factors are likely to be overestimated when using traditional approaches that do not account for unobserved confounding, i.e. selection of individuals with a high likelihood of sickness absence into particular work environments.

**O-208** IMMIGRANT WORKERS AND WORK DISABILITY DURATION IN BRITISH COLUMBIA, CANADA

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**Introduction** Immigrants are overrepresented in low prestige and precarious employment positions that may expose them disproportionally to work-related injury and illness but also longer work disability durations.

**Objective** To investigate differences in disability duration among immigrants (categorized as economic, family or refugees/other classification upon arrival to Canada) compared to Canadian-born workers with a work-related injury in British Columbia.

**Methods** Immigrants and Canadian-born workers were identified from linked workers' compensation claims and immigration records with back strain, connective tissue, concussion and fracture injuries requiring at least one day of work disability between 2009 to 2015. Quantile regression investigated the relationship between immigration classification and predicted disability days (defined as time on claim within one year of injury) at the 25th, 50th and 75th percentiles of the distribution.

**Results** With a few exceptions, immigrants experienced greater predicted disability days compared to Canadian-born workers within the same injury cohort. The largest differences were observed for family and refugee/other immigrant classification workers, and in particular for women within these classifications compared to Canadian-born workers. For example, at the 75th percentile of the distribution of disability days, we observed a difference of 47.9 days longer for refugee/other women in the concussion cohort and a difference of 41.6 days longer for family classification women in the fracture cohort. Economic immigrants had comparable disability days with Canadian-born workers, especially in the connective tissue and back strain injury cohorts at the 25th and 50th percentiles of the distribution.

**Conclusion** Immigrant workers' longer disability durations may be a result of more severe injuries, or challenges navigating the workers' compensation system with delays in seeking disability benefits and rehabilitation services. Differences by immigrant classification speaks to vulnerabilities or inequities upon arrival in Canada that persist upon entry to the workforce and warrant further investigation for early mitigation strategies.

**O-282** ASSOCIATION BETWEEN PATTERNS OF RETURN-TO-WORK TRAJECTORIES AND LONG-TERM DEPRESSIVE SYMPTOMS AMONG BREAST CANCER SURVIVORS

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**Introduction** Depressive symptoms and fatigue are well known factors affecting return-to-work (RTW) after breast cancer (BC). However, the RTW process may in turn have a positive impact on long-term health and psychological well-being among breast cancer survivors (BCS).

**Objective** Our aim was to identify RTW trajectories within the 5-years following BC using a multi-phase and diachronic process and to assess their associations with depressive symptoms measured at least five year after their BC diagnostic.

**Methods** We used data from the French Constances cohort that included more than 200,000 participants from 2012 to 2020. Our study relied on a sub-sample of women aged up to 55 years at the time of their diagnostic, who were working at the time of their diagnostic and who fully completed their occupational calendar up to five years after their diagnostic (n=939). Sequence analysis was used to identify RTW trajectories among BCS from their diagnosis up to 5 years later. Depressive symptoms were assessed using the 20-items CES-D scale. Adjusted logistic regression analyses were performed to assess the association between RTW trajectories and depressive symptoms.

**Results** In our sample, 12.8% of BCS suffered from depressive symptoms at their inclusion in the cohort. Four types of