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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