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

***Gignac MAM, Pienkowski M, and Bowring J. Working with a chronic health condition: is choosing not to disclose the same as hiding information? *Journal of Occupational Rehabilitation*. 2026; [epub ahead of print].**

<https://doi.org/10.1007/s10926-026-10387-7> [open access]

Abstract: BACKGROUND AND OBJECTIVES: Hiding personal information from others can come at a negative psychological cost. Yet studies on workplace disclosure of a chronic or episodic disability have not differentiated between decisions not to disclose information vs actively hiding information. We examined differences in decisions around nondisclosure and active hiding of health information, and factors associated with these decisions, including workplace support and job impacts. METHODS: An online, cross-sectional survey asked workers with physical and mental health/cognitive conditions creating job limitations (disability) about disclosing and hiding health information from a supervisor. Relationships between disclosure/nondisclosure and hiding/not hiding and their associations with demographic and work context factors, perceptions of disclosure decisions, workplace support, and job outcomes were examined in multinomial regression analyses. RESULTS: Participants were 695 workers (51% men) with physical (40%), mental health/cognitive (25%), or both types of conditions (35%). Participants hiding health information (disclosure-hiding 20.9%; no disclosure-hiding 24.0%) were more likely to have mental health/cognitive conditions, avoidance goals, negative workplace perceptions, and report challenges in decision making than those not hiding information (disclosure-no hiding 37.5%; no disclosure-no hiding 17.6%). Those who had disclosed reported more workplace support, but those in the disclosure-hiding group reported more absenteeism, worse productivity, and more job disruptions. CONCLUSIONS: The findings underscore the complexity of working with a disability and that many workers report hiding information from their supervisor. Understanding

reasons for nondisclosure and hiding, and its implications, has the potential to improve workplace support provision for workers with disabilities and improve work inclusivity and sustainability

***Jessiman-Perreault G, Smith PM, Thompson AMS, and Gignac MAM. Do gender and chronic or episodic disability type moderate the relationship between support availability, perceived workplace support towards disclosure and job disruptions? Journal of Occupational Rehabilitation. 2026; [epub ahead of print]**

<https://doi.org/10.1007/s10926-026-10399-3>

Abstract: PURPOSE: Whilst absenteeism and presenteeism amongst workers with chronic and episodic disabling conditions are well-studied, less is known about broader job disruptions and their links to gender, disability type, support availability, and perceived workplace support towards disclosure. This study examined the prevalence of job disruptions and their association with support availability and support of disclosure, and whether these relationships differ by gender and disability type. METHODS: A cross-sectional survey was conducted in June-July 2022 with 730 employed Canadians living with chronic or episodic conditions causing work limitations. Relationships between support availability, perceived workplace support towards disability disclosure and six types of job disruptions (i.e. work impacts such as interruptions, distractions, and other barriers that create difficulties with work activities and participation) were analyzed using chi-square tests and adjusted logistic regression. Gender (men/women) and disability type (physical, mental/cognitive, both) were tested as moderators. RESULTS: Short-term job disruptions were common, especially amongst workers with both physical and mental/cognitive conditions. Greater support availability was associated with fewer long-term disruptions but more missed meetings. Negative or ambivalent perception of workplace support towards disability disclosure was associated with higher odds of long-term disruptions. Low support availability exacerbated job disruption disparities between disability types. There was no evidence of moderation by gender. CONCLUSION: Support availability and a positive, inclusive workplace with support towards disability disclosure are important factors influencing long-term job disruptions. The findings of this study suggest that tailored supports for those with complex and co-occurring, disabilities and efforts to improve perceptions of the workplace's support towards disability disclosure are important to promote sustained work participation for people with chronic or episodic conditions causing limitations

***Probst T, Shoss M, Bankins S, Behrend T, Dragano N, Jetha A, et al. Aligning artificial intelligence with worker health, well-being, and safety: an occupational health psychology agenda. Occupational Health Science. 2026; 10(2):15.**

<https://doi.org/10.1007/s41542-026-00262-5>

Bonafede M, Marinaccio A, Levi M, Pietrafesa E, D'Elia S, Guerri G, et al. Climate change and occupational health: perceptions and knowledge of heat stress in Italy. Safety Science. 2026; 200:107245.

<https://doi.org/10.1016/j.ssci.2026.107245>

Bruno P and Passmore S. Early prognostic factors for claim cost and claim duration following a work-related back injury in Saskatchewan, Canada. Journal of Occupational Rehabilitation. 2026; [epub ahead of print].

<https://doi.org/10.1007/s10926-026-10386-8>

Abstract: Purpose: The objective of the current study was to determine the degree to which individual prognostic factors obtained within the first 3-4 weeks of the initiation of a work-related back injury claim can predict claim cost and claim duration. Methods: Prognostic factor data and outcome data regarding claim cost and duration were obtained from back injury claimants via an online questionnaire and the local workers' compensation board. Regression models were used to determine which of the factors were best able to predict claim cost, claim duration, and chronic work disability. Results: Age, disability, and an accommodation and/or early return-to-work program being offered were included in the three final regression models and were therefore deemed to be best able to predict all three outcomes. Recovery expectations was also included in the final regression model for claim duration and is therefore able to assist in the prediction of this outcome. Conclusion: The regression models produced in the current study could be used to formulate equations to estimate claim cost and duration, thereby allowing insurers to identify "high-risk claims" early in the claim process and facilitate more targeted interventions in such cases. As well, whether an accommodation and/or early return-to-work program is offered is highlighted as a modifiable risk factor that could be used by insurers, employers, and workers to reduce claim cost and claim duration.

Cornejo PA, Villanueva CI, and Jorquera Gutierrez RJ. Safety culture and climate in the education sector and its relationship with health from a gender perspective. International Journal of Industrial Ergonomics. 2026; 113:103900.

<https://doi.org/10.1016/j.ergon.2026.103900>

Fox AB, Nillni YI, Rossi FS, Duke CC, and Galovski TE. The mental health of US veterans before and after the COVID-19 pandemic: examining the demographic and environmental correlates of courses of distress in the LIGHT cohort. Social Psychiatry and Psychiatric Epidemiology. 2026; 61(4):735-746.

<https://doi.org/10.1007/s00127-025-03008-w>

Abstract: Purpose: We examined courses of distress in US veterans before, during, and after the COVID-19 pandemic and the impact of demographic and environmental characteristics on patterns of distress. Methods: We used survey data (n = 1064; Mage = 38.85, 49.1% female) from the Longitudinal Investigation of Gender, Health, and Trauma (LIGHT) study. Using data from three time points (pre-pandemic, peri-pandemic, and post-pandemic), participants were classified into one of five groups based on whether they met clinical cut-offs for depression, generalized anxiety, and/or PTSD at a given time point. We then examined demographic and environmental correlates of group membership and used relative importance analyses to identify the strongest correlates of group membership. Results: For female and younger veterans, distress increased from pre-pandemic to peri-pandemic, decreased from peri-pandemic to post-pandemic, and then returned to pre-pandemic levels two years later. For male and older veterans, there was no change in distress from pre-pandemic to peri-pandemic, an increase in distress from peri-pandemic to post-pandemic, then a return to pre-pandemic distress levels. Most participants were classified as Resistant (60.1%), followed by Persistent (20.5%), Remitted (7.6%), Exacerbated (6.4%), and Resilient (5.5%). Income,

community danger, neighborhood cohesion, and post-pandemic related distress were the strongest correlates of persistent distress, the most vulnerable group. Conclusion: Overall, veterans were resilient in response to the pandemic. However, findings suggest that female and younger veterans were disproportionately impacted. The relationships we identified between environmental factors and persistent distress underscore the need for interventions that address both individual and structural factors that impact distress.

Grewal E, Durocher E, Premji S, and Gewurtz R. Exploring intersections of race and disability in the context of Canadian employment support systems through the experiences of job seekers/workers, employers, and service providers. *Journal of Occupational Rehabilitation*. 2026; 36(2):503-516.

<https://doi.org/10.1007/s10926-025-10291-6> [open access]

Abstract: PURPOSE: Racism and ableism have impacts at individual and organizational levels and can produce and reproduce inequities and injustices in diverse contexts. However, their intersection remains largely unexamined in the provision of employment supports. The objective of this qualitative study is to identify barriers and facilitators within employment supports to seek strategies to improve the employment outcomes of racialized disabled job seekers and workers and address gaps faced by service providers and employers. METHODS: This study used interpretive description (Thorne S. Interpretive description: Qualitative research for applied practice; 2016.). Four racialized disabled job seekers and workers, two employers and four service providers from Canada participated in semi-structured interviews. Thematic analysis (Braun and Clarke in *Qual Res Psychol* 3:77-101, 2006) was used to analyze the data. FINDINGS: Five core themes were identified: (1) managing intersectional confusion; (2) employer education; (3) contextual barriers; (4) client-service provider relationships; and (5) urgency for solutions. CONCLUSION: This study provides grounding evidence about common concerns and barriers within existing employment support systems and can assist policymakers and service providers to better understand the complex and nuanced lived experiences of racialized disabled job seekers and workers

Huang SL, Wang WH, Li RH, Chen HY, and Tang FC. Moderating effects of muscle fitness on the associations between work stress, burnout, and well-being among white-collar workers. *Healthcare*. 2026; 14(4):468.

<https://doi.org/10.3390/healthcare14040468> [open access]

Abstract: Background/objectives: White-collar workers experience a unique dual burden of high psychological demands and prolonged static loading, creating a need to understand how physical resilience may mitigate these stressors. This study investigated the moderating role of specific muscle fitness components in the associations between work stress, burnout, and well-being among white-collar workers. To address the gap in task-specific physical resilience, we employed a cross-sectional design involving 321 full-time employees. Methods: Work stress (job control and demands), burnout, and well-being were assessed via structured questionnaires, while grip strength, abdominal endurance, and back muscle endurance were objectively measured. Results: Results indicated that the muscle fitness components were not directly associated with either burnout or well-being. However, the moderation model for burnout was significant ($F = 15.837$, $p < 0.001$; adjusted $R^2 = 0.278$), where back muscle endurance significantly moderated the association between psychological job demands and burnout ($\beta = -0.121$, $p < 0.05$), whereas no such moderating effect was observed for well-being. In contrast, no such moderating effect was observed for well-being, nor did grip strength

or abdominal endurance exhibit significant buffering effects on either psychological outcome. Conclusions: These findings demonstrate the relevance of task-specific physical resources in sedentary environments, specifically that back endurance functions as a buffer against burnout but may be insufficient to directly enhance overall well-being. The results suggest that while integrating task-specific physical assessments is vital for burnout prevention, psychosocial organizational support remains essential for fostering comprehensive well-being.

Konig L, Zitzmann S, and Hecht M. Strategizing AI utilization for psychological literature screening: a comparative analysis of machine learning algorithms and key factors to consider. *Research Synthesis Methods*. 2026; 17(3):451-482.

<https://doi.org/10.1017/rsm.2025.10053>

Abstract: With the rapid growth of scholarly literature, efficient artificial intelligence (AI)-aided abstract screening tools are becoming increasingly important. This study evaluated 10 different machine learning (ML) algorithms used in AI-aided screening tools for ordering abstracts according to their estimated relevance. We focused on assessing their performance in terms of the number of abstracts required to screen to achieve a sufficient detection rate of relevant articles. Our evaluation included articles screened with diverse inclusion and exclusion criteria. Crucially, we examined how characteristics of the screening data—such as the proportion of relevant articles, the overall frequency of abstracts, and the amount of training data—impacted algorithm effectiveness. Our findings provide valuable insights for researchers across disciplines, highlighting key factors to consider when selecting an ML algorithm and determining a stopping point for AI-aided screening. Specifically, we observed that the algorithm combining the logistic regression (LR) classifier with the sentence-bidirectional encoder representations from transformers (SBERT) feature extractor outperformed other algorithms, demonstrating both the highest efficiency and the lowest variability in performance. Nonetheless, the algorithm's performance varied across experimental conditions. Building on these findings, we discuss the results and provide practical recommendations to assist users in the AI-aided screening process.

Liu Q, Xiang Q, Yang J, and Feng Y. Advancing mental health management in construction using neurophysiological approaches: a systematic review. *Journal of Construction Engineering and Management*. 2026; 152(6):03126005.

<https://doi.org/10.1061/JCEMD4.COENG-17681>

Michaelides M and Mueser P. The employment and displacement effects of job counseling over the business cycle: evidence from the US unemployment insurance system. *ILR Review*. 2026; 79(3):435-461.

<https://doi.org/10.1177/00197939251408008>

Ohler W and Hasle P. Price or safety: exploring the role of supply chain certifications and audits for SMEs' health and safety management. *Safety Science*. 2026; 200:107214.

<https://doi.org/10.1016/j.ssci.2026.107214> [open access]

Abstract: In the modern globalised world, occupational safety and health (OSH) is increasingly influenced by supply chain requirements and practices, such as certifications and audits. Yet, safety research is mainly aimed at specific OSH certifications, e.g. ISO 45001, while little attention is paid to other voluntary certification standards or supply chain practices, i.e. buyers' audits that seek to influence suppliers' operations, including OSH. This paper examines how a large retailer and its small

fruit and vegetable suppliers navigate supply chain requirements and how these affect the suppliers' OSH management. The analysis reveals that supply chain certifications and the subsequent audits have a positive impact on OSH management and allow small and medium-sized enterprises (SMEs) to make a systematic assessment of their OSH management. Nevertheless, the quality of audits varies, and buyers cannot depend solely on audits to secure compliance with the OSH requirements in their Codes of Conduct. Furthermore, buyers risk decoupling between their procurement and CSR departments by entirely leaving OSH to third party audits and thereby indicate to suppliers that OSH in practice has a low priority.

Pratap P, Sokas R, Oladosu M, Neimark R, and Landsbergis P. Decent work in the United States: a public health perspective. *Work*. 2026; 83(4):1010-1025.

<https://doi.org/10.1177/10519815251394860>

Abstract: Background The United Nations (U.N.) recognizes "Decent Work" as a basic human right. The components of Decent Work include four pillars defined by the U.N.'s International Labor Organization (ILO): basic rights at work, employment creation, social protection and social dialogue. The United States fares poorly in comparison to peer countries on multiple measures related to Decent Work. Objective The goal of this study was to describe 1) perceptions of decent work, 2) perceived barriers and opportunities to decent work, and 3) the role of public health in promoting and supporting decent work in the United States. Methods Key informants identified from a pool of local, regional, state, national, and international organizations addressing concepts relating to worker rights and worker health and safety in the United States were interviewed from May 2021 to March 2022. Responses were analyzed using qualitative content analysis. Results Participants defined decent work in terms very similar to the ILO definition: providing a livable wage with benefits, job security, just, safe, sustainable, meaningful work. Several addressed opportunities for growth, work providing a sense of agency/autonomy/power, and contributing to overall health, social, and emotional well-being. Significant barriers identified included the absence of legal protection, low levels of collective bargaining, poverty wages, and a lack of affordable healthcare. Conclusions There is widespread recognition that the U.S. lags significantly behind other high-income countries in the regulation of working conditions. Public health can amplify a decent work strategy by emphasizing the relationship between work and health

Stadin MR, Asplund S, Nyman T, Svartengren M, and Hellman T. Managers' and safety representatives' perspectives on electronic monitoring and occupational health in the transport and logistics industries in Sweden. *International Journal of Occupational Safety & Ergonomics*. 2026; 32(1):250-258.

<https://doi.org/10.1080/10803548.2025.2524991> [open access]

Abstract: OBJECTIVES: Qualitative research on electronic monitoring in relation to occupational health remains limited. This study aimed to explore managers' and safety representatives' perspectives on how electronic monitoring in the transport and logistics industries has influenced the work environment, including job demands and available resources. METHODS: A qualitative study design employing semi-structured interviews was used to collect open-ended data and explore the views of managers and safety representatives regarding electronic monitoring. Data were analysed using content analysis and consisted of 16 semi-structured interviews with participants from 15 organizations within the transport and logistics industries in Sweden. RESULTS: The content analysis

identified two main categories: electronic monitoring and organizational culture (with sub-categories: purpose of electronic monitoring; and electronic monitoring and the social work environment); and electronic monitoring and employee well-being (with sub-categories: electronic monitoring and employee impact; and ethical surveillance practices). **CONCLUSIONS:** Although electronic monitoring in the transport and logistics sectors offers security advantages, it may also adversely affect recovery, autonomy and team cohesion. To mitigate these risks, monitoring systems should be implemented ethically, with transparency and an emphasis on support rather than control. Furthermore, ensuring sufficient recovery time within driver schedules and workflows is essential for promoting occupational health

Topazian RJ, Locke P, Ali J, Fattaroli S, and Crifasi CK. Firefighter occupational health and safety data privacy: an analysis of statutory, regulatory, and contractual governance mechanisms. *New Solutions*. 2026; 36(1):36-50.

<https://doi.org/10.1177/10482911261422422>

Abstract: Despite interest in collecting occupational health and safety data to protect high-risk workers such as firefighters, there is limited research on public policies governing this data. We reviewed policies impacting firefighter occupational health and safety data. We identified laws, regulations, and union contracts at the federal level, and in Maryland and Virginia. We collected data using secondary sources and Westlaw (March-May 2023). We reviewed 20 laws and regulations: nine federal, three in Maryland, and eight in Virginia, and 11 union contracts. We developed a framework for evaluating each policy: permissiveness of data collection, data use/purpose, storage conditions, and sharing/access privileges. We found few policies directly related to occupational health and safety data privacy, and only two fire service-specific laws. Union protections varied, with many limiting data access, while others authorized electronic surveillance. The current legal structure provides some protection, but additional policymaking is needed to further safeguard firefighter data

Vincent C, Mediavilla R, Scarlett H, El-Hage W, Chauvin P, and Vuillermoz C. Occupational stigma and post-traumatic stress disorder among healthcare workers. *Journal of Affective Disorders*. 2026; 406:121691.

<https://doi.org/10.1016/j.jad.2026.121691> [open access]

Abstract: Background: Healthcare workers (HCWs) could be subject to stigma, particularly in contexts of fear of contagion related to various communicable diseases. While existing literature has established links between workplace stigma and adverse mental health outcomes, this research has largely focused on stigma derived from personal characteristics (e.g., race, gender). However, studies specifically investigating occupational stigma - the stigma resulting directly from the nature of the healthcare profession itself - remain scarce. Objective: We investigated the association between perceived occupational stigma and post-traumatic stress disorder (PTSD) symptoms one year following the onset of the COVID-19 pandemic. Methods: This study analyzed data from a cross-sectional online survey conducted in France. PTSD symptoms were measured with the Posttraumatic Stress Disorder Checklist (PCL-5), and perceived stigma was assessed with a single-item question. Associations were analyzed using inverse probability weighting based on propensity scores, which accounted for a broad range of potential confounders, including socioeconomic factors, work characteristics, and comorbidities. Results: Among 655 respondents, who were mainly physicians, 44.8% reported experiencing occupational stigma and 8.7% met the threshold for PTSD symptoms.

After adjustment, perceived occupational stigma was significantly associated with PTSD symptoms (ORa = 2.16; 95% CI [1.09-4.25]). Conclusion: Occupational stigma is independently associated with PTSD symptoms among HCWs. These findings underscore the critical need for integrating targeted anti-stigma interventions into mental health strategies for HCWs involving in managing infectious disease or in pandemic context.

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