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

***Kokorelias KM, Stall NM, Wasilewski M, Gignac MAM, Rittenberg N, Singh H, et al. Navigating the dementia caregiving journey: a scoping review protocol of interventions and their responsiveness to caregivers' evolving needs across the illness trajectory. PLoS ONE. 2025; 20(9):e0333475.**

<https://doi.org/10.1371/journal.pone.0333475> [open access]

Abstract: INTRODUCTION: Family caregivers of persons with dementia (PWD) provide critical and often sustained support across the dementia trajectory. Despite growing recognition of their evolving needs, many interventions remain episodic and not tailored to different caregiving phases. Frameworks like the Timing It Right (TIR) and the Caregiver-Identified Phases of Alzheimer's Disease (CIP-AD) offer structured approaches to understanding how caregiver needs change over time. However, little is known about whether current interventions align with these phase-specific needs. OBJECTIVES: This scoping review aims to (1) explore the extent to which existing dementia caregiving interventions address different stages of the caregiving journey or dementia progression; (2) summarize and characterize these interventions using the Template for Intervention Description and Replication (TIDieR) checklist; and (3) identify characteristics of the populations targeted by these interventions. METHODS: Following JBI methodology and the PRISMA-ScR checklist, we will conduct a scoping review of randomized controlled trials, non-randomized controlled trials, and quasi-experimental studies focused on interventions for unpaid family caregivers of community-dwelling PWD. Studies will be included if they address at least one phase of the dementia trajectory and are delivered in community-based settings. A comprehensive search of six databases from 1995 to 2025 will be developed and peer-reviewed using the PRESS framework. Data will be extracted using a standardized form and analyzed thematically. SIGNIFICANCE: This review will map how dementia caregiving interventions address the evolving needs of caregivers over time and inform future

development and implementation of phase-responsive support strategies. The findings will guide research, policy, and practice in creating caregiver-centered interventions that reflect the realities of caregiving across the dementia continuum

Andric A, Poklepovic Pericic T, Tokalic R, Marusic A, and Puljak L. Experiences and challenges faced by systematic review authors in using the GRADE approach: a qualitative study. *Journal of Clinical Epidemiology*. 2025; 185:111870.

<https://doi.org/10.1016/j.jclinepi.2025.111870>

Abstract: OBJECTIVES: This study aimed to gather feedback from systematic review authors on the use of the Grading of Recommendations, Assessment, Development, and Evaluations (GRADE) approach and to explore potential barriers to its implementation. STUDY DESIGN AND SETTING: A qualitative study was conducted using semistructured interviews with principal investigators who are experienced in systematic review methodology and the use of the GRADE approach, about their experiences and challenges in using GRADE. Before the interview, all participants completed a structured questionnaire about their experience with GRADE and in conducting systematic reviews. RESULTS: Eleven of 41 invited experts participated in the study, offering detailed insights into the experiences and challenges of using GRADE. While the participants appreciated GRADE's structured approach to evaluating evidence, they highlighted several challenges, including its complexity, perceived subjectivity in grading, and the need for more practical guidance and examples. Barriers to GRADE use included difficulties in applying specific domains (primarily imprecision and indirectness), lack of adequate training, time constraints, motivational and attitudinal barriers, and financial limitations. The participants emphasized the importance of formal education, improved guidelines, and greater journal support to encourage GRADE adoption. They expressed mixed opinions on whether GRADE should be mandatory in all systematic reviews. While participants agreed on the need to promote GRADE, concerns were raised about its universal implementation potentially hindering research flexibility and innovation. CONCLUSION: To enhance the use of GRADE, the research community should focus on improving training, developing more efficient tools, and striking a balance between standardization and scientific flexibility. PLAIN LANGUAGE SUMMARY: GRADE is a tool to check how reliable and good the evidence is in research. This study looked at the challenges researchers face when using GRADE and their opinions on improving it. Researchers found GRADE valuable because it is well structured but noted it has issues such as being too complex, subjective, and needing clearer instructions. Other problems were the lack of training, not enough time and money, and low motivation. Researchers said that better training, clearer guidelines, and support from journals are needed to make GRADE easier to use

Arsenault M, White B, and Cote D. Trajectories of immigrant workers with work-related injuries: the path to mistrust. *Social Science & Medicine*. 2025; 385:118577.

<https://doi.org/10.1016/j.socscimed.2025.118577>

Abstract: In Quebec, injured workers are entitled to medical assistance, wage replacement, and rehabilitation. While many cases are resolved smoothly, ethnographic research reveals that immigrant workers may face disruptions that foster mistrust and hinder recovery. This study examines how mistrust shapes the rehabilitation experiences of immigrant workers and identifies its root causes and impacts. Based on ethnographic observations at a Montreal rehabilitation clinic and 21 in-depth interviews with injured immigrants workers conducted between 2020 and 2024, the research

highlights how mistrust emerges from experiences of racism, discrimination, perceived betrayal, employer practices, conflicting medical opinions, and fraudulent behaviors. These factors, often intersecting across institutional systems, contribute to a cumulative burden that impedes recovery and well-being. The findings underscore the need for systemic changes to build trust and improve rehabilitation outcomes for immigrant workers

Brehmer CE, Strauser DR, O'Sullivan D, Phillips BN, and Shen S. Functioning mediates the relationship between childhood trauma and work adjustment in a sample of adults with disabilities. *Rehabilitation Counseling Bulletin*. 2025; 69(1):3-15.

<https://doi.org/10.1177/00343552251320954> [open access]

Abstract: To enhance work-related interventions, this study assessed adults with disabilities regarding their exposure to childhood trauma, current functioning, and efficacy to make appropriate work adjustments. A sample of 648 adults self-reported their disabilities and completed surveys related to childhood maltreatment, functioning, and work adjustment. Childhood trauma did not have a significant direct impact on work adjustment; functioning mediated the relationship between childhood trauma and adult work outcomes. One way to enhance work outcomes for adults with disabilities and trauma histories is to target functioning so that people can make appropriate work adjustments necessary to retain and maintain employment

Chen G, 't Mannetje A, Salmond JA, and Douwes J. Environmental and occupational exposure to erionite and related health risks: progress and prospects. *Annals of Work Exposures and Health*. 2025; 69(7):677-692.

<https://doi.org/10.1093/annweh/wxaf034> [open access]

Abstract: OBJECTIVES: Erionite, a naturally occurring fibrous zeolite classified as a human carcinogen, is believed to be more potent than asbestos in causing mesothelioma. However, unlike asbestos, erionite has rarely been used for commercial purposes and, as a result, knowledge about exposure pathways is limited. This paper provides a narrative review of the current knowledge regarding the associations between erionite exposure, health effects and exposure circumstances. METHODS: Medline/PubMed and Scopus were systematically searched up to the end of 2024 using keywords related to erionite exposure and health outcomes. RESULTS: We identified 26 peer-reviewed journal articles reporting on the health effects of erionite exposure, specifically mesothelioma and lung cancer, with mesothelioma being the most extensively studied outcome. Of these, 12 studies focussed on erionite-exposed populations in Turkey, 8 examined health effects among Turkish migrants in northern Europe, and 6 investigated erionite-related health risks in North America (3 in the United States and 3 in Mexico). These studies showed a very high incidence of mesothelioma, often in relatively young individuals, from the Cappadocia region of Turkey, with well-documented environmental exposures to erionite, contributing to a high proportion of all deaths (21% to 51%) in affected villages. Evidence of lung cancer associated with erionite exposure was also found. There is also evidence of erionite exposure-associated mesothelioma in Guanajuato, central Mexico. In the United States, erionite exposure-associated health effects (not mesothelioma) have been reported among people occupationally exposed to erionite. Studies on environmental exposures have shown outdoor concentrations ranging from 0.001 f/ml to 0.3 f/ml, while indoor concentrations have ranged from 0.005 to 1.38 f/ml. Occupational exposure to erionite has been less studied, with only one study in forestry workers showing elevated exposures to erionite ranging from non-detectable to 0.36 f/cc.

Erionite deposits have also been identified in other countries such as Italy and New Zealand, but exposures and associated health effects have not yet been studied in these regions. **CONCLUSION:** There is clear evidence that environmental exposure to erionite in the Cappadocia region of Turkey, and Guanajuato in central Mexico are causally associated with the high mesothelioma rates observed in these areas. Evidence for other parts of the world where there is naturally occurring erionite is limited. This review has highlighted significant knowledge gaps, and advocates for further research on occupational exposure to erionite fibres and associated health effects

Guillen L, Reinwald M, and Kunze F. Too few or too many? Exploring the link between gender dissimilarity and employee absenteeism. *Human Relations*. 2025; 78(10):1310-1342.

<https://doi.org/10.1177/00187267241288422> [open access]

Abstract: Despite well-intentioned gender diversity initiatives aimed at addressing gender imbalances by ensuring minimal female representation in predominantly male groups, such tokenism often exacerbates discrimination and social isolation for these women, potentially leading to absenteeism. Research suggests that the benefits of diversity are realized only when the ratio of women to men reaches a critical threshold that allows for genuine integration and participation. However, this threshold remains uncertain. We integrate tokenism theory with social identity and status characteristics theories to investigate the effects of gender ratios within organizational teams on individual absenteeism. Specifically, we theorize a U-shaped relationship between gender dissimilarity and absenteeism for women, but not for men. Study 1, with a one-year cross-lagged design, encompassing 10,332 blue-collar workers in 1064 teams, supports the U-shaped relationship for women, while the relationship for men was non-significant. In Study 2, we use an experimental design with a sample of 370 female blue-collar workers to explore two potential mechanisms that may together explain the U-shaped gender dissimilarity effect for women. We test whether the gender composition of the work group affects both women's likelihood of reporting unpleasant experiences and the group's norms regarding absence. We draw theoretical and practical implications from these findings.

Han W, Xu L, Mouri MM, Loh W, Dai F, and Zhu Z. Drone flights and worker visual attention: a quantitative study of distraction and hazard awareness. *Journal of Construction Engineering and Management*. 2025; 151(11):04025173.

<https://doi.org/10.1061/JCEMD4.COENG-16567>

Kim ES, Oh DJ, Kim J, Oh KS, Shin YC, Shin D, et al. The association between physical activity and burnout among healthy Korean employees: identifying recommended physical activity ranges. *Journal of Affective Disorders*. 2025; 389:119665.

<https://doi.org/10.1016/j.jad.2025.119665>

Abstract: Background: Burnout is a growing public health issue with serious health and economic burden globally. Although physical activity has been shown to affect mental health outcomes, its association with burnout remains unclear. The aim of this study was to examine the association between physical activity (PA) and burnout and to explore PA ranges associated with lower burnout. Methods: This cross-sectional study investigates the association between PA and burnout among 7973 employees aged 19-65 years. PA was assessed using the short-form Korean version of the self-reported IPAQ over the past 7 days. Total PA dose was computed in metabolic equivalents (METs), and PA duration was recorded in minutes per week. Total, light, and moderate-to-vigorous intensity

PA duration were categorized into quartiles or three distinct categories. We defined burnout as total scores on the self-reported Oldenburg Burnout Inventory that exceeded the mean plus one standard deviation. Logistic regression analyses were used to determine any relationships. Results: Among the 7973 participants, 1262 (15.8 %) were burned out. In multivariable logistic regression analyses, higher total PA levels-both in dose and duration-were associated with lower burnout prevalence. The lowest odds of burnout (OR 0.38, 95 % CI: 0.27-0.55) were observed in individuals who engaged in =25.71 min per day of moderate-to-vigorous PA along with 30-60 min per day of light-intensity PA. Conclusions: This study confirmed an association between increased PA and lower burnout, with the lowest risk observed among individuals engaging in prolonged moderate-to-vigorous intensity PA along with moderate amounts of light intensity PA.

Liu NG, Triantis K, and Roets B. Workload dynamics in safety-critical monitoring roles: evidence from the Belgian railway network. *Theoretical Issues in Ergonomics Science*. 2025; 26(5):630-653.

<https://doi.org/10.1080/1463922X.2025.2506424> [open access]

Abstract: Increased mental workload leads to high stress levels or boredom during monitoring tasks, escalating the risk of human errors. Determining and quantifying an optimal mental workload level that maximizes operator performance presents a formidable challenge. Leveraging existing theoretical frameworks and literature on workload suboptimality, we constructed a quantitative System Dynamics model on workload and its impact on human error for safety-critical monitoring roles. This model is then rigorously tested and calibrated using real-world operational data from traffic controllers employed by the National Belgian Railway Infrastructure Company. The results point to (1) the support of operational data in the formulation of the feedback mechanism between an operator's workload and human error; (2) the quantification of overload and underload thresholds; (3) the dynamics associated with both thresholds, where increased fatigue levels lead to a shrinkage of the 'comfort zone'. The simulation model emerges as a potential approach for practitioners to assess the probability of human errors based on specific workload distributions. Beyond its immediate utility, the model also offers strategic insights for policy-making and schedule planning to enhance operator performance and ensure safety in socio-technical systems.

Parra-Cortes MV, Garcia-Iglesias JJ, Gomez-Salgado J, Prieto-Callejero B, Macias-Toronjo I, and Fagundo-Rivera J. Hearing loss in miners exposed to high noise levels: a systematic review and meta-analysis of the last 10 years. *Safety Science*. 2025; 191:106942.

<https://doi.org/10.1016/j.ssci.2025.106942>

Ramos-Rodriguez JC, Maldonado-Macias AA, Realyvasquez-Vargas A, and Balderrama-Armendariz CO. Critical success factors for ergonomics programs and their relationship to benefits of health and safety in Mexico's manufacturing industries. *Ergonomics*. 2025; 68(8):1293-1308.

<https://doi.org/10.1080/00140139.2024.2403001>

Abstract: This research determines the critical factors for implementing ergonomics programs related to health and safety benefits in the manufacturing industries of Ciudad Juarez, Mexico, from the middle/upper management perspective. The sample was non-probabilistically selected for convenience, comprising individuals in middle and senior management positions. An original questionnaire containing 105 items measuring five latent variables was developed, reviewed, and validated for data collection. The sample size totalled 206 participants. Structural equation models using partial least squares (PLS) were employed to analyse interrelationships between variables. This

research demonstrated acceptable reliability and quality indices. Management commitment emerged as the most significant factor, exerting the highest direct, indirect, and total effects on the work environment and prevention activities, significantly enhancing health and safety benefits. Consequently, manufacturing companies in Juarez City must strive to improve management commitment in the working environment and prevention activities since both strategies can increase employee health and safety benefits

Schonenberger CM, Chiaborelli M, Taji Heravi A, Kubler L, Gandhi P, Kontar Z, et al. Public availability of randomized clinical trial protocols: a repeated meta-research study. *Journal of Clinical Epidemiology*. 2025; 185:111865.

<https://doi.org/10.1016/j.jclinepi.2025.111865> [open access]

Abstract: OBJECTIVES: Making protocols of randomized clinical trials (RCTs) publicly available is important for the trustworthiness and quality of medical research. In a previous study assessing 326 RCTs with ethical approval in 2012, only 36% had a publicly available protocol. We aimed to generate current evidence on the availability of RCT protocols and to evaluate changes over time. STUDY DESIGN AND SETTING: Using a representative sample of RCTs approved in 2016 in Switzerland, Canada, Germany, and the United Kingdom, we investigated the number of available protocols by searching PubMed, Google Scholar, trial registries, and Google. Up to June 2024, we systematically searched for (i) protocols available as peer-reviewed publications, (ii) protocols attached to trial registries, and (iii) protocols shared with result publications of RCTs. We used multivariable logistic regression to examine the association of protocol availability with trial characteristics such as sample size, drug vs nondrug interventions, multicenter vs single-center status, and RCT approval in 2016 vs 2012. RESULTS: Of the 347 included RCTs, 228 (66%) had an available protocol. Forty-three percent (150/347) of the protocols were available as files on trial registries, 26% (91/347) as supplementary material to result publication, and 23% (81/347) as peer-reviewed publications. Protocol availability improved over time in industry trials (83.4% in 2016 vs 34.6% in 2012). Protocol availability for nonindustry trials remained low (46.4% 2016 vs 38.1% 2012). Multicenter trials (206/256; 77.7% vs single-center trials 22/82; 26.8%) and larger sample size (>500 participants 68/77; 88.3%, 100-500 participants 131/191; 68.6%, <100 participants 29/79; 36.7%) showed higher protocol availability. CONCLUSION: The availability of protocols increased in RCTs approved in 2016 compared to RCTs from 2012. This was mainly driven by industry sponsored trials. Efforts to further improve protocol availability should be continued, especially in nonindustry sponsored RCTs

Seah YZ, Yap WY, Tan YW, Zhao Q, and Ong LS. Factors influencing personal protective equipment (PPE) use among blue-collar workers: an accessible survey. *BMC Public Health*. 2025; 25(1):3187.

<https://doi.org/10.1186/s12889-025-24516-z> [open access]

Abstract: Background: The proper use of personal protective equipment (PPE) can save lives and prevent major injuries among blue-collar workers who are at heightened risk of workplace accidents. Yet, the non-use or improper use of PPE is not uncommon. Despite academic interest in the issue, there is an absence of accessible and theory-driven PPE surveys for blue-collar workers. This study seeks to develop a simple language Capability, Opportunity, Motivation - Behaviour (COM-B) survey for PPE wearing among blue-collar workers. Methods: A combined deductive and inductive approach to item generation was adopted. This included referencing existing research and surveys and working closely and iteratively with blue-collar workers and their managers to develop the survey. A 14-item

survey based on five factors of the COM-B model was developed and tested with 867 multi-national male blue-collar workers. Additional questions on demographics and PPE compliance intentions were asked. Structural Equation Modelling (SEM) and Confirmatory Factor Analyses (CFA) were conducted to assess the model fit and provide evidence for the reliability and validity of the survey. Results: Results support the internal consistency of our survey subscales (Cronbach's α coefficients > 0.90), demonstrate good model fit ($\chi^2 (104) = 24.963$, $\chi^2/df = 0.240$, CFI = 1.005, TLI = 1.007, RMSEA = 0.000), and provide initial evidence for the validity of the survey by replicating past findings. COM-B factors of Physical Capability ($\beta = 0.47$, $p < .01$) and Psychological Capability ($\beta = 0.69$, $p < .01$) significantly predicted blue-collar workers' intentions to keep their full PPE on properly during their shift. Conclusions: Despite Limitations resulting from the use of a testing sample from a single company, this short 14-item survey is accessible, theory-driven, and directly tested with multi-national blue-collar workers. Future work with blue-collar workers from different industries and settings can confirm the generalisability of the survey. A reliable and valid survey can lead to the development of effective and evidence-based interventions for PPE compliance among blue-collar workers that can prevent major injuries and save lives.

Silva H, Ramos GF, Teno C, and Judice PB. Impact of a 6-month sit-stand desk-based intervention on regional musculoskeletal discomfort and overall post-work fatigue in office workers: a cluster randomised controlled trial. *Ergonomics*. 2025; 68(9):1422-1435.

<https://doi.org/10.1080/00140139.2024.2414197>

Abstract: Evaluate the impact of a 6-month sit-stand desk (SSD) intervention on office workers' regional musculoskeletal discomfort (MD) and overall post-work fatigue (PWF) compared to a control group. A two-arm (1:1) clustered randomised controlled trial including 38 participants (aged 24-60 years, 77% women) assigned to intervention or control groups. The intervention, spanning 6 months, involved psychoeducation, motivational prompts, and SSD. The control group maintained standard working conditions. MD was assessed using the Nordic Musculoskeletal Questionnaire, and PWF with the Need for Recovery Scale. ANCOVA was employed to compare groups, adjusting for covariates, with 5% significance. The intervention group reduced overall MD ($p = 0.018$) and PWF ($p = 0.013$), while the control group showed no changes. However, no time*group interactions were found ($p > 0.05$). A 6-month SSD intervention alleviated office workers' MD and PWF, suggesting benefits from increasing standing time by at least 30 minutes/day. Future investigations must explore individual heterogeneity in response to SSD. Trial registration: <https://doi.org/10.17605/OSF.IO/JHGPW>.

Wu J, Tangirala S, and Zhang P. When voice takes destructive rather than constructive forms in manager-employee dyads: a power-dependence perspective. *Journal of Applied Psychology*. 2025; 110(10):1331-1349.

<https://doi.org/10.1037/apl0001287>

Abstract: We offer a relational perspective on how power shapes voice in the employee-manager dyad. We argue that to properly understand the impact of employees' power on voice, it must be analyzed alongside the power held by their managers. We propose that although voice increases when employees hold high power, its form-whether constructive or destructive-depends on their managers' power. We posit that employees' dependence on managers for rewards and sponsorship reflects the power that managers hold over employees, while managers' reliance on employees for expertise and knowledge signifies the power that employees hold over managers. We argue that

when employees' power increases in the context of high managerial power, they are more likely to develop interdependent and contextualized self-evaluations, such as organization-based self-esteem. These self-evaluations promote a constructive voice that involves challenging the status quo in a functional and actionable manner. Conversely, when employees' power increases in the context of low managerial power, they may develop independent and inflated self-evaluations, such as ego inflation. This can lead to destructive voice that involves merely expressing negativity as a way of questioning the status quo. We find support for our theory through a complementary set of studies, including a preregistered experimental study and a two-wave multisource field study. We discuss the implications of our findings for theory and practice. (PsycInfo Database Record (c) 2025 APA, all rights reserved)

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