

LABEX Entreprendre
UNIVERSITÉ DE MONTPELLIER

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MONTPELLIER BUSINESS SCHOOL

HEALTH OF SMALL BUSINESS OWNERS & ENTREPRENEURS

1ST INTERNATIONAL WORKSHOP

IN COOPERATION WITH UNIVERSITÉ DE MONTPELLIER, ERASMUS UNIVERSITY ROTTERDAM AND LABEX ENTREPRENDRE

MONTPELLIER, FRANCE, SEPTEMBER 29 AND 30, 2016 - MONTPELLIER BUSINESS SCHOOL - 2300 AV DES MOULINS - 34080 MONTPELLIER

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PROVISIONAL PROGRAM FOR DISTRIBUTION DURING THE WORKSHOP

Montpellier Business School, 2300 Avenue des Moulins, 34080 MONTPELLIER

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Subject

The sustainability of small businesses is closely linked to the personal situation of their owners including their physical and mental health. Surprisingly little is known about business owners' health and its interplay with the performance of their businesses. On one hand, health researchers remain primarily devoted to paid workers (Cocker, Martin, Scott, Venn, & Sanderson, 2013). On the other hand, entrepreneurship scholars are likely to describe small business owners as Schumpeterian heroes, bypassing "trivial issues" like their physical or mental health (Torrès, 2013).

There are two major questions. Is the health of the small business owner a determinant of the success, or of the failure, of its business? A poor health could indeed deter aspiring entrepreneurs to create a venture (Rietveld, van Kippersluis, & Thurik, 2014). Conversely, the good health of the owner could be an important resource for the smooth running of the firm (Vinberg, Gundersen, Nordenmark, Larsson, & Landstad, 2012; Gielnik et al.). But systematic investigations are lacking to assess the contribution of a healthy/happy leader to the performance of its business. What are the health consequences for those that create a new venture or run a small firm? To work for one's own account and risk may generate specific health risks or improvements (Torrès, 2013). The mediating role of stress, satisfaction and emotions could also explain health variations of the small business owners (Omoredé, Thorgen, & Wincent, 2015, Stephan & Roesler, 2010).

Special issues

Selected papers will be invited for publication consideration in European Journal of Epidemiology and Small Business Economics Journal

Organizers

Olivier Torrès (Amarok, LabEx Entreprendre) and Roy Thurik (EURIBEB)

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THURSDAY 29th OF SEPTEMBER

9:30 am **Welcome** and registration - (Hall 2)

10:30 am **Opening** - **Olivier TORRES** and **Roy THURIK** - (Amphi Plat)

BURNOUT, FATIGUE, PSYCHIATRIC CONDITIONS AND PERFORMANCE - (Amphi Plat)

- "Are entrepreneurs touched with fire?", **Michael A. FREEMAN**, **Sheri L. JOHNSON**, **Paige J. STAUDENMAIER**, **Mackenzie R. ZISSER**, **Rebecca FREEMAN**
- "The cost of injustice: fairness perceptions, burnout and performance among SME owner-managers", **Guillaume SOENEN**, **Constanze EIB**, **Olivier TORRES**
- "The influence of fatigue and concentration on entrepreneurial alertness among small and medium business owners/directors", **Florence GUILIANI**, **Olivier TORRES**

12:15 pm Lunch - (Restaurant Sud Formation)

2:15 pm **ENTREPRENEURSHIP AND MENTAL HEALTH** - (Amphi Plat)

- "Depressive disorder symptoms and self-employment entry and performance", **Jolanda HESSELS**, **Cornelius A. RIETVELD**, **Roy THURIK**, **Peter VAN DER ZWAN**
- "The association of affect, aspects of the entrepreneurial process, and entrepreneurial success", **Indy BERNOSTER**, **Roy THURIK**, **Anis KHEDHAOURIA**

3:15 pm Coffee break - (Hall 2)

- "Explaining the relationship between Narcissism and Entrepreneurial Intention: the role of attitude and perceived behavioral control", **Plato LEUNG**, **Roy THURIK**

4:30 pm **ROUND TABLE** - (Amphi Plat)

- "Health and entrepreneurship, what is the connexion?", **Olivier TORRES**

5:30 pm **End of first day**

8:00 pm **GALA DINNER**

We will welcome you from 8 pm at the "**Brasserie du Théâtre**" 22 Boulevard Victor Hugo, 34000 Montpellier, for the gala dinner

BURNOUT, FATIGUE, PSYCHIATRIC CONDITIONS AND PERFORMANCE

- ❖ “Are entrepreneurs touched with fire?”, **Michael A. FREEMAN**, Sheri L. JOHNSON, Paige J. STAUDENMAIER, Mackenzie R. ZISSER, Rebecca FREEMAN
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Importance: Entrepreneurs create the vast majority of new jobs, pull economies out of recessions, introduce useful products and services, and create prosperity. Therefore it behooves us to understand the cognitive, affective, and behavioral strengths and vulnerabilities of entrepreneurs. Prior research has identified the personality traits of successful entrepreneurs, but little is known about the nature of their mental health characteristics or those of their families.

Objective: To investigate the prevalence and characteristics of mental health conditions among entrepreneurs and their first-degree family members.

Method: Research procedures were approved by the UC Berkeley institutional review board. In this study, 242 entrepreneurs and 93 demographically matched comparison participants took an anonymous online self-report survey to assess their engagement in entrepreneurship, and their individual and family mental health history. Differences between the two groups, and the first-degree relatives of asymptomatic members of both groups, were assessed for statistical significance using chi-square tests and t-tests.

- ❖ “The cost of injustice: fairness perceptions, burnout and performance among SME owner-managers”, Guillaume SOENEN, **Constanze EIB**, Olivier TORRES
-

All individuals care about justice for various reasons and this does not stop when individuals arrive at work (Ambrose, 2002). Employees want to be treated fairly by their supervisors and their colleagues; managers want to be treated fairly by their superiors and subordinates, etc. Likewise, owner-managers also strive for justice. Yet this important population has not been studied extensively.

In this paper, we build on the allostatic load model developed in stress research (McEwen, 1998) to argue that fairness perceptions may, if negative, increase burnout. Furthermore, extending research in the resource-based view tradition on human capital (Hitt, Biermant, Shimizu, & Kochhar, 2001), we argue that burnout undermines firms’ human capital. We posit that burnout has a negative impact on firm performance, particularly when the individuals concerned are owner-managers of SMEs.

Research on organizational justice has largely focused on work-related consequences of employees’ fairness perceptions (Ambrose & Schminke, 2009a). However, an emergent stream of research has examined the role of justice perceptions for the prediction of health-related outcomes, such as mental health, physical health, absenteeism, and burnout (Greenberg, 2010; Robbins, Ford, & Tetrick, 2012). The conception that justice perceptions at work would also predict non-work-related outcomes such as health outcomes is not recent but empirical work is still in its early stages. Early conceptual work by Vermunt and Steensma (2001) portrayed injustice as a work stressor which undermines individuals’ psychological and physical functioning (Cropanzano, Goldman, & Benson, 2005). Building on this line of research, we argue that perceptions of justice have an impact on individuals’ burnout. We focus on burnout because recent works by Wincent and Örtqvist (2009), Wincent et al. (2008), Xueyan, Shuangxin, and Hisrich (2015) all have suggested that burnout is a significant concern for entrepreneurs.

- ❖ “The influence of fatigue and concentration on entrepreneurial alertness among small and medium business owners/directors”, **Florence GUILIANI**, *Olivier TORRES*
-

Opportunity recognition can be viewed as the cognitive processes through which individuals conclude that they have identified an opportunity. The process by which individuals spot entrepreneurial opportunities and take action to exploit them plays a central role in the entrepreneurship literature. More generally, entrepreneurial alertness determines the successful detection and evaluation of business opportunities (Baron, 1998). It is still a very critical asset when entrepreneurs integrate new ideas and opportunities in the existing business model of their firms (Valliere, 2013). Kirzner (1979) defined entrepreneurial alertness as the ability of an individual to identify opportunities overlooked by others. Tang et al. operationalized (2012) entrepreneurial alertness, showing that this concept relates to three complementary dimensions: scanning and search, association and connection, and evaluation and judgment. However, many questions arise regarding the potential antecedents of entrepreneurial alertness, and Kirzner explicitly indicates that these remain unclear (Valliere, 2013; Kirzner, 2008). As entrepreneurial alertness is also situational, one can observe significant variations in the case of a single person at different moments (Tang, 2008; Baron, 2004). Therefore, Baron's work (2004, 2006) on the conditions that determine the emergence of individuals' opportunity recognition opens new directions in our understanding of entrepreneurial alertness. Inspired by signal detection theory (Swets, 1992), Baron emphasizes how fatigue and motivation (or lack of consciousness) are situational determinants of opportunity recognition.

This multidisciplinary paper pushes back the boundaries of entrepreneurship research in three ways. First, by understanding the concept of entrepreneurial alertness through the new prism of the attention theory, based on cognitive psychology. Secondly, by proposing two new antecedents to the entrepreneurial alertness concept: concentration and fatigue. For many authors, concentration during mental activity is the main feature of attention (Matlin, 2009; Moran, 2012b). Regarding fatigue, it has two effects: a direct effect on the three dimensions of entrepreneurial alertness proposed by Tang et al. (2012) and an indirect one by influencing concentration levels both directly and indirectly (via cognitive skills and the lack of consciousness). And thirdly, by bringing new knowledge and data to the health entrepreneurship field.

ENTREPRENEURSHIP AND MENTAL HEALTH

- ❖ “Depressive disorder symptoms and self-employment entry and performance”, *Jolanda HESSELS, Cornelius A. RIETVELD, Roy THURIK, Peter VAN DER ZWAN*
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This study focuses on differences in mental health – specifically, depressive disorder systems –between the self-employed and wage-workers. First, we provide a review of existing research on this topic. Specific attention is devoted to the distinction between self-employed individuals with employees and those without. Second, we conduct an empirical analysis in a longitudinal sample from Australia (2001-2013) that is rich in terms of available (scale) measures for depressive disorder systems and job characteristics. The Job Demand-Control (JDC) model is used to predict fewer mental health problems among the self-employed than among wage-workers. Self-employment can be seen as an “active job” in which high job demands are compensated by high job control in terms of decision autonomy. Moreover, mental health problems impose an entry barrier into self-employment. Empirical analysis confirms our expectations and shows that job control mediates the negative relation between self-employment and mental health problems. Further analyses show that employers (with employees) experience more mental health problems than own-account workers (without employees), which is due to higher levels of job demand. These findings highlight the need of a good balance between job demand and job control in self-employment in order to reduce the significant societal costs of mental health. Moreover, by performing a two-stage analysis, we show that mental health problems negatively affect performance in self-employment, both in terms of firm expansion and profits. These findings are a further step in amending the resource-based theory approach to entrepreneurship by taking into account mental capabilities. Finally, we provide a research agenda with possible avenues for further research in the area of mental health and entrepreneurship.

- ❖ “The association of affect, aspects of the entrepreneurial process, and entrepreneurial success”, *Indy BERNOSTER, Roy THURIK, Anis KHEDHAOURIA*
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‘To become rich’ is one of the reasons for entrepreneurs to start a venture. However, pursuing a career as entrepreneur does not imply (financial) success. Although new venture success largely depends on environmental and firm-specific attributes, entrepreneurial characteristics can also play a role. In the present paper, we investigate the role of affect, viz., the experience of feelings and emotion, on entrepreneurial success by using a large dataset including more than 800 sole proprietors. For the purpose of the present paper, we take Baron’s model, which relates affect to the so-called key aspects of the entrepreneurial, as a starting point and expand it with entrepreneurial success, so that these key aspects attain a mediating role. In other words, we use Baron’s model and extend it.

- ❖ “Explaining the relationship between Narcissism and Entrepreneurial Intention: the role of attitude and perceived behavioral control”, *Plato LEUNG*, Roy THURIK
-

Introduction: Narcissism can be seen as a stable individual difference that is characterized by grandiosity, self-love and inflated self-views. Narcissism has long been treated as a type of personality disorder in clinical psychology. However, it is suggested that narcissistic symptoms are common found in general public and thus can also be treated as personality disorder. In response to this suggestion, increasing numbers of research have been conducted in the last few decades. Specifically, previous research showed that narcissistic personality traits are linked to leadership, presidential effectiveness of leader, organizational changes made by CEO and low leader integrity. Surprisingly, to our knowledge, only one study has been conducted to understand the relationship between narcissism and entrepreneurial outcome. As such, by applying the theory of planned behavior, the present study aims at extending previous literature by examining the relationship between narcissistic personality trait and entrepreneurial intention as well as its mediating factors.

Method: 182 undergraduates from different majors (e.g., psychology, business administration, entrepreneurship) were surveyed using Qualtrics for a large project in mental health and entrepreneurship. In particular, the 16 items Narcissistic Personality Inventory (NPI-16), Entrepreneurial Intention Questionnaire (EIQ), Big 5, optimism and demographic variables were collected for this study.



FRIDAY 30th OF SEPTEMBER

10:00 am Breakfast - (Hall 2)

STRESS AND SELF-EMPLOYMENT - (Amphi Plat)

- "ADHD symptoms and successful entrepreneur", **Johan WIKLUND**
- "Entrepreneurial intentions, behavior, ADHD & flow", **Daniel A. LERNER, Ingrid VERHEUL**

11:15 am Coffee break - (Hall 2)

- "Mobilizing Adaptive Intelligence by Lebanese SME Managers in a context of uncertainty", **Eliane KHALIFE, Walid ABOU-KHALIL, Hanane BARAKAT**
- "Stress in entrepreneurship – towards an integrative model", **Andreas RAUCH, Isabella HATAK, M. FINK**

12:15 pm Lunch - (Hall 2)

2:00 pm **HEALTH AND ENTREPRENEURIAL CONTEXTS - (Amphi Plat)**

- "Suffering of bosses in case of liquidation of very small business", **Sonia BOUSSAGUET, Julien de FREYMAN, Thierno BAH**
- "The wear and tear on health: What is the role of occupation?", **Bastian RAVESTEIJN, Hans VAN KIPPERSLUIS, Eddy VAN DOORSLAER**
- "Health of SME managers in Japanese context pre-test prior to comparison France and Japan", **Katsuyuki KAMEI, Florence GUILIANI, Hiroki OGYU**
- "Hospitalization due to myocardial infarction or stroke – are there any differences between self-employed individuals and employees?", **Susanna TOIVANEN, Rosane HÄRTER GRIEP, Christin MELLNER, Mikael NORDENMARK, Stig VINBERG, Sandra ELORANTA**

4:00 pm **Closing – Olivier TORRES and Roy THURIK**

STRESS AND SELF-EMPLOYMENT

- ❖ “Entrepreneurial intentions, behavior, ADHD & flow”, *Daniel A. LERNER, Ingrid VERHEUL*
-

Entrepreneurial intentions theoretically precede entrepreneurial action. However, many people never act on their intentions. This raises questions regarding the link between attention-deficit/hyperactivity (ADHD) and entrepreneurship. On the one hand, individuals with ADHD may be least likely to follow-through on intentions. Alternatively, ADHD may facilitate entrepreneurial behavior, since action is prepotent. We tested potential links between ADHD, entrepreneurial intentions, action, and flow. ADHD positively predicted not just entrepreneurial intentions, but also entrepreneurial action. There was a significant interaction with flow, such that it positively increased the likelihood of entrepreneurial action in non-ADHD individuals. Our results replicate and extend recent findings linking ADHD and entrepreneurship, using a stricter conceptualization of ADHD (i.e., clinical diagnosis). In spite (or because) of its downsides, ADHD positively affects entrepreneurial action. This paper offers a timely contribution to scholarly conversations, particularly those involving mental health or ADHD and entrepreneurship.

- ❖ “Mobilizing Adaptive Intelligence by Lebanese SME Managers in a context of uncertainty”, *Eliane KHALIFE, Walid ABOU-KHALIL, Hanane BARAKAT*
-

In a volatile and challenging environment managers in general, and SME managers in particular, are forced to adapt as best they can to constant changes in order to maintain their market position (Vallat, 2014). In such a context and to different degrees, managers can fall victim to four conditions that are acknowledged by the medical profession: stress, overload, uncertainty and isolation (Torrès, 2010). These factors can impact the quality of decisions. Furthermore, they can have, according to Torrès (2012), direct pathogenic consequences for health, which is considered to be a primordial intangible resource in the small business. Studies in the domain of stress management offer useful insights that can help to preserve and improve this intangible capital (Cox *et al.*, 2000; Cooper and Cartwright, 1994). This stress experienced by SME managers, termed ‘managerial stress’ by Djebarni (1996), is the topic of our research.

In an uncertain context, the SME leader must be able to carry out their managerial responsibilities at both technical and organizational levels. However, they must also take into account the stress factor and the consequent behavioral and psychological responses. Not all problems experienced by small companies are necessarily stressful, to the extent that they can be resolved informally and upstream (Loriol and Sall, 2014). Thus, the stress factor can be examined from two angles: the first concerns managerial vigilance and maximizes efficiency, while the second creates emotional instability and reduces mental capacity (Vraie and Gaultier-Gaillard, 2015).

This article analyzes the effective managerial reactions of SME managers who find themselves in difficult circumstances. Here, effective reactions refer to the daily actions that are taken to resolve problems through which SME managers calmly address complex situations while maintaining their creative capacity. Here, it is necessary to understand the deployment of coping strategies within the meaning of Lazarus and Folkman (1984), which enable SME managers to deal with perceived aggression. These strategies are directed more towards problem solving than emotional management.

- ❖ “Stress in entrepreneurship – towards an integrative model”, **Andreas RAUCH**, *Isabella HATAK, M. FINK*
-

Work-related stress is highly prevalent in the entrepreneurship context. However, entrepreneurship research on the antecedents and consequences of work-related stress remains anecdotal and highly fragmented. Therefore, this review aims to develop an integrative framework explaining the interplay of stressors, stress reactions and their performance-related consequences. In order to achieve this goal we combine qualitative and quantitative techniques for the review. Our resulting model suggests that stress research needs to be applied in a process view, the context needs to be incorporated more explicitly in stress research, and the research questions need to be tied more closely to the respective theory.

HEALTH AND ENTREPRENEURIAL CONTEXTS

- ❖ “Suffering of bosses in case of liquidation of very small business”, **Sonia BOUSSAGUET**, *Julien de FREYMAN*, *Thierno BAH*
-

“When a company head loses his business, his wife and his house, everything falls apart (...) We did not want to ignore such situations (...) since some of them find it even harder to accept their business difficulties because they also feel ‘misunderstood’ and ‘unloved’ by a society that often reduces the business world to stock exchange listed firms” (Magazine du Monde, 16/04/2016, p. 52). To put these words into practice, Maître Marc Binnié, the clerk of the Commercial Court of Saintes (Charente-Maritime region) decided in 2013 to help small company heads by setting up, alongside the president Roland Tévels and the psychologist Jean-Luc Douillard, APESA1, a scheme that has now developed at national level. The success of this French initiative reminds us first that a businessman’s life “is interspersed with positive events, but unfortunately very negative events also” (Torres, 2016: 26) for which they are not always prepared, and which can trigger great suffering. It also invites us to break the taboo of the company head’s health capital, which, we must also remember, comprises the primary intangible asset of small-sized firms (Torrès & Chabaud, 2013).

In a setting of economic crisis, judicial liquidation² is a current experience that is to be feared for its destructive power. Recent studies on business people’s health have moreover shown that ““dépôt de bilan” in general, and insolvency procedures are among their most stressful situations” (Torrès & Lechat, 2012: 26). For this situation “engenders a major narcissistic wound to company heads used to giving a positive image of themselves” (Berger-Douce & Scoyez, 2011: 447). It is easy to imagine how much finding themselves in a business impasse can be a trying experience for entrepreneurs who have not taken the right decisions at the right time to counter the failings of their business (Argenti, 1976). From our perspective, this sheds a different light on the high numbers of judiciary liquidations³ which should no longer be interpreted simply in terms of growth and of job losses, particularly concerning small firms. Firms with 10 employees or less, which represent the great majority of the national economic tissue, are overrepresented in immediate judicial liquidations, whilst paradoxically business difficulty prevention schemes are rare for this type of firm.

“The wear and tear on health: What is the role of occupation?”, **Bastian RAVESTEIJN**, **Hans VAN KIPPERSLUIS**, *Eddy VAN DOORSLAER*

Health is well known to show a clear gradient by occupation. While it may appear evident that occupation affects health, there are multiple sources of selection that prevent interpreting the strong association as exclusively deriving from a causal effect of occupation on health. Despite abundant literature presenting associations, quantification of the relative importance of the selection into occupation and the effect of occupation on health is scarce. We link job characteristics to German panel data spanning 29 years to characterize occupations by their physical and psychosocial burden. Employing a dynamic model to control for factors that simultaneously affect health and selection into occupation, we find that selection into occupation accounts for at least 60 percent of the association between health and both physical strain and job control, while selection accounts for nearly 100 percent of the association between psychosocial workload and health.

- ❖ “Health of SME managers in Japanese context pre-test prior to comparison France and Japan”, *Katsuyuki KAMEI, Florence GUILIANI, Hiroki OGYU*
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This paper deals with a subject rarely covered in research into entrepreneurship and SMEs: health in general, and that of the employer in particular. Self-employment, especially in SMEs, provides a certain amount of freedom from the constraints associated with employment. Their high degree of autonomy, independence and power may explain the major role SME owners/directors play in the company but also why they are set aside compared to employees (Cooper & Artz, 1995). The essence of their function is to escape from the subordinate employee position, make strategic decisions, account only to themselves, have a high internal locus of control, face new challenges, have flexibility, and be able to balance their work-family time (Parslow et al., 2004). But, “the advantages of self-employment do not come without serious sacrifices by self-employed individuals” (Jamal, 2007:250).

The other side of the coin is that SME owners/directors work with excessive work pressure, a high work overload, chronic uncertainty, multiple roles and high levels of responsibility, stress or loneliness (Baron, 1998; Jamal, 2007). In order to work, they need to invest heavily in emotional and physical resources. Some studies have shown the impact of work on the personal lives and well-being of the self-employed (Hmieleski and Carr, 2007; Jamal, 1997, 2007). However, the impact of their work on their health seems to be overlooked in social science research. Occupational health of employers can be viewed as a “medical desert” because they are totally outside the system of occupational medicine (Torrès, 2012). Meanwhile, SME owners/directors themselves underestimate the importance of their own health in the development of their businesses.

- ❖ “Hospitalization due to myocardial infarction or stroke – are there any differences between self-employed individuals and employees?”, *Susanna TOIVANEN, Rosane HÄRTER GRIEP, Christin MELLNER, Mikael NORDENMARK, Stig VINBERG, Sandra ELORANTA*
-

Background – Both better and worse health have previously been reported in the self-employed compared to paid employees. Self-employed individuals usually report better life and job satisfaction even though they work more, take less vacation, are on sick leave less often, and have higher sickness presenteeism than employees. Legal form of self-employment and industrial sector influence the risk of death among the self-employed, also in comparison to employees. As for hospitalization due to acute cardiovascular diseases, the knowledge is limited regarding differences between the self-employed and employees.

The aim was to examine hospitalization due to stroke and acute myocardial infarction, respectively, and to analyze differences between the self-employed and paid employees in the same industries.

Data and methods: Data from Statistics Sweden's population register (2003) was linked to National Board of Health and Welfare's hospital admission register and cause of death register (2004-2008). More than 4.7 million people (7% self-employed) were included in the analyses. Individuals were classified on the basis of their occupational status as self-employed persons or employees. The self-employed were further classified as sole proprietors or limited liability company owners according to the legal form of self-employment. Based on the Swedish Standard Industrial Classification (SNI 2002) eight industries were distinguished. Diagnoses of hospitalization were classified as stroke (intracerebral hemorrhage I61, cerebral infarction I63, and unspecified acute cerebrovascular disease I64) and acute myocardial infarction (I21) based on the international classification of diseases (ICD-10). Stroke and Myocardial Infarction (MI) hospitalization incidence rate ratios (IRR) and 95% confidence intervals (CI) were estimated using negative binomial regression models adjusted for pre-specified potential confounding covariates. Effect modification by occupational status, industrial sector, and gender was investigated with two and three-way interaction terms.