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

***Salazar AP, Bottari C, Lecours S, McDonald M, Gignac MAM, Swaine B, et al. Impact of the COVID-19 pandemic on community-based brain injury associations across Canada: a cross-sectional survey study. *Frontiers in Public Health*. 2023; 11:1166106.**

<https://doi.org/10.3389/fpubh.2023.1166106> [open access]

Abstract: BACKGROUND: The COVID-19 pandemic created new difficulties for people living with brain injury, their families, and caregivers while amplifying the challenges of community-based associations that support them. We aimed to understand the effects of the pandemic on clients who live with brain injury, as well as on the provision of community brain injury services/programs in Canada. METHODS: Online cross-sectional survey conducted in January 2022. Representatives of brain injury associations across Canada completed the 31 open- and closed-ended questions about meeting clients' needs, addressing public health guidelines, and sustaining the association. Data were analyzed using descriptive statistics (close-ended questions) and qualitative content analysis (open-ended questions). RESULTS: Of the 45 key representatives from associations in Pacific/Western (40%), Central (56%), and Atlantic Canada (4%), the majority were paid executive directors (67%). Participants reported that the most frequent psychosocial challenges experienced by their clients during the pandemic were social isolation (98%), loneliness (96%), and anxiety (93%). To alleviate these challenges, associations implemented wellness checks and psychosocial support. Most respondents (91%) affirmed that clients faced multiple technological barriers, such as a lack of technological knowledge and financial resources for devices and/or internet. In the open-ended questions, twenty-nine (64%) associations reported providing clients with devices,

technology training, and assistance. Regarding public health measures, thirty (67%) respondents reported that clients had challenges understanding and/or following public health guidelines. Forty-two associations (93%) provided tailored information to help clients understand and comply with public health measures. Although associations (67%) received pandemic-related funding from the Canadian government they still struggled with the association's sustainability. Thirty-four (76%) lost funding or financial resources that prevented them from delivering programs or required the use of reserve funds to continue to do so. Only 56% reported receiving sufficient funding to address additional COVID-19-related expenses. CONCLUSION: Although the pandemic added further challenges to the sustainability of brain injury associations across Canada, they quickly adapted services/programs to respond to the increasing and varied needs of clients, while complying with protective measures. To ensure community associations' survival it is essential to aptly recognize the vital role played by these associations within the brain injury care continuum

Barnard S, Dainty A, Lewis S, and Culora A. Conceptualising work as a 'safe space' for negotiating LGBT identities: navigating careers in the construction sector. *Work, Employment and Society*. 2023; 37(6):1565-1582.

<https://doi.org/10.1177/09500170221090164> [open access]

Abstract: Despite sustained focus in recent years on understanding the experiences of underrepresented groups in construction, there has been a paucity of work that has explored the experiences of lesbian, gay, bisexual and transgender (LGBT) workers. Research has shown homophobia is commonplace in the construction industry and very few gay employees feel able to be open about their sexuality. Using qualitative data garnered from 16 in-depth interviews and a focus group with LGBT workers in the UK construction sector, this article analyses how participants negotiate identities at work and navigate their careers. Drawing on the concept of heteronormativity we consider how organisational contexts frame, constrict and liberate identities in the workplace. Significantly, our findings show that despite enduring heteronormative structures, work was described by participants as a 'safe space'. By demonstrating how workers assess, move between and create 'safe spaces', this article contributes novel insights into the challenging of heteronormativity in heteronormative work contexts.

Brosche J, Wackerle H, Augat P, and Lodding H. Individualized workplace ergonomics using motion capture. *Applied Ergonomics*. 2024; 114:104140.

<https://doi.org/10.1016/j.apergo.2023.104140>

Abstract: Production workers suffer from musculoskeletal disorders (MSDs) due to excessive workloads that exceed the individual physical capabilities. In order to assess and subsequently reduce the risk to suffer from a MSD at a specific workplace, companies use ergonomic screening methods. However, the current approaches have two major downsides: Firstly, they do not take the individual worker and his/her capabilities into account. Applied thresholds for joint angles or physical loads are standard values that do not address physical

limitations, such as age-related loss of flexibility or muscle strength. Secondly, the methods only provide a risk assessment that indicates which workplaces and/or working postures are ergonomically hazardous. Necessary workplace improvements are decoupled from the results and require extensive ergonomic knowledge. This paper presents a method that uses an individualized ergonomics analysis to improve workplaces according to individual needs and helps the industrial engineer to find necessary workplace improvements

Cioce G, Korczynski M, and Pero D. The improvised language of solidarity: linguistic practices in the participatory labour-organizing processes of multi-ethnic migrant workers. *Human Relations*. 2023; 76(12):1855-1880.

<https://doi.org/10.1177/00187267221119775> [open access]

Abstract: There are considerable language barriers facing the potential collective labour organization of multi-ethnic migrant workers. From the research literature, we know little about linguistic practices that might overcome these barriers. Based on an ethnographic study of the participatory organizing of S.I. Cobas multi-ethnic migrant workers in the Italian logistics sector, we point to three linguistic practices that help overcome language barriers – translation, lingua franca and humour. We theorize these three linguistic practices as constituting an 'improvised language of solidarity'. We argue that an improvised language of solidarity develops from, and can significantly support, participatory organizing.

Cruz-Ausejo L, Copez-Lonzoy A, Vilela-Estrada AL, Valverde JJ, Bohorquez M, and Moscoso-Porras M. Can working at home be a hazard? Ergonomic factors associated with musculoskeletal disorders among teleworkers during the COVID-19 pandemic: a scoping review. *International Journal of Occupational Safety & Ergonomics*. 2023; 29(4):1335-1344.

<https://doi.org/10.1080/10803548.2022.2127246>

Abstract: Objectives. The improvised and massive adoption of remote work in the context of COVID-19 has forced us to adapt homes as workspaces, which could promote development of musculoskeletal disorders (MSDs). This review explores the evidence for ergonomic factors associated with MSDs in teleworkers. Methods. A literature search was conducted in MEDLINE, Embase, Scopus, SciELO and EBSCO. We included observational studies published between March 2020 and October 2021 that included teleworking personnel due to the restrictions of the pandemic. Results. A total of 212 studies were identified, 14 were chosen for complete review. Associated factors were change of work modality (on-site work to telework), use of home environments as workspaces (areas not adapted for work and with low lighting), working furniture (non-ergonomic chairs and desks), use of electronic devices (tablets, cell phones and laptops), organizational factors (working hours, active breaks, sitting time) and individual factors (physical activity practice). Conclusion. Various ergonomic home factors and the characteristics of teleworking - mainly furniture, the environment of work and physical activity - are associated with MSDs. This evidence suggests that the norms and

regulation of telework can consider the adaptation of workspace and conditions at home to prevent health problems in the medium and long term

Edgelow M, Legassick K, Novecosky J, and Fecica A. Return to work experiences of Ontario public safety personnel with work-related psychological injuries. *Journal of Occupational Rehabilitation*. 2023; 33(4):796-807.

<https://doi.org/10.1007/s10926-023-10114-6> [open access]

Abstract: PURPOSE: Public safety personnel (PSP) perform work that puts them at greater risk of psychological injury than the general public. PSP who subsequently develop posttraumatic stress disorder (PTSD) or other mental health conditions may need to take time off of work and use the workers compensation system. Very little is known about the experiences of PSP making this type of claim in Ontario to the Workplace Safety and Insurance Board (WSIB), or which healthcare professionals (HCP) PSP access as part of the treatment and return to work (RTW) process. This study captures the experiences of Ontario PSP in their RTW journeys, including with employers, WSIB, and HCPs. METHODS: A survey-based study was conducted, using email and social media platforms to distribute the survey to PSP across Ontario.

Quantitative data were summarized using means and frequencies, and open text results were analyzed using qualitative framework analysis. RESULTS: 145 survey respondents met the inclusion criteria for the study. On a scale out of 5, PSP rated their experience with WSIB and employer support as poor on their first RTW attempt with an average rating of 2.93 and 2.46 respectively. The top three HCPs accessed by PSP were psychologists (61%), occupational therapists (OT; 60%) and general practitioners (GP; 44%). Respondents identified the cultural competence of HCPs in understanding their work demands and work culture as very important. CONCLUSIONS: To improve RTW experiences for PSP who make a workers compensation claim for a psychological injury, an increase in HCP cultural competence related to PSP work is indicated, as well as improved RTW processes and workplace support

Ikegami K, Ando H, Kurogi K, and Ogami A. Perceived workplace health support and severe psychological distress among Japanese workers: a prospective cohort study. *Journal of Occupational & Environmental Medicine*. 2023; 65(12):992-997.

<https://doi.org/10.1097/JOM.0000000000002936>

Abstract: OBJECTIVE: This study aimed to assess the extent to which the intensity of perceived workplace health support (PWHS) affected the incidence of psychological distress. METHODS: At the baseline, data from 4540 eligible participants throughout Japan were obtained using an Internet survey. Among them, 2362 participants who could be followed up 1 year after the initial study were included in the analysis. The intensity of PWHS was determined using an original questionnaire. Psychological distress was assessed using the Kessler Psychological Distress Scale. RESULTS: Participants with high PWHS were less likely to experience severe psychological distress than those with low PWHS even after adjusting for confounding factors including work-related factors. The incidence of severe psychological

distress decreased as the intensity of PWHs increased. CONCLUSIONS: Enhanced PWHs reduced psychological distress and positively affected workers' mental health

Ivimey-Cook ER, Noble DWA, Nakagawa S, Lajeunesse MJ, and Pick JL. Advice for improving the reproducibility of data extraction in meta-analysis. *Research Synthesis Methods*. 2023; 14(6):911-915.

<https://doi.org/10.1002/jrsm.1663>

Abstract: Extracting data from studies is the norm in meta-analyses, enabling researchers to generate effect sizes when raw data are otherwise not available. While there has been a general push for increased reproducibility in meta-analysis, the transparency and reproducibility of the data extraction phase is still lagging behind. Unfortunately, there is little guidance of how to make this process more transparent and shareable. To address this, we provide several steps to help increase the reproducibility of data extraction in meta-analysis. We also provide suggestions of R software that can further help with reproducible data policies: the shinyDigitise and juicr packages. Adopting the guiding principles listed here and using the appropriate software will provide a more transparent form of data extraction in meta-analyses

Lopez OS. The determinants of wages among disabled Americans in non-STEM and STEM occupations. *Journal of Vocational Rehabilitation*. 2023; 59(3):285-300.

<https://doi.org/10.3233/JVR-230046> [open access]

Abstract: BACKGROUND: More than 1 in 4 adult Americans have a disability limiting their daily functioning to earn living wages. Meanwhile, the shortage of U.S. professionals in STEM fields persists because of underrepresentation of specific groups, such as racial and ethnic minorities, women, and people with disabilities. OBJECTIVE: The study investigates the determinants of wages among Americans with disabilities in non-STEM and STEM occupations to explore the feasibility of broadening their participation in STEM careers where they may earn higher wages and thereby, close the wage-gap with their non-disabled peers. METHODS: The study used a research design based on Mincer's earnings regression model to analyze select variables as wage determinants based on data from the 2018 American Community Survey (ACS). RESULTS: While the findings suggest that within the Americans with disabilities group, working in a STEM occupation with a college degree in a STEM field was the best route to attain maximum wages, significant wage disparities exist compared to Americans without disabilities. CONCLUSION: The implications of the findings for Vocational Rehabilitation providers are discussed.

Margheritti S, Negrini A, and Miglioretti M. Can psychological capital promote safety behaviours? A systematic review. *International Journal of Occupational Safety & Ergonomics*. 2023; 29(4):1451-1459.

<https://doi.org/10.1080/10803548.2022.2135285>

Abstract: Objectives. Occupational health and safety (OHS) is a relevant issue for many systems and stakeholders. This systematic literature review aims to expand knowledge on this topic starting from the integrated safety model (ISM) and to evaluate the role of psychological capital (PsyCap) on safety behaviours (SBs) (i.e., safety performance and prevention of occupational accidents and injuries). Methods. A total of 2704 studies was initially identified in the Scopus, PsycINFO and Web of Science databases. After rigorous screening, 20 empirical studies were included. Results. The results showed the relevant contribution of PsyCap in promoting SBs as a direct antecedent, a mediator between organizational factors and SBs or a moderator between job demands and SBs. Conclusion. Findings indicate that when workers feel resourceful, they feel also more confident and engaged, and, in turn, more focused on safety issues. Moreover, the results sometimes turn out to be contradictory, showing the dark side of personal resources. Considering these results, a plan to monitor and develop PsyCap could be implemented to promote SBs and safety environment. Indeed, PsyCap can be an essential individual resource for behaving safely also by reducing job demands' perceptions and improving safety leadership

Rasoulivalajoozi M, Rasouli M, Cucuzzella C, and Kwok TH. Prevalence of musculoskeletal disorders and postural analysis of beekeepers. *International Journal of Industrial Ergonomics*. 2023; 98:103504.

<https://doi.org/10.1016/j.ergon.2023.103504>

Rydland HT, Bentsen HL, Ervik R, Gronning K, Islam K, Kjerstad E, et al. Promoting labour market inclusion of the chronically ill: a scoping review of Scandinavian countries' efforts. *Scandinavian Journal of Public Health*. 2023; 51(8):1097-1107.

<https://doi.org/10.1177/14034948221096005> [open access]

Abstract: OBJECTIVES: This article is a scoping review of efforts in labour market inclusion of the chronically ill in the Scandinavian countries, a research area that has received much political as well as research attention in recent years. The aim of the review was to identify promising strategies and the need for further research. METHODS: Six electronic databases were searched for literature published between 2015 and 2020. We included peer-reviewed articles that studied the effect of measures, aimed at the workplace or at the individual, that are intended to increase participation. Our search resulted in 2718 articles; our screening procedures resulted in 47 included articles. RESULTS: Among the included studies, musculoskeletal problems (17 articles) and mental health problems (29 articles) were the most frequent chronic conditions. Multimodal occupational rehabilitation programmes directed towards the individual employee were the most frequent interventions (30 articles). Return to work (24 articles) and sickness absence (12 articles) were the most common

outcomes. About half (25 articles) of the included studies reported a positive impact of the intervention on work inclusion of the chronically ill. **CONCLUSIONS:** Our review found little evidence of how government programmes directed towards the supply side of the labour market succeed in including the chronically ill. Our review further indicated that multidisciplinary workplace interventions have a substantial effect. We also identified a significant lack of research on the effect of various governmental policies and programmes, including local health, work and welfare services, and limited coordination and cooperation between health and work services professions

Shoss MK, Min H, Horan K, Schlotzhauer AE, Nigam JAS, and Swanson NG. Risking one's life to save one's livelihood: precarious work, presenteeism, and worry about disease exposure during the COVID-19 pandemic. Journal of Occupational Health Psychology. 2023; 28(6):363-379.

<https://doi.org/10.1037/ocp0000366>

Abstract: The present study advances research on the negative consequences of precarious work experiences (PWE), which include perceptions of threats to one's job and financial security as well as a sense of powerlessness and inability to exercise rights in the workplace. Using the COVID-19 pandemic as a backdrop, we examine how PWE relate to sickness presenteeism and worry about work-related COVID-19 exposure. In a 12-week, four-wave study of workers working fully in-person, perceptions of powerlessness and job insecurity were associated with presenteeism (e.g., general presenteeism as well as attending work with known or possible COVID-19 infection) and concerns about disease exposure at work. Whereas powerlessness primarily operated at the between-person level of analysis, job insecurity's effects emerged at both levels of analysis. A sense of powerlessness at work also predicted sending children to school/daycare sick. In sum, the findings suggest that precarity related to being able to keep one's job and a sense of powerlessness at work contribute to concerns about the risk of COVID-19 exposure at work and, simultaneously, behaviors that may contribute to the health risks faced by others. This research provides added support to the argument that precarious work should be addressed in order to improve both worker well-being and public health. (PsycInfo Database Record (c) 2023 APA, all rights reserved)

Sirkka J, Suhonen R, Katajisto J, Salminen L, and Stolt M. Self-reported competence level of occupational health care professionals in work ability risk management and analysis. Work. 2023; 76(3):1071-1081.

<https://doi.org/10.3233/WOR-220229>

Abstract: Background: The management and analysis of work ability risks is important to support well-being at work and requires multidimensional competence. Competence evaluation in Occupational Health Care professionals' (OHCP) practice is essential for their professional development and promotion of quality of care. Objective: To describe OHCPs' self-reported competence level to manage and analyze work ability risks. Methods: A descriptive, cross-sectional study design was applied. The data were collected electronically

from May to June 2018 using the Comp-WARMA instrument (scale 1 = poor - 4 = excellent) from Occupational Health Care professionals working in Finnish private medical centers (n = 169, response rate of 10%). The data were analyzed statistically. Results: The levels of knowledge and skills of OHCP in work ability risk management and analysis were mainly at good level (3.22 on average), but some deficient were still identified. The knowledge and skills of the work ability risk management and analysis were associated with the number of customer organizations they worked with, their attendance of supplementary training regarding work ability risk management and analysis, their amount of work experience, their type of employment, age, and gender. Conclusion: OHCP self-reported competence levels in work ability risk management and analysis was at good level. There is a need for development in all areas of work ability risk management and analysis. OHCP could benefit from in-service education on work ability risk management and analysis. Further validation of the Comp-WARMA instrument in larger sample is needed.

Sreckovic MA, Schultz TR, Kucharczyk S, and Welsh-Young N. Coming out autistic at work: a review of the literature. *Autism*. 2023; [epub ahead of print].

<https://doi.org/10.1177/13623613231206420>

Abstract: Research consistently documents the poor postsecondary outcomes of autistic individuals. It is important to identify supports that help autistic individuals get and keep jobs to improve postsecondary outcomes. Autism diagnosis disclosure at work may serve as a support (e.g., receiving accommodations) or as a barrier (e.g., discrimination) to getting and keeping employment, but little is known about the lived experiences of autistic individuals on diagnosis disclosure at work. To better understand why individuals on the spectrum choose to pursue disclosure or choose not to disclose at work, how they disclose, and the consequences of that disclosure, a state-of-the-art literature review was conducted. Ten studies met the final inclusion criteria and were synthesized to provide guidance to autistic individuals, families, and professionals who support their transition to employment. Findings from the review indicate that diagnosis disclosure is a highly complex decision. Across reviewed studies, participants chose to pursue disclosure for specific reasons, including access to accommodations or support, increase understanding, and advocate for self or others. Autistic individuals participating across reviewed studies shared they chose not to disclose primarily due to fears of discrimination and experience of stigma. Both the hopes (access to accommodations and supports) and fears (bullying and discrimination) were validated in the experienced consequences of disclosure. More research is needed on the contextual experiences of how individuals on the spectrum disclose their diagnosis at work

Tang PM, Koopman J, Mai KM, De Cremer D, Zhang JH, Reynders P, et al. No person is an island: unpacking the work and after-work consequences of interacting with artificial intelligence. *Journal of Applied Psychology*. 2023; 108(11):1766-1789.

<https://doi.org/10.1037/apl0001103>

Abstract: The artificial intelligence (AI) revolution has arrived, as AI systems are increasingly being integrated across organizational functions into the work lives of employees. This coupling of employees and machines fundamentally alters the work-related interactions to which employees are accustomed, as employees find themselves increasingly interacting with, and relying on, AI systems instead of human coworkers. This increased coupling of employees and AI portends a shift toward more of an "asocial system," wherein people may feel socially disconnected at work. Drawing upon the social affiliation model, we develop a model delineating both adaptive and maladaptive consequences of this situation. Specifically, we theorize that the more employees interact with AI in the pursuit of work goals, the more they experience a need for social affiliation (adaptive)-which may contribute to more helping behavior toward coworkers at work-as well as a feeling of loneliness (maladaptive), which then further impair employee well-being after work (i.e., more insomnia and alcohol consumption). In addition, we submit that these effects should be especially pronounced among employees with higher levels of attachment anxiety. Results across four studies (N = 794) with mixed methodologies (i.e., survey study, field experiment, and simulation study; Studies 1-4) with employees from four different regions (i.e., Taiwan, Indonesia, United States, and Malaysia) generally support our hypotheses. (PsycInfo Database Record (c) 2023 APA, all rights reserved)

Wuytack F, Evanoff BA, Dale AM, Gilbert F, Fadel M, Leclerc A, et al. Development and evaluation of the gender-specific CONSTANCES job exposure matrix for physical risk factors in France. *Scandinavian Journal of Work, Environment & Health*. 2023; 49(8):549-557.

<https://doi.org/10.5271/sjweh.4118> [open access]

Abstract: Objectives This study aimed to construct and evaluate a gender-specific job exposure matrix (JEM) for 27 physical work exposures, based on self-report. Methods We constructed a JEM using questionnaire data on current physical exposures from 29 381 male and 35 900 female asymptomatic workers aged 18–69 years in the French CONSTANCES cohort study. We excluded workers with musculoskeletal pain to reduce potential reporting bias. We grouped 27 self-reported physical exposures using the French national job codes and stratified by gender. We compared individual and group-based exposures using the performance indicators Cohen's kappa (κ), sensitivity, specificity, and area under the receiver operating curve (AUC). Results JEM validation showed fair-to-moderate agreement (κ 0.21–0.60) for most physical exposures for both genders except for 'reach behind' (poor), 'bend neck' (poor), 'finger pinch' (poor), 'standing' (good), 'use computer screen' (good), and 'use keyboard or scanner' (good). We found the highest AUC for 'standing' (men 0.85/ women 0.87), 'kneel/squat' (men 0.80/women 0.81), 'use computer screen' (men/women 0.81), and 'use keyboard or scanner' (men 0.82/ women 0.84). The AUC was <0.60 for only three

exposures: 'bend neck' (men 0.58/women 0.57), 'finger pinch' (men 0.56/ women 0.55), and 'reach behind' (men 0.54/ women 0.51). Conclusion The constructed JEM validation measures were comparable for men and women for all exposures. Further research will examine the predictive ability of this gender-specific JEM for musculoskeletal disorders and the relevance of gender-stratification in this process, knowing accuracy of each exposure.

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