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

Bonney T, Moilanen KL, and Rospenda KM. Job quality as an upstream social determinant of health in middle age. *Journal of Occupational & Environmental Medicine*. 2026; 68(4):e295-e303.

<https://doi.org/10.1097/JOM.0000000000003616>

Abstract: OBJECTIVE: This study aimed to examine whether the association between job quality and health can be explained by its effects on other social determinants of health (SDOH). METHODS: We ran hybrid path analyses using data from two waves of a national survey of middle-aged adults to test direct and indirect effects of T1 job quality on health outcomes at T2, through effects on T2 housing, health care, social, and money challenges. RESULTS: Poor job quality predicted housing, health care, social, and money challenges in all models. Indirect effects of T1 poor job quality emerged for T2 physical health-related quality of life via housing challenges, T2 drug misuse via housing and health care challenges, and T2 depressive symptoms via housing and social challenges. CONCLUSIONS: Results support job quality as an upstream issue that can affect health through its impact on other SDOH

Chow C and Chen M. Precarious futures: international student distress, limited training pathways, and career uncertainty in public health. *American Journal of Public Health*. 2026; 116(4):466-469.

<https://doi.org/10.2105/AJPH.2025.308388>

Coglianesse J and Price BM. Income in the off-season: household adaptation to yearly work interruptions. ILR Review. 2026; 79(3):408-434.

<https://doi.org/10.1177/00197939251406145>

Heming M, Angerer F, Kroger C, Lidolt G, Hander NR, Rothermund E, et al. The relationship between psychosocial working conditions and sickness absence days among employees reporting symptoms of common mental disorders in Germany. International Archives of Occupational & Environmental Health. 2026; 99(3):17.

<https://doi.org/10.1007/s00420-026-02205-7> [open access]

Abstract: Purpose: Psychosocial working conditions influence the risk for sickness absence days. These relationships can differ for employees with common mental disorders (CMDs). This study therefore investigates relationships between psychosocial working conditions and sickness absence days in employees reporting CMD symptoms. Methods: Data of participants of a randomized controlled trial are investigated (n = 529). The Copenhagen Psychosocial Questionnaire assessed 12 scales of working conditions at baseline. The outcomes number of sickness absence days were assessed nine and 15 months later, as well as during the follow-up period. Negative binomial regression analyses were adjusted for several factors and were conducted for imputed data and supplemented by complete case analyses. Results: Influence at work was associated with lower risks of sickness absence days nine (RR= -0.009, CI= -0.018; -0.001) and 15 months later (RR= -0.008, CI= -0.015; 0.000). Dissolution (i.e., reporting to work outside of work hours or being available for colleagues during free time) was associated with lower risks of sickness absence days during the follow-up period. Complete case analyses showed positive associations between social support and sickness absence days nine (RR = 0.01, CI = 0.0; 0.02; n = 377) and 15 months later (RR = 0.01, CI = 0.0; 0.03; n = 320). Conclusions: Among employees reporting symptoms of CMDs, influence at work and dissolution predicted sickness absence days for different time periods. However, many psychosocial working conditions showed no such relevance, indicating that other factors may be more relevant in regard of sickness absence days among this particular group of employees. Trial registration: The randomized controlled trial was registered at the German Clinical Trial Register on 01.03.2021 (DRKS00023049; <https://drks.de/search/en/trial/DRKS00023049>). Supplementary Information: The online version contains supplementary material available at [10.1007/s00420-026-02205-7](https://doi.org/10.1007/s00420-026-02205-7).

Hudson HL and Davis J. Status of mental health and working conditions among workers employed in small businesses in 2018 and 2022. Journal of Occupational & Environmental Medicine. 2026; 68(4):320-326.

<https://doi.org/10.1097/JOM.0000000000003602>

Abstract: OBJECTIVE: The aim of this study was to assess psychosocial working conditions and mental health status among US workers in small businesses. METHODS: Data from the 2018 and 2022 General Social Survey's Quality of Worklife module were used to examine mental health and psychosocial working conditions among US adults employed by businesses with 1

to 49 employees. Descriptive statistics and logistic regression analyses were conducted, adjusting for race, education, marital status, age, and job tenure. RESULTS: Using combined data, workers reporting low job satisfaction, lack of management priority for safety, high work-family conflict, unfair wages, and limited promotion opportunities had significantly higher odds of reporting one or more poor mental health days in the past 30 days, compared with those reporting more favorable working conditions. CONCLUSIONS: Findings highlight modifiable workplace factors that may lead to improved mental health among small business workers

Kennett J, Moss SJ, Parsons Leigh J, Bobrovitz N, and Stelfox HT. Modifiable methodological and reporting practices are associated with reproducibility of health sciences research: a systematic review and evidence and gap map. *Journal of Clinical Epidemiology*. 2026; 192:112135.

<https://doi.org/10.1016/j.jclinepi.2026.112135> [open access]

Abstract: OBJECTIVES: Map the evidence on factors (eg, research practices) associated with reproducibility of methods and results reported in health sciences research. STUDY DESIGN AND SETTING: Five bibliographic databases were searched from January 2000 to May 2023 with supplemental searches of high-impact journals and relevant records. We included health science records of observational, interventional, or knowledge synthesis studies reporting data on factors related to research reproducibility. Data were coded using inductive qualitative content analysis, and empirical evidence was synthesized with evidence and gap maps. Factors were categorized as modifiable or nonmodifiable; reproducibility outcomes were categorized as related to methods or results. Statistical tests of association between factors and reproducibility outcomes were summarized. RESULTS: Our review included 148 studies, primarily from biomedical/preclinical (n = 62) and clinical (n = 71) domains. Factors were classified into 12 modifiable (eg, sample size and power) and three nonmodifiable (eg, publication year) categories. Of 234 reported evaluations of factors, 76 (32%) assessed methodological reproducibility and 158 (68%) assessed results reproducibility. The most frequently reported factor was transparency and reporting (38 of 234 assessments). A total of 155 factors (66%) were evaluated for statistical associations with reproducibility outcomes. Statistical associations were most frequently conducted for analytical methods (24 of 26 reporting significance), sample size and power (21 of 23 reporting significance), and participants characteristics and study materials (10 of 12 reporting significance). CONCLUSION: Several modifiable factors were associated with reproducibility of health sciences research and represent opportunities for intervention. Applying more stringent statistical testing procedures and thresholds, conducting appropriate sample size and power calculations, and improving transparency and completeness of reporting should be top priorities for improving reproducibility. Experimental studies to test interventions to improve reproducibility are needed. PLAIN LANGUAGE SUMMARY: Many research findings in medicine and health cannot be reproduced by other researchers. This makes it harder to know what evidence to trust when making patient care and health policy decisions. We systematically

reviewed 148 studies that examined how specific research practices are linked to whether research findings can be reproduced. We found that several modifiable features of study design, analysis, and reporting were often associated with better reproducibility. Using larger sample sizes, applying more stringent statistical methods, and providing transparent, complete descriptions of methods and results were frequently linked to more reproducible findings. These results suggest that improving how studies are planned, analyzed, and reported may increase the trustworthiness and usefulness of health research

Lebel RD, Sanders J, and Menges JI. Beyond positivity: a review of the functional outcomes of negative emotions at work. *Journal of Occupational Health Psychology*. 2026; 31(1):1-15. <https://doi.org/10.1037/ocp0000422>

Abstract: Organizational scholars examining the effects of emotions on employees generally assume that negative emotions produce negative outcomes. However, a nascent body of research challenges this view, suggesting that negative emotions can help employees navigate work demands arising from disruptive external events. We draw on the COVID-19 pandemic—a salient, prolonged event that stimulated widespread negative emotions—as a theoretically meaningful context to explore when and why negative emotions may yield beneficial outcomes. Specifically, we provide an integrative conceptual review synthesizing research from applied and social psychology conducted during the pandemic that identifies two pathways through which negative emotions produce functional individual-level outcomes at work. The first pathway captures direct effects driven by the unique action tendencies associated with discrete negative emotions. The second pathway, informed by the personality systems interaction theory, highlights contingent effects shaped by self-regulatory factors and external support from leaders, teams, or organizational policies. Our findings challenge and extend discrete emotion and affective shift theories by detailing how and under what conditions negative emotions from disruptive events can have functional outcomes. We bring necessary nuance to prevailing emotion theories and offer practical implications for leaders and organizations seeking to manage negative emotions during the times of hardship. (PsycInfo Database Record (c) 2026 APA, all rights reserved)

Malysa T and Chraponski J. Determining the direction of pro-safety activities using selected methods of statistical analysis. *Frontiers in Public Health*. 2026; 14:1752399. <https://doi.org/10.3389/fpubh.2026.1752399> [open access]

Abstract: OBJECTIVE: The aim of this study was to determine the strength of the correlation between the studied characteristics describing accident events. METHODS: Statistical methods were used for the analysis, particularly Pearson's linear correlation analysis. The study was conducted using PQStat v.1.6.8 statistical software. This study presents an analysis of occupational activity and causes of accidents in the studied seniority groups, using Pearson's linear correlation analysis. Determining the strength of correlation, rather than causality, allows for the identification of key characteristics of accidents (e.g., cause of accident, type of activity performed) and the connections between the studied

characteristics. RESULTS: The study identified key activities performed by injured workers and causes of accidents in the studied seniority groups, which should form the basis for actions aimed at reducing the number of recorded occupational accidents. To this end, the strongest correlations in the seniority group-activity-cause of accident pattern are presented graphically. CONCLUSION: Determining the strongest correlations allows for the identification of key areas on which actions aimed at improving occupational safety should be based. These actions may therefore lead to a reduction in the number of recorded accidents in particular age groups in which the strongest connections between the studied characteristics were identified

Nguyen PK, Burrowes VJ, Jacobs JV, Krishnapillai R, Wilzbacher J, Blum A, et al. Improved comfort for work-from-home employees following an employer-provided ergonomic workstation and training intervention. *Journal of Occupational & Environmental Medicine*. 2026; 68(4):332-342.

<https://doi.org/10.1097/JOM.0000000000003604>

Abstract: OBJECTIVE: This study aimed to understand the effectiveness of office equipment and ergonomics training on employees' comfort and productivity while working from home (WFH). METHODS: Danish employees responded to an anonymous retrospective survey about their home computer workstation setup, training competency, demographics, selected behaviors and activity levels, and comfort and productivity. Elastic-net analysis was used to determine whether changes in self-reported comfort or productivity differed among employees' home setup and training competency. RESULTS: Employees with an adjustable desk, adjustable chair, and ergonomics training had significantly greater odds of reporting improved comfort. Ergonomics training in combination with an external keyboard and adjustable desk significantly corresponded to improved productivity. CONCLUSIONS: Employer-provided office equipment and ergonomics training may benefit employees' perceived comfort and productivity. The retrospective study design may have impacted employee recall, and results may not be generalizable to other populations

Petersen KS, Hansen CD, Fonager K, and Boggild H. 'Finding the way': a qualitative study of work participation among older construction workers. *Work*. 2026; 83(3):844-852.

<https://doi.org/10.1177/10519815251388423>

Abstract: Background Construction workers in Europe are, like other employees in the future, expected to work until they are in their late sixties. Physically demanding work in the construction sector may challenge older workers. Still, little is known about their perspective on work participation, which could contribute to a deeper understanding of how to keep construction workers in the labour force. Objective To explore how older construction workers experience their work participation to gain a deeper understanding of their perspectives on work life and factors influencing their decision to remain or leave the labour market. Methods Twenty semi-structured individual interviews with male construction workers between 56 and 66 of age were conducted, and thematic narrative analysis was

performed to identify their perspectives on work participation. Results Three core narratives were identified, illustrating how former work life shaped construction workers' perspectives on current work participation and future work life. One narrative gave insight about a demanding work life, another narrative how they found ways to manage and lastly a narrative emphasised work ethics and economy. Years of hard labour and health risks had influenced their current work life and how they view future work, yet they had adapted and managed construction work while ageing. Conclusions Findings emphasize how construction workers' continuing work participation depends on their physical capability, a supportive work environment and their financial situation. Future interventions targeting construction worker's work participation while ageing need to consider how employers and labour market policies can help retain construction workers in the workforce

Rotenberg S, Mesinovic M, Saloniki EC, Chen S, Raine R, and Kuper H. Machine learning to improve analysis of disability in electronic health records: an untapped opportunity for health inequities research. *Disability and Health Journal*. 2026; 19(2):102017.

<https://doi.org/10.1016/j.dhjo.2025.102017>

Abstract: Electronic Health Records (EHRs) are a leading source of epidemiological data, but often lack information on a patient's disability status. This gap hampers our ability to analyse the full scope of health inequities faced by people with disabilities. Current approaches to identify disability within EHRs have limitations because of inadequate proxies for disability or issues linking data sources. Machine learning (ML) offer unprecedented opportunities to create disability markers within EHRs, such as through unsupervised learning to classify disability groups and Natural Language Processing to extract relevant information from clinical notes. These methods have the potential improve disability-disaggregated analyses within EHRs to uncover patterns and provide a more comprehensive understanding of healthcare pathways and outcomes for people with disabilities. Leveraging these approaches to improve disability data in EHRs is a critical step towards improving health inequities research, though require strong adherence to ethical guidelines and validation of these new approaches

Sassano M, Seyyedsalehi MS, and Boffetta P. Occupational benzene exposure and hepatobiliary and pancreatic cancers: a systematic review and meta-analysis. *Safety and Health at Work*. 2026; 17(1):1-11.

<https://doi.org/10.1016/j.shaw.2025.10.002> [open access]

Abstract: Evidence on the association between benzene and hepatobiliary and pancreatic cancers is scarce. Hence, we aimed to summarize current literature on the association between occupational benzene exposure and these cancers. We conducted a systematic review and meta-analysis by searching Pubmed, Embase, and Scopus through April 2024 to identify cohort and nested case-control studies. We evaluated study quality with the Newcastle-Ottawa Scale and estimated pooled relative risks (RRs) and 95% confidence intervals (CIs) using Paule-Mandel method. Twenty-nine studies were included in the meta-

analysis. Occupational benzene exposure was associated with hepatobiliary cancer incidence (RR: 1.14; 95% CI: 1.04-1.24; I(2) = 0.0%, p = 0.707), but not with mortality (RR: 0.89; 95% CI: 0.69-1.15; I(2) = 66.7%, p < 0.001). Pooled RRs for incidence and mortality were 1.13 (95% CI: 0.93-1.36; I(2) = 0.0%, p = 0.729) and 0.79 (95% CI: 0.65-0.96; I(2) = 0.0%, p = 0.539) for liver cancer, 1.16 (95% CI: 0.73-1.82; I(2) = 34.6%, p = 0.164) and 2.00 (95% CI: 0.96-4.19; I(2) = 67.7%, p = 0.015) for gallbladder cancer, and 0.95 (95% CI: 0.78-1.16; I(2) = 13.5%, p = 0.316) and 1.00 (95% CI: 0.87-1.14; I(2) = 29.6%, p = 0.100) for pancreatic cancer, respectively. Occupational benzene exposure might be associated with hepatobiliary cancer. Further studies, with detailed exposure assessment and control for potential confounders, are needed to clarify this relationship

Tobin G, Cullen S, Dunne A, Warrington G, Pugh J, McGoldrick A, et al. A systematic narrative review of stable staff and trainers' occupational health and well-being in thoroughbred horse racing: an international perspective. *Workplace Health & Safety*. 2026; 74(4):164-174.

<https://doi.org/10.1177/21650799251388471> [open access]

Abstract: BACKGROUND: Stable staff and trainers are essential to racing yards and horse welfare, yet limited research focuses on this vital workforce that the thoroughbred industry heavily relies on. This systematic narrative review synthesizes existing literature on the occupational health and well-being of stable staff and trainers in the thoroughbred horse racing industry. METHODS: A systematic narrative review was conducted across PubMed, Google Scholar, and Scopus using relevant keywords. Manuscripts reporting occupational or mental health data on stable staff and/or trainers and had the full-text available were synthesized narratively in line with PRISMA guidelines. FINDINGS: Of 2,456 studies screened, 21 met eligibility criteria. In the past year, 43% of staff experienced an injury, with 18% requiring medical attention. Mental health concerns were prevalent, with 65% of injured staff experiencing anxiety, 60% depression, and up to 80% of UK stable staff and trainers reporting stress linked to financial pressures and limited support. Poor sleep contributed to self-reported daytime dysfunction and psychological distress. Substance misuse was notable, with 34% needing treatment for alcohol and 14% for drug misuse. The staffing crisis was influenced by occupational illnesses, poor working conditions, inexperienced staff, and limited career progression. CONCLUSIONS/APPLICATION TO PRACTICE: Occupational health challenges highlight the need for interventions to improve mental health support, workplace safety, and working conditions. Industry governing bodies and racing authorities should implement frameworks and standards that ensure safe, supportive, and sustainable work environments. Racing yards should prioritize career progression and educational programs to safeguard the well-being and longevity of this workforce

Whysall Z, Karanika-Murray M, Chen H, and Hewitt M. The decision-making process of presenteeism: a diary study. *European Journal of Work and Organizational Psychology*. 2026; 35(2):201-225.

<https://doi.org/10.1080/1359432X.2025.2570419> [open access]

Abstract: Lack of understanding regarding how individuals make attendance decisions is a severe limitation on effective management of attendance behaviour. This study provides an in-depth examination of how the end-to-end decision-making process unfolds in context and over time by employing the Presenteeism Decision-making Process model within a daily diary study. In total, 121 working adults completed the diary every working day for 1–20 days, capturing 476 attendance decisions. Thematic Analysis and Thematic Trajectory Analysis were used to identify within- and between-person trends over time, extending knowledge of the complex presenteeism decision-making process. Findings highlight that whilst high symptom severity often predicts sickness absence, it is by no means a direct nor automatic path, nor necessarily a voluntary or "free" choice. Many employees also perceive limited options, particularly those with chronic conditions, resulting in potential resource loss-spirals. Avoidance motives dominate decisions, which under inflexible conditions, lead to dysfunctional presenteeism. Our findings reveal the idiosyncratic, context-dependent nature of decision-making, with four different decision-making patterns, including heuristic-driven and deliberative. Findings advance theory through qualitative processual insights into the "how" and "why" of presenteeism decisions, highlighting the need for more reflective practices and adaptive work strategies to facilitate functional presenteeism.

Zhang W, Xu XM, Liu X, and Wiese BS. Employee daily workload and daily procrastination: examining a curvilinear relationship moderated by trait mindfulness and its effects on performance and well-being. *Journal of Occupational Health Psychology*. 2026; 31(2):174-187.

<https://doi.org/10.1037/ocp0000427>

Abstract: Previous research on the relationship between workload and procrastination has produced conflicting theoretical explanations and inconsistent findings, and the role of individual differences in shaping this relationship remains largely unexplored. The present study addresses these limitations by investigating a curvilinear effect in the daily experience of workload and daily procrastination and including trait mindfulness as a person-related boundary condition. Using a daily diary design, we collected data from 159 full-time employees via two surveys per day over two consecutive working weeks and obtained 2,626 daily observations (i.e., 1,352 work-time surveys and 1,274 after-work surveys). Results of the multilevel analysis indicated a significant interaction between daily workload and trait mindfulness on daily procrastination. Specifically, employees with high trait mindfulness show a significant U-shaped curve, whereas those with lower trait mindfulness levels show a significant inverted U-shaped relationship. Furthermore, these effects indirectly influence both performance and daily well-being through their impact on daily procrastination.

Theoretical and practical implications are discussed. (PsycInfo Database Record (c) 2026 APA, all rights reserved)

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