



Influences on employers’ provision of part-time working: An evidence review

Search strategy

This evidence review is part of an ESRC-funded project entitled ‘The Coronavirus Job Retention Scheme and employer perceptions of part-time working: the implications for economic recovery and future working’. The project examines whether and how employers’ perceptions of part-time working have been influenced by their experience of the Coronavirus Job Retention Scheme (CJRS).

In order to ensure that all available evidence is considered in a field that has attracted non-academic interest, we included both academic and grey literature (Adams, Smart and Huff, 2017). Although part-time working has been a subject of study for many years, the rapid development of the field, and the lack of attention to the employer perspective as opposed to the employee perspective, means that it lacks a consistent approach to definition, constructs and theories: it can therefore be classified as an emerging rather than a mature field (Adams, Smart and Huff, 2017; Edmondson and McManus, 2007). We found relevant literature from both the labour market economics and HRM fields.

Searches of the academic literature

Searches of the academic literature were conducted using two databases, Ebsco and ABI Inform. Our initial searches, listed in the tables below, were limited to the literature since 2000, in order to capture the changes in the profile of part-time working, particularly the growth of ‘retention’ part-time working in more senior roles since that date. We then followed up references from within these papers to develop a more complete picture of the various literatures which are relevant to our topic. This included identifying key papers and using lists of more recent citations of those papers in Web of Science to track the development of the key themes.

Definitions of part-time working

Search string	EBSCO	ABI Inform
("part-time work" OR "part-time employment") AND defin*	63	81
("part-time work" OR "part-time employment") AND typology	5	5
(Part-time work) AND (categor* OR classif*)	53	84

Definitions of work-sharing, short-time working and furlough

Search string	EBSCO	ABI Inform
(workshar* OR short-time work* OR furlough) AND defin*	87	19
(workshar* OR short-time work* OR furlough) AND categor*	23	8

Influences on part-time working

Search string	EBSCO	ABI Inform
("part-time work" OR "part-time employment") AND "lab*r demand"	9	17
("part-time work" OR "part-time employment") AND ("business case" OR "employer benefit*")	2	4
("part-time work" OR "part-time employment") AND enabl*	65	30
("part-time work" OR "part-time employment") AND (constrain* OR barrier OR imped*)	87	31

Work-sharing, short-time working and furlough

Search string / Number of articles	EBSCO	ABI Inform
(workshar* OR short-time work* OR furlough) AND "economic impact"	859	18
(workshar* OR short-time work* OR furlough) AND employment	165	38

Searches of the grey literature

Our search strategy for the grey literature began with a consultation with a range of practitioners and policy experts in the flexible working and labour market economics fields. In addition to the members of our steering group, who represent the CBI, the TUC, the CIPD, the Government Equalities Office, the Federation of Small Businesses, the Chartered Management Institute and several government departments, we also held conversations with representatives from Demos, The Centre for Ageing Better, Working Families, the Timewise Foundation, Carers UK, the Business Disability Forum and the Equalities and Human Rights Commission.

We then searched the websites of the above organisations, as well as Eurofound, Eurostat, the Employers Network for Equality and Inclusion, the Behavioural Insights Team, and the International

Labour Organization. For the statistics on part-time working and use of the Coronavirus Job Retention Scheme, we contacted the ONS and HMRC.

Generic searches on Factiva and Google Scholar produced an unmanageable number of responses for “part-time work*” (several million), so we limited our searches to the key business press, the Economist and the Financial Times, and searched these via Factiva, again limiting the search to the time period since 2000.

	Factiva
The Economist print and online	80
The Financial Times	854

References

Adams, R.J., Smart, P. and Huff, A.S. (2017) ‘Shades of Grey: Guidelines for Working with the Grey Literature in Systematic Reviews for Management and Organizational Studies’, *International Journal of Management Reviews*, 19(4), pp. 432–454.

Edmondson, A.C. and McManus, S.E. (2007) ‘Methodological Fit in Management Field Research’, *Academy of Management Review*, 32(4), p. 1155.