

726

### Association between maternity harassment and postpartum depressive symptoms: a follow-up study during COVID-19 pandemic

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**Introduction:** Maternity harassment, known as “pregnancy discrimination” in English, is still prevalent in developed countries. However, there is little research on the impact of maternity harassment on perinatal mental health. We aimed to examine the association between maternity harassment and postpartum depressive symptoms in Japan.

**Material and methods:** From May, 2020 to March 2021, we followed 285 pregnant employees (including women who were working at the time their pregnancy was confirmed). Maternity harassment was measured in a web survey during pregnancy and defined as being subjected to any of the 16 adverse treatments prohibited by national guidelines. Postpartum depressive symptoms were measured using the Edinburgh Postpartum Depression Scale (Japanese version) in a mail survey at 2 months postpartum. Multiple regression analysis was performed.

**Results:** After adjusting for sociodemographic and occupational factors and fear of covid-19, a significant association observed between maternity harassment and postpartum depressive symptoms ( $\beta=1.67$ ,  $p=0.004$ ). When stratified by employment type, we found a significant association between maternity harassment and postpartum depressive symptoms for non-regular employment ( $\beta=2.13$ ,  $p=0.049$ ), but not for regular employment ( $\beta=1.14$ ,  $p=0.119$ ).

**Conclusions:** The findings suggest that maternity harassment has adverse effects on postpartum depressive symptoms, especially for non-regular employees. To protect the perinatal mental health and employment of pregnant women, employers should comply with the laws and take measures to prevent maternity harassment.

727

### Stakeholders' negotiation during the return to work of disabled workers: a scoping review

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**Introduction:** Stakeholders' negotiation could be key to return to work (RTW), yet the field of research addressing it is in its infancy. This scoping review aims to provide an overview of research on RTW stakeholders' negotiations for workers with musculoskeletal (MSD) or common mental disorders (CMD).

**Material and method:** Six databases were searched (CINAHL, Business Source Complete, PsycInfo, ABI inform, PubMed, and Scopus) to retain full-text studies addressing a negotiation process during the RTW of workers with MSD or CMD, published in English or French, between 1990 and 2021. Papers were recorded in Endnote and screened in a three-step process (title, abstract, full text). A framework for analyzing strategic negotiations was used for data charting, aggregation, and summarization.

**Results:** From 3706 references, 19 were retained, examining 12 different studies. The majority (7/12) was published in the last 10 years and (8/12) included a work intervention. Despite some confusion regarding data that sometimes could refer to different Negotiation frameworks' components, all of these were documented. It emerges that stakeholders' priorities, expectations, attitudes, and concerns may be affected by modifiable factors pertaining to the desirability of change and non-modifiable ones pertaining to the feasibility of change. Moreover, negotiations appear closely related to the development of workers' capabilities.

**Conclusion:** This study portrays the current state of knowledge on RTW stakeholders' negotiation. To better unite efforts to guide and facilitate RTW negotiations, further research would gain from using a common framework.

728

### Discrepancies in reported work accommodations by workers with disabilities and their supervisors and the associations with return to work

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**Introduction:** Workers and supervisors typically have a joint responsibility for the return to work (RTW) process and the implementation of work accommodations. While this presumes a joint perspective on how this process is implemented, there may be discrepancies in work accommodations that are reported. This study aims to examine to what extent there are discrepancies in reported work accommodations between workers and their supervisors, and to investigate whether such discrepancies are associated with decreased odds of RTW.

**Material and methods:** We used data from a longitudinal survey study on RTW of long-term sick-listed workers conducted in the Netherlands (n=409). We used descriptive statistics to explore discrepancies in reports on implemented work accommodation for nine different categories, including no work accommodations. We performed logistic regressions to investigate the associations between discrepancies in reported work accommodations and RTW.

**Results:** Discrepancies regarding implemented work accommodations ranged from 11.0 to 44.7 percent. Logistic regression analyses revealed decreased odds of RTW for discrepancies on the implementation of no work accommodations (OR 0.57,  $p=0.01$ ) and job reassignment (OR 0.56,  $p=0.012$ ).

**Conclusions:** We found substantial discrepancies in reported implementation of work accommodations among workers and their supervisors. Only discrepancies about no work accommodations being implemented and job reassignment were associated with

decreased odds for RTW. We could conclude that discrepancies might negatively affect RTW depending on the type of work accommodation.

729

### **Adaptation to management philosophy and refraining from seeking medical care in Japanese employees: a one-year prospective cohort study**

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**Introduction:** Due to the growing interest in health and productivity management, an increasing number of companies have adopted the “pursuit of well-being” or “maintenance and promotion of health” of employees as their management philosophy (MP). We examined the association between adaptation to MP and refraining from seeking medical care (RSMC) among Japanese employees in a single company following the MP of “pursuit of employees’ well-being”.

**Material and methods:** We surveyed 2,797 employees (2,064 men and 733 women) from two factories of a Japanese manufacturing company following the MP of “pursuit of employees’ well-being”. We distributed a self-administered questionnaire assessing the adaptation to MP (three items adapted from Wang [2009]) and potential confounders. At one-year follow-up, we measured RSMC with a single question, “In the past year, have you ever refrained from visiting a hospital, clinic, acupuncturist, or dentist despite your sickness (including a slight cold or cavity) or injury?” We conducted multiple logistic regression analyses.

**Results:** After adjusting for potential confounders, a significant association emerged between lower adaptation to MP and RSMC (OR=1.16 [95% CI: 0.93–1.45] and 1.34 [95% CI: 1.04–1.72] for the middle- and the low-tertile group of adaptation to MP, respectively, *p* for linear trend=0.018).

**Conclusions:** To encourage employees to seek medical care when they are not feeling well, it is essential for companies to not only set forth the “pursuit of employees’ well-being or health” as their MP but also to put that philosophy into practice and to spread it throughout the company.

730

### **Contribution of occupational and organizational psychology to prevent the psychosocial risks (PSR) of fishermen (FM)**

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**Introduction:** The objective of this meta-analysis of our studies was to identify the main causes of PSR of FM, to analyze their consequences on the health and to propose appropriate preventive strategies.

**Material and methods:** Our studies have focused on the analysis of the occupational health and safety in this sector, the psychosocial risks (stress and burnout), the disorders of alertness and dysnomias, the risk-taking behaviors by the evaluation of “ordalique” functioning, and the consumption of psychoactive substances.

**Results:** The harmful effects of PSR on the health of workers are well established: psychosomatic manifestations, multiple and various chronic diseases, accidents, compensatory behavior and excessive consumption of psychoactive substances, etc. PSR are universal, however, our studies have the merit of raising and discussing a number of specific issues in our country. Indeed, if the bad working conditions play the main role in the occupational stress, modulators can intervene to reinforce or weaken this influence. We have grouped them into 3 main categories of factors:

- intrinsic and specific to the working environment in the fishing sector
- environmental, para-professional, economic and socio-cultural
- individual and personality traits of MPs

**Conclusions:** The PSR are a reality and their risk factors are many, some of which are specific of our region. The occupational and organizational psychology will enable the occupational risk preventors to better understand, analyze and explain the psychological processes involved in this activity. The multidisciplinary and collective approach must be privileged.

731

### **Driving health: describing Australia’s most dangerous profession**

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**Introduction:** More Australian men are employed as truck drivers than any other occupation, and are at increased risk of injury, ill health and even death at work. The Driving Health study aimed to examine the role of personal, occupational, workplace environment, regulatory, lifestyle, and health risk domains in truck driver physical health, mental health and driving performance.

**Materials and methods:** This was a cross-sectional study, using an initial short online survey and a follow up telephone survey with Australian truck drivers. We examined the contribution of determinants on four major study outcomes including psychological distress, general health, work ability and near misses. Determinants selected by LASSO regression were entered into hierarchical regression by introducing each domain in steps.

**Results:** The final cohort for analysis consisted of 332 truck drivers. LASSO regression identified the 13 most relevant determinants to work ability and hierarchical regression analysis showed that the six domains together explained 28% of the variation in work ability, of which the personal and health risk domains explained the most variation in the outcome. Six domains accounted for 53.7% of the