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CHRODIS PLUS is a high level response by the EU to support Member States by stepping up together and sharing best practices to alleviate the burden of chronic diseases. This three-year initiative (2017-2020) under the Third Health Programme (2014-2020) is funded by the European Commission and the participating partner organisations.

chrodis.eu

March 2019

## A SPECIAL ISSUE ON THE WORKPLACE INTEGRATION OF PEOPLE WITH CHRONIC DISEASES

# 3rd CHRODIS PLUS Newsletter

WELCOME

Dear Reader,

This is our 3rd CHRODIS PLUS Newsletter that we send out to our large group of stakeholder across the globe, to provide a state-of-the-art overview on how our CHRODIS PLUS project is moving ahead.

First of all, we would like to advertise the upcoming **CHRODIS PLUS Budapest Conference** (14-15 May 2019) for those of you who have not received this information yet through our various communication channels. You are invited to join this breakthrough event where the project results will be presented and discussed with a wide audience of public health professionals.

Secondly we would like to highlight our project results concerning the workplace integration of people with chronic diseases. This newsletter focuses especially on key elements of the relationships between employment and chronic conditions, including multimorbidity .

We are looking forward to seeing you in Budapest on 14-15 May 2019 at the CHRODIS PLUS Conference!

**Your communication team leaders:**



Zuzana Matlonova



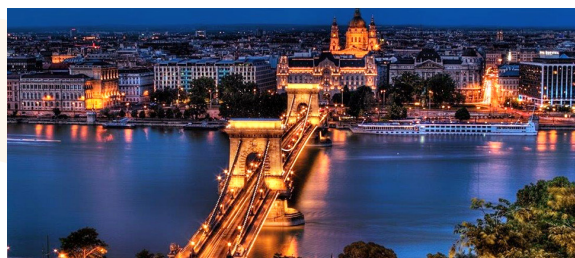
Zoltán Aszalós

YouTube



## The CHRODIS Conference - Registration

14-15 May 2019 - Budapest



*You are warmly invited to the Budapest CHRODIS PLUS Conference on 14-15 May 2019. This conference will be a unique gathering of European experts who are able to share good practices and engage in policy discussions that step up against chronic diseases in Europe and beyond. This event will offer a first-hand opportunity to discuss with CHRODIS PLUS partners who have been working on the implementation of good practices at over 20 locations across Europe. At this event you may also meet those CHRODIS PLUS organisations that have already organised or are currently planning a policy dialogue at national or European level.*

*The European Commission will be represented at this Conference by John F. Ryan, Director at the Public Health, Crisis Management and Country Knowledge Directorate at the Directorate-General for Health and Food Safety.*

*The programme is organised to be interactive, seeking to involve the partners and all those who are interested in the topic. All in all, the conference seeks to ask questions as well as give answers to the challenges posed by chronic diseases.*

**Are you curious to know more? Or are you considering the registration?**

If so, don't hesitate and click on our website: <http://chrodis.eu/conference-registration/>

**We are looking forward to seeing you in Budapest! :-)**

TO LEARN MORE ABOUT THIS EVENT AND TO REGISTER PLEASE CLICK ON THE PICTURE BELOW.



Come and **JOIN US** at the upcoming



## Chrodis Plus Conference

on **14-15 May 2019**  
in **Budapest, Hungary**



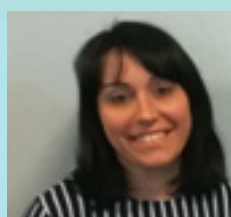
## CHRODIS PLUS workshop of multimorbidity experts and workplace integration specialists in Rome

Interview with Matilde Leonardi and Fabiola Silvaggi from Foundation IRCCS Neurological Institute "Carlo Besta", Milan, Italy



Matilde Leonardi

Leader of CHRODIS PLUS Work Package on Employment and Chronic diseases. Neurologist, paediatrician, neonatologist, child neurologist. Specialized in Bioethics. Director Neurology, Public Health, Disability Unit and Coma Research Centre, IRCCS Istituto Neurologico Carlo Besta, Milan, Italy.



Fabiola Silvaggi

Researcher, Psychologist at Neurology, Public Health, and Disability Unit, Foundation IRCCS Neurological Institute "Carlo Besta". PhD in Human Capital Formation and Labour Market Relations. In CHRODIS PLUS she collaborates in activities of Work Package on Employment and Chronic Diseases.

**A CHRODIS PLUS workshop was organised on 28 February 2019, in the Catholic University of the Sacred Health in Rome.**

**This event was a unique forum of public health profes-**

**sionals discussing the most burning issues concerning the emergence of a large-scale phenomenon: the growing share of people with chronic diseases at workplaces in Europe.**

**To read more about this workshop, please click [here](#).**

**During this workshop, what facts did you present to participants on the prevalence of chronic diseases at European scale?**

We need to be aware of the rising prevalence of persons with chronic diseases and mental disorders which results to be more problematic due to the current economic crisis. The European Network for Health Promotion in Workplaces estimates that in 2016, 25% of European population in working age showed symptoms of at least ONE chronic disease and that the percentage of people with chronic diseases actively working is at least 19% of the entire workforce. According to estimates, between 2020 and 2060, the percentage of the participation of people over 50s in the European labour market, that is the range of the working population mostly affected by a partial ability to work, will increase from 8.3% to 14.8%.

Chronic diseases have a negative impact on employment opportunities of people leading to reduced workforce participation and early retirement, resulting in loss of income and increasing the risk of poverty. Chronic diseases also affect employers, who have to deal with absence from work, issues connected to employability, costs of retaining or

replacing workers, and internal company policies. These aspects are crucial for hiring as well as re-integrating persons with chronic diseases. It is certain that in the long run the labour market participation of people with chronic diseases will be necessary to avoid the lack of qualified workforce.

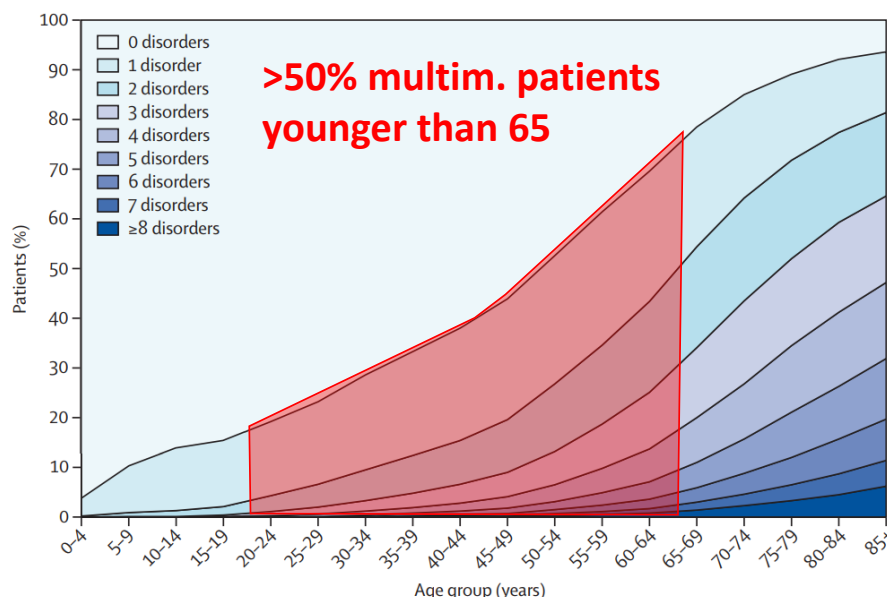
People with chronic health conditions usually experience fatigue, feelings of depression, feeling alone and a lack of understanding from others. This said, there is a significant impact of chronic diseases on the mental health and also on the performance of people. This requires actions in terms of innovative strategies to improve the participation of these persons in the labour market. In fact, the labour market is unable to manage the growing number of chronic patients.

**Why multimorbidity was included in this workshop?**

Multimorbidity is defined by WHO as the coexistence of two or more chronic conditions in the same individual. This is not just a medical condition of old people, because we observe, that more and more young people develop multimorbidity. So there is a large share of people in the labour market who have developed more than one chronic disease.

[Graphs on the next page](#)



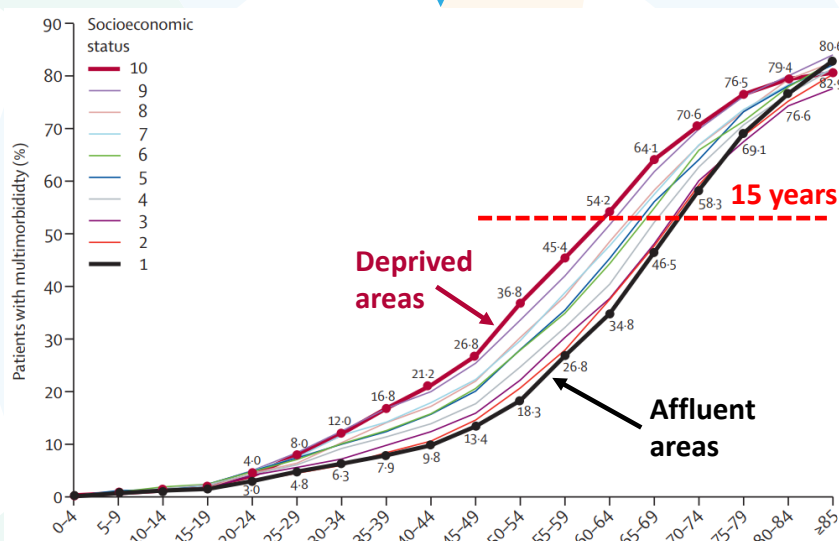


Graph: The number of chronic diseases by age group.  
Source: Barnett K et al. The Lancet 2012

The prevalence of chronic diseases correlates with the socio-economic background of patients.  
The number of chronic diseases by age group by socio-economic status.  
Source: Barnett K et al. The Lancet 2012

### What do you offer within the CHRODIS PLUS project as a solution to this situation?

First of all we believe that work is a protective factor improving quality of life and well-being of people including those with chronic diseases. To support the integration of people with chronic diseases in the workplace, first of all we offer the CHRODIS PLUS Training Tool that helps employers to understand the operational benefits of the inclusion, integration and reintegration of people suffering from chronic diseases. Secondly, we offer the CHRODIS PLUS Toolkit for Adaptation of the Workplace which will be an evidence based and practice-oriented guide for employers to adapt their work environments to support healthy lifestyles, to prevent and manage chronic diseases in work settings.



To read more about the activities of the Work Package on Employment and Chronic diseases, please click [here](#).



Picture of the CHRODIS+ Workshop of multimorbidity experts and workplace integration specialists in Rome, 28 February 2019

# Promoting equal treatment and inclusion of people with chronic conditions in the workplace and non-discrimination

## Interview with Katie Gallagher, Policy Adviser at the European Patients' Forum (EPF)

### What are the benefits of continued employment for people with chronic diseases?

While some people with chronic conditions cannot continue their professional activity due to their health condition, many continue working or wish to do so. Employment can contribute significantly to well-being and inclusion, provided adequate support is received. Not only can employment contribute to quality of life and wellbeing, it is fundamental to staying connected to the community. It is also important for maintaining skills and continuing to develop professionally and can have a beneficial impact on recovery. Similarly, employment minimises negative financial impact of chronic illness and minimises the risk of social exclusion and poverty.

People with chronic conditions, excluded from the workforce are at greater risk of poverty which, in and of itself, is a sustained deprivation of resources, choices, security and life choices.[1] On average the incomes of people with disabilities are 12% lower than the rest of the population. In some countries, the incomes can be as much as 30% less.[2] It is vital that

people with chronic conditions are supported to stay in or return to work through clearly defined programmes run by professionals experienced in providing vocational rehabilitation.

### Why the European Patients' Forum supports the work of CHRODIS PLUS?

At EPF, we often hear "I remember feeling so hurt and misunderstood" when patients look back on their experiences. The work of CHRODIS Plus on employment is particularly important given the significant misunderstanding, ignorance, unfounded concerns and lack of awareness of chronic conditions in the workplace and society at large, which has been identified as a root cause of discrimination. Increased awareness is an integral part of improving inclusion given that discrimination is a principle obstacle to employment for people with chronic conditions. To achieve supportive and inclusive working environments, an appreciation of the intersectionality of chronic conditions, exclusion and poverty and therefore cross-sectoral collaboration is vital to moving this issue to a point where the focus is on an individual's ability, first and foremost.

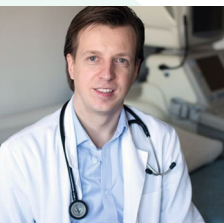


Katie Gallagher

1] Human rights, Health and Poverty Reduction Strategies: Health and Human Rights Publications Series, Issue No 5, December 2008

[2] Sickness, Disability and Work: [Keeping on Track in the Economic Downturn](#), Background Paper OECD 2009

## CHRODIS PLUS good practices support EU Member States to reduce the burden of multimorbidity



Rokas Navickas

## Interview with Rokas Navickas, Scientific Coordinator of CHRODIS PLUS

### Please highlight some key facts about multimorbidity

Chronic conditions currently present the biggest health challenge and are a dominant focus in health policy, health research, public health and health care services.[1,2] Important to note that not all chronic disease patients are the same, neither they are similar. Patients with multimorbidity require increasing amounts of primary healthcare resources, while patients with single chronic condition require decreasing primary care usage, possibly attributed to

successful patient empowerment. [3]

Multimorbidity - the coexistence of  $\geq 2$  chronic conditions in same individual - is usually associated with older age. But is this the right conclusion? The risk of acquiring an additional chronic condition rises exponentially from the age of 29 years and plateaus between the age of 51 and 57.

As per published data, multimorbidity is a much better risk indicator, when it comes to identifying the heaviest healthcare resource users.

1. Navickas R, Petric VK, Feigl AB, Seychell M. Multimorbidity: what do we know? What should we do? J Comorb. 2016;6(1):4–11.



### How can CHRODIS PLUS provide support to tackle the burden of multimorbidity?

Aging population, socioeconomic factors and other risks catalyze the spreading of multimorbidity which more and more becomes everyone's problem. Joined forces of experts at CHRODIS PLUS are capable to provide proven solution for decreasing the burden of non-communicable diseases. The "reality check" of good practices providing splendid results across Europe (and beyond it) empowers us to facilitate a political debate on a national level to support the implementation and encourage the scaling up of the practices, aimed at

reducing the burden of non-communicable diseases, while assuring health systems sustainability and responsiveness.

The objective of CHRODIS PLUS is to support Member States to identify efficient means to reduce the burden of non-communicable diseases including multimorbidity, to increase the sustainability of health systems and to develop human capital, focusing on tangible trans-national activities.

**To read more on the work of CHRODIS PLUS on multimorbidity, please click [here](#).**

2. Prakeh AK, Goodman RA, Gordon C, Koh HK, HHS Inter-agency Workgroup on Multiple Chronic Conditions Managing multiple chronic conditions: a strategic framework for improving health outcomes and quality of life. Public Health Rep. 2011;126(4):460–471.

3. Jureviciene E, Onder G, Visockiene Z, et al. Does multimorbidity still remain a matter of the elderly: Lithuanian national data analysis. Health Policy 2018;122(6):681–86. doi: 10.1016/j.healthpol.2018.03.003

## Webinar on Health Promotion and Primary Prevention in 21 European Countries

*Presented by Work Package 5 leaders Andrew Barnfield and Nella Savolainen, the co-authors of the report*

### Date:

**15 March 2019 at 09.30 CET**

[Link](#) to join the webinar

You are invited to take part in the webinar presenting and discussing the following CHRODIS PLUS report: "Health Promotion and Primary Prevention in 21 European Countries. A Comparative Overview of Key Policies, Approaches, Examples of Good Practice, and Gaps and Needs." The online event will be held on Friday 15 March 2019 from 09.30 to 10.30 CET Brussels time.



The report is available [here](#).

*This is your opportunity to get informed and take part in the discussion.*

*This webinar is free of charge and open to the public. No registration required. It will be recorded and the link shared on the Agora network after the webinar.*

*To access, click on the below link, enter your name, organisation, email address, access code **(847 015 041)** and password **(webinar2019)**.*

*The presentations and the recording link of this webinar will be available in the library of the CNAPA network and the High Level Group on Nutrition and Physical Activity network, on the EU Health Policy Platform.*

## EVENT

# A CHRODIS PLUS policy dialogue in Portugal on the Advertisement of Food and Beverages to Children

30 January 2019, Lisbon

A National Policy Dialogue was held on the 30th of January, at the Directorate-General of Health of Portugal. This meeting focused on the Advertisement of Food and Beverages to Children. The main objective of this Policy Dialogue was to gather a group of national stakeholders, in order to find ways to address this issue at a national level.

The Portuguese Policy Dialogue fits neatly with the CHRODIS PLUS aim of adopting health promotion and primary prevention strategies as the best way to reduce the burden of chronic diseases. In Portugal, some of this work includes improving the environment where children and young people grow up. This is done by reducing inadequate advertising of unhealthy food and beverages and maximizing Health Literacy in this age group, this way increasing, their opportunities to live long, and healthy lives, focusing on healthy dietary practices.

As next steps, Portugal will create a working group with the main stakeholders to conclude the alteration of the Portuguese Advertising Code. Regarding the communication, Portugal will define several actions on Health Literacy for children, youth and families, through positive messages.

To read more about this event and see the full picture gallery, please click [here](#).



## Launch of the WHO Knowledge Action Portal

[website link](#)

The WHO GCM/NCD (the World Health Organization's Global Coordination Mechanism on the Prevention and Control of Non-Communicable Diseases) is pleased to announce the official launch of the Knowledge Action Portal (KAP) - an interactive online platform for noncommunicable disease (NCD) information, interaction and inspiration. The KAP aims to create a community of connected individuals from various backgrounds and skill-sets to access knowledge and information, promote collaboration, and find the common goals to beat NCDs. The KAP is now live, and new users can sign up today and begin connecting with like-minded individuals. The KAP is the first platform of its kind to highlight a range of NCD tools and information from across sectors. It provides users with access to a variety of campaigns, media, publications, and other resources in an accessible and easy-to-use format. In addition, the KAP is creating a social network through the utilization of connectivity algorithms, messaging functions, and personalized profiles. The KAP will have a phased approach to development, taking in a variety of feedback from users to guide future growth.

This is an exciting new chapter for the WHO GCM/NCD, and WHO very much looks forward to engaging with users and to further develop the KAP community together.



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