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.

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.

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


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.
Abstracts

with special age-oriented working conditions and jobs in various professional groups for the most rational employment of aged workers.

Methods We suggest an innovative methodological model for the preparation of jobs for aged workers, including not only modern hygienic requirements, but also criteria for the adequacy of jobs to the needs of aged workers, as well as integral criteria for the assessment of work ability and adaptability of aged workers to the functional, physiological and psycho-physiological work loads. The proposed model «Age-Friendly Workplaces» includes all stages of professional rehabilitation that allows to take into account individual features of the functioning of the organism of aged workers in strict accordance with their age, profession, availability and duration of work, motivation and work ability level.

Results A study of residual work ability among aged workers showed that 57.2% of workers <45++ and 96.7% of workers <60++ need to use ergonomic innovations at work to compensate for the age-related decline in their performance. Cluster analysis revealed reliable differences in the mechanisms of formation of residual work ability among workers <45++ and <60++. The correlations between residual work ability among aged workers <60++ and indicators of their professional amnness were proved.

Conclusion The development and implementation of the age management system as one of the most fundamental in solving the employment problems of those in pre-retirement and retirement age will allow a more gentle and smooth approach to the issue of extending the working age in Russia.

THE AGEING WORKFORCE, WOMEN AND THE IMPLICATIONS FOR OCCUPATIONAL SAFETY AND HEALTH

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Introduction The workforce in the EU is aging; therefore, age-related occupational safety and health (OSH) strategies are crucial. However, men and women face different age-related challenges and are differently affected by issues in the workplace throughout working life. In order to inform policy, debate and future research on sustainable work, it is important to identify and understand these differences.

Methods Published and 'grey' literature were reviewed. Case studies on retaining older workers featuring female-dominated work were described and analysed. Input was received from discussion at two European seminars. Issues explored included caring for relatives, the menopause, MSDs and incorporating a gender-sensitive approach into OSH and ageing workforce actions.

Results The key findings were:

- sex- and gender-related differences in working conditions persist throughout the working life; the cumulative physical and emotional impacts of women’s work should not be underestimated;
- support is needed for risk assessments that incorporate the complexities of age and gender;
- long periods in low–level jobs, without career promotion, can lead to long-term exposure to hazards;
- equal access to rehabilitation and vocational training must be addressed;
- simple non-stigmatising workplace measures can support women going through the menopause;
- workplace health promotion strategies need different approaches for male and female audiences; flexible work measures need to be relevant to carers of elderly dependants and to both men and women;
- labour inspectorates should have clear diversity strategies;
- older female workers should be viewed as a valuable asset and the double discrimination that older female workers may face should be addressed through awareness raising.

Conclusion It is important to create sustainable working patterns for older workers, with a specific focus on older female workers, through measures that address workloads, work tasks, flexible working hours, the work-life balance, support in the workplace for specific gender-related health issues and workforce development.