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

Adamus C, Richter D, Sutor K, Zurcher SJ, and Motteli S. Preference for competitive employment in people with mental disorders: a systematic review and meta-analysis of proportions. *Journal of Occupational Rehabilitation*. 2025; 35(2):143-158.

<https://doi.org/10.1007/s10926-024-10192-0> [open access]

Abstract: Purpose: The inclusion of people with mental disorders (MD) into competitive employment has become an important political and therapeutic goal. The present paper investigates meta-analytically to which extent people with MD who were unemployed or on sick leave due to MD prefer to work in a competitive job environment. Methods: For this systematic review and meta-analysis of proportions, we searched Medline, PsycInfo, Cinahl, Google Scholar, and reference lists for peer-reviewed publications from 1990 to Dec 2023, which provided data on the job preferences of people with MD. Two authors independently conducted full-text screening and quality assessments. Pooled proportions of job preferences were calculated with a random-effects meta-analysis of single proportions, and subgroup analyses were performed to examine characteristics associated with job preferences. Results: We included 30 studies with a total of 11,029 participants in the meta-analysis. The overall proportion of participants who expressed a preference for competitive employment was 0.61 (95%-CI: 0.53-0.68; I² = 99%). The subgroup analyses showed different preference proportions between world regions where the studies were conducted ($p < 0.01$), publication years ($p = 0.03$), and support settings ($p = 0.03$). Conclusion: Most people with MD want to work competitively. More efforts should be given to preventive approaches such as support for job retention. Interventions should be initiated at the beginning of the psychiatric treatment when the motivation to work is still high, and barriers are lower. Trail registration: The protocol is published in the Open Science registry at <https://osf.io/7dj9r>.

Al-Khiami MI, Lindhard SM, and Wandahl S. Paradox in practice: work-related musculoskeletal disorder prevalence and reporting among construction workers in Kuwait and Denmark. *Journal of Construction Engineering and Management*. 2025; 151(7):04025078.

<https://doi.org/10.1061/JCEMD4.COENG-15899>

Bertrais S and Niedhammer I. Exposure to psychosocial work factors and occupational injury and its severity: prospective associations among employees in the French National Working Conditions Survey. *American Journal of Industrial Medicine*. 2025; 68(6):543-551.

<https://doi.org/10.1002/ajim.23723> [open access]

Abstract: BACKGROUND: The few prospective studies on the associations between psychosocial work factors and occupational injury in the general working population provide little information on multiple exposures, injury severity, and gender differences. This study aimed to address these points. METHODS: The study was based on prospective data from the nationwide Working Conditions survey on a representative sample of the working population in France. A total of 17,486 employees (7302 men, 10,184 women) were followed over one or two 3-year periods from 2013 to 2019. Occupational exposures were measured at the beginning of each period and included 20 psychosocial work factors, 4 working time/hours factors, and 4 physical work factors. Logistic and Hurdle models were used to study their prospective associations with occupational injury and its severity, as assessed by work absence due to injury and its duration. RESULTS: Most psychosocial work factors predicted occupational injury. Almost all associations persisted in adjusted models, that is, after controlling for covariates and the other occupational factors that were also predictive of occupational injury. No gender differences were found for these prospective associations. For all types of occupational factors, dose-response associations were found between the number of exposures and injury. However, most occupational factors were not predictive of injury severity. CONCLUSIONS: Occupational exposures, and psychosocial work factors in particular, predicted the occurrence of occupational injury more than its severity. Occupational injury prevention programmes should focus on various aspects of the work environment, including psychosocial work factors, and should particularly target multiple exposures

Chung H and Yuan S. Did COVID-19 level the playing field or entrench it? Comparing patterns of homeworking by ethnicity, gender and migration status, before, during and after COVID-19 in the UK. *Industrial Relations Journal*. 2025; 56(3):236-250.

<https://doi.org/10.1111/irj.12462> [open access]

Abstract: This study examines how the pandemic changed the ethnicity gaps in working-from-home practices in the UK. We do this by examining seven waves of the UK Labour Force Survey from 2017 to 2023, divided into three time periods—pre-pandemic, during-lockdown and post-lockdown. The results show that although the gap found between White and BME workers in the pre-pandemic period disappears as we move into the post-lockdown period, there are large differences between different ethnicities, especially when we intersect ethnicity with migration status, gender, and parental status. Even in the post-lockdown period of 2022–2023, Black men, particularly Black fathers, stood out for their low levels of homeworking, alongside Chinese and 'Other Asian' workers - both men and women. On closer inspection, we found that it was especially migrant workers from these ethnicities who were significantly worse off in terms of their access to homeworking. The paper shows that although we see a positive change in homeworking, which has increased for most ethnic groups

over the course of the pandemic, certain groups are still left behind in this growth. The paper further highlights the need for an intersectional analysis when examining such labour market patterns.

Douphrate DI, Rodriguez A, Kines P, Hossein Javid A, Hagevoort GR, and Pompeii L. Safety leadership training: implementation and effectiveness evaluation in the dairy farm industry. *Workplace Health & Safety*. 2025; 73(6):310-319.

<https://doi.org/10.1177/21650799251319313> [open access]

Abstract: Background: Evidence-based interventions for the prevention of safety incidents at work are most effective when they include a focus on the hierarchy of controls. However, prior studies addressing the effects of safety leadership and safety climate are limited. The determination and adoption of evidence-based interventions specifically in the U.S. Agricultural, Forestry, and Fishing (AgFF) sector can be a challenge, and prior studies have shown a paucity of evidence-based occupational safety and health practices in the AgFF sector. Methods: We enrolled 73 dairy farm supervisors from 27 U.S. farms to participate in a 12-module dairy leadership training program. We employed the Kirkpatrick Model (KM) to evaluate different levels of training effectiveness. Findings: Participant reactions to the program were positive (KM level 1), and evaluation of knowledge gained among participants revealed 90% had learned new safety leadership information (KM level 2) that could be applied in their role as a dairy farm supervisor (KM level 3). Nearly 88% reported favorable experiences during their training participation. Post-training group interviews with supervisors (n = 21) provided information regarding training experiences and constructive feedback regarding opportunities for training improvement. Behavior change evaluation revealed nearly 50% of observed safety hazards on farms were related to livestock handling (21.6%), trips/falls (17.1%), and moving machinery (10.4%). The largest percentage of observed workplace conflicts were verbal (27.8%). Conclusions/application to practice: The application of the Kirkpatrick Model of training evaluation suggests participating dairy farm supervisors had positive experiences with the training program, and acquired safety hazard and workplace conflict identification skills.

Frandsen TF, Moos C, Marino CILH, and Eriksen MB. Supplementary databases increased literature search coverage beyond PubMed and Embase. *Journal of Clinical Epidemiology*. 2025; 181:111704.

<https://doi.org/10.1016/j.jclinepi.2025.111704> [open access]

Abstract: OBJECTIVES: In health sciences, comprehensive literature searches are crucial for ensuring the accuracy and completeness of systematic reviews. Relying on only a few databases can lead to the omission of relevant studies. The variability in database coverage for different specialties means that important literature might be missed if searches are not broadened. Supplementary databases can enhance the thoroughness of literature reviews, but the efficiency and necessity of these additional searches remain subject to debate. This study aims to explore methods for retrieving publications not indexed in PubMed and Embase, examining coverage of various specialties to determine the most effective search strategies for systematic reviews. METHODS: We selected reviews from the following Cochrane review groups: public health, incontinence, hepato-biliary, and stroke groups. All reviews published in these groups between 2017 and 2022 were analyzed. Publications included in these reviews were manually searched for in PubMed and Embase. If the publication was not found, additional databases such as Cochrane Library, PsycInfo, CINAHL, and ClinicalTrials.gov were searched. Descriptive statistics were used to analyze the data. RESULTS: The mean coverage of publications in PubMed and Embase across all four speciality groups was 71.5%, with individual group coverage

ranging from 64.5% to 75.9%. An average of 5.8% of publications could not be retrieved in any of the databases studied. Additional databases varied in their coverage. CONCLUSION: While PubMed and Embase provide substantial coverage, supplementary databases can increase retrieval of more relevant studies and are essential for a comprehensive literature search

Gesualdi-Fecteau D, Johnstone R, and Richard G. The fragmentation and complexity of labour law, effective protections, and better work: an analytical framework. Comparative Labor Law & Policy Journal. 2025; 45(1):4.

<https://doi.org/10.60082/2819-2567.1021> [open access]

Karlsson L, Erlandsson LK, Cregard A, Nordgren L, and Lydell M. Flex-ability: a key concept to promote occupational health in everyday life beyond sick leave. Work. 2025; 81(1):2370-2379.

<https://doi.org/10.1177/10519815251317338> [open access]

Abstract: Background Sick leave and ill health due to stress are significant concerns today and negatively affect the individual, the organisations, and the community. High demands, multitasking, and inexplicit boundaries between different occupations contribute to an explanation. However, research shows that more qualitative studies are needed to better understand this issue and how to promote health in the working population. Objective The study aims to explore participants' experiences of maintaining or regaining occupational health in their everyday life, including paid work, several years after sick leave. Method Nine semi-structured interviews were conducted and analysed using inductive content analysis. The analysis resulted in one major theme and three categories describing the current experiences handling their everyday life and work situations. Results The result showed that returning to work and maintaining occupational health after sick leave due to occupational ill health calls for "flex-ability". The term describes that individuals need to be open to change and adapt to new challenges at work and in everyday life. Conclusion The findings highlight the importance of health-promotive organisations where the individual factor is more considered. Furthermore, a broader view of health-promotive work in society where work is included in everyday life, instead of divided into and outside of work, is needed

Lavreysen O, Bakusic J, Abatzi TA, Geerts A, Mateusen M, Bashkin O, et al. An overview of work-related stress assessment. Journal of Affective Disorders. 2025; 383:240-259.

<https://doi.org/10.1016/j.jad.2025.04.076>

Abstract: OBJECTIVE: Work-related stress (WRS) is associated with the development of various health issues and long-term absence from the workplace. Adequate measurement of WRS is essential to assess its prevalence, risks, and effectiveness of preventive interventions. The aim of this review was to provide an overview of different categories of WRS assessment: 1) self-assessment, 2) external assessment, and 3) biomarkers. METHODS: The databases MEDLINE, PsycINFO, EMBASE, CINAHL, and Web of Science have been searched until July 2024 for studies comprising self-assessment or external assessment of WRS, and WRS biomarkers. The self-assessment studies were further evaluated following the COSMIN guidelines. RESULTS: In this review, a total of 15,749 articles were screened. The final analysis included 53 studies on self-assessment of WRS, 33 articles on external assessment of WRS and 167 articles on stress biomarkers. Within self-assessment studies, four instruments were included in the analysis: Job Content Questionnaire, Effort Reward Imbalance Questionnaire, Copenhagen Psychosocial Questionnaire II and the Demand-Control-Support Questionnaire. The studies applying external assessment used job-exposure matrices, work register data, ethnography,

digital tools, and external observation. The identified WRS biomarkers were associated with the sympathetic adrenal medullary axis, the hypothalamic pituitary adrenal axis, immune response and inflammation, and haemostatic, metabolic and (epi)genetic biomarkers. **CONCLUSION:** The available evidence does not support the claim that there is a singular golden standard for assessing WRS. Inclusion of objective parameters and the interaction with subjective parameters and biological markers has to be studied to receive a broader view of WRS

Loerbroks A, Yang H, Bosch JA, Salandi J, Keymel S, and Li J. Work stressors and asthma in female and male US workers: findings from the National Health Interview Survey. *American Journal of Industrial Medicine*. 2025; 68(6):508-515.

<https://doi.org/10.1002/ajim.23722> [open access]

Abstract: Background: Prior work has linked work stressors to asthma. However, research related to gender-specific associations remains sparse and yielded mixed results. We aimed to address this gap. **Methods:** We drew on cross-sectional data from the 2015 National Health Interview Survey (individual-level response rate = 79.7%). Included were participants in employment who were aged 18-70 (n = 18,701). Work-to-family conflict, workplace bullying, and job insecurity were assessed as work stressors. Asthma was defined based on self-reports of a lifetime diagnosis by a doctor or other health professional. To account for the complex sampling design, variance estimation was used to compute weighted descriptive statistics and odds ratios (ORs) as well as corresponding 95% confidence intervals (CIs) using multivariable logistic regression. To test for interaction, interaction terms for work stressors and gender were included in additional models. **Results:** In the full sample, work-to-family conflict, workplace bullying and job insecurity showed positive associations with asthma (OR = 1.20, 95%CI = 1.03-1.40; OR = 1.45, 95%CI = 1.17-1.80; and OR = 1.20, 95%CI = 0.99-1.45, respectively). We did not observe meaningful gender differences in the magnitudes of the ORs. All interaction terms were not statistically significant. **Conclusions:** Work stressors were positively associated with asthma, but there was no evidence of gender differences. Prospective studies are needed to determine the potential temporal relation of these associations.

Orhan AF, Kaptan S, Tatliparmak AC, Ak R, and Yilmaz S. The role of attention deficit disorder in workplace accidents: an emergency department perspective. *Work*. 2025; 80(4):1555-1563.

<https://doi.org/10.1177/10519815241292926>

Abstract: Background: Occupational accidents pose significant health risks, with attention deficit hyperactivity disorder (ADHD) potentially influencing accident rates and severities. **Objectives:** This study evaluates the impact of ADHD potential on workplace accidents in an emergency department (ED) setting. **Methods:** In this prospective, cross-sectional study, adult patients presenting with occupational accidents at a secondary care facility were assessed for ADHD potential using the ASRS v1.1 scale. Structured interviews collected demographic, occupational, and health behavior data, while the severity and likelihood of workplace accidents were evaluated using a 5 × 5 matrix. **Results:** Out of the 205 patients evaluated, 124 were categorized as ADHD-Unlikely and 81 as ADHD-Potential. The median age was comparable between the ADHD-Unlikely group and the ADHD-Potential group (p = 0.071). A notable difference was observed in marital status, where 50.6% of the ADHD-Potential group were single compared to 36.3% in the ADHD-Unlikely group (p = 0.042). The median duration of employment was 18 months for both groups, and the analysis of workplace accidents using a 5 × 5 matrix revealed a higher median severity in the ADHD-Unlikely group (3 [IQR 2-3]) versus the ADHD-

Potential group (2 [IQR 2-3]) ($p = 0.009$). The likelihood of accidents did not significantly differ between the groups ($p = 0.782$). Conclusion: The study reveals no significant association between ADHD potential and the frequency of workplace accidents among emergency department patients, though a statistically significant difference was noted in the severity of accidents as per the 5×5 matrix, with the ADHD-Unlikely group reporting higher severity ($p = 0.009$).

Read GJM, Stevens EL, KC B, and Salmon PM. Building capacity for the prevention and management of work-related violence in hospitals: developing and testing a suite of systems thinking resources. Safety Science. 2025; 188:106874.

<https://doi.org/10.1016/j.ssci.2025.106874> [open access]

Abstract: Preventing and managing work-related violence (WRV) in hospitals is a significant and complex issue. To date, there have been extensive efforts to address this workplace health and safety issue through establishment of policies, standards, and staff training initiatives. Despite these efforts, WRV continues to represent a critical risk. Given the multi-faceted and complex nature of WRV in healthcare, systems thinking approaches offer a novel and promising way forward. However, the practical application of systems thinking in healthcare safety management practice requires further exploration. The overall objective of this study was to address the research-practice gap by supporting the application of systems thinking for addressing WRV in hospitals. Two studies were undertaken to achieve the objective. The first study aimed to develop a systems thinking-based model of safety management for the prevention and management of WRV in hospitals, and to use this model to prioritise resources for further development. The second study aimed to evaluate the three systems thinking-based safety management resources (supporting risk assessment, incident investigation and reporting culture) via a series of stakeholder workshops. Participants considered the resources to be practical and appropriate for implementation in the hospital sector. Several barriers to implementation of the resources were also raised by participants, and it is recommended these be addressed to support uptake in practice

Sundstrup E, Seeberg KGV, Dyreborg J, Clausen T, and Andersen LL. Systematic review of workplace interventions to support young workers' safety, work environment and health. Journal of Occupational Rehabilitation. 2025; 35(2):215-233.

<https://doi.org/10.1007/s10926-024-10186-y> [open access]

Abstract: PURPOSE: This systematic review investigates the effectiveness of workplace interventions to support young workers' work environment, safety and health. METHODS: A systematic search was conducted in bibliographic databases including PubMed, Web of Science Core Collection and PsycInfo for English or Scandinavian articles published from 2007 to 2022. The PICO strategy guided the assessment of study relevance and the bibliographical search for randomized controlled trials (RCTs) and non-RCTs in which (1) participants were young workers (mean age: 15-29), (2) interventions were initiated and/or carried out at the workplace, (3) a comparison group was included, and (4) an outcome measure related to work environment, safety and health was reported. We categorized each included study using the intervention classification framework. The quality assessment and evidence synthesis adhered to the guidelines developed by the Institute for Work & Health (Toronto, Canada). RESULTS: A total of 33 high and medium quality studies showed a moderate level of evidence for no benefit of 'Mental training' on stress. We found limited evidence of a positive effect of the following intervention types: 'Attitude and belief' on mental health problems, 'Behavior based' on anxiety, and

'Multifaceted' on hand eczema. We found limited evidence for no benefit of the following intervention types: 'Mental training' on mental health problems, and 'Physiological modifications' on musculoskeletal disorders. The remaining intervention types showed mixed or insufficient evidence. CONCLUSIONS: Except for a moderate level of evidence for no benefit of 'Mental training' on stress, the evidence synthesis recommends, that there is not enough evidence from the scientific literature to guide current practices. The results emphasizes a strong need for high quality interventions specifically aiming at increasing or maintaining young workers' work environment, safety and health. Included studies focused mainly on individual measures, highlighting the need for studies investigating possible preventive measures at the group or organizational level

Villacura-Herrera C, Acosta-Antognoni H, Maldonado J, Arriaza F, Cancino-Letelier N, Nvo-Fernández M, et al. Burnout Assessment Tool: a reliability generalisation meta-analysis. *Work and Stress*. 2025; 39(2):169-196.

<https://doi.org/10.1080/02678373.2025.2484758>

Weimer JM, Dumancic B, Weinmann-Menke J, Rombusch J, Ernst B, Krambeck A, et al. A new approach for the implementation of ergonomics in sonography to prevent work-related musculoskeletal disorders (ErgoSon). *Journal of Occupational Medicine and Toxicology*. 2025; 20(1):11.

<https://doi.org/10.1186/s12995-025-00457-6> [open access]

Abstract: BACKGROUND: A substantial body of research has documented a high prevalence of neck, shoulder, wrist, and back pain among sonography users. However, the specific postures that contribute to these complaints have scarcely been systematically investigated, to date. This proposed study offers a novel method to record users' body posture during sonography examinations kinematically and to survey the complaints of sonography users in various specialities. Using this data, well-founded ergonomic recommendations for the prevention of work-related musculoskeletal disorders (WRMSDs) will be developed. METHODS: A minimum of 38 study participants across two groups (19 beginners; 19 experienced) per speciality (head and neck sonography, abdominal sonography, cardiac sonography, musculoskeletal sonography, and obstetric/gynaecological sonography) will be assessed using kinematic whole-body (including finger movements) analysis based on inertial motion capture. Subsequently, ergonomic risk will be determined by integrating the quantitative data into the Rapid Upper Limb Assessment (RULA). Moreover, a questionnaire on musculoskeletal complaints and ergonomics in sonography will be used in certified sonography courses, ultrasound-based centres, and university teaching. The primary outcome measures of this proposed study include typical tasks based on joint angles and assessment using RULA scores. In addition, the prevalence of WRMSDs will be recorded. The Mann-Whitney-U test will be employed to calculate the differences between the two study groups in each speciality. In addition, inferential statistical comparisons will be conducted for continuous data using confidence bands; the statistical parametric mapping method will be employed here. The significance level will be set at $p = 0.05$. CONCLUSIONS: This article proposes a study (or series of studies) to describe the continuous ergonomic risk for typical tasks across different disciplines of sonography and to identify increased ergonomic risks. Such studies offer significant potential for preventing WRMSDs. The insights gained could inform the future design of prevention programmes and the development of recommendations for action, as well as teaching sonography users an ergonomically optimised way of working. The

results could suggest that ergonomics training is incorporated more thoroughly into ultrasound training curricula to minimise health risks for future users

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