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

***Gilbert-Ouimet M, Zahiriharsini A, Blanchette C, Talbot D, Trudel X, Milot A, Brisson C, Smith P. Developing a gender measure and examining its association with cardiovascular diseases incidence: a 28-year prospective cohort study. BMC Medicine. 2024; 22(1):498.**

<https://doi.org/10.1186/s12916-024-03706-3> [open access]

Abstract: Background: Cardiovascular diseases (CVD) are the leading cause of morbidity and mortality worldwide. Examining gender (socio-cultural) in addition to sex (biological) is required to untangle socio-cultural characteristics contributing to inequities within or between sexes. This study aimed to develop a gender measure including four gender dimensions and examine the association between this gender measure and CVD incidence, across sexes. Methods: A cohort of 9188 white-collar workers (49.9% females) in the Quebec region was recruited in 1991-1993 and follow-up was carried out 28 years later for CVD incidence. Data collection involved a self-administered questionnaire and extraction of medical-administrative CVD incident cases. Cox proportional models allowed calculations of hazard ratios (HR) and 95% confidence intervals (CI), stratified by sex. Results: Sex and gender were partly independent, as discordances were observed in the distribution of the gender score across sexes. Among males, being in the third tertile of the gender score (indicating a higher level of characteristics traditionally ascribed to women) was associated with a 50% CVD risk increase compared to those in the first tertile (HR = 1.50; 95% CI: 1.24 to 1.82). This association persisted after adjustment for several CVD risk factors (HR = 1.42; 95% CI: 1.16 to 1.73). Conversely, no statistically significant association between the third tertile of the gender score and CVD incidence was observed in females (HR = 0.79, 95% CI: 0.60-1.05). Conclusions: The findings suggested that males within the third tertile of the gender score were more likely to develop CVD, while females with those characteristics did not exhibit an increased risk. These findings underline the necessity for clinical and

population health research to integrate both sex and gender measures, to further evaluate disparities in cardiovascular health and enhance the inclusivity of prevention strategies.

***Zahiriharsini A, Gilbert-Ouimet M, Hervieux V, Trudel X, Matteau L, Jalbert L, Svyntozelska O, Demers J, LeBlanc A, Smith P. Incorporating sex and gender considerations in research on psychosocial work exposures and cardiovascular diseases: a systematic review of 55 prospective studies. *Neuroscience and Biobehavioral Reviews*. 2024; 167:105916.**

<https://doi.org/10.1016/j.neubiorev.2024.105916> [open access]

Abstract: Cardiovascular diseases (CVDs) are a leading cause of morbidity and mortality, with disparities observed between males and females. Psychosocial work exposures (PWE), including workload, job control, reward and long working hours, are associated with CVD development. Despite higher prevalence among females, the association with CVD is consistently observed in males, with limited explanations for these differences. This study aimed to examine the consideration of sex and gender in prospective studies within systematic reviews on PWE - specifically, the demand-control model, the effort-reward imbalance model, and long working hours - and CVD. Conducting a systematic review, we assessed sex and gender considerations using criteria from the Sex and Gender Equity in Research (SAGER) guidelines. While most studies recognized potential sex and gender differences in the associations between PWE and CVD, only about half of the 28 studies that included both sexes (15 studies) analyzed females and males separately. Moreover, few studies included criteria for sex- and gender-based analyses. Less than half of the studies (23 studies) incorporated a sex and/or gender perspective to discuss observed differences and similarities between men and women. Although there is a rising trend in integrating sex and gender considerations, significant gaps persist in methodologies and reporting, highlighting the need for comprehensive incorporation of sex and gender considerations to bolster CVD prevention strategies and policies.

Audet J and Lecours A. Which interventions are used in the rehabilitation, return, and stay at work process of aging workers having suffered an occupational injury? A scoping review. *Work*. 2024; 79(1):135-153.

<https://doi.org/10.3233/WOR-230509>

Abstract: BACKGROUND: Considering current labour shortages, the recent increase in the number of aging workers in the labour market is deemed economically beneficial. However, due to specific characteristics (e.g. biological, generational), aging workers take longer to recover and return to work after an occupational injury. Yet, few studies have examined the rehabilitation, return, and stay at work process of aging workers and current knowledge makes it difficult for stakeholders to identify which interventions to use with this specific population. OBJECTIVE: This study aimed to describe which interventions are used in the rehabilitation, return, and stay at work process of aging workers having suffered an occupational injury. METHODS: We conducted a five-step scoping review. Five databases were used for the literature search. A qualitative analysis of the retained manuscripts was conducted. RESULTS: Our analysis led to the extraction of information from seven manuscripts that concern the rehabilitation, return, and stay at work process of aging workers who suffered an occupational injury exclusively. We identified 19 interventions (e.g. work capacity development, work task modifications, permanent part-time work, and alternative roles) and were described according to the different phases of the Cycle of Work Disability Prevention (CWDP). CONCLUSIONS: This study offers informative, non-prescriptive, and operational interventions useful for stakeholders who

support aging workers. Furthermore, it is a knowledge base to develop future projects that promote the rehabilitation, return, and stay at work process of aging workers

Biggs AT and Russell DW. Safety underreporting during naval operations: prevalence, associated risk, and several contributing factors. *Safety Science*. 2024; 180:106645.

<https://doi.org/10.1016/j.ssci.2024.106645>

Buchberger B, Weishaar H, Evans M, Bottcher R, Umlauf R, Muminow S, et al. Listening to the voices of health care workers during the COVID-19 pandemic: a qualitative study providing in-depth insights into ethical and individual challenges. *Qualitative Health Research*. 2024; 34(11):1029-1038.

<https://doi.org/10.1177/10497323241231521> [open access]

Abstract: In their daily practice, health care workers (HCWs) experience the effects of tensions between professional ethos and work realities, which can lead to ethical dilemmas. We aim to explore the ethical dilemmas that affected HCWs in Germany during the COVID-19 pandemic and to understand these in the context of the German health system. Between April and December 2022, we interviewed HCWs from various levels of care and key informants responsible for decisions related to HCWs in Germany. Three themes were identified in the data analyzed from 78 participants. The first highlighted the potency of pre-existing health system problems during the COVID-19 pandemic. The second captured the ethical dilemmas that were described as having arisen due to the tension between professional ethos and structural constraints. The third included factors related to increasing or diminishing the implications of ethical dilemmas. A lack of opportunities for HCWs to participate in political and managerial decisions was suggested to result in policies that do not meet the needs of HCWs and patients. Positive interpersonal interactions were described as helpful when coping with dilemmatic decision-making situations. In order to avoid negative consequences caused by unresolved ethical dilemmas, including moral distress, among HCWs, staff shortages and decision-making in the German health system urgently need to be addressed. HCWs' working conditions regularly evoke ethical dilemmas, particularly during public health emergencies. Together with HCWs, decision-makers must develop new models for working in health care settings that are in line with HCWs' professional ethos

Elmore A, Fulton-Kehoe D, Arewasikporn A, Haight JR, and Franklin GM. Associations between psychosocial factors and long-term opioid use among injured workers receiving early opioids. *American Journal of Industrial Medicine*. 2024; 67(11):1039-1049.

<https://doi.org/10.1002/ajim.23666>

Abstract: Background: Long-term opioid use is related to numerous harms and has uncertain efficacy for chronic, non-cancer pain. Identification of individuals at risk for long-term opioid use can help support treatment decisions. The aim of this study was to determine psychosocial factors associated with opioid use 6 months after a work-related injury. Methods: This was a prospective observational cohort study incorporating surveys and administrative data. Eligibility included a workers' compensation claim for an injury between June 2019 and September 2021, no opioid use within 3 months before injury, and opioid use within 6 weeks after injury. The outcome was self-reported opioid use at the 6-month follow-up survey (no use, use some days, or use most or every day). Multinomial logistic regression models were used to calculate relative risk ratios (RRRs) for associations between self-reported psychosocial factors and long-term opioid use. Results: Of the 1724 respondents, 301 (17.5%) reported taking long-term opioids on some days and 87 (5.0%)

reported taking long-term opioids on most or every day. After adjustment for sociodemographic and clinical covariates, workers reporting work fear-avoidance had a higher relative risk of opioid use most or every day, versus no opioid use at the 6-month survey, compared to those without work fear-avoidance (RRR = 1.95, 95% CI = 1.08, 3.50). Anxiety symptoms, depression symptoms, and recovery expectations were not associated with long-term opioid use after covariate adjustment. Conclusions: Work fear-avoidance was associated with long-term opioid use in this study of injured workers. Addressing fears surrounding an injury and returning to work may help deter reliance on long-term opioids.

Essien SK, Feng C, and Trask C. General unemployment and serious workplace injury rates: workers compensation claims analysis from the Canadian province of Saskatchewan, 2007-2018. Canadian Journal of Public Health. 2024; [epub ahead of print].

<https://doi.org/10.17269/s41997-024-00952-z>

Abstract: Objectives: There is conflicting published evidence that unemployment impacts workplace safety. Some studies suggest that the workplace injury rate decreases during economic contractions, while others propose an increased rate of injuries during periods of economic contractions. This study investigated the association between unemployment rates and traumatic work-related non-fatal injury (WRNFI) in Saskatchewan, 2007-2018, in order to provide new insight into injury prevention. Methods: Saskatchewan's retrospective linked workplace claims data from 2007 to 2018 were grouped by year, season, and worker characteristics (e.g., age and sex). Total employment, total labour force, and the number of unemployed workers from the Statistics Canada Labour Force Survey were grouped by year, season, sex, and age. These data were linked to the worker's compensation board injury claim data to determine the number of people at risk, serving as the denominator (offset term) for WRNFI rates, calculated as WRNFI cases per total employed workers. A negative binomial generalized additive model was used to examine the association between unemployment rates and WRNFI, adjusted for age, sex, industry types, and seasons. Results: The WRNFI rate has declined since 2007. On average, workers aged 20-29 years had the highest WRNFI rate ($541.6 \pm 84.8/100,000$). Men had 3.2 times higher WRNFI risk than women (RR = 3.2, 95% CI 3.12-3.22), with the highest WRNFI risk observed in the manufacturing (RR = 1.68, 95% CI 1.63-1.73) and construction (RR = 1.67, 95% CI 1.63-1.72) industries. WRNFI risk decreased non-linearly with an increasing unemployment rate, indicating a pro-cyclic pattern. Conclusion: This analysis showed that WRNFI rates tracked unemployment rates. This suggests a need to increase prevention strategies and reduce disincentives for under-reporting during an economic downturn

Guo X, Weinberger KR, Tamburic L, Peters CE, and McLeod CB. Heat-related illness among workers in British Columbia, Canada: extreme hot weather in 2021 compared to 2001-2020. Scandinavian Journal of Work, Environment & Health. 2024; 50(7):545-554.

<https://doi.org/10.5271/sjweh.4179> [open access]

Abstract: OBJECTIVES: British Columbia (BC), Canada, experienced an unprecedented summer with record-breaking high temperatures in 2021. Yet the health impact has not been examined in occupational settings. This study aimed to characterize occupational heat-related illness (HRI) among BC workers estimated by incidence rates and associations between heatwaves and HRI, compare risks from 2021 and prior summers of 2001-2020, and assess differential impacts on worker groups by demographics and occupations. METHODS: We identified HRI from workers' compensation claims

that occurred between June and August from 2001-2021 in BC. Incidence rates were calculated using working population estimates from Statistics Canada's Labour Force Survey. A time-stratified case-crossover design with conditional Poisson regression was used to examine the impact of heatwaves on occupational HRI. All analyses were stratified by year (2021 versus 2001-2020), age, sex, and occupation. RESULTS: Of the 521 claims identified, 107 (21%) occurred in 2021. Incidence rates for 2021 and prior summers were 3.97 [95% confidence interval (CI) 3.26-4.80] and 0.93 (95% CI 0.85-1.03) claims per 100 000 workers, respectively. This difference represents a 327% increase. Rates were higher in health occupations in 2021 versus 2001-2020. During 2001-2021, the risk of HRI during heatwave days was 4.33 (95% CI 2.98-6.27) times that during non-heatwave days, and the risk was higher among middle-aged workers and workers in trades, transport, and equipment operations. The 2021 heatwaves had greater impact on younger and female workers than those from prior summers. CONCLUSIONS: Heat is a crucial workplace hazard. Prevention strategies should prioritize at-risk workers and not be limited to heatwaves

Hernaus T, Dragicevic N, and Hauff S. The necessity of job design for employee creativity and innovation: nothing happens without supervisor support. *European Journal of Work and Organizational Psychology*. 2024; 33(5):583-598.

<https://doi.org/10.1080/1359432X.2024.2348772> [open access]

Abstract: Job design is a favourable antecedent of discretionary innovative work behaviours (IWB). Although multiple job characteristics (i.e., job demands and job resources) define the work environment, only a few are supposed to be of dominant and critical importance for employee creativity and innovation. By complementing the common sufficient causality with necessity theorizing, we explored the creativity-enabling and innovation-enabling nature of the Job Demands – Control – Support (JDCS) model components. A multi-method approach (i.e., multiple regression, relative importance analysis, and necessary condition analysis) was applied in a comparative contextualized research design (i.e., a three-study field survey research) involving 358 employees and 86 supervisors from an EU member country. The converging results showed that without experiencing vitally important support from a supervisor, enhancing other job characteristics will not lead to high levels of subordinate's IWB. The present research also recognized work autonomy as an additional task-related critical success factor, which was only necessary when considering employee innovation as a frequently occurring time-lagged outcome. Contrary to our theory-derived assumptions, job complexity as a representative type of job demand was not necessary for IWB. Practitioners may benefit from the findings because they can better understand the prerequisites and priorities for enabling employees' IWB via job design.

Huynh NTT, Le TD, Hapsari HI, Hsiao HT, Huang MC, and Kao CY. The experiences of migrant care workers in long-term care facilities: a scoping review. *Journal of Immigrant & Minority Health*. 2024; 26(5):936-944.

<https://doi.org/10.1007/s10903-024-01618-1>

Abstract: The employment of migrant care workers provides a remedy to face the challenges of increased demand for care of older adults. A scoping review aimed to identify, categorize, and summarize the existing knowledge about migrant care workers' working experiences in long-term care facilities. Identifying gaps in the literature can inform future research. Five electronic databases were searched in April 2024 in addition to a manual search for articles published in English. Forty-five

articles were reviewed. A few studies described migrant care assistants' main tasks as assisting physical care and care assistants' characteristics grouped into personal and acquired qualities to provide good quality care. Migrant care workers experienced work satisfaction, achievement, adaptability and adjustment, organizational support, work burden, sense of loneliness, low wages, low social status, and loss of profession. They faced challenges involving inadequate knowledge of palliative care, communication and language barriers, cultural and religious differences, and health concerns. Friendly and discriminatory relationships were found between migrant care workers and stakeholders. Existing evidence regarding the experiences of migrant care workers in delivering palliative care to dying residents or facilitating death preparation is limited. Additionally, there is a notable absence of data from the perspectives of employers and residents on discrimination issues. Further research is necessary to investigate these areas

Jarroch R, Falkstedt D, Nevriana A, Pan KY, Kauhanen J, and Almroth M. The role of job strain in the relationship between depression and long-term sickness absence: a register-based cohort study. *Social Psychiatry and Psychiatric Epidemiology*. 2024; 59(11):2031-2039.

<https://doi.org/10.1007/s00127-024-02700-7>

Abstract: Purpose: Though individuals with depression and those with poor working conditions are more likely to be on long-term sickness absence (LTSA), less is known about how working conditions may modify the associations between depression status and LTSA. This study aims to examine the association between depression and LTSA among Swedish workers with different levels of job strain and its individual components (job demands and job control). Methods: All Swedish workers 30 - 60 years old (N = 3,065,258) were studied in 2005. At baseline (2005-2010), workers were categorized as: without depression, being prescribed antidepressants, and being in inpatient/outpatient care. Job strain was measured using a Swedish Job Exposure Matrix, and data on LTSA were obtained from 2011 to 2021. The association between depression and LTSA was assessed using Cox proportional-hazards regression stratified by categories of job strain. Results: Compared to workers without depression, workers with depression had higher risk of LTSA across all job strain levels. Depression was associated with the highest hazards of LTSA in active jobs, but a similar population attributable fraction (PAF) was found across categories of job strain, indicating similarities between the different categories. Conclusion: There was evidence of a moderating effect of job strain in the relationship between depression and LTSA, but also evidence that this was due to differences in baseline depression prevalence in the different job strain categories. Future research is needed to determine alternative factors which could be relevant for reducing LTSA among those who have already developed depression.

Kim J, Kwon R, Yun H, Lim GY, Woo KS, and Kim I. The association between long working hours, shift work, and suicidal ideation: a systematic review and meta-analyses. *Scandinavian Journal of Work, Environment & Health*. 2024; 50(7):503-518.

<https://doi.org/10.5271/sjweh.4182> [open access]

Abstract: OBJECTIVES: The association between occupational psychosocial factors and mental health has been studied in several systematic reviews. However, few systematic reviews exist that specifically address suicidal ideation. Therefore, this systematic review and meta-analysis aimed to examine the associations between long working hours, shift work, and suicidal ideation. METHODS: We systematically screened and collected studies published between January 1970 and September

2022 from three electronic databases and Google Scholar. We conducted a meta-analysis using a random-effects model and assessed the risk of bias using a navigation guide. Additionally, the grading of recommendations assessment, development and evaluation (GRADE) approach was used to consider five items, including the risk of bias and publication bias. RESULTS: Twenty-eight articles were included in this meta-analysis. After adjusting for covariates, the overall odds ratio (OR) for long working hours and shift work were 1.44 [95% confidence interval (CI) 1.26-1.63] and 1.34 (95% CI 1.22-1.47), respectively. Compared with those who worked <40 hours per week, those who worked >55 hours per week had a 1.65 (95% CI 1.37-1.98) higher risk of suicidal ideation, and fixed night shift workers had 1.37 (95% CI 1.03-1.83) higher risk than non-shift workers. CONCLUSIONS: Evidence has shown associations between long working hours, shift work, and suicidal ideation. Implementing evidence-based interventions to address these risk factors may help prevent the progression of suicidal ideation. However, further studies are critically needed, especially those using standardized exposure definitions and longitudinal data

Lu J, Guo Z, Usman M, Qu J, and Fareed Z. Conquering precarious work through inclusive leadership: important roles of structural empowerment and leader political skill. *Human Relations*. 2024; 77(10):1413-1435.

<https://doi.org/10.1177/00187267231186929>

der Meer SM, Smit DJM, Hutting N, van Lankveld W, Engels J, Reneman M, et al. Facilitators and barriers to implementing interventions to prevent musculoskeletal disorders in blue-collar workers: a scoping review. *Journal of Occupational Rehabilitation*. 2024; 34(3):555-567.

<https://doi.org/10.1007/s10926-023-10162-y> [open access]

Abstract: Purpose: Blue-collar workers generally have less healthy lifestyles, poorer health, and a lower life expectancy than white-collar workers. At least in part this may be attributed to their work and working conditions. Employers increasingly provide interventions to improve health and wellbeing and prevent musculoskeletal disorders. However, they often do not reach blue-collar workers. The aim of this scoping review was to identify the facilitators for and barriers to implementing such interventions among blue-collar workers. Methods: A scoping review in which the study population of the selected studies consists of blue-collar workers (= 18 years old) in paid employment. Furthermore, included studies should report facilitators and barriers to implementing interventions to prevent musculoskeletal disorders. The literature search was conducted in six databases. The resulting studies were extracted with the help of the updated Consolidated Framework for Implementation Research. Results: 15 articles were included; these were reviews, intervention studies, qualitative studies and process evaluations. A main facilitator was a participatory approach, which involves the blue-collar worker in the entire process of defining, developing, and implementing a multidimensional preventive intervention. The main barriers on the worker level were unfavorable worker characteristics and unsupportive behavior/attitudes. The main barriers on the organization level were a culture with a high production standard, a hierarchical culture, inflexible work, and an unsupportive attitude from the employer. Conclusion: This review showed the multifaceted nature of implementation. A tailored implementation plan that involves the stakeholders (including workers) is important.

Priesemuth M and Schminke M. Toxic work climates: an integrative review and development of a new construct and theoretical framework. Journal of Applied Psychology. 2024; 109(9):1355-1376. <https://doi.org/10.1037/apl0001188>

Abstract: Research and the media demonstrate the profound impact hostile work environments have on organizations and their members. Often, the term "toxic work climate" is used to describe patterns of aggressive behaviors that harm individuals and manifest in the broader workplace. However, despite these common references, scholars still know relatively little about what a toxic work climate actually entails, the processes by which they emerge, and their influence on organizational outcomes. The research domain is complex. Within the organizational literature alone, toxic work climates have been described as those that harbor abusive bosses, aggressive employees, and those that show signs of bullying or incivility. Our aim in this integrative conceptual review is to add precision and focus to this multidisciplinary and fragmented literature. Grounding our efforts in multilevel theories, we first introduce an overarching definition of the toxic work climate construct and review research on existing hostile climate types that can appropriately be consolidated under this new heading. We then develop a new theoretical model that outlines the dominant causes and mechanisms by which toxic work climates form, and the main pathways by which they influence employees, teams, and organizations. Finally, we provide a unified path forward for advancing theory, research, and practice, including advice on how toxic climates might be combated in years to come. (PsycInfo Database Record (c) 2024 APA, all rights reserved)

Rydz E, Walld R, Quinn EK, Koehoorn MW, McLeod CB, Demers PA, et al. Assessing contact dermatitis risk among Manitoba workers in the Manitoba Occupational Disease Surveillance System. Contact Dermatitis. 2024; 91(5):412-423. <https://doi.org/10.1111/cod.14674>

Abstract: INTRODUCTION: This exploratory study aimed to assess contact dermatitis (CD) risk among workers using the Manitoba Occupational Disease Surveillance System (MODSS). METHODS: The MODSS linked accepted time-loss claims from the Workers' Compensation Board of Manitoba (2006-2019), with administrative health data from medical and hospital records (1996-2020). CD risk by occupation and industry (hazard ratio, 95% confidence intervals) was estimated using Cox proportional hazard models, adjusted for age and stratified by sex. RESULTS: Increased risk of new onset CD was observed among some occupations and industries with known skin irritants and allergens. Some occupations with known increased risks of CD remained elevated when removing the accepted WCB cases was performed, suggesting that all CD cases in these occupations may not show up in WCB statistics. Increased risk was also observed for occupations and industries with unknown exposures related to CD, whereas some groups known to be at risk of CD were not observed to have elevated risks in this cohort. DISCUSSION: The MODSS successfully identified some occupations and industries known to be at high risk of occupational CD, but not others. Some occupations not typically associated with work-related CD were also identified, which warrants further investigation

Smith TD, Mondal K, Lemons K, Mullins-Jaime C, Dyal MA, and DeJoy DM. Relationships between effective safety training, safety knowledge and personal protective equipment related behaviors among firefighters. Journal of Safety Research. 2024; 90:137-143. <https://doi.org/10.1016/j.jsr.2024.06.010>

Abstract: INTRODUCTION: Firefighter injuries and fatalities have been attributed to improper or

ineffective use of personal protective equipment (PPE). Although studies have examined predictors of PPE to include situational, leadership, stressors and other psychosocial factors, research has not thoroughly examined the relationships between effective safety training administration, knowledge creation, and the influence of those factors on PPE use among firefighters. **METHOD:** This study aimed to assess those relationships by using structural equation modeling analysis. **RESULTS:** The model fit was good, and findings confirmed the hypothesized model and relationships, which included a positive, significant relationship between effective safety training and safety knowledge and positive, significant relationships between safety knowledge and PPE-related safety behavior outcomes, including the effective use of PASS devices, the correct use of SCBA and PPE during overhaul operations, and the correct use and inspection of PPE among firefighters in general. **PRACTICAL APPLICATIONS:** Findings support the importance of safety training in the fire service to bolster knowledge and correct PPE use

Tomas V, Kingsnorth S, Anagnostou E, Kirsh B, and Lindsay S. "I wish this tool was available to me sooner": piloting a workplace autism disclosure decision-aid tool for autistic youth and young adults . *Autism in Adulthood*. 2024; 6(3):331-344.

<https://doi.org/10.1089/aut.2023.0054>

Abstract: Background: For autistic youth and young adults, deciding whether to disclose their autism at work may be complex since they are newly entering the workforce and are at an impressionable developmental period. Decision-aid tools can help someone make a choice regarding a topic/situation. We developed a workplace autism disclosure decision-aid tool called DISCLOSURE (Do I Start the Conversation and Let On, Speak Up, and REveal?) to support autistic youth and young adults navigate disclosure decision-making. In this study, we aimed to assess the DISCLOSURE tool's (1) impact on decision-making and self-determination capabilities and (2) usability, feasibility, and acceptability. Methods: This was a single-arm pre-post pilot study. The DISCLOSURE tool comprises three interactive PDF documents and videos. Thirty participants (mean age of 23.5 years) completed online surveys before and after interacting with the DISCLOSURE tool. We used descriptive statistics for usability, feasibility, and acceptability. We calculated the Wilcoxon signed rank and paired t-tests to determine pre-post changes in decision-making and self-determination capabilities (Decisional Conflict Scale-Low Literacy Version [DCS-LL]; adapted Arc's Self-Determination Scale). We analyzed open-ended data using conventional (inductive) content analysis. Results: There were significant decreases in DCS-LL total and subscale scores ($p < 0.0001$) and a significant increase in Arc's total score ($p = 0.01$), suggesting important improvements. There were no significant increases for Arc's psychological empowerment and self-realization subscales ($p = 0.05$; $p = 0.09$). Median scores (4.0/5.0) indicate that participants agreed that the DISCLOSURE tool is acceptable, feasible, and meets the usability criteria. We developed four categories to describe the open-ended data: (1) disclosure capabilities, (2) the role of others, (3) positive tool impact and feedback, and (4) minimal tool impact and constructive feedback. Discussion: Findings are suggestive of the DISCLOSURE tool's ability to support workplace autism disclosure decision-making. Future studies should ascertain the DISCLOSURE tool's effectiveness, explore others' feedback (e.g., employers), and how to incorporate the tool into relevant employment and vocational programs.

Valenzuela F, Manolchev C, Bohm S, and Agar CC. Working through (mis)recognition: understanding vulnerability as ambivalence in precarious worker subjectivity. *Human Relations*. 2024; 77(10):1436-1467.

<https://doi.org/10.1177/00187267231186261> [open access]

Abstract: Most workers around the world are part of the precariat, characterized by non-permanent, informal, short-term, low-pay, low-skill, and insecure jobs. While there have been many socio-economic critiques of the negative impacts of precarity on workers, the literature has increasingly asked how precarious workers actually live their lives and how their subjectivities are produced on a daily basis. We contribute to this literature by providing a psychosocial account of the ambivalent experiences of precarious workers. We contend that the interplay of recognition and misrecognition plays a crucial role, as the vulnerable, working subject becomes entangled in a complex web of recognizability. We present insights from 104 in-depth interviews, providing a Lacanian analysis of how precarious workers develop unconscious attachments to neoliberal values that are central to the logic of precarity. Understanding this ambivalence helps us develop a more nuanced view of an ethics of precarious workers? vulnerability

Wechsler K, Griemsmann S, Weber B, and Ellegast R. The impact of remote work using mobile information and communication technologies on physical health: a systematic review. *Ergonomics*. 2024; 67(10):1338-1355.

<https://doi.org/10.1080/00140139.2024.2304582>

Abstract: Remote e-working with information and communication technology (ICT) has long been on the rise, with its implementation accelerated by mandatory working from home regulations during the COVID-19 pandemic. This systematic literature review summarises the influencing factors of ICT-based remote e-working (device types, duration of use, user interfaces, etc.) on the physical health (musculoskeletal system and eyes) of knowledge workers. A search in four electronic databases and a manual search in four German journals resulted in 21 articles being included in this review. A bias analysis was conducted for all articles. Unfavourable postures, inappropriate working devices and certain environmental factors may cause a range of physical complaints, even after comparably short periods of time. Mostly, these complaints are greater compared to those experienced when working on a fully equipped stationary computer. Therefore, remote e-working requires careful planning, awareness, and the willingness to embrace working situations that counteract these problems

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