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

***Jetha A, Hossain S, Navaratnerajah L, Samosh D, McCarthy S, and Bowman LR. Promoting job quality and career advancement among persons with disabilities during critical career transitions: a scoping review of published evidence. *Journal of Occupational Rehabilitation*. 2025; [epub ahead of print].**

<https://doi.org/10.1007/s10926-025-10335-x> [open access]

Abstract: Purpose: Persons with disabilities can face challenges in obtaining high quality jobs during critical work transitions that are linked to worker well-being and opportunities for sustainable career growth. There is a need to identify and describe employment interventions that support persons living with disabilities in obtaining high quality jobs and advancing in their careers during critical work transitions. Methods: A scoping review of published intervention research was conducted. Two parallel searches focusing on job quality and career advancement were carried out and merged. Articles were screened at the title and abstract level and at full text level by two reviewers. A narrative synthesis was undertaken to examine the impact of relevant interventions on job quality and career advancement during critical work transitions. Results: Searches yielded 5858 studies (2543 job quality studies; 3315 career advancement studies). Fifteen studies were included from the job quality search and one study was included from the career advancement search. Studies originated from 3 different countries, the most prevalent being the United States of America (n = 14). Eight studies focussed on vocational rehabilitation interventions, six focused on interventions at post-secondary educational settings, one study focused on individualized placement services and two focussed on customised employment. The included studies offered limited measurements of job quality outcomes and career advancement. Vocational rehabilitation interventions were promising for enhancing job quality at the early career phase, particularly when delivered within educational institutions. Conclusion: Overall, evidence is lacking on the interventions that promote job quality and

career advancement at different phases of the working life course. Additional research is needed to develop applied insights that enhance current programs, ensuring persons with disabilities can navigate career transitions and to promote job quality and career advancement.

***Shahidi FV, Andreacchi AT, Fuller AE, Blair A, Carnide N, Harris MA, Pabayo R, Smith B, Siddiqi A, and Smith P. Employment quality and mortality in Canada. *Journal of Epidemiology & Community Health*. 2025; [epub ahead of print],**

<https://doi.org/10.1136/jech-2025-224434> [open access]

Abstract: BACKGROUND: Research has shown that workers in non-standard (eg, temporary and part-time) employment experience poorer health outcomes than their permanent, full-time counterparts. However, previous studies have overlooked important differences in the quality of non-standard employment. To address this gap, we examined associations between a diverse typology of employment quality and mortality in Canada. METHODS: The 2006 Canadian Health and Environment Cohort (n=2 805 550) was linked to death records from 2006 to 2019. Employment quality was assessed according to an empirical typology describing five distinct employment arrangements: standard (secure and gainful), portfolio (demanding but gainful), marginal (limited hours and earnings), intermittent (sporadic and unstable) and precarious (insecure and low paying). Poisson regression models estimated covariate-adjusted associations between employment quality, all-cause and cause-specific (cancer, cardiovascular and unintentional injury) mortality, by sex/gender. RESULTS: We observed a graded association between employment quality and mortality. Mortality rates were lowest among workers in standard and portfolio employment. Mortality rates were highest among workers in precarious employment, with workers in marginal and intermittent employment occupying intermediate positions along the risk gradient. Associations varied by sex/gender, with larger absolute and relative mortality inequalities among men. CONCLUSIONS: Our findings reinforce the need to move away from a binary view of jobs as either 'standard' or 'precarious', encouraging a more nuanced understanding of contemporary employment arrangements and their health-related consequences. Policy interventions that promote access to high-quality jobs and protect workers exposed to precarious employment may yield substantial improvements in population health, including longevity

Ayentimi DT, Amankwaa A, and Burgess J. A decade of industrial relations research in sub-Saharan Africa: a systematic review and future research agenda. *Industrial Relations Journal*. 2025; 56(5):363-381.

<https://doi.org/10.1111/irj.12472> [open access]

Abstract: ABSTRACT This review paper examines the state of IR research in SSA and establishes a future research agenda - a context that has had limited coverage in global IR literature. Following the Preferred Reporting Items method for conducting Systematic reviews and Meta-Analyses, we reviewed 52 IR studies published in 43 journals between 2013 and 2023 that covered 16 countries in SSA. Analysis of the studies revealed five core areas of IR research: union militancy, new form of union activism and democratisation, union fragmentation, tripartism and externally driven neoliberalism. Further analysis identified four emerging themes: colonial and historical legacies, overrepresentation of the South African context, and theoretical and methodological challenges linked to researching IR in the region. Despite regional variations between Francophone, Lusophone and Anglophone Africa, our review contends that regardless of the country-specific orientation and history, IR in SSA is

entangled with colonisation, decolonisation, institutional democratisation, economic informality and precarious labour politics. These findings have significant implications for IR research and policy, particularly on the advancement of decent work and regeneration of trade unions in SSA

Beck D, Wahrendorf M, Sommer S, Rigo M, Lenhardt U, and Lunau T. The relationship between workplace risk assessments and measures to manage psychosocial risks at work: findings from ESENER. *International Archives of Occupational & Environmental Health*. 2025; 98(8):695-706.

<https://doi.org/10.1007/s00420-025-02158-3> [open access]

Abstract: Purpose: Workplace risk assessment (WRA) is crucial for the management of psychosocial risks at work (PSRM), but some enterprises may also implement PSRM measures without formal WRA, in particular small and micro enterprises. This study analyses the associations between WRA and PSRM, and whether the associations vary by company size. Methods: The data come from the European Survey of Enterprises on New and Emerging Risks (ESENER) collected at the enterprise level in the EU-28 countries in 2014 (n = 40,584) and 2019 (n = 39,711). We distinguish eight measures of PSRM, and assess whether companies conduct a comprehensive WRA that includes psychosocial risks. Results: Many companies reported PSRM measures. The lowest rates were for "intervention in the case of long working hours" (2014: 26%, 2019: 32%), while the highest rates were for "procedures in the case of threats" (56%, 60%). Enterprises with a comprehensive WRA are more likely to implement measures (even after controlling for company size, industry, sector and country), but some enterprises have implemented PSRM even in the absence of a WRA, especially in 2014 or in smaller companies (5-49 employees). For example, findings suggest that in 2014 40% of the enterprises without a WRA have implemented "procedures in the case of threats" (2019: 46%). Conclusion: The findings underline the importance of a WRA that includes psychosocial risks as a means of implementing PSRM measures, but also advocates for a broader perspective that considers measures taken independently of legal occupational safety and health (OSH) standards, especially in small and micro enterprises.

Dietz M, Kahl A, and Schluter U. Mechanisms leading to occupational oral exposure: a systematic review and meta-analysis. *Annals of Work Exposures and Health*. 2025; 69(8):798-807.

<https://doi.org/10.1093/annweh/wxaf042> [open access]

Abstract: INTRODUCTION: In addition to inhalation and dermal exposure, also oral exposure is relevant in the workplace, even though this exposure route is most often neglected. In order to improve the understanding of occupational oral exposure, a systematic identification of mechanisms leading to inadvertent ingestion in the workplace is needed, including the transfer of chemicals and the contribution of aerosols. METHODS: A systematic literature search was conducted according to the PRISMA method including 5 databases and 9 institutional websites. Information from the included studies was extracted in concept matrices and further analyzed. RESULTS: Overall, 175 suitable publications were selected. Identified mechanisms leading to oral exposure were the transfer of chemicals, eg, from hands to mouth, and contributions from aerosols. Transfer influencing parameters were categorized as environmental, substance-specific, transfer pathway, surface, contact, or skin characteristics. DISCUSSION: Even though oral exposure was mainly investigated for children so far, similar mechanisms can lead to oral exposure in adults. Although the parameters characterizing the transfer of chemicals were identified and categorized, inconsistencies in nomenclature were identified, and correlations between parameters and transfer efficiencies often

remained unclear. CONCLUSIONS: The transfer of hazardous substances and the contribution of aerosols were identified as mechanisms of oral exposure. Transfer parameters and the interplay between particles from aerosols and oral exposure were discussed

Ervin J, Churchill B, Taouk Y, Ruppner L, and King T. Gendered associations between time-related underemployment and mental health: longitudinal evidence from 21 waves of cohort data. *Journal of Epidemiology & Community Health*. 2025; 79(11):835-841.

<https://doi.org/10.1136/jech-2024-223378>

Abstract: Background: Underemployment is an increasing feature of global labour markets. However, the mental health impacts of underemployment remain relatively under-researched. Longitudinal evidence is particularly sparse, as is accounting for gender differences in the association. Addressing key gaps, this study examines the association between time-related underemployment and mental health in Australian adults. Methods: Pooled panel data from 21 waves (2002-2022) of the Household, Income and Labour Dynamics in Australia survey (n=18 288 participants, 124 531 observations) was used. Fixed-effects linear regression and Mundlak adjustment modelling was conducted to examine how time-related underemployment (not underemployed, underemployed 1-5, 6-10, 11-20 and =21 hours) was associated with 5-item mental health scale, with adjustment for time-varying confounders. Results: A stepwise (or dose-dependent) association was observed between increasing time-related underemployment and mental health for both genders, with the strongest association observed in those underemployed by =21 hours for both women (-1.88, 95% CI -3.09 to -0.67) and men (-2.24, 95% CI -3.59 to -0.89). Some gender differences were observed. Most notably, more women in our sample were underemployed compared with men. Conclusions: Addressing rising underemployment in labour markets has the potential to improve population mental health for everyone. Furthermore, targeted social policy to reduce gendered exposure to underemployment in Australia is also key to mental health gains in working-age women.

Griegel HH, Gould KP, and Stene LK. Learning and workplace safety in temporary organisations: a review of the literature. *Safety Science*. 2025; 192:106962.

<https://doi.org/10.1016/j.ssci.2025.106962> [open access]

Abstract: This paper contributes to comprehensive knowledge on learning for improving safety at inter-organisational worksites, by reviewing safety literature and comparing it to aspects of organisational temporality. How learning in inter-organisational contexts is characterised in the literature and how the outcome contributes to workplace safety are demonstrated. The paper clarifies the many aspects of temporality that are involved in and can be conditions functioning as barriers to inter-organisational learning. As such, to address problems of identifying and particularly applying or implementing new safety knowledge at such worksites, theory of temporary organising is applied to identify research contributions and (critically) discuss the literature. In addition to identifying conditions that can function as barriers to learning and workplace safety in temporary organisations, the results of the review contributes to establish which aspects of temporary organising that require further attention in safety practice and research

Hewson GS, Ralph MI, and Cattani M. Are we underestimating exposures from NORM dust? *Annals of Work Exposures and Health*. 2025; 69(8):820-831.

<https://doi.org/10.1093/annweh/wxaf043> [open access]

Abstract: The inhalation of dust containing naturally occurring radioactive materials (NORM)

associated with mining and mineral processing operations may lead to potential long-term health impacts, including cancer and chronic lung disease, due to alpha particle-emitting radionuclides. This study evaluates the effectiveness of air sampling strategies used to estimate radiation doses from NORM exposure, with a focus on the Western Australian minerals industry. The objectives were to review current sampling and analysis protocols, identify factors contributing to over- or underestimation of dose, and propose adjustments to improve intake assessments. A review of research and guidelines applicable to NORM dust exposure was conducted, and the sampling efficiency of the government-recommended 7-hole and IOM sample heads was compared, considering measured dust particle size distributions. Key inhalation-related parameters, including use of similar exposure group (SEG) mean concentrations, worker breathing rates, median dust particle size, and intake-to-dose conversion factors, were analysed to assess their influence on intake calculations. The findings indicate that use of the 7-hole sampler, currently recommended by local guidelines, may underestimate airborne radioactivity concentrations by 2-fold or more, primarily due to reduced sampling efficiency for larger particles. Standard default assumptions for breathing rates and aerosol characteristics used to convert the measured concentrations to intake and dose may further contribute to underestimation. This study recommends updating air sampling methods and dose assessment protocols to better align with workplace-specific exposure conditions and improve worker health protection in NORM industries

Kaul T, Damen JA, Seidler AL, Willson M, Karam G, Idema D, et al. Improving the reporting and use of trial results in clinical trials registries: global practices, barriers, and recommendations. *Journal of Clinical Epidemiology*. 2025; 186:111901.

<https://doi.org/10.1016/j.jclinepi.2025.111901> [open access]

Abstract: BACKGROUND AND OBJECTIVES: Recent initiatives promoted results reporting on clinical trials registries to improve transparency and reduce publication bias. However, local reports suggest that results reporting on registries is often inadequate, limiting their usefulness for evidence synthesis. We aimed to 1) provide an overview of results reporting practices across clinical trials registries globally, 2) identify barriers and facilitators to reporting and using results from trials registries, and 3) develop recommendations to improve reporting and usability of results in trials registries. STUDY DESIGN AND SETTING: Three-part mixed methods study. Part 1: Descriptive analysis of results reporting practices for randomized controlled trials (RCTs) starting between 2010 and 2022 across six trials registries (one from each World Health Organization region), with an in-depth analysis focusing on reporting formats and accessibility. Part 2: Two separate online surveys targeting trial registrants and evidence users. Part 3: Discussion among author group to generate recommendations. RESULTS: Part 1: Our sample included 201,265 RCTs, with 17% (33,163 trials) reporting some form of results on a registry. A subset showed 63% of posted results accessible in the registry record, with 64% to 98% of results data available in a reusable format. Part 2: 86% (194/225) of registrants were aware of registry results reporting possibilities, but time, effort, and fear of publishing interference were barriers. For evidence users, 51% (36/70) had used registry results, with barriers including mistrust of non-peer-reviewed data and difficulty locating results. Part 3: Recommendations include standardizing registry interfaces, addressing misconceptions, and fostering trust in registry-reported results. CONCLUSION: Results reporting practices on registries are increasing. Improving these requires better infrastructure, policies, training, and funding. With adequate support, registries can become essential for transparent and efficient evidence dissemination, enhancing research quality,

and reducing duplication. **PLAIN LANGUAGE SUMMARY:** Clinical trials registries are online databases where researchers register medical studies and share their status, details, and results. These registries exist globally and allow researchers to track ongoing studies and emerging evidence on a topic. They also enable the public to identify trials they may be interested to participate in. Although regulations require researchers to share study results on registries within a year of study completion, only a fraction of results are currently available. Our project 1) evaluated the reporting of study results across different trials registries, 2) surveyed individuals involved in reporting and using study findings from registries, and 3) developed recommendations to improve availability and usefulness of these results. We found that increasing trust in registry-reported results, improving registry systems (ie, interfaces, processes), and providing better guidance are necessary steps to enhance reporting and use of registry results. Implementing these changes will make it easier to verify study findings, provide accurate guidelines to physicians, and improve patient care

Li ZF, Emery C, and Lee A. That's what friends are for: anxious and avoidant attachment, workplace friendship and job performance. *European Journal of Work and Organizational Psychology*. 2025; 34(5):600-620.

<https://doi.org/10.1080/1359432X.2025.2519581> [open access]

Abstract: Attachment theory suggests that variations in parent-child interactions shape adult relationships, with some individuals developing secure attachments while others develop insecure (anxious or avoidant) attachment styles. Despite the centrality of attachment theory in psychological and social sciences, there has been limited research on the role of attachment styles in the formation of intra-organizational networks. This study addresses this gap by investigating how attachment styles influence the formation of friendship networks in the workplace and examining the indirect link between attachment style and job performance through centrality in these networks. Using a multi-method, multi-study approach, we combine longitudinal analysis of friendship networks from MBA students (Study 1) with complete network data from a company in China (Study 2). Our findings reveal that individuals higher in attachment avoidance are less likely to form friendships at work, with friendship centrality mediating the negative relationship between avoidance and job performance. In contrast, our findings regarding anxious attachment were more complex, showing that anxiously attached individuals attempt to form friendships but simultaneously dissolve these relationships, highlighting a dynamic and potentially self-sabotaging process.

Mori T, Nagata T, Odagami K, and Mori K. Number of side jobs and self-reported occupational injuries or diseases risk among young workers: a cross-sectional study in Japan. *Safety Science*. 2025; 192:106982.

<https://doi.org/10.1016/j.ssci.2025.106982>

Rocha TO, Alonso CMD, and Silva TNRD. Frontline inclusion: workers' perceptions of employment barriers for people with disabilities in Brazil: advancing inclusion to leave no one behind. *Applied Ergonomics*. 2025; 129:104584.

<https://doi.org/10.1016/j.apergo.2025.104584>

Abstract: Work-related issues are included in sustainable development debates, but the participation of people with disabilities (PWD) remains underrepresented. This article focuses on those barriers related to PwD work inclusion in the Brazilian context and how Ergonomics/Human Factors can contribute to lowering the inequalities experienced by PwD. **METHOD:** This qualitative study was

based on 17 semi-structured interviews with frontline inclusion professionals. RESULTS: Thematic analysis identified interdependent and interconnected barriers to PwD work inclusion, categorized into three levels: contextual, such as insufficient public policies, ableism, and urban inaccessibility; organizational, as communication barriers and companies' resistance to inclusion; and personal, such as qualification. CONCLUSIONS: The scenario of PwD work inclusion could become even worse given the forecasts surrounding future work. E/HF can contribute to the development of accessible work situations as well as transforming representations related to disability. Recommendations were proposed for E/HF to favor inclusion and diversity at work

Pauliks JE. Is workplace flexibility penalised? The gendered consequences of working from home for the wages of parents and childless employees in the UK. *Work, Employment and Society*. 2025; 39(5):1059-1081.

<https://doi.org/10.1177/09500170251336943> [open access]

Abstract: Working from home has been discussed in terms of reconciling work and family life and reducing gender gaps in the labour market. However, its implications for wages remain the subject of debate, with some researchers arguing that flexibility stigma disproportionately disadvantages certain groups, particularly mothers. This article uses data from Understanding Society, the UK Household Longitudinal Study, to investigate whether working from home has different consequences for individual wages according to gender and parental status. Inverse probability weighted fixed-effects regression models are used with a sample of up to 8552 employees. The results suggest that working from home is associated with higher earnings for mothers, suggesting that the benefits of flexible working arrangements may outweigh potential disadvantages

Roczniewska M, Jonsdottir IH, and Akerstrom M. The building blocks of occupational health and safety management: profiles of preconditions and their links to practices among Swedish welfare organizations. *International Journal of Workplace Health Management*. 2025; 18(5):492-508.

<https://doi.org/10.1108/IJWHM-02-2025-0033> [open access]

Abstract: Purpose The study aimed to identify profiles of organizational preconditions for occupational health and safety management (OHSM) and investigate their links to the perceived success and quality of the OHSM in different workplaces. Design/methodology/approach A questionnaire was distributed among public and private organizations in the Swedish welfare sector; 113 responses were analyzed. Latent profile analysis was employed to identify profiles based on five key preconditions for OHSM: access to resources, relevant knowledge, appropriate methods, sufficient budget and leadership support for investment in OHSM. Findings Four distinct profiles of organizational preconditions for OHSM were identified: "Prosperous foundations", "Deficient in know-how", "Balanced but limited" and "Lacking investments". Public sector organizations were more likely to be found in profiles with poorer preconditions (deficient in know-how and lacking investments), while private organizations had greater representation in the profile with the strongest preconditions (prosperous foundations). Profiles differed in relation to employers' perceptions of the role of OHSM in promoting health, whereby organizations with better preconditions reported better performance. "Deficient in know-how" organizations reported implementing the lowest proportion of promotive/preventive and organizational-level initiatives. Organizations with "prosperous foundations" and "balanced but limited" profiles demonstrated higher involvement of internal experts, safety delegates/union representatives and employees. Originality/value By linking the

revealed profiles to sector characteristics and the OHSM, the research provides novel insights into the complex interplay between organizational preconditions and the implementation of effective OHSM activities. Lack of relevant knowledge and appropriate working methods for OHSM were linked to poorer quality of OHSM activities, suggesting the importance of investing in organizational OHSM know-how.

Seong S, Park J, and Kim JH. A new measurement for workload assessment in agricultural tasks: EDA-based real-time model. *International Journal of Industrial Ergonomics*. 2025; 108:103771. <https://doi.org/10.1016/j.ergon.2025.103771>

Valentim DP, Comper MLC, Sandy Medeiros Rodrigues Cirino L, da Silva PR, Padilha Alonso Gomes M, da Silva AM, et al. Observational methods for the analysis of biomechanical exposure in the workplace: a systematic review. *Ergonomics*. 2025; 68(10):1561-1582. <https://doi.org/10.1080/00140139.2024.2427864>

Abstract: Understanding the characteristics and measurement properties of the observational methods for biomechanical exposure analysis contributes to choosing and planning workplace ergonomic interventions. This systematic review search was performed in the four databases. In 99 studies, 75 observational methods were identified. Posture/movement, force and repetitiveness were the most evaluated risk factors for the upper limbs, trunk and head. EAWS, OCRA, the expanded PATH and QEC evaluate more biomechanical risk factors. EAWS, PATH, QEC, CADEP, ROSA, REBA, modified REBA, RULA, all body segments. Criterion validity, reliability and agreement are REBA and ROSA's most tested measurement properties. The quality of evidence ranged from moderate to high for 23 methods. ALLA, HAL, OFFERA, simplified PATH and the expanded PATH stand out with high-quality evidence. The expanded PATH and QEC are the most complete in evaluating several occupational tasks, respectively, with high- and moderate-quality evidence

Woods T, Schneider D, and Harknett K. Estimating the impact of state paid sick leave laws on worker outcomes in the U.S. service sector, 2017-2023. *SSM - Population Health*. 2025; 31:101830. <https://doi.org/10.1016/j.ssmph.2025.101830> [open access]

Abstract: In the absence of a federal paid sick leave (PSL) standard, numerous U.S. states have passed laws to provide workers access to such benefits. These laws may be especially beneficial for low-wage workers whose employers often do not voluntarily provide PSL. We draw on novel data from The Shift Project (N = 68,930), which surveyed U.S. service sector workers between 2017 and 2023, to examine the effects of state PSL laws on proximate worker outcomes (i.e., PSL coverage and presenteeism), downstream worker outcomes (e.g., health, well-being, and labor market outcomes), and firms' channels of adjustment (e.g., hourly wages, work schedules, other fringe benefits). We use stacked difference-in-differences models to estimate the effects of 11 state PSL laws on service sector workers, leveraging the time horizon and scope of our data to make comparisons between treatment and control states before and after the implementation of such laws. We find that state PSL laws increased hourly service sector workers' access to PSL by 14 percentage points ($p < 0.001$) and reduced the share of workers who worked while sick by 3 percentage points ($p < 0.01$). In addition, we find little evidence that firms offset the costs of providing PSL by reducing other benefits for workers. This increase in PSL coverage among service sector workers and their reduced likelihood of working while sick could have significant positive implications for public health. But, we also show that PSL

laws have little demonstrable effect on other downstream health, well-being, and labor market outcomes for covered workers.

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