

MS at Work

**Improving workability for people
with MS**

**Employment & Chronic conditions – WP8
Expert meeting - 20 March 2018**

Elisabeth Kasilingam, EMSP Managing Director



EUROPEAN
MULTIPLE SCLEROSIS
PLATFORM

About the European MS Platform

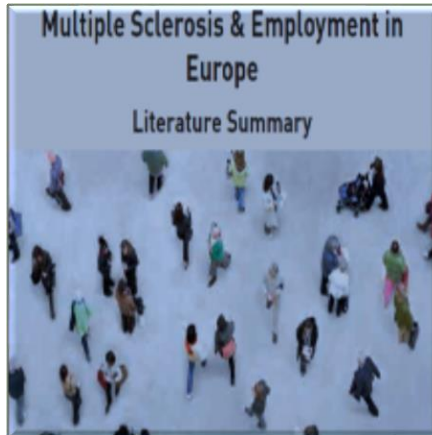
- Founded in 1989
- 39 national MS societies from 34 countries
- The voice of 700,000 people living with MS
- Our vision: a world without MS
- Our mission: to improve the quality of life of people with MS

Bringing change in the MS landscape



Employment initiatives

Literature review



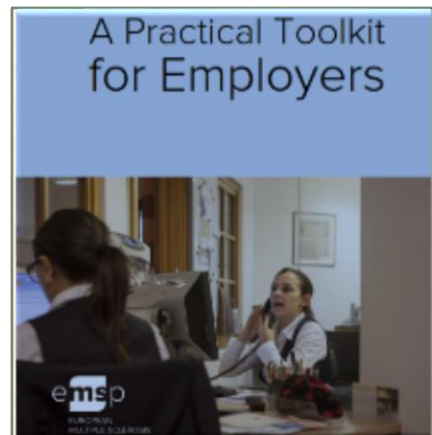
PACT for Employment



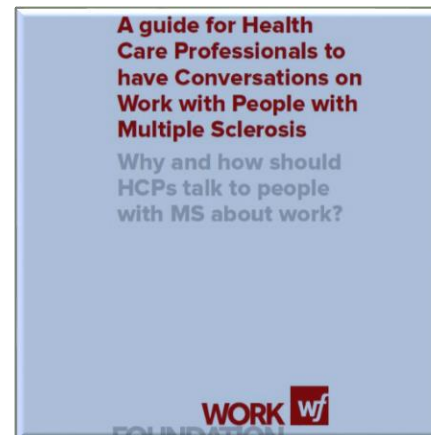
Believe & Achieve



Toolkit for Employers



Ready for Work





You don't ~~have~~ to reinvent
the wheel.

Don't Reinvent




Perfect It



Multiple Sclerosis & Employment in Europe

Literature Summary



Stephen Bevan and Karen Steadman

December 2015



- Diagnosed between 20 and 40
- On average: unemployment follows 3 years after for half of them
- MS: unpredictable and fluctuating condition, affects both mental and physical health
- Symptoms includes: fatigue, depression, incontinence and pain.
- MS symptoms play a significant role in maintaining employment
- Work environment is an important factor
- Costs of MS includes: the loss in ability to work and informal caregiving.
- Focusing on job retention, with adjustments, could provide



European Employment Pact for People with Multiple Sclerosis



We need to:

- Recognise the work skills and abilities of people affected by MS
- and other neurodegenerative diseases.
- Help people to stay in, and return to work for their personal,
- psychological and financial wellbeing.
- Provide sustainable employment for people with MS.

“Access to decent work through changes in policy, workplace and social education transforms lives. People can escape the vicious circle of social exclusion, marginalisation and poverty.” [ILO, 2014]

Working out MS in the Workplace:

A Practical Toolkit for Employers



emsp

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- **Practical guidelines: from theory to practice in the workplace**
- **Raising awareness on healthy working environment**
- **Needs to be adapted to national situations (e.g. Ireland, Estonia)**
- **Dissemination among employers**



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WinWin for Young People with MS and Employers

believe&achieve
PROMOTING EMPLOYMENT FOR YOUNG PEOPLE WITH MS

Believe & Achieve

This project aims to provide young people with MS with opportunities to work in supportive environments, through partnerships with businesses across Europe.

Employees

- Have their abilities and resilience properly recognised and rewarded.
- Receive support to fulfil their potential while becoming full contributors to society.

Employers

- Become better adapted to the changing needs of the workforce by supporting greater diversity and inclusion.
- Demonstrate good business practice while being able to tap into a new talent pool.

Action

- Support young people with MS to gain professional experience.
- Promote healthier and more inclusive workplaces.



<http://believeandachieve.life/>

Cicely Dudley,
Victoria Donnalaja and
Karen Steadman

**A guide for Health
Care Professionals to
have Conversations on
Work with People with
Multiple Sclerosis**

Why and how should
HCPs talk to people
with MS about work?

WORK 
FOUNDATION

 **EMSP** EUROPEAN
MULTIPLE SCLEROSIS
PLATFORM

**Four pillars where the
workability could be improved:**

- **Work-focused nature of conversations between clinicians and people with MS;**
- **The challenges faced by people living with MS who wish to work**
- **The quality of the jobs available to people with MS and the practical steps which employers can take to create fulfilling work;**
- **The ‘workability’ status which includes economic, clinical and social benefits for wider society**



**Let's make it
work...**



Together!!!

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