

were evaluated at T1 and T2 using self-report items elaborated from a national survey. Self-rated health status was assessed at both time points using one validated self-report item. Intervention exposure was measured by questionnaire and complemented by qualitative analyses.

Result Between T1 and T2, the prevalence of weekly physical activity frequency increased for men and the prevalence of ex-smokers increased for both men and workers aged 55 or older. When body mass index was taken into account, the prevalence of daily fruit and vegetable consumption also increased for both men and workers aged 55 or older. However, these workers' self-reported health status remained unchanged from T1 to T2. No clear changes were observed in other age groups.

Discussion The improvement of lifestyle habits for both male workers and those aged 55 or older following HES interventions is significant since scientific literature suggests that those groups are generally less inclined to participate in health promotion workplace interventions.

505 WHAT ARE GOOD JOBS? A EUROPEAN PEROSH PERSPECTIVE

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Introduction PEROSH stands for the Partnership for European Research in Occupational Safety and Health. The work of this group relates to developing a European perspective concerning wellbeing, and importantly organising worker wellbeing conferences. Our most recent conference developed a 'Good Jobs' theme.

Methods Wellbeing experts participated in a knowledge café event, rotating between three semi-structured discussions relating to:

- i. what makes a good job,
- ii. roles of leadership and
- iii. good jobs in harsh economic times.

Results *What makes a good job*; individual factors including autonomy, support, recognition, development through workplace learning programmes, optimum work-life balance, adaptation to different working life phases, adequate financial rewards and the ability to focus on primary task were identified as important. The nature of the work was felt important to result in engagement and challenge, be safe and inclusive, and both be meaningful and personally flexible.

Leadership roles; associated with good jobs included the ability to creatively motivate and engage workers, provide social support, coaching, mentoring and empathy, and foster a good balance between shareholder and stakeholder requirements. Participation, instead of command and control, appeared key, as did recognition and management of interpersonal conflicts at work. Leaders were favoured who allowed autonomy, facilitated development and progress, and were seen as role models.

Good jobs in harsh economic times; were identified to require many individual attributes centred around purposeful individual rewards, work attributes that considered issues that did not cost money to improve (e.g. better communication

around change), and work site attributes centred around investing in people as important resources and innovative labour relations.

Discussion PEROSH has successfully developed a view relating to what constitutes a good job. It is hoped that the output from this process will help shape the future workplace and employment policies of each of the represented European countries.

511 WORKPLACE BULLYING AND METABOLIC SYNDROME AMONG PRIVATE SECTOR WORKFORCE IN MALAYSIA

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Introduction Workplace bullying is increasingly recognised as a serious public health issue in the workplace because of its increasing prevalence worldwide and negative health impacts on employee's health. The consequences vary from stress and depression to psychosomatic problems including cardiovascular diseases. The objective of this study is to determine the prevalence of workplace bullying and its association with metabolic syndrome among private industry workers in Malaysia.

Methods Workers undergoing Health Screening Program (HSP) by Social Security Organisation Malaysia in a private health-care laboratory throughout Malaysia were recruited into the study. The targeted sample size was 1580 participants throughout the country. Workplace bullying was measured using Modified Negative Acts Questionnaire and Malaysian Workplace Bullying Index. Data collected from the HSP was analysed to determine the presence of metabolic syndrome. The relationship between the presence of workplace bullying and metabolic syndrome was analysed using SPSS software.

Results Preliminary results showed most of the respondents experienced more on workrelated bullying than person-related bullying. Age and waist circumference were significantly associated with workplace bullying. There was no significant association between workplace bullying and other parameters of metabolic syndrome. Data collection is still in progress and will be completed by February 2018.

Conclusion The prevalence of workplace bullying is related to age and possible obesity. Its association with metabolic syndrome is inconclusive for the time being.

519 INFLUENCE OF WORK ORGANISATION AND ENVIRONMENT ON HEALTH BEHAVIOURS OF CONSTRUCTION APPRENTICES

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Introduction Construction is among the most dangerous industries with well-recognised high physical demands and low job autonomy. In addition to traditional hazards for workplace injury and illness, other threats to health and well-being occur