Aging workforce

O-35 IMPACT OF MENOPAUSAL SYMPTOMS ON WORK: FINDINGS FROM WOMEN IN THE HEALTH AND EMPLOYMENT AFTER FIFTY (HEAF) STUDY

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Introduction As the UK population ages and people are required to work to older ages, more women experience menopause symptoms while in paid employment. We explored the prevalence of menopausal symptoms, the relationship between those symptoms, other risk factors and reporting problems coping with work during the menopause, among middle-aged women.

Material and Methods Participants were from the Health and Employment After Fifty (HEAF), a community-based cohort of people aged 50–64 years when recruited in 2013–14. In 2019, female participants completed a questionnaire about their reproductive history, menopausal symptoms, and effect of those symptoms on their ability to cope with work. Results A total of 409 women were in work at the time of their menopause and were included in the analysis. The commonest types of symptoms were vasomotor (91.7%); trouble sleeping (68.2%); psychological (63.6%) and urinary (49.1%). The prevalence of reporting symptoms was consistent throughout all types of participants’ occupation. Around one third of women reported moderate/severe difficulties coping with work because of menopausal symptoms. Comparison of the number of symptoms amongst those with no/minor problems, and those with moderate/severe problems, showed higher numbers of symptoms generally amongst those who were most troubled. Risk factors for difficulties coping at work included: financial deprivation, poorer self-rated health, depression, and adverse psychosocial occupational factors, but not physical work demands. The menopausal symptoms associated with the highest risk of reporting difficulty coping at work were severe headaches (RR=1.57; 95%CI 1.15 to 2.14), joint aches and pains (RR=1.60; 95%CI 1.13 to 2.27), and psychological symptoms.

Conclusion Menopausal symptoms affect women in all sectors, but women with financial difficulties and those with jobs in which they feel insecure, unappreciated, or dissatisfied are at greatest risk of not coping with work while experiencing the menopause.

Return to work/Work capability assessment

O-40 INDUSTRIAL SECTOR DIFFERENCES IN WORKING YEARS LOST DUE TO WORK DISABILITY AND UNEMPLOYMENT AFTER THE FINANCIAL CRISIS

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Introduction Little is known about working years lost (WYL) due to work disability in different industrial sectors. This information would help in directing interventions promoting healthy working careers, knowing that the sectors have been differently affected by economic fluctuations and other changes in the labour market. We examined trends in WYL due to work disability, unemployment and other causes in the general Finnish population and by industrial sector in the period after the 2008 financial crisis.

Material and Methods Utilising register data on the Finnish working-age population and the Sullivan method, we calculated expected WYL due to sickness absence, other temporary work disability, partial disability retirement, full disability retirement, unemployment and other reasons in years 2010, 2013 and 2016 for the general male and female populations and by industrial sector.

Results The total expected WYL between age 30 and 65 increased from 9.32 and 9.29 years in 2010 to 9.54 and 9.83 years in 2016 among the general male and female populations, respectively. Moreover, unemployment replaced full disability retirement as the main cause for WYL. WYL due to sickness absence, other temporary work disability, partial disability retirement and other reasons remained relatively stable. The largest number of WYL was expected in the accommodation and food service activities, administrative and support service activities and more recently also in the arts, entertainment and other service activities. The differences by industrial sector in WYL were attributable more to unemployment than to the different work disability statuses.

Conclusion After the financial crisis unemployment appears to have replaced disability retirement as the dominant reason for WYL. Working careers appear to be more unstable in particular industrial sectors, which may relate to features of employment in these sectors, but also to these sectors providing employment for individuals with instability in their prior working life.

Respiratory effects/Diseases

O-45 QUALITATIVE AND QUANTITATIVE ASSESSMENT OF WORKPLACE RESPIRABLE DUST AND PULMONARY FUNCTION AMONG NON-SMOKER CERAMIC INDUSTRY WORKERS

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Introduction Workers in different sections of ceramic tile industry are continuously exposed to dust of varying micron size and are at risk to develop occupational respiratory diseases. We conducted this study to quantify and characterize the workplace respirable dust exposure (PM4 – particulate matter < 4 microns) and to estimate the prevalence of abnormal lung function among ceramic tile workers of Gujarat, India.

Materials and Methods This cross-sectional study was conducted in industrial zone of Morbi with a sample of 128 workers to achieve 5% alpha and 20% beta. The subjects included ceramic tile workers of different sections exposed to dust and administrative employees of industry as comparator group. Particulate sampling was done near breathing zone of