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

***Rosenbloom BN, Di Renna T, Nella A, Leonardi M, Tiong M, Lee S, et al. Screening for endometriosis: a scoping review of screening measures that could support early diagnosis. *BMC Women's Health*. 2025; 25(1):353.**

<https://doi.org/10.1186/s12905-025-03866-1> [open access]

Abstract: Background Endometriosis is prevalent in approximately 6–10% of all women of reproductive age and is associated with pelvic pain, heavy menstrual bleeding, infertility, and pain during intercourse. Despite reporting symptoms, women wait around 11 years before receiving a diagnosis, further interfering with their mental and physical health. Patient reported screening measures can promote faster diagnosis, however their measurement quality remains unknown. Our objective was to identify and assess the measurement properties of endometriosis screening tools in a clinical setting. **Methods** We searched Medline, Embase, and CINAHL from January 2010 until February 15th, 2024, as well as the reference list of all included studies. Two reviewers independently assessed eligibility at all stages of the review. Study quality was assessed with a modified COSMIN framework and spotlight system in which the measurement properties of each Patient Reported Outcome Measure (PROM) were ranked and scored as positive (green), negative (red), or unknown (yellow). **Results** Of the 6082 studies that were collected, 24 were assessed for eligibility and eleven PROMs met our inclusion criteria and had their data extracted. A majority of the included studies assessed very few measurement properties (e.g., measurement error, structural validity, construct validity or responsiveness, etc...) of the PROM, leaving their quality unknown. The ENDOPAIN-4D received a positive rating in six out of ten measurement properties, ranking highest among the included studies. A Machine Learning Algorithm (MLA) developed by Bendifallah et al. (2022) also received good content and criterion validity, however required both patient report and clinical indicators. **Conclusion** Of the included PROMs, the ENDOPAIN-4D was found to be the highest

quality and could be adopted for a primary care setting. While the MLA could be used in a tertiary or specialist care setting reliance on more advanced data. However, like most studies included, the scope of its application is limited due to the potential homogeneity of ethnicity, gender, and socioeconomic status of the sample.

Benton JS, Lee CL, Long HA, Sugavanam T, Holmes L, Keane A, et al. Shift workers' experiences and views of sleep disturbance, fatigue and healthy behaviors: a systematic review and qualitative evidence synthesis. *Scandinavian Journal of Work, Environment & Health*. 2025; 51(4):282-297.

<https://doi.org/10.5271/sjweh.4223> [open access]

Abstract: OBJECTIVE: Shift work is common across most societies but poses significant risks to the health of shift workers. In part, this risk is due to the disruption of healthy sleep-wake schedules. This systematic review identified qualitative research on shift workers' experiences of sleep disturbance, fatigue and healthy behaviors. METHODS: We conducted a systematic search of four databases (CINAHL, EMBASE, MEDLINE, PsycINFO) and identified 28 eligible studies involving 1519 participants. We appraised the studies using an adapted Critical Appraisal Skills Programme (CASP) checklist, and confidence in the review findings was formally assessed using the Grading of Recommendations Assessment, Development and Evaluation-Confidence in the Evidence from Reviews of Qualitative research (GRADE-CERQual) approach. Data were thematically synthesized. RESULTS: Three analytical themes were generated. 'Inevitability of fatigue and tiredness' outlines how shift workers experience a culture where they feel "peer pressure to soldier through" their shifts regardless of fatigue. 'Balancing sleep needs with competing responsibilities' highlights how shift workers struggle to balance the need for daytime sleep with family, leisure, and work responsibilities, often prioritizing family needs over their own sleep. 'Obstacles to engaging in healthy behaviors' describes how shift workers often know which actions would benefit their health and reduce fatigue but find it challenging to translate this knowledge into behavior due to fatiguing and stressful work environments. For the purposes of the GRADE-CERQual assessment, short summary statements were developed to describe 22 review findings: there was moderate or high confidence in all but one of these findings. CONCLUSION: This review suggests that sleep education alone is unlikely to be effective. Interventions should focus on helping shift workers self-regulate their behaviors, thoughts, and emotions to better manage sleep and fatigue

Descatha A, Dousseau H, Pitet S, Magnolini F, McMillan N, Mangelsdorf N, et al. Work exposome and related disorders of firefighters: an overview of systematized reviews. *Safety and Health at Work*. 2025; 16(2):145-155.

<https://doi.org/10.1016/j.shaw.2025.04.003> [open access]

Abstract: INTRODUCTION: Firefighters experience many exposures associated with negative health outcomes. Because of this, there are many studies on the subject. Our objective here was to conduct an umbrella review of systematized reviews to identify firefighting activities and related exposures associated with negative health outcomes. METHODS: A comprehensive search of the PubMed, Web of Science, and Scopus (Health) was conducted using all firefighter systematized reviews. We extracted the country and date of the review, type of firefighter, types of exposure, and related health outcomes. Risk of bias was based on AMSTAR-2 checklist. RESULTS: In 1130 studies, 47 systematized reviews were included, mostly in the last 5 years and from North America and Australia. The topics were diverse, ranging from general aspects to specific exposures, such as polycyclic

aromatic hydrocarbons, wildland fires, organizational, traumatic, or psychological stress exposure, and from prevention or surveillance to specific health effects (e.g., cancer, mental health, musculoskeletal disorders, cardiovascular, and pulmonary health, etc.). The risk of bias assessment using the selection grid shows a significant heterogeneity, though some studies were of very high quality. DISCUSSION: This umbrella review provides a comprehensive description of systematized reviews describing populations of firefighters, including information on exposure, health outcomes, and illness/injury prevention

Downing BC, Welton NJ, Pedder H, Mavranouzouli I, Megnin-Viggars O, and Ades AE. Synthesis of depression outcomes reported on different scales: a comparison of methods for modelling mean differences. *Research Synthesis Methods*. 2025; 16(3):460-478.

<https://doi.org/10.1017/rsm.2025.7> [open access]

Abstract: Several methods have been proposed for the synthesis of continuous outcomes reported on different scales, including the Standardised Mean Difference (SMD) and the Ratio of Means (RoM). SMDs can be formed by dividing the study mean treatment effect either by a study-specific (Study-SMD) or a scale-specific (Scale-SMD) standard deviation (SD). We compared the performance of RoM to the different standardisation methods with and without meta-regression (MR) on baseline severity, in a Bayesian network meta-analysis (NMA) of 14 treatments for depression, reported on five different scales. There was substantial between-study variation in the SDs reported on the same scale. Based on the Deviance Information Criterion, RoM was preferred as having better model fit than the SMD models. Model fit for SMD models was not improved with meta-regression. Percentage shrinkage was used as a scale-independent measure with higher % shrinkage indicating lower heterogeneity. Heterogeneity was lowest for RoM (20.5% shrinkage), then Scale-SMD (18.2% shrinkage), and highest for Study-SMD (16.7% shrinkage). Model choice impacted which treatment was estimated to be most effective. However, all models picked out the same three highest-ranked treatments using the GRADE criteria. Alongside other indicators, higher shrinkage of RoM models suggests that treatments for depression act multiplicatively rather than additively. Further research is needed to determine whether these findings extend to Patient- and Clinician-Reported Outcomes used in other application areas. Where treatment effects are additive, we recommend using Scale-SMD for standardisation to avoid the additional heterogeneity introduced by Study-SMD

Fouquet N, Menard C, Fadel M, Bodin J, and Roquelaure Y. Onset of low back pain and teleworking conditions during lockdown in France: a structural equation modelling approach. *Annals of Work Exposures and Health*. 2025; 69(5):531-543.

<https://doi.org/10.1093/annweh/wxaf007> [open access]

Abstract: BACKGROUND: Following the health restrictions related to the COVID-19 pandemic, about a third of French workers experienced mandatory teleworking during the lockdowns. The objective of this study is to examine the complex relationships between teleworking conditions, depressive symptomatology, and the onset of low back pain (LBP) during France's third lockdown in spring 2021. METHODS: Based on the online CoviPrev survey, 466 workers from the French general population who teleworked at least one day a week during lockdown and were free of LBP at the start of lockdown were included in this study. A conceptual model was developed in which relationships between teleworking conditions, depressive symptomatology, and the onset of LBP were assumed. Structural equation modelling was used to test the model. RESULTS: The model showed that

teleworking conditions (both material conditions of teleworking and the amount of telework) have a substantial direct and indirect impact on the onset of LBP. The theoretical model proposed 2 pathways for the effect of the teleworking conditions on the onset of LBP: a direct pathway, of a biomechanical nature, and an indirect pathway, mediated by satisfaction with teleworking conditions and depressive symptoms. CONCLUSIONS: This study suggests that there are complex relationships between teleworking conditions, depressive symptomatology, and the onset of LBP, which are essential to characterize to better understand the chain of determinants for the onset of LBP. They also highlight the importance of good working conditions to reduce the impact of teleworking on health, including the prevention of sedentary behaviours

Hansen NB, Andersen LL, Moller SR, Elklit A, and Pihl-Thingvad J. Exposure to critical incidents at work and development of posttraumatic stress among police officers: a 2-year prospective cohort study. *European Journal of Work and Organizational Psychology*. 2025; 34(4):451-473.

<https://doi.org/10.1080/1359432X.2025.2509679> [open access]

Abstract: Although post-traumatic stress disorder (PTSD) is a well-known risk for police officers, the understanding of underlying mechanisms is incomplete. This study aims to evaluate the cumulative burden model of PTSD development in 2,823 police officers. Using questionnaires, initially distributed in March 2021, with subsequent collections in 2022 and 2023 and shorter quarterly assessments, the association between the frequency of critical incident exposure and the development of PTSD symptoms is investigated. Additionally, the association between different levels of exposure within a year and the severity of PTSD symptoms is assessed as well as the risk of new incidents reaching threshold levels for PTSD based on the guidelines of the International Trauma Questionnaire. At the 24-month follow-up, 4.9% of the police officers had developed critical PTSD symptoms. The results reveal an exposure-response association between critical incidents and the development of PTSD with the risk of PTSD increasing in more exposed groups of officers. The cumulative burden model was supported but also nuanced, and prevention of PTSD development in police work and similar emergency occupations should focus on the strain of repeated exposure to critical incidents at work and not only reactions following single catastrophic incidents.

Inoue A, Eguchi H, Kachi Y, and Tsutsumi A. Moderating effect of psychosocial safety climate on the association of job demands and job resources with psychological distress among Japanese employees: a cross-sectional study. *Safety and Health at Work*. 2025; 16(2):213-219.

<https://doi.org/10.1016/j.shaw.2025.02.001> [open access]

Abstract: Background: We examined the moderating (buffering or amplifying) effect of psychosocial safety climate (PSC) on the association of job demands (psychological demands) and job resources (job control, supervisor support, coworker support, and extrinsic reward) with psychological distress among Japanese employees. Methods: A self-report web-based questionnaire was administered to 2,200 employees (1,100 men and 1,100 women) registered with a Japanese private online survey company. The questionnaire included scales on job demands and job resources (the Job Content Questionnaire and the short-form Effort-Reward Imbalance Questionnaire), PSC (the 12-item PSC scale), and psychological distress (the K6 scale) and items on participants' demographic and occupational characteristics (age, gender, education, occupation, work form, and working hours per week). Hierarchical multiple regression analyses were performed using psychological distress as a dependent variable. Interaction terms of job demands and job resources with PSC were included.

Results: There was a significant interaction effect of psychological demands with PSC on psychological distress ($\beta = -0.053$, $p = 0.008$), adjusted for demographic and occupational characteristics. Post hoc simple slope analysis showed that the simple slope of psychological demands was lesser at higher levels of PSC (1 standard deviation above the mean) ($\beta = 0.101$, $p < 0.001$) than at lower levels (1 standard deviation below the mean) ($\beta = 0.199$, $p < 0.001$). No significant interactions were observed between job resources and PSC. Conclusion: Our findings suggest that PSC buffers the positive association of psychological demands with psychological distress.

Kim SY, Yang MY, Salo S, Sund R, Sirola J, Kroger H, et al. Occupational risk factors for lumbar spinal stenosis: a systematic review. Occupational Medicine. 2025; 75(2):91-98.

<https://doi.org/10.1093/occmed/kqaf005>

Abstract: BACKGROUND: Lumbar spinal stenosis (LSS) is a clinical condition characterized by constriction of the nerve-carrying pathways of the intervertebral foramen and spinal canal. However, research examining the relationship between occupational factors and structural alterations involving the spine as well as the risk of LSS remains limited. AIMS: This systematic literature review was performed to identify occupational risk factors for LSS. METHODS: A systematic, comprehensive literature review was carried out across PubMed, EMBASE, and the Cochrane Library to identify studies published until January 2024 evaluating possible occupational risk factors of LSS (PROSPERO registration no. CRD42024513729). Extracted information included first author, year of publication, country, study design, participants, identified occupational risk factors, outcome variables, and key findings in accordance with the topic of this review. The RoBANS2 was employed for potential risk of bias evaluation. RESULTS: Overall, our search and selection process yielded 8 articles suitable for review. The results of this review suggest that the risk of LSS was associated with heavy physical burden at work, such as occupational activities involving heavy lifting and other forms of lumbar spine loading. In addition, psychosocial factors in the workplace have been found to be significantly associated with both the duration and discogenic characteristics of pain in recent research. CONCLUSIONS: This systematic review raise awareness regarding the risk of LSS among workers with these factors. In the future, a more detailed study is needed to understand the causative mechanism for occupational contribution to the risk of LSS

Kraljevic K, Doan PN, Demou E, Craig P, and Kromydas T. Work-related determinants of workplace wellbeing for women and marginalised groups in the European Union: a scoping review. Safety Science. 2025; 190:106911.

<https://doi.org/10.1016/j.ssci.2025.106911> [open access]

Abstract: Workplace wellbeing, i.e. the physical, psychosocial, and emotional health aspects of an individual's working life, can be a predictor of overall health. Promoting workplace wellbeing is essential because of its impact on workers' physical and mental health, productivity, and engagement. Nonetheless, there is a gap in our understanding of how workplace wellbeing differs across marginalised worker populations. Guided by the Demands-Resources-Individual Effects (DRIVE) model, the objective of our review is to synthesise evidence on work-related determinants associated with the workplace wellbeing of women, ethnic minority, disabled and immigrant workers across the European Union (EU). A search of the MEDLINE, CINAHL, EconLit, SCI-Expanded, SSCI and SCOPUS databases retrieved 2,594 results. We identified 25 additional studies through hand-searching. After full-text screening, 191 studies were included in the review. Of these, the majority (131 studies,

68.6%) focused on women, 24 studies (12.6%) looked at immigrant and disabled workers respectively, while the lowest number was on ethnic minorities (15, 7.9%). Job quality was covered in 94 studies (49.2%), 50 (26.2%) examined work-life balance and 75 (39.3%) looked at job satisfaction. Exposures associated with negative workplace wellbeing included working in healthcare, manual work and workplace discrimination. Conversely, better workplace wellbeing was associated with white-collar work and policy co-production. Our findings indicate there is limited evidence on the workplace wellbeing of ethnic minority, immigrant and disabled workers in the EU. However, where data is available, women and marginalised groups report poorer workplace wellbeing than their non-marginalised counterparts.

López-Pineda A, Nouni-García R, Carbonell-Soliva A, Gil-Guillén VF, Carratalá-Munuera C, and Borrás F. Validation of large language models (Llama 3 and ChatGPT-4o mini) for title and abstract screening in biomedical systematic reviews. *Research Synthesis Methods*. 2025; 16(4):620-630.

<https://doi.org/10.1017/rsm.2025.15> [open access]

Abstract: With the increasing volume of scientific literature, there is a need to streamline the screening process for titles and abstracts in systematic reviews, reduce the workload for reviewers, and minimize errors. This study validated artificial intelligence (AI) tools, specifically Llama 3 70B via Groq's application programming interface (API) and ChatGPT-4o mini via OpenAI's API, for automating this process in biomedical research. It compared these AI tools with human reviewers using 1,081 articles after duplicate removal. Each AI model was tested in three configurations to assess sensitivity, specificity, predictive values, and likelihood ratios. The Llama 3 model's LLA_2 configuration achieved 77.5% sensitivity and 91.4% specificity, with 90.2% accuracy, a positive predictive value (PPV) of 44.3%, and a negative predictive value (NPV) of 97.9%. The ChatGPT-4o mini model's CHAT_2 configuration showed 56.2% sensitivity, 95.1% specificity, 92.0% accuracy, a PPV of 50.6%, and an NPV of 96.1%. Both models demonstrated strong specificity, with CHAT_2 having higher overall accuracy. Despite these promising results, manual validation remains necessary to address false positives and negatives, ensuring that no important studies are overlooked. This study suggests that AI can significantly enhance efficiency and accuracy in systematic reviews, potentially revolutionizing not only biomedical research but also other fields requiring extensive literature reviews.

Pepin G. The effects of child care subsidies on paid child care participation and labor market outcomes: evidence from the child and dependent care credit. *ILR Review*. 2025; 78(4):645-666.

<https://doi.org/10.1177/00197939251329844> [open access]

Abstract: The Child and Dependent Care Credit (CDCC), a tax credit based on income and child care expenses, reduces child care costs for working families. The Economic Growth and Tax Relief Reconciliation Act expanded the CDCC in 2003, generating differential increases in generosity across states and family sizes. Using data from the March Current Population Survey, the author finds that a \$100 increase in CDCC generosity increases paid child care participation by 0.6 percentage points among single mothers and 2.2 percentage points among married mothers with children younger than 13 years old. The author also finds that CDCC benefits increase labor supply among married mothers, who may experience long-run earnings gains. Results suggest large returns on investment to expanding the CDCC for secondary earners but that single and low-income mothers may benefit more from other programs.

Rudolph CW, Shoss MK, and Zacher H. Dynamic and reciprocal relations between job insecurity and physical and mental health. *Journal of Applied Psychology*. 2025; 110(7):948-962.

<https://doi.org/10.1037/apl0001259>

Abstract: This article reports the results of a 33-wave longitudinal study of relations between job insecurity and physical and mental health based on monthly data collected between April 2020 and December 2022 among $n = 1,666$ employees in Germany. We integrate dynamic theorizing from the transactional stress model and domain-specific theorizing based on stressor creation and perception to frame hypotheses regarding dynamic and reciprocal relations between job insecurity and health over time. We find that lower physical health predicted subsequent increases in job insecurity and higher physical health predicted subsequent decreases in job insecurity. However, job insecurity did not have a significant influence on physical health. Furthermore, higher job insecurity predicted subsequent decreases in mental health, and higher mental health predicted subsequent decreases in job insecurity. This pattern of findings suggests a dynamic and reciprocal within-person process wherein positive deviations from one's average trajectory of job insecurity are associated with subsequently lower levels of mental health and vice versa. We additionally find evidence for linear trends in these within-person processes themselves, suggesting that the strength of the within-person influence of job insecurity on mental health becomes more strongly negative over time (i.e., a negative amplifying cycle). This research provides practical insights into job insecurity as a health threat and shows how concerns about job loss following deteriorations in physical and mental health serve to further threaten well-being. (PsycInfo Database Record (c) 2025 APA, all rights reserved)

Sondell A, Widar L, Stigmar K, Norstrom F, Fjellman-Wiklund A, and Eskilsson T. Managers' experiences of the Workplace Dialogue: a digital support for detecting and acting on work-related ill-health. *International Journal of Workplace Health Management*. 2025; 18(3):263-279.

<https://doi.org/10.1108/IJWHM-03-2024-0049> [open access]

Abstract: Purpose The Workplace Dialogue is a digitalized method directed at managers. The purpose of this study was to explore managers' experiences of using the digital Workplace Dialogue in cases of employee ill-health. Design/methodology/approach The Workplace Dialogue provides an easy and accessible method for managers, including text, short films, client examples and concrete guides that provides support in how managers can act in the event of ill-health, for example, by creating dialogue and adjustments at work. A total of five public and private organizations participated in a cohort study, implementing and using the Workplace Dialogue for one year. We interviewed 22 managers to explore their experiences of using the Workplace Dialogue. The interviews were analyzed using Qualitative Content Analysis. Findings The experiences of using the Workplace Dialogue are presented in one overall theme: Supports and strengthens managers' leadership and ability to handle and act on work-related health, and four sub-themes: Requires organizational legitimacy, Facilitates management of work-related health, Strengthens manager–employee collaboration and Contributes to leadership development. The Workplace Dialogue was described as a method that contributed to better work-related health by emphasizing the early identification of problems. Manager–employee collaboration was improved, and responsibilities were made clearer. Using the method enabled personal development among managers. Some prerequisites were pointed out, such as a need for time and support from the organization. Originality/value The Workplace Dialogue can support managers in addressing and acting on cases of employee ill-health.

Trevino Garcia LE and Christensen JO. Hybrid work and mental distress: a cross-sectional study of 24,763 office workers in the Norwegian public sector. *International Archives of Occupational & Environmental Health*. 2025; 98(4-5):399-407.

<https://doi.org/10.1007/s00420-025-02136-9> [open access]

Abstract: OBJECTIVE: Few studies have investigated the relationship between post-pandemic hybrid work-from-home (WFH), mental health, and work-life balance. We examined the association between hybrid WFH, mental distress, availability demands, work-life conflict, and life-work conflict.

METHODS: Data from 24,763 office workers in the public sector in Norway were analyzed by linear and logistic regressions. **RESULTS:** Employees practicing flexible hybrid WFH (i.e., when needed/desired) were less likely to report mental distress (measured by the Hopkins Symptom-Checklist; HSCL-5) than those not practicing WFH. WFH being self-chosen was associated with less distress. Flexible WFH was also associated with availability demands, work-life conflict, and life-work conflict, which were, in turn, linked to distress. The risk of distress increased with the number of weekly days of flexible WFH. Workers with fixed agreements to regularly WFH did not report significantly less distress than those with no WFH. However, fixed WFH was associated with lower availability demands, not with work-life conflict, and was more often self-chosen than flexible WFH.

CONCLUSION: Flexible WFH may alleviate distress but may also indicate attempts to cope with taxing availability demands, and may even introduce stressors that could reverse beneficial effects. Our results should motivate nuanced, multifactorial assessments of WFH in organizational practice and research

Xiao Q, Long T, Huang W, Liang X, and Klarin A. Unpacking the relationship between safety leadership and safety behaviors in the construction industry: multistakeholder perspective. *Journal of Construction Engineering and Management*. 2025; 151(8):04025090.

<https://doi.org/10.1061/JCEMD4.COENG-15929>

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