- 1 Prevalence and Associated Factors of Musculoskeletal Disorders among Porters in Taxi
- 2 Parks of Kigali, Rwanda: A Cross-Sectional Study

5

Background:

- 6 Musculoskeletal disorders (MSDs) are a leading cause of work-related disability, particularly in
- 7 physically demanding occupations within the informal labor sector. Despite their substantial
- 8 burden, MSDs among informal workers in sub-Saharan Africa remain under-investigated. This
- 9 study assessed the prevalence and associated risk factors of MSDs among porters working in
- 10 major taxi parks in Kigali, Rwanda.

11 Methods:

- 12 A cross-sectional study was conducted among 144 randomly selected porters from Nyabugogo,
- Remera, and Nyanza taxi parks. Data were collected using a structured questionnaire adapted
- 14 from the Standardized Nordic Musculoskeletal Questionnaire. Descriptive statistics were used to
- estimate MSD prevalence, while multivariate logistic regression identified associated factors,
- expressed as adjusted odds ratios (AORs) with 95% confidence intervals (CIs).

17 **Results**:

- A total of 77.8% of porters reported experiencing musculoskeletal symptoms in at least one body
- region over the past 12 months. The knees (28.5%), neck (21.5%), lower back (19.4%), and
- 20 shoulders (18.8%) were the most affected areas. Significant risk factors for MSDs included being
- aged ≤ 20 years (AOR = 2.09; 95% CI: 1.52–3.07), illiteracy (AOR = 2.52; 95% CI: 1.02–4.02),
- single marital status (AOR = 2.38; 95% CI: 1.12-3.07), carrying heavy luggage (AOR = 2.76;
- 23 95% CI: 1.10–4.20), and working >12 hours daily (AOR = 1.36; 95% CI: 0.40–2.24).
- Conversely, having more than 11 years of work experience was protective (AOR = 0.97; 95%
- 25 CI: 0.38–3.05).

Conclusion:

- 27 MSDs are highly prevalent among Kigali's porters and are significantly influenced by both
- socio-demographic and occupational factors. These findings highlight an urgent need for targeted

- 29 ergonomic interventions, occupational health training, and policy reforms focused on informal
- 30 laborers.
- 31 **Keywords:** Musculoskeletal disorders, porters, occupational health, informal sector, ergonomics,
- 32 Rwanda.

34

1. Introduction

- 35 Musculoskeletal disorders (MSDs) are among the most common causes of work-related
- morbidity and disability worldwide, contributing significantly to the global burden of disease [1–
- 3]. MSDs encompass a wide range of conditions that affect muscles, tendons, ligaments, joints,
- 38 nerves, and associated tissues. Common manifestations include low back pain, neck and shoulder
- pain, knee disorders, and repetitive strain injuries [4]. According to the 2019 Global Burden of
- 40 Disease Study, low back pain remains the leading cause of years lived with disability (YLDs)
- 41 globally, affecting individuals across all age groups and occupations [5].
- 42 The economic and social consequences of MSDs are profound. Workers experiencing MSDs
- may face reduced productivity, absenteeism, long-term disability, and diminished quality of life
- 44 [6]. For employers and health systems, this translates into substantial direct costs (medical
- 45 treatment, rehabilitation) and indirect costs (lost workdays, compensation claims, and retraining)
- 46 [7]. Recognizing these impacts, many high-income countries have established occupational
- 47 health and safety regulations and workplace interventions to mitigate MSD risks. However, in
- 48 low- and middle-income countries (LMICs), particularly in sub-Saharan Africa, the burden of
- 49 MSDs remains under-recognized and under-reported, especially among informal sector workers
- 50 [8,9].
- 51 Occupational factors contributing to MSDs include repetitive lifting, carrying heavy loads,
- awkward body postures, prolonged standing or walking, and inadequate rest breaks [10–12].
- Informal workers such as porters, market vendors, waste collectors, and agricultural laborers are
- 54 disproportionately exposed to such risks but often lack protective equipment, ergonomic training,
- or access to occupational health services [13]. In Rwanda, informal employment accounts for a
- significant proportion of the workforce. Porters, who manually load, carry, and unload goods in

- 57 taxi parks and marketplaces, play a crucial role in supporting urban transport and trade. Despite
- 58 their contribution, porters typically work long hours under harsh conditions, often without
- organized social protection, health insurance, or regulatory oversight [14].
- 60 Existing studies in sub-Saharan Africa have highlighted the high prevalence of MSDs in various
- 61 manual occupations. Research among waste collectors in Ethiopia, for example, reported that up
- 62 to 77% of workers experienced musculoskeletal pain [15]. Similarly, market porters in Ghana
- and Kenya have been shown to face significant ergonomic risks due to repeated manual handling
- tasks without mechanization [16,17]. However, there is a notable gap in the literature regarding
- 65 the prevalence and risk factors of MSDs among porters in Rwanda, limiting the evidence base
- 66 needed to develop targeted interventions.
- In this context, understanding the burden and determinants of MSDs among porters in Kigali is
- 68 critical. Such evidence can guide policy decisions, inform the design of ergonomic interventions,
- and contribute to broader occupational health improvements for informal workers. Therefore,
- 70 this study aimed to estimate the prevalence of musculoskeletal disorders and identify socio-
- 71 demographic and work-related factors associated with MSDs among porters working in selected
- taxi parks in Kigali City, Rwanda.

2. Methods

74 2.1 Study Design and Setting

- A descriptive cross-sectional study was conducted selected taxi parks in Kigali City, the capital
- 76 and largest urban center of Rwanda. Kigali is a major hub for regional trade and transport, with
- 77 numerous taxi parks serving thousands of passengers daily. Three of the busiest taxi parks
- 78 Nyabugogo, Remera, and Nyanza were purposively selected for this study due to their high
- 79 concentration of registered porters and diverse work environments.

2.2 Study Population and Eligibility Criteria

- 81 The study population comprised porters who provide manual handling services, such as loading,
- 82 carrying, and unloading passengers' and traders' goods within the selected taxi parks. Eligible
- participants were men and women aged 18 years and above who had worked as a porter for at

least six months prior to the survey date. Exclusion criteria included porters who were critically ill, those who were unavailable during data collection, or those who declined to provide informed consent.

87

84

85

86

88

89

90

96

102

2.3 Sample Size Determination

- 91 The required sample size was determined using Yamane's formula for finite populations [18]
- where n is the sample size, N is the estimated total population of porters (\sim 200), and e is the
- 93 desired margin of error (0.05). This calculation yielded a sample size of 132. To account for
- 94 possible non-response and incomplete questionnaires, the final sample size was adjusted upward
- by 10%, resulting in a target of 144 respondents.

2.4 Sampling Procedure

- 97 A stratified random sampling technique was used to ensure fair representation across the three
- 98 taxi parks. First, the total sample size was proportionally allocated based on the number of
- 99 registered porters in each park. Within each stratum, a simple random sampling method was
- 100 employed. Cooperative leaders provided up-to-date lists of active members, from which
- participants were randomly selected using a random number generator.

2.5 Data Collection Instrument

- Data were collected using a structured, interviewer-administered questionnaire adapted from the
- Standardized Nordic Musculoskeletal Questionnaire (NMQ) [19]. The NMQ is a widely used
- tool for assessing the prevalence of musculoskeletal symptoms across different body regions and
- has demonstrated validity and reliability in various occupational settings [20]. The questionnaire
- was translated into Kinyarwanda, the local language, and back-translated into English to ensure
- semantic equivalence. The tool comprised four sections:

- 1. **Socio-demographic information:** age, sex, education level, marital status.
- Occupational characteristics: years of work experience, average daily working hours,
 weight of loads carried.
 - 3. **Prevalence of MSDs:** self-reported pain or discomfort in nine body regions (neck, shoulders, elbows, wrists/hands, upper back, lower back, hips/thighs, knees, ankles/feet) during the past 12 months.
 - 4. **Perceived work-related risk factors:** questions on workload, lifting techniques, and access to rest breaks.
- 117 A pre-test was conducted with 10 porters in a taxi park not included in the main study to assess 118 the clarity, flow, and appropriateness of the questions. Necessary revisions were made based on 119 feedback. Internal consistency was acceptable (Cronbach's alpha = 0.82).

2.6 Data Collection Procedures

112

113

114

115

116

120

129

- Data collection was carried out by five trained research assistants with backgrounds in public
- health and occupational health. Before the interviews, research assistants received a two-day
- training on the study objectives, ethical considerations, and administration of the questionnaire.
- Face-to-face interviews were conducted in designated areas within the taxi parks, ensuring
- privacy and minimizing distractions. The purpose of the study was explained in detail, and
- written informed consent was obtained from each participant. Participants were assured of the
- confidentiality of their responses and their right to withdraw from the study at any point without
- penalty. On average, each interview lasted 20–30 minutes.

2.7 Data Management and Analysis

- 130 Completed questionnaires were checked daily for completeness and consistency. Data were
- entered into Microsoft Excel and cross-validated for errors before being exported to STATA
- version 13 for statistical analysis. Descriptive statistics were used to summarize socio-
- demographic and occupational characteristics, as well as the prevalence of MSDs in each body
- region. Bivariate logistic regression was first conducted to assess the association between each
- independent variable and the presence of any MSD. Variables with a p-value <0.20 were
- included in the multivariate logistic regression model to control for potential confounding

137 138	factors. Adjusted odds ratios (AORs) with 95% confidence intervals (CIs) were reported. Statistical significance was set at $p < 0.05$.
139	2.8 Ethical Considerations
140	Ethical approval for this study was obtained from the Mount Kigali University Research Ethics
141	Committee and permission was granted by the Kigali City Administration. Additional
142	authorization was sought from leaders of the porter cooperatives operating within the selected
143	taxi parks. All participants provided informed consent before enrollment. No personal identifiers
144	were recorded, and all data were stored securely and used exclusively for research purposes.
145	
146	
147	
148	
149	
150	
151	
152	
153	
154	
155	
156	
157	

3. Results

3.1 Socio-Demographic Characteristics

Table 1 summarizes their socio-demographic characteristics.

A total of 144 porters working in selected taxi parks of Kigali City were included in this study. The majority of respondents (73.6%) were aged between 30 and 40 years, while 26.4% were above 41 years. Nearly half of the respondents (47.2%) were illiterate, while 51.4% had completed primary education, and only 1.4% had attained secondary education. With regard to marital status, over half were married (50.7%), 43.1% were single, and 6.3% were separated or divorced.

In terms of anthropometrics, 46.5% of respondents weighed 50 kg or less, whereas 53.5% weighed 51 kg or more. Most participants (67.4%) reported a height of 1.61 meters or above. The majority (94.6%) reported having between six and ten years of work experience as porters.

Table 1. Socio-demographic characteristics of porters in selected taxi parks of Kigali City

Regarding daily working hours, 90.3% worked between 10 and 12 hours per day (**Table 1**).

Variable	Category	Frequency	%
Age (years)	≤30–40	106	73.6
	≥41	38	26.4
Education	Illiterate	68	47.2
	Primary	74	51.4
	Secondary	2	1.4
Marital Status	Single	62	43.1
	Married	73	50.7
	Separated/Divorced	9	6.3
Weight (kg)	≤50	67	46.5
	≥51	77	53.5
Height (cm)	≤160	47	32.6

	≥161	97	67.4
Experience	<6–10	136	94.6
(years)	>11	8	5.6
Working Hours	<10-12	130	90.3
(daily)	>12	14	9.7

3.2 Prevalence of Musculoskeletal Disorders

The prevalence of musculoskeletal disorders (MSDs) among porters was high. As shown in Table 2, knee disorders were the most commonly reported, affecting 28.47% of respondents. Neck problems were the second most prevalent (21.53%), followed by lower back disorders (19.44%) and shoulder complaints (18.75%). Less frequently reported disorders included upper back pain (4.17%), elbow/forearm (4.17%), wrist/hand disorders (2.08%), and low back pain (1.39%) (**Table2**)

Table 2. Prevalence of musculoskeletal disorders among porters

Variable	Frequency	%	Cumulative
			%
Low Back Pain (LBP)	2	1.39	1.39
Wrist/Hands	3	2.08	3.47
Elbow/Forearm	6	4.17	7.64
Knee	41	28.47	36.11
Lower Back	28	19.44	55.56
Neck	31	21.53	77.08
Shoulder	27	18.75	95.83
Upper Back	6	4.17	100.00
Total	144	100.0	

3.3 Factors Associated with Musculoskeletal Disorders

Multivariable logistic regression identified several factors independently associated with MSDs. Porters aged \leq 20 years had significantly higher odds of reporting MSDs compared to those aged 21–40 years (AOR = 2.09; 95% CI: 1.52–3.07; p < 0.001). Being illiterate was associated with higher odds compared to those with primary education (AOR = 2.52; 95% CI: 1.02–4.02; p =

0.001). Marital status was also significant, with single respondents showing increased odds of MSDs compared to married individuals (AOR = 2.38; 95% CI: 1.12-3.07; p = 0.001).

Lower body weight (≤50 kg), shorter height (≤160 cm), longer working hours (>12 hours daily),

and carrying heavy luggage were all significantly associated with increased odds of MSDs.

Notably, having more than 11 years of work experience was associated with lower odds of

MSDs (AOR = 0.97; 95% CI: 0.38-3.05; p = 0.045), suggesting a protective effect of work

199 experience (Table 3).

197

198

200

201

Table 3. Multivariable logistic regression analysis of factors associated with musculoskeletal disorders among porters

Variable	Category	AOR	95% CI	p-value
Age (years)	21-40 (Ref)			
	≤20	2.09	1.52-3.07	0.001
	≥41	1.80	1.08-2.01	
Education	Primary (Ref)			
	Illiterate	2.52	1.02-4.02	0.001
	Secondary	1.04	0.89–2.75	
Marital Status	Married (Ref)			
	Single	2.38	1.12-3.07	0.001
	Separated/Divorced	1.09	0.18-0.95	
Weight (kg)	≥51 (Ref)			0.004
	≤50	1.14	0.79-2.50	
Height (cm)	≥161 (Ref)			0.002
	≤160	1.84	0.95-2.18	
Experience (years)	6–10 (Ref)			0.045
	>11	0.97	0.38-3.05	
Working Hours (daily)	10–12 (Ref)			0.007
	>12	1.36	0.40-2.24	
Heavy Luggage	Moderate (Ref)			0.001
	Severe	2.76	1.10-4.20	

Model fit: The multivariable logistic regression model demonstrated good fit (Hosmer–Lemeshow test, p > 0.05). Multicollinearity was not detected; all VIF values were below 2.5.

202

208

209

210

211

212

213

217

219

220

223

224

225

226

227

228

229

230

231

232

4. Discussion

This study provides essential evidence on the prevalence and associated factors of musculoskeletal disorders (MSDs) among porters working in selected taxi parks in Kigali City,

Rwanda. The findings indicate a high burden of MSDs, with the knee, neck, lower back, and

shoulder being the most commonly affected areas—aligning with prior studies conducted in

similar occupational contexts (29, 30, 31, 33). These findings are consistent with those of

Beynon et al. (29) and Buddhadev & Kotecha (31), who observed that lower back pain and upper

extremity discomfort are predominant complaints among workers engaged in repetitive manual

tasks and awkward postures.

The prevalence rate observed in this study (77.8%) corresponds with other studies in sub-

Saharan Africa. For instance, Kisilu (40) reported that 98.1% of manual laborers in Kenya

experienced body pain, with lower back pain being the most reported symptom (68%). Similarly,

studies conducted among waste collectors and market porters have consistently highlighted the

risks associated with poor ergonomics and strenuous physical tasks in informal labor

environments (13, 15, 16). These similarities underscore the trans-contextual and widespread

nature of MSDs across informal sectors in the region.

Significant socio-demographic and occupational risk factors identified in this study further

validate the literature on MSDs. Younger porters (≤20 years) were more likely to report

musculoskeletal complaints compared to their older counterparts. While older age is often cited

as a risk factor in formal sector workers (1, 5), in informal labor settings, inexperience and lack

- of body conditioning among younger workers may predispose them to early-onset MSDs (11, 21,
- 234 42).
- Educational level was another critical determinant. Illiterate participants had significantly higher
- odds of reporting MSDs compared to those with primary or secondary education, likely due to
- limited knowledge of occupational safety practices and lack of access to information regarding
- safe handling techniques (8, 11, 25). Marital status also emerged as a significant factor, with
- single individuals being more vulnerable. This may reflect reduced psychosocial support, higher
- levels of economic pressure, or engagement in riskier labor practices (21, 42).
- 241 Work-related exposures—such as long working hours (>12 hours), carrying heavy loads, and
- 242 physical attributes like lower weight and height—were significantly associated with MSD
- prevalence. These findings align with occupational health models indicating that biomechanical
- 244 overload, forceful exertion, and prolonged physical strain are core contributors to
- musculoskeletal pathology (10, 12, 19, 42). Notably, carrying severe loads was associated with
- nearly three times the odds of MSDs, affirming the need for practical ergonomic interventions.
- Interestingly, porters with over 11 years of work experience were found to have lower odds of
- 248 developing MSDs. This protective effect may be attributed to adaptive coping mechanisms,
- refined lifting techniques, and possibly the exclusion of individuals who left the profession due
- 250 to injury—a phenomenon known as survivor bias (43).
- 251 This study also contributes unique insights into an under-researched occupational group in
- 252 Rwanda. While earlier surveys, such as those by Atijosan et al. (13, 24), reported national-level
- 253 musculoskeletal impairment, they did not disaggregate the data by specific occupations. By
- focusing on Kigali's porters, this research fills a critical gap and supports the broader call for
- inclusion of informal workers in occupational health policy frameworks (4, 14, 23).
- 256 Although previous studies have predominantly focused on formal health sectors or industrial
- workers (25, 33), our findings stress the importance of expanding occupational health
- 258 interventions to cover informal laborers. The documented burden of MSDs in this population
- 259 represents a significant threat to productivity, income stability, and long-term health outcomes
- 260 (6, 12, 30).

5. Study Strengths and Limitations

- 262 This study is the first to explore the prevalence and determinants of MSDs among porters in
- Kigali City taxi parks, addressing a significant gap in occupational health research in Rwanda.
- By employing a robust stratified sampling method and multivariable logistic regression to adjust
- for confounders, the study enhances the reliability and relevance of its findings.
- However, limitations exist. First, the cross-sectional design restricts causal inferences between
- associated factors and MSDs. Second, data were self-reported, raising the possibility of recall
- 268 bias. Third, the study focused on selected taxi parks in Kigali City, which may limit
- 269 generalizability to other settings or informal workers in different regions. Despite these
- 270 limitations, the use of a standardized tool and rigorous ethical procedures strengthen its
- 271 credibility and ensure that findings contribute valid evidence to inform occupational health
- policies in Rwanda.

261

273

280

6. Conclusion

- 274 This study demonstrates an alarmingly high prevalence of musculoskeletal disorders among
- porters in selected taxi parks in Kigali City. Significant associations were observed with socio-
- demographic and occupational factors such as age, education, marital status, body weight and
- 277 height, work experience, working hours, and the severity of loads carried. These findings
- 278 reinforce the need for targeted interventions to address ergonomic hazards and improve
- occupational health practices among informal laborers in Rwanda.

7. Clinical and Policy Implications

- The implications of these findings are critical for public health practice and policy in Rwanda.
- First, occupational safety training should be integrated into porter cooperatives, focusing on safe
- 283 lifting techniques and early symptom recognition. Second, policies must address socio-economic
- vulnerabilities, such as low education and poor working conditions, that compound MSD risk.
- Finally, this study's unique focus on an overlooked occupational group supports the development
- of comprehensive national strategies to reduce MSDs and their impact on workers' health and
- 287 productivity.

Originality Statement

- This study represents the first documented evidence on the prevalence and determinants of musculoskeletal disorders among porters in Rwanda's informal labor sector. By highlighting the occupational health risks faced by this vulnerable group, it contributes novel data to the national
- and regional discourse and provides a foundation for future research and policy interventions.

293

288

294

295

296

297

REFERENCES

- Hoy D, Brooks P, Blyth F, Buchbinder R. The Epidemiology of low back pain. Best Pract Res Clin Rheumatol. 2010;24(6):769–81.
- Josephson M, Lagerström M, Hagberg M, Hjelm EW. Musculoskeletal symptoms and job strain among nursing personnel: A study over a three year period. Occup Environ Med. 1997;54(9):681–5.
- Raghav D. Duration of Maintained Hamstrings flexibility gains after a one time ,
 Modified Hold Relax stretching protocol in females MUSCULOSKELETAL PAINAND
 INJURY IN PROFESSIONAL DANCERS : PREVALENCE , 2022;(July).
- Melese H, Gebreyesus T, Alamer A, Berhe A. Prevalence and associated factors of musculoskeletal disorders among cleaners working at Mekelle University, Ethiopia. J Pain Res. 2020;13:2239–46.
- Kumar R, Pal L, Moom N. Prevalence of Musculoskeletal Disorder among Computer
 Bank Office Employees in Punjab (India): A Case Study. 2015;3(Ahfe):6624–31.
- Menzel N, Nelson AL, Waters TR, Hughes N, Hagan PC. Effectiveness of an evidencebased curriculum module in nursing schools: Targeting safe patient handling and movement. 2007;
- Sievert DM, Ricks P, Edwards JR, Schneider A, Patel J, Srinivasan A, et al.
 Antimicrobial-Resistant Pathogens Associated with Healthcare-Associated Infections
 Summary of Data Reported to the National Healthcare Safety Network at the Centers for
 Disease Control and Prevention, 2009–2010. Infect Control Hosp Epidemiol.
 2013;34(1):1–14.
- Nordin AN, Rohani JM, Abidin NZ, Zein R, Amira A, Zuki M. Knowledge, Attitude and Practices of Musculoskeletal Disorder Injuries from Malaysian Industries Employers 'Perspective. 2018;7:28–31.

- 322 9. Ramroop S, Shaik J, Govender M. AN EPIDEMIOLOGICAL STUDY OF SELECTED
- RISK FACTORS ASSOCIATED WITH LOW BACK PAIN AMONGST REFUSE
- TRUCK DRIVERS IN THE eTHEKWINI MUNICIPALITY. University of Kwazulu
- 325 Natal. 2004;1–159.
- 326 10. Manchikanti L. Association of Pain Management Anesthesiologists ® Topical Review
- Epidemiology of Low Back Pain. Pain Physician. 2000;3(2):167–92.
- 328 11. Abledu JK, Offei EB, Abledu GK. Occupational and Personal Determinants of
- Musculoskeletal Disorders among Urban Taxi Drivers in Ghana. 2014;2014.
- 12. Cross M, Smith E, Hoy D, Nolte S, Ackerman I, Fransen M, et al. The global burden of
- hip and knee osteoarthritis: Estimates from the Global Burden of Disease 2010 study. Ann
- Rheum Dis. 2014;73(7):1323–30.
- 333 13. Atijosan O, Rischewski D, Simms V, Kuper H, Nuhi A, Foster A, et al. A National Survey
- of Musculoskeletal Impairment in Rwanda: Prevalence, Causes and Service Implications.
- 335 2008;3(7):1–7.
- 336 14. Zhang Z, Wei Q, Cheng Y, Zhang T, Wu D, Liu X. Topological Creation of Acoustic
- Pseudospin Multipoles in a Flow-Free Symmetry-Broken Metamaterial Lattice.
- 338 2017;(February).
- 15. McGrath C, Liljedahl M, Palmgren PJ. You say it, we say it, but how do we use it?
- Communities of practice: A critical analysis. Med Educ. 2020;54(3):188–95.
- 341 16. Batham C, Yasobant S. A risk assessment study on work-related musculoskeletal
- disorders among dentists in Bhopal, India. Indian J Dent Res. 2016;27(3):236–41.
- 343 17. Jin W, Han Q, Fu X, Wan J. Anchorage system for FRP material-based sheets. Huazhong
- Keji Daxue Xuebao (Ziran Kexue Ban)/Journal Huazhong Univ Sci Technol (Natural Sci
- 345 Ed. 2011;39(8).
- 18. Hoy D, Bain C, Williams G, March L, Brooks P, Blyth F, et al. A Systematic Review of
- the Global Prevalence of Low Back Pain. 2012;64(6):2028–37.
- Houvet P, Obert L. Upper limb cumulative trauma disorders for the orthopaedic surgeon.
- Orthop Traumatol Surg Res [Internet]. 2013;99(1):S104–14. Available from:
- 350 http://dx.doi.org/10.1016/j.otsr.2012.12.007
- 351 20. JALLON R. Développement Et Utilisation D'Un Outil De Calcul Des Coûts Indirects.
- 352 2011;(July).
- 353 21. Maduagwu SM, Galadima NM, Umeonwuka CI, Ishaku CM, Akanbi OO, Jaiyeola OA, et
- al. Work-related musculoskeletal disorders among occupational drivers in Mubi, Nigeria.
- Int J Occup Saf Ergon [Internet]. 2022;28(1):572–80. Available from:
- 356 https://doi.org/10.1080/10803548.2020.1834233
- 22. Pereira PM, Amaro J, Ribeiro BT, Gomes A, De Oliveira P, Duarte J, et al.
- Musculoskeletal disorders' classification proposal for application in occupational
- medicine. Int J Environ Res Public Health. 2021;18(15).

- Rubin C, Myers T, Stokes W, Dunham B, Harris S, Lautner B, et al. Review of Institute of Medicine and National Research Council Recommendations for One Health Initiative.

 Rom J Infect Dis. 2014;17(2):91–5.
- Atijosan O, Kuper H, Rischewski D, Simms V, Lavy C. Musculoskeletal impairment survey in Rwanda: Design of survey tool, survey methodology, and results of the pilot study (a cross sectional survey). 2007;9:1–9.
- Azma NB, Noah R, Azma Amin N, Jalan Lagoon Selatan M, Sunway B, Darul Ehsan S.
 Work related musculoskeletal disorders in female nursing personnel: prevalence and
 impact. Int J Collab Res Intern Med Public Heal [Internet]. 2016;8(3):294–315. Available
 from: https://research.monash.edu/en/publications/work-related-musculoskeletal disorders-in-female-nursing-personne
- Nazia H, Awan SH, Shamim AS. Is Herzberg's two factor theory valid in the context of performance management system? A study of private banks of Pakistan. J Manag Sci [Internet]. 2017;11(3):183–98. Available from:

 https://gurtuba.edu.pk/ims/default_files/JMS/special_edition/2_AMOS/12 (AJC-AMOS)
- https://qurtuba.edu.pk/jms/default_files/JMS/special_edition/2 AMOS/12 (AIC-AMOS
 2017) 183-198 Nazia Habib MH Afridi.pdf
- Singh AS, Masuku MB, Department. Sampling techniques & determination of sample size
 in applied statistics research. Inwood Mag. 2011;II(96):32–3.
- Kennedy EC, Bulu S, Harris J, Humphreys D, Malverus J, Gray NJ. "be kind to young people so they feel at home": A qualitative study of adolescents' and service providers' perceptions of youth-friendly sexual and reproductive health services in Vanuatu. BMC Health Serv Res. 2013;13(1).
- Lafor Y, Ward-griffin C, Beynon C. Self-efficacy of preceptors in the community: a partnership between service and education. 1999;41–52.
- 30. Maduagwu SM, Galadima NM, Umeonwuka CI, Ishaku CM, Akanbi OO, Jaiyeola OA, et al. Work-related Musculoskeletal Disorders among Occupational Drivers in International Journal of Occupational Safety and Work-related Musculoskeletal Disorders among Occupational Drivers in Mubi, Nigeria. Int J Occup Saf Ergon [Internet]. 2020;0(0):1–24. Available from: https://doi.org/10.1080/10803548.2020.1834233
- 31. Kubana E, Munyaneza A, Sande S, Nduhuye F, Karangwa JB, Mwesigye D, et al. "A comparative analysis of risk factors of malaria" case study Gisagara and Bugesera District of Rwanda . RDHS 2014 / 2015 . A retrospective study. (2023):1–9.
- 32. Li X, Cao X, Guo M, Xie M, Liu X. Trends and risk factors of mortality and disability adjusted life years for chronic respiratory diseases from 1990 to 2017: systematic analysis for the Global Burden of Disease Study 2017. 2017;
- 395 33. Abledu JK, Offei EB. Musculoskeletal disorders among first-year Ghanaian students in a nursing college. 2015;15(2):445–7.
- 397 34. Buddhadev NP. P hysiotherapists ' Perception of Patient Compliance to Home Exercises in Chronic Musculoskeletal Physiotherapy. :162–5.
- 399 35. Smedley J, Egger P, Cooper C, Coggon D. Manual handling activities and risk of low

- 400 back pain in nurses. 1995;160–3.
- 401 36. Lusted A, Roerecke M, Goldner E, Rehm J, Fischer B. Prevalence of Pain Among
 402 Nonmedical Prescription Opioid Users in Substance Use Treatment Populations:
 403 Systematic Review and Meta-analyses. 2013;671–84.
- Josephson M, Lagerstrom M, Hagberg M, Hjelm EW. nursing personnel: a study over a three year period. 1997;681–5.
- 406 38. Yip, 2001.pdf.

- 407 39. Smith SM, Jenkinson M, Woolrich MW, Beckmann CF, Behrens TEJ, Johansen-berg H, et al. Advances in functional and structural MR image analysis and implementation as FSL. 2004;23:208–19.
- 40. Kipleting RC. European Journal of Education Studies STRENGTHENING RESEARCH
 411 SUPERVISION IN UNIVERSITIES IN KENYA. 2023;182–203.
- 412 41. Mark J. Exploring the optimum posture for driver comfort. 2019;
- 413 42. Choobineh A, Shahnavaz H, Lahmi M. Major Health Risk Factors in Iranian Hand-Woven
 414 Carpet Industry Major Health Risk Factors in Iranian Hand-Woven Carpet Industry.
 415 2015;3548.
- 416 43. Manuscript A. NIH Public Access. 2012;1–14.
- 417 44. Adolph R. 済無No Title No Title No Title. 2016;1–23.