Health in all sectors: the role of employment for people with chronic diseases

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On behalf of WP8 partners and collaborating partners

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CHRONIC DISEASES AND EMPLOYMENT

1 out 4 European suffer from a chronic health condition

Almost a 78% of people with long-standing health problems are not in the workmarket in EU-28

Employed people with chronic health conditions experience difficulties at workplace

Arrangement of the workplace

Commuting

Contact with supervisors

Contact with colleagues

Finishing my tasks

Performing work tasks

Acceptance of having a disease

Finding a balance between work and life

Work status of people with long-standing health problems (EUROSTAT 2015)

Percentage of people with chronic health conditions experiencing workplace problems (Varekamp, & Van Dick, 2010)
Individuals with chronic diseases and mental health conditions often experience work-related problems, leading to negative consequences at individual, national and European level. The rising prevalence of persons with chronic diseases and mental health conditions as well as the current economic crisis make this issue even more problematic, requiring action in terms of innovative strategies to improve the participation of these persons in the labor market.
PERSONS WITH CHRONIC DISEASES HAVE LESS POSSIBILITY TO BE EMPLOYED

Available online
http://www.oecd.org/health/graph-of-the-month.htm
Sickness absence rates of workers with and without chronic diseases - age

SCP/CBS/TNO/UWV Kenniscentrum, 2012
The increase in expenses for health care and its unsustainability are becoming a real problem because of a labour market unable to manage the growing number of chronic patients/workers with chronic conditions.
Importance to consider the point of view of all the involved actors: employers, employees, unions, policy makers.
PROBLEMS AND BARRIERS FOUND by EU PATHWAYS project on employment and NCDs

Problems reported by employers

- Perceived poor productivity levels
- Frequent absenteeism
- Extra-costs for the enterprise
  - The need to pay wages
  - Existing legal obligations to facilitate the return to work,
  - Limitations on firing
  - Need to adapt workplaces.

Problems reported by people with chronic health conditions

- Fatigue
- Feelings of depression
- Feeling alone
- Lack of understanding from others
- STIGMA

Problems reported by coworkers

Annoying for colleagues
Workplace health promotion benefits the employee, the employer, and the society (WHO 2008)

- **Employee**
  - Work ability ↑
  - Well-being ↑
  - Satisfaction ↑
  - Absenteeism ↓

- **Employer**
  - Productivity ↑
  - Competitive advantage as a responsible and caring employer ↑
  - Occupational health care costs ↓
  - Staff turnover ↓

- **Society**
  - Sustainability and equitability
  - Improved population health
1. integrating health and welfare policies: chronic diseases in the work sector, employment in the care pathway

2. identify elements that are fundamental to guarantee inclusion, maintenance, and reintegration of people with chronic diseases in the workplace and;

3. include these issues in the Chrodis Multimorbidity Care Model, using CASE MANAGERS
WP 8 Deliverables

The CHRODIS PLUS Training Tool for managers

To help employers understand the operational benefits of
- inclusion AND
- re-integration into the workplace
of people suffering from chronic diseases

The CHRODIS PLUS Toolkit to support employees’ wellbeing, health, and work participation

An evidence-based, practice-oriented guide for employers to adapt their work environments to support healthy lifestyles and prevent and manage chronic diseases in work settings.
The Toolkit provides employers with support for understanding the importance of work environments + the benefits of health promotion and chronic disease prevention, in order to promote the implementation of prevention activities for all workers and identified high-risk groups.
Promoting inclusiveness and workability for people with chronic health conditions

Chrodis Plus Training Tool for managers
Task 8.1
Training tool for managers – Contents

1. INTRODUCTION
   - To whom is this training directed?
   - What are the expected benefits?
   - How to use the training?
   - Why managers need this training?
   - How was this training developed?

2. SETTING THE ORGANIZATION
   - Provides a valuable insight on how to measure a company's inclusiveness
   - Tool: Checklist on environmental inclusiveness

3. ASSESSING EMPLOYEE'S WORK ABILITY
   - Evaluates if an employee is able to work in the present and in the future
   - Tool: Work Ability Index (WAI)

3. HOW TO SUPPORT EMPLOYEES WITH CHRONIC CONDITIONS
   - Responding to the challenge of managing chronic conditions in the work sector
   - Tips for managers: maintenance, return to work, reasonable accommodations

A. APPENDIX: SOME OF THE MOST COMMON CHRONIC DISEASES & CASE VIGNETTES
   - Brief description of most common chronic diseases, symptoms, treatments, workplace impact and Suggestion for Work Participation
WP8 Task 8.1
Training tool for managers - Pilot Testing

Countries involved in the pilot testing of the training tool

- Italy (FINCB)
- France (INCa)
- Spain (CSJA)
- Germany (TUD)
- Hungary (SU)
- Lithuania
- Other countries
WP 8 Task 8.2

Toolkit to support employees’ wellbeing, health, and work participation

Eeva Rantala & Jaana Lindström, National Institute for Health and Welfare, Finland

Abstract

Background
Working people spend 1/3 of their waking hours at work. Hence, workplaces offer an ideal setting for reaching and promoting the wellbeing of large audiences.

Fostering occupational wellbeing benefits both employees and employers:
- Greater employee satisfaction at work
- Higher productivity
- Reduced staff turnover

Aim
To develop a Toolkit for the management of workplaces that compiles practical means to:
1) promote employees’ wellbeing and health
2) prevent the development of lifestyle-related chronic health problems
3) support employees with chronic health problems to continue working

Materials & methods
The Toolkit is:
- Developed based on scientific and empirical evidence
- Tested and evaluated by voluntary workplaces in several European countries.

Key messages
- Sharing practical ways to enhance employees’ wellbeing, and to facilitate individuals with chronic health problems to continue working aids workplaces to improve their competitive advantage and profitability.
- The Toolkit forms a part of the end product of Joint Action CHRODIS+ WP8, together with the Training tool for managers.

Groundwork

Literature studies
Three systematic literature reviews were conducted to compile scientific evidence on the effectiveness of interventions targeting healthy lifestyle, prevention of non-communicable diseases, and enhancing the work participation of employees with chronic health problems in a workplace setting.

Stakeholder interviews
Forty-two stakeholder interviews were conducted in five European countries to gather empirical data on actions taken at workplaces to:
- support employees’ wellbeing and health, and the work participation of employees with chronic health problems
- understand facilitators and barriers for taking such actions
- identify factors that encourage and discourage employees to make use of these actions

Interviewees represented managers and employees of workplaces from various industries, and professionals of occupational wellbeing.

Toolkit development
The Toolkit is constructed and structured based on the findings of the groundwork (see figure on the left).

Pilot & evaluation
Toolkit feasibility is assessed using survey data collected from piloting workplaces. Key indicators are:
- Ease-of-use
- Coverage
- Utility

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Mari Ollikonen and Reetta Eerikäinen for contributing to the groundwork of the Toolkit, and Joint Action CHRODIS+ for funding the work.
1. The effectiveness of workplace health promotion interventions to prevent chronic diseases – a systematic review of reviews: RIVM

2. Promotion of healthy lifestyle, prevention of chronic diseases, and enhancing work participation of employees with chronic diseases at workplace. Results of a scoping meta-review.: THL

3. Evaluation of the effectiveness of existing integration and reintegration into work strategies for persons with chronic conditions: FINCB
WP8 Task 8.2 Countries involved in pilot testing Chrodis+ Toolkit for Adaptation of the Workplace

- Finland
- Italy
- Germany
- Spain
- Belgium
- The Netherlands (coordinator of Toolkit)
Development of **CHRODIS+ TOOLBOX** on Employment and Chronic Diseases - MARCH 2020

Promoting inclusiveness and workability for people with chronic health conditions

A training tool for managers

This training tool is part of CHRODIS PLUS Joint Action, which has received funding from the European Union, in the framework of the Health Programme (2014-2020). Grant agreement n. 761387

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**Toolkit** to support employees’ wellbeing, health, and work participation
CHRODIS⁺ TOOLBOX
on Employment and Chronic Diseases

TRAINING TOOL

INCLUSIVENESS
WORKABILITY
WORK PARTICIPATION
PREVENTION
PROMOTION

TOOLKIT

CHRODIS⁺ TOOLBOX
Chrodis Toolbox

On employment & chronic conditions

An inclusive approach and a common language for health promotion and chronic diseases’ prevention in the workplace and on inclusion, maintenance, return to work of people with chronic conditions in Europe

A Common European language fostering health in all sectors
Employment & Chronic Conditions in Europe: a rising issue that Chrodis Plus is facing to support countries’ policy development and reduce the burden of NCDs on people
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WP8: Proudly member of the Chrodis Family!!!!
Thank you for your attention

The Joint Action on Implementing good practices for chronic diseases (CHRODIS PLUS)

This presentation arises from the Joint Action CHRODIS PLUS. This Joint Action is addressing chronic diseases through cross-national initiatives identified in JA-CHRODIS to reduce the burden of chronic diseases while assuring health system sustainability and responsiveness, under the framework of the Third Health Programme (2014-2020). Sole responsibility lies with the author and the Consumers, Health, Agriculture and Food Executive Agency is not responsible for any use that may be made of in the information contained therein.

http://chrodis.eu/