



This Workplace Research Monthly includes the latest peer-reviewed articles, reports and evidence on a range of workplace health and safety, prevention, recovery at work and return to work topics that were published in May 2026 only.

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## Methodology

### Search

Open access, English language article abstracts related to the broad Work, Health and Safety and Rehabilitation/Return To Work themes of Enabling Healthy & Safe Workplaces, Enhancing Employer Capability, Fostering Work Participation, Promoting Mental Health and Adapting to the Future of Work, published in the preceding month are sourced from PubMed<sup>®</sup>, Emcare<sup>®</sup>, Ergonomic Abstracts<sup>®</sup> and Psychinfo<sup>®</sup> databases at the start of the month. Results are screened, critically reviewed in terms of level of evidence and relevance to an Australian context, and collated.

### Description of Evidence Levels Definitions Used in this Review

Articles are arranged from highest to lowest quality based on levels of evidence and relevance, as outlined in table 1 and 2.

- 1. Level of Evidence** – Comcare does not conduct critical evaluations of the articles listed in the Workplace Research Monthly, however, certain study designs are scientifically stronger at answering a question. The scoring hierarchy used is presented below.

Level of Evidence	Description
Level 1	Evidence from a systematic/scoping review or meta-analysis of relevant studies.
Level 2	Evidence from a randomised controlled trial.
Level 3	Evidence from a controlled intervention trial without randomisation (i.e. quasi-experimental).
Level 4	Evidence from a case-control or cohort study.
Level 5	Evidence from a single case study, a case series, or qualitative study.
Level 6	Evidence from opinion pieces, reports of expert committees and/or from literature reviews.

- 2. Relevance** – Research carried out in Australia or similar countries is most relevant to Australian readers.

Level	Description
A	Study conducted in Australia or the study has been conducted outside Australia but confounders unlikely to affect relevance
B	Study conducted outside Australia and confounders likely to affect generalisability

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## Enabling Healthy and Safe Workplaces

### Health and Wellbeing

#### What do we know about limiting after-hours availability expectations and work-related connectivity? A systematic review of interventions and policies

**Objectives:** Concerns about the health and well-being effects of high after-hours availability expectations and work-related connectivity have prompted calls for organizational and national disconnection measures, such as the right-to-disconnect legislation. However, the effectiveness of such measures remains unclear. This is the first systematic review that aims to evaluate interventions and policies designed to limit availability expectations and after-hours work connectivity. **Methods:** We searched Embase, Medline, PsycINFO, and Web of Science for studies published (2004-2024) for peer-reviewed empirical studies. Two reviewers independently screened records extracted data and assessed study quality using the Effective Public Health Practice Project tool. The review was registered in PROSPERO (CRD42024599491). Effectiveness was assessed using a structured qualitative approach that accounted for various study design and methodological rigor across intervention types. **Results:** Twelve studies (N=2306) were included: one national policy, three organizational disconnection guidelines, one supervisor-targeted program, and seven employee-focused programs. Half of the quantitative studies were randomized controlled trials; overall methodological quality was rated as weak. Most organizational and national-level policies showed limited or no effects, with benefits contingent on the person-environment fit and implementation quality. Supervisor-targeted and multi-component programs, particularly those allowing for flexibility and combining boundary management with other elements, showed significant modest effects on detachment, boundary control, and work-life balance, though effect sizes were generally small. **Conclusions:** The evidence base is small, heterogenous, and methodologically limited. Policies alone are unlikely to reduce harmful connectivity without active organizational implementation and cultural change. Developing and testing rigorous, multi-level interventions that address norms and supervisory practices, as well as individual boundary preferences, are urgently needed.

Nilsen et al. 2026.

Scandinavian Journal of Work, Environment and Health, vol. 52, no. 3.

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**Keywords:** After-hours; availability; work-related connectivity.

**Evidence Level:** 1A

**Link:** <https://www.sjweh.fi/article/4277>

#### Exploratory study of wellbeing in Dutch veterinarians and the impact of work-related factors and inappropriate behaviour by clients and coworkers

**Background:** Concerns regarding veterinarians' wellbeing and sustainable employability are increasing. This study, conducted as part of the Royal Veterinary Association of the Netherlands' monitoring of veterinary mental health, assessed the wellbeing of Dutch veterinarians and the impact of work-related factors and inappropriate behaviour by clients and coworkers. **Methods:** A cross-sectional survey, covering work-related factors, perceived inappropriate behaviour of clients and coworkers and veterinarians' wellbeing, was distributed among 3999 Dutch veterinarians, yielding 1161 responses (29%). The results for the overall group and subgroups of veterinarians were compared to benchmarks of general workers and medical specialists. **Results:** Veterinarians reported higher initiative at work but also more consequences of stress than the benchmarks, such as work limitations (63% vs. 43%) and reduced work pleasure (48% vs. 32%). Challenges in achieving a work-life balance were common, especially among equine practitioners. Despite a stronger culture of reporting, veterinarians experienced higher rates of inappropriate behaviour by coworkers (19%) and clients (51%) than general workers, with substantial consequences on employability, stress and work pleasure. **Limitations:** This study is limited to Dutch veterinarians, excludes veterinary technicians and relies on self-reported data. **Conclusion:** The results underscore the need for targeted interventions to improve working conditions, wellbeing and professional support for veterinarians.

Frippiat et al. 2026.

Vet Record, vol. 198, no. 9.

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**Keywords:** Inappropriate behaviour; mental health; veterinarians; wellbeing; work engagement; work–life balance.

**Evidence Level:** 4B

**Link:** <https://bvajournals.onlinelibrary.wiley.com/doi/10.1002/vetr.70057>

### **What drives nutritional supplement use among academics? An intention-behavior model of motivation, work stress, and digital influences**

Nutritional supplement use has emerged as an important health-related consumption behavior in digitalized environments, with implications for both public health and individual well-being. While prior research has largely focused on general populations, limited attention has been paid to how occupational pressures and digital information contexts jointly shape supplement-related decision-making among highly educated professionals. Addressing this gap, this study examines the behavioral determinants of nutritional supplement use among academics within an intention-behavior framework. Using survey data collected from academic professionals, the proposed model was tested through confirmatory factor analysis and structural equation modeling. The findings reveal that health motivation and academic work stress significantly predict supplement use intention, which, in turn, strongly influences actual consumption behavior. In contrast, digital health literacy and digital marketing exposure do not exert significant direct effects on usage intention. These results provide theoretical insight into the boundary conditions of informational determinants in consumer behavior models, suggesting that intrinsic motivation and contextual stressors may play a more dominant role than digital influences among highly educated consumers. From a practical perspective, the findings highlight the importance of addressing stress-related health coping mechanisms and motivation-driven behaviors in promoting informed supplement use.

**Önem 2026.**

**International Journal of Environmental Research and Public Health, vol. 23, no. 5.**

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**Keywords:** Academic work stress; digital health literacy; health motivation; intention–behavior; nutritional supplement use.

**Evidence Level:** 4B

**Link:** <https://www.mdpi.com/1660-4601/23/5/629>

### **Workplace spirituality as a psychological pathway between sustainable practices and job satisfaction: A structural equation model-based analysis in the cement sector**

The growing importance of ethical, social, and environmental responsibility has made sustainable practices a priority for organizations, particularly in industries such as cement manufacturing. The ecological and economic outcomes of sustainability have been the focus of much previous research, while the psychological dimensions remain underexplored. The present research critically assesses the influence of sustainable practices on psychological aspects such as job satisfaction and workplace spirituality. Also, it explores the extent to which workplace spirituality serves as a mediator. 512 responses have been collected from the employees of cement manufacturing plants in South India, and the relationship among the variables has been analysed using Structural Equation Modeling (SEM). The findings illustrate that the employees' perception of sustainable practices influences job satisfaction and workplace spirituality positively, and also Workplace spirituality shows a partial mediation effect between sustainable practices and job satisfaction. This indicates that sustainable practices are psychologically interpreted by the employees as cues reflecting organizational values that enhance an individual's meaning towards their job, which is associated with job satisfaction. For managers and policymakers, the study offers insightful information about the significance of adopting sustainable practices that can promote employee happiness and well-being.

**Nishanthi et al. 2026.**

**Acta Psychologica, vol. 265.**

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**Keywords:** Job satisfaction; Structural Equation Modeling (SEM); sustainability; sustainable practices; workplace spirituality.

**Evidence Level:** 4B

**Link:** <https://www.sciencedirect.com/science/article/pii/S0001691826004683?via%3Dihub>

### Workplace situations and alcohol consumption: A review of the literature, rationale for the occupational physician

The aim of this work is to identify occupational situations that are at risk and/or encourage alcohol use, whatever the type of consumption. This is a review of the literature in search of articles published between 1989 and August 2019, dealing with the effects of work situations on alcohol consumption. A qualitative analysis was conducted on the articles meeting the selection criteria, and the data were summarised based on the main risk factors identified. There is some evidence supporting work organisation as being at risk of alcohol consumption. This concerns mainly shift work and long-working hours, although the relation with drinking behaviours seems to be conflicting. Social relations and interactions within the workplace may induce (or be at risk of) alcohol consumption, particularly in the case of tolerant standards. The results regarding work stress are contradictory. Data regarding physical workload are scarce. Most studies addressed alcohol consumption as a public health issue, in the labour force, and not as an occupational health issue focused on work situations and conditions. Yet this knowledge may help the occupational physician to question the work environment, in order to prevent this risk on a collective technical level and on an individual case-by-case basis.

**Murugavel et al. 2026.**

**Industrial Health, vol. 64, no. 3.**

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**Keywords:** Alcohol use; occupational physician; prevention; work organisation; work situation.

**Evidence Level:** 5B

**Link:** [https://www.jstage.jst.go.jp/article/indhealth/64/3/64\\_2025-0123/article](https://www.jstage.jst.go.jp/article/indhealth/64/3/64_2025-0123/article)

### Breathe-well grounded theory: Self-discovery and personal growth in knowledge workers through well-being practices

Knowledge workers often face high stress due to deadlines and overcommitment, which negatively impacts their well-being. They have specific characteristics and challenges, such as a tendency to work in isolation or in intense team environments, sleep deprivation, and making decisions under pressure. **Objective:** To support preventive measures, this study provides a comprehensive, systematic understanding of the factors contributing to the well-being of knowledge workers in light of a specific intervention. **Method:** We designed, implemented and evaluated a programme using breathwork to reduce stress, improve well-being and foster resilience. We conducted 43 semi-structured interviews and analysed them via Constructive Grounded Theory. **Results:** We propose the Breathe-well Grounded Theory with key concepts, principles, elements, dimensions, and interconnections that shape the lives and work experiences of knowledge workers, particularly in light of the applied breathwork intervention. **Conclusion:** We discuss our results in relation to well-known general theories on well-being. We conclude that breathwork interventions have a positive impact on the well-being of knowledge workers. We offer theoretical, research and practical implications that help knowledge workers improve their general well-being.

**Montes et al. 2026.**

**Acta Psychologica, vol. 265.**

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**Keywords:** Burnout; depression; knowledge workers; resilience; stress; well-being.

**Evidence Level:** 5B

**Link:** <https://www.sciencedirect.com/science/article/pii/S0001691826005378?via%3Dihub>

## Work Health and Safety

### S2k guideline occupational skin products: Skin protection creams, skin cleansing and skin care products

A The AWMF S1 guideline 013/056 "Occupational Skin Products: Protective Creams, Skin Cleansers and Skin Care Products" from 2014 has been revised and upgraded to S2K level. The aim was to develop a decision aid for the optimal use of occupational skin products for the prevention of hand eczema in the workplace. The multidisciplinary expert commission included representatives from dermatology, occupational medicine and dermopharmaceutical societies, as well as from German Social Accident Insurance. The update was conducted through a non-systematic review of current (inter)national scientific literature, focusing on randomized controlled clinical trials. The revised guideline integrates: (1) epidemiological studies demonstrating the effectiveness of skin protection and care, (2) results from the Cochrane Review on the primary prevention of occupational hand eczema, (3) skin physiological multicenter studies on the application and benefits of skin protection creams and the tolerability of skin cleansing products, (4) specific investigations on wet work, and (5) current positions on aluminum chlorohydrate and contact allergens based on opinions of the Scientific Committee on Consumer Safety (SCCS) and data from the Information Network of Departments of Dermatology (IVDK). The recommendations and key statements were agreed upon in a structured consensus conference using a nominal group process under professional moderation. The S2K guideline aims to improve the prevention of occupational hand eczema and promote the health of employees.

**Gina et al. 2026.**

**Journal of the German Society of Dermatology, vol. 24, no. 5.**

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**Keywords:** Occupational skin products; barrier creams/skin protection creams; prevention; skin care products; skin cleansing.

**Evidence Level:** 3B

**Link:** <https://onlinelibrary.wiley.com/doi/10.1111/ddg.70005x>

### Analyzing occupational safety managers' and representatives' assessments of collaboration with occupational health care

**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.

**Nissinen et al. 2026.**

**Workplace Health and Safety, vol. 74, no. 5.**

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**Keywords:** Collaboration; occupational health care; occupational safety; occupational safety and health; workload factors.

**Evidence Level:** 4B

**Link:** <https://pubmed.ncbi.nlm.nih.gov/41420540/>

### **Employers' utilization of and collaboration with occupational health services in preventive occupational health and safety management**

**Objectives:** Occupational health services (OHS) are an important resource within employers' preventive occupational health and safety management (OHSM). The aims of this study were to investigate employers' utilization of OHS in preventive OHSM and identify decisive contextual, structural and/or processual conditions in ensuring successful collaboration with OHS in preventive OHSM. **Methods:** A total of 122 organizations within the Swedish welfare sector (education, social services and healthcare), of which 112 had access to OHS, responded to a quantitative survey on the organization and management of their preventive OHSM. Responses were investigated using both conventional descriptive analysis and configurational analysis. **Results:** Only a third of the participating organizations utilized OHS to a high or very high degree within their preventive OHSM. Factors for successful collaboration with OHS within preventive OHSM included having a contract that made it possible to use OHS and having established routines for involving OHS in the early phases of preventive measures, especially when managing external demands and complex challenges. **Conclusions:** The utilization of OHS within preventive OHSM is limited, and increased utilization may improve the ability of employers to successfully implement OHSM. The successful organization of OHSM practices and the OHS contract were key factors in a successful collaboration with OHS. Working together in preventive OHSM may also strengthen social capital for all stakeholders, which could further enhance collaboration.

**Akerstrom et al. 2026.**

**Scandinavian Journal of Work, Environment and Health, vol. 52, no. 3.**

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**Keywords:** Occupational health services; employer; prevention; occupational health and safety management.

**Evidence Level:** 4B

**Link:** <https://www.sjweh.fi/article/4269>

### **Firefighter occupational health and safety data privacy: An analysis of statutory, regulatory, and contractual governance mechanisms**

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.

**Topazian et al. 2026.**

**New Solutions: A Journal of Environmental and Occupational Health Policy, vol. 36, no. 1.**

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**Keywords:** Data privacy; firefighters; occupational health and safety; public policy; unions.

**Evidence Level:** 5B

**Link:** <https://pubmed.ncbi.nlm.nih.gov/41841434/>

## Can construction helmets save lives? Evidence from a biomechanical reconstruction of a work-related head trauma

Each year, 320 000 people die from occupational injuries. The construction sector is one of the most hazardous sectors, showing a high incidence of workplace fatalities, of which many are caused by traumatic head injuries. In this study, the efficiency of construction helmets has been investigated through an in-depth accident reconstruction of a real-world workplace head trauma, aiming to investigate causation, prevention and liabilities in an ongoing police investigation. The accident was reconstructed with a state-of-the-art subject-specific head model, used to predict the skull fracture and the brain's response to impact. The results of this study show how the skull fracture pattern was predicted with striking resemblance to the real-world fracture and how the locations of high brain strains were predicted in accordance with the victim's brain lesions. The impact scenarios were compared with the hypothetical scenario in which a construction helmet was worn during the impact. The comparison provides evidence to support that a helmet would have prevented the skull fracture, and possibly also life-threatening brain injury. This case study demonstrates how FE reconstructions can help prove causality and liability in fatal head traumas. More importantly, the findings highlight the role of safety helmets in preventing lethal head injuries and their importance in combating the globally high incidence of fatal work-related accidents.

**Lindgren et al. 2026.**

**International Journal of Legal Medicine, vol. 140, no. 3.**

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**Keywords:** Accident reconstruction; FE head model; injury prediction; skull fractures; traumatic brain injury.

**Evidence Level:** 5B

**Link:** <https://link.springer.com/article/10.1007/s00414-025-03695-9>

## Apply enough! Quality of hand hygiene determined by the volume of handrub provided by touch-free foam dispensers

Applying alcohol-based handrubs (ABHRs) can be a key factor in controlling the spread of infection yet only if the proper amount of an effective hand rub formulation is used. Healthcare workers often prefer to apply small amounts of ABHRs since it dries faster. In response to this market preference, dispenser manufacturers tend to design their dispensers to dose small amounts. This study aims to investigate whether manufacturers' preset volume is suitable to achieve complete coverage. Medical students were asked to perform hand hygiene using foam-format hand rubs from three different wall-mounted, automatic dispensers. Drying time and hand coverage were objectively measured at each hand hygiene event. Participants were also asked to qualitatively assess the amount of ABHRs received. Sixty medical students tried all three dispensers, applying either one or two doses from each. Hand coverage strongly correlated with the applied ABHR volume. When less than 1 mL of handrub was applied, more than 10% of the hand surface was missed. Drying time appeared to be a limiting factor: when 2.6 mL of handrub was applied, the average drying time was 47.5 s. The participants' perception of the amount of ABHRs received was inconsistent. As the dispensed ABHR volume determined the coverage achieved, it should be among the key indicators of quality when selecting a dispenser for installation. Participants frequently misjudged whether the received hand rub amount was appropriate, suggesting that we cannot rely on people's intuition. Higher volumes cover the hands better but require longer drying times, which can impede compliance.

**Bansaghi et al. 2026.**

**The Journal of Hospital Infection, vol. 171.**

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**Keywords:** ABHR volume; foam handrub; hand hygiene; product dose.

**Evidence Level:** 5B

**Link:** [https://www.journalofhospitalinfection.com/article/S0195-6701\(25\)00373-1/fulltext](https://www.journalofhospitalinfection.com/article/S0195-6701(25)00373-1/fulltext)

## Risk Assessment

### Integrating disaster risk management into occupational health services: A framework for technological hazard resilience in high-risk industries

This paper proposes a novel conceptual framework that integrates Disaster Risk Management (DRM) into Occupational Health Services (OHS) to improve resilience against technological hazards in high-risk industrial sectors. Even though OHS is meant to safeguard the workplace, it lacks systematic management for disaster risks such as chemical spills, industrial fires and toxic releases. To address this gap, the proposed framework synthesizes two internationally recognized models: the WHO's Health Emergency and Disaster Risk Management (Health-EDRM) strategy and the Basic Occupational Health Services (BOHS) model. The integration is structured across three interconnected pillars: (1) Risk Governance and Policy Alignment, (2) Proactive Risk Assessment and Preparedness, and (3) Emergency Response and Resilience-Building. This approach extends the scope of OHS from traditional hazard control and compliance to proactive disaster resilience, offering a new theoretical and practical model tailored for vulnerable and complex industrial environments. In doing so, the framework supports Sustainable Development Goals (SDGs) by enhancing worker protection, business continuity and community-level sustainability. It also lays the foundation for future empirical research and offers actionable guidance for industry leaders and policymakers.

**Amin et al. 2026.**

**Industrial Health, vol. 64, no. 3.**

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**Keywords:** Disaster risk management; high-risk industries; industrial sustainability; occupational health services; resilience; technological hazard.

**Evidence Level:** 6B

**Link:** [https://www.jstage.jst.go.jp/article/indhealth/64/3/64\\_2025-0068/article](https://www.jstage.jst.go.jp/article/indhealth/64/3/64_2025-0068/article)

## Ergonomics

### The association between trunk flexion and low back pain in blue-collar workers: A systematic review

**Background:** Trunk flexion has been considered as an important risk factor for low back pain (LBP) in blue-collar workers. There is controversy about this claim, and prior reviews mainly included studies assessing trunk flexion with questionnaires and/or outside of the work setting. **Objective:** In this systematic review, we aimed to investigate the association between objectively measured trunk flexion at work and LBP in blue-collar workers from epidemiological studies. **Methods:** Literature searches were performed in PubMed, Embase and Web of Science until June 2024. Cross-sectional and longitudinal cohort studies were included if they objectively measured trunk flexion (amplitude and duration) under normal working conditions in blue collar workers. Two reviewers independently performed study selection, data extraction and risk of bias assessment, and studies were described narratively. **Results:** From 800 references, four studies with 2013 participants in total were included. There was no evidence for an association between trunk flexion amplitude/duration and increased LBP prevalence, incidence and/or intensity. One study showed an association between higher duration of trunk flexion above 30° and reduced risk of LBP (hazard ratio 0.87, 95%CI: 0.78-0.97). **Conclusions:** These results suggest that trunk flexion is not associated with LBP development or aggravation in blue-collar workers. However, based on the limited number of studies and lack of geographical diversity, the certainty of evidence is low and more evidence is needed from studies with objective measures of trunk flexion at work.

**Maillard et al. 2026.**

**Work: A Journal of Prevention, Assessment & Rehabilitation, vol. 84, no. 1.**

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**Keywords:** Biomechanics; ergonomics; kinematics; lifting; prevention; risk factors.

**Evidence Level:** 1A

**Link:** <https://pubmed.ncbi.nlm.nih.gov/41359499/>

### Headache, not neck pain, primarily influences the extent of pain in the neck region in symptomatic office workers. Cross-sectional and longitudinal evaluations

**Background:** Neck pain and headache are common among office workers and lead to a significant personal, societal and economic burden. Whether the area of pain or pain extent (PE) obtained from pain drawings by the office workers themselves can be explained and predicted by clinical outcomes such as pain intensity, frequency or disability is the aim of the current study. **Objectives:** To examine whether clinical outcomes related to neck pain and headache can explain the PE in the head and neck region at baseline (cross-sectional analysis) and predict the PE at follow-up (longitudinal analysis) in office workers with neck pain and/or headache. **Methods:** Secondary analysis of a cluster randomized controlled trial with 112 participants. The focus of this analysis was on the associations between neck pain variables (occurrence, average and maximal pain intensity ratings, and disability) and headache variables (occurrence, headache intensity, frequency and impact) with PE of the two regions. Data was analyzed using general linear models for both cross-sectional and longitudinal data. **Results:** Headache occurrence and frequency explained 26% of the PE variance for the neck region at baseline. Further, baseline headache frequency, maximum neck pain intensity ( $p = .07$ ), and age, could explain 21% of the variability in neck PE at follow-up: For the head region statistical assumptions for modeling data were not met. **Conclusion:** Frequent headaches are closely related to PE in the neck region in symptomatic office workers. There is a strong need to additionally screen and assess headache features in office workers with neck pain.

**Marchenko et al. 2026.**

**Physiotherapy Theory and Practice, vol. 42, no. 5.**

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**Keywords:** Pain drawings; headache; neck pain; office work; pain extent.

**Evidence Level:** 4B

**Link:** <https://pubmed.ncbi.nlm.nih.gov/41384674/>

## Chronic Health Issues

### Vocational rehabilitation for people with multiple sclerosis: A systematic scoping review of international evidence

**Introduction:** People with multiple sclerosis (pwMS) may encounter challenges in their professional lives, due to a combination of environmental and individual factors. According to Escorpizo et al., 2011 framework, Vocational rehabilitation (VR) aims to optimise job participation, providing support in the job access, retention and in the return to work for people with disability. However, the corpus of research on VR for pwMS is poor. This scoping review aims to map the available literature on VR interventions for pwMS, summarising their characteristics, study designs, implementation features, feasibility, and stakeholders' perspectives. **Methods:** Following the Joanna Briggs Institute (JBI) and the PRISMA-ScR guidelines, seven databases were searched up to October 2025: PubMed, SCOPUS, PsycInfo, CINAHL, Google Scholar, OT Seeker (University of Queensland), and the Physiotherapy Evidence Database (PEDro). Studies were eligible if they were related to VR interventions for pwMS, focused on job access, return, or retention and if they were primary articles. Data were extracted and synthesised following the Population-Concept-Context (PCC) framework. **Results:** Out of 2,360 records, 28 articles describing 28 distinct VR interventions were included. Studies were published between 1996 and 2025, mostly from Western countries. Designs ranged from descriptive to randomized trials, with an increasing number of interventional and feasibility studies in recent years. 61% of the interventions were multi-dimensional delivering a combination of rehabilitation, educational, and reasonable accommodation services. PwMS highlighted the importance of empathetic and individualized approaches, symptom management, and legal counselling as key elements in VR interventions, while logistical, personal and health issues were barriers to participation. Overall, interventions were considered feasible and acceptable. **Conclusions:** This is the first comprehensive overview of VR interventions for pwMS, outlining a progressive shift toward

multidisciplinary and goal-oriented approaches over time. Despite promising feasibility and stakeholder satisfaction, further rigorous trials are needed to evaluate effectiveness and inform evidence-based implementation of VR programmes in diverse contexts.

**Gualco et al. 2026.**

**PLoS One, vol. 21, no. 5.**

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**Keywords:** Vocational rehabilitation; multiple sclerosis; factors.

**Evidence Level:** 1A

**Link:** <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0350122>

## Occupational Exposure

### Occupational sun exposure and melanoma development: A review of the evidence

Cutaneous melanomas arise through a number of causal pathways, all of which involve exposure to sunshine or artificial ultraviolet (UV) radiation to some extent. Their initiation also depends on host factors that determine susceptibility to melanoma, and whether the UV exposure is intermittent or chronic. The question of whether occupational sun exposure causes melanoma has important implications for employees, employers and litigants. This review assessed the evidence linking melanoma development to occupational exposure to sunlight. Electronic literature searches of Medline, Embase and Cochrane CENTRAL to 6 May 2025 were conducted using terms for occupational solar exposure and melanoma. The reviewed observational studies of occupational sun exposure and melanoma development reported both increased and reduced risk. Many of these studies had limited sample sizes and few considered important details such as anatomical site and age, preventing exploration of features that might explain the differing results. The most robust pooled analysis suggested a 45% increase in the risk of melanoma with occupational exposure when studies included the lentigo maligna melanoma (LMM) subtype (relative risk (RR) 1.45, 95% CI 1.08-1.94). When studies excluded LMM the risk of melanoma was reduced (RR 0.69, 95% CI 0.55-0.86). Very few studies have considered occupational sun exposure in the context of the acknowledged causal heterogeneity for melanoma, with the role of chronic sun exposure now understood to differ by anatomical site of tumour, age at diagnosis, and other features. Large-scale cohort studies reporting risks for the various melanoma subtypes and stratifying for other important risk factors are required. Until the results of such studies are available the contribution of occupational sun exposure to melanoma development in any given patient will continue to require considered, personalised assessment.

**Whiteman et al. 2026.**

**Australasian Journal of Dermatology, vol. 67, no. 3.**

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**Keywords:** Chronic sun exposure; melanoma; occupational exposure; sunlight; ultraviolet light exposure.

**Evidence Level:** 1A

**Link:** <https://onlinelibrary.wiley.com/doi/10.1111/ajd.70069>

### Interventions and implementation strategies for preventing occupational contact dermatitis: A Scoping Review

Numerous preventive measures for occupational contact dermatitis (OCD) have been evaluated, but their effectiveness varies, suggesting that contextual factors and corresponding implementation strategies are important. This scoping review aimed to identify preventive interventions for OCD and explore their implementation strategies and outcomes. We searched five databases (January 2000-May 2024) for studies on preventive interventions, scoping intervention content and implementation strategies. In total, 111 articles describing 79 interventions were included, which involved components of education, personal protective equipment, skin care, workplace adaptations and combinations. Most studies were conducted among healthcare workers, hairdressers or in mixed occupations. Implementation strategies targeted individual workers with educational sessions, individual advice or consults, organisations with participatory working groups, role models or communication tools, and facilitated clinical dermatological care. Implementation outcomes were reported for 11 programs. All reported appropriateness and 10 reported

acceptability to be positive. Adoption, feasibility, fidelity (adherence), costs, penetration (reach) and sustainability of preventive intervention implementation were assessed in a limited number of programs. Overall, limited evidence precluded firm conclusions on implementation outcomes. To strengthen prevention, systematic evaluation of implementation outcomes is needed.

**Jonker et al. 2026.**

**Contact Dermatitis, vol. 94, no. 5.**

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**Keywords:** Eczema; health surveillance; occupational disease; prevention; protection; skin disease.

**Evidence Level:** 1A

**Link:** <https://onlinelibrary.wiley.com/doi/10.1111/cod.70113>

### **Organic waste treatment: Biomonitoring of workers exposed to mycotoxins**

In organic waste treatment facilities, bioaerosols containing microorganisms (e.g., bacteria, fungi) as well as biomolecules (e.g., debris from membranes, mycotoxins) are released during the movement of material. We conducted a human biomonitoring study to investigate the possible occupational exposure of workers to mycotoxins. In total, 50 workers from three organic waste treatment facilities in Germany and 37 volunteers without expected occupational exposure to moulds provided spot urine samples. These were analysed for the presence of ten urinary mycotoxin biomarkers using liquid chromatography with tandem mass spectrometry. Deoxynivalenol (DON) was detected in nearly all (96%) of the samples of workers and controls followed by deepoxy-deoxynivalenol (21%) and ochratoxin A (OTA, 16%). Aflatoxins, gliotoxin and ochratoxin alpha could not be detected in any of the samples. Total DON concentrations in post-shift samples of workers were significantly higher than those observed in samples of controls (medians 2.94 vs. 1.69 µg/g creatinine). Additionally, total DON concentrations increased over the working shift. No exceedance of the tolerable daily DON intake was observed. Thus, the results point to an occupational exposure to DON that is unlikely to pose a health risk. Contrary, urinary OTA levels reveal no differences between workers and controls, and thus, mainly reflect the dietary background exposure.

**Schmied et al. 2026.**

**International Journal of Hygiene and Environmental Health, vol. 274.**

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**Keywords:** HPLC-MS/MS; Human biological monitoring; Mycotoxin; Occupational exposure; Organic waste treatment.

**Evidence Level:** 4B

**Link:** <https://www.sciencedirect.com/science/article/pii/S1438463926000283?via%3Dihub>

### **Cancer incidence in telecommunication and broadcasting workers in the United Kingdom: Preliminary analysis of the National Register of RF Workers**

**Objectives:** There is a broadly acknowledged need for more robust research exploring the potential health effects of occupational radiofrequency radiation (RF) exposure. The National Register of RF Workers is a long-standing database consisting of workers that typically work outside and are occupationally exposed to RF in the telecommunication and broadcast industries in the United Kingdom. This work describes the initial preliminary analysis of the cohort comparing cancer incidence at multiple sites with that observed in the general population. **Methods:** Cancer registration (incidence) details from NHS Digital were used and standardised registration rates (SRR) calculated as the ratio of observed to expected numbers of registrations expressed as a percentage. In calculating P-values and confidence intervals, it was assumed that registrations occurred following a Poisson distribution. All significance tests were two-tailed. **Results:** The cohort comprised 1777 employees (1744 males and 33 females) Compared with national rates, all cancers combined are slightly below expectation (Observed 39, SRR 93). The only statistically significant finding is for an excess of skin cancer (excluding melanoma) (Observed 25, SRR 177, 95% CI 117 to 258, P < 0.01). **Conclusions:** Amongst legitimate concerns over the health effects of long-term occupational exposure to RF in the telecommunication and broadcast sector it is important not to overlook the significant hazard of exposure to ultraviolet radiation in a workforce that predominantly works outside. There are several ways organisations might mitigate this impact, including amending working hours during

the summer months and culturally tailored education on the importance of individual preventative measures.

**Litchfield 2026.**

**Acta Psychologica, vol. 274.**

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**Keywords:** Environmental exposure; nonionizing radiation; occupational health; risk perception.

**Evidence Level:** 4B

**Link:** <https://www.sciencedirect.com/science/article/pii/S1438463926000453?via%3Dihub>

### Assessing gallium arsenide health risk: Critical insights for protecting workers and the environment

Gallium arsenide (GaAs), a critical material in the rapidly expanding semiconductor industry, potentially poses a growing occupational and environmental health concern. Current occupational exposure limits (OELs) for GaAs are largely based on inorganic arsenic regulations, which fail to account for the unique toxicological profile and potential synergistic effects of its components. This study provides a rigorous human health risk assessment to inform decision-makers on the re-evaluation of existing regulatory standards. Benchmark dose modeling two-year inhalation study data from the United States National Toxicology Program identified chronic-active lung inflammation in male rats as the critical endpoint. We calculated a benchmark concentration lower 95% limit (BMCL5) of  $8.0 \times 10^{-4}$  mg GaAs/m<sup>3</sup>. Applying the Regional Deposited Dose Ratio model and an additional uncertainty factor of 30 for species extrapolation yielded a reference concentration of  $1.71 \times 10^{-5}$  mg GaAs/m<sup>3</sup> and a recommended exposure limit of  $1.26 \times 10^{-4}$  mg GaAs/m<sup>3</sup>. A risk assessment using personal sampling data for exposed engineers, operators, and administrative staff found the minimum mean hazard quotient to be 61, dramatically exceeding the acceptable level of 1. These results demonstrate a substantial health risk under current occupational conditions, emphasizing the inadequacy of the existing OEL of 0.01 mg GaAs/m<sup>3</sup>. This study highlights an urgent need to revise occupational and environmental GaAs exposure guidelines to protect both workers and residents in this critical and rapidly growing industry.

**Lin et al. 2026.**

**Environment International, vol. 211.**

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**Keywords:** Benchmark dose; gallium; gallium arsenide; hazard quotient; inorganic arsenic; risk assessment.

**Evidence Level:** 4B

**Link:** <https://www.sciencedirect.com/science/article/pii/S0160412026002114?via%3Dihub>

### Effects of noise exposure and long working hours on oxidative stress levels and high-frequency hearing threshold damage in occupational populations

**Introduction:** Occupational noise-induced hearing loss remains a significant public health concern in China. This study aimed to investigate the associations between combined exposure to occupational noise and long working hours with oxidative stress levels and high-frequency hearing loss (HFHL) in an occupational population. **Methods:** A total of 547 Chinese workers from eight manufacturing enterprises in Guangzhou who were engaged in noise-exposed occupations were recruited. Participants were divided into a noise exposure group (weekly working hours  $\leq 40$  h,  $n = 332$ ) and a combined exposure group (weekly working hours  $> 40$  h,  $n = 215$ ). Pure-tone audiometry was performed, and serum levels of superoxide dismutase (SOD), catalase (CAT), malondialdehyde (MDA), and glutathione peroxidase (GPx) were measured using colorimetric microplate assays. Nonparametric tests and binary logistic regression analyses were conducted. **Results:** The study included 532 males (97.3%) and 15 females (2.7%). Compared with the noise exposure group, the combined exposure group presented significantly lower SOD activity and CAT activity ( $p < 0.05$ ) and significantly higher MDA concentration ( $p < 0.05$ ). The overall prevalence of HFHL was 43.14%, with significantly higher rates in the combined exposure group ( $p < 0.001$ ). Logistic regression analysis revealed that the levels of SOD (OR = 0.869), CAT (OR = 0.963), and MDA (OR = 1.496) were significantly associated with HFHL. In forward stepwise multivariate analysis, only CAT remained an independent influencing factor (OR = 0.963, 95%CI: 0.941-0.985;  $p = 0.001$ ). **Conclusion:** Combined

exposure to noise and long working hours is associated with exacerbated oxidative stress and high-frequency hearing loss in occupational populations. CAT acts as an independent protective factor against HFHL, suggesting its potential as a biomarker for hearing damage assessment, although prospective validation is needed.

**Jiang et al. 2026.**

**Frontiers in Public Health, vol. 14.**

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**Keywords:** Combined exposure; high-frequency hearing loss; long working hours; noise; oxidative stress.

**Evidence Level:** 4B

**Link:** <https://www.frontiersin.org/journals/public-health/articles/10.3389/fpubh.2026.1827520/full>

### Tick-borne encephalitis vaccination coverage among outdoor workers in Sweden: A nationwide survey

Tick-borne encephalitis (TBE) is an emerging public health concern in Sweden, with a steadily increasing incidence over the past two decades. Climate change, expanding tick populations, and increased human exposure contribute to the growing burden of disease. Although TBE vaccination is highly effective, it is not included in Sweden's national immunization program, and data on vaccination coverage among high-risk occupational groups remain unknown. We conducted a nationwide cross-sectional Knowledge, Attitude, and Practice (KAP) survey in 2024 to assess TBE vaccination coverage among major outdoor occupational groups in Sweden. Adults engaged in outdoor professions, including farmers, forestry workers, hunters, researchers, and nature guides, were invited to participate. A Total of 1006 valid responses were analyzed. Overall knowledge and attitudes toward TBE vaccination were moderately high across demographic groups. However, vaccination practices lagged behind knowledge and attitudes levels and varied substantially by gender, occupation, income, and region. Women demonstrated higher KAP scores and higher vaccination uptake than men. Regional disparities were evident, with higher vaccination coverage in southern and central Sweden compared with northern counties. Although nearly 70% of respondents reported having received at least three vaccine doses, several subgroups showed substantial proportions of unvaccinated individuals. Despite good awareness of TBE vaccination, gaps in vaccine uptake persist among outdoor workers in Sweden. Targeted vaccination strategies, improved employer involvement, and policy measures to reduce financial barriers may be necessary to improve protection in these high-risk populations.

**Omazic et al. 2026.**

**Vaccine, vol. 82.**

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**Keywords:** KAP survey; TBE; Tick-borne disease; Vaccine; Vector-borne disease.

**Evidence Level:** 4B

**Link:** <https://www.sciencedirect.com/science/article/pii/S0264410X26004019?via%3Dihub>

### Using multiple diagnostic methods for occupational asthma assessment

**Introduction:** Occupational asthma (OA) is a significant work-related respiratory disorder requiring accurate diagnostic methods. This study evaluates the sensitivity and specificity of PC20 variability in OA diagnosis and compares it with peak expiratory flow rate (PEFR) monitoring. **Method:** A retrospective descriptive study was conducted. Fifty-one individuals with suspected OA were assessed. Pulmonary function tests, PEFR monitoring, and methacholine challenge test were performed. PC20 variability was analyzed by comparing values during workplace exposure and after exposure cessation. **Results:** A total of 51 suspected occupational asthma (OA) cases were evaluated (mean age:  $38.14 \pm 8.10$  years, 68.6% male). The most common symptom was shortness of breath (mean duration:  $19.61 \pm 29.23$  months), with an average occupational exposure of  $7.34 \pm 6.82$  years, primarily to low molecular weight (LMW) agents. OA was diagnosed in 70.6% ( $n = 36$ ) of cases, with longer symptom duration and exposure time than nonoccupational asthma. OA cases had longer symptom duration ( $22.50 \pm 32.98$  months vs.  $12.67 \pm 16.08$  months in non-OA cases) and slightly longer occupational exposure ( $7.51 \pm 5.94$  years vs.  $6.92 \pm 8.83$  years). PC20 (provocative concentration of methacholine causing a 20% fall in FEV1) variability was analyzed. IgE-mediated asthma was found in 16.7% of LMW-exposed cases, whereas nonimmunologic mechanisms accounted for 83.3%. PC20 levels were lower during exposure but improved after exposure cessation. PC20

variability was positive in 77.8% (n:28) of cases and had a sensitivity of 90% and a specificity of 92%. In 13.9% of OA cases, methacholine challenge test could not be performed due to low FEV1 levels, and diagnoses were made based on PEFV variability. If PC20 variability was not performed, PEFV variability alone could lead to misclassification in 22.2% (n:8) of cases. The majority of OA cases were associated with the metal, foundry, and ceramics industries, with inorganic dust exposure as the most common exposure (27.8%). **Conclusion:** PC20 variability is a highly sensitive and specific tool for diagnosing OA and may help reduce misdiagnosis associated with PEFV-based assessments. However, in patients where the methacholine challenge test is not feasible, PEFV variability remains a valuable alternative for diagnostic evaluation. Integrating PC20 variability into diagnostic protocols can enhance accuracy and improve patient management.

**Akgündüz et al. 2026.**

**The Clinical Respiratory Journal, vol. 20, no. 5.**

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**Keywords:** Methacholine PC20 variability; misdiagnosis; occupational asthma; peak expiratory flow rate monitoring.

**Evidence Level:** 5B

**Link:** <https://onlinelibrary.wiley.com/doi/10.1111/crj.70197>

### **Characterization of indoor air quality in logistics warehouses in France: Environmental measurements and worker exposure assessments**

The objective of this study was to provide data on the concentrations of volatile organic compounds (VOCs), aldehydes, and total dust levels in logistics warehouses, in order to identify substances of concern for indoor air quality (IAQ) and worker exposure in these buildings. Seven warehouses were selected based on the diversity of stored products. Active sampling of VOCs, aldehydes and particles was carried out over the course of 1 d, at 3 to 5 locations within each building, as well as outdoors. Among the 7 warehouses investigated, tire logistics centers were found to have the poorest IAQ, as reflected by significantly higher concentrations of total VOCs compared with the other warehouses, ranging from 1,079 to 3,747 µg/m<sup>3</sup> toluene equivalent, compared with 166 to 470 µg/m<sup>3</sup> in the other sites. Based on the total VOC concentration, more in-depth investigations were conducted in the working environment involving the most degraded IAQ, namely 1 of the 2 tire warehouses. These additional analyses, including emission cell degassing of a tire sample, a detailed air characterization, and personal exposure measurements, revealed the presence of several CMR substances in these working environments, such as MIBK and aniline.

**Robert et al. 2026.**

**Annals of Work Exposures and Health, vol. 70, no. 4.**

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**Keywords:** VOCs; aldehydes; employees; indoor air quality; logistics warehouse; particles; tires.

**Evidence Level:** 5B

**Link:** <https://pmc.ncbi.nlm.nih.gov/articles/PMC13186187/>

### **Transcriptomic traces of noise exposure in hearing loss and systematic identification of biomarker candidates at the molecular scale**

Occupational noise-induced hearing loss (NIHL) is a common occupational disorder, yet non-invasive molecular indicators of chronic occupational noise exposure remain insufficiently characterized. Although the cochlear mechanisms behind NIHL have been extensively studied in experimental models, peripheral blood transcriptomic alterations in affected human populations are less well defined. In this exploratory study, we aimed to describe peripheral blood gene expression patterns associated with occupational NIHL and to generate candidate molecular signals for future validation. Peripheral blood RNA sequencing (RNA-seq) was performed in 11 male individuals with occupational bilateral sensorineural hearing loss and four noise-unexposed healthy male controls. Transcript abundance was quantified using a standardized RNA-seq workflow, and formal differential expression analysis was conducted on gene-level count data derived from Salmon quantification using DESeq2 with Benjamini-Hochberg correction. Through our analysis, we identified a limited set of differentially expressed genes, including upregulated interferon-associated transcripts, such as RSAD2, IFIT1, IFI44L, and CMPK2, host-defense-related genes, including DEFA1, DEFA3,

and DEFA4, and immune-regulatory transcripts such as HLA-DRB1 and GPR15, together with downregulated non-coding RNAs including SNORD3A and SNORD3C. These findings suggest that occupational NIHL may be accompanied by detectable peripheral blood transcriptomic alterations, predominantly involving immune- and host-defense-related pathways. Given the limited cohort size and exploratory design, these genes represent preliminary candidates for validation in larger independent cohorts.

**Öztañ et al. 2026.**

**International Journal of Molecular Sciences, vol. 27, no. 10.**

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**Keywords:** RNA sequencing; biomarker discovery; immune activation; noise-induced hearing loss; non-coding RNAs; occupational noise exposure; peripheral blood transcriptomics; small nucleolar RNAs.

**Evidence Level:** 5B

**Link:** <https://www.mdpi.com/1422-0067/27/10/4182>

### Severe occupational hypersensitivity pneumonitis: A case series of four patients requiring lung transplantation

Hypersensitivity pneumonitis (HP) is an immune-mediated interstitial lung disease triggered by repeated inhalation of organic or chemical antigens. Occupational exposures account for approximately 19% of all cases. Early diagnosis, identification of the responsible antigen(s), and immediate avoidance of exposure are crucial to prevent irreversible pulmonary fibrosis. However, HP often remains unrecognized or is misclassified as another respiratory disorder such as asthma, chronic obstructive pulmonary disease (COPD), or idiopathic pulmonary fibrosis. As a result, the causal link between symptoms and workplace exposure is frequently established only in advanced disease stages-or not at all. Such delays may result in chronic respiratory failure, occupational disability, prolonged oxygen therapy, and, in severe cases, lung transplantation. We report four patients in whom HP was ultimately recognized as an occupational disease or recommended for legal recognition in court. At the time of diagnosis, all cases had progressed to advanced, fibrotic HP, rendering both primary and secondary prevention impossible. In each instance, earlier identification of the occupational trigger followed by immediate antigen avoidance could likely have prevented the development of irreversible lung damage. This case series underscores the need for early and comprehensive pulmonary assessment, including detailed occupational history-taking, serologic and radiologic evaluation, and prompt referral to an occupational physician when HP is suspected. Close interdisciplinary collaboration between pulmonologists and occupational medicine specialists is essential to reduce diagnostic latency, prevent progression to end-stage lung disease, and improve clinical and socioeconomic outcomes.

**Frei-Stuber et al. 2026.**

**American Journal of Industrial Medicine, vol. 69, no. 5.**

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**Keywords:** Antigen avoidance; early recognition; extrinsic allergic alveolitis; lung transplantation; occupational diseases; occupational exposure; occupational hypersensitivity pneumonitis; preventive occupational medicine; respiratory insufficiency; work-related interstitial lung disease.

**Evidence Level:** 5B

**Link:** <https://onlinelibrary.wiley.com/doi/10.1002/ajim.70070>

### Occupational exposures and risk of pulmonary alveolar proteinosis (PAP)

**Objective:** Occupational exposures to dust have been associated with pulmonary alveolar proteinosis (PAP) in case series, but population-based epidemiological data are needed. **Methods:** We identified 286 cases of PAP from the Swedish National Patient Register and the Cause-of-Death Register between 1991 and 2022. For the present analysis, we included 212 cases aged 20-65 years with available occupational information before the index date or within two years thereafter. Controls matched on age and sex were drawn from the population register and assigned the same index date as their corresponding case; of these, 1438 controls had available occupational information and were included in the analyses. We linked cases and controls to Swedish registries to obtain socioeconomic status and occupational data. We applied an

established job-exposure matrix to characterize occupational exposure to inorganic dust, with the subset silica dust, fumes, vapors and gases and organic dust. We used adjusted conditional logistic analyses to estimate the odds ratios (OR) with 95% confidence intervals (CI) for the occupational exposures in the year before index date and PAP. **Results:** None of the occupational exposures analyzed showed a statistically significant association to PAP. The OR for inorganic dust was 1.08 (95% CI 0.75-1.55); silica dust alone was 1.55 (95% CI 0.75-3.23) and organic dust was 1.48 (95% CI 0.92-2.38). Among men, however, exposure to organic dust was associated with PAP [OR 1.92 (95% CI 1.18-3.23)]. Among women, the results were inconclusive. **Conclusions:** There were no associations between occupational exposure to fumes, vapors and gases and inorganic dust and risk of PAP. Among men, exposure to organic dust was associated with increased risk for PAP. Some occupational inhalants may increase the risk of PAP.

**Torén et al. 2026.**

**Scandinavian Journal of Work, Environment and Health, vol. 52, no. 3.**

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**Keywords:** Occupational exposure; pulmonary alveolar proteinosis (PAP).

**Evidence Level:** 5B

**Link:** <https://www.sjweh.fi/article/4275>

### **Understanding stressors in combination: A continued challenge for human performance**

Personnel within occupational employment (e.g., military/emergency services) are exposed to various stressors concurrently including psychological, cognitive, physical and environmental. Historically, stressors have been considered and studied in isolation which is not representative of reality. Assessing stressors in combination is challenging for researchers owing to the study designs required to explore such interactions. Complex study protocols can lead to logistical challenges and high demands on resources and participants. Very few studies within the literature have been found to explore multiple stressors, although in recent years, this has started to change for the better. Understanding how numerous stressors interact, whether effects on performance are additive, synergistic or antagonistic, is important. Without this, the true impact of stressors will remain unknown, and the health and performance of those within arduous occupational roles may not be optimised. This review aims to (1) explore how different study designs have enabled the exploration of the effects of combined stressors on human performance outcomes in controlled laboratory settings, simulated field studies and field-based settings, and (2) outline how future research can develop methodologies that study combinations of stressors in occupational roles.

**Hinde et al. 2026.**

**Experimental Physiology, vol. 111, no. 5.**

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**Keywords:** Combined stressors; occupational; performance.

**Evidence Level:** 6A

**Link:** <https://physoc.onlinelibrary.wiley.com/doi/10.1113/EP092995>

### **A historical review of select diisocyanates: MDI and TDI production, usage, and occupational health hazards**

Diisocyanates are intermediates required for the production of polyurethane, a foam and coating material with widespread use across many industries. Knowledge regarding the potential health hazards associated with exposure to the two most widely used diisocyanates, 4,4'-Methylene diphenyl diisocyanate (MDI) and toluene diisocyanate (TDI), has evolved since their popularization in the early 20th century. Both compounds have been used in industry for polyurethane manufacturing for many decades. As new studies have been published, it has been shown that MDI has a similar toxicological profile to TDI. This review provides an overview of the general body of literature on the potential health hazards resulting from exposure to diisocyanates, including MDI and TDI, in the occupational environment. This review provides an understanding of what was known, by decade, about the animal and human health effects identified through laboratory and epidemiological studies, and action taken by regulatory agencies to protect workers' health as knowledge on their sensitizing effects evolved over time. The findings of this historical review indicate that the incidence of adverse health effects resulting from diisocyanate exposure has been

declining since the 1950s; improved industrial controls and increased efforts by regulatory agencies and stakeholders to protect worker health are responsible for the decline.

**McCauley et al. 2026.**

**Chemico-Biological Interactions, vol. 430.**

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**Keywords:** Diisocyanates; MDI production; TDI production, usage; occupational health hazards.

**Evidence Level:** 6B

**Link:** <https://www.sciencedirect.com/science/article/pii/S0009279726000207?via%3Dihub>

### **Chronic health effects of recurrent indoor Pyrethroid exposure in enclosed workplaces: An occupational exposome-based clinical review in the context of limited safety guidance**

Pyrethroid insecticides are widely used indoors in residential, commercial, and occupational pest-control settings and are generally regarded as safe because of their relatively low acute toxicity. This perception is largely based on short-term exposure data and application practices conducted under well-ventilated conditions. However, indoor pesticide application does not always occur in environments that allow for rapid residue clearance. In enclosed workplaces-particularly those with centralized heating, ventilation, and air-conditioning systems, limited fresh-air exchange, and dust-retaining surfaces such as wall-to-wall carpeting-pyrethroid residues may persist beyond the initial application period. These residues may accumulate in indoor dust and textiles and undergo resuspension, potentially resulting in recurrent low-level exposure. In such settings, exposure may involve not only pest-control personnel but also other workers who are not considered pesticide-exposed and are not routinely monitored. From an occupational health perspective, this article draws on published environmental, biomonitoring, and clinical literature to discuss how building characteristics, residue persistence, and ventilation conditions may represent overlooked contributors to indoor pyrethroid exposure. Reported findings include neurologic symptoms, endocrine alterations-particularly involving thyroid function-and mild hepatic enzyme abnormalities, although evidence remains heterogeneous and non-causal. No exposure measurements or case investigations are presented. The aim of this review is to raise awareness and encourage further research on indoor exposure dynamics and workplace evaluation of indoor pesticide use. The reviewed evidence indicates that indoor environments may sustain prolonged low-level exposure through reservoirs such as dust, carpets, and ventilation systems. Mechanistic data support potential multisystem involvement, while human studies suggest associations with neurological, endocrine, and hepatic changes, although findings remain variable and non-causal.

**Kamar et al. 2026.**

**Frontiers in Public Health, vol. 4.**

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**Keywords:** HVAC; Occupational Exposure; chronic fatigue; indoor pesticide exposure; liver enzymes; pyrethroids; residue persistence; thyroid dysfunction.

**Evidence Level:** 6B

**Link:** <https://www.frontiersin.org/journals/public-health/articles/10.3389/fpubh.2026.1827623/full>

## **Sedentary Practices**

### **Effectiveness of mhealth interventions aimed at promoting physical activity and reducing sedentary behavior on work-related outcomes among workers: Systematic Review**

**Background:** Mobile health (mHealth) technologies have gained popularity and may play a key role in promoting health-related behaviors. However, the impact of mHealth interventions on work-related outcomes remains unclear. **Objective:** We aimed to provide an overview of the effectiveness of mHealth interventions designed to encourage physical activity and decrease sedentary behavior on work-related outcomes. **Methods:** A search was conducted in MEDLINE, Web of Science Core Collection, the Cochrane Central Register of Controlled Trials and Cochrane Database of Systematic Reviews, and Ichushi-Web for all publications up to September 12, 2025, without language or date restrictions. We included studies which

(1) investigated the impact of mHealth interventions promoting physical activity and reducing sedentary behavior on work-related outcomes such as absenteeism, presenteeism, work productivity, work performance, and workability; (2) were designed as a randomized controlled trial or nonrandomized study of interventions; (3) were conducted among workers; and (4) were published as full-text original articles in Japanese or English. Two researchers independently conducted the screening of titles and abstracts, followed by a full-text review to confirm study eligibility and extract the data. We assessed the risk of bias using the Cochrane Collaboration Risk of Bias tool for randomized trials (RoB 2) and the Risk Of Bias In Nonrandomized Studies of Interventions (ROBINS-I). Findings were narratively synthesized. **Results:** In total, 4022 records were identified from databases and other sources. After removing duplicates, 3631 studies were screened, and 17 studies (12 randomized controlled trials and 5 nonrandomized studies of interventions) met the inclusion criteria. Of the 17 eligible studies with 18,805 participants, 12 showed a favorable effect direction on  $\geq 1$  work-related outcome, but the majority exhibited a high or critical risk of bias, raising concerns about the quality of the research. There was considerable heterogeneity across studies. **Conclusions:** Scientific evidence suggests that health promotion efforts that incorporate mHealth components to encourage physical activity and reduce sedentary behavior may have a favorable impact on work-related outcomes. However, the low methodological quality of the studies and their high heterogeneity due to the participant characteristics, intervention content, use of diverse work-related assessment tools, and different follow-up periods make it difficult to draw definitive conclusions about the effectiveness of the interventions. This review is the first to comprehensively synthesize evidence on the impact of mHealth interventions on work-related outcomes, extending prior reviews that primarily focused on traditional workplace-based interventions without mHealth components. This review also contributes to the field by offering guidance for future studies, including the potential value of megastudy designs that evaluate multiple interventions within the same population over the same period on the same outcomes. As a practical implication, these findings suggest that mHealth technologies may serve as a complementary strategy for supporting occupational health and productivity.

**Miki et al. 2026.**

**Journal of Medical Internet Research, vol. 28.**

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**Keywords:** mHealth; mobile health; physical activity; productivity; sedentary behavior; workers.

**Evidence Level:** 1A

**Link:** <https://www.jmir.org/2026/1/e80540/>

### **Prolonged sitting in office environments: A scoping review of assessment methods**

**Background:** Prolonged sitting in office environments is a major contributor to musculoskeletal disorders (MSDs), representing a growing concern for occupational health and ergonomics. **Objective :** This scoping review aimed to examine the range of methods used to assess sitting postures among office workers, emphasizing their applications, strengths, and limitations. **Methods:** A comprehensive search identified 42 studies published between 2000 and December 2023 from an initial pool of 167 articles. Studies were categorized into self-assessment, observational, and instrument-based approaches following PRISMA-ScR guidelines. **Results:** Self-assessment methods were the most common (69.05%), capturing subjective reports of discomfort, followed by observational tools (38.09%) for postural risk evaluation and instrument-based approaches (45.24%) utilizing sensor- and vision-based technologies for objective analysis. Several studies combined two or more methods to improve data validity through cross-validation and to achieve a more comprehensive understanding of posture-related risks. **Conclusions:** This review synthesizes current approaches for evaluating sitting postures in office settings and highlights methodological trends, gaps, and opportunities to guide future ergonomic research aimed at reducing MSD risks.

**Behzad et al. 2026.**

**WORK: A Journal of Prevention, Assessment & Rehabilitation, vol. 84, no. 1.**

**User License:**

**Keywords:** Ergonomics; musculoskeletal disorders; posture assessment; workplace health.

**Evidence Level:** 1A

**Link:** <https://pubmed.ncbi.nlm.nih.gov/41359483/>

## Musculoskeletal Health

### Beyond risk reduction of work-related musculoskeletal disorders: The CoWork musculoskeletal health model

**Objectives:** Work-related musculoskeletal disorders (MSD) affect over 1.7 billion people globally with a huge economic burden. Despite decades with legislations, policies and risk-reduction interventions, we see no decreases in MSD prevalence. Current prevention models focus on eliminating workplace hazards, overlooking that physical and psychosocial work factors can also promote musculoskeletal health (MSH). We were commissioned through the Danish Working Environment Agreement to develop new approaches addressing this conceptual gap. **Methods:** Through iterative stakeholder dialogue with Danish policymakers, social partners, and workplace practitioners, we developed and visualized the CoWork (Copenhagen work-related) MSH model to shift the focus from preventing MSD through risk reduction toward actively promoting work-related MSH. The model aims to bridge theory with workplace structure and implementation by addressing stakeholder requests for clear terminology, conceptual understanding in a workplace context, and actionable guidance. **Results:** The CoWork MSH model provides a new definition of work-related MSH as "a state of physical, mental, and social well-being of the locomotor system in relation to work" as well as five integrated elements; (i) a health-oriented approach, (ii) a just-right work factor conceptualization, (iii) the Organizational, Management, Group, Individual (OMG!) workplace framework, (iv) an intervention guidance, and (v) health economics perspective. This approach recognizes that work factors can benefit rather than harm health when properly designed and implemented. **Conclusions:** The CoWork MSH model represents a paradigm shift, extending from risk reduction to MSH promotion, providing researchers, policymakers, and practitioners with a framework for understanding, researching, and practice to promote workplace MSH.

**Holtermann et al. 2026.**

**Scandinavian Journal of Work, Environment and Health, vol. 52, no. 3.**

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**Keywords:** Work-related musculoskeletal disorders; risk reduction.

**Evidence Level:** 4B

**Link:** <https://www.sjweh.fi/article/4262>

### Impulsivity and inattention in hand tendon injuries: A case-control study revealing distinct profiles for work-related accidents

**Introduction:** The impact of attention deficit, impulsivity, and anger on various types of injuries is a subject of ongoing research. Hand tendon injuries are frequently encountered clinical conditions; however, their potential relationships with the aforementioned factors have not been previously investigated. This study aimed to examine the mechanisms of hand tendon injuries from certain psychiatric perspectives. **Materials and methods:** 32 patients presenting to the physical therapy and rehabilitation outpatient clinic with hand tendon injuries and 32 healthy controls were evaluated. The assessment included sociodemographic data, causes of injury, Quick Disabilities of the Arm, Shoulder, and Hand (Q-DASH) and Visual Analog Scale (VAS) scores, as well as the physical and functional consequences of the injury. Patients and controls were assessed for attention deficit, impulsivity, and anger using the Adult ADHD Self-Report Scale (ASRS), Barratt Impulsivity Scale-11 (BIS-11), and State-Trait Anger Expression Inventory self-report scales. Statistical analyses of the results were performed. **Results:** Patients with tendon injuries were found to have significantly higher scores in ASRS attention and BIS-11 Motor impulsivity compared to the control group ( $p = 0.048$ ,  $p = 0.040$ ). Individuals with hand tendon injuries resulting from work accidents demonstrated significantly lower ASRS total, ASRS hyperactivity and impulsivity scores, and VAS rest scores compared to those with tendon injuries resulting from other causes ( $p = 0.049$ ,  $p = 0.045$ ,  $p = 0.038$ ). **Conclusions:** Hand tendon injuries are associated with elevated impulsivity and inattention, suggesting that psychiatric screening could guide injury prevention and rehabilitation strategies. In contrast, the finding that work-related accidents are characterized by lower impulsivity indicates that prevention in this subgroup should prioritize environmental safety and occupational regulations over individual behavioral interventions.

**Ertan et al. 2026.**

**Archives of Orthopaedic and Trauma Surgery, vol. 146, no. 1.**

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**Keywords:** Attention deficit disorder with hyperactivity; impulsive behavior; occupational injuries; rehabilitation; tendon injuries.

**Evidence Level:** 4B

**Link:** <https://link.springer.com/article/10.1007/s00402-026-06354-9>

### "Every shoulder is different": A qualitative study of clinicians' insights on the causative factors and strategies of managing work-related shoulder disorders among firefighters

**Background:** Work-related shoulder disorders (WSDs) are the third most prevalent work-related musculoskeletal disorder in firefighting, a significant occupational health concern among firefighters (FFs). However, comprehensive understanding of clinician perspectives on causative factors and evidence-based management strategies remains limited. **Objective:** To explore clinicians' perspectives on: (a) the underlying causative factors contributing to WSDs; and (b) management strategies specific to firefighters.

**Methods:** Semi-structured interviews were conducted with 15 clinicians (11 males, 4 females) between 30-61 years of age, who had experience managing firefighters with WSDs. Data collection and analysis followed interpretive description methodology, employing iterative thematic analysis to identify recurring themes and patterns. **Results:** Eight themes emerged: 1) The Nature of Firefighting Work Exacerbates Shoulder Injuries; 2) Work-Related Slips and Falls are Linked to Traumatic Shoulder Injuries; 3) Unequal Shoulder Injury Pattern by Sex and Work Experience; 4) Lack of Formal and Targeted Training Exercises Predisposes to Shoulder Injuries; 5) Early Diagnosis is Crucial for Effective Shoulder Management; 6) Individualized Multimodal Treatment Approaches are Key to Optimal Recovery; 7) (Re-)Education on Safe Exercise Training Minimizes Shoulder (Re-)Injuries; 8) Specialized functional Assessment and Outcome Measures could Enhance Treatment Outcomes. **Conclusion:** Firefighter WSDs are multifactorial, exacerbated by occupational exposures, sociodemographic factors and delayed or non-specialized care. Clinicians emphasize the need for implementing targeted functional rehabilitation approaches that consider the unique physical and operational demands of firefighting duties.

**Osifeso et al. 2026.**

**PLoS One, vol. 21, no. 5.**

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**Keywords:** Shoulder disorders; firefighters; clinicians; management.

**Evidence Level:** 5B

**Link:** <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0348934>

## Guiding and Supporting Mental Health and Wellbeing

### Mental Health

#### Aspects of young employees' mental health: A narrative review

The mental health of employees has attracted an increasing degree of scientific attention. However, the majority of studies address the working population as a whole, with limited focus on young employees as a distinct group. The present narrative review synthesizes literature that was published in 2003-2025, which was identified through major online databases. This review focuses on young workers, most commonly defined in the literature as individuals aged 18-35 years who have entered the workforce within the past years. The aim of this review is to present the current state of knowledge with respect to the mental health of young workers, with particular attention to psychosocial risk factors contributing to this issue. The focus is on the differences between generations, the state of young employees' mental health, psychosocial work factors connected to it and identifies 6 key psychosocial risk factors associated with poorer mental health outcomes: poor psychosocial job quality, exposure to sexual harassment, emotional workload and work pressure, subjective job insecurity, effort-reward imbalance with low social support, and precarious employment. In the analyzed studies, young workers appear to be a group at risk of mental disorders, with work-related stressors playing a significant role in their occurrence. The review also compiles practical organizational solutions aimed at improving job quality, stability, support and minimizing psychosocial risks.

**Marczak et al. 2026.**

**International Journal of Occupational Medicine and Environmental Health, vol. 39, no. 2.**

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**Keywords:** Employment; mental health; narrative review; workplace; young adults; young employees.

**Evidence Level:** 1A

**Link:** <https://pmc.ncbi.nlm.nih.gov/articles/PMC13229168/>

### **Long-term health- and cost evaluation of two work-oriented rehabilitation models for women on long-term work disability due to common mental disorders or chronic pain: A randomized controlled trial**

**Background:** Long-term outcomes of work rehabilitation for individuals on extended sick leave due to common mental disorders or chronic musculoskeletal pain remain insufficiently studied. This randomized controlled trial evaluated the long-term effects on work disability and cost-effectiveness over eight years, and health outcomes over ten years, comparing (1) unimodal Acceptance and Commitment Therapy (ACT) and (2) multidisciplinary assessment and treatment program including ACT (TEAM) with standard care (Control). **Methods:** Work disability days were analysed using ordered beta regression, and health outcomes were assessed using mixed models for repeated measures. Results are presented as estimated marginal means. **Results:** Both intervention groups demonstrated lower model-predicted median work disability days at all time points compared to Control, but the differences were only statistically significant for the TEAM group at years four, seven, and eight. Both ACT and TEAM interventions showed superior effects on psychiatric symptom reduction relative to Control at one- and two-years follow-up.

**Conclusion:** The findings highlight the importance of extended follow-up to fully capture the effects of rehabilitation efforts. The results support the consideration of both rehabilitation models for women with prolonged work disability, with the choice between them potentially guided by available resources, individual patient complexity, and a stepwise approach to care. **Trial registration:** The study was retrospectively registered at the Clinicaltrials.gov Register Platform on November 15, 2017 (ID NCT03343457).

**Finnes et al. 2026.**

**BMC Public Health, vol. 26, no. 1.**

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**Keywords:** Absenteeism; acceptance and commitment therapy; cost-effectiveness analysis; ordered beta regression; vocational rehabilitation; women.

**Evidence Level:** 2B

**Link:** <https://link.springer.com/article/10.1186/s12889-026-27634-4>

### **Multicentre randomised controlled trial of the Norwegian health in work service for patients with common mental disorders or musculoskeletal disorders: The Norwegian Sickness Absence Clinic (NSAC) Efficacy Study**

**Introduction:** In many countries, a high or increasing rate of sickness absence is challenging the sustainability of present sickness absence benefit schemes. Most sickness absences are certified on the grounds of common mental disorders or musculoskeletal disorders, and substantial effort has been invested in developing interventions promoting return to work for these patients. In Norway, the Health in Work ((HelseArbeid), HIA) clinics were established as outpatients' services within the specialised healthcare system, with the aim of improving health and supporting return to work. The HIA service admits patients with low-to-moderate anxiety/depression and/or musculoskeletal disorders. In this protocol, we describe the naturalistic multicentre randomised controlled trial Norwegian Sickness Absence Clinic Efficacy study, which aims to determine the effect of HIA on work participation and health. **Methods and analyses:** The HIA outpatient service is staffed by clinical psychologists, physiotherapists, medical specialists in physical medicine and rehabilitation and employment support supervisors from the Norwegian Labour and Welfare Administration. Patients admitted to HIA have access to multidisciplinary assessment and treatment. The trial recruits' patients from five HIA outpatient clinics in Northern Norway. Patients are randomised in equal proportions to either (1) rapid HIA (assessment within 4 weeks), (2) delayed HIA (assessment within 10-14 weeks) or (3) active control, which consists of a monodisciplinary examination at

HIA close to diagnosis-specific deadline for examination as suggested by guidelines (8-26 weeks). The trial commenced recruitment on 16 January 2023 and will recruit 2500 patients. The aim is to assess the effect of the HIA service, with the hypothesis that the HIA concept is superior to what resembles treatment as usual, in improving employment and preventing long-term welfare dependency. Secondary outcomes include self-reported symptoms of health problems. We also examine the effect the service has on other healthcare utilisation. To date, no research has been conducted to assess the efficacy of the HIA service. If proven efficacious, and if there is an economic case for this investment in tailored healthcare delivery, the policy implication may be implementation of the service at scale. If not, adaptations or investments into other viable paths of treatment may be considered. **Ethics and dissemination:** The study is approved by the Regional Committee for Medical Research Ethics (REC North, #122770). Results from the study will be disseminated at national and international scientific conferences, to funders and participating outpatient clinics in seminars and in peer-reviewed scientific journals.

**Aars et al. 2026.**

**BMJ Open, vol. 16, no. 5.**

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**Keywords:** Clinical trial; mental health; rehabilitation medicine

**Evidence Level:** 2B

**Link:** <https://bmjopen.bmj.com/content/16/5/e109083.long>

### **The relationship between organizational justice and job burnout of grassroots civil servants: A case study of Y County, Guangdong Province**

Grassroots civil servants' work not only directly bears upon the quality and efficiency of public services and the government's image but also is closely related to the modernization of national governance systems and capacities. Based on the Job Demands-Resources (JD-R) model, this paper uses validated research scales and survey data collected from 659 grassroots civil servants in Y County, Guangdong, to investigate the relationship between organizational justice and job burnout. We employed Structural Equation Modeling (SEM) to rigorously test the hypotheses. Reliability and validity tests, Confirmatory Factor Analysis (CFA), and path analysis were conducted. Results indicated that between the overall organizational justice and overall job burnout of grassroots civil servants, a significant negative correlation exists. Furthermore, specific dimensions of organizational justice demonstrated unique associations with the three dimensions of job burnout. The paper discusses practical implications regarding the multiple dimensions of organizational justice. Comprehensive measures at this stage include creating a fair government environment at the grassroots level, improving the fairness of distribution through checks and balances, enhancing assessment and promotion mechanisms, perfecting participation mechanisms, improving the management skills of grassroots leaders, and improving the two-way communication mechanism. This may help enhance the sense of organizational justice among the grassroots civil servants, and may be associated with lower levels of job burnout.

**Fang et al. 2026.**

**Acta Psychologica, vol. 265.**

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**Keywords:** Governmental ecosystem; grassroots civil servants; job burnout; job demands-resources model; organizational justice.

**Evidence Level:** 4B

**Link:** <https://www.sciencedirect.com/science/article/pii/S0001691826002945?via%3Dihub>

### **Decoding workplace mental health: Automatic clustering of the Spanish workforce**

This study examines the prevalence and determinants of workplace mental health issues, focusing on experiences of burnout, anxiety, and depression within a Spanish population. The primary objectives are to (1) utilize automatic clustering analysis to identify distinct mental health profiles and (2) investigate the work-related factors contributing most significantly to poor mental health. Data were collected between February 2022 and January 2023, with a final sample comprising 1189 participants. The analysis identified two distinct mental health profiles. The cluster "Female\_Burnout" predominantly includes women aged 31-

40, with medium-level job responsibilities, who have experienced work-related mental health problems in the past and are currently suffering from burnout. The cluster "Male\_NoBurnout" mainly consists of men aged 41-55, with low-level job responsibilities, who have also encountered mental health issues previously but are not currently experiencing burnout. The study identifies inadequate supervision as the most significant predictor of negative mental health outcomes in the first cluster and lack of reward in the second one. These findings underscore the critical impact of leadership quality and adequate reward on employee mental health and emphasize the necessity for targeted mental health interventions in the workplace, where factors such as gender, age and responsibility level are considered in the design and implementation of support mechanisms. This research offers practical implications for organizational policies aimed at enhancing employee well-being.

**Djourouva et al. 2026.**

**Acta Psychologica, vol. 265.**

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**Keywords:** Clusters; demographics; mental health; work wellbeing.

**Evidence Level:** 4B

**Link:** <https://www.sciencedirect.com/science/article/pii/S0001691826005317?via%3Dihub>

### **Building a resilience ecosystem to improve employee mental health and wellbeing in Canadian high-stress low-control occupations**

In response to inherent occupational and operational stress in public safety personnel (PSP), multiple policies and interventions have been implemented, often with sparse or low-quality research. The National Standard of Canada for Psychological Health and Safety in the Workplace (the Standard) is a comprehensive framework aimed at promoting mental health and preventing psychological harm in Canadian workplaces. This longitudinal multiple-cohort implementation science project describes mental health strategies implemented and associated organizational outcomes across five PSP organizations implementing change within the standard framework. Data were collected at two levels over a three-year span from the five public safety organizations that identified priority areas for improvement within the Standard based on local data and consultations. The organization selected and implemented a range of proactive mental health interventions, including resiliency training. Individual pre-post surveys assessed a variety of mental health disorders and work-related items. Annual organizational data included sick leave hours and extended health benefits for psychological services. Survey responses were aggregated at the organizational level. Rank-based correlation analyses (Kendall's tau) described associations among occupational stress, work engagement, stigma, and organizational indicators. Organizations demonstrated multiple indicators of progress in meeting the Standard. Post-mental health symptom scores were positively correlated with extended health costs. Higher organizational stress scores were associated with higher extended health costs (psychological) ( $\tau = 1.0$  at pre-intervention;  $0.67$  post-intervention). Positive changes in organizational stress scores and higher engagement scores over the implementation process were both associated with lower average extended health costs ( $\tau = 1.0/-1.0$  respectively). Resilience scores were inversely related to health costs ( $\tau = -0.67$ ), consistent with the protective role of resilience. The Standard can serve as a framework for improving workplace health and safety when integrated with multi-modal action plans and structured resilience programs.

**Anderson et al. 2026.**

**International Journal of Environmental Research and Public Health, vol. 23, no. 5.**

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**Keywords:** Ecological theory; implementation; mental health; occupational health; public safety; resilience; resilience theory.

**Evidence Level:** 4B

**Link:** <https://www.mdpi.com/1660-4601/23/5/669>

## From exploration to co-design: Understanding and redesigning workplace mental-support services

Workplace mental-health support services (MSS), including employee assistance programs, are widely implemented yet chronically underutilized, with uptake rates often below five percent. This persistent gap between availability and use raises critical questions about why employees do not engage with formally accessible and confidential support. Existing research has documented attitudinal, stigma-related, and organizational barriers, but offers limited insight into the behavioral mechanisms sustaining non-use in everyday work contexts. To address this, the present study explores the underutilization of within a high-tech organization in Türkiye characterized by persistently low service uptake. Guided by the Capability, Opportunity, Motivation-Behavior (COM-B) model, an exploratory qualitative study involving semi-structured interviews with 13 employees who had never accessed the available service, followed by a participatory co-design component. Reflexive thematic analysis was used to explore key barriers and facilitators across COM-B domains, while co-design activities captured employee-generated suggestions for redesigning support. The findings indicate that persistent non-use of mental-support services was not attributable to a single dominant barrier, but emerged from the combined effects of cognitive uncertainty about service relevance, structural constraints embedded in everyday work practices, and motivational tensions related to professional identity and emotional fatigue, which together reduced the likelihood that employees would initiate support-seeking. Co-design outputs translated these barriers into concrete redesign directions, including simplifying entry points, embedding support within everyday workflows, and strengthening visible organizational endorsement. By identifying how the interaction among capability, opportunity, and motivation conditions maintains non-use, this study provides a behaviorally grounded explanation for the persistent underutilization of workplace mental-support services. The findings highlight the need for organizational approaches that move beyond awareness and availability toward behaviorally aligned system design to enable meaningful employee engagement.

**Kuru 2026.**

**PLoS One, vol. 21, no. 5.**

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**Keywords:** Mental support services; workplace; employee assistance.

**Evidence Level:** 5B

**Link:** <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0348067>

## Bullying, Harassment and Occupational Violence

### Topic modeling of workplace bullying discourse following legal regulation in South Korea

**Background:** Workplace bullying constitutes a major psychosocial hazard with downstream consequences for mental health, work performance, and population health. In South Korea, statutory provisions addressing workplace bullying were introduced under the Labor Standards Act and have been in effect since July 16, 2019. However, empirical evidence remains limited regarding how workers' self-reported, everyday experiences and response pathways are articulated and patterned in the post-legislation context, particularly within online help-seeking narratives explicitly labeled as "workplace bullying." **Methods:** A total of 10,788 workplace-bullying-related question posts were collected from Naver Knowledge iN (South Korea) between July 16, 2019 and July 31, 2025. Comments and answers were excluded, and deduplication, minimum-length filtering, and relevance screening were applied. Korean text was preprocessed, and Latent Dirichlet Allocation (LDA) topic models were fitted. Topic solutions were evaluated using coherence and perplexity metrics; a 12-topic solution ( $K = 12$ ) was selected for the full corpus, and a reduced 4-topic structure ( $K = 4$ ) was used to summarize macro-level discourse frames. **Results:** Prominent themes encompassed hierarchical/relational conflict, work conditions and employment transitions (e.g., resignation, contracts, dismissal), and institutional responses (e.g., reporting, evidentiary documentation, investigation, disciplinary procedures, and legal consultation/disputes). Descriptive comparisons suggested that later-period discourse clustered more clearly around reporting, investigation, documentation, and legal advice, whereas psychosocial distress and interpersonal mistreatment remained salient across the study period. **Conclusion:** Post-legislation Q&A discourse on workplace bullying appears to reflect layered

narratives in which lived psychosocial distress coexists with salient procedural and evidentiary concerns. These findings have implications for public health implementation, underscoring the need for integrated prevention and response systems that reduce psychosocial burden while improving the accessibility and navigability of institutional processes.

**Oh et al. 2026.**

**Frontiers in Public Health, vol. 14.**

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**Keywords:** Latent Dirichlet Allocation; occupational health; online discourse; topic modeling; workplace bullying.

**Evidence Level:** 4B

**Link:** <https://www.frontiersin.org/journals/public-health/articles/10.3389/fpubh.2026.1811545/full>

### **Catastrophizing versus positive reappraisal: The cognitive depletion effects of workplace incivility**

As a low-intensity stressor with ambiguous intent, workplace incivility has sparked debate regarding its real impact. A key unresolved question is how daily incivility elicits specific cognitive processes that lead to sustained exhaustion over time. This study examines cognitive depletion—a critical state linked to impaired job performance—by investigating its relationship with workplace incivility and the mediating roles of catastrophizing and positive reappraisal across different time frames. Using a hybrid methodological approach that combines a five-day daily diary study with a three-wave longitudinal survey spanning two months, we captured both immediate and cumulative cognitive processes. Results revealed a significant direct effect of workplace incivility on cognitive depletion. Moreover, catastrophizing served as a salient depletion pathway, whereas insufficient positive reappraisal represented a failed protection pathway. These findings highlight that excessive negative interpretation of uncivil experiences, coupled with a diminished capacity for positive reframing, constitutes a critical mechanism driving cognitive depletion.

**Cao et al. 2026.**

**Acta Psychologica, vol. 265.**

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**Keywords:** Catastrophizing; cognitive depletion; positive reappraisal; workplace incivility.

**Evidence Level:** 4B

**Link:** <https://www.sciencedirect.com/science/article/pii/S000169182600418X?via%3Dihub>

### **The dual nature of workplace incivility in the Indian IT sector: Exploring factors shaping perceptions of 'opportunity' or 'harm'**

**Purpose:** Existing literature emphasises the negative impacts of workplace incivility, with limited exploration of when such behaviour may be perceived positively. Given frequent reports of incivility in the Indian IT sector and the tendency of individuals from collectivistic cultures to tolerate mild discourteous behaviour, the present study explores how employees interpret and respond to incivility through attribution processes shaped by hierarchy, performance pressure, and relational expectations, particularly the factors influencing its perception as either 'harm' or 'opportunity'. **Method:** Twenty employees from IT hubs in Bangalore, Kochi, and Chennai were recruited through purposive sampling and interviewed using a semi-structured schedule. Verbatims were subjected to thematic analysis. **Findings:** Halo effect, actor-responder intimacy, prior experience of positive outcomes, perceived justice, persuasion as 'opportunity', lack of occupational self-efficacy, etc., were some of the themes reflecting employees' perception of incivility as an 'opportunity'. Conversely, reoccurrences of incivility, stress, prejudice against the actor, a non-compassionate organisational climate, job disengagement, maladaptive personality characteristics, etc., were identified as influencing perceptions of incivility as 'harm'. The actor's higher position and perceived equity prompted some employees to see the behaviour as an opportunity and others to see it harm. **Originality:** From an attributional theory lens, the study is the first to systematically identify how individual, relational, and organisational factors jointly shape Indian IT employees' divergent appraisals of the same uncivil behaviour. **Conclusion:** Managing incivility in Indian IT workplaces requires context-

sensitive approaches that distinguish recurring harmful patterns from isolated, ambiguous incidents, supported by fair processes, emotionally intelligent feedback, and a compassionate climate.

**Alvina et al. 2026.**

**Acta Psychologica, vol. 265.**

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**Keywords:** IT sector; India; perceived harm; perceived opportunity; qualitative research; workplace incivility.

**Evidence Level:** 5B

**Link:** <https://www.sciencedirect.com/science/article/pii/S0001691826004518?via%3Dihub>

## Psychosocial Issues

### Self-undermining behaviour in an occupational context: A scoping review

The global work environment is changing quickly, often becoming unfavourable to employees. This scoping review aimed to synthesise the existing literature on self-undermining behaviours in the workplace, with a particular focus on their development as a concept and their application in occupational contexts. The method followed was the guidelines of the PRISMA extension for scoping reviews (PRISMA-ScR). A search was conducted using electronic databases (e.g., ScienceDirect, Scopus, EBSCOhost) and online platforms (e.g., ResearchGate). The list of references from the included studies was also assessed for any additional papers that could be relevant. The review's inclusion criteria were as follows: studies published in peer-reviewed journals only in English that explored self-undermining. Of the 60 papers identified, eight studies with 4,046 participants were included; the majority followed a quantitative method and a cross-sectional design. Self-undermining was positively associated with burnout and job demands. Self-undermining mediated the relationship between several work-related factors and outcomes. The studies in this review had limitations, e.g., self-reported data. Strategies to monitor and reduce self-undermining may be a crucial intervention to prevent burnout. Organisations shall develop and implement different programs to reduce these behaviours among employees.

**Domingues et al. 2026.**

**Industrial Health, vol. 64, no. 3.**

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**Keywords:** Burnout; Job Demands-Resources (JD-R) theory; job crafting; reactive work behaviours; work engagement; working population.

**Evidence Level:** 1A

**Link:** [https://www.istage.jst.go.jp/article/indhealth/64/3/64\\_2025-0046/article](https://www.istage.jst.go.jp/article/indhealth/64/3/64_2025-0046/article)

### Differences in work satisfaction among remote, hybrid, and on-site workers: The role of core self-evaluations and fulfilment of basic psychological needs

**Objectives:** This study investigated the differential impact of work arrangements (on-site, hybrid, remote) on employee well-being. It tested a model where work mode predicts basic psychological needs (Hypothesis [H] 1), these needs predict work satisfaction (H2), and core self-evaluations (CSE) predict needs fulfilment (H4), ultimately examining the mediating role of needs in the work mode and CSE-satisfaction relationships (H3 and H5). **Material and methods:** A cross-sectional online survey was conducted among 612 working adults from southern Poland, recruited from various companies in November 2023 - March 2024. Measurements included Core Self-Evaluation Scale ( $\omega = 0.846$ ), Basic Psychological Needs Satisfaction and Frustration Scale ( $\omega = 0.764-0.894$ ), and 4-item work satisfaction subscale from the Copenhagen Psychosocial Questionnaire (COPSOQ-II) ( $\omega = 0.866$ ). Statistical analyses employed robust ANOVA, hierarchical regression with bootstrapped confidence intervals, and bias-corrected bootstrapped mediation analyses. **Results:** Work mode predicted basic psychological need for autonomy ( $F = 6.55, p = 0.006$ ), competence ( $F = 10.23, p < 0.001$ ), and work satisfaction ( $F = 16.80, p < 0.001$ ), with on-site workers

reporting the lowest levels of needs fulfilment and work satisfaction (H1a). Need for relatedness did not differ by work mode (H1b not supported). Autonomy ( $\beta = 0.31$ ,  $p < 0.001$ ) and competence ( $\beta = 0.28$ ,  $p < 0.001$ ), but not relatedness, were significant predictors of work satisfaction (H2 partially supported). Core self-evaluations was a significant predictor of all needs (H4 supported). Only autonomy satisfaction significantly mediated the relationship between work mode and work satisfaction (H3 partially supported) and similarly CSE and work satisfaction (H5 partially supported). **Conclusions:** Core self-evaluations are a universal predictor of work satisfaction regardless of work arrangement. However, the mediating role of autonomy does not work in the online context. Study limitations include a non-random, cross-sectional study sample and geographic specificity to southern Poland. *Int J Occup Med Environ Health*. 2026;39(2):149-62.

**Walczak 2026.**

**International Journal of Occupational Medicine and Environmental Health, vol. 39, no. 2.**

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**Keywords:** Cross-sectional studies; job satisfaction; occupational health; self-concept; teleworking; workplace psychology.

**Evidence Level:** 4B

**Link:** <https://ijomeh.eu/Differences-in-work-satisfaction-among-remote-hybrid-and-on-site-workers-the-role,220251,0,2.html>

### **The effects of moral distress on burnout and mental well-being across healthcare and care occupations: Do age and work resources matter?**

This study investigated how moral distress contributed to burnout and mental well-being among 1318 healthcare and care professionals in Sweden using cross-sectional survey data and partial least squares structural equation modeling. Moral distress significantly increased both exhaustion and disengagement, which in turn negatively impacted mental well-being. Mediation analyses confirmed that burnout processes mediated the relationship between moral distress and mental well-being. Job control buffered the moral distress-exhaustion link, while collegial support had no effect. Linear moderation by age was non-significant, but curvilinear analysis suggested that moral distress affects burnout differently across ages. Age-group comparisons revealed that professionals under 30 and over 60 were most vulnerable to moral distress-related burnout. These findings highlight the need for preventive, age-sensitive strategies and workplace interventions that reduce moral distress and strengthen protective resources. The Swedish version of the Moral Distress Scale was validated across healthcare and care groups.

**Popucza et al. 2026.**

**Journal of Health Psychology, vol. 31, no. 6.**

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**Keywords:** Age; burnout; job demands-resources; mental well-being; moral distress.

**Evidence Level:** 4B

**Link:** <https://pubmed.ncbi.nlm.nih.gov/40988356/>

### **A longitudinal study of loving-kindness compassion, mindfulness, and psychological well-being: Cross-cultural insights from Vietnamese and American employees**

This two-wave longitudinal study investigates how loving-kindness compassion is associated with employees' psychological well-being through intrinsic motivation and self-acceptance, and how these organismic states are linked to proactive coping and relationship-maintenance behaviors. Data were collected over a one-month period. Data from 386 Vietnamese employees and 355 American respondents indicate positive time-lagged relationships among loving-kindness compassion, proactive coping, relationship-maintenance behaviors, and psychological well-being in both cultural contexts. Self-acceptance, but not intrinsic motivation, serves as a partial mediator of these effects, while mindfulness further moderates the benefits. The findings highlight the longitudinal associations among compassion and relational behaviors for well-being and underscore the importance of culturally sensitive interventions. Taken together, these findings highlight the role of compassion, mindfulness, and relational behaviors in sustaining psychological well-being across time and cultures. By demonstrating these longitudinal effects,

the study provides robust evidence that compassion-based practices can serve as a universal, yet culturally adaptable, pathway to employee well-being. These findings offer practical guidance for organizations to promote sustainable employee well-being through culturally sensitive compassion- and mindfulness-based initiatives that support self-acceptance and relational behaviors.

**Ly et al. 2026.**

**Acta Psychologica, vol. 265.**

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**Keywords:** Intrinsic motivation; loving kindness-compassion; mindfulness; psychological well-being; relationship maintenance; self-acceptance.

**Evidence Level:** 4B

**Link:** <https://www.sciencedirect.com/science/article/pii/S0001691826004555?via%3Dihub>

### **Severing the health-impairment chain: Psychological distress and cross-level safety climate associations with safety behavior**

Work in high-risk industries requires employees to follow technical procedures closely while operating in hazardous environments. Drawing on the health-impairment pathway of the Job Demands-Resources (JD-R) framework and Situational Strength Theory, this study examines whether three core hindrance stressors—workload, lack of autonomy, and role ambiguity—are associated with employees' safety behavior through psychological distress. We also examine whether team safety climate, as a cross-level contextual condition, shapes this relationship. Using a three-wave time-lagged field design with 466 elevator technicians nested within 61 teams, we tested a multilevel moderated mediation model. The results showed that psychological distress mediated the associations between each job stressor and safety behavior, including both safety compliance and safety participation. In addition, team safety climate moderated the relationship between psychological distress and safety behavior, such that the negative association was weaker in teams with a strong safety climate. As a result, the indirect associations between job stressors and safety behavior through psychological distress were no longer significant under conditions of high team safety climate. These findings identify psychological distress as an important proximal mechanism linking job stressors to safety behavior and suggest that team safety climate can reduce the extent to which distress is reflected in unsafe behavior in high-risk work.

**Li et al. 2026.**

**Acta Psychologica, vol. 265.**

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**Keywords:** Job stressors; psychological distress; safety behavior; safety climate.

**Evidence Level:** 4B

**Link:** <https://www.sciencedirect.com/science/article/pii/S0001691826005743?via%3Dihub>

### **Distinct psychological profiles and responsiveness to a brief intervention in workers with high versus low intensity emotional labor: An observational study**

Emotional labor refers to the process by which employees regulate and manage their emotions as part of their job requirements. This observational study examined distinct psychological profiles and differential responsiveness to a brief 35-minute mind-body training (MBT) among 753 emotional labor workers with high versus low emotional labor intensity. Participants were categorized into high-risk and low-risk groups based on their emotional labor intensity. Psychological measures included positive and negative affect (Positive and Negative Affect Schedule), depressed mood (Center for Epidemiologic Studies Depression Scale), and quality of life (World Health Organization Quality of Life-Brief Version). Resting heart rate was obtained from a limited sample ( $n = 29$ ) for exploratory analysis. At baseline, among emotional labor subscales, emotional disharmony and hurt was associated with increased depressed mood and decreased quality of life in both groups ( $p < .001$ ), while lack of a supportive and protective system in the organization positively correlated with depressed mood in the high-risk group only ( $p = .040$ ). After the MBT, the high-risk group showed greater decrease in negative affect compared to the low-risk group ( $p < .001$ ). Exploratory analysis showed heart rate decreased significantly regardless of group ( $p = .039$ ), with greater

reductions in employees reporting higher baseline emotional demand and regulation ( $r = .464, p = .01$ ). Our results suggest that high-risk workers, particularly those lacking organizational support, may exhibit greater psychological vulnerabilities but also greater responsiveness to workplace intervention, providing preliminary evidence for considering emotional labor intensity when designing workplace interventions.

**Lee et al. 2026.**

**PLoS One, vol. 21, no. 5.**

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**Keywords:** Emotional labor; psychological profiles; responsiveness.

**Evidence Level:** 4B

**Link:** <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0345553>

### **The dark side of workplace personality: Examining the relationship between Horney's neurotic needs, self-esteem and the High Potential Trait Indicator (HPTI)**

This exploratory study examined demographic, self-esteem, and work-personality correlates of a measure of Horney's Neurotic Needs: Moving Away (Detachment), Moving Against (Aggression), and Moving Toward (Compliance) Others. In all, 319 adults completed the Horney-Coolidge Tri-dimensional Inventory (HCTI), High Potential Trait Indicator (HPTI), and a short measure of self-esteem. The internal reliability of all main factors was satisfactory. Correlational analysis at the factor level showed that none of the Horney scales were significantly correlated with Conscientiousness, but all were negatively correlated with Adjustment. With the six HPTI traits as the criterion variable, demographics, self-esteem, and the three Horney factors were entered as predictor variables. All regressions significantly explained between a tenth and a quarter of the variance. The analyses of traits Adjustment, Risk Approach and Competitiveness accounted for most of the variance. The analysis was repeated using the nine Horney facets. The results suggested that the three Horney traits could be considered "dark-side" variables and a useful measure of personality in applied settings.

**Furnham et al. 2026.**

**Acta Psychologica, vol. 265.**

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**Keywords:** Adjustment; conscientiousness; dark side; horney; neurotic needs.

**Evidence Level:** 4B

**Link:** <https://www.sciencedirect.com/science/article/pii/S0001691826005111?via%3Dihub>

### **Association of psychological safety with PTSD symptoms among regional firefighters in South Korea: Moderating roles of occupational identity and peer support**

Firefighters are repeatedly exposed to occupational trauma in high-risk work settings, and PTSD symptoms represent an important occupational and public health concern. This study examined the association between psychological safety and PTSD symptoms among firefighters and tested whether this association is conditioned by occupational identity and peer support within an occupational health framework. A cross-sectional survey was conducted with 314 firefighters in Gyeongsangbuk-do, South Korea. PTSD symptoms were assessed using eight selected items adapted from the PCL-5 representing core symptom domains. Confirmatory factor analysis, correlation analysis, and regression analysis were performed, and moderation analyses were conducted using PROCESS Macro (Model 1). Results indicated that psychological safety was negatively associated with PTSD symptoms. Both occupational identity and peer support significantly conditioned this association. The negative association was consistently observed across all levels of occupational identity, whereas it was significant only at or above the mean level of peer support. These findings suggest that psychological safety may be understood as an organizational resource related to PTSD symptoms in high-risk occupational contexts, while occupational identity and peer support may function as individual and social resources that condition this association. The findings highlight the importance of understanding occupational mental health based on the integrated roles of organizational, individual, and social resources.

**Jung et al. 2026.**

**International Journal of Environmental Research and Public Health, vol. 23, no. 5.**

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**Keywords:** PTSD symptoms; firefighters; occupational health; occupational identity; peer support; psychological safety.

**Evidence Level:** 5B

**Link:** <https://www.mdpi.com/1660-4601/23/5/635>

### Conceptual qualitative system dynamics model for simulation of perceived workload, stress and performance from industrial work content

Workload and psychological stress, which industrial workers perceived as stressors, affected their performance after they were exposed to the work content. A model simulating the stress-performance of a working individual is a beneficial tool for work task design and production management, enabling long-term Human Resource Development. Current models and concepts lack the construction of work-content components, human centrality, and the mechanism of stress transformation and effect; therefore not able to reproduce subtle human behaviors. This paper formulates this problem with a multi-disciplinary literature review, and proposes a conceptual qualitative system dynamics model to simulate the stress and performance of workers in a given work environment and conditions. By replicating the changes in work content with associated effects, human-centric solutions and interventions can be designed. A use case in the Vensim environment with different simulated scenarios returned behavior and tendency in the outputs that aligned with phenomena reported in relevant studies. The model enables analysis of human factors in complex manufacturing systems, especially the effect of work content on individual workload-stress perception, benefiting future development of Human Digital Twins. This research calls for experiments and clinical trials to strengthen the existing associations between model factors and more effort for developing realistic mechanisms for modeling human factors in Industry 5.0.

**Tran et al. 2026.**

**PLoS One, vol. 21, no. 5.**

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**Keywords:** Workload; stress; industrial work.

**Evidence Level:** 5B

**Link:** <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0347030>

## Fostering Work Participation

### Interventions to enhance work participation in people with chronic pain: A systematic review and meta-analysis including analysis of complex psychological intervention components

**Purpose:** Chronic pain impairs work participation. Psychological interventions can support people with chronic pain to work, yet little is known about which components are most effective. A systematic review and meta-analysis assessed the effectiveness of interventions targeting sick leave, return to work, work ability and work-related self-efficacy in chronic pain populations. Intervention content was analysed to identify effective components. **Methods:** A search strategy was developed and applied to six databases from inception until 2nd March 2023, being updated in December 2024: PsychInFO, Medline, CINAHL, Web of Science, Cochrane Library and Embase. Intervention descriptions were coded for intervention functions, theoretical domains and behaviour change techniques. Risk of bias was assessed using the ROB-2 tool.

**Results:** 51 randomized controlled trials were identified. Study quality was poor overall. Meta-analysis showed that psychological interventions were complex, that is, contained multiple components delivered alongside other interventions, which together were associated with reduced sick leave (SMD -.41, 95% CI: -.64 to -.18) and a small increase in those working at long-term follow-up (>12 months) (RR 1.03, 95% CI: 1.01-1.06; I<sup>2</sup> = 0%) but not work ability/capacity (SMD -.02, 95% CI: -.12-.08, I<sup>2</sup> = 0%) or return to work (RR .98, 95% CI: .91-1.05, I<sup>2</sup> = 0%). No intervention components appeared most effective, but five common components were identified: education, skills/training, social support, emotional regulation, and confidence building. **Conclusion:** Complex psychological interventions can positively influence work outcomes for people with chronic pain. Future research should prioritize high-quality studies and incorporate the five components to enhance work-focused support.

**McParland et al. 2026.**

**British Journal of Health Psychology, vol. 31, no. 2.**

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**Keywords:** Behaviour change techniques; chronic pain; intervention functions; meta-analysis; systematic review; theoretical domains; work outcomes.

**Evidence Level:** 1A

**Link:** <https://bpspsychub.onlinelibrary.wiley.com/doi/10.1111/bjhp.70077>

## Return to Work

### Exploring the implementation of an ICF-based instrument and guideline for interprofessional collaboration in the return-to-work process

**Background:** Interprofessional collaboration among occupational health professionals (OHPs) is essential for guiding sick-listed employees and facilitating return to work (RTW). However, the lack of a shared language among different OHPs can hinder effective collaboration. To address this, an instrument and multidisciplinary guideline based on the International Classification of Functioning, Disability, and Health (ICF) were developed. **Objective:** This study aimed to assess the feasibility of the ICF-based instrument and multidisciplinary guideline, as well as to explore OHPs' experiences to support implementation in daily practice. **Methods:** A triangulated mixed-methods design was used, combining OHPs assessing work capacity with the instrument in practice for sick-listed employees, followed by interviews, case reviews, and focus groups with both medical and non-medical OHPs. The Measurement Instrument for Determinants of Implementation (MIDI) guided data collection and analysis. **Results:** OHPs experienced the ICF-based instrument as comprehensible, usable for providing sick leave guidance, and particularly valuable for enabling qualitative assessments of work capacity and RTW possibilities. The so-called d-codes included in the instrument, derived from the ICF-framework, facilitated communication between medical and non-medical professionals. OHPs also found the instrument supported shared decision-making by incorporating both employees' and employers' perspectives. Application was especially suited for complex cases of long-term sick leave. **Conclusions:** This study highlights the potential of implementing the ICF-based instrument and multidisciplinary guideline in occupational health practice to improve interprofessional collaboration during sick leave and RTW. OHPs reported that the instrument supports capturing both the strengths and limitations of sick-listed employees, while also addressing workplace and personal factors.

**Kreuger et al. 2026.**

**Work: A Journal of Prevention, Assessment & Rehabilitation, vol. 84, no. 1.**

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**Keywords:** And health; disability; implementation science; international classification of functioning; occupational health; occupational health physicians; return to work; sick leave.

**Evidence Level:** 5B

**Link:** <https://pmc.ncbi.nlm.nih.gov/articles/PMC13144647/>

### Workplace injuries and return-to-work challenges among immigrants in Canada: Implications for occupational health policy and practice

This study examined the experiences of immigrant workers in Alberta, Canada, following work-related injuries, with a focus on postinjury reporting and return-to-work challenges. Twenty-seven injured immigrant employees from various industries were interviewed. Using an interpretive analysis approach, the study identified key factors shaping their experiences. Most participants were educationally overqualified for their roles and unfamiliar with high-risk, labor-intensive work environments. Findings revealed significant barriers to accessing information about injury reporting, workers' compensation, and available benefits. Participants also reported adverse interactions with employers and insurers, inadequate work accommodations, and inappropriate retraining options. Discrimination, language barriers, fear of job loss, and systemic discrimination exacerbated these challenges. The findings highlight an urgent need for

policy interventions, including occupational health and safety training for new immigrants, stronger employer accountability, culturally responsive return-to-work planning, and improved communication of workers' rights. These measures can enhance injury prevention and promote more equitable return-to-work outcomes for immigrant workers.

**Chen et al. 2026.**

**New Solutions: A Journal of Environmental and Occupational Health Policy, vol. 36, no. 1.**

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**Keywords:** Accommodation; employment support; occupational health and safety; policy recommendation; worker compensation.

**Evidence Level:** 5B

**Link:** <https://pubmed.ncbi.nlm.nih.gov/41810768/>

## Presenteeism and Absenteeism

### Workers Compensation

#### Variation in mental health-related sickness absence duration: The role of occupational health professionals

Mental health-related disorders are prevalent among the working population and account for a large proportion of sickness absence. Occupational health professionals (OHPs) play a key role in supporting employee recovery and reintegration, yet little is known about the extent to which individual OHPs affect return-to-work outcomes. Previous studies suggest that OHPs might influence absence duration, but comprehensive quantitative analyses examining variation between OHPs are lacking. In this study, we determine the variation in sickness absence duration attributable to OHPs in mental health-related cases. We analyze a large dataset of more than 30,000 sickness absence cases involving employees diagnosed with mental health-related disorders across multiple sectors. A cross-classified multilevel model was applied to estimate variance attributable to OHPs while controlling other sources of variation. Our results show substantial variation in mental health-related sickness absence duration between OHPs. This corresponds to marked differences in return-to-work outcomes: for high-performing OHPs, the median absence duration is 18 weeks or less, whereas for low-performing OHPs, the median duration is 28 weeks or more. Individual, organizational, and sectoral factors also contribute considerably to differences in sickness absence duration. Including OHP- and organization-level random effects reduced the estimated individual-level variance by about 50%, indicating that differences across providers and employers are relevant in reducing sickness absence duration. Based on this, we argue that OHPs and organizations should work in concert to reduce sickness absence durations. Future research should identify which specific OHP characteristics and practices are most helpful in accomplishing this.

**Timp et al. 2026.**

**PLoS One, vol. 21, no. 5.**

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**Keywords:** Mental health; sickness; absence; occupational health.

**Evidence Level:** 4B

**Link:** <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0348115>

## Shift Work

#### Working time traffic light recommendations: development, use, and implementation in the Finnish social and healthcare

The Working Time Traffic Light (WTTL) recommendations are detailed guidelines aimed at mitigating the health and safety effects of shift work. This paper reviews the development, implementation, and effects of the WTTL recommendations in social and healthcare. Based on the payroll-based Working Hours in the Finnish Public Sector (WHFPS) cohort of over 300,000 employees, we analysed many dose-response associations of different working hour characteristics with health and safety and developed cut-off levels

and evaluation tools for the traffic light-based WTTL recommendations. The recommendations were implemented in the social and healthcare sector by embedding the recommendations into shift scheduling software in co-operation with commercial software producers, and by giving feedback on the working hour characteristics to the healthcare organizations and policymakers. Based on a 5 yr follow-up, the WTTL recommendations were well-known, and used regularly by 20% of the shift planners. Compared to the non-users, the regular use of the evaluation tool was associated with improved working hour patterns, a lower number of occupational accidents, and a decrease in psychological distress. Based on the established use of the recommendations and their effects on health and safety, the development and implementation of the WTTL recommendations can be regarded as successful.

**Härmä et al. 2026.**

**Industrial Health, vol. 64, no. 3.**

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**Keywords:** Health; healthcare; implementation; policy; recommendations; safety; shift work; working time.

**Evidence Level:** 4B

**Link:** [https://www.jstage.jst.go.jp/article/indhealth/64/3/64\\_2025-0082/article](https://www.jstage.jst.go.jp/article/indhealth/64/3/64_2025-0082/article)

## Management and Leadership

### When does perceived overqualification enhance civil servants' work engagement? The role of public service motivation and ethical leadership

Perceived overqualification, the perception that employees' qualifications exceed their job requirements, is increasingly common among civil servants. Studies in the public sector have primarily focused on its negative outcomes. However, employees who perceive themselves as overqualified often possess surplus talent. The impact of perceived overqualification, whether positive or negative, depends on certain moderating conditions, which have received little attention. Drawing on the Ability-Motivation-Opportunity model, this study examines how public service motivation and ethical leadership moderate the relationship between perceived overqualification and work engagement, using data from 407 Chinese civil servants. The results indicate that when public service motivation is low, perceived overqualification negatively impacts work engagement. However, high public service motivation alone is insufficient to drive overqualified employees to increase work engagement. The study further identifies a three-way interaction among perceived overqualification, public service motivation, and ethical leadership, showing that ethical leadership helps overqualified employees with high public service motivation better utilize their abilities, thus enhancing work engagement. These findings provide valuable insights for mitigating the negative effects of perceived overqualification and leveraging the potential of overqualified civil servants.

**Dong et al. 2026.**

**Acta Psychologica, vol. 265.**

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**Keywords:** Ethical leadership; human capital; perceived overqualification; public service motivation; work engagement.

**Evidence Level:** 4B

**Link:** <https://www.sciencedirect.com/science/article/pii/S0001691826005755?via%3Dihub>

### Moderating role of supervisor support in the association between job demands and distress: A mixed-effects analysis in a population-based cohort study

**Objectives:** To study the association between job demands and distress among working adults and to test whether perceived supervisor support moderates this relationship. **Design:** Mixed-effects analysis of repeated measures from a population-based cohort study, estimating overall (combined within-person and between-person) associations. **Setting:** The Netherlands Longitudinal Study on Hearing (NL-SH), an ongoing Dutch cohort with nationwide recruitment and follow-up including four measurement waves. **Participants:** A total of 989 employed individuals ( $\geq 12$  hours/week) with 1858 observations had complete data on

distress, job demands, supervisor support and covariates. **Primary and secondary outcome measures:** The dependent variable was distress, measured using the 16-item distress subscale (range 0-32) of the Four-Dimensional Symptom Questionnaire. Job demands and supervisor support were assessed with subscales from the Job Content Questionnaire. Multilevel linear models were used to estimate main and interaction effects, adjusted for age, sex, educational level, hearing impairment, contract type and chronic diseases. **Results:** Higher job demands were associated with greater distress ( $B=0.22$ , 95% CI (0.17 to 0.27)). Higher supervisor support was associated with lower distress ( $B=-0.26$ , 95% CI (-0.38 to -0.15)). The interaction between job demands and supervisor support was statistically significant ( $B=-0.02$ , 95% CI (-0.04 to 0.001),  $p=0.042$ ). Stratified analyses showed that the association between job demands and distress was stronger among employees with low supervisor support ( $B=0.27$ ,  $p<0.001$ ) than among those with high support ( $B=0.13$ ,  $p=0.008$ ). **Conclusions:** Job demands and supervisor support were independently associated with distress. Supervisor support appeared to buffer the impact of job demands, as the association between job demands and distress was stronger among employees reporting low levels of supervisor support. These findings underscore the importance of strengthening supportive supervisor practices, alongside addressing excessive job demands, as integral components of workplace mental health strategies.

**Lettinga et al. 2026.**

**BMJ Open, vol. 16, no. 5.**

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**Keywords:** Health workforce; job satisfaction; mental health; occupational stress; social support; workplace.

**Evidence Level:** 4B

**Link:** <https://bmjopen.bmj.com/content/16/5/e111512.long>

### **Risks that cause illness, voices that warn: Leadership strategies in supporting healthcare workers**

**Objective:** to identify the obstacles in the work process and the strategies used by leaders in supporting healthcare workers involved in incidents related to psychosocial risks. **Method:** an exploratory, descriptive, and qualitative study conducted between January 2023 and September 2024, with ten leaders at a university hospital in southern Brazil. Data were collected from records of the occupational health and psychology services, the human resources department, the institution's strategic operational management software, as well as from semi-structured interviews, which were subjected to Thematic Content Analysis.

**Results:** twenty-three psychosocial incidents with repercussions for workers were identified. Two categories emerged from the interviews: Worker support; focusing on the challenges and strategies for its effective implementation, and Participatory management, aimed at building environments that promote worker's involvement and shared responsibility. **Final considerations:** the main factors that interfere with the effective support to healthcare workers following incidents involving psychosocial risks. The strategies adopted by leadership, although present, require improvement and greater systematization to ensure adequate psychosocial support, favoring the promotion of the team's health and safety.

**Quadros et al. 2026.**

**Revista Gaúcha de Enfermagem, vol. 47.**

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**Keywords:** Leadership; healthcare workers; illness.

**Evidence Level:** 5B

**Link:** <https://www.scielo.br/j/rgenf/a/FqWSk3ftLh79RtFxbHLQPCy/?lang=en>

### **"How do we want to be led?" Team aspirations and adaptive leadership in virtual and hybrid work**

**Purpose:** As virtual and hybrid work become embedded in organisational life, understanding how leadership can best support well-being and effective team functioning is vital. This study explores how leadership is experienced and enacted in virtual and hybrid teams, using the Job Demands-Resources (JD-R) model as an interpretive framework and Conservation of Resources (COR) theory to deepen interpretation of strain and sustainability over time. **Methods:** Qualitative data were gathered from thirty interviews with leaders and twenty-nine focus groups with team members ( $n = 110$ ) across multiple industries and geographies. Data was analysed using reflexive thematic analysis. **Results:** Three overarching themes were

identified: "Connected Leadership Aspirations," "Leadership as a Positive Social Influence," and "The Leadership Tension." Findings highlighted a strong convergence between leaders' and team members' aspirations for relational, emotionally present leadership, while also revealing the strain leaders experienced in sustaining this form of leadership amid low visibility, emotional labour, and limited systemic support. **Conclusion:** This study extends understanding of leadership in virtual and hybrid teams by showing how leadership can be both supportive and demanding. Interpreted through JD-R and COR, the findings highlight the need for organisational systems and development approaches that adequately resource leadership demands to support well-being, connection, effective team functioning, and leadership sustainability.

**Coulston et al. 2026.**

**International Journal of Qualitative Studies on Health and Well-being, vol. 21, no. 1.**

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**Keywords:** Virtual teams; hybrid teams; job demands-resources; leadership dynamics; team well-being.

**Evidence Level:** 5B

**Link:** <https://pubmed.ncbi.nlm.nih.gov/42121300/>

## Adapting to the Future of Work

### Aging Workforce

#### Trends in healthy working life expectancy and its difference by workload group among aged over 50 years: A longitudinal perspective

**Objectives:** While extending working life is a key policy objective, its impact on population health is not fully understood. This study investigated the long-term effects of physical and psychological workloads as well as initial health-work status on healthy working life expectancy (HWLE), working life expectancy (WLE), and total life expectancy (TLE) at age 50. **Methods:** Data were drawn from the Health and Retirement Study covering 1992-2022. The study population consisted of US adults aged  $\geq 50$  years. We implemented a multi-state life table approach based on continuous-time Markov models. Transition intensities between health and employment states were modeled to derive HWLE. Analyses were stratified by physical and psychological workload levels across three temporal cohorts. **Results:** Over the study period, WLE increased significantly for both sexes, while TLE slightly declined. Conversely, HWLE decreased substantially across all groups and health states. Individuals in high physical workload groups experienced shorter WLE and HWLE compared to low workload groups. High psychological load was associated with a lower proportion of healthy working years, particularly among those with initial health limitations. **Conclusions:** The extension of working lives is occurring at the cost of healthy years. Physical and psychological workloads exert distinct but equally detrimental effects on the sustainability of a healthy working life. These findings underscore the urgent need for targeted workplace interventions to protect worker health, particularly for vulnerable groups in high-stress or physically demanding jobs.

**Ma et al. 2026.**

**Scandinavian Journal of Work, Environment and Health, vol. 52, no. 3.**

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**Keywords:** Life expectancy; workload; over 50; trends.

**Evidence Level:** 4B

**Link:** <https://www.sjweh.fi/article/4281>

#### Work-related psychosocial factors and working life expectancy among Finnish public sector employees aged 50 years or older

**Objective:** This study aimed to examine the associations between work-related psychosocial factors and working life expectancy (WLE) across occupational groups among Finnish public sector employees aged  $\geq 50$  years. **Methods:** In this cohort study, 70 662 Finnish public sector employees completed surveys on work-related psychosocial factors in 2000-2002, 2004, 2008, 2011-2012, 2013-2014, and 2015-2016, with each participant responding at least once at age  $\geq 50$  years (response rates 66-71%; 80% female). Survey data

were linked to pensionable earnings records to verify work participation until 31 December 2018. WLE between ages 50 and 68 was estimated using a multi-state life tables approach. Analyses were conducted among three occupational groups: managers and specialized professionals, non-manual professionals, and service and manual workers. **Results:** The overall WLE at age 50 was 13.1 years [95% confidence interval (CI) 13.1-13.2]. Work-related psychosocial factors were associated with shorter WLE across all occupational groups, with WLE shortening from the highest to the lowest occupational group. High effort-reward imbalance (ERI) was associated with the shortest WLE, approximately five months shorter than among employees with low ERI. Compared with managers and specialized professionals with low psychosocial risks, high ERI, high job strain, high relational or procedural injustice were each associated with an approximately 1-year shorter WLE among service and manual workers. Occupational group showed a stronger association with WLE than the accumulation of psychosocial risk factors. No sex differences in WLE were observed. **Conclusion:** These findings suggest that promoting favorable psychosocial working conditions may extend working careers and reduce inequalities in working life participation, particularly among service and manual workers.

**Haukka et al. 2026.**

**Scandinavian Journal of Work, Environment and Health, vol. 52, no. 3.**

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**Keywords:** Working life expectancy; public sector employees; work-related psychosocial factors.

**Evidence Level:** 4B

**Link:** <https://www.sjweh.fi/article/4298>

## Technology

### The effect of emotional intelligence on the acceptance and use of technologies used in occupational health and safety: A systematic literature review

**Background:** While the complexity of today's business environments links the adoption of occupational health and safety (OHS) technologies with individual and institutional factors, emotional intelligence (EI) plays an important role in this process. It contributes to the development of a safety culture. **Objective:** This study aims to analyze the effect of EI on the acceptance and use of OHS technologies using the systematic literature review (SLR) method. **Methods:** This systematic literature review selected and evaluated 39 academic studies examining the relationship between OHS and EI in the context of technology acceptance and use between 2010 and 2025 using PRISMA and Mixed Methods Assessment Tool (MMAT) methods in Scopus, PubMed, Web of Science, and SpringerLink databases with the specified keywords.

**Results:** While the 39 studies evaluated according to the MMAT criteria generally offered high methodological quality and consistent analyses, it was observed that the themes of EI, occupational health and safety, and technology adaptation came to the fore, especially with the increasing number of publications after 2021. **Conclusions:** This systematic review demonstrates that EI is a key determinant of accepting and using OHS technologies. Improvements are needed in methodological consistency and contextual diversity. Integrating EI as a mediating structure in technology acceptance models can enhance the effectiveness of OHS practices. Developing employee EI skills accelerates technology adoption within the Unified Technology Acceptance and Use Model 2 (UTAUT2) model, strengthening individual and organizational OHS performance.

**Kelleci et al. 2026.**

**WORK: A Journal of Prevention, Assessment & Rehabilitation, vol. 84, no. 1.**

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**Keywords:** Occupational health; attitude to computers; emotional intelligence; information technology; occupational accidents; risk assessment; safety management; technology.

**Evidence Level:** 1A

**Link:** <https://pubmed.ncbi.nlm.nih.gov/41428439/>

## Multimodal personalized mobile health just-in-time adaptive intervention for occupational stress management: Pilot Study

**Background:** As digital health solutions gain traction, there is an urgent need for effective, person-centered stress management tools for employees. Advances in wearable stress monitoring and machine learning now enable the collection of high-resolution, real-time data and the delivery of personalized interventions with respect to both timing and content. Despite this technological progress, there remains a notable paucity of mobile health (mHealth) interventions that capitalize on these capabilities to implement just-in-time adaptive interventions (JITAs). **Objective:** This pilot study aimed to examine the preliminary effects of the RELAX mHealth app, which uses a JITAI framework to reduce occupational stress, with a particular focus on initial indications of stress reduction, the influence of the app's degree of personalization on these effects, and overall user experience. **Methods:** A 2-arm randomized trial was conducted with 46 employees across two phases of 3 weeks each. Participants used the RELAX mHealth app, which adapts intervention timing based on real-time stress data and tailors content according to users' preferences. Stress was assessed via multiple heart rate variability (HRV) parameters measured with wearable sensors, alongside subjective questionnaires and ecological momentary assessment (EMA) questionnaires. Usability and user satisfaction were also evaluated. In the second phase, a group randomization was implemented, with two groups of different degrees of in-app personalization. **Results:** The findings were mixed. While selected subjective stress indicators decreased from baseline to the end of the study, one physiological measure increased. Retrospective chronic stress ( $P=.048$ ) and arousal related to the most recent stress event prior to EMA entry ( $P=.02$ ) were reduced; however, the low frequency (LF)-to-high frequency (HF) ratio of HRV increased ( $P=.03$ ). Other stress variables, such as work-related stress, valence of daily experiences, and momentary arousal, showed no change over the course of the study. No between-group differences were observed with respect to the assigned degree of personalization. Additionally, usability increased ( $P<.001$ ), whereas satisfaction decreased at a trend level ( $P=.05$ ). **Conclusions:** Although the results provide selective preliminary indications of stress reduction with app use, the variability of outcomes raises concerns about its current practical utility. The effects are also discussed with regard to the specific design of the prototype and the study setup. Technical issues and user discomfort were noted despite increasing usability over the study period, indicating areas for improvement in the developed prototype. Given the absence of a control group and the use of interventional arms only, no definitive conclusions about effects can be drawn. Nevertheless, this study highlights both the potential and the challenges of a personalized mHealth approach to occupational stress management. Further refinement of the app and more comprehensive evaluations are needed to fully understand the impact and functional usability of this JITAI-based approach in real-world settings.

Kunas et al. 2026.

JMIR mHealth and uHealth, vol. 14.

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**Keywords:** Just-in-time adaptive intervention concept; mHealth; mobile health; occupational stress; personalized interventions; wearables.

**Evidence Level:** 3B

**Link:** <https://mhealth.jmir.org/2026//e79642/>

## Unveiling the impact of employee-AI collaboration on help-seeking behavior among service employees in China: A social cognitive perspective

As employee-artificial intelligence (AI) collaboration becomes increasingly prevalent, understanding how it shapes employees' interpersonal dynamics has become imperative. Professional help-seeking, as an interpersonal behavior, plays a critical role in fostering employees' social connections and well-being, particularly in AI-embedded workplaces. However, research on how employee-AI collaboration influences professional help-seeking remains limited, constraining a comprehensive understanding of its consequences. Drawing on social cognitive theory, this study develops and tests a theoretical model to explain how and under what conditions employee-AI collaboration affects employees' help-seeking behavior. We propose that employee-AI collaboration negatively predicts professional help-seeking by increasing psychological availability, and that organizational AI readiness amplifies this effect. Using three-wave survey data from 303 service employees in China, our hypotheses were supported. The results show

that employee-AI collaboration reduces professional help-seeking both directly and indirectly by enhancing psychological availability. Moreover, this negative relationship is further strengthened when organizational AI readiness is high. This study provides empirical evidence for a more nuanced understanding of the consequences of employee-AI collaboration and offers new theoretical insights into how organizations can effectively manage interpersonal behaviors in the AI era.

**Yu et al. 2026.**

**Acta Psychologica, vol. 265**

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**Keywords:** Employee-AI collaboration; organizational AI readiness; professional help-seeking; psychological availability.

**Evidence Level:** 4B

**Link:** <https://www.sciencedirect.com/science/article/pii/S0001691826005214?via%3Dihub>

### **Robot-Related Workers' Compensation Claims in Ohio, 2001-2020**

**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  $\leq 7$  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.

**Suresh et al. 2026.**

**American Journal of Industrial Medicine, vol. 69, no. 5.**

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**Keywords:** Injuries; occupational; robot; safety; workers' compensation.

**Evidence Level:** 4B

**Link:** <https://onlinelibrary.wiley.com/doi/10.1002/ajim.70067>

### **Attitudes, needs, and expectations regarding the application of AI in occupational healthcare: A Multiple Stakeholder Perspective**

**Objective:** The aim of the study was to explore attitudes, needs, and expectations of employees, employers, and occupational health professionals regarding the application of AI in occupational healthcare. **Methods:** Twenty-three semi structured interviews were conducted between May and December 2024. Data was analyzed using thematic analysis. **Results:** The following five themes were identified: skepticism about the feasibility of using AI, perceived benefits of using AI, chances for improving quality of care, unfamiliarity leading to more reserved attitudes, and need for clarity about actionable perspectives. **Conclusions:** There is an urgent need from all stakeholders for clear, actionable perspectives on AI outcomes, such as predictions of future sick leave. Future research should explore these actionable perspectives, ensuring that they are acceptable to all stakeholders and maximize occupational health

benefits. Because of unfamiliarity, a longer period of co-creation with stakeholders is recommended when developing AI tools for occupational healthcare.

**Tijhuis et al. 2026.**

**Journal of Occupational and Environmental Medicine, vol. 68, no. 5.**

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**Keywords:** AI; attitudes; expectations; needs; occupational healthcare; qualitative research; stakeholders.

**Evidence Level:** 5B

**Link:**

[https://journals.lww.com/joem/fulltext/2026/05000/attitudes,\\_needs,\\_and\\_expectations\\_regarding\\_the.1.aspx](https://journals.lww.com/joem/fulltext/2026/05000/attitudes,_needs,_and_expectations_regarding_the.1.aspx)

### **The digital workplace and meeting accessibility: A qualitative study on listening effort in video meetings for employees with hearing loss**

**Background:** Hearing loss is a common workplace disability that presents communication challenges. While digital communication platforms can offer opportunities for flexibility and inclusion, they may also present barriers for individuals with hearing loss. More research is needed to understand how video meetings are experienced by these employees and how to create more inclusive and effective work environments.

**Objective:** This study aimed to explore the positive and negative aspects of video meetings for employees with hearing loss and identify strategies they use to enhance communication. **Methods:** We conducted a qualitative study using an abductive approach to thematic analysis. Fourteen employees with hearing loss, aged 35 to 67 years, were interviewed. All participants used hearing aids except for one who had a cochlear implant. They were recruited through professional networks and audiology clinics. **Results:** Listening effort emerged as the overarching theme, experienced as both physically and mentally demanding. Sub-themes included both positive and negative experiences, the effects on participation, and strategies for managing communication challenges. Participants emphasized the importance of high-quality audio, video, captioning, and structured turn-taking. Workplace support, technical solutions, and remote work opportunities were described as helpful in reducing listening effort and improving inclusion. **Conclusions:** Employees with hearing loss report both benefits and challenges in video meetings. Based on participants' experiences, workplace measures such as captioning, high-quality audio, and inclusive communication practices may support participation. Allowing remote work and structuring hybrid meetings with clear turn-taking rules may support well-being and participation. Future research should assess the effectiveness of these approaches.

**Marsja et al. 2026.**

**Work: A Journal of Prevention, Assessment & Rehabilitation, vol. 84, no. 1.**

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**Keywords:** Cochlear implants; communication barriers; hearing aids; mental fatigue; persons with hearing disabilities; remote work; telework; videoconferencing.

**Evidence Level:** 5B

**Link:** <https://pubmed.ncbi.nlm.nih.gov/41359512/>