*	-	*	*	*	*	-	*	-	*	15
9	Lee et al	Finding time over time: Longitudinal links between employed mothers' work-family conflict and time profiles	2017	*	*	*	*	*	*	*	-	*	*	*	*	*	*	-	*	*	*	*	-	17

Code	Authors	Title	Date/Country	Title and abstract	Background	Study design	Setting	Participants	variables	Data sources/measuremen	Bias	Study size	Quantitative variables	Statistical methods	Descriptive data	Outcome data	Main results	Other analysis	Key results	limitations	interpretation	Generalisability	Funding	Grade
10	Maragatham	Work-Life Balance of Women Bank Employees in Kumbakonam Municipal Precinct	2016	*	*	*	*	*	*	*	-	-	*	*	*	*	*	*	*	-	*	*	-	16
11	Noor	The moderating effect of spouse support on the relationship between work variable and women's work- family conflict	2002	*	*	*	-	*	*	*	-	-	*	*	*	*	*	*	*	-	*	-	-	14
12	Sunhindra et al	Work-Life Balance Among Women Anganwadi Workers in Bengaluru	2020	*	*	*	-	-	*	*	-	*	-	*	-	*	*	-	*	*	*	-	-	12
13	Sundaresan	Work-life balance implication for working women	2014	*	*	*	*	*	-	*	-	-	*	*	*	*	*	-	*	-	*	*	-	13
14	Uddin	Impact of perceived family support , work place support , and work-life balance policies on work-life balance among female bankers in Bangladesh	2020	*	*	*	*	*	*	*	-	*	-	*	-	*	*	-	*	*	*	*	-	15

Code	Authors	Title	Date/Country	Title and abstract	Background	Study design	Setting	Participants	variables	Data sources/measurement	Bias	Study size	Quantitative variables	Statistical methods	Descriptive data	Outcome data	Main results	Other analysis	Key results	limitations	interpretation	Generalisability	Funding	Grade
15	Uysal et al	Emotional support makes the difference: work-family conflict and employment related guilt among employed mothers	2020	*	*	*	*	*	*	*	-	-	*	*	*	*	*	-	*	*	*	*	-	16
16	Uzogiwe et al	Predictors of Work-Family Role Conflict and Its Impact on Professional Women in Medicine, Engineering, and Information Technology in Nigeria	2016	*	*	*	*	*	-	*	-	-	*	*	*	*	*	-	*	*	*	*	*	16
17	Zayed et al	Work environment characteristics as determinants of work to family conflict among working females, Egypt	2021	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	-	19
18	Zito et al	Job demands and work-family conflict in a health care staff. The role of work shifts]	2013	*	*	*	*	*	-	*	-	-	*	*	*	*	*	-	*	*	*	*	*	16

(Appendix 2): Result of the quality assessment for the qualitative studies (n=13)

Code	Study	Date/Author	Abstract/title	Introduction/aims	Data collection	Sampling	Analysis	Ethics/bias	Results	Generability	Implications	Total	Grade
1	Investigators analyse major factors behind work-life balance decisions of African women working in the United Kingdom	2021	4	3	3	3	4	1	4	1	1	31	A
2	Patriarchal hegemony: Investigating the impact of patriarchy on women's work-life balance	2019/Adisa et al	3	4	4	3	4	1	3	1	1	24	B
3	Causes and Consequences of Work-Family Conflict (WFC) among the Female Employees in Bangladesh: An Empirical Study	2015/Akkas et al	3	3	3	3	3	3	3	3	3	27	B
4	The influence of societal and organizational culture on the use of work-life balance programs: A comparative analysis of the United States and the Republic of Korea	2021/Brown et al	4	4	4	4	4	2	2	2	3	29	B
5	The Stressors in Professional Women's Work-family Conflict: A Chinese Study	2004/Fan et al	3	3	3	3	3	3	3	3	3	27	B
6	Basic Model of Work-life Balance for Married Women Working in Public Sector in Penang, Malaysia	2020/Hassan	4	3	3	3	3	3	3	1	1	24	B
7	Creating Their Own Work-Life Balance: Experiences of Highly Educated and Married Female Employees in South Korea	2018/Kang et al	4	3	3	3	4	3	4	2	2	28	B

8	Perceptions of work-family conflict among married female professionals in Hong Kong	2003/ Lo	4	4	4	2	2	2	3	2	2	25	B
9	Institutionalized patriarchy and work-life balance (WLB) challenges for female medical doctors: the case of Nigeria	2021/Nwagbara	4	4	4	4	4	3	3	3	3	32	A
10	Work-life balance: A phenomenological study of women entrepreneurs in Pakistan	2018/ Sumaira Rehman et al	4	4	3	3	3	3	3	2	2	26	B
11	Work-life balance: working women in the IT sector in india	2015/Sane et al	3	3	3	3	3	3	3	2	1	24	B
12	Why Iranian women experience work-family conflict?	2021/Taghizade et al	4	3	3	3	4	3	3	3	2	28	B
13	Work-family balance of Indian women software professionals: A qualitative study	2011/valk et al	3	3	3	3	3	3	3	2	1	24	B