

# Interdisciplinary Scoping Review of Literature Relating to Worker Health, Safety, and Well-Being

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# Introduction

- The Outreach Core of the California Labor Laboratory (CALL) undertook a scoping review of health, safety, and well-being-related literatures.
- This scoping review was conducted with the intent of establishing a more extensive *Total Worker Health*® (TWH) knowledge base from which researchers and practitioners could extend their efforts toward greater integration of TWH principles through a more robust platform of collaboration with their interdisciplinary partners.
- Hypothesis: Awareness and greater appreciation of the roles other disciplines can play in the development of integrated and holistic approaches to worker health, safety, and well-being are key to advancing the impact of TWH policies, practices, and programs.

# What is a scoping review?

- A process of summarizing a range of evidence in order to convey the breadth and depth of a field
- Can clarify a complex concept and refine subsequent research inquiries
- Involves analytical reinterpretation of the literature
- Different from a systematic review which focuses on a well-defined question; identifies study designs in advance; evaluates the quality of included studies
- Scoping studies address broader topics; doesn't constrain study designs; maps the relevant field

*Levac, Colquhoun & O'Brien (2010)*

# Benefits of the TWH Scoping Review

*Outcome: A pathway to interdisciplinary research and practice built on an updated “map” of Total Worker Health-relevant literatures and a basis for partnerships*

- **Expanding occupational safety and health focus** to include new disciplines and specialties in OSH which may be useful in attracting new professionals (Schulte, et al., 2019)
- Implementing a **multidimensional conceptual model** for integrating workplace programs that introduce intervention design that reflect **input from many disciplines and organizational levels** (Sorensen, et al., 2019)
- **Building upon the work of Newman, et al. (2020)** by answering the call for input on competencies from a diverse set of stakeholders
- **Being able to respond more effectively** to address changes in work, the workforce, and the workplace by taking a **systems-based, more interprofessional approach to TWH** (Schulte, et al., 2019)

# Brief description of TWH Scoping Review Methodology

- Initial description of relevant literature to search based on the document, “Issues Relevant to Advancing Worker Well-Being Using *Total Worker Health*® Approaches”
- Strategy: searches for reviews, summaries, meta-analyses, books, and other grey literatures (“reviews of reviews”)
- Inclusion, exclusion criteria set
- Searches: manual, targeted, librarian-assisted
- Results: 2000+ references, reduced to 384
- Wrote gists, copied abstracts, augmented abstracts where necessary
- Assembled a database for analysis

# Issues Relevant to Advancing Worker Well-Being Using *Total Worker Health*® Approaches

## Prevention and Control of Hazards and Exposures

- Biological Agents
- Chemicals
- Ergonomic Factors
- Physical Agents
- Psychosocial Factors
- Risk Assessment and Management

## Built Environment Supports

- Accessible and Affordable Health Enhancing Options
- Clean and Equipped Breakrooms, Restrooms, and Lactation Facilities
- Healthy Workspace Design and Environment
- Inclusive and Universal Design
- Safe and Secure Facilities

## Community Supports

- Access to Safe Green Spaces and Pathways
- Healthy Community Design
- Safe and Clean Environment (Air and Water Quality, Noise Levels, Tobacco-Free)
- Safe, Healthy, and Affordable Housing Options
- Transportation and Commuting Assistance

## Compensation and Benefits

- Adequate Wages and Prevention of Wage Theft
- Affordable, Comprehensive, and Confidential Healthcare Services
- Chronic Disease Prevention and Management Programs
- Continual Learning, Training, and (Re-)Skilling Opportunities
- Disability Insurance (Short- and Long-Term)
- Employee Assistance and Substance Use Disorder Programs
- Equitable Pay, Performance Appraisals, and Promotions
- Minimum Guaranteed Hours
- Paid Time Off (Sick, Vacation, Caregiving, Parental)
- Prevention of Healthcare Cost Shifting to Workers
- Retirement Planning and Benefits
- Work-Life Programs
- Workers' Compensation Benefits

## Healthy Leadership

- Collaborative and Participatory Environment
- Corporate Social Responsibility
- Responsible Business Decision-Making
- Supportive Managers, Supervisors, and Executives
- Training
- Worker Recognition, Appreciation, and Respect

## Organization of Work

- Adequate Breaks
- Comprehensive Resources
- Fatigue, Burnout, Loneliness, and Stress Prevention
- Job Quality and Quantity
- Meaningful and Engaging Work
- Safe Staffing
- Work Intensification Prevention
- Work-Life Fit

## Policies

- Elimination of Bullying, Violence, Harassment, and Discrimination
- Equal Employment Opportunity
- Family and Medical Leave
- Human and Natural Resource Sustainability
- Information Privacy
- Judicious Monitoring of Workers and Biomonitoring Practices
- Optimizing Function and Return-to-Work
- Prevention of Stressful Job Monitoring Practices
- Reasonable Accommodations
- Transparent Reporting Practices
- Whistleblower Protection
- Worker Well-Being Centered
- Workplace Supported Recovery Programs

## Technology

- Artificial Intelligence
- Robotics
- Sensors

## Work Arrangements

- Contracting and Subcontracting
- Free-Lance
- Global and Multinational
- Multi-Employer
- Non-Standard
- Organizational Restructuring, Downsizing, and Mergers
- Precarious and Contingent
- Small- and Medium-Sized Employers
- Temporary
- Unemployment and Underemployment
- Virtual

## Workforce Demographics

- Diversity and Inclusivity
- Multigenerational
- Productive Aging across Lifecourse
- Vulnerable Workers
- Workers with Disabilities



# Findings

1. We identified nine primary disciplines and 31 subdisciplines that contribute to the field of Total Worker Health

# Disciplines and subdisciplines captured in the literature search

## Number of Sources by Discipline

Occupational Health	105
Psychology	103
Business Administration	61
Architecture & Design	47
Public Health	28
Economics	18
Sociology	15
Public Policy	6
Social Work	1

## Top 5 Subdisciplines:

Occupational Health Psychology	83
Occupational & Environmental Medicine	28
Corporate Real Estate Mgmt & Const.	26
Organizational Behavior	22
Human Resource Management	21

## Bottom 5 Subdisciplines:\*

Facilities Management	
Industrial Systems & Engineering	
Occupational Therapy	
Psychiatry	
Social Work	

\*each contains only 1 reference



# Disciplines utilize a variety of TWH approaches

<b>Discipline</b>	<b>Prevention</b>	<b>Mitigation</b>	<b>Promotion</b>
Architecture & Design	X	X	X
Psychology	X	X	X
Sociology	X	X	X
Occupational Health	X	X	X
Business Administration	X	X	X
Economics	X	X	
Social Work	X	X	
Public Health	X	X	X
Public Policy	X	X	

# Findings

1. We identified nine disciplines and 31 subdisciplines that contribute to the field of Total Worker Health
2. There are many areas of overlap between the disciplines and Total Worker Health issues

# Disciplines overlap with TWH issues at varying levels

<u>Discipline</u>	<u># TWH Issues</u>
Business Administration	68
Psychology	51
Occupational Health	47
Public Policy	33
Sociology	29
Public Health	28
Economics	25
Social Work	21
Architecture & Design	20

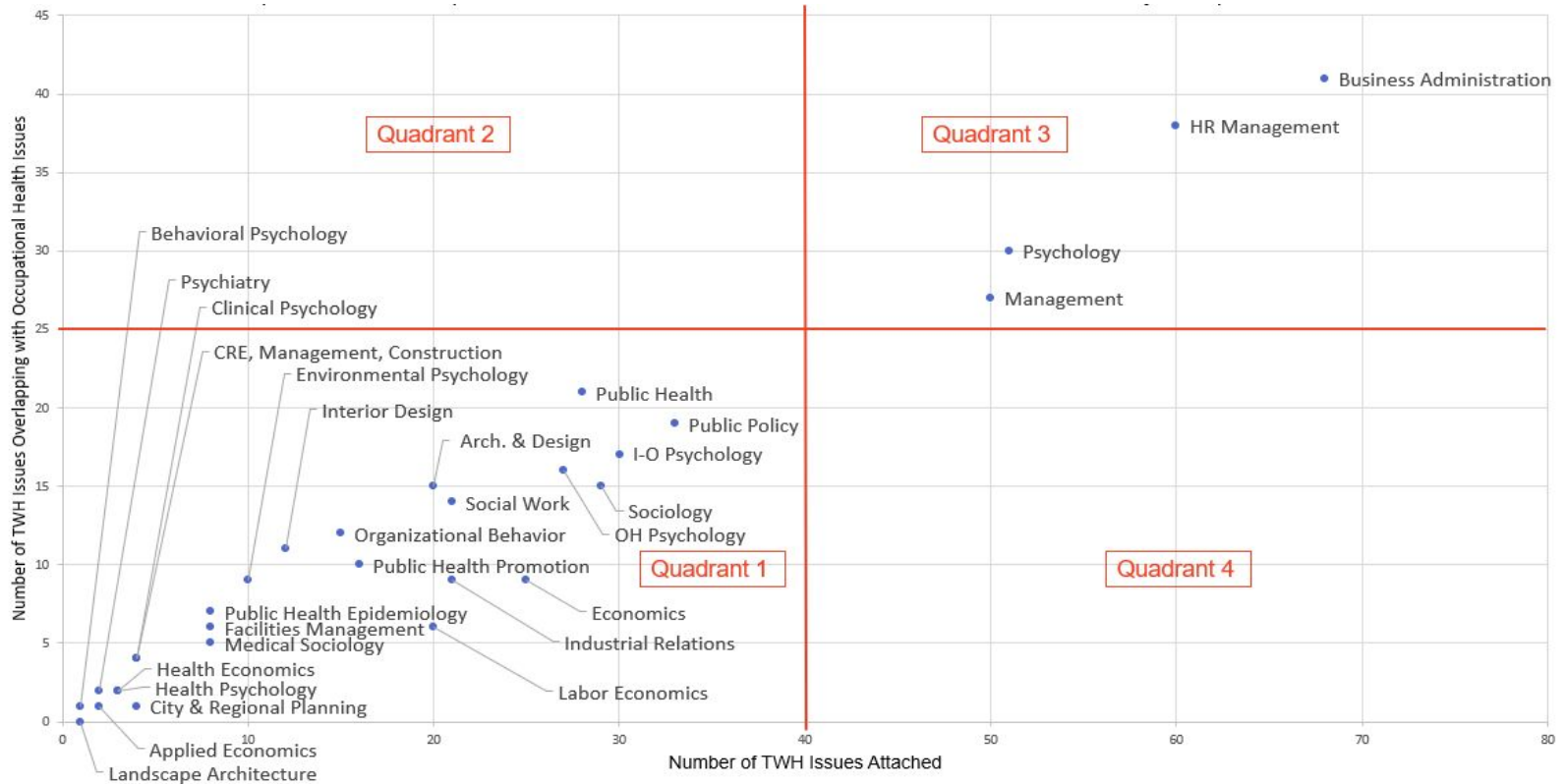
# Findings

1. We identified nine disciplines and 31 subdisciplines that contribute to the field of Total Worker Health
2. There are many areas of overlap between the disciplines and Total Worker Health issues
3. Experts from different disciplines can create interdisciplinary teams to develop innovative plans for health promotion and address workplace problems by providing comprehensive, integrated solutions

# Other disciplines outside of the conventional scope of Occupational Health can contribute to a more holistic approach to TWH

<b>Discipline</b>	<b># of TWH Issues Addressed</b>	<b>Percent of Discipline TWH Issues Overlapping with OH</b>
Architecture & Design	20	75%
Public Health	28	75%
Social Work	21	67%
Business Administration	68	60%
Psychology	51	59%
Public Policy	33	58%
Sociology	29	52%
Economics	25	36%

# Other disciplines outside of the conventional scope of Occupational Health can contribute to a more holistic approach to TWH (continued)



# Implications

1. Undertaking the Scoping Review has broadened the breadth of knowledge contained under TWH.
2. The siloed nature of scientific disciplines has slowed progress toward greater impact on worker health, safety, and well-being.
3. We have shown that collaboration and awareness of other disciplines is crucial to expanding the impact of TWH.

# Issues to be Resolved

1. How do we work with disciplines and subdisciplines outside our silos?
2. Do we need to expand the current set of TWH competencies?
3. Structurally how do we get to “integrated” and “interdisciplinary?”
4. How do we bring more people from outside Occupational Health into TWH?