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***Di Giuseppe G, Jetha A, Pechlivanoglou P, and Pole JD. Long-term dynamic financial impacts among adolescents and young adults with cancer: a longitudinal matched-cohort study. *Journal of Clinical Oncology*. 2025; [epub ahead of print].**

<https://doi.org/10.1200/JCO-24-02121>

Abstract: Purpose: Surviving cancer has significant financial implications for adolescents and young adults (AYAs). It is unclear how cancer affects AYA income over time compared with the general population, and how this differs by subtype. Methods: We performed a population-based retrospective matched-cohort study of AYAs age 15-39 years diagnosed from 1994 to 2013 in Canada's universal health care system. Survivors were 1-to-10 variable-ratio matched to cancer-free comparators in the year before diagnosis on birth year, sex, migration background, geography, family composition, and $\pm 5\%$ of income. Participants were followed until death, second cancer, loss to follow-up, 10 years after diagnosis, or December 31, 2015. The primary outcome was annual total income, inflation-adjusted to 2015 Canadian dollars (CAD). Doubly robust difference-in-difference analyses estimated relative and absolute income changes for survivors versus cancer-free peers. Analyses were conducted for cancer overall and stratified by subtype. Results: A total of 93,325 survivors with an average diagnosis age of 32.0 (standard deviation [SD], 4.9) years were matched to 765,240 cancer-free peers. Mean follow-up was 8.1 (SD, 2.9) years. Cancer led to an average loss of 5.3% (95% CI, 4.3% to 6.4%), or \$2,023 CAD (95% CI, \$1,706 to \$2,340), in total income. Losses varied by subtype, with CNS malignancies experiencing the largest reduction of 28.4% (95% CI, 23.9% to 32.6%). Hematologic, lung, GI, and breast cancer losses ranged from 7.7% to 16.8%. Income reductions were largest in the first 5 years after diagnosis. After 10 years, income losses ranged from 9% to 32% for survivors of hematologic and CNS malignancies. Conclusion: Cancer in AYAs leads to decreased income with varying magnitudes by subtype, with the largest burden in the first 5 years

after diagnosis. Policy interventions to mitigate income inequalities among survivors can ensure stable financial well-being throughout survivorship.

***Jetha A, Liao Q, Shahidi FV, Vu V, Biswas A, Smith B, et al. Machine learning and the labor market: a portrait of occupational and worker inequities in Canada. *Social Science & Medicine*. 2025; 381:118295.**

<https://doi.org/10.1016/j.socscimed.2025.118295> [open access]

Abstract: INTRODUCTION: Machine learning (ML), an artificial intelligence (AI) subfield, is increasingly used by Canadian workplaces. Concerningly, the impact of ML may be inequitable and contribute to social and health inequities in the working population. The aim of this study is to estimate the number of workers in occupations with high, medium, and low ML exposure and describe differences in exposure according to occupational and worker sociodemographic factors. METHODS: Canadian occupations were scored according to the extent to which they were made up of job tasks that could be performed by ML. Eight years of data from Canada's Labour Force Survey were pooled and the number of Canadians in occupations with high, medium, or low exposure to ML were estimated. The relationship between hourly wages, educational attainment, and job skill, training and experience requirements, and ML exposure was examined using multinomial models that were stratified by gender. RESULTS: Approximately 5.7 million Canadians are working in occupations characterized by high ML exposure. Women workers and workers with a college or bachelor's degree and in occupations with lower job skills requirements made up a greater proportion of workers in occupations with high ML exposure. Multinomial models indicated gender differences in the relationship between independent variables and ML exposure. Among men, higher educational attainment and hourly wages were associated with high occupational ML exposure. However, among women, higher educational attainment and hourly wages were associated with low occupational ML exposure. CONCLUSION: ML exposure is segmented according to occupational and worker sociodemographic characteristics and has the potential to widen inequities in the working population. ML may have a gendered effect and disproportionately impact certain groups of women when compared to men. We provide a critical evidence base to inform strategic responses that ensure inclusion in a working world where ML is commonplace

Agar A, Yeginoglu G, and Kiziltan B. The effect of ergonomics training given to office workers on musculoskeletal disorders and working postures. *International Journal of Occupational Safety & Ergonomics*. 2025; 31(2):460-467.

<https://doi.org/10.1080/10803548.2025.2457186>

Abstract: Objectives. This study aimed to determine the impact of ergonomics training given to office workers on their risk scores for musculoskeletal disorders (MSDs) and their working postures. Methods. The study was conducted in a university located in a province in the east of Turkey's Black Sea region, with a total of 60 office workers randomly assigned to two groups (30 in the experimental group, 30 in the control group). The results were analyzed using the Wilcoxon and Friedman tests. Results. After the training, there was a significant decrease ($p < 0.05$) in the average scores of rapid office strain assessment (ROSA), rapid upper limb assessment (RULA), and spine and upper extremity discomfort, whereas no significant change was found in lower extremity discomfort ($p > 0.05$). In pairwise comparisons, 1 week after the training there was a decrease in the average scores of ROSA and RULA compared to before the training ($p < 0.001$), and this trend was maintained in the RULA

score average after 12 weeks ($p < 0.001$), while it could not be maintained in the ROSA score average ($p > 0.05$). Conclusion. The ergonomics training intervention provided to the office employees was effective in improving their working postures and reducing MSDs, thereby creating awareness.

Bonney T, Madigan D, Espinosa-Ravi V, and Forst L. Applying the NIOSH worker well-being framework to migrant and seasonal farmworkers: insights from the literature. *American Journal of Industrial Medicine*. 2025; 68(7):573-587.

<https://doi.org/10.1002/ajim.23728> [open access]

Abstract: BACKGROUND: There is a growing appreciation of the importance of health and well-being and of the complex set of factors, within and outside the workplace, that interact to affect the well-being of workers. Migrant and seasonal farmworkers experience particular challenges, and measurement of factors that influence their health and well-being is important to the ethical sustainability of this critical workforce. METHODS: To examine the applicability of the NIOSH Worker Well-Being Framework to the health and well-being of farmworkers, we conducted a literature review to (1) explore the ways in which the domains, subdomains, and constructs of the framework are described in studies of farmworkers, and (2) identify additional constructs that are not described or not in alignment with the framework. RESULTS: Four reviewers used a thematic analysis approach to identify and summarize key areas of alignment and non-alignment of 163 included articles. We found alignment with the five framework domains and their sub-domains, though several are understudied or narrowly operationalized in studies of farmworkers. The vast majority of studies addressed contributors to poor health. We found five additional cross-cutting or unaligned themes (legal status, discrimination, exploitation, fear of retaliation, fear of deportation). CONCLUSIONS: External and work-related social factors are important to the well-being of the farmworker workforce. Contextual determinants of employment precarity, hazardous occupational and nonoccupational exposures, and social safety nets should be considered in comprehensive assessments of worker well-being. Other precarious and immigrant workforces may also require expansion of the NIOSH Worker Well-Being Framework

Chen YP, Hsu YS, Panaccio A, and Wang H. Leading the way to a safer workplace: what enables supervisors to be servant leaders and enhance subordinates' workplace safety behaviors? *Journal of Safety Research*. 2025; 93:31-43.

<https://doi.org/10.1016/j.jsr.2025.02.005> [open access]

Abstract: INTRODUCTION: Drawing on the Motivation-Ability-Opportunity (MAO) framework and social information processing (SIP) theory, we hypothesized that supervisors demonstrate the highest level of servant leadership when their prosocial motivation (motivation), perspective taking (ability), and perceived collaborative-based HR configuration (opportunity) are all high. Moreover, we also hypothesized that servant leadership plays an important channeling role that links the three-way interaction and subordinates' workplace safety behaviors. METHOD: We recruited 167 supervisor-subordinate dyads across high-risk and non-high-risk industries via LinkedIn and authors' professional networks. We then conducted hierarchical moderated regressions and SPSS Macro to test the proposed hypotheses. RESULTS: The three-way interaction of prosocial motivation, perspective taking, and collaborative-based HR configuration significantly predicted perceived servant leadership behaviors, which in turn enhanced subordinates' safety compliance and participation. CONCLUSIONS: In accordance with the MAO framework and SIP theory, a leadership system that simultaneously

comprises these three key elements is most conducive to the emergence of servant leadership, which in turn enhances subordinates' workplace safety behaviors. PRACTICAL APPLICATIONS: First, we recommend that organizations consider perspective taking and prosocial motivation as potential selection criteria for leadership or supervisory roles, to ensure that supervisors have the required capabilities to serve. Second, organizations could benefit from designing interventions to improve supervisors' perspective taking and prosocial motivation. Third, organizations could use team-based pay design (e.g., team-based incentives) to further enhance the influence of a collaborative-based HR configuration. Fourth, given that the more subordinates emulate supervisors' behaviors of putting others' first and self-transcendence, the more they demonstrate safety behaviors, organizational interventions that can increase the salience of supervisors' behaviors in the eyes of subordinates could be useful

Gevaert J, Mangot-Sala L, Almroth M, Badarin K, Elling DL, Jonsson E, et al. Precarious employment in self-employment: a typology and impact on cardiovascular health conditions in Sweden. *Social Science & Medicine*. 2025; 379:118182.

<https://doi.org/10.1016/j.socscimed.2025.118182> [open access]

Abstract: Background: Research on health in self-employment shows mixed findings, partly due to limited focus on heterogeneity within self-employment, physical health outcomes and reliance on self-reported, cross-sectional data. This study addresses these gaps by identifying self-employment types using the 'precarious employment framework' and examining their association with cardiovascular health conditions in Sweden. Methods: Using the Swedish Work, Illness, and Labour Market Participation (SWIP) cohort, we analyzed individuals born between 1948 and 1968, aged 40-60 in 2008, and living in Sweden in 2005. We identified a typology of precarious self-employment in 2008 (N = 281,251), with cardiovascular health conditions tracked between 2009 and 2020. Latent Class Analysis (LCA) was used to categorize self-employment based on six indicators of precarity: business type, prior unemployment, combined employment, number of employees, income, and income volatility. Cox proportional hazards models estimated the association between the self-employment types and cardiovascular health conditions (diagnoses for myocardial infarction and stroke) compared to waged employment, adjusting for covariates. Results: We identified four self-employment types: entrepreneurial employers, precarious solo self-employed, own-account combiners, and small traders. Precarious self-employment among 40-to-60-year-olds was associated with a higher risk of cardiovascular conditions later in life. The 'precarious employment framework' effectively captures the heterogeneity of self-employment and highlights its role as a social determinant of cardiovascular health. Conclusion: Our findings suggest that precarious self-employment is linked to increased cardiovascular risk. This underscores the importance of considering employment quality and heterogeneity in future research and public policies addressing self-employed populations.

Howcroft D, Banister E, Jarvis-King L, Rubery J, and Tavora I. Digitalisation and the remaking of the ideal worker. *Work, Employment and Society*. 2025; 39(3):703-726.

<https://doi.org/10.1177/09500170241301015> [open access]

Abstract: The ideal worker concept, typified by an unencumbered male, continues to influence workplace norms, despite a more gender-mixed workforce. This article examines whether this concept is being disrupted or reproduced as digitalisation becomes increasingly embedded in the workplace. Based on qualitative research in two professional services firms, the analysis shows how

the ideal worker themes of work prioritisation and presenteeism have been maintained but adapted. Significantly, the study reveals how the novel dimension of connectedness is reshaping the ideal worker norm as enhanced digitalisation becomes interwoven in social relations. This has modified informal expectations about how, when and where work is performed, altering work organisation. This reconfiguration may in principle broaden scope for conformity with the ideal worker model, but in practice the heightened intrusion of work demands on personal time and into domestic space potentially works against gender equality.

Kambarian Er, Butler PC, Cohen-Hatton SR, and Honey RC. Contrasting safety attitudes, behaviors and practices in US and UK firefighters. *Safety Science*. 2025; 189:106884.

<https://doi.org/10.1016/j.ssci.2025.106884> [open access]

Abstract: Firefighters across the world face hazardous work environments. While the incidents encountered by firefighters are broadly similar in the US and UK, the rate of line of duty deaths is much higher in the US than in the UK. Our research sought to characterize firefighting cultures (e.g., practices, behaviors, and attitudes) as one potential source of differences in line of duty deaths in the US and UK. 1123 incident commanders (442 from the US and 681 from the UK) completed a survey that examined five domains of incident command: Demographic and employment information; Characteristics of Fire Departments/Services; Experience, training and certification; Decision-making and practices; and Safety/Operational culture. The results revealed marked differences across these domains, with some confirming known differences in organizational structures and recruitment across US and UK, but others establishing differences in operational/safety culture, behaviors and practices that have the potential to contribute to firefighter and public safety.

Malta G, Traversini V, Kocak O, Goktas Y, Kucuk S, and Cannizzaro E. Enhancing occupational health literacy in the context of SDGs: evidence from Sicilian workers. *Public Health*. 2025; 244:105738.

<https://doi.org/10.1016/j.puhe.2025.105738> [open access]

Abstract: Objectives: This study aims to investigate the levels of Occupational Health Literacy (OHL) among workers in Sicilian companies and identify key predictors of elevated OHL. The research also seeks to highlight the role of OHL in promoting workplace health, reducing inequalities, and contributing to the Sustainable Development Goals (SDGs), particularly SDG 3 (Health and well-being) and SDG 4 (Quality education). Study design: A cross-sectional study was conducted over a three-month period, from September to December 2024, involving a sample of 796 workers from various Sicilian companies. Methods: Participants completed three validated questionnaires: the Occupational Health Literacy Scale (OHLs), the Work Productivity and Activity Impairment Questionnaire (WPAI-GH), and the EQ-5D for assessing quality of life. Logistic regression models were employed to analyze the data and identify predictors associated with elevated OHL levels. Results: Among the participants, 28.8 % demonstrated high levels of OHL, whereas 71.1 % exhibited insufficient levels. Key determinants of elevated OHL included age, gender, and education. Higher education was significantly associated with high OHL levels ($p < 0.001$). Conclusions: The study underscores the importance of targeted educational interventions to enhance OHL, thereby fostering workplace health and supporting the achievement of SDGs. These findings call for further research to address regional disparities and promote sustainable occupational health and safety practices.

McArthur R, Williams J, and Kneipp S. Workplace accommodations for low-wage workers: a scoping review. *Work*. 2025; 81(2):2444-2457.

<https://doi.org/10.1177/10519815241312597> [open access]

Abstract: Background Low-wage workers carry a disproportionate burden of chronic condition morbidity due to their overall socioeconomic disadvantage and the risks accrued from low-wage work environments. Studies show low-wage work is linked to more occupational hazards, higher physical demands, more stress, lack of access to health insurance coverage and paid sick leave, and poverty - all of which result in poorer health. Work accommodations are modifications in the workplace setting that can help minimize health-related work limitations, and in some countries, employers are required to make "reasonable accommodations," by law, for workers with chronic health conditions. Objective The purpose of this scoping review is to identify what is known about work accommodations for low-wage workers globally. Methods A systematic search of literature, using the PRISMA-ScR protocol, was conducted in PubMed, CINAHL, and Scopus databases through July 2024. Screening and data abstraction were performed by two independent reviewers. Studies that incorporated work accommodations as a variable and provided findings specific to low-wage workers were included. Results The search produced 473 citations; 14 met inclusion criteria. Health conditions represented were variable. Most studies used descriptive designs, and over half used a qualitative approach. Conclusion More studies are needed reflecting low-wage workers' requests for and receipt of work accommodations. Work accommodations may be an important target for intervention among populations with chronic health conditions towards reducing morbidity, work limitations, and health inequities

Nordander C, Hagberg M, Reierth E, and Nilsson T. Communication aspects of feedback from workers' health surveillance due to hand-arm vibration exposure: a scoping review. *Journal of Occupational Medicine and Toxicology*. 2025; 20(1):16.

<https://doi.org/10.1186/s12995-025-00463-8> [open access]

Abstract: Background The feedback of the surveillance results to the employee and the employer largely determines the impact of workers' health surveillance on workers' health and exposure. We are unaware of any guidebooks or articles on performing feedback on regulated workers' health surveillance, e.g., for vibration-exposed workers. Objectives To identify existing knowledge of the communication aspects related to workers' health surveillance feedback in hand-arm vibration exposure, considering the perspectives of employees, employers, and groups. Eligibility criteria We followed the extension for the Scoping Reviews (PRISMA-ScR) checklist. No time limits were set, so the databases were searched from their start (MEDLINE 1946 and EMBASE 1947) until the date of the full search (March 2024). Relevant information was extracted from 30 articles—none concerned hand-arm vibration but covered aspects of workers' health surveillance feedback. Sources of evidence Two authors screened all abstracts in random pairs. They were blinded to each other's results. The third author resolved conflicts. Inclusion criteria were full-text articles, humans, workers' health surveillance, and aspects of communication reporting results to the employee, the workplace, or a health surveillance system. Altogether, 1914 abstracts were screened, and 84 full-text articles were assessed, of which 54 were excluded as they did not fulfill the criteria. The final publications selected included 30 articles published between 1980 and 2023; two blinded authors extracted relevant information in random pairs. Results We found 16 of the included studies of longitudinal design, seven qualitative studies, four studies were cross-sectional, and three publications were reviews. The

studies reported on workers' health surveillance that addressed musculoskeletal disorders and pain (n=8), risk of cardiovascular disorders (n=4) or hearing disorder (n=3), workability and fitness for duty (n=3), mental health (n=2), allergy/ asthma (n=2), and cancer (n=1). Additionally, seven studies addressed a mixture of disorders and general health (n=7). Conclusions No publications addressed communication in workers' health surveillance due to hand-arm vibration exposure. However, we identified 30 studies addressing feedback from workers' health surveillance that were also relevant to workers' health surveillance due to hand-arm vibration exposure.

Patterson A and Williams A. Achieving a caregiver-friendly workplace standard for Canadian carer-workers: an ex ante evaluation of potential uptake. Evaluation and Program Planning. 2025; 111102582.

<https://doi.org/10.1016/j.evalprogplan.2025.102582> [open access]

Abstract: With the assistance of a Committee of experts, McMaster University partnered with the Canadian Standards Association (CSA) to develop the Caregiver Inclusive and Accommodating Organizations Standard (B701-17). The Standard provides workplace guidelines to better accommodate carer-workers through building carer-friendly workplace programs. A qualitative ex ante evaluation was undertaken to determine stakeholders' (n = 17) views regarding the significance and potential uptake of the Standard. This involved seeking feedback from stakeholders in various types of organizations across Canada, after they had read the draft Standard. Following transcription, interviews were thematically analyzed, resulting in four themes: (1) necessity; (2) impact of employer size; (3) motivators for implementation, and (4) use as an educational tool. Although initially in its early stages, the Standard now provides a key tool to improve accommodations for carer-workers.

Silver SR, Li J, and Saydah SH. Burden of selected chronic conditions among adults of prime working age (25-54) by 2022 self-reported COVID-19 and long COVID history compared to 2019 pre-pandemic baseline prevalence: behavioral risk factor surveillance system. American Journal of Industrial Medicine. 2025; 68(7):620-630.

<https://doi.org/10.1002/ajim.23735>

Abstract: INTRODUCTION: Prior research has observed increased risks for numerous chronic conditions among individuals with Long COVID. Chronic conditions have been associated with employment limitations and increased economic hardships. Data from the Behavioral Risk Factor Surveillance System (BRFSS) present an opportunity to examine changes by employment status in the prevalence of a range of chronic conditions between 2019 (pre-pandemic) and, in 2022, by self-reported COVID-19 or Long COVID. METHODS: We assessed the prevalence of chronic conditions in 2022 by employment status and self-reported COVID-19 and Long COVID history using data from BRFSS for adults of prime working age (25-54 years) who were employed for wages, self-employed, unemployed less than 1 year, unemployed 1 year or more, or unable to work. For each chronic condition (coronary heart disease and myocardial infarction [combined], stroke, ever and current asthma, chronic obstructive pulmonary disease, kidney disease, diabetes, and arthritis), we generated adjusted prevalence ratios (aPRs) comparing 2022 prevalence by COVID-19/Long COVID category to prevalences among respondents in that employment status before the pandemic (2019). RESULTS: The prevalence of both asthma and diabetes increased significantly between 2019 and 2022 among respondents in all included employment categories and COVID-19/Long COVID histories combined. Among employed respondents with Long COVID in 2022, aPRs using 2019 prevalence figures for all

employed respondents as a baseline for comparison had statistically significant elevations for every chronic condition assessed. CONCLUSIONS: The increased prevalence of a range of chronic conditions between 2019 and 2022 among adults with Long COVID may present a burden for individuals, the workplace, the healthcare system, and the economy. Additional research in a longitudinal context could better quantify these associations. Efforts to prevent, identify, and treat Long COVID can reduce this burden

Therrien CC, Ten Duis K, Banierink H, Trouwborst NM, de Vries JP, Ijpma FF, et al. What is the level of work and societal participation in patients with pelvic ring injuries? A two-year prospective cohort study. *Clinical Rehabilitation*. 2025; 39(6):808-818.

<https://doi.org/10.1177/02692155251333535> [open access]

Abstract: Objective To provide insight into the impact of pelvic ring injuries on patients' work and school activities and participation in society. Design Prospective-cohort study. Setting A level-1 trauma center in the Netherlands. Participants 195 patients with a pelvic ring injury. Main measures The work or school activities and participation in society domains of the World Health Organization Disability Assessment Score II (WHO-DAS II) were administered at admission (pre-injury score), 3 months, 6 months, 1 year and 2 years following the injury. Results Before the injury, the median scores were 80 for both work or school activities and participation in society. The scores 3 months after the injury were 40 and 60, respectively, but both improved to 75 after 2 years. The percentage of non-recovered patients decreased over time, from 45% to 35% for work or school activities and from 34% to 18% for participation in society between 6 months and 2 years. At work or school, patients struggled to complete daily tasks and important activities as efficiently and effectively as needed. Regarding participation in society, patients struggled with the amount of time spent managing their injuries, joining community activities, and doing things for relaxation. No relationships between patients or injury characteristics and recovery were identified one year following the injury. Conclusions Pelvic ring injuries greatly impact patients' work or school activities and participation in society. However, these domains greatly improve within the first two years, with many individuals regaining their pre-injury capabilities. Still, some continue to experience long-term difficulties in participation

Voss M, Rusch S, Homa-Bonell J, Hanson A, Muckom N, Romdenne T, et al. Psychological status and work rehabilitation program outcomes. *OTJR*. 2025; [epub ahead of print].

<https://doi.org/10.1177/15394492251345782>

Abstract: Injuries occurring at work can have consequences exceeding the physical impairments including an impact on one's mental health. This retrospective cohort study aimed to determine whether components of mental health correlate to outcomes of a work rehabilitation program. The sample included 355 participants treated between 2017 and 2020 at Aurora BayCare Medical Center in Green Bay, Wisconsin. The OSPRO Yellow Flag Assessment Tool, Beck's Depression Inventory, the Patient Health Questionnaire-2, Pain Anxiety Symptoms Scale, and the Tampa Scale of Kinesiophobia were administered to patients in the work rehabilitation program. The assessments indicated a weak positive correlation between the varying psychological factors assessed and the duration of stay within the work rehabilitation program and a weak negative correlation between the percentage of job demands met at discharge. A patient's psychological status was found to be associated with outcomes with a work rehabilitation program

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