again” to “daily” over the past 6 months. For the latter purpose all participants were identified with their work-unit (471 work units, number of employees ranging between 1 and 161). The work-units were grouped according to the proportion of employees who had witnessed workplace bullying within their work units. New cases of depression were diagnosed at the end of two-year follow-up periods using Schedules for Clinical Assessment in Neuropsychiatry (SCAN) interviews and the Major Depression Inventory questionnaire.

**Results** During the follow-up period, we identified 177 new cases of depression. The odds ratio for newly-onset depression among participants reporting bullying occasionally was 1.62 [95% CI 0.95–2.77] and among those reporting bullying often it was 5.73 [95% CI 2.37–13.90]. The risk of newly-onset depression by percentage of employees witnessing bullying in work-units was for 1–20%: 0.83 [95% CI 0.48–1.43], 21–30%: 0.87 [95% CI 0.49–1.53], and >30%: 1.08 [95% CI 0.61–1.90].

**Conclusions** Self-reported frequent bullying predicts development of depression but a work environment defined by witnesses of bullying does not. These findings have implications for the understanding of workplace bullying and options for preventive actions.

**Objective** The aim of the present study was to estimate possible differences in upper body muscular load between male and female house painters performing identical work tasks. Sex-related differences in muscular activity may help explain why female house painters, and females in general, have more musculoskeletal complaints and disorders than men do.

**Methods** In a laboratory-setting, 16 male and 16 female house painters performed nine standardised work tasks common to house painters. Unilateral EMG recordings were obtained from the supraspinatus muscle by intramuscular electrodes and from surface electrodes. Maximum voluntary contractions were performed, and both relative muscular load in %EMGmax as well as exerted force in Newton were assessed. APDF curves were obtained for each subject, and load distributions were characterised by the 10th, 50th and 90th percentiles; sex differences were tested using a mixed model approach.

**Results** Women were exposed to a significantly (P = 0.05) more absolute force compared to the women. The effects of a higher relative muscular load, accumulated over years of work, may in part explain why musculoskeletal complaints and disorders in the upper body occurs more frequently among female than male house painters.