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

***Premji S, Begum M, Laila K, Jahangir S, and Zvric A. The health and safety experiences of precariously employed Bangladeshi immigrant workers in Toronto during the COVID-19 pandemic. *New Solutions*. 2024; 34(1):38-51.**

<https://doi.org/10.1177/10482911241239263> [open access]

Abstract: Racialized immigrants in Canada have been disproportionately impacted by the COVID-19 pandemic. Our qualitative, community-based study with South Asian Women and Immigrants' Services examined the impact of the second and third waves of the pandemic on the work and health of precariously employed Bangladeshi immigrant women and men in Toronto. Our study is based on interviews and focus group discussions with 45 workers, all conducted in Bangla, and 11 key informants. Interviews reveal work transitions, an increase in precarity, work in essential sectors, exposures at work, home and in transit, workplace prevention and management gaps, and an inability to take time off, with significant impacts on workers' physical and mental health. We discuss the implications of our findings for prevention, preparedness, and response by workplaces and governments to decrease the risk and reduce the impact of infectious diseases emergencies in the precarious work sector

***Shea B, Pardo JP, Grosskleg S, Beaton DE, Conaghan P, Goettsch W, et al. Increasing uptake through collaboration in the development of core outcome sets: lessons learned at OMERACT 2023. *Seminars in Arthritis and Rheumatism*. 2024; 66:152438.**

<https://doi.org/10.1016/j.semarthrit.2024.152438>

Abstract: OBJECTIVE: This manuscript highlights the importance of enhancing the uptake of Core Outcome Sets (COS) by building partnerships with Collaborators and addressing their needs in COS development. METHODS AND SETTING: This session was structured as a simulation, resembling a

format akin to a classic television game show. The moderator posed a series of questions to eight different Collaborator groups who briefly described the importance of COS within their areas of interest. Previous studies examining the uptake of individual core outcomes revealed disparities in uptake rates. The Identified barriers to the uptake of COS include the lack of recommendations for validated instruments for each domain, insufficient involvement of patients and key Collaborator groups in COS development, and a lack of awareness regarding the existence of COS. CONCLUSIONS: This analysis underscores the need for COS development approaches that prioritize the inclusion of patients and diverse Collaborator groups at every stage. While current studies on COS uptake are limited, future research should explore the broader implementation of COS across diverse disease categories and delve into the factors that hinder or facilitate their uptake such as, the importance of COS developers extending their work to recommending domains with well validated instruments. Embracing patient leadership and multifaceted engagement is essential for advancing the relevance and impact of COS in clinical research

Aldabbas H and Bettayeb A. Building a caring workplace: how managerial caring and perceived insider status shape subjective employee well-being. *International Journal of Workplace Health Management*. 2024; 17(1):38-56.

<https://doi.org/10.1108/IJWHM-04-2023-0054> [open access]

Abstract: Purpose Although the study of factors that promote employee well-being is not a new research area, the impact of managerial caring and perceived insider status on subjective employee well-being is a relatively new and unexplored area within the management literature. Therefore, this study examined the relationship between managerial caring and subjective employee well-being while considering the mediating effect of perceived insider status. Based on social identity theory, the study hypothesized that perceived insider status mediates the link between managerial caring and subjective employee well-being. Design/methodology/approach The study analyzed data from 193 employees working across various industries in the United Arab Emirates using Process Macro Model 4. Findings The findings revealed a positive relationship between managerial caring and employee well-being, which was influenced by the mediating effect of perceived insider status. Originality/value The study's results, which shed light on the process by which managerial caring positively affects employee well-being, provide valuable insights for developing a caring workplace. The findings make a significant contribution to the literature on managerial caring by explaining how the mediating role of perceived insider status influences the relationship between managerial caring and subjective employee well-being.

Blohm FS, Jacobsen MH, Villadsen SF, and Sandholdt CT. Qualitative systematic literature review: participatory visual methods in community health interventions with migrants. *Qualitative Health Research*. 2024; 34(5):424-443.

<https://doi.org/10.1177/10497323231215241>

Abstract: This systematic review investigates how participatory visual methods (PVMs) (1) are applied in community health interventions (CHIs) with adult migrant populations and (2) identify potentials for participation. The search was performed in PubMed in 2021 and 2023. Eighteen articles fulfilled inclusion criteria as they investigated a CHI targeting migrants and used a visual method. We excluded articles that used quantitative methods, articles written in languages other than English, Danish, Swedish, or Norwegian, and the formats reviews, protocols, and theoretical articles. As a framework

to graduate the degree of participation, we applied Arnstein's 'A Ladder of Citizen Participation'. Most of the studies took place in the United States, and the most frequent method used was photovoice. We categorize an equal number of articles as 'degrees of citizen power' or 'degrees of tokenism'. We identify the capacity to accommodate the needs of specific target groups to be a strength in PVMs, which has potential to engage migrants in several parts of the research process. Additionally, PVMs can be used to support a change in the participants' lives by facilitating a reflexive process concerning their life situation. However, utilization of PVMs also include a risk of tensions, they can be resource-demanding and potentially exclude certain groups

Crizzle AM, Wawzonek PA, and Bigelow PL. Health comparisons between truck drivers and the general population using the Canadian community health survey. *Journal of Occupational & Environmental Medicine*. 2024; 66(1):20-27.

<https://doi.org/10.1097/JOM.0000000000002988>

Abstract: BACKGROUND: This study examined and compared risk factors and health conditions of truck drivers compared with the general Canadian population. METHODS: This study used the Canadian Community Health Survey consisting of 991 male truck drivers and 29,958 male respondents of the general population. RESULTS: Compared with the general population, truck drivers were older, less educated, had lower incomes, worked more hours, and were more likely to be widowed/separated/divorced. In addition, truck drivers had significantly higher rates of cardiovascular disease and obesity and were more likely to be sedentary, smoke, drive when fatigued, and eat unhealthy compared with the general population. CONCLUSIONS: Multicomponent interventions are needed to address the poor lifestyle practices of truckers to reduce the high rates of morbidity

Fleming WJ. Employee well-being outcomes from individual-level mental health interventions: cross-sectional evidence from the United Kingdom. *Industrial Relations Journal*. 2024; 55(2):162-182.

<https://doi.org/10.1111/irj.12418> [open access]

Abstract: Initiatives that promote mental well-being are formally recommended for all British workers, with many practices targeting change in individual workers' resources. While the existing evidence is generally positive about these interventions, disagreement is increasing because of concerns that individual-level interventions do not engage with working conditions. Contributing to the debate, this article uses survey data (N = 46,336 workers in 233 organisations) to compare participants and nonparticipants in a range of common individual-level well-being interventions, including resilience training, mindfulness and well-being apps. Across multiple subjective well-being indicators, participants appear no better off. Results are interpreted through the job demands–resources theory and selection bias in cross-sectional results is interrogated. Overall, results suggest interventions are not providing additional or appropriate resources in response to job demands.

Hensing G, Blom S, Bjorkman I, Bertilsson M, Martinsson J, Wangnerud L, et al. Differences in how women and men in a Swedish population-based sample think about sick leave: a cross-sectional vignette study. *Work*. 2024; 77(3):827-838.

<https://doi.org/10.3233/WOR-230119> [open access]

Abstract: Background: Gender differences in attitudes towards depression gives reason to believe that sociocultural gender norms play a role in other areas. Objective: The aim was to test (i) if the

likelihood to think that sick leave with depression symptoms is not reasonable varies between women and men, and (ii) if the likelihood to think sick leave is not reasonable varies depending on the gender of the individual with depression symptoms. Methods: A study population of 3147 participants responded to a web-survey with a written case briefly describing a man or woman with symptoms of depression. Respondents were asked if they thought it is reasonable that the person was sick listed for two weeks. Logistic regression was used to analyse the data. Results: After controlling for age, education, self-rated health, and respondent's own experience of sickness absence the adjusted OR was 1.45 (95% CI 1.25-1.67) for men being less likely to think sick-leave was reasonable. Gender difference decreased when adjusting for negative attitudes towards depression (adjusted OR 1.24, 95% CI 1.06-1.44). No difference was found between how women and men thought about sick leave in relation to the gender of the case described in the vignette. Conclusion: Men were more likely to think that sick leave was not reasonable with decreased OR after adjustment for negative attitudes towards depression. Gender norms might be part of the explanation for differences but are challenging to test. This study contributes to a burgeoning research field on gendered attitudes and sick leave, in terms of theoretical reasoning and methodological choice.

Le AB, Urban-Wojcik E, Seewald M, and Mezuk BR. The relationship between workplace drug policies, opioid misuse, and psychological distress: evidence from the 2020 National Survey on Drug Use and Health. *New Solutions*. 2024; 34(1):22-37.

<https://doi.org/10.1177/10482911241231523>

Abstract: Background: This study, using a nationally representative dataset of the U.S. workforce, examines how punitive workplace drug policies relate to opioid use/misuse and psychological distress. Methods: The sample included adults aged ≥ 18 years who participated in the National Survey on Drug Use and Health and were employed in 2020. Hierarchical multivariate logistical models were constructed to address the research questions. Results: The weighted, design-based estimates indicate that of 147 831 081 workers, 3.38% reported misusing opioids in the last 12 months. Having a punitive workplace policy was associated with higher rates of opioid use/misuse among workers aged ≥ 34 compared to their same-aged counterparts in nonpunitive workplaces, and among workers identifying as Black, Indigenous, or Person of Color who also experienced severe psychological distress the past year. Conclusion: Some employers may think drug testing policies are net-beneficial to worker well-being; these findings indicate such policies may interact in harmful ways with psychological distress.

Lewis I and Houdmont J. "I'm pulling through because of you": injured workers' perspective of workplace factors supporting return to work under the Saskatchewan Workers' Compensation Board scheme. *Frontiers in Rehabilitation Sciences*. 2024; 5:1373888.

<https://doi.org/10.3389/fresc.2024.1373888> [open access]

Abstract: BACKGROUND: Research demonstrates sustained return to work (RTW) by individuals on medical leave is influenced by personal and job resources and job demands. Relatively few studies have been conducted in the workers' compensation context that is known to have longer absence durations for RTW. AIMS: This study sought to illuminate workers' experience as they returned to work following a work injury that was either psychological in nature or involved more than 50 days of disability, with a focus on the co-worker, supervisor, and employer actions that supported their return. METHODS: Workers in Saskatchewan, Canada, with a work-related psychological or

musculoskeletal injury, subsequent disability, and who returned to work in the last three years, were invited to complete an online survey comprising of free-text questions. Thematic analysis was used to explore participants' experiences. RESULTS: Responses from 93 individuals were analysed. These revealed that persistent pain, emotional distress, and loss of normal abilities were present during and beyond returning to work. Almost two-thirds indicated that the supervisors' and co-workers' support was critical to a sustained return to work: their needs were recognized and they received autonomy and support to manage work demands. By contrast, one-third indicated that the support they expected and needed from supervisors and employers was lacking. CONCLUSIONS: Workers returning to work lacked personal resources but co-workers' and supervisors' support helped improve confidence in their ability to RTW. Supervisors and employers should acknowledge workers' experiences and offer support and autonomy. Likewise, workers can expect challenges when returning to work and may benefit from cultivating supportive relationships with co-workers and supervisors

Onyeso OK, Ugwu AK, Adandom HC, Damag S, Onyeso KM, Abugu JO, et al. Impact of welding occupation on serum aluminium level and its association with physical health, cognitive function, and quality of life: a cross-sectional study. *International Archives of Occupational & Environmental Health*. 2024; 97(2):133-144.

<https://doi.org/10.1007/s00420-023-02038-8>

Abstract: Objective There is an occupational health concern about welders' inhalation of toxic aluminium fumes. We investigated whether serum aluminium level (SAL) and demographic variables can significantly predict physical health parameters, cognition, and quality of life (QoL) among welders. Methods The cross-sectional study involved 100 age- and location-matched men (50 welders and 50 non-welders). SAL obtained using a graphite furnace atomic absorption spectrometer, and data collected using blood pressure and body mass index (BMI) apparatuses, biodata form, pain rating scale, General Practitioner Assessment of Cognition, WHOQoL-BREF, and Nordic musculoskeletal symptoms (MSS) questionnaire were analysed using independent samples t test, chi-square, Pearson's correlation, and hierarchical linear regression. Results Welders had significantly higher SAL (mean difference [MD] = 1.77 µg/L, $p < 0.001$), lower QoL (MD = 3.92, $p = 0.039$), and higher prevalence of MSS on the neck ($\chi^2 = 10.187$, $p = 0.001$), shoulder ($\chi^2 = 9.007$, $p = 0.003$), upper back ($\chi^2 = 6.832$, $p = 0.009$), and knee ($\chi^2 = 12.190$, $p < 0.001$) than non-welders. There was a significant bivariate association between SAL, systolic blood pressure ($\beta = 0.313$, $p = 0.002$), and BMI ($\beta = 0.279$, $p = 0.005$), but not pain intensity, cognition, or QoL. SAL remained a significant predictor of systolic blood pressure after adjustment for physical health and QoL parameters ($\beta = 0.191$, $p = 0.044$). The association between SAL and social QoL became significant after adjustment for physical health and other QoL domains ($\beta = -0.210$, $p = 0.032$) and demographic variables ($\beta = -0.233$, $p = 0.046$). Conclusion Welders had significantly higher SAL, musculoskeletal symptoms, blood pressure, and lower QoL than non-welders. SAL was associated with adverse physical health parameters and social-related QoL, not cognition. We recommend routine aluminium bioavailability and physical health checks among welders.

Del Piccolo MC, Valmaggia L, Henderson C, Spencer TJ, Lewis D, Fitzell S, et al. Individual placement and support focusing on employment and education for young people at clinical high risk of psychosis: a feasibility study. *Psychiatric Rehabilitation Journal*. 2024; 47(1):56-63.

<https://doi.org/10.1037/prj0000585>

Abstract: Objective: This study aimed to assess the feasibility of implementing Individual Placement and Support (IPS) with a focus on educational and employment goals, within a clinical service for the early detection of individuals at clinical high risk (CHR) of psychosis. Method: Between June 2019 and April 2021, participants were recruited and received up to 6 (\pm 2) months support. Primary outcome: Enrolled participants, attended sessions, and disengagement rates were analyzed to assess feasibility. Secondary Outcomes: Enrollment in mainstream education or/and employment, hours spent working or/and studying, salary, level of functioning, and self-efficacy at baseline and follow-up were compared. Results: Thirty-one participants were recruited, 13 of whom were remotely recruited after the first COVID-19 lockdown. Dropout rates were relatively low (16.1%), and 26 participants (83.9%) completed the program. Each participant received on average nine sessions ($M = 9.65$; $SD = 4.92$). Secondary outcomes: At follow-up, 73.1% participants were employed, working on average more hours per week, $t(25) = -2.725$; $p = .012$, and were earning significantly more money, $t(25) = -3.702$; $p = .001$, compared to baseline. Gains in educational outcomes were less clear. Global Assessment of Functioning, $t = 248.50$; $p = .001$, and Social Occupational Functioning, $t(25) = -3.273$; $p = .003$, were significantly higher at 6-month follow-up compared to baseline. No differences were found in participants' self-efficacy. Conclusions and Implications for Practice: Findings indicate that research procedures are appropriate and that IPS implementation within a CHR clinical team is feasible. Secondary outcomes also suggest that IPS may be a beneficial intervention for young people at CHR. A longer follow-up might be needed to assess its impact on educational outcomes. (PsycInfo Database Record (c) 2024 APA, all rights reserved)

Pryce R, Weldon E, McDonald N, and Sneath R. The effect of power stretchers on occupational injury rates in an urban emergency medical services system. *American Journal of Industrial Medicine*. 2024; 67(4):341-349.

<https://doi.org/10.1002/ajim.23571>

Abstract: BACKGROUND: To examine occupational injury rates in a dual-response emergency medical services (EMS) system before and after implementation of a power-lift stretcher system. METHODS: The seasonally-adjusted occupational injury rate was estimated relative to medical call volume (per 1000 calls) and workers (per 100 FTEs) from 2009 to 2019, and stratified by severity (lost-time, healthcare only), role (EMS, FIRE) and type (patient-handling). Power-lift stretchers were adopted between 2013 and 2015. Preinjury versus postinjury rates were compared using binomial tests. Interrupted time series (ITS) analysis was used to estimate the trend and change in injuries related to patient-handling, with occupational illnesses serving as control. RESULTS: Binomial tests revealed varied results, with reductions in the injury rate per 1000 calls (-14.0%) and increases in the rate per 100 FTEs (+14.1%); rates also differed by EMS role and injury severity. ITS analysis demonstrated substantial reductions in patient-handling injuries following implementation of power-lift stretchers, both in the injury rate per 1000 calls (-50.4%) and per 100 FTEs (-46.6%), specifically among individuals deployed on the ambulance. Injury rates were slightly elevated during the winter months (+0.8 per 100 FTEs) and lower during spring (-0.5 per 100 FTEs). CONCLUSIONS: These results support

the implementation of power-lift stretchers for injury prevention in EMS systems and demonstrate advantages of ITS analysis when data span long preintervention and postintervention periods

Sharma H and Xu L. Occupational injuries in the US nursing homes. *Medical Care*. 2024; 62(5):346-351.

<https://doi.org/10.1097/MLR.0000000000001991>

Abstract: BACKGROUND: Workplace injuries adversely affect worker well-being and may worsen staffing shortages and turnover in nursing homes. A better understanding of the trends in injuries in nursing homes including organizational factors associated with injuries can help improve our efforts in addressing worker injuries. OBJECTIVE: To summarize the trends in injuries and organizational correlates of injuries in US nursing homes. RESEARCH DESIGN: We combine national injury tracking data from the Occupational Safety and Health Administration (2016-2019) with nursing home characteristics from Nursing Home Compare. Our outcomes include the proportion of nursing homes reporting any injuries, the mean number of injuries, and the mean number of injuries or illnesses with days away from work, or job transfer or restriction, or both (DART). We descriptively summarize trends in injuries over time. We also estimate the association between nursing home characteristics and injuries using multivariable regressions. RESULTS: We find that approximately 93% of nursing homes reported at least 1 occupational injury in any given year. Injuries had a substantial impact on productivity with 4.1 DART injuries per 100 full-time employees in 2019. Higher bed size, occupancy, RN staffing, and chain ownership are associated with increased DART rates whereas higher overall nursing home star ratings and for-profit status are associated with decreased DART rates. CONCLUSIONS: A high proportion of nursing homes report occupational injuries that can affect staff well-being, productivity, and quality of care. Injury prevention policies should target the types of injuries occurring in nursing homes and OSHA should monitor nursing homes reporting high and repeated injuries

Smith CM, Allan BA, and Blustein DL. Decent work and self determination needs: exploring relational workplace civility as a moderator. *Journal of Career Assessment*. 2024; 32(2):226-242.

<https://doi.org/10.1177/10690727231186768>

Teigen KA, Hoper AC, Foreland S, Eggesbo MA, and Hegseth MN. Hand eczema and skin complaints in particulate matter-exposed occupations: firefighters, chimney sweepers, and ferrosilicon smelter workers in Norway. *Journal of Occupational Medicine and Toxicology*. 2024; 19(1):7.

<https://doi.org/10.1186/s12995-024-00407-8> [open access]

Abstract: Background: The objective was to investigate self-reported hand eczema, and skin complaints at other skin locations among workers exposed to particulate matter, especially ultrafine particles. Method: We conducted a cross-sectional study on workers from one ferro-silicon smelter plant, eight chimney sweeper stations and one firefighter station across Norway. Participants answered an extended version of the Nordic Occupational Skin Questionnaire (NOSQ-2022), with additional questions about whole-body skin complaints and visible dust deposition. Results are presented as descriptive data using firefighters as reference group. Odds ratio (OR) was calculated using logistic regression on lifetime prevalence of hand eczema adjusted for potential confounders and mediators. P-values were calculated using likelihood ratio test against the crude OR. Results: A total of 186 participants answered the questionnaire: 74 chimney sweepers, 52 firefighters and 60 smelter workers. Participation rate was 95.0, 94.5 and 63.6%, respectively. Lifetime prevalence of

hand eczema was 9.5, 9.6, and 28.3%, respectively. The point prevalence of hand eczema was 1.4, 1.9 and 10.0%, respectively. We estimated OR for lifetime hand eczema in smelter workers to 4.36 [95% CI: 1.31-14.43, $p = 0.016$] and for lifetime skin complaints in other locations to 2.25 [95% CI: 0.98-5.18, $p = 0.058$]. The lifetime prevalence of skin complaints at other locations was 18.9, 23.1 and 40.0%, respectively. The point prevalence was 14.9, 9.6 and 16.7%, respectively. These estimates were not statistically significant but indicates that smelter workers have more skin complaints also at other locations. Conclusion: This study reports a more than four-fold increased risk of hand eczema in smelter workers, and possibly a higher risk of skin complaints in other body locations, compared to the other occupations. Longitudinal studies with larger population are needed to verify the marked increased risk of eczema among smelters and establish causation.

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