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

Shadaan R. "It's a mixture of emotions": nail technicians' visual storytelling of work and health.*Qualitative Research in Medicine & Healthcare. 2025; 9(1):100003.**<https://doi.org/10.1016/j.qrmh.2025.100003> [open access]

Abstract: Nail technicians are artists and storytellers. Adapting the arts-based health research (ABHR) methodology of body-map storytelling (Gastaldo et al., 2018) and in partnership with the Parkdale Queen West Community Health Centre, 19 Toronto-based nail technicians of varying levels of expertise visualized their reflections on their work and health on life-sized body-maps. Rather than a harm-centered narrative common to some occupational health work, their embodied and experiential knowledges center joys, strengths, pains, stressors, supports, and hopes. Participants' narratives highlight multiple layers of emotion-in the framing of their work experiences, in their labor as beauty service workers, and in their body-map creation processes. In addition, body-maps have the potential to evoke empathy in audiences and observers. Nail technicians' stories extend narratives of health and wellbeing beyond the worksite, as their work conditions and experiences are consequential to other aspects of their lives, such as their social health. As a counter-hegemonic, justice-oriented, and community-generated approach, body-map storytelling and related ABHR approaches can upend knowledge hierarchies, centering the perspectives-and, particularly, emotional knowledges-of nail technicians from racialized, newcomer, and immigrant communities.

Amin R, Bjorkenstam E, Helgesson M, and Mittendorfer-Rutz E. Trajectories of work disability and unemployment before and after a common mental disorder diagnosis among young private sector employees in Sweden: a register-based longitudinal study. *Social Psychiatry and Psychiatric Epidemiology*. 2025; 60(6):1421-1435.

<https://doi.org/10.1007/s00127-024-02777-0> [open access]

Abstract: Purpose: To identify trajectory groups of work disability (WD), including sick leave and disability pension, and unemployment three years before and six years (from Y-3 to Y + 6) after a common mental disorder (CMD) diagnosis and to investigate associations of socio-demographic, work-related and clinical factors with trajectory membership. Methods: A longitudinal nationwide register-based study was conducted including individuals aged 22-29 years, gainfully employed in the private sector, with a CMD diagnosis in specialised healthcare or prescribed antidepressant (N = 12,121) in 2014 (Year 0/Y0), with follow-up from Y-3 to Y + 6. Group-based trajectory analyses identified groups of individuals who followed similar trajectories of months of WD and unemployment, respectively. Multinomial logistic regression determined associations between socio-demographic, work-related and clinical factors and trajectory membership. Results: In the CMD group, we identified three trajectory groups, each for WD and unemployment. Only 7% individuals belonged to a 'Fluctuant high' trajectory group with four months of WD in Y0, which peaked at 7 months in Y + 3 and reduced to 5 months in Y + 6. For unemployment, 15% belonged to an 'Increasing medium' trajectory group that steadily increased from 1.3 months in Y0 to 2.6 months in Y + 6. Sex, educational level and musculoskeletal disorders for WD, and educational level, living area and occupational class for unemployment, influentially determined the variance across the CMD trajectory groups. Conclusions: Specific vulnerable groups regarding unfavourable WD (women, low education and musculoskeletal disorders) and unemployment (manual work, low education and rural residence) trajectories require special attention regarding their return-to-work process following a CMD diagnosis.

Basten M, van Tuijl LA, Pan KY, Hoogendoorn AW, Lamers F, Ranchor AV, et al. Estimating additive interaction in 2-stage individual participant data meta-analysis. *American Journal of Epidemiology*. 2025; 194(6):1661-1667.

<https://doi.org/10.1093/aje/kwae325>

Abstract: Individual participant data (IPD) meta-analysis provides important opportunities to study interaction and effect modification for which individual studies often lack power. While previous meta-analyses have commonly focused on multiplicative interaction, additive interaction holds greater relevance for public health and may in certain contexts better reflect biological interaction. Methodological literature on interaction in IPD meta-analysis does not cover additive interaction for models including binary or time-to-event outcomes. We aimed to describe how the Relative Excess Risk due to Interaction (RERI) and other measures of additive interaction or effect modification can be validly estimated within 2-stage IPD meta-analysis. First, we explain why direct pooling of study-level RERI estimates may lead to invalid results. Next, we propose a 3-step procedure to estimate additive interaction: (1) estimate effects of both exposures and their product term on the outcome within each individual study; (2) pool study-specific estimates using multivariate meta-analysis; (3) estimate an overall RERI and 95% confidence interval based on the pooled effect estimates. We illustrate this procedure by investigating interaction between depression and smoking and risk of smoking-related

cancers using data from the PSYchosocial factors and Cancer (PSY-CA) consortium. We discuss implications of this procedure, including the application in meta-analysis based on published data

Chan F, Iwanaga K, Tansey Timothy N, Ditchman N, Wehman P, Wu JR, et al. Assessing evidence-based disability inclusion policy and practices to promote employment of people with disabilities in the workplace: scale development and validation. *Rehabilitation Counseling Bulletin*. 2025; 68(4):236-248.

<https://doi.org/10.1177/00343552241268757>

Corneau ME and Lauzier M. Effectiveness of workplace lateral violence training for healthcare workers: a scoping review. *Safety and Health at Work*. 2025; 16(2):127-133.

<https://doi.org/10.1016/j.shaw.2025.03.002> [open access]

Abstract: Violence is common in healthcare settings. Several studies have highlighted the prevalence of lateral violence (i.e. violence between colleagues) among healthcare workers. For healthcare organizations, the preferred solution is often to provide workplace training to reduce such violence. However, few studies have evaluated the effectiveness of such training. This scoping review of 19 studies reveals several findings. The main conclusions are that these studies are limited in their ability to provide a clear answer as to the effectiveness of this type of training, given the small number of studies on the subject, their great heterogeneity and their shortcomings on several levels (i.e. conceptual, methodological, and evaluative). The absence of criteria to evaluate the learning transfer that may result from such training is an important shortcoming. In light of these observations, avenues are proposed to guide future research

Dannheim I, Ludwig-Walz H, Kirsch H, Bujard M, Buyken AE, Richardson KM, et al. Effectiveness of leader-targeted stress management interventions: a systematic review and meta-analysis. *Scandinavian Journal of Work, Environment & Health*. 2025; 51(4):265-281.

<https://doi.org/10.5271/sjweh.4219> [open access]

Abstract: OBJECTIVE: Based on the well-documented role of supervisors` in fostering healthy workplaces and managing the impact of work-related stress, the aim of this study was to determine the effectiveness of leader-targeted stress management interventions (SMI) on their psychological stress, mindfulness, mental health, and work- and leadership-related outcomes. METHODS: Eligible studies, including randomized controlled trials or controlled before-after studies, examining the effects of leader-targeted SMI on supervisors` psychological stress, mindfulness, mental health, and work- and leadership-related outcomes, were identified in four electronic databases and supplemented by manual search strategies. Screening for eligibility, data extraction, risk of bias assessment, and certainty of evidence grading, following PRISMA guidelines and Cochrane Handbook recommendations, were done in duplicate. Data were pooled in random effects models to synthesize g-scores. Sensitivity and moderator analyses were used to assess the robustness of the results and explore potential sources of heterogeneity. RESULTS: The 25 studies (N=2466 participants) meeting the full inclusion criteria varied widely in population characteristics, intervention types, duration, delivery methods, and examined outcomes. The overall intervention effect was $g=0.13$ [95% confidence interval (CI) -0.24- -0.01] after excluding outliers. Significant intervention effects were found for mental health [$g=-0.38$ (95% CI -0.69- -0.08)] and, after excluding influential cases, work- [$g=-0.32$ (95% CI -0.63- -0.00)] and leadership-related outcomes [$g=-0.23$ (95% CI -0.44- -0.02)].

CONCLUSION: Our meta-analysis suggests that leader-targeted SMI can be an effective approach for promoting occupational health

Fonseca-Rodriguez O, Tobjork E, Jerndal H, Eriksson M, and Fors Connolly AM. Occupational-related risk of testing SARS-CoV-2 positive for publicly employed medical doctors in Sweden: a nationwide cohort study. *Scandinavian Journal of Public Health*. 2025; 53(5):498-507.

<https://doi.org/10.1177/14034948241304487> [open access]

Abstract: AIMS: Doctors have an increased risk of SARS-CoV-2 infection caused by exposure to contagious patients. We aimed to identify which clinical specialities among medical doctors had the highest occupation-related risk of testing positive for SARS-CoV-2, utilizing data for all publicly employed medical doctors in Sweden. METHODS: Data regarding positive SARS-CoV-2 test results and employment for publicly employed doctors in Sweden were divided into three observation periods: 1) 1 February to 31 December 2020, 2) 1 January to 30 June 2021 and 3) 1 July 2021 to 31 March 2022. Individuals were stratified according to occupation clinic and compared with clinical occupations with little to no patient contact. The risk of testing positive for SARS-CoV-2 was estimated using Cox proportional hazards regression, with sex, age and vaccination status as covariates. RESULTS: The study cohort included all publicly employed doctors in Sweden: 35,028 individuals. In the first period, Infectious Disease doctors had the highest incidence of SARS-CoV-2 positive tests, with an incidence of 20.2 %, compared with 8.7 % in the reference group, and an adjusted hazard ratio of 2.5 (95% confidence interval 2.02-3.04), which decreased during period 2-3. Doctors in Geriatric Medicine had an elevated risk throughout the whole study period. CONCLUSIONS: Our study shows an association between working in a speciality that involves caring for contagious COVID-19 patients, which raises concerns about infection control measures and routines being insufficient to prevent occupational infection in future pandemics

Houdmont J. Health and Safety Executive Management Standards: associations with operational effectiveness in policing. *Occupational Medicine*. 2025; 75(2):137-142.

<https://doi.org/10.1093/occmed/kqaf018> [open access]

Abstract: Background: The United Kingdom (UK) Health and Safety Executive's Management Standards encompass a set of aspirational quality standards and a risk management methodology pertaining to psychosocial working conditions. Two decades since their introduction, implementation of the Management Standards or equivalent approaches remains far from universal across UK organizations. This may be due, in part, to a paucity of evidence concerning their operational effectiveness benefits. Aims: This study aimed to generate evidence on the business benefits of the Management Standards by examining associations between achievement of the good practice quality standards and indices of operational effectiveness. Methods: Police custody sergeants (N = 1493) completed the Management Standards Indicator Tool that assesses the extent to which the quality standards are met, plus measures of operational effectiveness (job performance, attendance behaviours, intention to leave). Logistic regression was used to examine associations between achievement of the quality standards and operational effectiveness. Results: The proportion of respondents reporting fulfilment of the quality standards in their workplace ranged from 3% (change) to 65% (role). Achievement of the quality standards was variously associated with elevated odds for the concurrent presence of desirable states of operational effectiveness. Conclusions: These findings point to the operational effectiveness benefits of a preventative approach to the management of

workplace psychosocial risk and may encourage organizations to adopt the Management Standards or an equivalent approach to fulfil their legal duty in respect to psychosocial risk management.

Howe E, Czarnuch S, Ricciardelli R, and Leduc N. Exploring Canadian public safety communicator mental health help-seeking behaviors. *New Solutions*. 2025; 35(2):137-148.

<https://doi.org/10.1177/10482911251326648> [open access]

Abstract: Public safety communicators are the first line of support for members of the public-facing emergency situations. Consequently, communicators are exposed to potentially psychologically traumatic events (PPTe) which are associated with an increase in the prevalence of mental health concerns. For communicators, PPTe exposure and the subsequent negative mental health consequences are exacerbated by low engagement in mental health help-seeking behavior. We surveyed (n = 361) Canadian public safety communicators, asking "What do you think stops people from getting help for their mental health" to identify, contextualize, and provide considerations about contributors to the lack of mental health help-seeking among communicators. Emergent theme analysis reveals 7 factors that circumvent help-seeking: access barriers; self-denial; consequences of seeking help; lack of knowledge; personal feelings; stigma and culture; and support. Discovering hindrances to help-seeking identifies how factors contribute to communications employee wellness and supports the creation of effective interventions and policy implementations to support communicator mental health.

Kinitz DJ, Ross LE, MacEachen E, and Gesink D. 'How can you worry about employment and survival at the same time?': employment and mental health among precariously employed cisgender and transgender sexual minority adult men in Toronto, Canada. *Culture, Health & Sexuality*. 2025; 27(7):884-899.

<https://doi.org/10.1080/13691058.2024.2408349>

Abstract: This study addresses a gap in the labour market and occupational health literatures among sexual and gender minority workers by exploring the relationship between precarious employment and mental health through a political economy framework. Narratives from 20 cisgender and transgender sexual minority men were analysed to uncover the production of employment and mental health inequities. Results are presented temporally, including employment readiness, looking for work, and on the job, illuminating the social and structural processes that underly participants' stories of precarious employment and mental health. A cyclical pattern was identified whereby participants' mental ill-health resulted in separation from the labour market and increased employment precarity that subsequently further impacted their mental health. Interventions and programmes must consider multipronged approaches that address all aspects of this syndemic, including social stigma and discrimination towards sexual and gender minority people and improved access to stable employment, mental healthcare, and adequate social welfare systems

Martinez-Tur V, Yolanda E, Ines T, Carolina M, and Esther G. Effects of customized employment on individuals with intellectual and developmental disabilities: a randomized controlled trial in Spain. *Journal of Vocational Rehabilitation*. 2025; 63(1):28-42.

<https://doi.org/10.1177/10522263251337556>

Messing K and Dautel JP. Is sitting really the new smoking? Health of North American workers exposed to prolonged static standing. *New Solutions*. 2025; 35(2):125-136.

<https://doi.org/10.1177/10482911251324524> [open access]

Abstract: In Canada and the United States, many low-paid service providers are required to work long hours in a static standing posture. Women, young people, and low-paid workers are significantly more likely to report standing without moving at work. Prolonged sitting has received negative publicity, being associated with low caloric expenditure and, in some studies, with heart disease. Standing is often recommended, with static standing often conflated with walking. But prolonged standing has been associated with pain in the lower limbs and back, varicose veins, damage to arteries, heart disease, and problem pregnancies. Many US and Canadian jurisdictions such as the province of Quebec, Canada, include mandatory provision of seats in their occupational health regulations. Despite these regulations and subsequent jurisprudence, few cashiers, receptionists, or retail sales staff in these two countries can access seats at work. This article suggests some reasons for the lack of enforcement, describes efforts to transform this situation, and critically examines approaches to legislation, inspection, and intervention

Onder S, Onder M, and Kundak E. Evaluation of psychosocial hazards and their effects on safety culture in mining with structural equation modeling. *International Journal of Occupational Safety & Ergonomics*. 2025; 31(2):345-353.

<https://doi.org/10.1080/10803548.2024.2374176>

Abstract: Objectives. Psychosocial hazards causing stress in the workplace are one of the sources of danger to be considered in risk assessment. In this study, to determine the exposure of employees to psychosocial hazards, a questionnaire was created with occupational health and safety (OHS) professionals and psychiatrists based on the work created by the World Health Organization (WHO) and the International Labour Organization (ILO) on work stress. Methods. The questionnaire was applied to 306 mining workers and the interaction levels of psychosocial hazards were evaluated using structural equation modeling (SEM). Results. The psychosocial hazard assessment scale (PHAS) was developed and used to investigate the effects of other factors on the safety culture of employees. Conclusion. The study determined that employees who are worried about being unemployed reflect their social problems in work life and have difficulty in following OHS rules. Employees who have a clear role in a company with a developed organizational culture have a better safety culture. The study also determined that employees working in workplaces where the management looks positively toward OHS improvements try to act in accordance with the OHS rules

Roth L and Klehe UC. The enemy within one's own ranks: meta-analysis on the effects of psychopathy on workplace-related behavior. *Journal of Applied Psychology*. 2025; 110(7):906-929.

<https://doi.org/10.1037/apl0001248>

Abstract: Despite the large and growing number of studies on psychopathy in the workplace, the field lacks a comprehensive understanding of the link between psychopathy and core workplace-related behaviors. Basing assumptions on social exchange theory, the purpose of this meta-analytic review ($k = 166$; $N = 49,350$) is (a) to test the relationship of psychopathy with task performance, organizational citizenship behavior, and counterproductive work behavior, (b) to differentiate the relationships of primary versus secondary psychopathy with these behaviors, and (c) to test for relevant moderating influences by actor- and target-/exchange-partner factors. In contrast to earlier significant but weak

meta-analytic findings (O'Boyle et al., 2012), both meta-analytic overall effects and meta-analytic structural equation modeling suggest that psychopathy substantially reduces task performance and organizational citizenship behavior and enhances counterproductive work behavior. Compared to primary psychopathy, effects were mostly more pronounced for secondary psychopathy. Besides methodological factors, moderator analyses revealed relationships to vary by actor (age, organizational tenure, hierarchical level) but not by target. Together, these findings point toward new and relevant directions for future research on the effects of psychopathy in the workplace. (PsycInfo Database Record (c) 2025 APA, all rights reserved)

Svanstrom J, Skytt B, Lindberg M, and Lindberg M. Expanded span of control, leadership and management performance, work-related stress, and job satisfaction among first-line managers: a repeated cross-sectional study. *Work*. 2025; 81(3):2952-2963.

<https://doi.org/10.1177/10519815251326470> [open access]

Abstract: Background First-line healthcare managers navigate complex organizational demands to ensure a good work environment and quality care. Key factors such as expanded span of control, leadership and management performance, and work-related stress significantly influence their job satisfaction. However, how these factors evolve over time in organizational settings remains unclear. Objective To examine expanded span of control, leadership and management performance, work-related stress, and job satisfaction among first-line healthcare managers and assess whether the relationships between these variables remained stable over time. Methods A repeated cross-sectional design was used to collect annual data from 2020 to 2023 among first-line managers in a Swedish healthcare organization. The Ottawa Hospital Span of Control tool, the Leadership and Management Inventory, the Health & Safety Executive stress tool, and a single-item job satisfaction measure were used to collect data. Kruskal-Wallis tests and Spearman correlation analysis were performed. Results An expanded span of control negatively impacted job satisfaction in certain years. Leadership and management performance showed a positive but inconsistent association with job satisfaction. Factors in work-related stress, particularly high demands and strained relationships, consistently had a negative relationship with job satisfaction, whereas control and support positively contributed to greater job satisfaction. Conclusions Work-related stress, driven by high demands and poor relationships, significantly decreases job satisfaction. Leadership and management performance influence satisfaction, but inconsistently. Reducing workload and improving support structures can enhance job satisfaction and managerial effectiveness

Yun B, Park H, Oh J, Sim J, Lee J, and Yoon JH. The impact of employment stability on all-cause mortality among young workers. *Occupational Medicine*. 2025; 75(2):128-136.

<https://doi.org/10.1093/occmed/kqaf015>

Abstract: BACKGROUND: Employment status significantly affects individuals' well-being and health outcomes. Positive transitions, such as moving from unemployment to employment, can improve job satisfaction and social standing, while negative transitions, such as unemployment, have been associated with adverse health outcomes. AIMS: To assess the impact of employment stability on health outcomes among young workers. METHODS: We conducted a retrospective cohort study using data from the Korean National Health Insurance Service database. The study included 4 031 249 individuals aged 25-44 years who underwent health check-ups between 2009 and 2010. Employment stability was categorized into two groups: stable employment and unstable employment. Adjusted

hazard ratios (HRs) and 95% confidence intervals (CIs) were estimated using multivariable Cox proportional hazard models to evaluate the impact of employment stability on the risk of all-cause mortality. **RESULTS:** Unstable employment significantly increased the risk of all-cause mortality in both men and women compared with the stable employment group. The HRs were 1.80 (95% CI: 1.74-1.86) for men and 1.58 (95% CI: 1.49-1.68) for women. The impact was most pronounced among individuals aged 40-44 years, those in higher-income subgroups, and those with diabetes, highlighting these groups as particularly vulnerable to the effects of unstable employment. **CONCLUSIONS:** This study highlights the impact of employment stability on all-cause mortality, focusing on gender differences, young workers and social role theory

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