

AMERICAN UNIVERSITY OF BEIRUT
FACULTY OF HEALTH SCIENCES
DEPARTMENT OF ENVIRONMENTAL HEALTH

OCCUPATIONAL HEALTH

ENHL 312 (3 CREDITS)

Fall AY 2023 - 2024

Course Coordinator

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Office Hours: by appointment.

Class and Time Location

Lectures hours: Thursdays from 9:00 PM to 11:30 AM

Any changes in class time will be agreed upon with the students and announced in advance.

Prerequisites

None

Course Description

This course overviews the general principles of occupational health, relating work, the work environment, and workers' health and wellbeing to general principles of social equity and justice. The course surveys research on the social, economic, political, environmental, and health elements of a workplace using multidisciplinary approaches. Students who join the course are able to identify occupational hazards and work-related injuries and illnesses in workplaces and propose monitoring, management and prevention strategies to lessen their impact on workers. With its emphasis on social justice, the course discusses the factors that make some workers' groups more vulnerable than others. Its unique approach emphasizes global perspectives and popular imaginations of workers through academic publications, newspaper journalism, cinema, lectures and class discussions. This course is designed for students of multiple educational and training backgrounds and does not require prerequisite knowledge.

Course Format

- Sessions within a unit alternate between lectures, discussions, class presentations and site visits to workplaces.

Learning is weightless, a treasure you can always carry easily.

- Chinese Proverb

Course Learning Objectives

By the end of the course, students will be able to:

1. Identify the social, economic, political, environmental, and health aspects related to work issues.
2. Recognize the various types of occupational hazards in a workplace.
3. Inspect a workplace using a checklist and write a worksite inspection report.
4. Propose methods of controlling hazards at the workplace.
5. Identify work-related injuries and illnesses.
6. Propose strategies to prevent work-related injuries and illnesses at the workplace.
7. Recognize the regulatory and legal frameworks governing occupational health issues in Lebanon and internationally.
8. Explain the factors that make certain workers' groups vulnerable.
9. Discuss ethical occupational health issues arising in the workplace.
10. Communicate effectively research findings on workers' issues.

Course Topics

1. The Workplace and Work Organization

The dictionary defines the workplace as “a place where work is done”, but does this say enough? The workplace environment could be indoors or outdoors, in a fixed or changing location, at home or outside the home. A workplace has its own culture, size and structure, policies, goals, and physical and social environment. The sections relating to the workplace and work organization will provide a broad overview of all types of workplaces and offer the basic concepts necessary to start understanding the occupational health discipline.

2. The Work Process and Hygiene & Safety at the Workplace

Consumer goods and services are a product of a process beginning with the purchase of raw materials, to their reconfiguration, packaging, and eventual sale. While performing tasks to end up with this final product, workers are exposed to occupational hazards at the workplace. This section outlines the various stages of the work process through hands-on learning about industrial and occupational hygiene, workplace hazards and methods to prevent and control occupational injury and illness. Workplace site visits form part of this section. Students will inspect a workplace, prepare a worksite visit report, and present it in class.

3. Workers' Health at the Workplace

Workers have different backgrounds and different personal characteristics. This section explores the factors behind the selection of workers into the workplace, be it gender, age, race, nationality, habits, health, disability, and so on. We also explore workplace health monitoring and compensation for injury and illness.

4. Case Studies in Workers' Health

Current issues in occupational health are presented in this section. Selected groups of workers will be discussed to highlight the diversity of the workers' population and identify vulnerable workers' groups. Ethical dimensions of occupational health research will also be explored. In addition, this section includes a peer-education exercise whereby students will research a specific topic in occupational health, and present and discuss in class.

Course LOs mapped to MSES-EH Program Distinct Competencies

I: Introduced - R: Reinforced - A: Assessed

	LO1	LO2	LO3	LO4	LO5	LO6	LO7	LO8	LO9	LO10	Assignment where Competency is primarily assessed
1. Identify public health core functions, principles, values and the role of its four disciplines in addressing contemporary population											
2. Explain the role of socioeconomic, political, and cultural factors in shaping environmental health issues in local, national, and global contexts.	A							R			A: Exam (40%): LO1 A: Panel Discussion (15%): LO1 R: Film Summary (10%): LO8
3. Describe interlinkages between health, environment and sustainable development.											
4. Apply environmental exposure assessment methods.		I									I: Site Visit Presentation (10%): LO2 I: Site Visit Report (15%): LO2

	LO1	LO2	LO3	LO4	LO5	LO6	LO7	LO8	LO9	LO10	Assignment where Competency is primarily assessed
5. Examine the associations between environmental exposures and health outcomes.			A		A	A					(A): Site Visit Presentation (10%): LO2 + LO5 (A): Site Visit Report (15%): LO2 + LO5 (A): Management Brief (10%): LO4 + LO6
6. Analyze strategies to prevent, control, and manage environmental health risks.				A							(A): Management Brief (10%): LO4
7. Integrate theoretical knowledge and research skills to generate scientific evidence that informs environmental policy and impacts decision-making.											
8. Discuss ethical aspects arising in research and practice in the environmental health field.			R					R	A		Site Visit Presentation (10%): (R): LO3 + (A): LO9 Site Visit Report (15%): (R): LO3 + (A): LO9 (R): Film Summary (10%): LO8
9. Demonstrate oral and written communication skills required for knowledge translation and dissemination.										R	(R): Site Visit Presentation (10%): LO10 (R): Panel Discussion (15%): LO10
10. Recognize the regulatory and legal frameworks governing environmental health-related issues in Lebanon and internationally.							A				A: Exam (40%): LO7

Student Evaluation

<u>Assignment</u>	<u>Percentage</u>	<u>Evaluation of Learning Objectives</u>
Worksite Visit:		LOs 2-5 & 9-10
▪ Report	15%	(Group grade)
▪ Presentation	10%	(Individually graded)
▪ Management Brief	10%	(Individually graded)
Film:		LO 8
▪ Summary	10%	
Article Review:		LO 1 & 10
▪ Expert Panel Presentation	15%	
Exam:	40%	LOs 1 & 7

Assignments Description

1. Worksite Visit

1.1 Worksite Visit Report: Students will be divided into groups, each group will report on one worksite visit. The worksite visit report should not exceed 10 pages (double spaced, size 12-font Times New Roman) and must be written by all members of the group. It should include the following sections:

- a. Objectives of the worksite visit.
- b. Description of the visited establishment, its location, the general surrounding environment, and the inside layout (a sketched map could be used).
- c. Employees and employers (number of employees, gender, social structure).
- d. Description of the work process (including raw material used, intermediate and final product, equipment, machinery).
- e. Identification of the hazards that pose potential health risks in the workplace (exposures).
- f. Description of the control measures used (engineering control, personal protective equipment and so on) and the gaps in addressing some of the potential hazards.
- g. Assessment of the ethical issues arising at the workplace.

1.2 Worksite Visit Presentation: Each member of your worksite visit team is required to present a component of the report to the entire class. Each team member will be graded individually based on the content of the presentation communication skills and ability to disseminate the findings of the worksite visit report effectively.

1.3 Management Brief: Each team member will write a management brief that discusses a hazard management strategy for specific work-related hazards present in the visited site. Each student will choose a different hazard/exposure to avoid duplication following discussions with your classmates in the same group and if needed with your course instructor. This report should

include: (1) a background on the specific hazard, including the health outcomes related to it, and (2) proposal and analysis of possible management strategy(ies) for the prevention/control of the occupational health risk identified, that is/are realistic given expected constraints (cost, personnel resources, administration, etc.) elaborating on the pros and cons of the recommended strategy(ies). This report must be 2 pages in length (double spaced, size 12-font Times New Roman) and should be referenced using academic articles from peer-reviewed journals or other professional sources. If you wish, you can have an Appendix that includes additional material such as a diagram, a picture, a table (not compulsory, only where applicable). The Appendix (should be a maximum of 2 pages) will also include your references so that you gain space.

2. *Film Screening Summary*

Students will watch selected films that are posted on Moodle and prepare a short summary and response on one of the films. Example of such films are: (1) Block by Block: The men who built India’s Tallest Building, (2) Born into Brother, (3) Skywalkers – Suicide Mission on Modern Marvels, (4) Working Man’s Death – Brothers. The summary should provide background on the story of the film and identify the social and ethical aspects arising in the workplace featuring in the film. The response should offer some personal reflection on the content relating to workers’ health and wellbeing or any other workers’ issues arising in the film.

3. *Expert Panel Presentation*

Students will have to serve as ‘experts’ on a discussion panel in front of the rest of the class. Each panel will consist of 4-5 students who have been assigned articles representing different perspectives on the same topic. The themes of the panel discussion demonstrate the role of socioeconomic, political and cultural factors in shaping various working issues in local, national and global context. Examples of the themes/topics discussed in the panels are: (1) Arab Regional Uprisings and Labor Rights, (2) Domestic Workers: A Global Perspective, (3) Globalization: Impacts on workers, (4) Waste Pickers: A Global Perspective, and (5) Child Labor in Gold Mining Industry. Each student will be expected to present the content of his/her assigned article, answering questions posed by the panel moderator (one of students in the panel) and non-presenting students in the audience.

4. *Exam*

Students will be given a take home exam at the end of the semester. The instructor will share the questions one week prior to the submission deadline.

Assessment Methods

Assessment Method	Date (tentative)	Learning Objectives covered	Grade percentage
Worksite Visit Presentation	Thur 28 September 2023	LOs 2-5 & 9-10	10%
Worksite Visit Report	Fri 6 October 2023		15%
Management Brief	Fri 20 October 2023		10%
Film Screening Summary	Fri 27 October 2023	LO 8	10%
Expert Panel Presentation	Thur 16, 23, 30 November 2023	LO 1 & 10	15%
Exam	Thur 14 December 2022	LO 1 & 7	40%

Course Policies

Attendance

Attendance in this course is mandatory. Class participation is important as reflected in the structure of the course. Please be diligent in attending all lectures. Attendance will be taken.

Academic Integrity

Education is demanding and time management is essential. Do not hesitate to use the resources around you but do not cut corners. Cheating and plagiarism will not be tolerated. Please review the Student Code of Conduct in your handbook and familiarize yourself with definitions and penalties. If you are in doubt about what constitutes plagiarism, ask your instructor because it is your responsibility to know. The American University of Beirut has a strict anti-cheating and anti-plagiarism policy. Penalties include failing marks on the assignment in question, suspension or expulsion from University and a permanent mention of the disciplinary action in the student's records.

Students with Special Needs

If you have documented special needs and anticipate difficulties with the content or format of the course due to a physical or learning disability, please contact me and/or your academic advisor, as well as the Counseling Center in the Office of Student Affairs (Ext. 3196), as soon as possible to discuss options for accommodations. Those seeking accommodations must submit the Special Needs Support Request Form along with the required documentation.

Non-Discrimination – Title IX

AUB is committed to facilitating a campus free of all forms of discrimination including sex/gender-based harassment prohibited by Title IX. The University's non-discrimination policy applies to, and protects, all students, faculty, and staff. If you think you have experienced discrimination or harassment, including sexual misconduct, we encourage you to tell someone promptly. If you speak to a faculty or staff member about an issue such as harassment, sexual violence, or discrimination, the information will be kept as private as possible, however, faculty and designated staff are required to bring it to the attention of the University's Title IX Coordinator. Faculty can refer you to fully confidential resources, and you can find information and contacts at www.aub.edu.lb/titleix. To report an incident, contact the University's Title IX Coordinator Ms. Mitra Tauk at 01-350000 ext. 2514, or titleix@aub.edu.lb. An anonymous report may be submitted online via EthicsPoint at www.aub.ethicspoint.com.

References

This course does not rely on one single textbook. Handouts and readings will be posted on Moodle for each session in the course.

Introduction

Levy, B. S. (Ed.). (2018). Occupational and environmental health: Recognizing and preventing disease and injury. Chapters (1) Occupational and Environmental Health Challenges and Opportunities, (2) Occupational and Environmental Health Equity and Social Justice and (3) The Roles of Government in Protecting and Promoting Occupational and Environmental Health (5) Epidemiology, (7) Toxicology, and (9) Occupational Ergonomics: promoting safety and health through work design and (35) A Global perspective on Occupational Health and Safety. Available online: <https://bit.ly/3b9ArqF>

Loomis D. et al. (2010). Time for Global Occupational Health. *Occup Environ Med*, 67:145. Available online: <https://oem.bmj.com/content/oemed/67/3/145.full.pdf>

The workplace and the work organization

Levy, B. S. (Ed.). (2018). Occupational and environmental health: Recognizing and preventing disease and injury. Chapters (1) Occupational and Environmental Health Challenges and Opportunities, (2) Occupational and Environmental Health Equity and Social Justice and (3) The Roles of Government in Protecting and Promoting Occupational and Environmental Health (5) Epidemiology, (7) Toxicology, and (9) Occupational Ergonomics: promoting safety and health through work design and (35) A Global perspective on Occupational Health and Safety. Available online: <https://bit.ly/3b9ArqF>

Anna, D.H. (2011). The Occupational Environment: Its Evaluation, Control and Management Chapter (33) Occupational Health Psychology. Available online: <https://bit.ly/3gwNZNU>

Mark A. Friend, James P. Kohn. (2018). Fundamentals of Occupational Safety and Health Seventh Edition. Chapter (1) Introduction to Occupational Safety and Health (11) Psychology and Safety: the human element in loss prevention, and (13) workplace violence. Available online: <https://bit.ly/2FZ7TEG>

Alli, B.O. (2008). Fundamental Principals of Occupational Health and Safety. Chapter (2) Key principles in occupational safety and health. International Labor Organization (ILO), Geneva. Available online: <https://bit.ly/34BKtza>

Kogi K. (2010). Roles of Occupational Health Good Practices in Globalization. *Journal of Occupational Safety and Health*, 18: 172-181.

Marmot M. et al. (2009). Health inequities in globalising world of work: Commission on Social Determinants of Health. *ICOH Special Issue*. Available online: <https://bit.ly/31uup0t>

Social aspect of the workplace:

Kreiger N. (2010). Workers are People too: Societal Aspects of Occupational Health Disparities – Ecosocial Perspective. *American Journal of industrial Medicine*. 53: 104-115. Available online: <https://bit.ly/3ljB2KW>

Sinokki, M. (2011). Social factors at work and the health of employees. Studies in social security and health. Helsinki: The Social Insurance Institution of Finland, Studies in social security and health 115, 147 pp. ISBN 978-951-669-852-9. Available online: <https://bit.ly/34BjNyS>

Ethical issues in occupational health:

Anna, D.H. (2011). The Occupational Environment: Its Evaluation, Control and Management Chapter (2) Ethics. Available online: <https://bit.ly/3gwNZNU>

Artvinli, F. (2016). The ethics of occupational health and safety in Turkey: Responsibility and Consent to Risk. *Acta Bioeth*, 22 (1), 111-118. Available online: <https://www.ncbi-nlm-nih-gov.ezproxy.aub.edu.lb/pmc/articles/PMC4936826/pdf/nihms797649.pdf>

Lavicoli, S., Valenti A., Gagliardi D., and Rantanen, J. (2018). Ethics and Occupational Health in Contemporary World of Work. *Int. J. Environ. Res. Public Health*, 15(8), 1713. doi:10.3390/ijerph15081713. Available online: <https://www.mdpi.com/1660-4601/15/8/1713/htm>

London L., Tangwa G., Matchaba-Hove R., Mkhize N., Nwabueze, R., Nyika, A., and Westerholm, P. (2014). Ethics in occupational health: deliberations of an international workgroup addressing challenges in an African context. *BMC Medical Ethics*, 15:48. Available online: <https://bit.ly/2QEgizz>

Patel, J., and David S. (2016). Ethics in occupational health and safety: case studies from Gujarat. *Indian Journal of Medical Ethics*, 1(4), NS: 203-10. Available online: https://www.researchgate.net/publication/315919605_Ethics_in_occupational_health_and_safety_case_studies_from_Gujarat

International Code of Ethics for Occupational Health Professionals. (2002). International Commission on Occupational Health Secretariat General (ICOH), Italy. Available online: <https://bit.ly/3hvsSwP>

Occupational Hygiene and Safety

Principles and application of Occupational Hygiene:

Anna, D.H. (2011). The Occupational Environment: Its Evaluation, Control and Management Chapter (1) History of Industrial Hygiene. Available online: <https://bit.ly/3gwNZNU>

Mark A. Friend, James P. Kohn. (2018). Fundamentals of Occupational Safety and Health Seventh Edition. Chapter (3) Workers' compensation and recordkeeping, (6) Introduction to Industrial hygiene. Available online: <https://bit.ly/2FZ7TEG>

Plog B. et al. (2001). Fundamentals of Industrial Hygiene. National Safety Council, USA.

Kogi K. (2010). Integrating occupational hygiene and health: the effectiveness in improving small-scale workplaces. *Ital. J. Occup. Environ. Hyg.*, 1(2): 69-75. Available online: <https://bit.ly/2FRaT5M>

Quantities and units used in the assessment of work-related hazards:

Threshold Limit Values (TLVs) and Biological Exposure Indices (BEIs). (2015). American Conference of Governmental Industrial Hygienists (ACGIH), USA. Available online: <https://bit.ly/3gzlWgG>

Threshold Limit Values (TLVs) and Biological Exposure Indices (BEIs). (2012). American Conference of Governmental Industrial Hygienists (ACGIH), USA. Available online: <https://bit.ly/2ExiTs6>

Anna, D.H. (Ed) (2011). The Occupational Environment: Its Evaluation, Control and Management. Chapter (4) Occupational exposure limits. Available online: <https://bit.ly/3gwNZNU>

Hazard Identification, evaluation and Control:

Levy, B. S. (Ed.). (2018). Occupational and environmental health: Recognizing and preventing disease and injury. Chapter (9) Occupational ergonomics: promoting safety and health through work design, (11) Chemical hazards, (12A) Noise exposure and hearing disorders, (12B) Vibration, (12C) Extremes of temperature, (12D) Ionizing and non-ionizing radiation, (13) Biological hazards and (14) Occupational stress. Available online: <https://bit.ly/3b9ArqF>

Anna, D.H. (2011). The Occupational Environment: Its Evaluation, Control and Management Chapter (9) Comprehensive Exposure Assessment and (39) Personal Protective Clothing. Available online: <https://bit.ly/3gwNZNU>

World Health Organization (WHO). (2001). Occupational health: A manual for primary health care workers. Available online: <https://bit.ly/2CXZlWu>

Alli, B.O. (2008). Fundamental Principles of Occupational Health and Safety. Chapter (13) Preventive and protective measures. International Labor Organization (ILO), Geneva. Available online: <https://bit.ly/34BKtzA>

Identify workplace injuries and illnesses:

Levy, B. S. (Ed.). (2018). Occupational and environmental health: Recognizing and preventing disease and injury. Chapters (19) Injuries and Occupational Safety, (20) Musculoskeletal disorders, (21) Cancer, (22) Respiratory

disorders, (23) Neurological disorders, (24) Reproductive and Developmental disorders (25) Skin disorders (26) Cardiovascular disorders (27) Liver disorders and (28) Kidney disorders. Available online: <https://bit.ly/3b9ArqF>

Site Visits

Anna, D.H. (2011). The Occupational Environment: Its Evaluation, Control and Management Chapter (51) Report writing. Available online: <https://bit.ly/3gwNZNU>

Inspection Checklist – Canadian Center for Occupational Health and Safety. Available online: <https://www.ccohs.ca/oshanswers/prevention/effectiv.html>

International Labor Organization (ILO). Labour Inspection: A guide to the profession. Available online: <https://bit.ly/2D1bFwb>

The National Institute for Occupational Safety and Health (NIOSH). (2018). Publications on Workplace Solutions. Available online: <https://bit.ly/34yTjOh>

Barbaranelli, C., Ghezzi, V., Tecco, CD. Ronchetti, M., Fida, R., Ghelli, M., Persechino, B., and Lavicoli, S. (2018). Assessing Objective and Verifiable Indicators Associated With Work-Related Stress: Validation of a Structured Checklist for the Assessment and Management of Work-Related Stress Front Psychol, 9:2424. Available online: <https://bit.ly/3lkveAR>

Occupational medicine in practice

LaDou, J. and Harrison, R., Editors. Current Diagnosis & Treatment: Occupational and Environmental Medicine (5th Edition). (2014) McGraw-Hill Education, New York, 2014. ISBN 978-1-25-925145-0. Available online: <https://bit.ly/2EqJ2cg>

Levy, BS. (2018). Occupational and environmental health: Recognizing and preventing disease and injury. Chapters: (1) Twenty-first century challenges and opportunities, (4) Recognizing and preventing occupational and environmental disease and injury, (6) Occupational and environmental surveillance, and (10) Clinical occupational and environmental health practice. Available online: <https://bit.ly/3b9ArqF>

Protano, C., Magrini, A., Vitali, M., and Sernia, S. (2016). Gender perspective in occupational medicine and workplace risk assessment: state of the art and research agenda. Ann Ig, 28, 25-35. doi:10.7416/ai.2016.2082 Available online: <https://pdfs.semanticscholar.org/d156/0ef9592dfb1208fdb59e5a44b7992074a09f.pdf>

Alavi, SS., Makarem, J., and Mehrdad, R. (2015). Ethics education: a priority for general practitioners in occupational medicine. Indian Journal of Medical Ethics, 12(3). 137-40. Available online: <http://ijme.in/wp-content/uploads/2016/11/2061-5.pdf>

Anna, D.H. (2011). The Occupational Environment: Its Evaluation, Control and Management Chapter (19) Biological Monitoring. Available online: <https://bit.ly/3gwNZNU>

Occupational Health and Safety inspection: Case Studies from Lebanese Workplaces

Framework, Laws and Regulations:

Alli, B.O. (2008). Fundamental Principals of Occupational Health and Safety. Chapter (3) General Framework for occupational safety and health, (4) National policy on occupational safety and health, (5) National system for occupational safety and health, (6) National programmes for occupational safety and health, (7) Occupational safety and health policy within the enterprise and (8) Management of occupational safety and health. International Labor Organization (ILO), Geneva. Available online: <https://bit.ly/34BKtzA>

Alli, B.O. (2008). Fundamental Principals of Occupational Health and Safety. Chapter (9) Legislation, enforcement and collective agreement and (10) Occupational Health Surveillance. International Labor Organization (ILO), Geneva. Available online: <https://bit.ly/34BKtzA>

Anna, D.H. (2011). The Occupational Environment: Its Evaluation, Control and Management Chapter (3) Legal aspects of occupational environment. Available online: <https://bit.ly/3gwNZNU>

LaDou, J., London L., and Watterson A. (2018). Occupational health: a world of false promises. *Environmental Health*, 17 (81). Available online: <https://bit.ly/2YCPNP9>

International Labor Organization (ILO) (2013). Plan Safe, Plan Healthy: Guidelines for Developing National Programmes on Occupational Safety and Health. Geneva. Available online:

http://www.ilo.org/wcmsp5/groups/public/@ed_protect/@protrav/@safework/documents/publication/wcms_214166.pdf

Rantanen J & Fedotov, I.A. (N.a). Standards, Principles and Approaches in Occupational Health Services. Available online: <http://www.ilocis.org/documents/chpt16e.htm>

Other readings:

Makin A.M. et al. (2009). Managing hazards in the workplace using organizational safety management systems: a safe place, safe person, safe systems approach. *Journal of Risk Research*, 12:3-4, 329-343. Available online: <https://bit.ly/3aZBObm>

Siziya S. et al. (2013) Exposure to Occupational Health Hazards Among Zambian Workers. *Occupational Medicine*, 63: 109-115. Available online: <https://bit.ly/32p0B4w>

Habib RR. et al. (2011). Hard work at home: musculoskeletal pain among female homemakers. *Ergonomics*, 55:2, 201-211. Available online: <https://bit.ly/3ljKL3R>

Habib RR. et al. (2012). Migrant women farm workers in the occupational health literature. *Work*. 41: 4356-4362. Available online: <https://bit.ly/3hu9Tmg>

Habib RR. et al. (2020). Sex and Gender in Research on Healthcare Workers in Conflict Settings: A Scoping Review. *International Journal of Environmental Research and Public Health* 17(12):4331. DOI: 10.3390/ijerph1712433. Available online: <https://bit.ly/2EBKUil>

Fathallah A.A. (2010) Musculoskeletal disorders in labor-intensive agriculture. *Applied Ergonomics* 41: 738-743. Available online: <https://bit.ly/3aZwpAX>

Faucett J. et al. (2007) Rest break interventions in stoop labor tasks. *Applied Ergonomics* 38: 219-226. Available online: <https://bit.ly/2G0itez>

Kogi K. (2012). Practical Ways to Facilitate Ergonomics Improvements in Occupational Health Practice. In: Keynote Addresses from the 18th Triennial Congress of the International Ergonomics Association. Human Factors. DOI: 10.1177/0018720812456204. Available online: <https://bit.ly/3aWsBjK>

Punnett L. et al. (2009). A Conceptual Framework for Integrating Workplace Health Promotion and Occupational Ergonomics Programs. *Public Health Reports*. 124: 16-25. Available online: <https://bit.ly/32GzsdJ>

Kogi K. (2008). Facilitating participatory steps for planning and implementing low-cost improvements in small workplaces. *Applied Ergonomics*, 39(4): 475-481. Available online: <https://bit.ly/3jeixpk>

Peters CE, Demers PA, Kalia S, Hystad, P., Villeneuve, PJ., Nicol AM., Kreiger, N. and Koehoom, MW. (2016) Occupational exposure to solar ultraviolet radiation and the risk of prostate cancer *Occup Environ Med*, 73:742-748. Available online: <https://bit.ly/3gA7ghb>

Szema A. M. (2013). Occupational Lung Diseases among Soldiers Deployed to Iraq and Afghanistan. *Occupational medicine & health affairs*, 1, 10.4172/2329-6879.1000117. Available online: <https://bit.ly/3b9Phxn>

Mahmud N. et al. (2011). Pre-employment examinations for preventing occupational injury and disease in workers. *Cochrane Database of systematic Reviews*. Available online: <https://bit.ly/3hz37M6>

Wall C. et al. (2009). The Workers' Compensation Experience: A Qualitative Exploration of Workers' Beliefs Regarding the Impact of the Compensation System on Their Recovery and Rehabilitation. *International Journal of Disability Management*, 4: 19-26. Available online: <https://bit.ly/3lk3D2y>

Madan I. et al. (2012). Is pre-employment health screening by questionnaire effective. *Occupational Medicine*, 62: 112-116. Available online: <https://bit.ly/2FSta2E>

Serra C. et al. (2007). Criteria and methods used for the assessment of fitness for work: a systematic review. *Occup Environ Med*, 64: 304-312. Available online: <https://bit.ly/2FYYE7s>

Essential Elements of Effective Workplace Programs and Policies for Improving Worker Health and Wellbeing. (2008). National Institute for Occupational Safety and Health Initiative (NIOSH) WorkLife, USA. Available online: <https://bit.ly/3aW3vj>

Nuwayhid I. et al. (2013). Occupational Medicine: A forgotten discipline with high potentials for Lebanon and the region. *The Order of Physicians after half a century*.

Habib RR, Ziadee M, Abi Younes E, Harastani H, Hamdar L, Jawad M, El Asmar K. (2019). *Displacement, Deprivation, and Hard Work among Syrian Refugee Children in Lebanon*. *BMJ Global Health*, 4 (1): e001122. doi: 10.1136/bmjgh-2018-001122. Available at: <https://gh.bmj.com/content/4/1/e001122>