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

Berre S. Industry differences in employers' hiring attitudes towards disabled job seekers. *Scandinavian Journal of Disability Research*. 2025; 27(1):89-105.

<https://doi.org/10.16993/sidr.1150> [open access]

Abstract: Numerous field and survey experiments have documented that disabled people are highly disadvantaged in the hiring process. However, the impact of context on this hiring disadvantage has not been well explored. This article explores industry differences in employers' hiring attitudes towards disabled job seekers, and the impact of support measures on these, using data from a factorial survey among Norwegian employers (N = 951). The results show that the gap between disabled and non-disabled job seekers in employers' hiring interest varies significantly depending on the type of industry. Different types of disability show distinct patterns in the variation. The impact of wage subsidy schemes and accommodation grants on employers' hiring interest also depends on the type of industry. The findings emphasise the importance of context when measuring employers' hiring attitudes towards disabled job seekers and how support measures impact these.

Denis T and Lanfranchi J. A new empirical model of the determinants of sickness and the choice between presenteeism and absence. *Labour*. 2025; 39(1):61-87.

<https://doi.org/10.1111/labr.12286>

Filippi S, Salvador C, Peters K, Maass A, Feraco T, and Suitner C. They don't really care about us: the impact of perceived vertical pay disparity on employee well-being. *European Journal of Work and Organizational Psychology*. 2025; 34(1):42-57.

<https://doi.org/10.1080/1359432X.2024.2415127> [open access]

Abstract: The gap in pay between those at the top of organizations and other organizational members

continues to grow. In this paper, we tested the link between the perception of this vertical pay gap and people's well-being at work. Specifically, we tested whether greater perceptions that pay is unequally distributed couples with people's feelings that they are not valued (Lind & Tyler, 1988), eroding their sense of identification and well-being. In two cross-sectional surveys, Study 1a and 1b (N = 1335), we found that the more US and Italian workers perceived that there was a large vertical pay gap at work, the greater their tendency to feel that their organization was not concerned about their welfare. They were also less satisfied in their jobs and less likely to identify with their organization. In two pre-registered experiments, Study 2a and 2b (Ntotal = 785), we manipulated the vertical pay gap in hypothetical organizations and found that when the pay gap was large (versus small) participants felt that the organization was less concerned about their welfare. They also expected to be less satisfied in their jobs, to identify less with the organization, and to experience greater work-life interference.

Gron S, Johansson M, Schiphof D, Koes B, and Kongsted A. Do self-management supportive interventions reduce healthcare utilization for people with musculoskeletal pain conditions? A systematic review. Public Health. 2025; 238:152-161.

<https://doi.org/10.1016/j.puhe.2024.10.021> [open access]

Abstract: Objective: The aim of this systematic review was to investigate the effect of self-management supportive interventions on healthcare utilization in adult cares seekers with musculoskeletal pain conditions. Study design: Systematic review. Methods: We included studies comparing the effect of a self-management supportive intervention against a control intervention and included measures of healthcare utilization. Studies were searched in MEDLINE, Embase, PsycINFO, CINAHL, Pedro, and the Cochrane Library. Results were extracted for the follow-up point closest to 12 months. Risk of bias was assessed using the Cochrane Risk of Bias tool 2, and quality of evidence by The Grading of Recommendations Assessment, Development and Evaluation. Results were synthesized on study level as mean differences or odds ratios with 95 % CI. Results: We included 28 studies. Eighteen studies reported on the use of primary care at follow-up, and ten, four, and 13 on specialty care, diagnostics imaging, and oral pain medication, respectively. Overall, there was very low-quality evidence for no effect of self-management interventions on healthcare utilization in all groups. All studies were classified as either having a "high risk of bias" or "some concerns". Conclusion: Due to substantial heterogeneity in the types and measurement of healthcare utilization outcomes, it was not feasible to conduct a meta-analysis to estimate an overall effect size. A standardized way of reporting and measuring these outcomes could aid future research in this area. The current evidence suggests that self-management supportive interventions do not affect healthcare utilization in people with musculoskeletal pain conditions, but future high-quality studies may substantially change this conclusion.

Iacobucci E, Marsh S, Naumann R, and McDonald N. Trends in parcel delivery driver injury: evidence from NEISS-Work. Journal of Safety Research. 2025; 92:148-157.

<https://doi.org/10.1016/j.jsr.2024.11.015> [open access]

Abstract: INTRODUCTION: The rise of e-commerce has rapidly increased the proportion of goods delivered directly to customers' homes. These increases have placed notable demands on delivery personnel, with potential health and safety consequences. In this paper, we examined trends in parcel delivery driver injury through analyses of injuries treated in emergency departments (ED) in the

United States from 2015 through 2022. **METHODOLOGY:** We explored trends among Couriers and Messengers as well as Postal Service personnel as designated by Bureau of Census (BOC) industry codes. We estimated counts and rates of injuries per 10,000 full time worker equivalents and examined demographics (e.g., age, sex) and other characteristics (e.g., source of injury, injury diagnosis) associated with these injuries. **RESULTS:** We found that: (1) ED-treated injury rates between 2015 and 2022, among both the Postal Service and Couriers and Messengers, have demonstrated an upward trajectory, contrasting with overall U.S. industry injury rates, which have trended downward; and (2) while ED-treated injury rates for these industries have taken different paths over time, both industries' ED-treated injury rates have converged toward a position much higher than average. Moreover, we found that female personnel and young personnel disproportionately experienced ED injuries. **CONCLUSIONS:** In addition to calling attention to worrying injury trends among delivery drivers, we conclude that the current data landscape prevents the development of a nuanced picture of injury trends and hazards. These limits inhibit exploration of many specific hazards, and therefore preventive measures that would be designed based on such specific exploration. **PRACTICAL APPLICATIONS:** Our results serve both as a foundation toward improved safety practices in an industry that continues to experience rapid changes and as a step toward motivating updated data collection and dissemination practices that could help understanding of the modern workplace injury landscape

Lahti J, Reinikainen J, Kontto J, Zhou Z, Koskinen S, Laaksonen M, et al. Work ability trends 2000-2020 and birth-cohort projections until 2040 in Finland. *Scandinavian Journal of Public Health*. 2025; 53(1):62-70.

<https://doi.org/10.1177/14034948241228155> [open access]

Abstract: Aims: To examine age-group and birth-cohort trends in perceived work ability in Finland in 2000-2020 and make projections of perceived work ability up to 2040 based on the observed birth-cohort development. Methods: Ten population-representative cross-sectional surveys conducted in Finland between 2000 and 2020 were used (overall N = 61,087, range 817-18,956). Self-reported estimates of current work ability in relation to the person's lifetime best on a scale from zero to ten (0-10) were classified into three groups: limited (0-5), intermediate (6-7), and good (8-10). Multiple imputation was used in projecting work ability. Results: Examining past trends by 5-year birth-cohorts born between 1961 and 1995 showed that work ability has declined steadily over time among older birth-cohorts, while in the two younger cohorts a stable development before 2017 and a steep decline between 2017 and 2020 was seen. Trends by 5-year age groups showed a declining trend of good work ability among 20-44-year-olds, a stable trend among 45-54-year-olds, and an improving trend among 55-year-olds and older was observed for the period 2000-2020. Among the under 55-year-olds the prevalence of good work ability ended up around 75% and at 68% among the 55-59-year-olds, 58% among the 60-69-year-olds and 49% among the 70-74-year-olds in 2020. Birth-cohort projections suggested a declining work ability in the future among all age groups included (30-74 years). By 2040, the prevalence of good work ability is projected to decline by 10 to 15 percentage points among 45-74-year-olds. Conclusions: The projections suggest declining work ability in the future. Efforts to counteract the decline in work ability are needed

Matsugaki R and Matsuda S. Risk factors for chronic lower back pain among older workers: a prospective cohort study. *Physical Therapy Research*. 2024; 27(3):151-157.

<https://doi.org/10.1298/ptr.E10304> [open access]

Abstract: OBJECTIVE: The purpose of this study was to identify the risk factors for the development of chronic lower back pain in older workers. METHODS: This was a prospective cohort study using an Internet survey of workers aged 60-75 years, with a baseline survey conducted in September 2022 and a follow-up survey in October 2023. A total of 2257 participants who did not have chronic lower back pain in the baseline survey were included in the analysis, and the risk factors for chronic lower back pain were examined by logistic regression analysis. RESULTS: The median age of the analyzed participants was 63.0 years, and the incidence of chronic lower back pain was 9.0%. Logistic regression analysis revealed that poor sleep habits (adjusted odds ratio [aOR]: 1.66, 95% confidence interval [CI]: 1.21-2.26), poor eating habits (aOR: 1.44, 95% CI: 1.03-2.01), no physical activity (aOR: 1.45, 95% CI: 1.00-2.09), and high stress (aOR: 1.62, 95% CI: 1.13-2.32) were significantly associated with the occurrence of chronic lower back pain. CONCLUSION: A comprehensive multidisciplinary collaboration program incorporating the assessment and management of lifestyle habits and mental health issues should be developed and implemented to prevent chronic lower back pain in older workers

Niedhammer I and Bertrais S. Prospective associations between organizational changes and health outcomes among French employees who remained in employment. *Journal of Occupational & Environmental Medicine*. 2025; 67(2):83-88.

<https://doi.org/10.1097/JOM.0000000000003273>

Abstract: OBJECTIVE: This study aimed to explore the prospective associations of organizational changes with health outcomes among employees who remained in employment. METHODS: The study relied on the prospective data of the national French working conditions survey collected from employees and their employers in 2013, 2016, and 2019. The study sample included 4480 private sector employees. Organizational changes were assessed by the employers. The two health outcomes, collected from the employees, were psychological well-being and self-reported health. The prospective associations between organizational changes and health outcomes were studied using multilevel mixed-effects linear and robust Poisson regression models. RESULTS: No association was found between organizational changes and well-being and self-reported health. CONCLUSIONS: Our study did not find significant prospective associations between organizational changes and two health outcomes among employees who remained in employment. More high-quality research is needed

Probst TM, Petitta L, Ghezzi V, Lavaysse LM, Bettac EL, and Barbaranelli C. Caregivers at risk: how stereotype threat exacerbates the impact of family-to-work conflict on workplace safety. *Safety Science*. 2025; 185:106783.

<https://doi.org/10.1016/j.ssci.2025.106783> [open access]

Abstract: Family-to-work stereotype threat (FWST) occurs when employees fear confirming negative stereotypes about workers with caregiving responsibilities. Although a substantial proportion of workers in the U.S. and Italy have caregiving responsibilities (e.g., child or elder care), there is relatively little research on how family-to-work conflict (FWC) may impact employee safety outcomes, nor the mediating and moderating mechanisms involved in explaining these relationships. The current study tests cognitive failures as an explanatory mechanism for the relationship between FWC and

workplace accidents and injuries. Additionally, we also test whether employees who experience higher levels of FWST are more vulnerable to adverse safety-related outcomes as a result of FWC. Using lagged data from a sample of N = 196 U.S. employees and cross-sectional data from a sample of N = 814 individuals nested within n = 100 organizations in Italy, results indicate that greater FWC and higher FWST are both related to increased work-related cognitive failures; such cognitive failures are related to more experienced accidents and injuries at work. Notably, within the U.S., these relationships are significantly exacerbated among employees who fear they are confirming negative stereotypes about employees with family obligations. Within Italy, this interaction was only observed among employees of private companies. We discuss our findings in light of the increased blurring of work and life boundaries, and possible legislative and cultural variables explaining differences between the two countries.

Qi H, Zhou Z, Manu P, and Li N. Falling risk analysis at workplaces through an accident data-driven approach based upon hybrid artificial intelligence (AI) techniques. *Safety Science*. 2025; 185:106814.

<https://doi.org/10.1016/j.ssci.2025.106814>

Rodriguez-Munoz A, Diaz-Guerra A, Antino M, Duran WF, and Sanchez I. Interventions against bullying at work: a meta-analysis. *Work and Stress*. 2025; 39(1):1-30.

<https://doi.org/10.1080/02678373.2024.2435677>

Schriemer AG, Bultmann U, Schriemer SH, Abma FI, and Roelen CAM. Hearing loss among teachers: a major public health challenge. *BMC Public Health*. 2025; 25(1):626

<https://doi.org/10.1186/s12889-025-21876-4> [open access]

Abstract: Background: Hearing loss is highly prevalent and the third largest cause of years lived with disability. The most frequent cause of adult-onset hearing loss is older age. As the retirement age increases in many countries, a growing number of workers will experience hearing loss, which may affect work participation. Limited research has been done on the consequences of hearing loss in workers in communicative professions. The present study examines the associations of hearing loss with work ability and sick leave among teachers. **Methods:** Dutch teachers were recruited via schools, educational sector organizations, and trade unions. Teachers completed a survey questionnaire and performed a valid and reliable online speech-in-noise screening test for hearing loss. The survey measured work ability with the single-item Work Ability Score (range 0-10); scores were dichotomised into poor-moderate (score 0-7) and good-excellent (score 8-10) work ability. Teachers were asked if they had been on sick leave in the past three months (no / yes; if yes: how many days). Robust Poisson regression analyses were performed to examine the cross-sectional associations of hearing loss with both work ability (poor to moderate versus good to excellent) and sick leave (yes versus no), adjusted for age, sex, level of education, type of work tasks (only teaching versus a mixture with other (e.g. management) tasks, current work hours per week, and working as a physical education teacher. **Results:** A total of 737 teachers participated in the study, of whom 86 (12%) had poor and 146 (20%) insufficient hearing. Teachers with poor and insufficient hearing had a higher prevalence of poor-moderate work ability than good hearing teachers (Prevalence Ratio (PR) = 1.67, 95% CI: 1.36-2.06 and PR = 1.40, 95% CI: 1.16-1.70, respectively). Teachers with poor hearing had a higher prevalence of sick leave than good hearing teachers (PR = 1.60, 95% CI: 1.21-2.01). **Conclusions:** Among teachers, hearing loss was associated with poorer work ability and more sick leave. The results highlight the

need for periodic hearing screening as recommended by the WHO. Earlier detection of hearing loss could enable timely work accommodations to prevent work disability of teachers.

Surfus CR. The COVID-19 impact on employment for LGBT individuals with disabilities: an examination of the 2021 Household Pulse Survey. *Journal of Disability Policy Studies*. 2025; 35(4):218-224.

<https://doi.org/10.1177/10442073231205605>

Abstract: The 2021 Household Pulse Survey (HPS) was examined as it relates to coronavirus disease 2019 (COVID-19) and the impact on employment for the lesbian, gay, bisexual, and transgender (LGBT) community and members with disabilities. The purpose of the study was to understand the effect of COVID-19 on both groups as it relates to employment, specifically focusing on work loss. In analyzing the HPS, the population of the LGBT community was estimated as 7.6%, while members with disabilities accounted for 13.2% of the total U.S. population; 5.5% more LGBT than non-LGBT, 9.8% more members with disabilities than without disabilities, and 18.3% more LGBT with disabilities than non-LGBT and not disabled members reported work loss during the COVID-19 pandemic. I found that the LGBT community and members with disabilities were more likely to have work loss and face employment challenges during the pandemic. I attributed these findings to LGBT and members with disabilities having been more likely to work in a service sector position. In addition to work loss, data on the LGBT and disabled population and the prevalence of disability in the LGBT community were presented

Tetzlaff EJ, Richards BJ, Wagar KE, Harris-Mostert RC, Journey WS, O'Connor FK, et al. A content analysis of web-based heat stress materials published by occupational health and safety ministries, associations, and agencies in Canada. *New Solutions*. 2025; 34(4):306-326.

<https://doi.org/10.1177/10482911241298948> [open access]

Abstract: An ever-increasing number of workplaces are becoming heat-exposed due to rising temperature extremes. However, a comprehensive review of Canadian safety materials available to support workplaces in managing this critical hazard has not previously been conducted. We undertook a review and a content analysis of heat stress materials on safety-based ministry, association, and agency websites in Canada (n = 155) to identify content related to heat stress (n = 595). Each document was qualitatively analyzed using NVivo. The most dominant components identified were heat stress control measures (n = 492, 83%), training and education (n = 414, 70%), workplaces and workers at risk (n = 361, 61%), exposure limits and monitoring practices (n = 344, 58%), and emergency response and reporting (n = 249, 42%). However, the content within these programming components was highly variable. While we found that organizations across Canada provide heat stress content, there was evidence of inconsistencies and considerable gaps in the availability of material and the strategies presented to control the critical risk posed by heat

Vough HC, Cardador MT, Caza BB, and Champion ED. The identity conflict process: appraisal theory as an integrative framework for understanding identity conflict at work. *Journal of Applied Psychology*. 2025; 110(2):149-176.

<https://doi.org/10.1037/apl0001223>

Abstract: Identity conflict-the experience of perceiving incompatibilities between aspects of one's identity content that call into question the individual's ability to meet the identity standard of at least one of these identities-can significantly impact individuals' work experiences. As individuals navigate

experiences of identity conflict at work, managers and organizations also grapple with how to support employees' multiple identities while mitigating the primarily negative outcomes of identity conflict. However, the scholarship on work-relevant identity conflict faces several challenges, including disciplinary fragmentation, conceptual imprecision, and diverse but deficient theoretical perspectives, which together have limited our ability to accumulate knowledge about this experience and to develop useful management tools. To overcome these, we conducted a thorough review of the cross-disciplinary literature, allowing us to offer a refined integrative definition of identity conflict and a reconceptualization of identity conflict as the result of an appraisal process. As we delineate what we know about the appraisal process of identity conflict, we provide a detailed theoretical explanation of its antecedents, outcomes, and responses and shed light on the mechanisms that drive the process. This approach not only enhances theoretical depth and guides new research directions but also equips managers to address and reduce identity conflict experienced by their employees. This research contributes to the literature by offering clarity and coherence to the identity conflict domain, providing theoretical and practical guidance, and outlining promising directions for future inquiry. (PsycInfo Database Record (c) 2025 APA, all rights reserved)

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