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ACCOMMODATIONS BEST SERVED SOFT: SUPPORTING THE NEEDS OF DISABLED YOUNG ADULTS IN THE WORKPLACE

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Introduction A disability may add to the challenges faced by young adults during the school-to-work transition. Few studies have examined differences in soft (e.g., scheduling modification) and hard accommodation need (e.g., ergonomic adaptation) among disabled young adults, and the factors associated with accommodation need.

Methods An online survey was conducted of 155 Canadian disabled young adults (mean age=25.8±5.1). Respondents were either employed or seeking employment, and recruited using a registry from a national disability organisation. Respondents were asked about their need for 16 soft and hard accommodations. Demographic (e.g., gender), health (e.g., disability type, work limitations), and work characteristics (e.g., work status, hours worked/week, permanent vs short-term contract) were collected. Participants were also asked about perceived barriers to accessing accommodations using eight items (e.g., disclosure difficulties, cost of accommodation). Multivariable logistic analyses were conducted to examine the factors associated with soft and hard accommodation need.

Result Most participants reported psychological (79%) and learning disabilities (45%), and 68% had >1 disability. Over half (55%) were employed at the time of the survey, and 80% worked in non-standard employment conditions (e.g., part-time or short-term work). An average of five perceived accommodation barriers were indicated. More soft accommodations (mean=6.3, 95% CI: 6.00 to 6.30) were needed than hard accommodations (mean=4.9, 95% CI: 4.60 to 5.20). Soft accommodation need was associated with less perceived accommodation barriers (OR=-0.83, 95% CI: 0.73 to 0.94), not working (OR=-0.39, 95% CI: 0.16 to 0.91) and greater work limitations (OR=1.1, 95% CI: 1.01 to 0.12). Hard accommodation need was associated with less perceived accommodation barriers (OR=-0.88, 95% CI: 0.78 to 0.99).

Discussion Offering soft accommodations may be a particularly important strategy for organisations to support the employment of disabled young adults. Interventions that address perceived barriers to accessing accommodations may result in a greater requirement for workplace supports that benefit the school-to-work transition.

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INVESTIGATING THE EFFECTIVENESS OF ORGANISATIONAL LEVEL INTERVENTIONS FOR THE MANAGEMENT OF WORK-RELATED STRESS THROUGH A PROCESS EVALUATION: AN ITALIAN CASE STUDY

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Introduction Evaluating the effects of organisational level interventions, as those related to work related-stress, is broadly recognised crucial to identify the key steps needed to ensure the efficacy

of interventions. The Italian Workers' Compensation Authority (INAIL) developed a methodology for management of risks associated to work related-stress as an organisational integrated approach useful for OSH professional and companies. This study provides a process evaluation of organizational-level work related stress management interventions in a public administration using the INAIL's methodology.

Methods An Italian Public Administration (more than 4, 000 employees) has carried out a process of risk assessment and management of work-related stress using the INAIL's approach and tools, with the methodological support of a research team from INAIL. Our support ensured that some key aspects of the process were implemented such as: specific training, the active involvement of workers, and OSH professionals, and raise the awareness of management on the importance of organisational level interventions in managing stress at work. According to the literature, we analysed intervention process using two methodological approaches: quantitative and qualitative.

Results Some aspects resulted valuable for the effectiveness of the interventions: the active role played by OSH professionals in implementing the process; 2) the high participation of workers with a 75% of response rate in the risk assessment (3200 questionnaires); 3) The direct involvement of the management; 4) a bottom-up approach through the active involvement of workers by the means of focus groups in identifying concrete actions based on the assessment findings in collaboration with OSH professional and managers.

Discussion This study investigates the ways of implementing an effective integrated approach for assessing and managing work related stress using the INAIL's methodology through a process evaluation of organizational-level interventions. Findings contribute to the international debate on how to verify the effectiveness of processes of intervention planning and implementation.

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PSYCHOSOCIAL FACTORS IN THE WORKPLACE. INTERACTIONS BETWEEN DEPRESSION AND STRESS COMPARED WITH LIFE STYLE RISK FACTORS

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Introduction As the World Health Organisation has noted, four chronic illnesses, cardiovascular, diabetes, cancer and respiratory illnesses, are responsible for more than 60% of the world's deaths. We know that persons with these chronic illnesses have much higher rates of depression and anxiety than the general population. Major depression among persons experiencing chronic medical conditions increases the burden of their physical illness and somatic symptoms, causes an increase in functional impairment, and increases medical costs.

Methods Our survey covers a wide range of lifestyle and health issues pertinent to adults employed in companies of the service and the industrial sector. The information analysed consists of 8000 people from different companies all over Latin America. Different risk level groups for depression and stress are compared with life style risks, health risks factors and morbid conditions (arterial tension levels, weight, exercise, eating habits, smoking and alcohol use).

Result 222 people presented very high stress rating, 816 with high stress rating, 4241 with moderate stress rating. We find that in the high-risk group for stress, all life style risk were