Discussion Return to work rates of cancer patients were high after completion of the multidisciplinary rehabilitation program. A multidisciplinary rehabilitation program which combines occupational counselling with a supervised physical exercise program is likely to result in improved return to work rates, reduced fatigue and increased importance of work, work ability, and improved quality of life.

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COSTS OF WORK DISABILITY AND MANAGING OCCUPATIONAL SAFETY AND HEALTH: EVIDENCE FROM FINLAND

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Introduction Work disability is a fundamental problem in ageing societies. In its various forms, this incurs substantial costs for employers and the society. Better identification of the work disability would presumably encourage employers to pay attention to its prevention. This study explores first the costs that work disability (disability pension, accidents at work, absence from work due to illness, occupational health care) incurs in the public sector in Finland. Second it is analysed how employers could reduce work disability and related costs. **Methods** Calculation of the total costs of work disability among the public sector employers in Finland. Assessments have been made about organisation's actions to minimise these costs.

Result The costs of work disability represent an average of 10% of the total salaries paid by the organisations in the study. There are considerable differences in costs between various organisations. The differences may be caused by differences in age, gender and job structures as well as the employers' methods to prevent work disability. The costs caused by absence from work due to illness form the largest category.

Discussion Better identification of costs might help reduce work disability and the related costs. Organisations could achieve significant savings and improvements in productivity by focusing on reducing work disability. The society would benefit from reducing work disability in terms of longer working careers. A financial perspective is a useful approach when the objective is to reduce work disability and the resulting costs. Presently, there are many challenges related to the data on work disability and analysing it. However, digitalisation obviously leads to significant improvements here in the near future.

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EMPLOYER-RELATED BARRIERS AND FACILITATORS FOR WORK PARTICIPATION OF CANCER SURVIVORS: A SYSTEMATIC REVIEW OF QUALITATIVE STUDIES

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Introduction Employees with cancer consider return to work (RTW) a key aspect of cancer survivorship. Employers are in the position to guide employees with cancer, but also express

a need for support. The objective of this study is therefore to identify employer-related barriers and facilitators for work participation of employees with cancer, from the perspective of both employers and employees with cancer, and to synthesise these to understand their perceived consequences.

Methods A systematic review of qualitative studies focussing on perspectives of employers and employees with cancer on work participation of employees with cancer was performed. Four databases (MEDLINE, EMBASE, PsycINFO, Business Source Premier) were systematically searched. The CASP checklist was used to assess the quality of included studies. Perceived barriers and facilitators were extracted and synthesised to conduct a content analysis.

Result Five studies representing the employers' perspectives and 47 studies representing perspectives of employees with cancer were included. Employees with cancer perceived barriers and facilitators related to support, communication, work environment, discrimination and perception of work ability. Employers perceived barriers and facilitators related to support, communication, RTW policies, knowledge about cancer, balancing interests and roles, and attitudes. Synthesis showed that the employers' willingness to support can be understood by: their perceptions of the employee with cancer, their goals, and national and organisational policies. The employers' ability to support is related to their knowledge about cancer and the (availability of) RTW policies.

Discussion A large variety of perceived employer-related barriers and facilitators for work participation of employees with cancer were identified, underlining the importance and complexity of the role of the employer. The perceived barriers and facilitators were understood to be related to both employers' willingness and ability to support. There is a need for RTW interventions targeting employers, to enhance the sustainable work participation of employees with cancer

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RETURN TO WORK AND WORK SUSTAINABILITY AMONG JAPANESE CANCER SURVIVORS

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Introduction In developed countries, the population ages with increasing cancer survival rates, the proportion of working-age cancer survivors is expected to increase. In Japan, it seems that there has been more interest in follow up for employees who returned to work after sick leave due to cancer. The aim of this study is to investigate work sustainability of cancer survivors after RTW and to make 'Evidence Book for work among cancer', 'Guidance for work among cancer survivors, stratified by cancer type', 'Card between clinics and companies, stratified by cancer type'.

Methods We collected sick leave data of 1278 cancer survivors in a registered Health Data. This is supported by a Health Labour Sciences Research Grant, Japan (Endo-Han). As for 'Evidence Book', we collected our previous studies and others. As for 'Guidance' and 'Card', we made six project team by cancer type (breast cancer, colon cancer, gastric cancer, genitals malignancies, lung cancer etc).

Result According to our previous studies, 47.1% returned to work full time within 6 months of their initial day of sick leave absence, and 62.3% by 12 months. The cumulative