relevant to relations between work factors and stress and injury occurrence is limited.

**Objectives** To identify the potential relations between: 1) work-related factors and stress and 2) stress and depression and injury outcomes in a high risk, understudied population.

**Methods** Specially designed questionnaires were disseminated to 1,200 full-time unionized janitors to collect information on their injury occurrences, personal characteristics, health history, and work-related exposures, for two sequential six-month periods. Risk ratios (RRs) and 95% confidence intervals (CIs) were calculated using multivariable Poisson regression with robust error variances, and included bias adjustment for non-response and adjustment for within-person correlation using general estimating equations (GEEs).

**Results** 527 total observations among 390 janitors identified associations between the following exposures and high/low stress outcome (collapsed 5 point Likert scale – often/very much versus (vs) not at all/very little/sometimes): work environment factors (range = 1, terrible/unhappy/mostly dissatisfied; 2, mixed feelings; 3, mostly satisfied/pleased delighted) how they felt about their job (1 vs 3 - RR 4.50; CI 2.38, 8.52); where they worked (1 vs 3 - RR 3.46; CI 2.03, 5.92); resources available for their job (1 vs 3 - RR 1.77 CI 1.14, 2.76); and job mentally or physically demanding (high/very high vs very low/low/medium demand) RR 2.49; CI 1.26, 4.93 and RR 3.74; CI 1.37, 10.25, respectively. High vs low stress exposure was associated with outcomes: diagnosed depression yes/no (RR 4.79; CI 2.22, 10.36); and risk of injury (RR 1.43; CI 1.00, 2.10).

**Conclusions** This analysis enabled identification of: work-related factors associated with reported stress; the relation between stress and depression; and risk of injury among those reporting stress levels. These findings serve as a basis for future research and relevant interventions to facilitate optimal working environments.

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**SICKNESS ABSENCE AND PSYCHOSOCIAL CONSTRAINTS AT WORK: A CROSS-SECTIONAL STUDY AT A UNIVERSITY HOSPITAL IN TUNISIA**

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**Background** The relationship between work and health is complex and bidirectional. It has individual and collective aspects resulting from working conditions and interpersonal relationships. Absenteeism, a complex phenomenon, represents for some workers the expression of health and work relationship. It is considered as an indicator of a person’s physical and mental health status. Aims: To identify determinants of sickness absence among nurses in a Tunisian university hospital.

**Methods** A cross-sectional study carried out in a Tunisian University Hospital. We included medical absences declared to the employer by nurses during one year. The study was conducted in two successive phases: data collection of absence from the hospital direction (human resources), then a standardized self-administered questionnaire was distributed to the target population. This questionnaire included a socio-professional survey and a questionnaire on Psychological and Organizational Constraints (POC), using a version applicable to nurses (IDE).

**Results** The global absence rate was 6.58. Absenteeism was statistically associated with age (p = 0.035), marital status (p = 0.005) and the presence of medical and surgical history (p < 10^-3). The number of absence days was statistically higher among nurses with a pathological professional history (p = 0.019) and among those with an occupational tenure higher than 15 years (p = 0.034). For the psycho-organizational constraints studied, the period of absence was statistically associated with the organization that did not allow communication (p = 0.001), the lack of support from the health manager (p = 0.001) and a shortage of staff (p < 10^-3). The multivariate regression analysis showed as determinants of absenteeism: medical history (p < 10^-1; 95% CI = [2.21; 8.18]), surgical history (p = 0.001; 95% CI = [1.71; 9.12]) and the lack of support from the health manager (p = 0.001; 95% CI = [1.58; 6.34]).

**Conclusion** This study allowed us to identify some determinants of absenteeism among nurses.