

# 7th International Work Disability Prevention and Integration Conference (WDPI 2026)

## Program

May 12-15, 2026

University of British Columbia Vancouver Campus | Nest Great Hall (2nd floor)

[Slido \(slido.com\) code and social media hashtag: WDPI2026](#)

| Tuesday May 12                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                  |                                        |                                                                                   |
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|                                     | Pre-conference Workshops                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                  |                                        |                                                                                   |
| 9 am - 4 pm                         | Workshop 1: Advancing mental health and sustainable work for young adults through evidence and innovation<br>Nest 2306/2309                                                                                                                                                                                                                                                                                                                                        |                                  |                                        |                                                                                   |
| 9 am - 12 pm                        | Workshop 2: Using a public health approach to develop more effective workplace health interventions: introduction to the 6SQuID intervention development framework<br>Nest 2311                                                                                                                                                                                                                                                                                    |                                  |                                        |                                                                                   |
| 1-3 pm                              | Workshop 3: Beyond the horizon: Resilience and foresight in work disability research<br>Nest 2311                                                                                                                                                                                                                                                                                                                                                                  |                                  |                                        |                                                                                   |
| 1-4 pm                              | Workshop 4: Opioids for chronic non-cancer pain: A case-based, guideline-informed, hands-on workshop for prescribers and learners<br>Cancelled                                                                                                                                                                                                                                                                                                                     |                                  |                                        |                                                                                   |
| 6-9 pm<br>Program begins at 6:30 pm | Welcome Reception<br>Museum welcome: Gwilyn Timmers, Museum of Anthropology<br>Conference welcome: Dr Chris McLeod, Associate Professor, UBC, Canada<br>University welcome: Dr Benoit-Antoine Bacon, President, UBC, Canada<br>Cultural performance: Tsatsu Stalqayu Coastal Wolf Pack<br>Territorial welcome: Elder Alec Dan, Musqueam Band<br>Museum of Anthropology                                                                                             |                                  |                                        |                                                                                   |
| Wednesday May 13                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                  |                                        |                                                                                   |
| 9 am                                | Welcome Remarks<br>Conference chair: Dr Chris McLeod, Associate Professor, UBC, Canada<br>ICOH WDPI Scientific Committee representative: Dr Alex Collie, Professor, Monash University, Australia<br>Government representative: The Honourable Jennifer Whiteside, MLA, Minister of Labour of British Columbia, Canada<br>WorkSafeBC representative: Dr Aamir Bharmal, Chief Medical Officer, WorkSafeBC, Canada<br>Nest Great Hall                                 |                                  |                                        |                                                                                   |
| 9:30 am                             | Keynote: Helping Workers Navigate Chronic Health Challenges and Build Long-term Employment Stability<br>How do we help workers living with chronic physical and mental health conditions to manage their condition and better sustain employment?<br>Chair: Dr Mieke Koehoorn, Vice-Dean, UBC Faculty of Medicine, Canada<br>Speaker: Dr Monique Gignac, Scientific Director and Senior Scientist, Institute for Work & Health, Canada<br>Followed by audience Q&A |                                  |                                        |                                                                                   |
| 10:30 am                            | Networking Break<br>Nest Great Hall Foyer                                                                                                                                                                                                                                                                                                                                                                                                                          |                                  |                                        |                                                                                   |
| 11 am                               | Concurrent Session 1                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                  |                                        |                                                                                   |
|                                     | 1A. Trades & construction 1<br>Nest 2306                                                                                                                                                                                                                                                                                                                                                                                                                           | 1B. Chronic disease<br>Nest 2309 | 1C. Healthcare experience<br>Nest 2311 | 1D. Symposium: Workplace stigma, discrimination and disclosure<br>Nest Great Hall |
| 12:30 pm                            | Lunch<br>Nest Great Hall Foyer                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                  |                                        |                                                                                   |
| 12:45 pm                            | Journal of Occupational Rehabilitation Editorial Board Meeting (open to all)<br>Chair: Dr Douglas Gross, Professor, University of Alberta, Canada<br>Nest 2306                                                                                                                                                                                                                                                                                                     |                                  |                                        |                                                                                   |

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| 1:30 pm         | Concurrent Session 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                              |                                           |                                                                                                                         |
|                 | 2A. Trades & construction 2<br>Nest 2306                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 2B. Chronic disease & cancer<br>Nest 2309    | 2C. No programming<br>Nest 2311           | 2D. Symposium: Rethinking injury and RTW pathways for im/migrant and precarious workers<br>Nest Great Hall              |
| 3 pm            | Poster Session 1 and Networking Break<br>Nest Great Hall and Foyer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                              |                                           |                                                                                                                         |
| 4 pm            | Concurrent Session 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                              |                                           |                                                                                                                         |
|                 | 3A. Precarious work<br>Nest 2306                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 3B. Age & gender<br>Nest 2309                | 3C. Measurement & validation<br>Nest 2311 | 3D. Symposium: Hospital-based participation integrated care in Europe<br>Nest Great Hall                                |
| 5:30 pm         | Break – no programming                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                              |                                           |                                                                                                                         |
| 6:30-8:30 pm    | Trainee and Early Career Researcher Meet and Greet<br>Nest 2301                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                              |                                           |                                                                                                                         |
| Thursday May 14 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                              |                                           |                                                                                                                         |
| 8:45 am         | Welcome and Recap<br>Conference chair: Dr Chris McLeod, Associate Professor, UBC, Canada<br>Nest Great Hall                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                              |                                           |                                                                                                                         |
| 9 am            | Panel 1: Research and Data Informing Policy and Practice<br><i>This panel will explore how we can better use research and data to inform policy and practice, drawing on both researcher and policy maker perspectives, with Canadian and international representation.</i><br>Chair: Dr Alex Collie, Professor, Monash University, Australia<br>Panelist: Dr Karen Walker-Bone, Director, Centre for Occupational and Environmental Health, Monash University, Australia<br>Panelist: Dr Aamir Bharmal, Chief Medical Officer, WorkSafeBC, Canada<br>Panelist: Dr Gerald Méndez, Medical Board for Work Disability Assessment, Ministry of Labor and Social Security, Costa Rica<br>Panelist: Dr Joel Moody, Chief Prevention Officer and Assistant Deputy Minister, Ontario Ministry of Labour, Immigration, Training and Skills Development, Canada<br><i>Followed by audience Q&amp;A</i> |                                              |                                           |                                                                                                                         |
| 10:30 am        | Networking Break<br>Nest Great Hall Foyer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                              |                                           |                                                                                                                         |
| 11 am           | Concurrent Session 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                              |                                           |                                                                                                                         |
|                 | 4A. Mental health & psychological injury 1<br>Nest 2306                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4B. Novel & emerging technology<br>Nest 2309 | 4C. Approaches to RTW 1<br>Nest 2311      | 4D. Symposium: More than just a colour? Studying and addressing racism in work disability management<br>Nest Great Hall |
| 12:30 pm        | Lunch<br>Nest Great Hall Foyer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                              |                                           |                                                                                                                         |
| 12:45 pm        | ICOH WDPI Scientific Committee Meeting (open to all)<br>Chair: Dr Alex Collie, Professor, Monash University, Australia<br>Nest 2306                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                              |                                           |                                                                                                                         |
| 1:30 pm         | Concurrent Session 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                              |                                           |                                                                                                                         |
|                 | 5A. Mental health & psychological injury 2<br>Nest 2306                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 5B. Accessibility & inclusion<br>Nest 2309   | 5C. System design<br>Nest 2311            | 5D. Symposium: Realist evaluation in the context of RTW research<br>Nest Great Hall                                     |
| 3 pm            | Poster Session 2 and Networking Break<br>Nest Great Hall and Foyer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                              |                                           |                                                                                                                         |

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| 4 pm          | Concurrent Session 6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                       |                                      |                                                                                                                                                 |
|               | 6A. Psychosocial work environment<br>Nest 2306                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 6B. Health professionals<br>Nest 2309 | 6C. Approaches to RTW 2<br>Nest 2311 | 6D. Symposium: Inclusive perspectives on work disability prevention and return-to-work: a Latin American dialogue in Spanish<br>Nest Great Hall |
| 5:30 pm       | Break – no programming                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                       |                                      |                                                                                                                                                 |
| 6:30-9 pm     | Banquet<br>Jack Poole Hall, Robert H Lee Alumni Centre                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                       |                                      |                                                                                                                                                 |
| Friday May 15 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                       |                                      |                                                                                                                                                 |
| 8:45 am       | Welcome and Recap<br>Conference chair: Dr Chris McLeod, Associate Professor, UBC, Canada<br>Nest Great Hall                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                       |                                      |                                                                                                                                                 |
| 9 am          | Concurrent Session 7                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                       |                                      |                                                                                                                                                 |
|               | 7A. Chronic disease: Covid<br>Nest 2306                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 7B. Global perspectives<br>Nest 2309  | 7C. Healthcare 1<br>Nest 2311        | 7D. Symposium: Knowledge transfer and exchange approaches for occupational injury and work disability prevention<br>Nest Great Hall             |
| 10:15 am      | Networking Break<br>Nest Great Hall Foyer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                       |                                      |                                                                                                                                                 |
| 10:30 am      | Panel 2: Reimagining WDPI After 20 Years of Research<br><i>Looking back on 20 years of WDPI research, this panel will explore what work disability prevention and integration (WDPI) means, the impact WDPI has had, and how the discipline will need to evolve to meet the current and future needs of workers and employers.</i><br>Chair: Dr Doug Gross, Professor, Faculty of Rehabilitation Medicine, University of Alberta, Canada<br>Panelist: Dr Han Anema, Professor, Public and Occupational Health, Amsterdam UMC, The Netherlands<br>Panelist: Dr Diana Cuervo Díaz, Principal Physician, National Disability Rating Board, Colombia<br>Panelist: Dr Marie-France Coutu, Professor, Faculty of Medicine and Health Sciences, Université de Sherbrooke, Canada<br>Panelist: Dr Ellen MacEachen, Director, School of Public Health Sciences, University of Waterloo, Canada<br>Panelist: Dr Susan Peters, Associate Director, Center for Work, Health, and Well-being, Harvard T.H. Chan School of Public Health, USA<br><i>Followed by audience Q&amp;A</i> |                                       |                                      |                                                                                                                                                 |
| 12:00 pm      | Lunch<br>Nest Great Hall Foyer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                       |                                      |                                                                                                                                                 |
| 1 pm          | Concurrent Session 8                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                       |                                      |                                                                                                                                                 |
|               | 8A. Remote work<br>Nest 2306                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 8B. No programming                    | 8C. Healthcare 2<br>Nest 2311        | 8D. Symposium: Rethinking disability, work reintegration and pension policies: A global perspective<br>Nest Great Hall                          |
| 2:15 pm       | Networking Break<br>Nest Great Hall Foyer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                       |                                      |                                                                                                                                                 |
| 2:30 pm       | Patrick Loisel Awards: Top Ranked Trainee Abstract Oral Presentations<br>Chair: Dr Alex Collie, Professor, Monash University, Australia<br><i>Followed by audience Q&amp;A</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                       |                                      |                                                                                                                                                 |
| 3:30-4:00 pm  | Closing Remarks<br>Conference chair: Dr Chris McLeod, Associate Professor, UBC, Canada<br>ICOH WDPI Scientific Committee representative: Dr Alex Collie, Professor, Monash University, Australia                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                       |                                      |                                                                                                                                                 |

## Detail: Concurrent Oral Presentations and Symposia

Wednesday May 13, 11:00 am – 12:30 pm

### **Concurrent Session 1A. Trades & construction 1**

Chair: Lindsey Richardson, University of British Columbia, Canada

Workplace Mental Health in Ontario Canada's Skilled Trades: Strategies for Diversity, Equity, and Inclusion  
Behdin Nowrouzi-Kia, University of Toronto, Department of Occupational Science and Occupational Therapy, Canada

Women workers and occupational health practitioners in a typically masculine trade: What are sex/gender dynamics at play in an ergonomic intervention?  
Émilie Desjardins, Université du Québec à Montréal, Canada

Inclusive Apprenticeships: Rethinking OHS Training for Workers with Disabilities  
Amin Yazdani, Canadian Institute for Safety, Wellness, and Performance, Canada

Absenteeism in a Brazilian Energy Company (2021 – 2024)  
Adriana Jardim Arias Pereira, Universidade Estadual de Campinas - UNICAMP, Brazil

Physical and Psychosocial Correlates of Occupational Physical Injury in the Global Construction Industry: A Scoping Review  
Donia Obeidat, University of Toronto, Canada

### **Concurrent Session 1B. Chronic disease**

Chair: Quentin Durand-Moreau, Division of Preventive Medicine, University of Alberta, Canada

Career trajectories among people with multiple sclerosis in Sweden  
Emilie Friberg, Karolinska Institutet, Sweden

Living and working with MS: what self-reports reveal about health and employment  
Alejandra Machado, Karolinska institutet, Sweden

Predicting Early Workforce Departure in Systemic Lupus Erythematosus Patients: A Machine Learning Approach to Guide Early Clinical Intervention  
Behdin Nowrouzi-Kia, University of Toronto, Department of Occupational Science and Occupational Therapy, Canada

Work Environment and Sustainable Return to Work after Stroke: Experiences of Persons with Mental Fatigue  
Elin Ekblad, Linköping University, Department of Health, Medicine and Caring Sciences, Sweden

The impact of post stroke fatigue on work and other everyday life activities for the working age population – a registry-based cohort study  
Jessica Vollertsen, Linköping University, Department of Health, Medicine and Caring Sciences, Sweden

### **Concurrent Session 1C. Healthcare experience**

Chair: Kimberly Sharpe, Partnership for Work, Health and Safety, University of British Columbia, Canada

Injured workers' experience of using GP care for work-related and non-work-related conditions  
Preeti Maharjan, Monash University, Australia

Barriers and Opportunities in General Practitioners' Stay-at-Work Practices: An Intervention Mapping Approach  
Mette Jensen Stochkendahl, University of Southern Denmark, Department of Sports Science and Clinical Biomechanics, Center for Muscle and Joint Health, Denmark

Injured workers' decisions to use and experiences with cannabis to treat the symptoms of their work-related conditions: A qualitative study from Ontario, Canada  
Nancy Carnide, Institute for Work & Health, Canada

The role of exercise physiology compared to other physical therapies in return to work among compensated workers with physical injuries

Shannon Gray, Monash University, Australia

Factors influencing trust in work disability-related welfare state institutions: a systematic literature review

Nina Zipfel, Amsterdam University Medical Center, location University of Amsterdam, Public and Occupational Health, The Netherlands

### **Concurrent Session 1D. Symposium: Workplace stigma, discrimination and disclosure: Challenges and solutions for sustainable employment**

Evelien Brouwers, Tilburg University, The Netherlands

Marc Corbiere, Université du Québec à Montréal, Canada

Naomi de Leng, Tilburg University, The Netherlands

Philippe Sterkens, Ghent University, Belgium

Janske van Eersel, Tilburg University, The Netherlands

Monique Gignac, Institute for Work & Health, Canada

Stigma and discrimination in the workplace remain underestimated yet powerful barriers to sustainable employment for people with (mental) health conditions. Workplace stakeholders (e.g., line managers, HR personnel, coworkers) often hold stigmatizing attitudes that result in exclusion rather than inclusion of workers with health problems. This symposium aims to highlight mechanisms through which stigma and discrimination undermine sustainable employment; present empirical evidence and innovative approaches to support disclosure in different professional contexts; and discuss practical strategies to reduce stigma and empower employees and employers in making informed choices. Evelien Brouwers will introduce the topic and identify research gaps, followed by a series of presentations from Canadian and Dutch researchers.

Wednesday May 13, 1:30 – 3:00 pm

### **Concurrent Session 2A. Trades & construction 2**

Chair: Nancy Carnide, Institute for Work & Health, Canada

Accommodating work for sick-listed workers in sectors with limited availability of work accommodations: a qualitative study from the employer perspective

Bibi de Mul, University Medical Center Groningen, The Netherlands

Burnout and beyond: Understanding precarity, job satisfaction and turnover among Electricians in Ontario, Canada

Maryam Shahzad, University of Toronto, Canada

Human Factors and Policy Gaps in Canada's Maritime Safety Regulations for Tugboat Seafarers

Fazle Sharior, Memorial University of Newfoundland, Canada

What facilitates or prevents successful return-to-work in the Canadian construction sector?

Kimberly Sharpe, Partnership for Work, Health and Safety, University of British Columbia, Canada

Development and evaluation of an organizational-level return-to-work intervention to support supervisors in accommodating work for sick-listed workers

Raun van Ooijen, University Medical Center Groningen, The Netherlands

### **Concurrent Session 2B. Chronic disease & cancer**

Chair: Karen Nieuwenhuijsen, Amsterdam UMC, Department of Public and Occupational Health, Amsterdam Public Health Research Institute, University of Amsterdam, The Netherlands

Acceptability and Feasibility of a Primary Care Return to work Intervention for Breast Cancer Survivors

Karine Bilodeau, University of Montreal, Canada

Return-to-work barriers for sick-listed employees with cancer compared to employees on sick leave with musculoskeletal disorders and common mental disorders

Ida Goplen Gulliksen, Oslo Metropolitan University, Department of Rehabilitation Science and Health Technology, Norway

Exploring the work experiences of employees living with prolonged incurable cancer and their employers: a qualitative study

Michiel Greidanus, Amsterdam UMC, The Netherlands

Feasibility of the PLACES intervention aimed at enhancing the work participation of unemployed and/or work disabled cancer survivors: a qualitative study among stakeholders

Fenna van Ommen, Amsterdam UMC, The Netherlands

## **Concurrent Session 2D. Symposium: From risk to reintegration: Rethinking injury and return-to-work pathways for im/migrant and precarious workers**

Daniel Côté, Institut de recherche Robert-Sauvé en santé et en sécurité du travail (IRSST), Canada

Jessica Dubé, Institut de recherche Robert-Sauvé en santé et en sécurité du travail (IRSST), Canada

Basak Yanar, Institute for Work & Health, Canada

This symposium will explore the complexity of return-to-work (RTW) processes for workers with temporary or permanent im/migrant status in precarious employment who have sustained occupational injuries. These individuals—whether temporary foreign workers, asylum seekers, international students, or recent permanent immigrants—are overrepresented in high-risk, low-protection sectors and often face barriers long before an injury occurs, including unsafe conditions, fear of reprisal, and limited access to OHS prevention. These challenges are compounded by language barriers, limited knowledge of occupational health and safety (OHS) rights, and institutional misrecognition of structural and migration-related vulnerabilities. Grounded in qualitative and ethnographic research, the presentations in this symposium will examine how injury and rehabilitation pathways unfold when employment precarity intersects with cultural and systemic disjunctures.

Wednesday May 13, 4:00 – 5:30 pm

## **Concurrent Session 3A. Precarious work**

Chair: Ute Bültmann, University Medical Center Groningen/University of Groningen, The Netherlands

Co-Designing Culturally Responsive Research: A Participatory Methodology for Engaging Marginalized Workers in Workplace Injury and Compensation Research

Sarah Anderson, Monash University, Australia

Contributing to decent work for people in a vulnerable position on the labor market: a multi-actor analysis of success factors and challenges

Hanneke van Heijster, Tilburg University, The Netherlands

Turning “bad jobs” into “good jobs”: Expanding conceptions of and possibilities for flexibilized labour to support return-to-work and stay-at-work for disadvantaged populations

Lindsey Richardson, University of British Columbia, Canada

Towards a multi-level typology for employer engagement: the impact of engagement clusters on hiring people with disabilities

Renate Bosman, Tilburg University, The Netherlands

Determinants of different forms of labor underutilization in the Netherlands: A nationwide study

Bo Krause, University Medical Center Groningen; University of Groningen, The Netherlands

### **Concurrent Session 3B. Age & gender**

Chair: Emma Irvin, Institute for Work & Health, Canada

#### **The Impacts of Perinatal Loss on Work: Adapting a Work Productivity Loss Instrument**

Jacynthe L'Heureux, University of British Columbia, Canada

#### **How Psychosocial work Factors Shape the Work Impairment of menopausal women**

Karen Nieuwenhuijsen, Amsterdam UMC, Department of Public and Occupational Health, Amsterdam Public Health Research Institute, University of Amsterdam, The Netherlands

#### **The relevance and usefulness of the European Menopause and Andropause Society (EMAS) guidelines on menopause in the workplace in a Norwegian context. Results of a Delphi study**

Una Ørvim Sølvi, University of Bergen, Norway

#### **Who Stays, Who Leaves, and Who Returns? Employment Trajectories of Middle-aged and Older Adults in Canada using CLSA Data**

Jenyo Banjo, University of British Columbia, Canada

### **Concurrent Session 3C. Measurement & validation**

Chair: Peter Smith, Institute for Work & Health, Canada

#### **Development and content validity of the musculoskeletal self-management questionnaire (MSK-SMQ)**

Nathan Hutting, HAN University of Applied Sciences, The Netherlands

#### **Navigating self-direction during the RTW transition towards a new employer: a qualitative study**

Marie-Louise Klerkx, HAN University of Applied Sciences, The Netherlands

#### **Co-producing workplace solutions for employees with chronic musculoskeletal disorders: insights from the JOINTWORKS developmental study**

Glykeria Skamagki, University of Birmingham, United Kingdom

#### **Validating the Work Environment Impact Questionnaire (WEIQ): A Tool for Measuring Self-Perceived Work Ability**

Moa Yngve, Linköping University, Department of Health, Medicine and Caring Sciences, Sweden

### **Concurrent Session 3D. Symposium: Hospital-based participation in integrated care – What are successful interventions and key ingredients to enhance work participation?**

Margot Joosen, Tilburg University, The Netherlands

Paul Kuijer, Amsterdam UMC, The Netherlands

Olivier Nachtergaele, Academic Medical Hospital Louvain, Belgium

Behdin Nowrouzi-Kia, University of Toronto, Canada

Work disability prevention has traditionally focused on workplace-based interventions or post-discharge rehabilitation programs. However, a new wave of innovation is reshaping the landscape: Hospital-Based Participation Integrated Care (H-PIC), care that embeds work participation planning into acute and specialist hospital care pathways. In H-PIC, the hospital is in the lead to secure participation-directed care before a person leaves the hospital. The goal is to ensure that treatment and recovery plans align with the person's personal preferences, needs, and values. This early integration bridges the gap between medical treatment and real-world participation, reducing the risk of long-term disability and supporting timely employability. This symposium will bring together five front-runners who are pioneering and evaluating H-PIC interventions. Each will present a unique perspective, creating a panoramic view of this emerging approach. Together, the speakers will define what H-PIC is and how it differs from conventional care and vocational rehabilitation; showcase innovative programs, highlighting different clinical settings (e.g., oncology, orthopedic and trauma surgery); identify the essential components ("key ingredients") that make these interventions effective; discuss implementation challenges, including hospital-employer communication, financing, and interprofessional coordination; and explore opportunities for cross-country collaboration, research, and scaling.

## **Concurrent Session 4A. Mental health & psychological injury 1**

Chair: Iris Arends, University Medical Center Groningen/University of Groningen, The Netherlands

Defining and identifying the drivers of secondary psychological injury in Australians with workers' compensation claims: a mixed-methods study

Shannon Gray, Monash University, Australia

Results from a stepwise eHealth intervention with the Participatory Approach on return to work of sick-listed workers with stress-related complaints

Trees T. Juurlink, Amsterdam UMC location Vrije Universiteit Amsterdam, Department of Public and Occupational Health, The Netherlands

Exploring the complex: investigating the association between factors and return to work for work-related chronic pain and concurrent psychological injuries in British Columbia, Canada

Harman Sandhu, Partnership for Work, Health and Safety, University of British Columbia, Canada

Clusters of transdiagnostic symptoms are associated with return to work (RTW): a latent class analysis

Friso Muntinghe, University Medical Center Groningen, The Netherlands

How can we support workers with musculoskeletal pain in physically demanding jobs to stay at work? Results from an intervention mapping process.

Mette Jensen Stochkendahl, University of Southern Denmark, Department of Sports Science and Clinical Biomechanics, Center for Muscle and Joint Health, Denmark

## **Concurrent Session 4B. Novel & emerging technology**

Chair: Amin Yazdani, Canadian Institute for Safety, Wellness, and Performance, Canada

Evaluating an AI-based self-management app supporting sick-listed individuals with musculoskeletal disorders: rationale and protocol for the SmaRTWork randomised controlled trial

Lene Aasdahl, Norwegian University of Science and Technology, Norway

Developing a Dedicated Evaluation Framework for Large Language Models Applied in Healthcare Safety

Siyuan Zhang, Institute of Science Tokyo, Japan

The effectiveness of exoskeletons in secondary and tertiary prevention of work-related musculoskeletal disorders for physically impaired individuals of working age: a systematic literature review and meta-analysis

Monika A. Rieger, University Hospital Tuebingen, Institute of Occupational and Social Medicine and Health Services Research, Germany

Beyond Mechanics: do Beliefs Shape Exoskeleton Use at Work?

Daniek van Laar, University Medical Center Groningen, The Netherlands

## **Concurrent Session 4C. Approaches to RTW 1**

Chair: Elin Karlsson, Linköping University, Sweden

The Progressive Goal Attainment Program for increasing work participation of workers with long-term health problems: A qualitative feasibility study

Mariska de Wit, Amsterdam UMC location University of Amsterdam, Public and Occupational Health, Coronel Institute of Occupational Health, The Netherlands

Operationalization of a strategic decision-making program for return-to-work coordinators

Marie-Michelle Gouin, Université de Sherbrooke, Canada

## Integrating Occupational Therapy in Primary Care to Support Recovery and Return to Work: How Acceptable Is It to Family Medicine Groups

Quan Nha Hong, Université de Montréal, Canada

## Feasibility of IGLOo: A multi-level workplace intervention supporting return to work and work accommodations

Fehmidah Munir, Loughborough University, United Kingdom

## Bridging Clinical and Work-Directed Support: Effectiveness and Implementation Process of an 18-Month Return to Work Program for Employees with Mental Disorders

Fiona Starke, Federal Institute for Occupational Health and Safety; Maastricht University, Germany

## **Concurrent Session 4D. Symposium: More than just a colour? Studying and addressing racism in work disability management**

Arif Jetha, Institute for Work & Health, Canada

Stephanie Premji, McMaster University, Canada

Basak Yanar, Institute for Work & Health, Canada

Industrialized labour markets are characterized by growing racial diversity among workers. Despite policies that mandate employment equity, there remains significant occupational segregation according to race and ongoing systemic disadvantage. Racialized workers are exposed to the most unsafe and precarious working conditions, and face more frequent, severe, and disabling occupational injuries and illnesses when compared to white workers which can underlie health and social inequities. We know little about the role of racism in access to workers' compensation and return-to-work and we lack evidence to address racial inequities in the prevention and management of work disability. The objectives of this symposium are to raise awareness on the importance racism in research on work disability; examine the state of science on racism in WD; and engage in a critical discourse on how researchers can unpack racial inequities and inform practical strategies that address racism in work disability prevention and management.

Thursday May 14, 13:30 – 3:00 pm

## **Concurrent Session 5A. Mental health & psychological injury 2**

Chair: Peter Smith, Institute for Work & Health, Canada

## Co-creating a peer-based suicide prevention strategy in the construction industry: from leadership roundtable to pilot implementation

Kim Cullen, Memorial University of Newfoundland, Canada

## Evaluating the Effectiveness of an Online Opioid Self-Assessment Program

Andrea Furlan, University Health Network, Canada

## A Systematic Review of Common Mental Disorders and Sustainable Return-to-Work

Zoe Can, Sheffield University Management School, The University of Sheffield, United Kingdom

## Presumptive coverage policies and compensation of work-related mental health conditions in Canada: a retrospective time series study

Quentin Durand-Moreau, Division of Preventive Medicine, University of Alberta, Canada

## Assessing the return-to-work mode of sick-listed precarious workers with mental health issues using the REMODE-tool

Yvonne Suijkerbuijk, Amsterdam UMC, department of Public and Occupational Health, Amsterdam Public Health Research Center, The Netherlands

## **Concurrent Session 5B. Accessibility & inclusion**

Chair: Shannon Gray, Monash University, Australia

Sociodemographic, clinical, and work factors and disclosure of multiple sclerosis in the workplace

Jessica Dervish, Karolinska Institutet, Sweden

Sheltered Employment, Absolute Accommodation, and the Limits of CRPD Jurisprudence: Insights from the African Disability Protocol

Yohannes Zewale, Addis Ababa University, Ethiopia

Organizational perspectives on the changing landscape of support and accommodation provision to workers with disabilities: A qualitative study

Monique Gignac, Institute for Work & Health, Canada

Enabling individuals with intellectual disability to establish and maintain a foothold in competitive work

Carin Nyman, Karolinska Institutet, Sweden

Not Business as Usual: Redefining Disability Inclusion at UBC through the Centre for Workplace Accessibility

Leah Watson, University of British Columbia, Canada

## **Concurrent Session 5C. System design**

Chair: Ellen MacEachen, University of Waterloo, Canada

Navigating Discomfort: The Role of Negative Affect in Requesting Workplace Accommodations for Employees with Disabilities in the United States

Shengli Dong, Florida State University, United States of America

“See no evil, hear no evil”: Claim suppression laws and enforcement across Canadian jurisdictions

Stephanie Premji, McMaster University, Canada

Associations between social insurance literacy and perceived justice and perceived fairness in a work disability claim setting

Dirk Vervenne, University Medical Center Groningen, The Netherlands

Workers' Voice: Reimagining workers' compensation through participatory computational modelling with injured workers

Alex Collie, Monash University, Australia

Evaluating a novel workplace health and safety program in Ontario, Canada: Early insights from a researcher-policymaker partnership

Suhail Marino, Partnership for Work, Health and Safety, University of British Columbia, Canada

## **Concurrent Session 5D. Symposium: Realist evaluation in the context of return to work research**

Sandra Brouwer, University of Groningen, The Netherlands

Nicole Snippen, University of Groningen, The Netherlands

Josephine Bokermann, University of Groningen, The Netherlands

Elmi Zwaan, Amsterdam Public Health Research Institute, The Netherlands

Realist evaluation is increasingly applied as a research methodology, including within the field of work and health. This theory-driven approach aims to identify the mechanisms through which programs or interventions produce outcomes, and how these mechanisms are influenced by different contextual factors. By examining what works, for whom, and under what circumstances, realist evaluation provides valuable insights into how and why interventions or programs function. These insights can be used to refine interventions and inform implementation and policy decisions. This symposium offers participants the opportunity to deepen their understanding of the theoretical foundations of realist evaluation, illustrated with practical examples, and to explore the opportunities and challenges of applying this approach in work and health research.

## **Concurrent Session 6A. Psychosocial work environment**

Chair: Chair: Peter Smith, Institute for Work & Health, Canada

Assessing the psychosocial work environment with combined self-reporting and observer-rated methods – development and evaluation of a multi-source tool

Haitze de Vries, University Medical Center Groningen, The Netherlands

Exploring Organizational Initiatives and Conditions for a Favorable Psychosocial Work Environment in Swedish Primary Healthcare

Elin Karlsson, Linköping University, Sweden

Developing workplace health interventions using the 6QuID approach: lessons from a longitudinal case study

Jillian Manner, University of Edinburgh, United Kingdom

Supporting heavy vehicle transport leaders to more effectively address psychosocial hazards: Evaluation of a pilot training intervention using implementation science principles

Bronwen Otto, La Trobe University, Australia

Building on positive psychology to foster employer engagement in the return-to-work of sick-listed employees: A co-creative approach to critical incident technique

Isha Rymenans, Tilburg University, The Netherlands

## **Concurrent Session 6B. Health professionals**

Chair: Angela de Boer, Amsterdam UMC, The Netherlands

A paradox in Eldercare: High Occupational Pride but Poorer Health among Assistant Nurses

Sara Larsson Fällman, University of Borås, Faculty of Caring Science, Work Life and Social Welfare, Sweden

Are newly graduated physiotherapists ready to practice in work rehabilitation? Insights from educators and graduates

Christian Longtin, McGill University, Canada

Sustainable Employability Profiles of Mental Healthcare Professionals: A Person-Centered Capability Approach

Naomi de Leng, Tilburg University, The Netherlands

Absence trends across publicly-funded hospital and health service workers in Victoria, Australia

Emma Doust, Monash University, Australia

Experiences and needs of physiotherapists and exercise therapists regarding the management of working people with complaints of the arm, neck and shoulder (CANS): A focus group study.

Nathan Hutting, HAN University of Applied Sciences, The Netherlands

## **Concurrent Session 6C. Approaches to RTW 2**

Chair: Kim Cullen, Memorial University of Newfoundland, Canada

Return to Daily Life Activities including Work and Sports after Total and Unicompartmental Knee Arthroplasty with a Personalized eHealth Care Program - Results of the Multicentre ACTIVE Randomized Controlled Trial

Paul Kuijer, Amsterdam UMC - Public & Occupational Health, The Netherlands

Small and medium enterprises: challenges in accommodating workers for sustainable return to work

Romain Rives, Institut de recherche Robert-Sauvé en santé et en sécurité du travail, Canada

The SHINE Study - Delivering health and wellbeing services through the supply chain

Jo Yarker, Affinity Health at Work, United Kingdom

## **Concurrent Session 6D. Symposium: Inclusive Perspectives on Work Disability Prevention and Return-to-Work: A Latin American Dialogue in Spanish**

Marjorie Zúñiga, Justice of the Supreme Court of Colombia (Corte Suprema de Justicia)  
Catalina Copete, Occupational Medicine Consultant, Colombia  
Diana Cuervo Díaz, National Disability Rating Board (Junta Nacional de Calificación de Invalidez), Colombia  
Monica Vargas, Researcher, Colombia

Work disability prevention and return-to-work (RTW) strategies have long been explored in predominantly English-speaking scientific forums, often limiting access and active participation for professionals from Spanish-speaking and lower-middle-income countries. This symposium aims to bridge that gap by offering a fully Spanish-language session focused on Latin American experiences in disability prevention and labor reintegration. The symposium will feature speakers from Colombia and Peru, with plans to expand participation to additional Spanish-speaking countries. The goal is to foster inclusive dialogue on legal, social, and occupational health approaches to work disability prevention, tailored to regional contexts.

Friday May 15, 9:00 – 10:15 am

## **Concurrent Session 7A. Chronic disease: Covid**

Chair: Emilie Friberg, Karolinska Institutet, Sweden

Work Disability in Long COVID: Identifying profiles of workers using Latent Class Analysis  
Marianne Balem, Université de Sherbrooke, Canada

Barriers and Facilitators of Work Participation among Individuals with Long COVID  
Marie-France Coutu, Université de Sherbrooke, Canada

Productivity losses due to acute COVID-19 disease and post COVID-19 condition: Results from the longitudinal Lifelines COVID-19 Cohort  
Guilherme Monteiro Sanchez Dalla Riva, University Medical Center Groningen, The Netherlands

Are there differences in the return-to-work process for workers who acquired COVID-19 at work compared to workers who sustained a non-COVID-19 work-related injury or illness?  
Peter Smith, Institute for Work and Health, Canada

## **Concurrent Session 7B. Global perspectives**

Chair: Desai Shan, Memorial University, Canada

Broken Bodies, Silent Voices: Disability in Nepali Labour Migration  
Smriti Khanal, Nepal Unity Hospital, Nepal

Prevalence, Patterns, and Consequences of Occupational Injuries Among Nepalese Workers: A Mixed-Method Cross-Sectional Study  
Santosh Neupane, Justice and Dignity Foundation, Nepal

Disability Benefits Due to Ischemic Heart Diseases: A Study Using National Data from Brazil (2013–2023)  
Lucas Santos, Hospital das Clínicas, Faculty of Medicine, University of São Paulo (HCFMUSP), Brazil

Work Disability in Brazil's Sugarcane Industry: A Decade of Trends and Inequalities Between Manual and Mechanized Workers (2014–2023)  
João Silvestre Silva-Junior, University of São Paulo Medical School, Brazil

## **Concurrent Session 7C. Healthcare 1**

Chair: Sandra Brouwer, University of Groningen, The Netherlands

Key Factors and Process indicators Influencing Implementation of eHealth Interventions to Improve Work Participation: Preliminary findings from a Scoping Review

Han Anema, Public & Occupational Health, Amsterdam UMC (AUMC), The Netherlands

Accessibility, Safety, and Effectiveness of Telerehabilitation for Public Service Personnel with Posttraumatic Stress Injuries

Brandon Krebs, University of Alberta, Canada

An Integrated Risk Management Approach for Patients and Employees in Rural Hospitals in Oregon: A Total Worker Health® Intervention

Katia Costa-Black, Oregon Institute of Occupational Health Sciences, Oregon Healthy Workforce Center, OHSU, United States

Changes in publicly insured general practitioner (GP) consultation durations and care plans before and after workplace injury among workers receiving workers' compensation

Preeti Maharjan, Monash University, Australia

## **Concurrent Session 7D. Symposium: Knowledge transfer and exchange approaches for occupational injury and work disability prevention**

Emma Irvin, Institute for Work & Health, Canada

Marie-France Duranceau, Institut de recherche Robert-Sauvé en santé et en sécurité du travail (IRSST), Canada

Knowledge transfer and exchange (KTE) is a process of exchange between researchers and knowledge users designed to make relevant research information available and accessible for use in decision-making about practices, programs and policies. Funders of work disability research expect KTE plans in funding applications. Knowledge users challenge work disability prevention researchers to provide high quality knowledge/evidence about a range of often complex interventions. The messages stemming from research often require transfer/translation to diverse audiences including policy makers, scientists, practitioners, employers and workers. The objective of this symposium is to present and discuss the KTE approaches by research institutes from different jurisdictions and a scoping review of the literature on KTE approaches. After a brief introduction of KTE definitions and terminology, Emma Irvin will describe the comprehensive approach to KTE at the Institute for Work & Health and Marie-France Duranceau will describe the Institut de recherche Robert-Sauvé en santé et en sécurité (IRSST) KTE approach. Marie-France and Emma will also briefly present on the KTE approach used by the National Research Centre for the Working Environment (NFA) and the partnership between the three institutes, and Emma Irvin will describe a scoping review of KTE approaches in occupational health and safety and disability management.

Friday May 15, 1:00 – 2:15 pm

## **Concurrent Session 8A. Remote work**

Chair: Robert Macpherson, Partnership for Work, Health and Safety, University of British Columbia, Canada

Workers' compensation claim submission, mental health, and nature of injury among Injured Workers in Northwestern Ontario

Vicki Kristman, EPID@Work Research Institute, Department of Health Sciences, Lakehead University, Canada

Workparticipation of employees within the Dutch government

Josephine A. Engels, School of Organization and Development, Han University of Applied Sciences, The Netherlands

Challenges of using telework for employment integration and retention of people living with disabilities: A qualitative study

Quan Nha Hong, Université de Montréal, Canada

How are teleworkers covered for injury and illness? The case of online school teachers

Ellen MacEachen, University of Waterloo, Canada

## **Concurrent Session 8C. Healthcare 2**

Chair: Mette Jensen Stochkendahl, University of Southern Denmark, Department of Sports Science and Clinical Biomechanics, Center for Muscle and Joint Health, Denmark

“System is a struggle from Day 1”: Social determinants of negative mental health impacts and ongoing negative experiences in Australian workers’ compensation

Samineh Sanatkar, Monash University, Australia

Interprofessional communication and collaboration in occupational health: current practices and experiences

Nicole Snippen, University Medical Center Groningen, The Netherlands

Temporal dynamics of (anticipatory) job loss-related-grief reactions and quality of job search among sick-listed employees

Janske van Eersel, Tilburg University, The Netherlands

Use of VR to reduce time to (lasting) return to work of sick-listed cabin crew with mental health complaints

Karen Nieuwenhuijsen, Amsterdam UMC, Department of Public and Occupational Health, Amsterdam Public Health Research Institute, University of Amsterdam, The Netherlands

## **Concurrent Session 8D. Symposium: Rethinking disability, work reintegration and pension policies: A global perspective for inclusive transitions**

Cristiane Gallasch, Universidade do Estado do Rio de Janeiro, Brazil

João Silvestre Silva-Junior, University of São Paulo Medical School, Brazil

Diana Cuervo Díaz, National Disability Board (Junta Nacional de Calificación de Invalidez), Colombia

Gerald Méndez, Medical Board for Work Disability Assessment, Ministry of Labor and Social Security, Costa Rica

This symposium will explore the intersection of disability, work reintegration, and public/private pension policies across multiple global contexts. As demographic changes, chronic illness prevalence, and aging trends shift the labor landscape, the urgency to reform disability-related benefits and return-to-work (RTW) systems becomes a worldwide concern. The session aims to foster comparative dialogue among global stakeholders, highlighting diverse national experiences and offering concrete strategies for policy innovation. It will also examine the equity gaps and legal frameworks that shape transitions between work, disability, and retirement—especially in low- and middle-income countries.

## Detail: Poster Presentations

Wednesday May 13, 3:00 - 4 :00 pm: Poster Session 1

1. Association between working from home and risk of musculoskeletal complaints – disentangling within- and between-person associations  
Malte van Veen, Amsterdam UMC, The Netherlands
2. Diversity-Related Burnout in Career Service Professionals: From Scientific Evidence to Practice-Oriented Perspectives  
Patrizia Villotti, Université du Québec à Montréal, Canada
3. Symptom clusters of depression and anxiety and their impact on work disability in adults: insights for prevention and sustainable work participation  
Luuk Bouwens, Amsterdam UMC, The Netherlands
4. Supporting occupational health professionals to address inadequate illness perceptions in return to work: Development and feasibility of the Dyadic Illness Perception Intervention  
Haitze de Vries, University Medical Center Groningen, The Netherlands
5. Documenting the Effects of Diagnosis Disclosure on Workers' Coping Strategies Following Acute Musculoskeletal Injury  
Caroline Marois, Université de Sherbrooke, Canada
6. A cross-jurisdictional comparison of administrative burden on GPs supporting injured workers in Victoria, Queensland, and Ontario  
Preeti Maharjan, Monash University, Australia
7. Barriers for return-to-work in sick-listed employees with cancer: A scoping review  
Ida Goplen Gulliksen, Oslo Metropolitan University, Department of Rehabilitation Science and Health Technology, Norway
8. Workers' self-direction in return-to-work: insights from a multi-stakeholder qualitative study  
Bibi de Mul, University Medical Center Groningen, The Netherlands
9. Work reintegration after heart and/or lung transplant: insights from a systematic review  
Karen Walker-Bone, Monash University, Australia
10. Navigating work after prostate cancer: barriers, supports, and opportunities  
Karen Walker-Bone, Monash University, Australia
11. Associations of psychosocial conditions in work and private life with return to work among sick-listed employees  
Maaïke de Jong, University Medical Center Groningen, The Netherlands
12. From Clinical Intuition to Structured Professional Judgment: The Development and Prospective Validation of the Worker Wellbeing Assessment Guide (WWAG)  
Michel Larivière, Laurentian University, Canada
13. Which return-to-work expectancy question is most accurate for predicting prolonged sick leave? A secondary analysis from a randomised controlled trial  
Lene Aasdahl, Norwegian University of Science and Technology, Norway
14. Symptom clusters to support early triage in sickness absence due to mental health problems  
Astrid de Wind, Amsterdam UMC, The Netherlands
15. Occupational Hazards in Dentistry: Compensation Claims Analysis  
Zeinaba Diarra, Institut de recherche Robert-Sauvé en santé et en Sécurité du travail (IRSST), Montreal, Quebec, Canada, Canada

16. Pain and disability representations associated with workers' helplessness and resistance to active rehabilitation are key intervention challenges for musculoskeletal clinicians.  
Patricia Godbout, Université de Sherbrooke, Canada
17. Exploring disability inclusion in the natural resources sector: A scoping review of employer practices, policies, and barriers  
Kim Cullen, Memorial University of Newfoundland, Canada
18. Reducing work-related cold-water fatalities and injuries in commercial fishing through personal flotation devices and locator beacons: from evidence to intervention.  
Kim Cullen, Memorial University of Newfoundland, Canada
19. Wired for Wellness: A Mixed Methods Study to Investigate Electricians' Physical Health (Survey Preliminary Results)  
Donia Obeidat, University of Toronto, Canada
20. Musculoskeletal Disorders Across the Musical Career: Prevalence and Preventive Strategies  
Karen Sogaard, University of Southern Denmark, Department of Sports Science and Clinical Biomechanics, Center for Muscle and Joint Health, Denmark
21. An Expert and Evidence-Informed Framework to Prevent Prolonged Absence from Work for Public Safety Personnel with a Work-Related Psychological Injury/Illness: A Consensus-Based Mixed Methods Study  
Antoinette Harrington, Queen's University, Canada
22. Return to work with fatigue after stroke: A complex occupational adaptation process  
Jessica Vollertsen, Linköping University, Department of Health, Medicine and Caring Sciences, Sweden
23. Trajectories of financial support following traumatic injury, and their determinants: A registry-based study  
Shannon Gray, Monash University, Australia
24. Becoming unemployed after a cancer diagnosis: associated characteristics and its impact on daily life  
Fenna van Ommen, Amsterdam UMC, The Netherlands
25. Exploring the Health and Safety Experiences of Gig Workers in Bangladesh: A Sociological Study in Dhaka City  
Tauhid Hossain Khan, Jagannath University, Bangladesh
26. Resilience and Coping: Indigenous Perspectives on Workplace Mental Health  
Fernanda Miranda, Lakehead University, Canada
27. Assessing Burnout and Occupational Stress among Racialized Rehabilitation Professionals in Ontario, Canada during the COVID-19 Pandemic: A Qualitative Study  
Behdin Nowrouzi-Kia, University of Toronto, Department of Occupational Science and Occupational Therapy, Canada
28. Amplifying Unheard Voices: A Culturally Responsive Approach to Understanding Workplace Safety and Injury Reporting Among Racialised Migrant Workers in Healthcare  
Sarah Anderson, Monash University, Australia
29. Social assistance and labour market inclusion: A scoping review of activation measures for social assistance recipients  
Ida Seing, Linköping University, Department of Behavioural Sciences and Learning, Sweden
30. The Concept of Labour Underutilisation and its Associated Factors: A Scoping Review  
Bo Krause, University Medical Center Groningen, The Netherlands
31. A Meta-Aggregation of Community Reintegration Experiences of People with Traumatic Brain Injury Using Participatory Action Research  
Sidhiprada Mohapatra, Department of Physiotherapy, Manipal College of Health Professions, Manipal Academy of Higher Education, India

### 32. Assessing the Extent of Underreporting of Occupational Diseases in Indonesia: Insights from Employees and Healthcare Providers

Levina Chandra Khoe, University of Indonesia, Indonesia

### 33. Disabling Fibromyalgia in Brazil: A Decade of National Social Security Data (2014–2024)

João Silvestre Silva-Junior, University of São Paulo Medical School, Brazil

Thursday May 14, 3:00 – 4:00 pm: Poster Session 2

#### 1. A matter of timing: experiences with return-to-work trajectories toward a new employer, a multi-stakeholder perspective

Marie-Louise Klerkx, HAN, University of Applied Sciences, The Netherlands

#### 2. Invisible barriers: A qualitative critical realist exploration of return to work after concussion in Canada

Maryam Shahzad, University of Toronto, Canada

#### 3. Implementing Occupational Exoskeletons: What Helps, What Hinders, and Who Matters

Daniek van Laar, University Medical Center Groningen, The Netherlands

#### 4. Effectiveness of the participatory approach on return-to-work of sick-listed workers: a systematic review and meta-analysis

Allard W. de Smalen, Amsterdam UMC location Vrije Universiteit Amsterdam, Department of Public and Occupational Health, The Netherlands

#### 5. Navigating Inclusion: Line Manager Experiences with Employing Allegedly Vulnerable Employees in SME and HRM's Facilitating Role

Renate Bosman, Tilburg University, The Netherlands

#### 6. Information and support needs of cancer survivors, employers, and professionals regarding cancer and work: a scoping review

Judith Mollet, Amsterdam UMC, The Netherlands

#### 7. EMAS' recommendations for women experiencing menopause-related challenges in the workplace: Assessment among Norwegian female employees

Silje Mæland, University of Bergen, Norway

#### 8. Supporting health and working life for midlife women

Anne Lovise Nordstoga, Norwegian University of Science and Technology, Norway

#### 9. The prevalence of mental health service use after minor to moderate work-related motor vehicle crash injury: A retrospective cohort study

Simone Yu, School of Public Health and Preventive Medicine, Monash University, Australia

#### 10. Exploring a physiotherapy clinic's management of injured workers patients from the new MSK program from Ontario

Peining Li, University of Waterloo, Canada

#### 11. Patterns of allied health service use and their relationship with duration of time loss among compensated workers with physical injuries

Shannon Gray, Monash University, Australia

#### 12. Workplace Innovation for Prevention: What Total Worker Health® Interventions Look Like?

Katia Costa-Black, Oregon Institute of Occupational Health Sciences, Oregon Healthy Workforce Center, OHSU, United States

#### 13. Evaluating the Impact of the Leeds Mindful Employer Network

Jillian Manner, University of Edinburgh, United Kingdom

14. Role of middle managers in promoting workplace mental health in hospital nursing: insights from a training program  
Fernanda Miranda, Lakehead University, Canada
15. Implementation of Intelligent Physical Exercise Training (IPET)  
Karen Sogaard, University of Southern Denmark, Department of Sports Science and Clinical Biomechanics, Center for Muscle and Joint Health, Denmark
16. Self-management interventions to support work participation among individuals with musculoskeletal disorders: a scoping review  
Christian Longtin, McGill University, Canada
17. When paths cross: Critical moments in informal networking during return-to-work processes  
Janske van Eersel, Tilburg University, The Netherlands
18. Implementation process evaluation of a manual handling ergonomic intervention: What do we learn from analyzing mechanisms and the temporal structure of processes?  
Émilie Desjardins, Université du Québec à Montréal, Canada
19. Operationalising Policy through Technology-Enabled, Work-Focused Rehabilitation: A Proof-of-Concept Collaboration between a Funder and Rehabilitation Therapists  
Lindsay Scott, Workability (Pty) Ltd, South Africa
20. Exploring Nurse Practitioner Support for Return to Work After Breast Cancer: Insights from Clinical Notes  
Karine Bilodeau, University of Montreal, Canada
21. Development of Program for Sustainable Return to Work in Collaboration with Expert Users  
Marie-France Coutu, Université de Sherbrooke, Canada
22. The effect of the Progressive Goal Attainment Program on cognitions, perceptions and work participation of workers with health problems: a pilot randomized controlled trial  
Mariska de Wit, Amsterdam UMC location University of Amsterdam, Public and Occupational Health, Coronel Institute of Occupational Health, The Netherlands
23. Return-to-work for People Living with Long COVID: A Scoping Review of Interventions and Recommendations  
Douglas Gross, University of Alberta, Canada
24. When work aligns with values: a realist-inspired evaluation study to strengthen the wellbeing, work engagement and employability among healthcare professionals  
Margot Joosen, Tilburg University, The Netherlands
25. Improving Sustainable Return-to-Work After Work-Related Musculoskeletal Injuries: A Narrative Review of Evidence on Return-to-Work Strategies  
Sintayehu Wami, Queen's University, Canada
26. Stressing the importance of nature when considering the nature of stress  
Eleanor Petitt, Lund University, Sweden
27. Training health insurance practitioners in motivational counseling to foster return-to-work: Perceptions of sick-listed workers and their impact on motivational outcomes  
Isha Rymenans, Tilburg University, The Netherlands
28. The association of working-from-home and psychosocial working conditions with workers' mental health during the COVID-19 pandemic  
Guilherme Monteiro Sanchez Dalla Riva, University Medical Center Groningen, The Netherlands
29. Social Security Disability Benefits due to Stroke: An Ecological Study Using National Data from Brazil (2014–2023)  
Renato Lima da Silva, Faculdade de Medicina da Universidade de São Paulo (University of São Paulo Medical School), Brazil

30. The COMPASS Framework: Aligning Policy, Provisions and Practice in Absence Management

Jo Yarker, Affinity Health at Work, United Kingdom

31. Digital tools for the detection of (occupational contact) dermatitis: a systematic review

Quinty Willems, Amsterdam UMC, The Netherlands

32. A digital tool for the early detection of occupational contact dermatitis: an interview study among healthcare professionals and workers on design, collaboration and barriers

Quinty Willems, Amsterdam UMC, The Netherlands

33. The Impact of Digitisation on Healthcare Professionals' Mental Health, Work Wellbeing and Productivity: A Scoping Review

Vince Pelzer, Tilburg University, The Netherlands