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

***Seuren LM, Birze A, Dobson KG, Mustard C, and Wodchis WP. Qualitative evaluation of a pilot mental health program for public safety personnel with post-traumatic stress disorder. PLOS Mental Health. 2026; 3(1):e0000536.**

<https://doi.org/10.1371/journal.pmen.0000536> [open access]

Abstract: Public Safety Personnel (PSP) such as police officers, firefighters, and paramedics are at an increased risk of post-traumatic stress disorder (PTSD) due to frequent exposure to potentially psychologically traumatic events. Return-to-work trajectories can be challenging, as treatment programs are often not tailored to PSP, leading to long-term disability. To better support PSP, the work disability insurance authority in Ontario, Canada commissioned a mental health treatment program for PSP who receive benefits for a diagnosis of PTSD. Staff in this program received specialized training by a credible PSP organization (Wounded Warriors Canada) for working with PSP. We conducted a formative evaluation of this pilot program. Qualitative, semi-structured interviews were conducted with service providers (n = 11) and PSP clients who had completed the program (n = 19). The aim was to understand whether and how the program met client needs, how it could be improved, and how this could inform other mental health treatment programs for PSP. Using descriptive qualitative methods, we found that participants reflected positively on the program's appropriateness, acceptability, and effectiveness. Credibility was a central concern across all three domains. Having a program that was exclusive to PSP allowed staff to tailor their treatment approach to unique PSP needs, which offered credibility as a PSP treatment program, and it made it possible for PSP to be in an environment where they felt safe.

Both N, Niang M, Tessier L, Ramirez AC, Iradukunda A, Agbadje T, et al. Integrating social protection and occupational health services: a scoping review. International Social Security Review. 2025; 78(4):79-98.

<https://doi.org/10.1111/issr.70011>

Doshi V, Segarra P, and Sliwa M. Precarious work: a critical review and a proposal for future research. Human Relations. 2026; 79(2):215-245.

<https://doi.org/10.1177/00187267251394583> [open access]

Abstract: This paper provides an interdisciplinary critical integrative review of research on precarious work. Based on a review of 311 records, we develop an integrated framework that brings together the antecedents, outcomes and responses to precarious work found in the literature. We also explain the discrepancy between the ideas of key influential thinkers about the existence of political potential of precarity, and the lack of fieldwork evidence that would suggest that this potential is coming to fruition. We highlight that prevailing theorisations do not take appropriate account of the historico-cultural embeddedness, or the intersectional experiences, outcomes of and responses to precarious work in different locations. We outline a pathway for future research, arguing for: (1) shifting the empirical focus of studies towards greater inclusion of members of currently under-represented geographical contexts, occupations and social groups, and towards appreciation of the different, context-specific forms, impacts and responses to precarious work; (2) developing a nuanced understanding of the experiences and outcomes of precarious work as an intersectional phenomenon; (3) decolonising our thinking about precarious work through engagement in reflexivity about the assumptions underlying the extant knowledge. Finally, we put forward policy recommendations for addressing the prevalence and impacts of precarious work worldwide

Gagnon K, Courcy F, Mallette F, and Corbiere M. What are the steps to resolution taken by key stakeholders following a case of workplace bullying: a scoping review. Work. 2025; 82(4):957-981.

<https://doi.org/10.1177/10519815251353744> [open access]

Abstract: Background Workplace harassment has garnered increasing scholarly attention in recent years. Several aspects of this phenomenon have been explored in depth, such as prevalence, predisposing factors, antecedents, consequences and prevention methods. However, limited research has examined the resolution processes undertaken by key stakeholders following incidents of workplace bullying (WB). Objectives This scoping review aims to map out the key steps and potential interventions following a report of workplace harassment, and thus provide recommendations. Specifically, the roles of the presumed victim, the organization's representative, and the practitioner will be defined and presented for each step of the process and each intervention, considering the needs of all stakeholders. Method This scoping review analyzed peer-reviewed articles published from January to December 2024 (25 years). The analysis focused on methods employed to resolve the situation, the outcomes (when available), the procedural stages, and the roles of the main stakeholders. Results The results indicate that mediation and filing a complaint are the most used interventions, while seeking support from the organization and separating the victim and the perpetrator are the most used strategies. The review identifies five procedural stages: Reporting the bullying, Fact Finding, and Choosing, Implementing and Evaluating the method. Finally, both internal and external stakeholders should be involved from the beginning of the process. Conclusions We

propose a five-stage framework that articulates the roles of key stakeholders. This process, while not necessarily linear, outlines the steps taken by internal and external stakeholders

Di Giacomo G and Lerch B. Robots and non-participation in the United States: where have all the workers gone? ILR Review. 2026; 79(1):91-113.

<https://doi.org/10.1177/00197939251373051> [open access]

Abstract: The rapid advances in automation technologies are disrupting labor markets at an unprecedented speed, contributing to the secular decline in US labor force participation and raising questions about where workers shift to when they leave the labor force. This article investigates the margins of adjustment of workers after being displaced by the introduction of industrial robots. Exploiting exogenous variation in the adoption of robots across local labor markets over time, the authors show that almost 8% of non-participants respond by enrolling in college, approximately 10% claim disability benefits, and nearly 40% retire early. The remaining non-participants rely on the income of their household members or live off their savings. These margins differ with the sociodemographic characteristics of individuals. Results also show that robots have worsened non-participants' health, including self-reported health problems and hospitalizations related to severe mental disorders and substance abuse.

Gumasing M. Reducing musculoskeletal disorders to enhance task performance among BPO workers: a partial least square structural equation modeling approach. Theoretical Issues in Ergonomics Science. 2026; 27(1):1-18.

<https://doi.org/10.1080/1463922X.2025.2544553>

Idris MA, Gitter A, Deemer E, Zhang Y, and Gao J. Work- and hydration-related health outcomes prevalence among USA construction workers: evidence from the national survey. Frontiers in Public Health. 2025; 13:1721825.

<https://doi.org/10.3389/fpubh.2025.1721825> [open access]

Abstract: Background: Construction workers face elevated risks of heat-related illnesses, yet hydration and rest break policies remain inconsistent across regions and are not federally mandated. Objective: To evaluate the association between occupational conditions and hydration-related health outcomes among national construction workers, focusing on regional disparities and policy relevance amid increasing ambient temperatures. Methods: We analyzed 2023 National Health Interview Survey data, focusing on adults employed in the construction industry (n = 1,231) versus other industries (n = 16,241). We assessed participant self-reported back pain, diagnosed fatigue, cognitive difficulty, injury, and general health, while using regional indicators with higher temperatures, and the 2023-2024 national record-breaking heatwave, as hydration proxies. Weighted descriptive statistics, multivariate regression models, and sensitivity analyses were used to examine associations. Results: West region construction workers had the largest negative associations with back pain ($\beta = -0.18$), injury ($\beta = -0.52$), cognitive difficulty ($\beta = -0.15$), and better general health ($\beta = -0.09$), followed by the Midwest and Southern region workers for back pain and better general health. Workers' race, sex, educational attainment, Body Mass Index (BMI), and marital status play a crucial role in workers' reported health outcomes, with non-Hispanic Asians at higher odds of severe back pain, fatigue, and cognitive difficulty. Conclusion: Hydration access is a critical, yet underregulated factor in preventing heat-related health outcomes in occupational settings across the USA. There is an urgent need for enforceable national standards mandating water and rest breaks for construction workers,

particularly in high-heat regions given recent policies that have removed water breaks in the Southern region.

Kent KB, Goetzel RZ, Roemer EC, and Wong A. Burnout among health care workers: unavoidable and solvable. *Epidemiologic Reviews*. 2025; 47(1):mxaf005.

<https://doi.org/10.1093/epirev/mxaf005>

Abstract: Burnout in health care workers is caused by a complex interplay of psychosocial, organizational, and broader environmental factors. Understanding these causes can help us develop coordinated, comprehensive, and effective solutions. Employers must assess the cost of burnout to their institution, acknowledge tradeoffs, communicate with their employees about burnout, and think comprehensively as they develop policy, programs, and environmental supports to mitigate burnout

Kis P, Abel M, Joyner B, Munkasy B, and Melton B. Effects of occupational tasks and personal protective equipment on static and functional balance among career firefighters. *Ergonomics*. 2026; 69(2):309-317.

<https://doi.org/10.1080/00140139.2025.2466010>

Abstract: Musculoskeletal injuries are commonly incurred by firefighters. Most injuries are attributable to overexertion, fall, slip, and trip mechanisms. These injuries may be caused by many factors, including the independent and collective effects of wearing personal protective equipment (PPE) and fatigue induced by performing occupational-tasks. The purpose of this study was to investigate the effect of PPE and fire-suppression tasks on static and functional balance among firefighters. 32 healthy male career structural firefighters (Age: 31.8 ± 9.5 yr) participated in this study. Statistical analyses revealed significant differences in static balance measures pre versus post-work in PPE $p = 0.009$, and functional balance outcomes pre-work in station uniform versus pre-work in PPE $p < 0.001$. PPE negatively affected firefighters' functional balance, whereas occupational tasks negatively affected static balance outcomes. These findings highlight the importance of utilising countermeasures to combat occupational fatigue-induced decrements in neuromuscular function to reduce injury risk among structural firefighters.

Lopez J, Perry L, Bhandari S, Ayer SK, and Hallowell MR. Exploring the potential for safety training in VR to generate emotional engagement and situational interest among construction workers. *Journal of Construction Engineering and Management*. 2026; 152(3):04025272.

<https://doi.org/10.1061/JCEMD4.COENG-16211> [open access]

Abstract: To improve its traditional safety training methods, the construction industry has started to adopt virtual reality (VR) to enhance workers' safety practices. Although preliminary research has shown promising results for the adoption of VR in safety training, there is a dearth of research on whether VR supports engagement [emotions and situational interest (SI)] among construction workers. Additionally, it is unclear if the potential improvements in engagement translate to learning achievements. This study sought to address this existing knowledge gap by assessing the impact of VR-based safety training (when adopted with traditional passive training and used as a tool to provide situated learning) on the conditions affecting learning—in this study, emotions and situational interest. The study used a quantitative quasi-experimental approach not only to evaluate how incorporating VR (and VR paired with haptic feedback) to a traditional passive training session affects these key conditions, but also to evaluate the effect of emotions and situational interest on the learning outcomes obtained from the experience. The study gathered data from 221 participants

representing various sectors of the construction industry across the United States, including both on-site workers and construction managers. Parametric tests showed that VR-based safety training, as tested in this experiment, increased negative emotions and decreased positive emotions of participants, aligning with results from past studies. Findings indicated that the experience was effective at eliciting emotional arousal among participants. Results indicated a statistically significant increase in situational interest, including interest in the use of VR technology for construction safety trainings but did not have a statistically significant effect on maintained value-based situational interest (which is related to the perceived long-term value of the experience). Finally, results also showed that emotions and situational interest do not influence the learning outcome obtained from the experience. These results underscore the potential of VR-based safety training to significantly enhance situational interest and emotional responses; however, they also challenge the assumption that emotional engagement and situational interest directly enhance learning outcomes from a VR-based safety training module, as tested in this experiment. This research underscores VR's potential in safety training while highlighting the need for further exploration into how these technologies influence learning efficacy. Practical Applications This study provides critical insights for the use of virtual reality in construction safety training. While VR is often promoted to increase the engagement of learners who use it, the results of this study suggest there is more nuance to this claim. When combined with traditional safety training, VR was effective at sparking participants' interest and emotional reactions during the experience but did not necessarily lead to improved learning outcomes. This suggests that while VR can make safety training more compelling, it does not automatically result in better learning compared to traditional training. A modest relationship between interest and performance emerged only when all participants were analyzed together, suggesting the effect may be small and sensitive to variability in training context or delivery. Given the substantial investments associated with the use of VR technologies, these findings offer much-needed clarity for organizations by illustrating how VR can be meaningfully integrated into safety training programs to enhance learning outcomes. Construction companies may choose to leverage VR to increase interest in safety training, but it should be carefully designed and potentially paired with other approaches to ensure participants meet the desired learning outcomes. This study suggests the need for additional research that further explores the role of VR in a variety of construction sectors, along with studies that focus on other factors affecting learning, such as motivation and prior experience.

Martin-Roman AL, Moral A, and Pinillos-Franco S. Gender differences in the duration of sick leave: economics or biology? *Economics & Human Biology*. 2026; 60:101573.

<https://doi.org/10.1016/j.ehb.2026.101573> [open access]

Abstract: This study addresses the gender gap in workplace sick leave duration, focusing on the underlying economic and biological factors that contribute to this disparity. Using a novel methodological approach, we combine the stochastic frontier technique with an Oaxaca-Blinder-type decomposition to separate sick leave into medically justified and "opportunistic" days. Our analysis, based on detailed administrative data of workplace accidents in Spain, reveals that men and women recover at different rates for the same injuries, with biological differences explaining the majority of the observed gender gap. Additionally, we identify that men tend to use more sick leave days for reasons unrelated to health recovery. The findings offer valuable insights for policymakers and employers, providing an empirical foundation for targeted policies that reduce gender-based

discrimination in the workplace and ensure fairer resource allocation. This research contributes to a deeper understanding of the gender gap in occupational health and offers implications for improving workplace equality

Russin NH, Robertson C, and Montalvo A. Upper crossed syndrome in the workplace: a narrative review with clinical recommendations for non-pharmacologic management. *International Journal of Environmental Research and Public Health*. 2026; 23(1):120.

<https://doi.org/10.3390/ijerph23010120> [open access]

Abstract: **PROBLEM STATEMENT:** Upper crossed syndrome (UCS), as first described by Janda, refers to a group of muscle imbalances in which tightness in the upper trapezius and levator scapulae dorsally cross with tightness in the pectoralis major and minor muscles, and weakness of deep cervical flexors cross ventrally with weakness of the middle and lower trapezius. Postural alterations from this dysfunction, including forward head, rounded shoulders, and scapular dyskinesis, contribute to upper-back and shoulder pain, particularly among office workers who spend long periods of the workday on a computer. Upper crossed syndrome is a significant contributor to both neck pain and shoulder pain among computer users, which have been rated at 55-69%, and 15-52%, respectively. Despite its prevalence, knowledge about UCS and its treatment remains spotty among primary care physicians. In addition, improvements in workstation ergonomics along with hourly work breaks may be considered as primary prevention strategies for UCS. **OBJECTIVES:** This narrative review examines and synthesizes evidence about the epidemiology and diagnosis of UCS, along with clinical recommendations for physiotherapeutic approaches to treatment. Ergonomic measures in the workplace, including changes in the design of computer workstations so that both the keyboard and monitor are at the proper heights to minimize the risk of long-term musculoskeletal disorders, are also critical. **METHODS:** The first author, a Doctor of Behavioral Health, performed the initial literature search, which was reviewed by the second author, a PhD in sports injury epidemiology. The third author, a chiropractor and practice owner, provided clinical recommendations for stretching and strengthening exercises, which were also described in the literature. **DISCUSSION:** While easily treatable when caught early, UCS may become resistant to noninvasive approaches over time, and more severe pathologies of the neck and shoulder, including impingement, thoracic outlet syndrome, and cervicogenic headaches may result. Because there is no specific ICD code for UCS, it is important for physicians to recognize the early signs, consider them in the context of workplace-related injuries, and understand physiotherapeutic strategies for symptom resolution

Shee PY, Dollard MF, and Idris MA. How psychosocial safety climate affects employee well-being via basic psychological needs: a longitudinal multilevel moderated mediation study. *Journal of Applied Psychology*. 2026; 111(1):68-90.

<https://doi.org/10.1037/apl0001304>

Abstract: To create a more humane and sustainable workplace that upholds humanistic values alongside economic goals, it is critical to understand how organizations can effectively support employee well-being. Integrating self-determination theory within the psychosocial safety climate (PSC) framework, this study investigates (a) the core mechanism by which PSC supports employee well-being through basic psychological needs and (b) the organizational contexts in which this mechanism operates most effectively. Using a multilevel, cross-lagged panel model with three waves of data from 983 employees across 59 organizations, we decomposed PSC into between- and within-

organization components. We investigated (a) within-organization mediation pathways, with need satisfaction and frustration mediating the relationships between individual PSC and work engagement and emotional exhaustion, respectively, and (b) between-organization contextual influences, testing how organizational-level PSC (i.e., PSC level and its interaction with PSC strength) moderates these indirect pathways. At the within-organization level, PSC was positively and indirectly related to work engagement through need satisfaction and negatively and indirectly related to emotional exhaustion via need frustration. At the between-organization level, PSC level and its interaction with PSC strength significantly moderated these relationships. Particularly, higher organizational PSC levels amplified the positive indirect relationship between individual PSC and work engagement, whereas the negative indirect relationship between individual PSC and emotional exhaustion was strongest in organizations characterized by both lower PSC levels and higher PSC strength. This study illustrates the multilevel role of PSC in promoting and sustaining employee well-being by supporting inherent human tendencies toward psychological need fulfillment. (PsycInfo Database Record (c) 2025 APA, all rights reserved)

Toh LKR and Krizaj T. Experiences of occupational engagement in young & middle-aged women post-stroke: a qualitative systematic review. *Disability & Rehabilitation*. 2026; 48(3):581-597.

<https://doi.org/10.1080/09638288.2025.2515448> [open access]

Abstract: PURPOSE: Young and middle-aged women engage in distinct occupations, facing unique post-stroke challenges that complicate their recovery. However, little is known about their experiences with occupational engagement following a stroke. This qualitative systematic review aimed to explore the post-stroke experiences of women aged 18-65 from an occupational perspective of health. METHODS: A comprehensive search of five databases identified qualitative studies on post-stroke experiences of women aged 18-65. Two reviewers independently appraised the methodological quality of eligible studies. Data were extracted and synthesised using the Joanna Briggs Institute (JBI) method of meta-aggregation. RESULTS: Seven studies were included. From 103 extracted findings, 18 aggregated categories and six synthesised findings emerged, relating to impacts on (1) daily life, domestic roles, self-efficacy and identity (2) work (3) relationships (4) health and recovery (5) adjustment and coping, and (6) experiences with healthcare. CONCLUSION: Post-stroke occupational engagement in young and middle-aged women was disrupted across various life domains, reflecting its dynamic and intersectional nature with individual experiences of doing, being, belonging and becoming. Systematic barriers and societal attitudes posed additional challenges to recovery. These findings underscore the need for equitable, person-centred interventions to facilitate occupational engagement for health and well-being in this population

Walker BW, Staniland NA, Haar J, Turner P, Ryburn G, and Meachen R. Indigenous employees' experiences of work: an interdisciplinary review. *Human Relations*. 2026; 79(2):181-214.

<https://doi.org/10.1177/00187267251394567> [open access]

Abstract: Although scholarly interest in minority employees has grown in recent years, Indigenous Peoples' experiences of work still largely appear on the margins of management and organizational scholarship. For Indigenous employees, the interplay of colonialism and features of Indigenous cultures and communities can lead to distinct work experiences. We thus explore the question of how being Indigenous shapes life at work by reviewing findings from 127 empirical studies, spanning multiple Indigenous groups and scholarly disciplines. We canvas four factors that existing literature

suggests are especially relevant for understanding Indigenous work experiences: colonialism and Indigenous employment; the work-culture interface; relationships; and perceptions. We highlight how different constellations of these factors can lead Indigenous workers to experience the relationship between their Indigenous identity and their work as broadly synergistic, strained, or ambivalent. To conclude, we present a constructive critique of the literature on Indigenous employees, and in doing so, propose three key priorities for future research: engaging with the complexities of Indigenous identities, exploring the varied contexts in which Indigenous employees experience work, and developing solutions to common challenges Indigenous employees face at work.

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