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Journal articles marked with an asterisk indicate an IWH scientist or adjunct scientist is included in the list of authors.

***Dobson KG, Vigod SN, Mustard C, and Smith PM. Parallel latent trajectories of mental health and personal earnings among 16- to 20 year-old US labor force participants: a 20-year longitudinal study. *Social Psychiatry and Psychiatric Epidemiology*. 2022; [epub ahead of print].**

<https://doi.org/10.1007/s00127-022-02398-5>

Abstract: Purpose: Determine the number of latent parallel trajectories of mental health and employment earnings over two decades among American youth entering the workforce and estimate the association between baseline sociodemographic and health factors on latent trajectory class membership. Methods: This study used data of 8173 participants from the National Longitudinal Survey of Youth 1997 who were 13-17 years old in 1997. Surveys occurred annually until 2011 then biennially until 2017, when participants were 33-37 years old. The Mental Health Inventory-5 measured mental health at eight survey cycles between 2000 and 2017. Employment earnings were measured annually between 1998 and 2017. Latent parallel trajectories were estimated using latent growth modeling. Multinomial logistic regression explored the association between baseline factors and trajectory membership. Results: Four parallel latent classes were identified; all showed stable mental health and increasing earnings. Three percent of the sample showed a good mental health, steep increasing earnings trajectory (average 2017 earnings ~ \$196,000); 23% followed a good mental health, medium increasing earnings trajectory (average 2017 earnings ~ \$78,100); 50% followed a good mental health, low increasing earnings trajectory (average 2017 earnings ~ \$39,500); and 24% followed a poor mental, lowest increasing earnings trajectory

(average 2017 earnings ~ \$32,000). Participants who were younger, women, Black or Hispanic, from lower socioeconomic households, and reported poorer health behaviors had higher odds of belonging to the poor mental health, low earnings class. Conclusion: Findings highlight the parallel courses of mental health and labor market earnings, and the influence of gender, race/ethnicity, and adolescent circumstances on these processes.

***Premji S, Begum M, and Medley A. Systemic barriers to reporting work injuries and illnesses in contexts of language barriers. American Journal of Industrial Medicine. 2022; [epub ahead of print].**

<https://doi.org/10.1002/ajim.23453>

Abstract: BACKGROUND: Workers who experience language barriers are at increased risk of work-related injuries and illnesses and face difficulties reporting these health problems to their employer and workers' compensation. In the existing occupational health and safety literature, however, such challenges are often framed in individual-level terms. We identify systemic barriers to reporting among injured workers who experience language barriers within the varying contexts of Ontario and Quebec, Canada. METHODS: This study merges data from two qualitative studies that investigated experiences with workers' compensation and return-to-work, respectively, for injured workers who experience language barriers. We conducted semi-structured interviews with 39 workers and 70 stakeholders in Ontario and Quebec. Audio recordings were transcribed and coded using NVivo software. The data was analysed thematically and iteratively. RESULTS: Almost all workers (34/39) had filed a claim, though most had initially delayed reporting their injuries or illnesses to their employer or to workers' compensation. Workers faced several obstacles to reporting, including confusion surrounding the cause and severity of injuries and illnesses; lack of information, misinformation, and disinformation about workers' compensation; difficulties accessing and interacting with care providers; fear and insecurity linked to precarity; claim suppression by employers; negative perceptions of, and experiences with, workers' compensation; and lack of supports. Language barriers amplified each of these difficulties, resulting in significant negative impacts in economic, health, and claim areas. CONCLUSION: Improving the linguistic and cultural competence of organizations and their representatives is insufficient to address under-reporting among workers who experience language barriers. Efforts to improve timely reporting must tackle the policies and practices that motivate and enable under-reporting for workers, physicians, and employers

Bonney T, Rospenda KM, Forst L, Conroy LM, Castaneda D, Avelar S, et al. Employment precarity and increased risk of hazardous occupational exposures among residents of high socioeconomic hardship neighborhoods. Annals of Work Exposures and Health. 2022; 66(9):1122-1135.

<https://doi.org/10.1093/annweh/wxac062> [open access]

Abstract: BACKGROUND: While there is evidence that workers in nonstandard employment arrangements are disproportionately exposed to recognized occupational hazards, existing studies have not comprehensively examined associations between employment precarity and

exposure to occupational hazards for these workers in the USA. The aim of this study was to examine relationships between employment precarity and occupational hazards in two contiguous high socio-economic hardship neighborhoods in Chicago. **METHODS:** Using a community-based participatory research approach, community researchers administered a community-developed survey to 489 residents of Greater Lawndale who reported current or recent employment in a job that met at least one characteristic of precarious employment (e.g. unpredictable schedule, insecure work, no living wage/benefits). Employment precarity was calculated using a modified version of the Employment Precarity Index (EPI) developed by the Poverty and Employment Precarity in Southern Ontario group. We modeled the association between employment precarity and occupational exposures using logistic regression models. **RESULTS:** We identified a high prevalence of precarious employment in this sample, as well as a high prevalence of self-reported exposure to recognized occupational hazards. Increases in relative employment precarity were significantly associated with self-reported exposure to chemical and biological hazards, physical hazards, and slip, trip, strike, fall, trap or crush hazards at work. **CONCLUSIONS:** Results highlight the importance of using community research approaches and robust measures of employment characteristics, such as the EPI, to evaluate associations between employment precarity and hazardous exposures. These results suggest that variability in employment situations and resultant relative employment precarity are important predictors of exposure to recognized occupational hazards. Findings also suggest that health inequities observed among precariously employed workers may be partly explained by increased risk for exposure to occupational hazards, which has implications for community health and should be investigated in future longitudinal research

Cortes GM and Forsythe E. Heterogeneous labor market impacts of the COVID-19 pandemic. *ILR Review*. 2022; 76(1):30-55.

<https://doi.org/10.1177/00197939221076856> [open access]

Abstract: The authors study the distributional consequences of the COVID-19 pandemic's impact on employment, both during the onset of the pandemic and over subsequent months. Using cross-sectional and matched longitudinal data from the Current Population Survey, they show that the pandemic has exacerbated pre-existing inequalities. Although employment losses have been widespread, they have been substantially larger—and more persistent—in lower-paying occupations and industries. Hispanics and non-White workers suffered larger increases in job losses, not only because of their over-representation in lower-paying jobs but also because of a disproportionate increase in their job displacement probability relative to non-Hispanic White workers with the same job background. Gaps in year-on-year job displacement probabilities between Black and White workers have widened over the course of the pandemic recession, both overall and conditional on pre-displacement occupation and industry. These gaps are not explained by state-level differences in the

severity of the pandemic nor by the associated response in terms of mitigation policies. In addition, evidence suggests that older workers have been retiring at faster rates.

Frank J, Foster R, and Pagliari C. Open access publishing: noble intention, flawed reality. *Social Science & Medicine*. 2022; 317:115592.

<https://doi.org/10.1016/j.socscimed.2022.115592> [open access]

Abstract: For two decades, the international scholarly publishing community has been embroiled in a divisive debate about the best model for funding the dissemination of scientific research. Some may assume that this debate has been thoroughly resolved in favour of the Open Access (OA) model of scientific publishing. Recent commentaries reveal a less settled reality. This narrative review aims to lay out the nature of these deep divisions among the sector's stakeholders, reflects on their systemic drivers and considers the future prospects for actualising OA's intended benefits and surmounting its risks and costs. In the process, we highlight some of inequities OA presents for junior or unfunded researchers, and academics from resource-poor environments, for whom an increasing body of evidence shows clear evidence of discrimination and injustice caused by Article Processing Charges. The authors are university-appointed researchers working the UK and South Africa, trained in disciplines ranging from medicine and epidemiology to social science and digital science. We have no vested interest in any particular model of scientific publication, and no conflicts of interest to declare. We believe the issues we identify are pertinent to almost all research disciplines

Gamian-Wilk M, Bjorkelo B, Mikkelsen EG, D'Cruz P, and Madeja-Bien K. Workplace bullying: individual hostility, poor work environment or both? Exploring competing explanatory models in a single longitudinal study. *International Archives of Occupational & Environmental Health*. 2022; 95(10):1955-1969.

<https://doi.org/10.1007/s00420-022-01896-y>

Abstract: PURPOSE: A central focus of research and literature on workplace bullying is the importance of explanatory factors such as individual dispositions (i.e., the vulnerability hypothesis) and work environment factors (i.e., the work environment hypothesis). Although several studies address the importance of the two approaches, as well as their individual and combined effects, the unique contribution of each of the competing approaches remain unexplored in a single longitudinal study. METHODS: Based on Affective Events Theory, we explore the contribution of work environment and individual hostility in the occurrence of workplace bullying over time, using two-wave survey data, collected with a 6-month time lag among 152 employees from 7 private and public workplaces. RESULTS: Results confirmed that work environment factors predicted later exposure to bullying. Exposure to workplace bullying at T1 was also related to a poor work environment at T2. Results further showed that higher exposure to workplace bullying at T1 and T2 was related to higher levels of almost all aspects of individual hostility over time. Moreover, poor working conditions especially in T1 predicted individual hostility at T2. CONCLUSION: The present study thus documents that a

poor work environment fosters bullying, and when bullying exists in a workplace, this elicits interpersonal hostility. Results points to the importance of addressing, through research and practice, work environment factors as predictors of workplace bullying

Hecker I, El AT, Wallez S, Andersen AJ, Ayuso-Mateos JL, Bryant R, et al. Impact of work arrangements during the COVID-19 pandemic on mental health in France. *SSM - Population Health*. 2022; 20:101285.

<https://doi.org/10.1016/j.ssmph.2022.101285> [open access]

Abstract: Symptoms of anxiety/depression were found in 28.8% of the participants at least once. Unemployment and financial difficulties were associated with anxiety/depression. Targeted mental health support could lessen mental health impact.

Karcz K, Trezzini B, Escorpizo R, and Finger ME. Factors associated with sustaining work with chronic spinal cord injury: a scoping review. *Disability and Rehabilitation*. 2022; 44(24):7723-7738.

<https://doi.org/10.1080/09638288.2021.1988736>

Abstract: PURPOSE: Work participation remains challenging for people with spinal cord injury (SCI), as reflected in lower employment rates compared to the general population. To promote work participation for people with SCI, practitioners and policymakers need a better understanding of the factors associated with sustaining work in the long term. This study aimed to identify such factors. MATERIALS AND METHODS: Scoping review synthesizing quantitative and qualitative research published between 2000 and 2021. The databases searched were PubMed, CINAHL Complete, PsycINFO, Scopus, and Web of Science. RESULTS: Initially, 1221 articles were identified. Three quantitative studies investigating socio-demographic and injury-related factors and eight qualitative studies exploring mainly personal and environmental facilitators and barriers to working in the long term were retained. The results of the quantitative studies showed the importance of time since injury, age, and education. The qualitative findings emphasized the positive influence of self-advocacy, managing health behaviors, and a supportive work environment. Main barriers were time organization and societal attitudes. CONCLUSIONS: Future interventions should address the identified factors to promote working in the long term of people with SCI. Policymakers should adapt and enforce legal standards that address environmental and social barriers to creating supportive work environments for persons with SCI. Implications for rehabilitation People with spinal cord injury (SCI) experience difficulties in maintaining employment. Personal factors identified as crucial for working in the long term, such as self-advocacy and self-management of health behaviors, should be strengthened by future interventions. People with SCI should be offered a supportive work environment with work accommodations and flexible working hours to facilitate their labor market participation

Laske MM, Hinson PE, Acikgoz Y, Ludwig TD, Foreman AM, and Bergman SM. Do employees' work schedules put them at-risk? The role of shift scheduling and holidays in predicting near miss and incident likelihood. Journal of Safety Research. 2022; 83:1-7.

<https://doi.org/10.1016/j.jsr.2022.07.015>

Abstract: INTRODUCTION: Using crew scheduling and injury incident data from a Fortune 500 manufacturing company, this study analyzed the effect of consecutive shifts and shifts near holidays on near misses and incidents. METHODS: Logistic regressions were conducted with consecutive workdays, days near holidays, and time of shift as predictors of incident and near miss outcomes. RESULTS: The logistic regression analysis indicated that working consecutive day shifts increases the probability of an incident occurring, with the fourth consecutive shift resulting in the most risk. The consecutive shift pattern did not replicate to employees working the night shift. However, the first and second shifts when transferring to a night schedule appear to have a greater chance of incident. Shifts near holidays did not have a significantly higher risk than other shifts. PRACTICAL APPLICATION: The current research suggests that organizations can use similar analytic techniques to determine if shift scheduling might be related to increased risk and allocate resources to mitigate hazards during those peak probability shifts

Lindsay S, Varahra A, Ahmed H, Abrahamson S, Pulver S, Primucci M, et al. Exploring the relationships between race, ethnicity, and school and work outcomes among youth and young adults with disabilities: a scoping review. Disability and Rehabilitation. 2022; 44(25):8110-8129.

<https://doi.org/10.1080/09638288.2021.2001056>

Abstract: PURPOSE: Youth with disabilities often encounter barriers in finding meaningful employment and completing post-secondary education. Such challenges are often even more profound for youth who identify as an ethnic minority. The purpose of this study was to understand the relationships between race, ethnicity and school and work outcomes for youth with disabilities. METHODS: We conducted a scoping review while searching eight international databases that identified 49 studies meeting our inclusion criteria. RESULTS: Of the 49 studies that were included in the review, they involved youth and young adults with disabilities (aged 6-29) over a 21-year period. The majority of the studies focusing on school showed that ethnic minority youth with disabilities had poorer school outcomes compared to white youth with disabilities. Meanwhile, most studies focusing on work reported that ethnic minority youth with a disability had worse employment outcomes compared to white disabled youth. Factors influencing school and work included cultural differences in expectations, inequitable access to services and resources, and discrimination. CONCLUSIONS: Our findings highlight the disparities that exist for young people with disabilities from ethnic minority backgrounds. There is an urgent need for further research to understand their lived experiences to help address gaps in school and work outcomes. Implications for rehabilitation Clinicians and educators should help to provide ethnic minority youth with equitable resources and opportunities to help them achieve their school and

career goals. Clinicians and educators should consider participating in culturally sensitive care training to better understand the different needs and experiences of ethnic minority youth with disabilities. Clinicians and educators should try to work collectively with parents and ethnic minority youth with disabilities to optimize their transition outcomes

Mensah A, Toivanen S, Diewald M, Ul Hassan M, and Nyberg A. Workplace gender harassment, illegitimate tasks, and poor mental health: hypothesized associations in a Swedish cohort. *Social Science & Medicine*. 2022; 315:115520.

<https://doi.org/10.1016/j.socscimed.2022.115520> [open access]

Abstract: Workers exposed to gender harassment and illegitimate tasks may experience adverse mental health outcomes such as depression and burnout. However, the longitudinal effects and the complex interrelationships between these variables remain largely unexplored. We investigated the cross-lagged relationships between gender harassment, illegitimate tasks, and mental health outcomes among working adults in Sweden over a period of two years, as well as the gender differences in the cross-lagged effects. Additionally, the study examined whether illegitimate tasks mediated the relationship between gender harassment and negative mental health outcomes over time. Data were drawn from the Swedish Longitudinal Occupational Survey of Health (SLOSH), covering 2796 working men and 4110 working women in a two-wave analysis from 2018 to 2020. We employed a structural equation model to examine the cross-lagged effects and the mediating effect between gender harassment, illegitimate tasks, and mental health outcomes over time. Furthermore, we applied a multigroup analysis to determine gender differences in the cross-lagged effects. The results showed statistically significant cross-lagged relationships (forward, reverse, and reciprocal) between gender harassment, illegitimate tasks, and mental ill-health. There were statistically significant gender differences in these cross-lagged relationships (burnout: $\Delta\chi^2(47)=106.21$, $p < 0.01$; depression: $\Delta\chi^2(47)=80.5$, $p < 0.01$). Initial illegitimate tasks mediated the relationship between gender harassment and mental ill-health outcomes over time. The gender differences in the interrelationships between gender harassment, illegitimate tasks, and mental ill-health outcomes among workers in Sweden indicate that policies, regulations, and interventions that address these exposures in organisations must be tailored to benefit both men and women.

Rooman C, Sterkens P, Schelfhout S, Van Royen A, Baert S, and Derous E. Successful return to work after burnout: an evaluation of job, person- and private-related burnout determinants as determinants of return-to-work quality after sick leave for burnout. *Disability and Rehabilitation*. 2022; 44(23):7106-7115.

<https://doi.org/10.1080/09638288.2021.1982025>

Abstract: PURPOSE: Burnout literature has primarily studied determinants and rehabilitation. Remarkably, ways to enable qualitative return to work after burnout are considered considerably less and were studied here. Specifically, building on the Job Demands-Resources model and Effort-Recovery model, this study investigated determinants of the quality of

return to work. MATERIAL AND METHODS: Hierarchical regression analyses were conducted to evaluate the quality of reintegration among 786 workers who were surveyed about their return to work after a burnout episode. RESULTS: Restarting work at a new employer and especially getting supervisor support appeared beneficial, whereas remaining burnout symptoms, stressors in one's private environment and - mostly - neuroticism hampered the quality of return to work. CONCLUSION: Given the high prevalence and important costs burnout entails, primary prevention alone proves insufficient. Current study findings inform on how to optimize the quality of reintegration in the workplace after a burnout episode, demonstrating that supportive managers and inclusive workplaces (i.e., open to hire applicants with a burnout history) are important levers for qualitative return to work, next to ensuring workers are not (so much) impaired by their burnout rest symptoms. Implications for Rehabilitation Reintegration trajectories after burnout should not only be evaluated by sick leave duration but also by the clients' subjective experience of quality of return to work. Rehabilitation professionals should ensure clients prepare return to work early so they return timely and are not (so much) impaired by their burnout rest symptoms. Rehabilitation professionals should propose reorientation towards a new employer in case of irreversible work ability problems at the current workplace. The clients' current work situation should allow for sufficient supervisor social support. Also stressors in private life (like divorce) and personality characteristics (like neuroticism) should be considered as they may hamper quality of return to work

Shapoval V, Sonmez S, Hsieh YJ, and Apostolopoulos Y. Occupational health and safety of immigrant hotel housekeepers. *Workplace Health & Safety*. 2022; 70(12):566-573.

<https://doi.org/10.1177/21650799221090712>

Abstract: BACKGROUND: The accommodations sector is one of the largest employers of immigrant and minority workers in the United States. Hotel housekeepers represent the industry's largest workforce while facing difficult work conditions, health hazards, and psychological stress. This is one of the few empirical studies that address the working conditions of housekeepers in the United States and their perspective of health challenges they face. METHODS: A cross-sectional survey study was conducted with hotel housekeepers (N = 140) in Florida and in collaboration with the local labor union as a rapid assessment of occupational health and safety risk exposures, work-related injuries, coping mechanisms, and perceived management responses. Experienced union workers recruited study participants and administered interviewer-administered surveys. The analysis included descriptive statistics and multivariate regression. FINDINGS: Sampled hotel housekeepers were found to work under significant time pressures to complete excessive workloads and to experience chemical and biological exposures and physical and psychosocial strains. Poor work equipment/insufficient supplies had a negative impact on hotel housekeepers' health, these include heavy wet towels vacuum cleaners having a significant effect on ($p < .001$) sprains and strains. Poor cleaning supplies had a significant effect ($p < .001$) on chemical burns. Other significant findings are provided in the article. CONCLUSION/APPLICATION TO PRACTICE:

While housekeeping work conditions include many challenges, relatively simple changes by hotels' management can provide potential relief and improve workers' health and safety outcomes, such as functional equipment, sufficient inventory, management support, and proper rest breaks-subsequently increasing workers' health and reducing accidents, and thus potentially improving productivity at a relatively low cost

Toth KE, Yvon F, Villotti P, Lecomte T, Lachance JP, Kirsh B, et al. Disclosure dilemmas: how people with a mental health condition perceive and manage disclosure at work. Disability and Rehabilitation. 2022; 44(25):7791-7801.

<https://doi.org/10.1080/09638288.2021.1998667>

Abstract: **PURPOSE:** Little research has explored the process of disclosure decision-making from antecedents to outcomes. This paper presents a model of decision-making about disclosure of a mental health condition to the immediate supervisor in the workplace shortly after starting a new job. **METHODS:** A qualitative descriptive design was employed to explore participants' experiences of the disclosure decision-making process, the disclosure event itself (if applicable), and their perceptions of the impact of the decision on personal, interpersonal, and organizational outcomes. The transcripts were coded and analyzed using directed content analysis. **RESULTS:** Twenty-eight participants were purposively selected to represent different disclosure decisions, sex, diagnoses, and maintenance of employment. Analysis identified goals and conditions/context were important antecedents for the disclosure decision. All participants discussed concerns about prejudice and discrimination if they disclosed, and, for those who chose to disclose, high stress and anxiety were described during the disclosure event; however, supervisor reactions were generally described as positive. **CONCLUSIONS:** Regardless of the disclosure strategy adopted, participants reported that their disclosure decision helped to support their self-acceptance and recovery. For those who disclosed, most perceived a positive response by their supervisor. However, the pervasive concerns of prejudice indicate there is still much work to be done. **IMPLICATIONS FOR REHABILITATION** Decision-making about disclosure of a mental health condition to the immediate supervisor in the workplace is a complex process. Disclosure goals, the relationship with the supervisor and the workplace context are important antecedents to the disclosure decision. Careful consideration should be given to the planning of disclosure, particularly related to what information will be shared, how it will be shared, and an appropriate level of emotional content to enhance the likelihood of a positive response from the supervisor. Disclosure planning should take the supervisor's style and organizational norms into account

Turner N, Deng C, Granger S, Wingate TG, Shafqat R, and Dueck PM. Young workers and safety: a critical review and future research agenda. Journal of Safety Research. 2022; 83:79-95.

<https://doi.org/10.1016/j.jsr.2022.08.006>

Abstract: **INTRODUCTION:** Research on young worker safety often relies on inconsistent

definitions of young workers and poorly delineated indicators of occupational safety. This review aims to reconcile these fundamental issues by critically integrating research across disciplines and providing clear directions for future research on young worker safety. **METHOD:** We critically review the extant research on young worker safety. **RESULTS:** We first reconcile the inconsistent definitions of young workers and specify the indicators of occupational safety used in young worker safety research. We next describe the prevalence of workplace injuries and population-level predictors of these injuries among young workers and then outline other factors that increase young workers' susceptibility to workplace injuries. Finally, we discuss the convergence of many of these issues on family farms-a context commonly studied in young worker safety research. **CONCLUSIONS:** Clearer definitions of young workers and indicators of occupational safety can improve the interpretation and comparability of extant research findings. Furthermore, the prevalence of workplace injuries and population-level predictors of injury among young workers are subject to the interactions among age, gender, minority status, and job characteristics. Other factors that increase young workers' susceptibility to injury include young workers' responses to hazardous work, individual differences stemming from young workers' biological and psychological development, managerial attitudes about young workers, and the limited safety training young workers are thus provided, the types of work that young workers typically perform, and the range of social influences on young workers. **PRACTICAL APPLICATIONS:** Safety campaigns and safety training should consider interactions among young workers' age, gender, minority status, and job characteristics, rather than considering these features independently

Zhang Z, Guo H, Gao P, Wang Y, and Fang Y. Impact of owners' safety management behavior on construction workers' unsafe behavior. *Safety Science*. 2023; 158:105944. <https://doi.org/10.1016/j.ssci.2022.105944>

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