Poster Presentation

Psychosocial

0184 CONSIDERING GIVING UP GAINFUL EMPLOYMENT AS PREDICTOR FOR EARLY EXIT FROM THE LABOUR FORCE

Uwe Rose*, Hermann Burr, Norbert Kersten. *Federal Institute for Occupational Safety and Health (FIOSH), Berlin, Germany*

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Introduction Ill health, socio-economic status and working conditions are important determinants for labour market participation. But this perspective neglects the subjective view of individuals and the role of cognitive processes. The aim of the present study is to investigate the contribution of these considerations for the prediction of subsequent exit from the labour force.

Method The sampling frame is defined by all German employees being subject to social security contributions and born between 1951 and 1980. The sample consists of 4511 survey participants of whom 4182 employees are with full- or part-time employment. At the time of the first interview they were asked how often they have thought about giving up gainful employment within the last year. The analysis focusses on the prediction of employment status five years later.

Results At baseline 8% of female and of 7.2% male employees reported having "sometimes thoughts within the last year" and 4.4% of the female and 3.7% of the male employees reported a frequency up to "every day". The follow-up interviews are currently underway and are expected to end May 2017. Results on associations between considerations at baseline and status of employment at follow-up and will be presented at the conference.

Discussion Research on the association between cognitive processes and subsequent behaviour is very limited. We assume that the inclusion of these aspects will improve the prediction of labour force participation. However, there are strong limitations by the sample size and the number of observations at the second wave of assessment.

Poster Presentation

Cancer

0186 WOMEN EPIDEMIOLOGY LUNG CANCER (WELCA) STUDY: REPRODUCTIVE, HORMONAL, OCCUPATIONAL RISK FACTORS AND BIOBANK

¹Diane Martin*, ¹Monica Neri, ²Pierre Laurent-Puig, ³Hélène Blons, ⁴Martine Antoine, ^{5,6}Anne Guiochon-Mantel, ^{5,6}Sylvie Brailly-Tabard, ¹Marianne Canonico, ^{7,8}Marie Wislez, ⁹Jean Trédaniel, ¹Isabelle Stücker. ¹Université Paris-Saclay, Univ.Paris-Sud, UVSQ, CESP, Inserm UMRS, 1018, Villejuif, France; ²Université Paris Descartes, Inserm UMR5775 EPIGENETEC, Paris, France; ³INSERM UMR-S1147, Université Paris Sorbonne Cité, Hôpital Européen Georges Pompidou (HEGP) APHP, Paris, France; ⁴Service d'anatomopathologie, APHP TENON, Paris, France; ⁵Service de Génétique moléculaire, Pharmacogénétique et Hormonologie, Hôpital de Bicêtre APHP, Le Kremlin Bicêtre, France; ⁶INSERM UMRS1185, Faculté de médecine Paris Sud, Université Paris-Sud, Université Paris-Saclay, Paris, France; ⁷Service de Pneumologie APHP TENON, Paris, France; ⁸Sorbonne Université, UPMC Univ. Paris 06, GRC-04, Théranoscan, Paris, France; ⁹Université Paris Descartes, Unité de cancérologie thoracique, Groupe Hospitalier Paris Saint Joseph, Paris, France

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Background Very few studies have examined occupational exposures in jobs that are typically performed by women. WELCA study aims at investigating the aetiology of lung cancer in women, focusing particularly on hormonal and occupational risk factors.

Methods WELCA is a population based case-control study in progress (1000 ca/1000 co) ending in 2017. Cases are women with incident lung cancer, living in the Ile de France area and aged up to 75 years. The control group is a random sample of the population living in the same area, frequency-matched for age and additionally stratified on the distribution of socio-professional categories of women residing there. Subjects are interviewed face-to-face using a standardised questionnaire (CAPI) collecting information on reproductive and hormonal factors, tobacco, residential history and a detailed description of occupational lifetime history. Specific questionnaires have been developed concerning jobs and sectors that are frequently considered of particular interest for the study: house cleaning, dry cleaning and laundry, hairdressing, catering and cooking, health, beauty therapist, nail salons. Blood samples and tumours are also collected, to establish a biobank for molecular epidemiology studies. To date 670ca/450co are already included.

Discussion The large number of women should allow to uncover occupational exposures more specific of their professional activities. In addition information on many non-occupational risk factors is available, and the study will provide an excellent framework for numerous studies in various fields. Preliminary results on participation rates, biobank, socio-demographic characteristics or number of job periods described will be presented.

Oral Presentation

Policy/Impact

0187 DISABILITY AND WORKPLACE HARASSMENT AND DISCRIMINATION AMONG CANADIAN FEDERAL PUBLIC SERVICE EMPLOYEES

¹Andrea Marie Jones*, ²Rodrigo Finkelstein, ¹Mieke Koehoorn. ¹University of British Columbia, Vancouver, British Columbia, Canada; ²Simon Fraser University, Vancouver, British Columbia, Canada

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Purpose To examine the impact of disability on workplace harassment and discrimination.

Methods Cross-sectional data from the 2014 Canadian Public Service Employee Survey was analysed (n=175,742) using logistic regression to investigate the relationship between self-reported disability and workplace harassment and discrimination in the last two years. Age, gender, and ethnicity were included as potential confounders and interaction terms. Additive and multiplicative interactions were examined using linear binomial and logistic regression respectively.

Results Disability was significantly associated with increased odds of harassment (odds ratio [OR]=2.80, 95% confidence interval [CI]: 2.68–2.92) and discrimination (OR=4.97, 95% CI: 4.72–5.23) in models adjusted for confounders. A significant positive additive interaction was observed between disability and 1) age in the harassment and discrimination models and 2) ethnicity in the discrimination model. Excess

risk due to an interaction between disability and age (reference = age 24 and under) was greatest amongst employees age 40–44 years in the harassment model (interaction contrast (IC)=8.19%, 95% CI: 7.22%–9.13%) and 45–59 years in the discrimination model (IC=13.32%, 95% CI: 7.25%–18.34%). In the discrimination model, excess risk due to an interaction between disability and ethnicity (reference = not a visible minority) was observed for employees who identified as visible minorities (IC=4.49%, 95% CI: 1.53=7.51%) and as Aboriginal (IC=6.00%, 95% CI: 2.85%–9.21%).

Conclusion In the current Canadian labour market disabled employees experience high levels of workplace harassment and discrimination despite policy and legislation to prevent this. Additional efforts to address workplace harassment and discrimination are needed, especially for vulnerable groups.

Poster Presentation

Psychosocial

0188 TRAJECTORIES OF WELL-BEING: TIME-VARYING EFFECTS OF PSYCHOSOCIAL DETERMINANTS OF HEALTH AT WORK

^{1,2}Neto Mariana, ³Chambel Maria José, ⁴Manuel Sérgio, ²Miguel José Pereira, ²Reis Maria de Fátima. ¹Instituto Nacional de Saúde Doutor Ricardo Jorge, Lisboa, Portugal; ²ISAMB – Instituto de Saúde Ambiental. Faculdade de Medicina da Universidade de Lisboa, Lisboa, Portugal; ³Faculdade de Psicologia da Universidade de Lisboa, Lisboa, Portugal; ⁴EDP – Eletricidade de Portugal, Lisboa, Portugal

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Objective To analyse a simplified model of psychosocial work environment in order to estimate how changes over time in factors related to psychological working conditions, work-life interface and personal characteristics influence workers well-being trajectory.

Methods The simplified model, which includes working conditions (Job Demands, Job Control, Supervisor Support and Co-workers Support), Work-Family Conflict (Conflict based on Strain and Conflict based on Time) and Sense of Coherence, was examined in a three time points longitudinal survey including 1691 workers using latent growth curves models (LGCM) with time-varying effects through a structural equations modelling approach.

Results Group level individual trajectories of Time-Varying Covariates (TVC) showed that Job Demands and Time-based Conflict decreased, Co-Workers Support increased and Supervisor Support remained stable. Only Time-based Conflict and Supervisor Support showed individual workers variation across change. Job Control and Sense of Coherence individual trajectories had no acceptable fit to the data. Well-being trajectory showed a significantly increase over time and this growth was conditioned significantly by Job Demands, Time-based Conflict and Sense of Coherence in the three moments, by Job Control and Supervisor Support in two moments, but not by Co-Workers Support time-specific effects.

Conclusions Working environment factors have differentiated intervention regardless of their isolated trajectories in a dynamic compatible with a systemic mechanism of homeostatic and adaptive type, with the ability to activate resources necessary to maintain the highest possible Well-Being level.

Knowledge of this adaptive dynamics is a critical issue to the adoption of company's policies favourable to employees Well-Being and individual resources improvement.

Poster Presentation

Injuries

0189 WORK-RELATED SNAKE BITES INJURIES AMONG FARMERS IN BRAZIL

Yukari Figueroa Mise, Tatiane Costa Meira, Maria Claudia Peres Moura Luna, Vilma Sousa Santana*. Universidade Federal da Bahia, Salvador, Bahia, Brazil

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Objective To estimate annual incidence of work-related snake bites injuries, WSBI, among farmers in Brazil from 2007 to 2015.

Methods This study was carried out with data from the Information System for Notifiable Diseases and injuries, SINAN, which includes records of work-related injuries caused by poisonous animals. Population estimates are from the Brazilian Institute of Geography and Statistics, IBGE.

Results In 2007 the WSBI incidence was 5.3/100,000 and 5.2/100,000 in 2015, a reduction of –2.4% among farmers in Brazil. The highest WSBI incidence was estimated for Roraima and Espírito Santo, in 2007 (29.5/100,000 and 24.7/100,000, respectively) and 2015 (40.7/100,000 and 16.1/100,000). Over the study time, the WSBI annual incidence increased in the North (52.3%) and Northeast (14.6%). In the remaining regions there was a decrease of –66.8% (Middle West), –40.8% (Southeast) and –32.0% (South).

Conclusions There are deep regional disparities in the risk of WSBI among farmers in the country, approximately 15 million. Epidemiological data for them are scarce leaving invisible these severe, potentially disabling or fatal preventable work-related injury with simple safe shoes like rubber boots.

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Oral Presentation

Methodology

0190 OCCUPATIONAL EXPOSURE TO CRYSTALLINE SILICA AND DEATH FROM LUNG CANCER: G-ESTIMATION OF STRUCTURAL ACCELERATED FAILURE TIME MODELS

¹Sally Picciotto*, ¹Daniel M Brown, ¹Andreas M Neophytou, ³Lisa E Gallagher, ¹Ellen E Eisen, ²Harvey Checkoway, ¹Sadie Costello. ¹UC Berkeley, Berkeley, California, USA; ²UC San Diego, La Jolla, California, USA; ³Boston University, Boston, Massachusetts, USA

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Background Occupational exposure to crystalline silica has been linked to mortality risk for lung cancer. The healthy worker survivor effect may bias effect estimates downward unless special methods are used to adjust for employment status, time off work, and co-exposures. Unlike traditional regression, g-estimation adjusts correctly for such time-varying confounders.