

continue working despite pain. Very little is known about the factors contributing to or compromising the likelihood of these workers staying at work with pain.

Methods An interpretive descriptive method was used to explore factors associated with staying at work with pain. A transdisciplinary conceptual model was created, based on literature from the fields of work rehabilitation, ergonomics and demographics. Semi-structured individual interviews were conducted. Inclusion criteria were: blue collar workers, musculoskeletal pain (excluding cancer pain) for 6 months or more, and working 28 hours weekly or more. Analysis was performed using themes from the conceptual model; intra- and inter-case analysis was conducted using qualitative data analysis software.

Results Fifteen participants (7 women) were included, ages 55–70. They ranged from self-employed individuals to employees of large organisations, with half of them working in the private sector. Although all participants mentioned the importance of financial factors in their decision to stay at work, they did not generally consider it the main reason. For most, the perception of being useful, having peer recognition and feeling that work contributes to health were essential drivers for staying at work. Flexibility at work was deemed essential by all but took various forms.

Discussion This study identified, for the first time, both personal and work-related factors associated with working in the presence of pain. These results will help in developing better strategies to keep ageing workers at work.

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IS THERE AN INFLUENCE OF E-MAIL REGULATIONS ON THE PERCEIVED ACCESSIBILITY OF EMPLOYEES?

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10.1136/oemed-2018-ICOHabstracts.116

Introduction The accessibility of employees beyond normal working time has increased considerably through the digitization of work and the use of digital media. The extent to which the resulting flexibility has an impact on the employees' health and whether a limitation might be helpful has not yet been clarified.

Methods Within the framework of a collaborative project ('RegioKMUnet'), funded by the German Federal Ministry of Education and Research this is examined among 12 small and medium-sized enterprises by means of psychological risk assessment (paper and online surveys) (N [employees]=1802). The focus is on regulations in dealing with e-mails and the possible relation to satisfaction with accessibility in leisure time.

Results The evaluation refers to 9 companies so far (n=1067). 28% of the employees stated that they had a regulation in dealing with e-mails on part of the company or personally. Further 37% did not consider it necessary to establish a regulation. 16% had not yet thought about a regulation and 20% had no regulation, as they otherwise feared disadvantages.

The accessibility outside working time was reported by 60% as 'okay'. Within this group, the majority (39%) stated that an e-mail regulation was not necessary, followed by 23% who had a personally imposed regulation.

23% considered the accessibility as 'not okay', of which 29% stated that an e-mail regulation was not necessary, followed again by 23% with a personal regulation.

Overall the group with a regulation in the company was the smallest (6% each in 'okay' and 'not okay').

Conclusion An e-mail regulation does not appear to be the primary influencing factor on the perception of accessibility in leisure time. Further research is needed to examine different digital media and their impact in different industrial sectors.

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OCCUPATIONAL AND DEMOGRAPHIC RISKS OF ACCELERATED AGEING IN RUSSIAN WORKFORCE

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10.1136/oemed-2018-ICOHabstracts.117

Actual problems of workforce ageing in Russia are characterised by an increase in the mean worker's age and in the number of elderly workers, by the existence of job categories, where accelerated ageing is observed, as well as early retirement from work before reaching the retirement age. At the same time the demographic situation in Russia is characterised by the death-rate increase for all reason's classes, sharp premature mortality rise, extra-death-rate increase of workforce from affected reasons, the decrease in mean duration of human's forthcoming life. All these permanent factors in combination with the quantity increase of those in old and senile age may result in depopulation and workforce deficiency. These demographic processes lead to essentially significant increase of the demographic load coefficient on the society, which complicate the economic situation and produce considerable structural changes in employment, public assistance and nursing care maintenance of disabled people. If total number of population in Russia for last 12 years is shortened on 5 million people more then, the occupied number – on 12 million more then, i.e. loss of persons in working age overtake losses of population as a whole. The workforce death-rate in Russia exceeds a similar index in EU in 4,5 times. Analysis of gender differences in Russia has revealed an excess of men's death-rate in working age in 5–7 once in contrast with such beside women. An unprecedented result is formed now in Russia – a break-up in average life expectancies between men and women more then in 11 years. Consequently, average statistical Russian man does not live till a pension age, i.e. dies, being in working age. The data thus obtained show that health safety and work ability promotion in workforce is a state problem and consists of a lot priority aspects, one of which is accelerated ageing prevention.

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ACCELERATED AGEING PREVENTION AND WORK ABILITY PROMOTION BY USE OF THE INNOVATIVE GERONTECHNOLOGY «AGE-FRIENDLY WORKPLACES»

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10.1136/oemed-2018-ICOHabstracts.118

Introduction In the conditions of demographic ageing, depopulation and workforce deficiency in Russia, the need of the employment of aged workers will grow every year. Timeliness and complexity of the solution of the employment problems among aged workers determines the expediency of the creation of a system for screening and monitoring work ability,