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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, and Laila K. Claim suppression of occupational injuries and illnesses among precariously employed immigrant workers in Ontario. *New Solutions*. 2025; [epub ahead of print]. <https://doi.org/10.1177/10482911241312387> [open access]**

Abstract: Employers sometimes hinder the appropriate reporting of claims to workers' compensation, a phenomenon termed claim suppression. While the magnitude of claim suppression is difficult to quantify, various reports have identified it as a significant concern. In response, several Canadian jurisdictions, such as Ontario in 2015, introduced legislation addressing claim suppression. This article first discusses the legislative and policy context that influences claim suppression in Ontario, including concerns concerning the scope, interpretation, and enforcement of the law. It then presents qualitative findings from a community-based study with members of the Toronto Bangladeshi immigrant community that documented varied forms of employer claim suppression in precarious work, as well as facilitators of claim suppression within the workers' compensation and health care systems. Our findings and those of other research suggest that the scope of claim suppression is broader than that contemplated by the legislation. Our article proposes recommendations for the conceptualization of claim suppression and for legislation, policies, practices, and interventions that are grounded in workers' lived experiences

Brown J, Walker SH, McQuaid RW, Katikireddi SV, Leyland AH, Frank J, et al. Investigating sustainability in work after participating in a welfare-to-work initiative using a 2-year cohort study of Work Programme participants in Scotland. *BMJ Open*. 2024; 14(7):e072943. <https://doi.org/10.1136/bmjopen-2023-072943> [open access]

Abstract: Objectives: This study investigated sustainability and multimorbidity alongside barriers to employment including health and policy to demonstrate intersectional impact on return-to-work

success within a UK welfare-to-work programme. Design: Cohort study design: The study calculated the proportion of time spent employed after experiencing a job start and the proportion retaining work over 6 months. Employment/unemployment periods were calculated, sequence-index plots were produced and visualisations were explored by benefit type and age. Setting: This study used confidential access to deidentified data from unemployed Work Programme clients operated by Ingeus on behalf of the UK Government in Scotland between 1 April 2013 and 31 July 2014. Participants: 13 318 unemployed clients aged 18-64 years were randomly allocated to a Work Programme provider and monitored over 2 years. Results: This study has two distinct groupings. 'Employment and Support Allowance (ESA)' corresponding to those with work-limiting disability in receipt of related state financial support, and 'Jobseeker's Allowance (JSA)' corresponding to unemployment claimants. Despite fewer and later job starts for ESA clients, those that gained employment spend relatively more subsequent time in employment when compared with individuals without work-limiting conditions (ESA clients under 50, 0.73; ESA clients over 50, 0.79; JSA clients under 50, 0.67 and JSA clients over 50, 0.68). Proportion in permanent jobs was higher among ESA than JSA clients (JSA under 50, 92%; JSA over 50, 92%; ESA under 50, 95% and ESA over 50, 97%). Conclusion: The research demonstrated that returning to paid employment after a reliance on welfare benefits is challenging for people aged over 50 and those with disability. The study found that although fewer older ESA claimants entered employment, they typically remained in employment more than JSA clients who did not leave the Work Programme early. This indicates the importance of identifying risk factors for job loss in ageing workers and the development of interventions for extension of working lives.

Gomez-Gaain M, Diaz-Perez M, Rubio-Romero JC, and Callejon-Ferre OJ. Association between musculoskeletal symptoms and psychosocial factors in tropical crop workers of Spain using standardized Nordic questionnaire and Mini Psychosocial Factors method. International Journal of Industrial Ergonomics. 2025; 105103672.

<https://doi.org/10.1016/j.ergon.2024.103672> [open access]

Abstract: Southern Spain (Andalusia) is the only region in Europe capable of producing tropical fruits (avocado, cherimoya, and mango). The sector employs more than 4000 workers. The objective of this research is the integrated assessment of musculoskeletal symptoms and psychosocial factors of tropical crop workers in Andalusia using the 'Standardised Nordic questionnaires for the analysis of musculoskeletal symptoms (NMQ)' and 'Mini Psychosocial Factors (MPF) method'. NMQ is a 28-question multiple-choice questionnaire covering the neck, shoulders, elbows, wrists/hands, back, hips, knees, and ankles. The MPF method comprises 15 questions and analyses a total of 12 psychosocial variables (Autonomy, Compensation, Control, Demands, Emotional, Health, Mental Load, Mobbing, Recognition, Relationships, Rhythm, and Support). In total, 401 interviews were completed with an error/accuracy of 4.66%. The method for selecting the agricultural plots where the workers work was carried out in a random, non-stratified way using UTM (Universal Transverse Mercator) coordinates. Multiple correspondence analysis, the Burt table, and descriptive statistics (with a chi-square test) were used to analyse the results. The results indicate that no high risk exists in any of the psychosocial factor although there is a medium risk. The psychosocial factor "Compensation" stands out. Musculoskeletal symptoms are identified in the back and neck. The symptoms do not prevent the workers from performing their agricultural tasks. Furthermore, the drought conditions over the last three agricultural seasons had the impact of decreasing agricultural wages, and this was slightly detected as an effect on the workers' moral and economic recognition.

Handke L, Thomas A, Matthew JW, and Kauffeld S. What goes around comes around: work characteristics as both antecedents and outcomes of hybrid work adoption. *European Journal of Work and Organizational Psychology*. 2025; 34(1):12-23.

<https://doi.org/10.1080/1359432X.2024.2441884>

Harkko J, Salonsalmi A, Heinonen NA, Lallukka T, and Kouvonen A. Work-family conflicts and sickness absence due to mental disorders among female municipal employees: a register-linked study comparing health and social care employees to employees in other sectors. *Scandinavian Journal of Work, Environment & Health*. 2024; 50(8):631-640.

<https://doi.org/10.5271/sjweh.4191> [open access]

Abstract: OBJECTIVES: This study aimed to examine (i) if work-to-family conflicts (WtFC) and family-to-work conflicts (FtWC) are associated with sickness absence due to mental disorders and (ii) whether these associations are different among health and social care (HSC) employees compared to other municipal employee sectors. METHODS: The Helsinki Health Study survey data collected in 2017 among 19-39-year-old female municipal employees (N=2557) were prospectively linked to administrative Social Insurance Institution of Finland register data on long-term sickness absence due to mental disorders (SA-MD) covering a follow-up of up to five years. The associations of WtFC and FtWC and SA-MD were analyzed using Cox regression models stratified by employment sector (HSC, education, other), adjusting for sociodemographic and health-related covariates. RESULTS: Of HSC employees, 16% had SA-MD during the follow-up, which surpassed the figures for employees in education (12%) and other (11%) sectors. In the HSC sector, the youngest employees had the highest prevalence of SA-MD and, among HSC employees, prior SA-MD was the most common. In Kaplan-Meier curves, the steepest increase in SA-MD was observed for HSC employees. WtFC [hazard ratio (HR) 1.84, 95% confidence interval (CI) 1.39-2.45] and FtWC (HR 1.78, 95% CI 1.32-2.40) were associated with SA-MD among HSC employees. The associations were rather similar for employees in education and other sectors. Adjusting for work-related factors and health history somewhat attenuated the associations. CONCLUSIONS: Better possibilities to combine work and family life might aid in preventing SA-MD in all employment sectors

Jenkins KR, Stiehl E, Franklin J, and Sherman B. The association of employee's unmet social needs and self-reported injury and illness related absenteeism. *Journal of Occupational & Environmental Medicine*. 2024; 66(12):1046-1050.

<https://doi.org/10.1097/JOM.0000000000003239> [open access]

Abstract: OBJECTIVE: The aim of the study is to examine the extent to which various unmet social needs (USN) are associated with self-reported injury and illness-related absenteeism (SRIRA). METHODS: The analysis consisted of a retrospective study design of secondary data. Linear regression was used to measure the 2022 association between six measures of USN (both individual and a measure) and SRIRA. RESULTS: A greater number of USN is associated with higher SRIRA ($b = 0.71$, $P < 0.001$). Self-reported challenges in caregiving, food, healthcare, housing, transportation, and utilities are also individually significantly associated with higher SRIRA. CONCLUSIONS: Employers may consider providing comprehensive resource support as part of their strategy to aid in reducing USN and their association with SRIRA

Kendrick K, Ogeil RP, and Dunn M. The prevalence and effect of poor sleep amongst paramedics: a systematic review. *Occupational Medicine*. 2025; 74(9):639-646.

<https://doi.org/10.1093/occmed/kqae099> [open access]

Abstract: BACKGROUND: Sleep of inadequate quality, duration or regularity has potential negative physical and mental health outcomes. The impacts of poor sleep within the paramedic occupation are not well understood. AIMS: This review aimed to determine the prevalence of insomnia, excessive daytime sleepiness and poor sleep quality amongst paramedics, and to identify any relationships between insomnia, excessive daytime sleepiness, poor sleep quality and other health-related outcomes. METHODS: A systematic search identified studies that measured excessive sleepiness, insomnia or poor sleep quality using validated measures. The population was limited to paramedics in Australia, New Zealand or the UK owing to the similar nature of the workload, education standards, shift patterns and scope of practice. RESULTS: Four studies were included. All used the Pittsburgh Sleep Quality Index, two used the Epworth Sleepiness Scale and one used the Insomnia Severity Index. Sample sizes ranged between 60 and 342. The weighted mean prevalence of excessive daytime sleepiness was 30 %, and poor sleep quality reported as 71%. Only one study measured the association between sleep and other health-related outcomes; this study reported an association between sleep quality and multiple measures of mental health. CONCLUSIONS: The findings of this review suggest that paramedics experience both poor-quality sleep and excessive daytime sleepiness, and further suggest that there may be an association between poor sleep quality and mental health. Given sleep impacts a variety of health outcomes, as well as impacts work performance, research on the specific components of sleep is important

Landsbergis P, Gilbert-Ouimet M, Trudel X, Sembajwe G, Schnall P, Dobson M, et al. Prevention of hypertension due to long working hours and other work hazards is needed to reduce the risk of cardiovascular disease. *Scandinavian Journal of Work, Environment & Health*. 2025; 51(1):48-52.

<https://doi.org/10.5271/sjweh.4196> [open access]

Abstract: Hypertension is the foremost risk factor for cardiovascular disease (CVD), which is the leading cause of death globally. In some countries, such as the US, the prevalence of hypertension and working-age CVD mortality are increasing. CVD is also the most common work-related disease worldwide. Long working hours and other psychosocial stressors at work are important modifiable risk factors for hypertension and CVD. However, there has been inadequate attention paid to the primary prevention of work-related hypertension and CVD. The state-of-the art method for blood pressure (BP) measurement is 24-hour ambulatory BP (ABP), necessary for accurate clinical decision making and to assess risk factors for BP elevation. Thus, ABP should be used in workplace screening and surveillance programs (along with surveys) to identify occupational risk factors, high-risk job titles, worksites and shifts, and evaluate programs designed to improve work organization. For example, after 30 months of an organizational intervention designed to lower psychosocial stressors at work among >2000 public sector white-collar workers in Quebec, Canada, BP and prevalence of hypertension significantly decreased in the intervention group, with no change in the control group, and a significant difference between the intervention and control groups. Further research is also needed on mechanisms linking work-related factors to hypertension and CVD, the cardiovascular effects of understudied work stressors, high-CVD risk worker groups, potential "upstream" intervention points, and country differences in working conditions, hypertension and CVD. Important organizational interventions, such as collective bargaining, worker cooperatives, or legislative and regulatory-level interventions, need to be evaluated

Livernois O. Cardiovascular disease among commercial motor vehicle drivers: a focus on truck drivers. *Workplace Health & Safety*. 2024; 72(12):559.
<https://doi.org/10.1177/21650799241274804>

Ma G, Zhang Y, Jiang S, Pan X, and Wu Z. Fostering resilient safety culture to boost safety performance of young construction workers: insights from empirical and simulation studies. *International Journal of Industrial Ergonomics*. 2025; 105:103687.
<https://doi.org/10.1016/j.ergon.2024.103687>

Milosevic I, Stojanovic A, Nikolic D, Mihajlovic I, Brkic A, Perisic M, et al. Occupational health and safety performance in a changing mining environment: identification of critical factors. *Safety Science*. 2025; 184:106745.
<https://doi.org/10.1016/j.ssci.2024.106745> [open access]

Abstract: Although the mining industry plays a pivotal role in driving economic growth, it is also known for being one of the most dangerous work environments due to the high rates of injuries. Companies in the mining industry are faced with the challenge of applying occupational health and safety (OHS) measures in a manner to advance worker safety, health, and overall welfare, but also to improve productivity, enhance product and/or service quality, foster work motivation, and elevate employee satisfaction, and finally to enhance the quality of life for individuals and society. There is a noticeable research gap in the literature that simultaneously addresses multiple safety and health factors and their combined influence on employee safety satisfaction and performance. Hence, this paper seeks to address the gap in the existing literature by conducting a comprehensive analysis of how work equipment and environmental factors, human behaviour factors related to OHSs, and organizational climate factors influence operators' safety satisfaction and how these, in turn, affects overall performance stemming from occupational health and safety initiatives. After developing a measurement and structural model, based on the data collected from the mining machinery operators, adequate statistical tests were used for evaluation and the hypotheses testing. The results of this study provide insight into the relationship between mining machine operators' opinions on examined safety factors and employees' safety satisfaction, where the organizational climate factors and safety satisfaction demonstrated a positive impact on safety performance, consequently resulting in their improvement. The theoretical implications of this study lie in establishing a comprehensive theoretical framework integrating safety factors, such as work equipment and environmental factors, human behaviour, and organizational climate, and their influence on the safety satisfaction of mining machinery operators. The practical implication of this research contributes to determining the critical safety factors (organizational support, co-worker support, supervisor support, worker engagement, the training related to OHS, and management commitment) that exert the most significant impact on the satisfaction of mining machinery operators and safety performance. These findings serve as a roadmap for decision-makers within mining companies, facilitating the identification of priority areas for enhancing both worker satisfaction and safety performance.

Rasouli M, Karimi H, and Hatami J. Reconstructing construction safety training: a systematic review based on learning theories and instructional design principles. *Safety Science*. 2025; 184:106769.
<https://doi.org/10.1016/j.ssci.2024.106769>

Stachura-Krzyształowicz A, Zolnierczyk-Zreda D, and Baranska P. Psychosocial working conditions and subjective well-being amongst platform workers compared to freelancers and traditional workers in Poland. *International Journal of Occupational Safety & Ergonomics*. 2024; 30(4):1087-1096.

<https://doi.org/10.1080/10803548.2024.2402618> [open access]

Abstract: Objectives. Technological development in the field of access to work has caused changes in the market and developed new strategies of professional activity. Within the gig economy, new forms of work have emerged. Methods. This article compares platform workers with freelancers and traditional workers. The study addresses the issue of psychosocial working conditions and subjective well-being experienced by these groups. Platform workers (N = 200) were compared with freelancers (N = 209) and traditional workers (N = 263) in terms of psychosocial working conditions (Copenhagen psychosocial questionnaire [COPSOQ II]) and subjective well-being (European Quality of Life Survey). Results. The conducted analysis shows the fundamental differences between Polish platform workers compared to freelancers and traditional workers. The results only indicate differences in the level of influence at work and development opportunities and in experiencing violent behavior at work. Conclusions. The study does not show clear or large differences between the measured occupational groups in terms of psychosocial working conditions or subjective well-being, which was originally assumed, but a field for discussion was created on the importance of differentiating traditional and non-traditional employees.

Thompson C, Ferrie L, Pearson SJ, Highlands B, and Matthews MJ. In the heat of the moment: the effects of extreme temperatures on the cognitive functioning of firefighters. *Ergonomics*. 2025; 68(2):301-315.

<https://doi.org/10.1080/00140139.2024.2326584> [open access]

Abstract: Exposure to high temperatures can have detrimental effects on cognitive processing and this is concerning for firefighters who routinely work in extreme temperatures. Whilst past research has studied the effects of heat on firefighter cognition, findings are mixed, and no work has measured the time course of cognitive recovery. This study compared working memory, vigilance, and cognitive flexibility of 37 firefighters before and after they engaged in a live-fire training exercise with temperatures exceeding 115 °C. To assess recovery, cognition was measured on exiting the fire, then 20- and 40-minutes post-fire. Results showed impaired vigilance and cognitive flexibility (increased errors, slower responses) immediately after the fire, but recovery at 20-minutes. These findings indicate that a live indoor fire negatively impacts cognitive processing, but this effect is relatively short-lived and return to baseline functioning is seen 20-minutes after exiting the fire. The findings could be used to inform re-entry and cooling decisions.

Yachnin M. From worker victory to policy reform: injured migrant workers fight for return to work justice in workers' compensation in Ontario, Canada. *New Solutions*. 2025; [epub ahead of print].

<https://doi.org/10.1177/10482911241311200>

Abstract: This article explores the challenges facing injured migrant farm workers in the workers' compensation system in Canada's province of Ontario, with a focus on their fight for return to work justice. Told from the perspective of one of the lawyers who represented the workers, it highlights a recent victory achieved by 4 workers in the Seasonal Agricultural Worker Program in defending their rights to workers' compensation support. The workers' compensation tribunal decided that the workers' compensation board must evaluate these workers' ability to return to work, access retraining, and receive compensation based on their labor markets in Jamaica-instead of based on fictional job

prospects in Ontario. The tribunal also called out the need to consider systemic anti-Black racism in workers' compensation law and policy. The article analyzes how this legal victory could reshape workers' compensation policy in Ontario for injured migrant farm workers. It also discusses the implications of the win for injured workers in other temporary work programs and precarious employment sectors

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