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.

**Abstracts**

**1118 OCCUPATIONAL AND DEMOGRAPHIC RISKS OF ACCELERATED AGEING IN RUSSIAN WORKFORCE**

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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.

**1140 ACCELERATED AGEING PREVENTION AND WORKABILITY PROMOTION BY USE OF THE INNOVATIVE GERONTO TECHNOLOGY «AGE-FRIENDLY WORKPLACES»**

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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,
Abstracts

1148 WORKING ENVIRONMENT AND WORK RETENTION OF AGEING WORKERS

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Introduction Demographic changes will profoundly decrease the fraction of the population being at working age in the Nordic countries. This will increase pressure on the Nordic welfare systems, and increased work participation and prolonged work life is therefore high on the political agenda. A recent project showed that the working environment has high impact on early retirement to both disability pension and voluntary pension. However, the project also revealed that the working environment factors of major importance to both men and women; 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.

1169 THE AGEING WORKFORCE, WOMEN AND THE IMPLICATIONS FOR OCCUPATIONAL SAFETY AND HEALTH

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Introduction The workforce in the EU is ageing; 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.

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