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July 23, 2021

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***Gewurtz RE, Harlos K, Tompa E, Oldfield M, Lysaght R, Moll S, et al. Retaining and supporting employees with mental illness through inclusive organizations: lessons from five Canadian case studies. *Equality, Diversity and Inclusion*. 2021; [epub ahead of print].**

<https://doi.org/10.1108/EDI-06-2020-0174>

***Prince SA, Rasmussen CL, Biswas A, Holtermann A, Aulakh T, Merucci K, et al. The effect of leisure time physical activity and sedentary behaviour on the health of workers with different occupational physical activity demands: a systematic review. *International Journal of Behavioral Nutrition and Physical Activity*. 2021; 18(1):100.**

<https://doi.org/10.1186/s12966-021-01166-z> [open access]

Abstract: BACKGROUND: Although it is generally accepted that physical activity reduces the risk for chronic non-communicable disease and mortality, accumulating evidence suggests that occupational physical activity (OPA) may not confer the same health benefits as leisure time physical activity (LTPA). It is also unclear if workers in high OPA jobs benefit from LTPA the same way as those in sedentary jobs. Our objective was to determine whether LTPA and



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leisure time sedentary behaviour (LTSB) confer the same health effects across occupations with different levels of OPA. **METHODS:** Searches were run in Medline, Embase, PsycINFO, ProQuest Public Health and Scopus from inception to June 9, 2020. Prospective or experimental studies which examined the effects of LTPA or LTSB on all-cause and cardiovascular mortality and cardiovascular disease, musculoskeletal pain, diabetes, metabolic syndrome, arrhythmias and depression among adult workers grouped by OPA (low OPA/sitters, standers, moderate OPA/intermittent movers, high OPA/heavy labourers) were eligible. Results were synthesized using narrative syntheses and harvest plots, and certainty of evidence assessed with GRADE. **RESULTS:** The review includes 38 papers. Across all outcomes, except cardiovascular mortality, metabolic syndrome and atrial fibrillation, greater LTPA was consistently protective among low OPA, but conferred less protection among moderate and high OPA. For cardiovascular mortality and metabolic syndrome, higher levels of LTPA were generally associated with similar risk reductions among all OPA groups. Few studies examined effects in standers and none examined effects of LTSB across OPA groups. **CONCLUSIONS:** Evidence suggests that LTPA is beneficial for all workers, but with larger risk reductions among those with low compared to high OPA jobs. This suggests that, in our attempts to improve the health of workers through LTPA, tailored interventions for different occupational groups may be required. More high-quality studies are needed to establish recommended levels of LTPA/LTSB for different OPA groups. **PROTOCOL REGISTRATION:** PROSPERO # CRD42020191708

Blokzijl F, Onrust M, Dieperink W, Keus F, van der Horst ICC, Paans W, et al. Barriers that obstruct return to work after coronary bypass surgery: a qualitative study. Journal of Occupational Rehabilitation. 2021; 31(2):316-322.

<https://doi.org/10.1007/s10926-020-09919-6> [open access]

Abstract: Purpose Coronary artery bypass grafting is the most frequently performed cardiac surgical procedure. Despite its benefits on survival and quality of life, it is associated with a considerable financial burden on society including sick leave. Our study aimed to explore the barriers that obstruct return to work after coronary artery bypass grafting. **Methods** We performed a qualitative study with in-



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depth interviewing of patients 6 months after their surgery. We included ten working patients and interviewed them and their spouses at home. The interviews were transcribed and two investigators independently searched the transcriptions for barriers that had obstructed return to work. Results Based on the interviews we were able to distinguish four main groups of barriers: 'personal', 'healthcare', 'work' and 'law & regulation.' The personal barriers were subgrouped in affective, physical, cognitive, social and individually determined factors. Conclusion In a qualitative study we showed that personal barriers as well as barriers regarding healthcare, work and law & regulation, were perceived by patients as important factors obstructing return to work after coronary artery bypass grafting. To overcome the identified barriers, the process of return to work could preferably be initiated during the hospital phase, started during cardiac rehabilitation, and coordinated by a case-managing professional

Carmona C, Baxter S, and Carroll C. Systematic review of the methodological literature for integrating qualitative evidence syntheses into health guideline development. Research Synthesis Methods. 2021; 12(4):491-505.

<https://doi.org/10.1002/jrsm.1483>

Abstract: Guidelines produced by local, national and international bodies underpin clinical practice and healthcare services worldwide. For guidelines to be based on the best available evidence, it is critical that syntheses of both qualitative and quantitative evidence are used to inform decision-making. As methods for qualitative evidence syntheses (QES) develop, they are increasingly able to inform health guideline production. However, the process whereby this form of evidence is considered and incorporated tends to be unclear. This systematic review synthesized existing guidance concerning the use of QES in guideline development. Sources published in English that described or prescribed methods for incorporating QES into evidence-based health guidelines were eligible for inclusion. Seventeen relevant papers were identified. The literature indicates that there is a reasonable consensus about many stages of conducting a QES to inform guideline development. Areas needing further exploration include: the way that committees engage with QES; the usefulness of different QES methodologies; and



understanding of how expert committees use evidence. Methods for producing QES for guideline committees tend to be similar to quantitative systematic review methods in terms of searching, quality appraisal, systematic management of data, and presentation of results. While this allows transparency and accountability, it could be argued that it is less "true" to the principles of being led by the data, which are fundamental to most qualitative research. Understanding the process of using QES to produce guidelines is critical to determining their validity and applicability, and to ensure that healthcare provision is based on the best available evidence

Cawley J, Biener A, Meyerhoefer C, Ding Y, Zvenyach T, Smolarz BG, et al. Job absenteeism costs of obesity in the United States: national and state-level estimates. Journal of Occupational & Environmental Medicine. 2021; 63(7):565-573.

<https://doi.org/10.1097/JOM.0000000000002198> [open access]

Abstract: Objective: To estimate the causal effect of obesity on job absenteeism and the associated lost productivity in the United States, both nationwide and by state. Methods: We conducted a retrospective pooled cross-sectional analysis using the 2001 to 2016 Medical Expenditure Panel Survey and estimated two-part models of instrumental variables. Results: Obesity, relative to normal weight, raises job absenteeism due to injury or illness by 3.0 days per year (128%). Annual productivity loss due to obesity ranges from \$271 to \$542 (lower/upper bound) per employee with obesity, with national productivity losses ranging from \$13.4 to \$26.8 billion in 2016. Trends in state-level estimates mirror those at the national level, varying across states. Conclusions: Obesity significantly raises job absenteeism. Reductions in job absenteeism should be included when calculating the cost-effectiveness of interventions to prevent or reduce obesity among employed adults.

Coutu MF, Durand MJ, Cote D, Tremblay D, Sylvain C, Gouin MM, et al. How does gender influence sustainable return to work following prolonged work disability? An interpretive description study. Journal of Occupational Rehabilitation. 2021; 31:552-569.

<https://doi.org/10.1007/s10926-020-09953-4>

Abstract: PURPOSE: A sustainable return to work (S-RTW) following prolonged work disability poses different challenges, depending on



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gender. This article provides a synthesis of gender differences in the issues and factors influencing the S-RTW of workers following such a disability. **METHODS:** Using an interpretive description method, an integrative review was conducted of the literature on gender differences in S-RTW issues and factors associated with four major causes of work disability. The initial review concerned the 2000-2016 literature; it was subsequently updated for November 2016-March 2020. To explore and contextualise the results, four focus groups were held with stakeholders representing the workplace, insurance, and healthcare systems and workers. Qualitative thematic analysis was performed. **RESULTS:** A total of 47 articles were reviewed, and 35 stakeholders participated in the focus groups. The prevailing traditional gender roles were found to have a major gender-specific influence on the attitudes, behaviours, processes and outcomes associated with S-RTW. These differences related to the (1) cumulative workload, (2) work engagement, and (3) expressed and addressed needs. **CONCLUSIONS:** The results highlight the importance of taking into account both professional and personal aspects when integrating gender issues into the assessment of workers' needs and subsequently into interventions

Fallucchi F, Gorges L, Machado J, Pieters A, and Suhrcke M. How to make universal, voluntary testing for COVID-19 work? A behavioural economics perspective. Health Policy. 2021; 125(8):972-980.

<https://doi.org/10.1016/j.healthpol.2021.05.003> [open access]

Abstract: Testing is widely seen as one core element of a successful strategy to curtail the COVID-19 pandemic and many countries have increased their efforts to provide testing at large scale. As most democratic governments refrain from enacting mandatory testing, a key emerging challenge is to increase voluntary participation. Using behavioural economics insights complemented with data from a novel survey in the US and a survey experiment in Luxembourg, we examine behavioural factors associated with the individual willingness to get tested (WTT). In our analysis, individual characteristics that correlate positively with WTT include age, altruism, conformism, the tendency to abide by government-imposed rules, concern about contracting COVID-19, and patience. Risk aversion, unemployment, and conservative political orientation correlate negatively with WTT.



Building on and expanding these insights may prove fruitful for policy to effectively raise people's propensity to get tested

Gerding J, Peters C, Wegscheider W, Stranzinger J, Lessmann F, Pitzke K, et al. Metal exposure of workers during recycling of electronic waste: a cross-sectional study in sheltered workshops in Germany. International Archives of Occupational & Environmental Health. 2021; 94(5):935-944.

<https://doi.org/10.1007/s00420-021-01651-9> [open access]

Abstract: OBJECTIVES: In Germany, the initial step of electronic waste (e-waste) recycling frequently takes place in sheltered workshops for physically and mentally handicapped workers (Werkstätten für behinderte Menschen (WfbM), in german language). E-waste recycling involves a potential risk of exposure to toxic metals. Therefore, we assessed the occupational exposure of recycling workers to toxic metals to identify potential health risks and insufficient protective measures. METHODS: We used a combined air- and bio-monitoring approach to determine exposure of recycling workers to toxic metals. Air and urine samples were collected in five sheltered workshops in Germany and were analysed for their content of aluminium, antimony, arsenic, beryllium, cadmium, chromium, cobalt, mercury and nickel. Results were compared to German and international occupational limit values and to metal exposures of workers in conventional e-waste recycling firms. RESULTS: Exposure of recycling workers in five German sheltered workshops to the studied metals and their compounds was below German and international occupational limit values across all facilities studied considering both air and urine samples. Workers in the present study were not exposed to higher amounts of toxic metals than workers in conventional e-waste recycling firms. CONCLUSION: This is the first study on toxic metal exposure of recycling workers in sheltered workshops. The results of this study revealed a low occupational exposure of e-waste recycling workers to toxic metals in this type of enterprises. Current work methods and safety measures provide the workers with adequate protection

Gragnano A, Villotti P, Lariviere C, Negrini A, and Corbiere M. A systematic search and review of questionnaires measuring individual psychosocial factors predicting return to work after



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musculoskeletal and common mental disorders. Journal of Occupational Rehabilitation. 2021; 31:491-511.

<https://doi.org/10.1007/s10926-020-09935-6> [open access]

Abstract: Purpose Individual psychosocial factors are crucial in the return to work (RTW) process of workers with musculoskeletal disorders (MSDs) and common mental disorders (CMDs). However, the quality and validity of the questionnaires used to measure these factors have rarely been investigated. The present systematic search and literature review aims at identifying, categorizing, and evaluating the questionnaires (measurement tools) used to measure individual psychosocial factors related to the perception of the personal condition and motivation to RTW that are predictive of successful RTW among workers with MSDs or CMDs. **Methods** Through a systematic search on PubMed, Web of Science, and PsycINFO library databases and grey literature, we identified the individual psychosocial factors predictive of successful RTW among these workers. Then, we retrieved the questionnaires used to measure these factors. Finally, we searched for articles validating these questionnaires to describe them exhaustively from a psychometric and practical point of view. **Results:** The review included 76 studies from an initial pool of 2263 articles. Three common significant predictors of RTW after MSDs and CMDs emerged (i.e., RTW expectations, RTW self-efficacy, and work ability), two significant predictors of RTW after MSDs only (i.e., work involvement and the self-perceived connection between health and job), and two significant predictors of RTW after CMDs only (i.e., optimism and pessimism). We analyzed 30 questionnaires, including eight multiple-item scales and 22 single-item measures. Based on their psychometric and practical properties, we evaluated one of the eight multiple-item scales as questionable and five as excellent. **Conclusions:** With some exceptions (i.e., self-efficacy), the tools used to measure individual psychosocial factors show moderate to considerable room for improvement

Kee D. Comparison of OWAS, RULA and REBA for assessing potential work-related musculoskeletal disorders. International Journal of Industrial Ergonomics. 2021; 83:103140.

<https://doi.org/10.1016/j.ergon.2021.103140>



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Lewkowski K, Ytterstad E, Pugliese MJ, McCausland K, Heyworth JS, Li IW, et al. Exposure to hand-arm vibration in the Australian workforce. *Annals of Work Exposures and Health*. 2021; 65(6):659-667.

<https://doi.org/10.1093/annweh/wxaa121>

Abstract: OBJECTIVE: To estimate the prevalence of hand-arm vibration (HAV) in Australian workplaces. METHODS: The Australian Workplace Exposure Survey (AWES)-Hearing was a cross-sectional telephone survey of Australian workers conducted in 2016-2017. Respondents were asked about the time spent using tools or performing tasks known to be associated with HAV during their most recent working day. We created a library of HAV magnitude levels for each tool/task and estimated each worker's daily HAV exposure level using standard formulae. We categorized each worker as to whether they exceeded the daily occupational limits of 2.5 and 5.0 m/s². Results were extrapolated to the Australian working population using a raked weighting method. RESULTS: In our sample of 4991 workers, 5.4% of men and 0.7% of women exceeded the HAV action limit of 2.5 m/s² on their most recent working day. We estimate that 3.8% of the Australian workforce exceeds the HAV limit of 2.5 m/s² and 0.8% exceeds the 5 m/s² limit. Men were more likely to exceed the HAV limits than women, as were those with trade qualifications, and those who worked in remote locations. Workers in the construction, farming, and automobile industries had the highest prevalence of HAV exposure. Tool groups that contributed to higher exposure levels included: compactors, rollers, and tampers; power hammers and jackhammers; and underground mining equipment. CONCLUSIONS: HAV is common in the Australian working population. Given the health risks associated with this exposure, reduction strategies and interventions should be developed, with engineering controls as the starting point for exposure reduction strategies

Li X, Zhu R, Ye H, Jiang C, and Benslimane A. MetalInjury: meta-learning framework for reusing the risk knowledge of different construction accidents. *Safety Science*. 2021; 140:105315.

<https://doi.org/10.1016/j.ssci.2021.105315>



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Murti M, Achonu C, Smith BT, Brown KA, Kim JH, Johnson J, et al. COVID-19 workplace outbreaks by industry sector and their associated household transmission, Ontario, Canada, January to June, 2020. Journal of Occupational & Environmental Medicine. 2021; 63(7):574-580.

<https://doi.org/10.1097/JOM.0000000000002201> [open access]

Abstract: Objective: To analyze workplace outbreaks by industry sector in the first wave of the pandemic, and associated household cases. Methods: Number, size, and duration of outbreaks were described by sector, and outbreak cases were compared to sporadic cases in the same time frame. Address matching identified household cases with onset =2 days before, =2 days after, or within 1 day of the workplace outbreak case. Results: There were 199 outbreaks with 1245 cases, and 68% of outbreaks and 80% of cases belonged to (1) Manufacturing, (2) Agriculture, Forestry, Fishing, Hunting, (3) Transportation and Warehousing. There were 608 household cases associated with 339 (31%) outbreak cases, increasing the burden of illness by 56%. Conclusions: Workplace outbreaks primarily occurred in three sectors. Prevention measures should target industry sectors at risk to prevent spread in and out of the workplace.

Nusselder WJ, Rubio Valverde J, Bopp M, Bronnum-Hansen H, Deboosere P, Kalediene R, et al. Determinants of inequalities in years with disability: an international-comparative study. European Journal of Public Health. 2021; 31(3):527-533.

<https://doi.org/10.1093/eurpub/ckaa194> [open access]

Abstract: Background: Persons with a lower socioeconomic position spend more years with disability, despite their shorter life expectancy, but it is unknown what the important determinants are. This study aimed to quantify the contribution to educational inequalities in years with disability of eight risk factors: father's manual occupation, low income, few social contacts, smoking, high alcohol consumption, high body-weight, low physical exercise and low fruit and vegetable consumption. Methods: We collected register-based mortality and survey-based disability and risk factor data from 15 European countries covering the period 2010-14 for most countries. We calculated years with disability between the ages of 35 and 80 by education and gender using the Sullivan method, and determined the hypothetical effect of changing the prevalence of each risk factor to



the prevalence observed among high educated ('upward levelling scenario'), using Population Attributable Fractions. Results: Years with disability among low educated were higher than among high educated, with a difference of 4.9 years among men and 5.5 years among women for all countries combined. Most risk factors were more prevalent among low educated. We found the largest contributions to inequalities in years with disability for low income (men: 1.0 year; women: 1.4 year), high body-weight (men: 0.6 year; women: 1.2 year) and father's manual occupation (men: 0.7 year; women: 0.9 year), but contributions differed by country. The contribution of smoking was relatively small. Conclusions: Disadvantages in material circumstances (low income), circumstances during childhood (father's manual occupation) and high body-weight contribute to inequalities in years with disability.

Peng L and Chan AHS. Influential factors associated with construction managers' propensity to implement safety measures for older workers. *Safety Science*. 2021; 141:105349. <https://doi.org/10.1016/j.ssci.2021.105349>

Pihlajamaki M, Arola H, Ahveninen H, Ollikainen J, Korhonen M, Nummi T, et al. Subjective cognitive complaints and permanent work disability: a prospective cohort study. *International Archives of Occupational & Environmental Health*. 2021; 94(5):901-910.

<https://doi.org/10.1007/s00420-020-01643-1> [open access]

Abstract: Purpose: Work disability (WD) is a medico-legal concept that refers to disability benefits (DB) granted due to diseases. We assessed whether subjective cognitive complaints (SCC)-presenting as self-rated difficulties of concentration, memory, clear thinking, and decision making-predict permanent WD in knowledge-intensive occupations. Methods: In this prospective cohort study with up to 7-year follow-up, we combined the SCC questionnaire results with reliable registry data on the DBs of 7161 professional/managerial employees (46% females). We excluded employees who were on long-term sickness absence (SA) or had received a DB at baseline. The exposure variable was the presence of SCC. Age and SA before the questionnaire as a proxy measure of general health were treated as confounders and the analyses were conducted by gender. The



outcome variable was a granted DB. The cumulative incidence function illustrates the difference between SCC categories, and the Fine-Gray model estimates the predictors of WD during the 8-year follow-up. Results: The annual incidence of DB was 0.15% in the entire cohort: 0.18% among the females, and 0.12% among the males ($p = 0.795$). The most common primary reasons for permanent WD were mental (36%) and musculoskeletal (20%) disorders. SCC predicted DB in both genders when controlling for age and prior SA. Hazard ratios were 2.9 with a 95% confidence interval 1.4-6.0 for the females and 3.7 (1.8-7.9) for the males. Conclusion: Subjective cognitive complaints predict permanent WD in knowledge-intensive occupations. This finding has implications for supporting work ability and preventing work disability among employees with cognitively demanding tasks.

Russo F, De Salvatore S, Ambrosio L, Vadala G, Fontana L, Papalia R, et al. Does workers' compensation status affect outcomes after lumbar spine surgery? A systematic review and meta-analysis. International Journal of Environmental Research and Public Health. 2021; 18(11):6165.

<https://doi.org/10.3390/ijerph18116165> [open access]

Abstract: Low back pain (LBP) is currently the leading cause of disability worldwide and the most common reason for workers' compensation (WC) claims. Studies have demonstrated that receiving WC is associated with a negative prognosis following treatment for a vast range of health conditions. However, the impact of WC on outcomes after spine surgery is still controversial. The aim of this meta-analysis was to systematically review the literature and analyze the impact of compensation status on outcomes after lumbar spine surgery. A systematic search was performed on Medline, Scopus, CINAHL, EMBASE and CENTRAL databases. The review included studies of patients undergoing lumbar spine surgery in which compensation status was reported. Methodological quality was assessed through ROBINS-I and quality of evidence was estimated using the GRADE rating. A total of 26 studies with a total of 2668 patients were included in the analysis. WC patients had higher post-operative pain and disability, as well as lower satisfaction after surgery when compared to those without WC. Furthermore, WC patients demonstrated to have a delayed return to work. According to



our results, compensation status is associated with poor outcomes after lumbar spine surgery. Contextualizing post-operative outcomes in clinical and work-related domains helps understand the multifactorial nature of the phenomenon

Salmi I, Pietilainen V, and Syvajarvi A. The experience qualities approach to leadership and employee well-being. Nordic Journal of Working Life Studies. 2021; 11(2):3-23.

<https://doi.org/10.18291/njwls.122593> [open access]

Abstract: A phenomenological psychology approach in organizational studies has been somewhat overlooked, particularly in research on leadership and employee well-being. This study presents a new way of examining leadership and employee well-being. A novel experience qualities approach was utilized with the aim of revealing the authentic structure of human experiences, particularly experience qualities such as emotions, knowledge, and assumptions. This study investigated the role of leadership in creating employee well-being experiences in a professional organization. The data were collected from 23 in-depth interviews conducted with company leaders and employees in Finland and then analyzed using the phenomenological method. The results indicated affirmative similarities and differences (experience domains) in experience qualities of well-being between leaders and employees. By identifying different experience qualities of well-being, leaders can promote their own and employees' well-being more precisely and effectively. Practical implications for leaders are discussed.

Shields M, Dimov S, Kavanagh A, Milner A, Spittal MJ, and King TL. How do employment conditions and psychosocial workplace exposures impact the mental health of young workers? A systematic review. Social Psychiatry and Psychiatric Epidemiology. 2021; 56(7):1147-1160.

<https://doi.org/10.1007/s00127-021-02077-x> [open access]

Abstract: Purpose: To assess the quality of the research about how employment conditions and psychosocial workplace exposures impact the mental health of young workers, and to summarize the available evidence. Methods: We undertook a systematic search of three databases using a tiered search strategy. Studies were included if they: (a) assessed employment conditions such as



working hours, precarious employment, contract type, insecurity, and flexible work, or psychosocial workplace exposures such as violence, harassment and bullying, social support, job demand and control, effort-reward imbalance, and organizational justice; (b) included a validated mental health measure; and (c) presented results specific to young people aged = 30 years or were stratified by age group to provide an estimate for young people aged = 30 years. The quality of included studies was assessed using the Risk of Bias in Non-randomized Studies of Exposures (ROBINS-E) tool. Results: Nine studies were included in the review. Four were related to employment conditions, capturing contract type and working hours. Five studies captured concepts relevant to psychosocial workplace exposures including workplace sexual harassment, psychosocial job quality, work stressors, and job control. The quality of the included studies was generally low, with six of the nine at serious risk of bias. Three studies at moderate risk of bias were included in the qualitative synthesis, and results of these showed contemporaneous exposure to sexual harassment and poor psychosocial job quality was associated with poorer mental health outcomes among young workers. Longitudinal evidence showed that exposure to low job control was associated with incident depression diagnosis among young workers. Conclusions: The findings of this review illustrate that even better studies are at moderate risk of bias. Addressing issues related to confounding, selection of participants, measurement of exposures and outcomes, and missing data will improve the quality of future research in this area and lead to a clearer understanding of how employment conditions and psychosocial workplace exposures impact the mental health of young people. Generating high-quality evidence is particularly critical given the disproportionate impact of COVID-19 on young people's employment. In preparing for a post-pandemic world where poor-quality employment conditions and exposure to psychosocial workplace exposures may become more prevalent, rigorous research must exist to inform policy to protect the mental health of young workers.

Wadhen V and Cartwright T. Feasibility and outcome of an online streamed yoga intervention on stress and wellbeing of people working from home during COVID-19. *Work*. 2021; 69(2):331-349.



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<https://doi.org/10.3233/WOR-205325>

Abstract: Background: The outbreak of COVID-19 and its associated measures has resulted in a sizeable working population transitioning to working from home (WFH), bringing additional challenges, and increasing work-related stress. Research has indicated that yoga has promising potential in reducing stress in the workplace. However, there are very few studies exploring the impact of online streamed yoga on stress management for people-WFH. Objective: To investigate the feasibility and outcome of an online streamed yoga intervention on stress and wellbeing of people-WFH during COVID-19. Methods: A six-week pilot randomized controlled trial (RCT) yoga intervention was designed with yoga (n = 26) and a wait-list control group (n = 26). A mixed two-way ANOVA was used to assess changes in standardised outcome measures at baseline and post-intervention. Likert and open-ended questions assessed enjoyment, acceptability and perceived benefits of the program, which were analysed thematically. Results: Compared with the control, the yoga group reported significant improvements in perceived stress, mental wellbeing, depression and coping self-efficacy, but not stress and anxiety. Participants experienced physical and mental health benefits and reported high acceptability and enjoyment of the intervention. Conclusions: An online yoga intervention can help people WFH manage stress and enhance wellbeing and coping abilities.

Wong J, Kallish N, Crown D, Capraro P, Trierweiler R, Wafford QE, et al. Job accommodations, return to work and job retention of people with physical disabilities: a systematic review. Journal of Occupational Rehabilitation. 2021; 31:474-490.

<https://doi.org/10.1007/s10926-020-09954-3>

Abstract: Purpose We aimed to identify job accommodations that help persons with physical disabilities maintain or return to work and explore the barriers and facilitators that influence the provision and reception of job accommodations. Methods We conducted a systematic review using the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines. The review was registered in PROSPERO (CRD42019129645). The search strategy incorporated keywords describing physical disabilities, employer-approved job accommodations, and employment retention or return to work approaches. We searched MEDLINE, the Cochrane Library,



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Embase, CINAHL, PsycINFO, Web of Science, and ProQuest Theses and dissertations. Reviewers independently selected studies for inclusion. We used Hawker et al.'s method to assess study quality. Results We identified 2203 articles, of which 52 met inclusion criteria, developed a table of job accommodations commonly used by persons with physical disabilities, summarized the percentages of job accommodations used by persons with disabilities, synthesized evidence of the effectiveness of job accommodations, and identified the factors that influence job accommodation use. The most frequently reported accommodations were as follows: modification of job responsibilities, change of workplace policy, supportive personnel provision, flexible scheduling, and assistive technology. We summarized four types of facilitators and barriers that affect job accommodation use: employee-related factors, accommodation-related factors, job-related factors, and social workplace-related factors. Conclusion The absence of randomized controlled trials and prevalence of cross-sectional surveys provides inconclusive evidence regarding the effectiveness of specific job accommodations for people with particular functional limitations. Our system of categorizing job accommodations provides a guide to investigators seeking to evaluate the effectiveness of job accommodations using experimental methods

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