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

***Vesely L, Mustard CA, and Yanar B. Evolving influence of mental health stigma in Ontario public safety organizations: a qualitative study. *Health Promotion and Chronic Disease Prevention in Canada*. 2026; 46(4):143-154.**

<https://doi.org/10.24095/hpcdp.46.4.02> [open access]

Abstract: INTRODUCTION: Mental health stigma has been a long-standing issue in public safety professions and can deter public safety personnel (PSP) from accessing mental health support. This is concerning as PSP experience higher rates of post-traumatic stress injuries (PTSI) than the general population. Public safety employers play an important role in stigma reduction. However, there is little research on Ontario public safety employers' perspectives on mental health stigma in their organization and the accompanying organizational challenges they face in addressing stigma and supporting PSPs' mental health. METHODS: A thematic analysis of 28 semi-structured interviews with 33 public safety employer representatives from fire services, paramedics, police, and provincial corrections within Ontario was conducted. RESULTS: Employer representatives recognized mental health stigma existed historically. They described that stigma is reducing due to sociopolitical changes that restructured PTSI as a common occupational injury. Participants shared ways they are adjusting organizational practices and policies to further reduce stigma and support PSP. They also highlighted accompanying organizational challenges, including ongoing historic stigma, uncertainty in how to support PSP with PTSI, and difficulty finding meaningful accommodations. CONCLUSION: Participants perceived mental health stigma to be decreasing in their public safety organizations. However, ongoing stigma, organizational factors and uncertainty around how to support those experiencing PTSI can pose challenges to return-to-work and accommodation. While in various stages of implementing initiatives to support mental health, organizations need to continue to build PTSI

awareness, take accountability for their role in reducing mental health stigma, and build trauma-informed practices and policies

Blanchflower DG and Bryson A. Rising young worker despair in the United States. *SSM - Population Health*. 2026; 33:101881.

<https://doi.org/10.1016/j.ssmph.2025.101881> [open access]

Abstract: Between the early 1990s and 2015 the relationship between mental despair and age was hump-shaped in the United States: it rose in middle-age, then declined later in life. That relationship has now changed: mental despair declines with age due to a rise in despair among the young. However, we show for the first time that the relationship between age and mental despair differs by labor market status. The hump-shape in age still exists among non-workers. The change in the age-despair profile over time is due to increasing despair among young workers, a trend that began in 2010. Prior to that, the young were less likely to be in despair if in work, but today they are as likely to be in despair as students and the unemployed. We find broad-based evidence for this finding in the Behavioral Risk Factor Surveillance System (BRFSS) of 1993-2025, the National Survey on Drug Use and Health (NSDUH), 2008-2023, and in surveys by Pew, the Conference Board and Johns Hopkins University

Chellappa V. Safety professionals' acceptance of artificial intelligence in the construction industry: an extended technology acceptance model. *Safety Science*. 2026; 199:107194.

<https://doi.org/10.1016/j.ssci.2026.107194>

Devetter FX, Galey L, Prunier-Poulmaire S, and Valentin J. Atypical working hours in a feminized profession: the weight of organizational choices. The example of cleaners in France. *International Journal of Industrial Ergonomics*. 2026; 113:103941.

<https://doi.org/10.1016/j.ergon.2026.103941> [open access]

Abstract: The working conditions of mainly female cleaners are particularly poor. This article proposes an original approach between ergonomics and economics to analyze the characteristics of the organization of cleaners' daily working time based on quantitative data from the 2019 French Working Conditions survey (n = 14,910), and qualitative data from semi structured interviews with trade unionists, employers and workers (n = 11). Cleaners are mainly women (80%), working in the private sector, sometimes immigrants and in single-parent households. An analysis of the "degree of normality" (Txnorm) and the "density" of the working day (Devetter and Valentin, 2024) shows that cleaners work atypical hours, starting early in the morning and finishing late in the evening, with fragmented schedules reflecting interruptions in the working day. These working conditions give rise to conflicts between professional and personal life, reflected in difficulties in reconciling work with the socio-family sphere. These conditions are also characteristic of psychosocial damage factors. We conclude with a discussion of the ways in which this work could evolve, ranging from shifting working hours to the daytime, developing participatory approaches to occupational health, re insourcing cleaners, and reflecting on what might constitute full-time work in these forms of employment.

Duffy RT, Brobbey A, Rydz E, Quinn EK, Fazel SS, and Peters CE. Young workers' perceptions about occupational carcinogens. *Work*. 2026; 83(4):1212-1221.

<https://doi.org/10.1177/10519815251382372> [open access]

Abstract: Background Young workers (≤ 25 years) face a well-documented increased risk of

occupational injury, but little is known about their risk for occupational disease or how it compares to older workers, even though similar factors may contribute to both injuries and hazardous exposures. Objective The objective of this mixed-methods study was to assess young workers' ability to identify carcinogens and identify factors that may be indicative of a higher risk of occupational cancer. Methods We conducted a survey of young workers in Canada and the United Kingdom via Prolific to assess knowledge, attitudes, and behaviours around carcinogenic exposures in the workplace. Participants were asked True/False (T/F) questions on factors affecting hazardous exposures, Likert-scale questions on workplace behaviours, and to identify carcinogens among various hazards. Scores were assigned based on ability to identify carcinogens, median scores were compared across demographics, occupational groupings, and responses. Participants were then recruited to participate in focus groups to discuss questions in further detail. Results Median scores were lowest among participants in (1) retail and sales, and (2) agriculture, trades and manufacturing. Regardless of occupation, the ability to identify carcinogens was low. Median carcinogen scores were lower among incorrect T/F responses related to hazardous exposure. Many participants indicated a lack of knowledge regarding workplace hazards or how they may affect their health despite reporting receiving training. Conclusions There are knowledge gaps by occupational groups that highlight a need for improvements to the delivery of training to young workers in the primary sector, manufacturing, and retail and sales.

Genaro LE, Moimaz SAS, Valsecki Junior A, Lopez Rosell F, and Saliba TA. Evaluation of ergonomic risk in dentists providing home care. *Ergonomics*. 2026; 69(5):749-755.

<https://doi.org/10.1080/00140139.2025.2481149>

Abstract: We assessed the risk of Musculoskeletal Disorders (MSDs) in dentists during home-based dental procedures by capturing images of 114 procedures. Work postures were analysed using the Rapid Upper Limb Assessment method. The evaluated procedures included Atraumatic Restorative Treatment (ART), Scaling and Root Planing (SRP), and Oral Hygiene Guidance (OHG). A significant association was observed between wrist scores and female sex ($p = 0.001$), indicating a moderate risk for MSDs. SRP showed significant associations with arm ($p = 0.009$), wrist ($p = 0.029$), neck ($p = 0.008$), and legs ($p = 0.012$). The final MSD risk classification was significantly associated with SRP ($p = 0.032$), revealing that 25.5% of the procedures had moderate risk, 38.7% high risk, and 35.8% very high risk for MSDs. Dentists who provide home care may have a moderate to high risk of developing MSDs, which is associated with the type of procedure.

Harari G and Gesser-Edelsburg A. The association of sleeping duration and sleep problems with all-cause mortality among a cohort of industrial workers followed up for 36 Years. *American Journal of Industrial Medicine*. 2026; 69(5):372-381.

<https://doi.org/10.1002/ajim.70072> [open access]

Abstract: Background: Sleep duration is a well-established factor associated with all-cause mortality and cardiovascular mortality. Poor sleep quality was also suggested to affect all-cause mortality risk among adults. The Cardiovascular Occupational Risk Factor determination in Israel Study (CORDIS) is a prospective cohort study of industrial workers who entered the study during 1985-1990 and have been followed for 36 years. We examined the relationship between sleep duration, sleeping problems and difficulties, and all-cause mortality in the CORDIS cohort. Method: Self-reported data, including sleep duration and sleeping problems, from 7287 participants were merged with data on all-cause

mortality obtained from the National Death Registry and the Central Bureau of Statistics. Results: Over the 36-year follow-up, 2159 participants died: 445 were < 45 years and 1714 were ≥ 45 years. Sleep duration of ≤ 5 h significantly increased mortality risk (hazard ratio [HR] = 1.30, $p = 0.0032$), with a more pronounced effect in those < 45 years (HR = 1.55, $p = 0.0028$). Sleeping problems also increased mortality risk (HR = 1.30, $p = 0.0088$), with a stronger association among younger individuals (HR = 1.63, $p = 0.0399$). Conversely, difficulty sleeping when anticipating something unpleasant was linked to increased mortality only in those aged ≥ 45 years (HR = 1.17, $p = 0.0440$). Conclusions: Our analysis showed that short sleep duration and sleeping problems are significant predictors for all-cause mortality, particularly in younger individuals (< 45 years). These results emphasize the importance of addressing sleep problems among different age groups to potentially reduce mortality risk.

Khan MW, Vallbona-Vistos M, Cavet M, Vilahur N, and Turner MC. Occupational exposure to cancer risk factors among health and social care workers in Europe: results from the Workers' Exposure Survey. *European Journal of Public Health*. 2026; 36(2):ckag056.

<https://doi.org/10.1093/eurpub/ckag056> [open access]

Abstract: Occupational exposure to cancer risk factors is an important avoidable cause of cancer. The European Agency for Safety and Health at Work (EU-OSHA) conducted a Workers' Exposure Survey (WES) on cancer risk factors to increase knowledge on the prevalence and circumstances of exposure to 24 known cancer risk factors and on workplace prevention strategies in Europe. This manuscript focusses on the human health and social care work activities (HeSCare) sector, one of the largest occupational sectors in Europe. WES includes 24 402 telephone interviews from 2022 to 2023 on workers in Finland, France, Germany, Hungary, Ireland, and Spain. WES uses the Occupational Integrated Database Exposure Assessment System (OccIDEAS) where probable exposure to selected cancer risk factors during the last working week was automatically estimated based on workers' answers to detailed sets of questions adapted to the EU context. There were 3041 workers affiliated with the HeSCare sector and almost two-thirds (65.3%) were female. A total of 29.5% of workers were probably exposed to one or more of the included cancer risk factors and 7.8% to two or more. The most common exposures among those considered were to ionizing radiation (7.4%), diesel engine exhaust emissions (6.2%), solar ultraviolet radiation (6.1%), formaldehyde (5.2%), and benzene (4.8%). The most frequent exposures estimated to occur at a high level in HeSCare were formaldehyde (2.3%) and ethylene oxide (2.0%). WES provides valuable sector-specific data about exposure to the most common cancer risk factors in occupational settings in Europe.

Metzler YA and Taibi Y. From self-reports to job exposure matrices: a comparative analysis of psychosocial hazards across similar jobs. *Safety Science*. 2026; 199:107171.

<https://doi.org/10.1016/j.ssci.2026.107171> [open access]

Abstract: In psychosocial risk assessment, averaging employee self-reports into job-level indicators of psychosocial hazard exposure is common practice; however, it remains unclear whether such indicators reliably generalize across similar jobs. This study applies a comparative approach to examine consistency in psychosocial hazard ratings among employees with comparable job roles at three locations of a European manufacturing company. A total of $N = 2,065$ employees in six groups of similar blue- and white-collar jobs completed self-report measures of nine key psychosocial hazards. Descriptive statistics and intraclass correlations (ICCs) were used to assess the consistency of hazard

ratings, and a linear mixed-effects model examined the proportion of variance in job satisfaction, general health, and emotional exhaustion attributable to job-level versus individual-level differences. Results revealed moderate to high consistency (ICC[3, k] = 0.75) for several psychosocial hazards (e.g., leadership quality, environmental conditions), although social relations and degrees of freedom exhibited lower consistency (0.38-0.62). Multigroup confirmatory factor analysis indicated stronger measurement equivalence among blue-collar jobs (7/8 scales metric invariant) than white-collar jobs (3/8 scales), though rating consistency remained adequate in both contexts for practical job-level characterization. Mixed-effects analyses indicated that job-level factors accounted for up to 40% of the variance in general health but explained little variance in job satisfaction and emotional exhaustion, suggesting these outcomes are driven primarily by individual-level factors. From a public policy and legal perspective, these findings underscore the utility of job exposure matrices for guiding organizational interventions and informing compliance with emerging standards for workplace mental health. Policy measures should recognize that not all psychosocial outcomes can be effectively captured by aggregated indicators, reinforcing the need for nuanced assessment strategies tailored to individual differences. While job exposure matrices provide valuable job-level characterizations of psychosocial hazards, they cannot offer the precise threshold values comparable to the logic of occupational exposure limits, necessitating their use as screening tools rather than definitive risk determinants.

Nissinen S, Kainalainen A, and Sormunen E. Analyzing occupational safety managers' and representatives' assessments of collaboration with occupational health care. *Workplace Health & Safety*. 2026; 74(5):241-253.

<https://doi.org/10.1177/21650799251392224> [open access]

Abstract: Background: Collaboration between occupational safety (OS) and occupational health care (OHC) is essential for workplace health and safety, yet the experiences of OS actors have been less studied. Objective: To examine OS managers' and representatives' experiences of collaboration with OHC and identify related factors. Methods: This cross-sectional study was conducted in Finland via an online survey in March-April 2025. A total of 222 OS managers and 364 OS representatives responded to a questionnaire. Data were analyzed using non-parametric methods. Group differences were examined with the Mann-Whitney U and Kruskal-Wallis tests. Spearman's rank correlation was used to explore associations between background variables and attitude statements related to perceived seamless collaboration. Results: OS managers rated the collaboration as more seamless than OS representatives (mean 7.76 vs. 7.17; $p < .001$), and more often gave it an excellent rating (39% vs. 22%). Seamless collaboration was particularly associated with the OHC agreement's comprehensiveness, OS experience, and digital tools. The strongest associations were found for OHC participation in OS activities ($r = .78$) and availability of workload data ($r = .77$). Conclusions: The availability of information related to workload factors and the participation of OHC in workplace OS activities are particularly important for a positive experience of collaboration. Seamless collaboration with OHC also requires clear, jointly agreed procedures. Application to practice: OHC should strengthen its collaboration with OS by clearly identifying and communicating workload and resource factors in the work environment, in order to effectively and impactfully target development measures.

Payne J, Rose J, and Butler P. The limits of the possible: third sector employability support for vulnerable users and the challenge of job quality. *Social Policy & Administration*. 2026; 60(3):335-345.

<https://doi.org/10.1111/spol.13162> [open access]

Abstract: Many third-sector organisations (TSOs) deliver employability support for vulnerable groups, but can they address the quality of jobs their users enter? The question is timely in the UK, given structural constraints presented by its neoliberal labour market/welfare regime and the recently elected Labour Government's aim of moving job centres towards a supportive approach focused on 'good work'. An interesting comparison emerges with Scotland, where 'fair work' is more established in policy. Drawing upon third-sector literature, we develop an analytical framework for exploring TSOs' engagement with job quality, centred around framing suitable employment/employ, shaping user choices and shaping employer practice. Using surveys and interviews with TSO managers in England and Scotland, we find TSOs can adopt different strategies and that Scotland's approach may make a difference, underscoring the role of policy paradigms and power in structuring the limits of possibility.

Prairie J, Pacheco T, Gauthier CA, Villeneuve M, and Coulombe S. Ergonomic support and workstation satisfaction among teleworkers in small and medium enterprises. *Work*. 2026; 83(4):1062-1073.

<https://doi.org/10.1177/10519815251386811> [open access]

Abstract: Background: Ergonomics can be adapted to the work-from-home context, e.g., training on adjustment, adjusted furniture provision, and professional evaluation of the ergonomic adjustment of one's workspace. However, very little research has examined the extent to which such supports have been offered to the diverse small and medium enterprise (SME) teleworkers population post-pandemic. Objectives: 1) Examine if, and how, i) ergonomics support provided to SME teleworkers, and ii) their satisfaction with the ergonomic adjustment of their workstation vary according to individual and organizational characteristics; 2) investigate the associations between provided ergonomics support and workstation satisfaction. Methods: 1162 teleworkers (616 supervisors) employed by SMEs in Canada completed an online questionnaire that included items regarding three ergonomic supports (i.e., training, equipment, evaluation) and workstation satisfaction. Results: Logistic and linear regression analyses indicated that several individual and organizational characteristics significantly ($p = .05$) predicted whether teleworkers received each form of ergonomic support (training: gender, enterprise size, union presence; equipment: supervisory role; evaluation: daily time at the computer, supervisory role) or their level of satisfaction with their workstation (union presence). Hours per week employers expected employees to telework and age significantly predicted being provided with ergonomic support (of any form) and workstation satisfaction. Linear regressions indicated that each ergonomic support was significantly related to increased workstation satisfaction. Conclusions: Some groups of teleworkers (e.g., women, younger workers, those in medium-sized enterprises, workers represented by a union) in SMEs seem more likely to receive ergonomic support than others. Receiving more ergonomic support cascades to more satisfaction with one's workstation.

Renz D and Marin LS. Organization-level safety climate and worker behavior in the oil and gas industry: the mediating role of the "company man" leadership attributes. *Workplace Health &*

Safety. 2026; 74(5):228-240.

<https://doi.org/10.1177/21650799261424573>

Abstract: BACKGROUND: Using the intelligence leadership model as a conceptual framework, this study examined the relationship between organization-level safety climate and two dimensions of worker safety behavior (worker safety participation and workers safety engagement) and how this relationship could be affected by workers perceived safety leadership traits of the person in charge. METHODS: A cross-sectional study was conducted with 105 oil and gas field workers from multiple contractor companies across eight sites in Pennsylvania and Ohio. Participants completed a comprehensive 53-item self-administered questionnaire designed to assess three constructs: safety leadership intelligence (emotional intelligence [six items], rational intelligence [four items], and spiritual intelligence [six items]), organization-level safety climate (16 items), and worker safety behavior (safety participation [five items] and safety engagement [four items]). Study hypotheses were evaluated using structural equation modeling analysis. FINDINGS: The results showed significant direct and indirect pathways between organization-level safety climate and worker safety behavior (worker safety participation and worker safety engagement), through safety intelligence leadership attributes (emotional, rational, and spiritual). Specifically, perceived person-in-charge's (PIC) leadership attributes related to emotional safety intelligence were found to both fully and partially mediate the relationship with worker safety participation and worker safety engagement respectively. CONCLUSIONS/APPLICATION TO PRACTICE: In high-risk, high-pressure environments, workers are more likely to engage in proactive safety behaviors when they perceive their leaders as empathetic, emotionally self-aware, and capable of fostering genuine interactions. This type of influence cannot be mandated by authority alone, nor achieved just by charisma; it must be earned through emotional connections

Sharpe K, Peck HH, Marino S, Jones AM, and McLeod CB. Exploring the implementation of a new voluntary occupational health and safety program in Ontario, Canada: a thematic analysis. Frontiers in Public Health. 2026; 14:1768542.

<https://doi.org/10.3389/fpubh.2026.1768542>

Abstract: OBJECTIVES: The adoption of voluntary occupational health and safety (OHS) interventions has increased over the last three decades. This research explores the practical implications of implementing a new OHS program designed to appeal to a broad range of firms in Ontario, Canada. It also describes the process of providing findings as real-time evidence to program administrators for early program improvement. METHODS: Key informant interviews were conducted with 76 individuals from 71 firms enrolled in the program. Data were thematically analyzed with an emphasis on understanding the challenges and successes participants experienced during their first year in the program, as well as why they enrolled and their overall perceptions of the program. Detailed findings from this study were provided to the program's administrators during its continued rollout. RESULTS: The program was well-received and led to early positive changes in OHS. However, there were challenges related to its 'one-size-fits-all' nature. Smaller firms with fewer resources, larger firms with more advanced OHS systems and firms with more dynamic working environments faced barriers to participating in the program. DISCUSSION: OHS programs meant to appeal to a wide variety of firms can be successful but need to be tailored and responsive to differences in firm size, industry and context. Our findings were used to make changes early in the program's implementation and

highlighted the importance of providing timely evidence to improve outcomes and sustainability of OHS programs

Suresh V, Konda S, Haney JM, Camargo HE, Cheng M, Weaver D, et al. Robot-related workers' compensation claims in Ohio, 2001-2020. *American Journal of Industrial Medicine*. 2026; 69(5):345-357.

<https://doi.org/10.1002/ajim.70067>

Abstract: Background: Increased robot adoption and advancements in robotics have led to the emergence of robotic arms for collaborative applications that work alongside humans, increasing direct human-robot interaction. This shift highlights the need to address new safety challenges posed by emerging robotic technologies. Currently, there is limited research on robot-related injuries. Methods: Robot-related workers' compensation claims from 2001 to 2020 were identified using a keyword search from the Ohio Bureau of Workers' Compensation (OHBWC) database. Descriptive analyses were conducted on this claims dataset. Results: From 2001 to 2020, 1076 robot-related claims were identified, with 85% medical-only claims (medical care only and/or ≤ 7 days away from work). Most claimants were male (74.2%), and 51.1% were 25-44 years old. More than half of the claims were due to contact with objects and equipment (57.9%), followed by overexertion and bodily reaction (20.6%). Most injuries occurred in the manufacturing sector (75.1%), followed by the service sector (14.7%). The claims resulted in over \$8.3 million in costs. Of this figure, 91% was incurred due to lost-time claims (\$7.6 million). Almost 30% of claims included diagnoses from multiple diagnosis groups. Most claims involved working with robotic arms for collaborative applications (75.7%) in a shared workspace. Conclusions: Robotics is rapidly evolving to remove workers from hazardous environments and reduce risks from hazardous, repetitive, and manual tasks, but it may introduce new workplace hazards. There is a need to study robot-related injuries, identify high-risk exposures, and develop sector- or application-specific comprehensive safety approaches for safer implementation of robots in the workplace.

Useche SA, Llamazares FJ, Marin C, and Oviedo-Trespalacios O. Safety, identity, and inequity at the last mile: a qualitative study of app-based bicycle delivery riders in Spain. *Safety Science*. 2026; 199:107180.

<https://doi.org/10.1016/j.ssci.2026.107180> [open access]

Abstract: The expansion of the gig economy has led to a growing number of urban workers engaged in app-based food delivery. This sector, often seen as flexible, conceals complex occupational, legal, and psychosocial risks. Recent evidence suggests that delivery riders' safety is shaped not only by infrastructure or individual behavior, but also by precarious work conditions, limited legal protections, and forms of social exclusion that remain largely unaddressed. Aim This qualitative study examined how safety, identity, and equity are experienced and negotiated in app-based bicycle delivery in Spain, with attention to algorithmic timing, organizational rules, and street-level conditions. Methods Twenty semi-structured interviews were conducted with food delivery riders (mostly migrant men) in urban areas of Spain. A reflexive thematic analysis (inductive) was applied, with attention to patterns, contrasts across cases, and speech insights suggesting broader socio-labor dynamics. Results Three core themes were identified: (1) persistent exposure to traffic and environmental hazards, often aggravated by digital pressures and limited enforcement of safety regulations; (2) a fragmented social identity, with riders feeling excluded from both formal labor structures and mainstream cycling

culture; and (3) strong perceptions of systemic inequity, including legal precarity, economic fragility, and marginalization in public and policy narratives, which may influence how riders manage risk in practice (e.g., rule compliance, incident reporting) and, in turn, safety outcomes. Conclusion The findings highlight the vulnerabilities of bicycle food delivery riders and suggest the need to rethink how safety, labor protections, and urban inclusion are framed and implemented in this sector.

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