

# 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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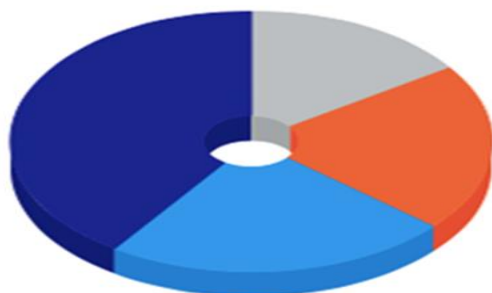
# CHRONIC DISEASES AND EMPLOYMENT

## Background

1 out of 4 European  
suffer from a **chronic health**  
condition



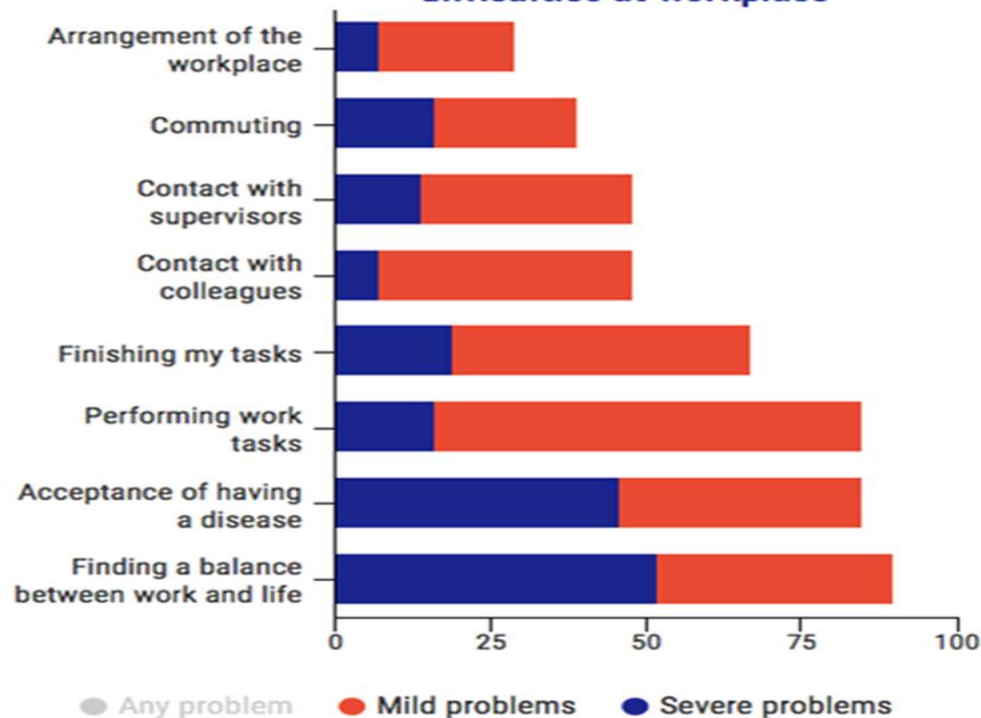
Almost a **78%** of  
people with **long-standing**  
**health problems** are not in the  
workmarket in EU-28



Employed   Unemployed  
Other inactive   Retired

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

Employed people with chronic  
health conditions experience  
difficulties at workplace



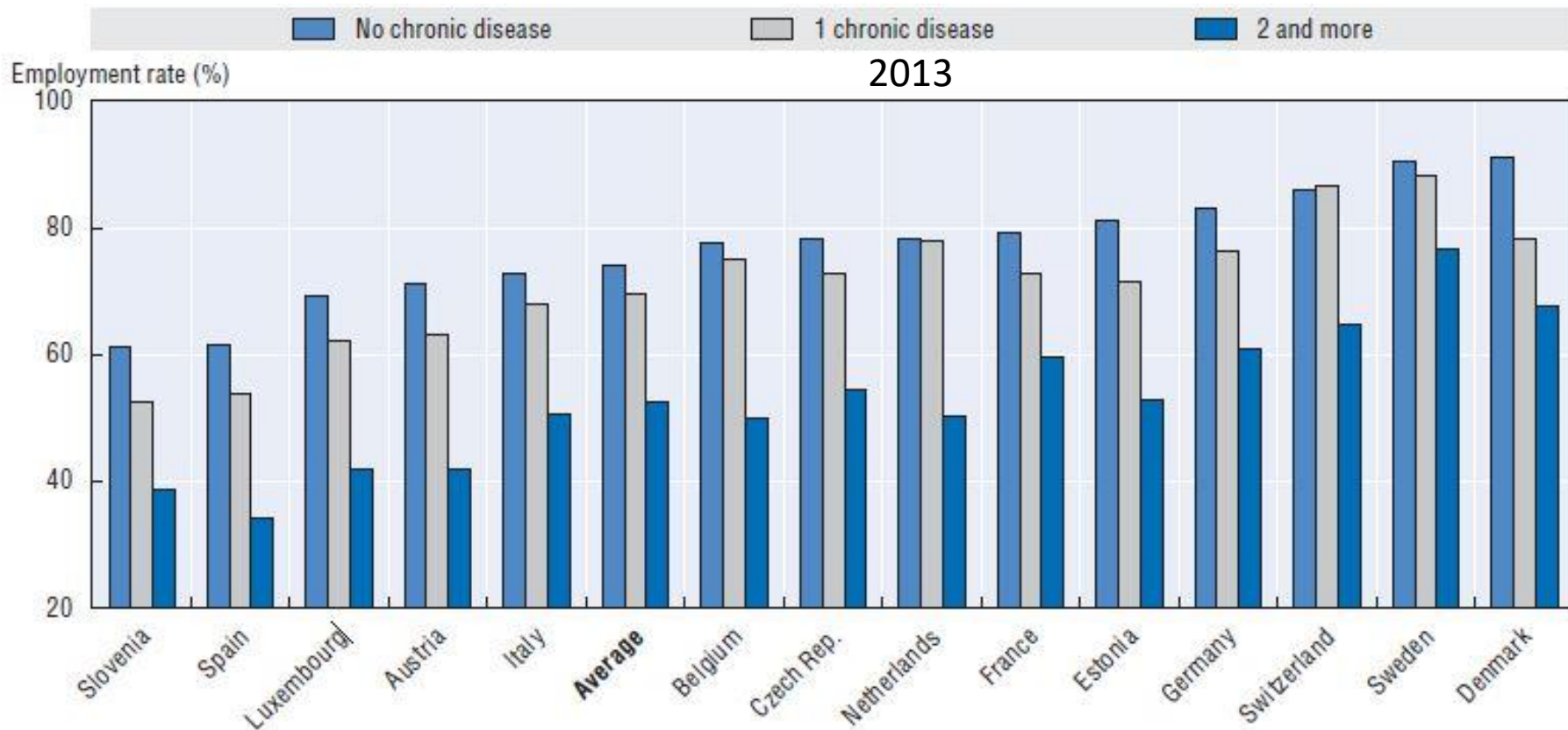
Percentage of people with chronic health conditions experiencing  
workplace problems (Varekamp, & Van Dick, 2010)

# CHRONIC DISEASES AND EMPLOYMENT

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.



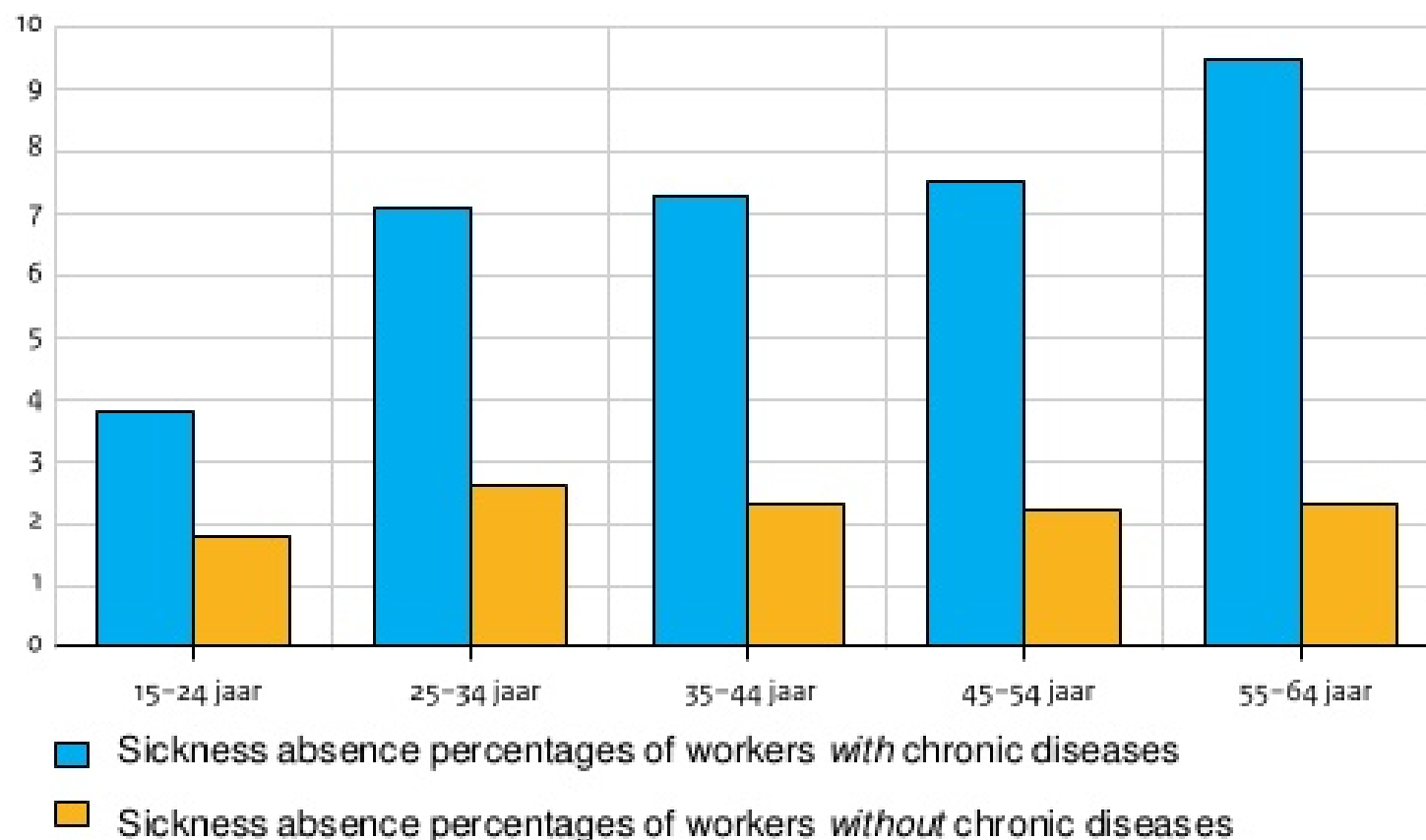
# PERSONS WITH CHRONIC DISEASES HAVE LESS POSSIBILITY TO BE EMPLOYED



Available online

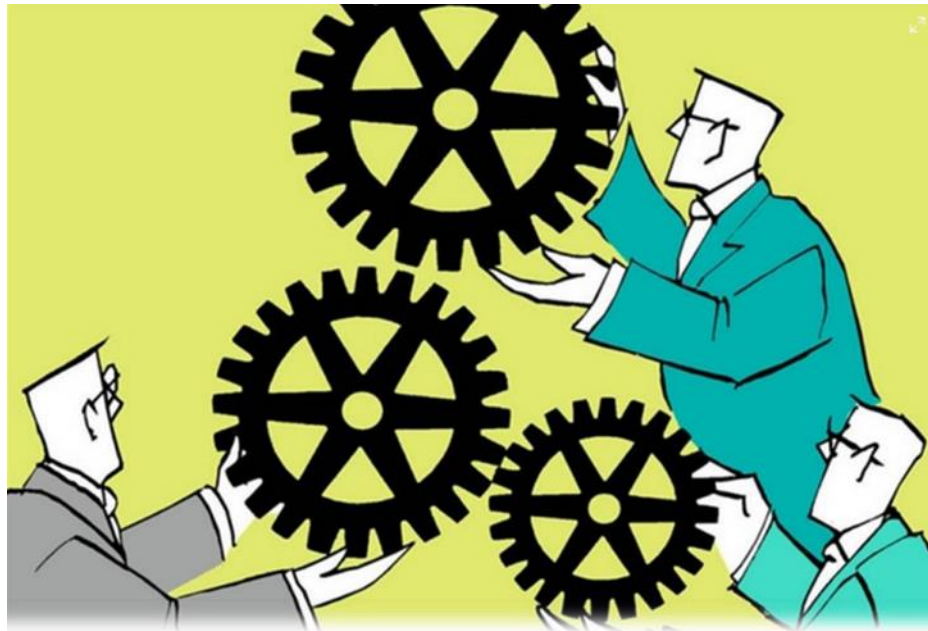
<http://www.oecd.org/health/graph-of-the-month.htm>

# Sickness absence rates of workers with and without chronic diseases - age



# CHRONIC DISEASES AND EMPLOYMENT

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**



# CHRONIC DISEASES AND EMPLOYMENT

## A RISING ISSUE

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

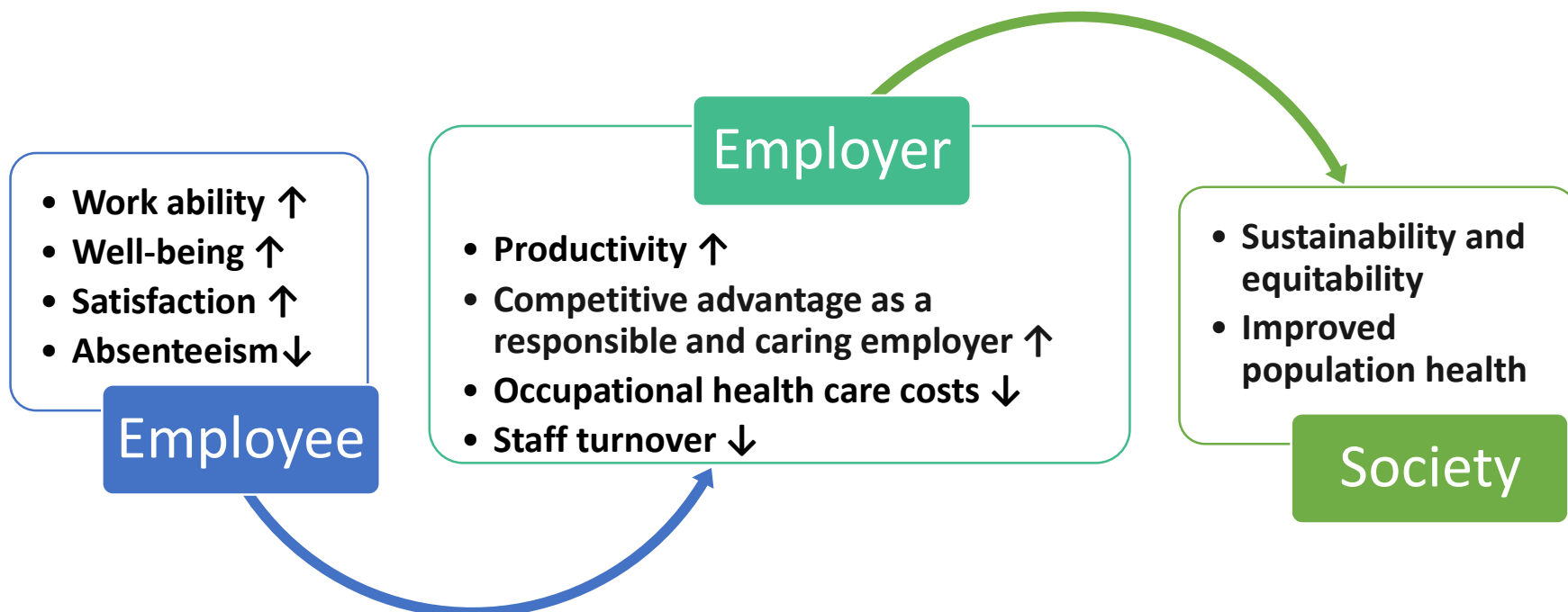
- Fatigue
- Feelings of depression
- Feeling alone
- Lack of understanding from others
- STIGMA

## Problems reported by coworkers

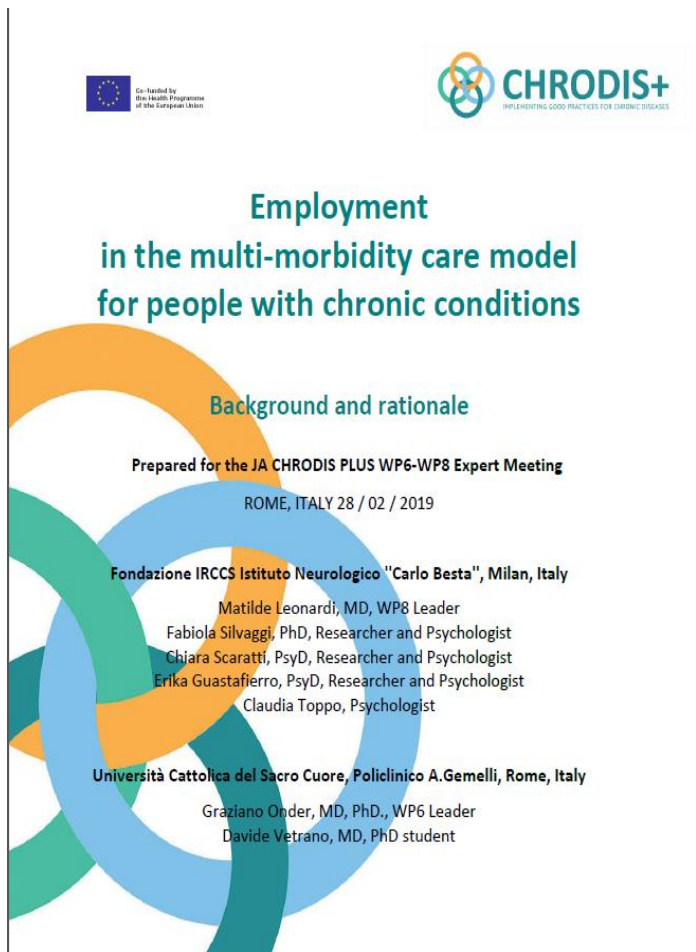
Annoying for colleagues



# Workplace health promotion benefits the employee, the employer, and the society (WHO 2008)



# Health in all sectors: Employment in the Multimorbidity Care Model Tool for international use



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



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# 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*

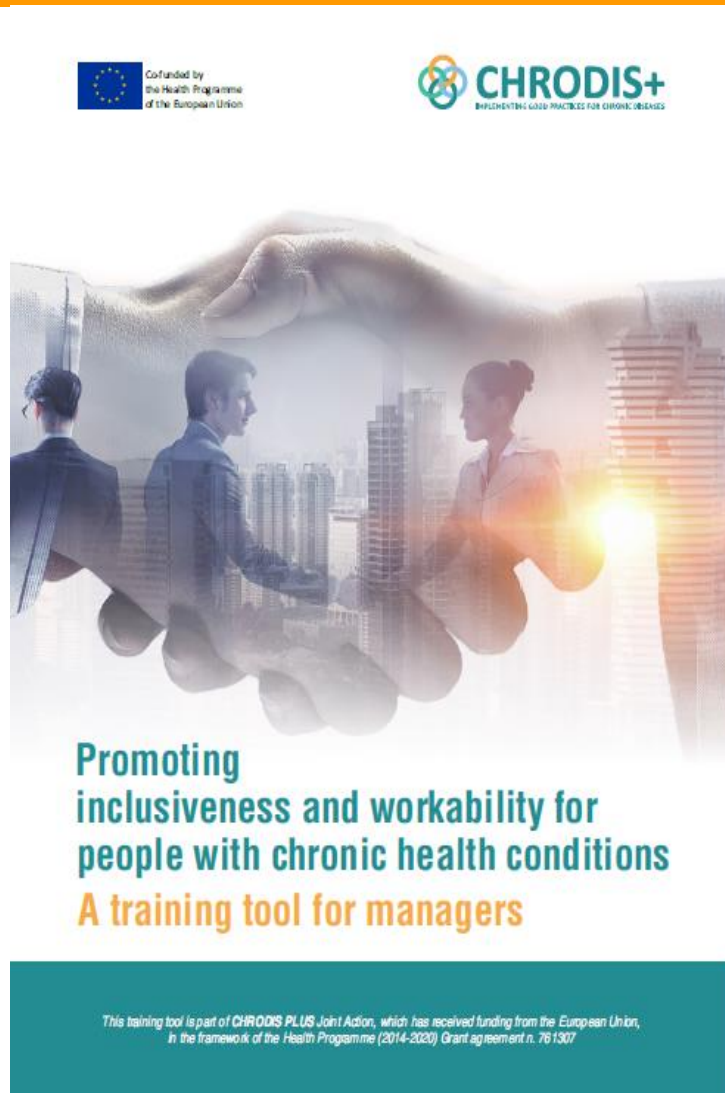


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# Task 8.1

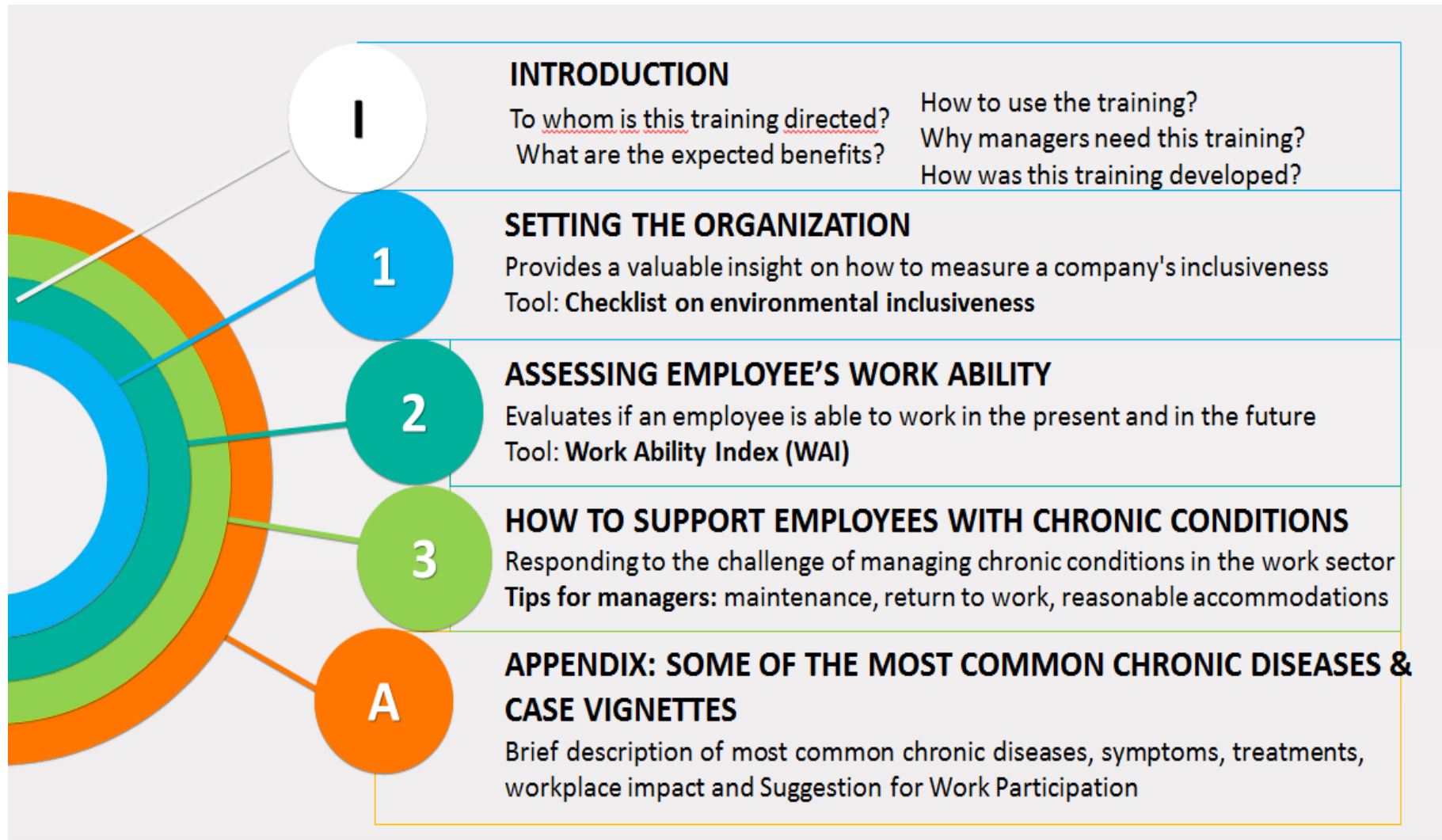
## Training tool for managers



**Promoting inclusiveness  
and workability for people  
with chronic health  
conditions**  
**Chrodis Plus Training Tool  
for managers**

# Task 8.1

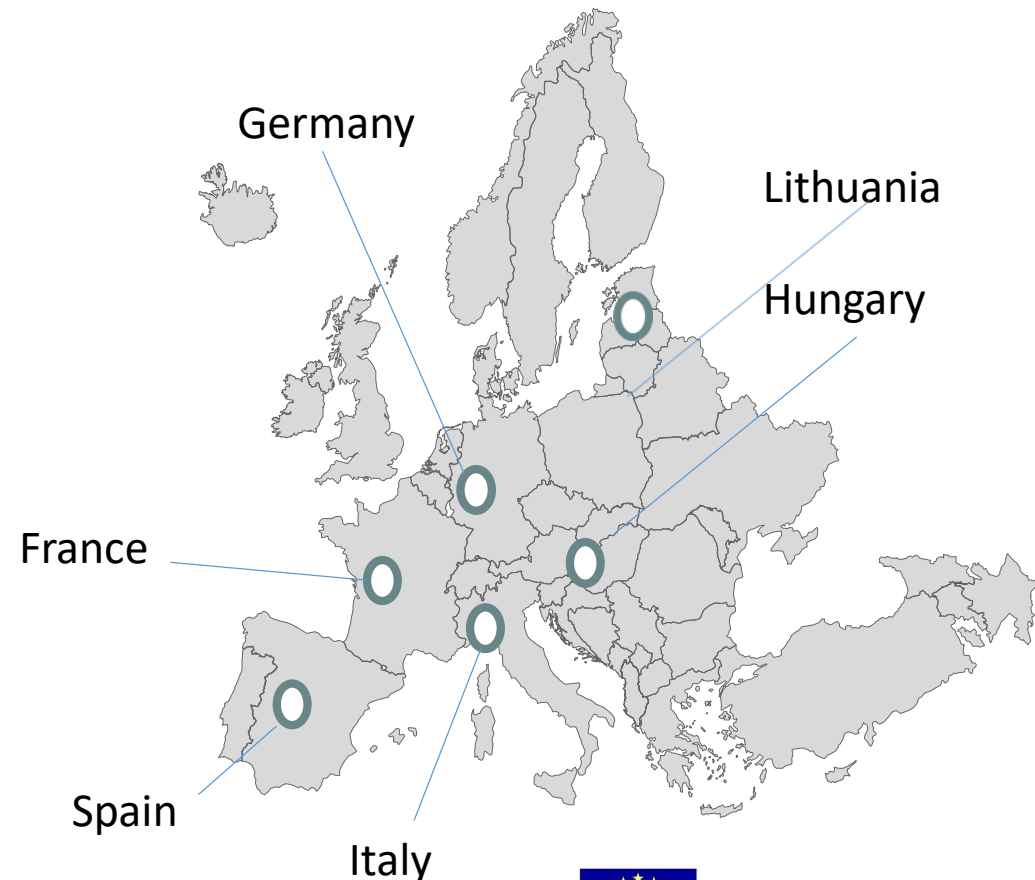
## Training tool for managers – Contents



# 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

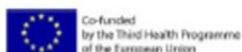


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# WP 8Task 8.2



## Toolkit to support employees' wellbeing, health, and work participation

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



chrodis.eu

### 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.

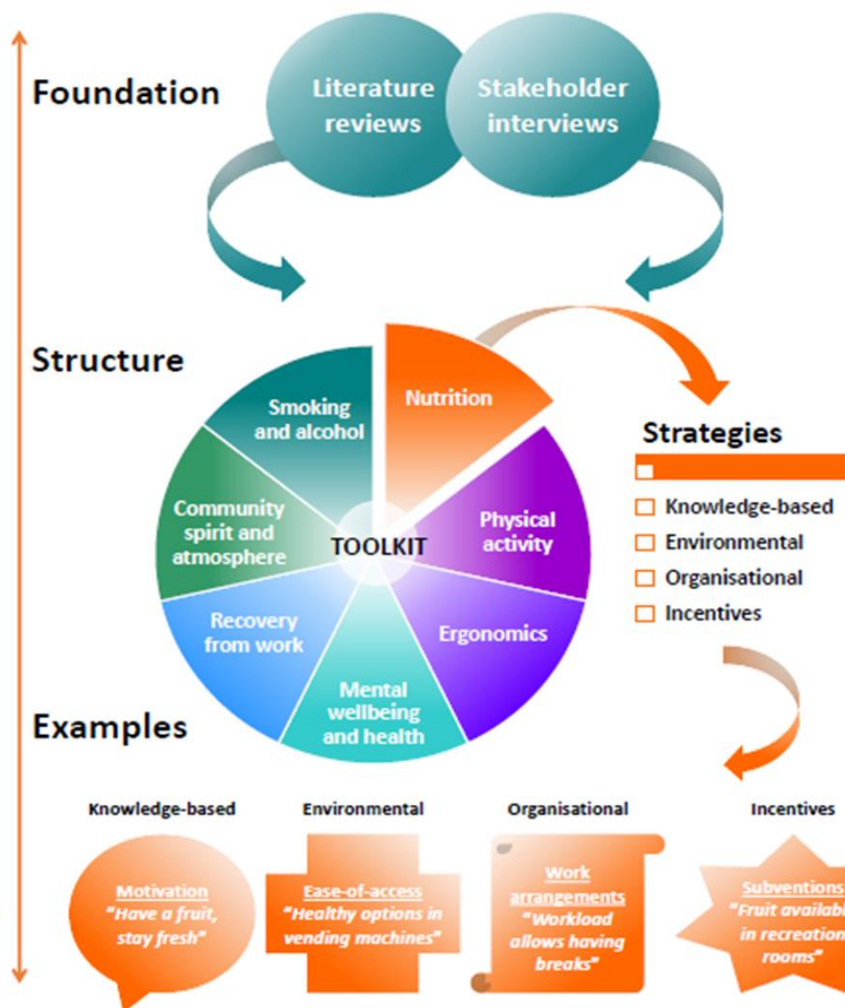
#### Key messages

- ✓ 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+ WPS, together with the Training tool for managers.

### Foundation

### Structure

### Examples



### 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:

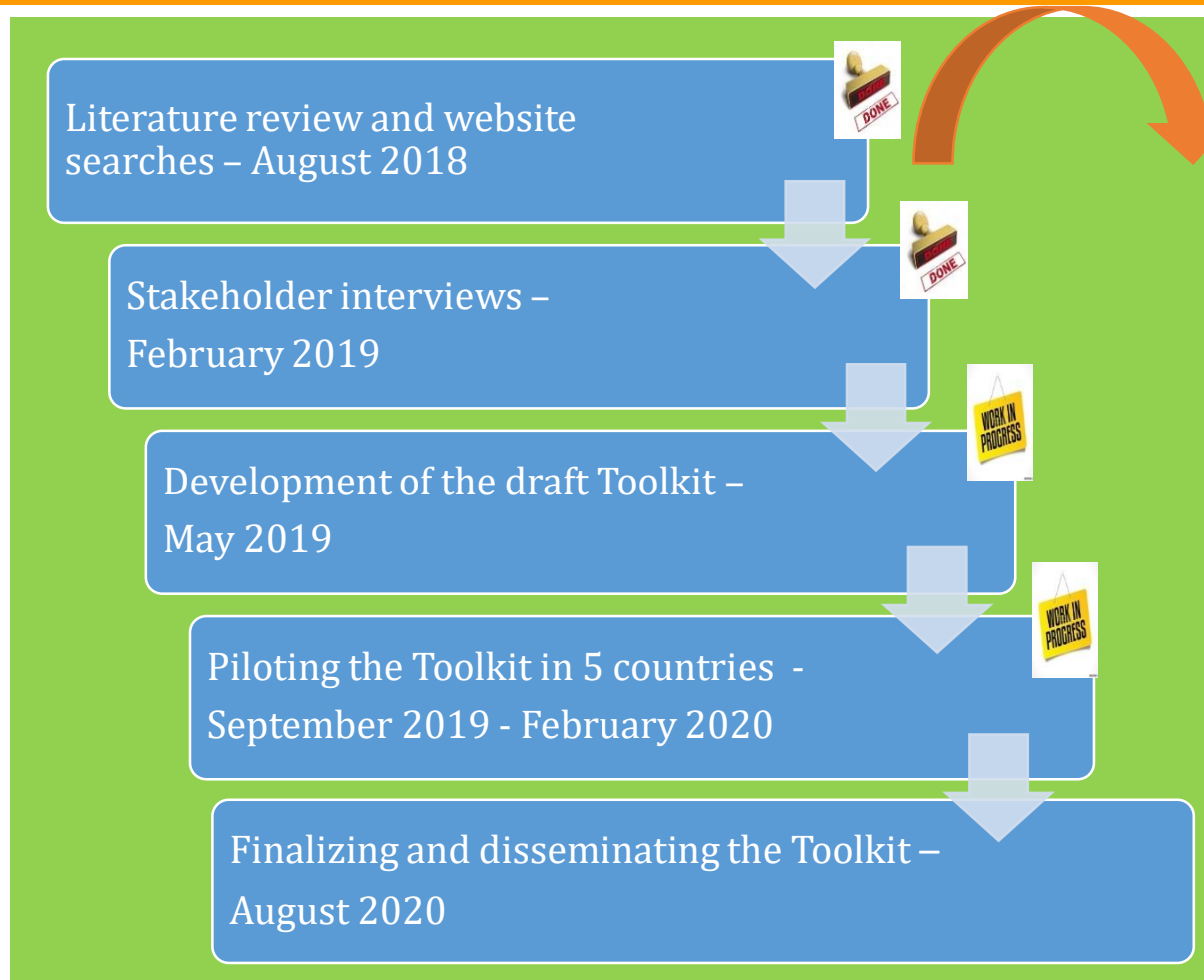
- ✓ Ease-of-use
- ✓ Coverage
- ✓ Utility

#### Acknowledgements

Mari Olkkonen and Reetta Eerikainen for contributing to the groundwork of the Toolkit, and Joint Action CHRODIS+ for funding the work.



# CHRODIS PLUS Task 8.2: Toolkit to support employees' wellbeing, health, and work participation – Coordination:THL



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**



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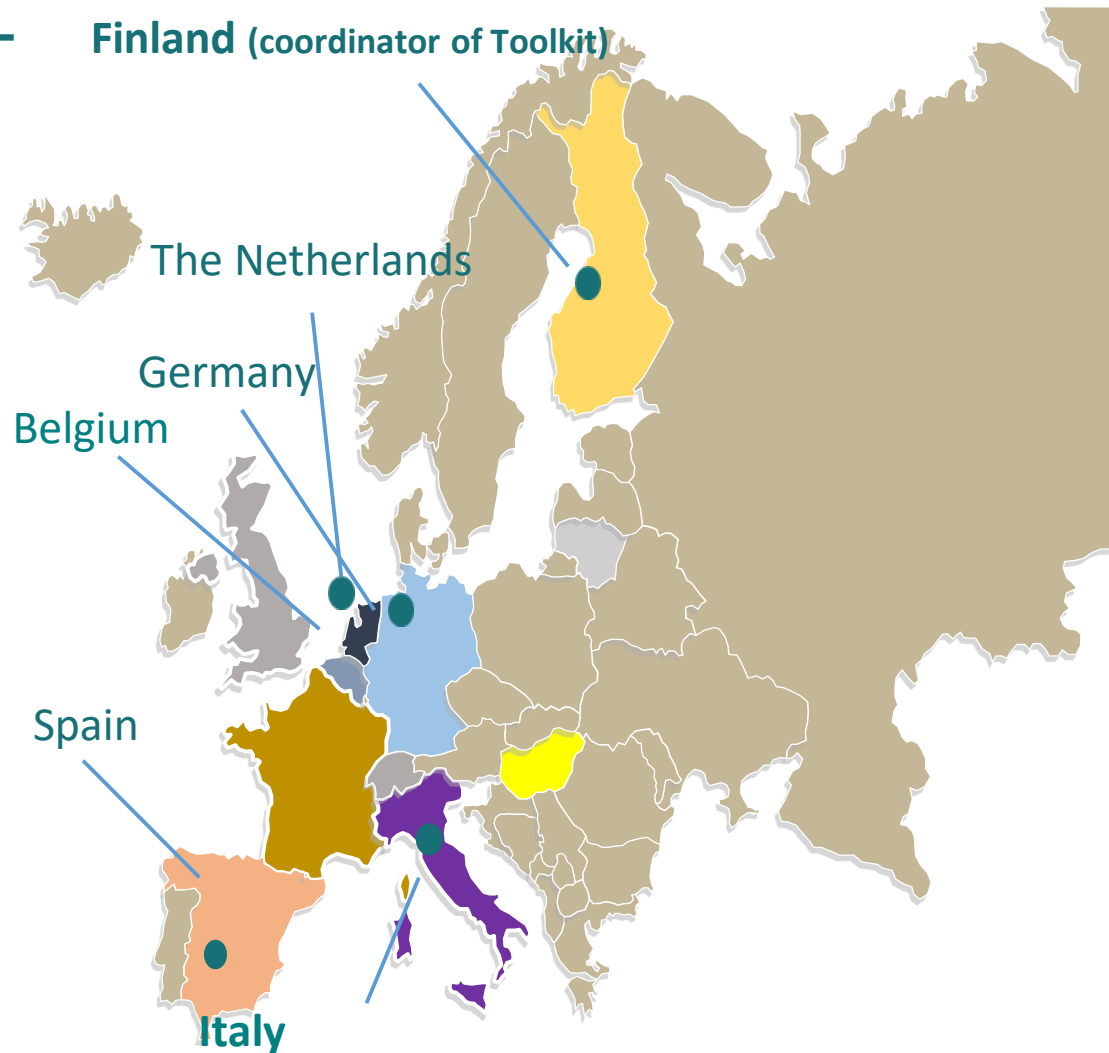


# WP8 Task 8.2 Countries involved in

## **pilot testing** Chrodis+ Toolkit for Adaptation of the Workplace



- Finland
- Italy
- Germany
- Spain
- Belgium
- The Netherlands



# Development of CHRODIS<sup>+</sup> 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. 761307



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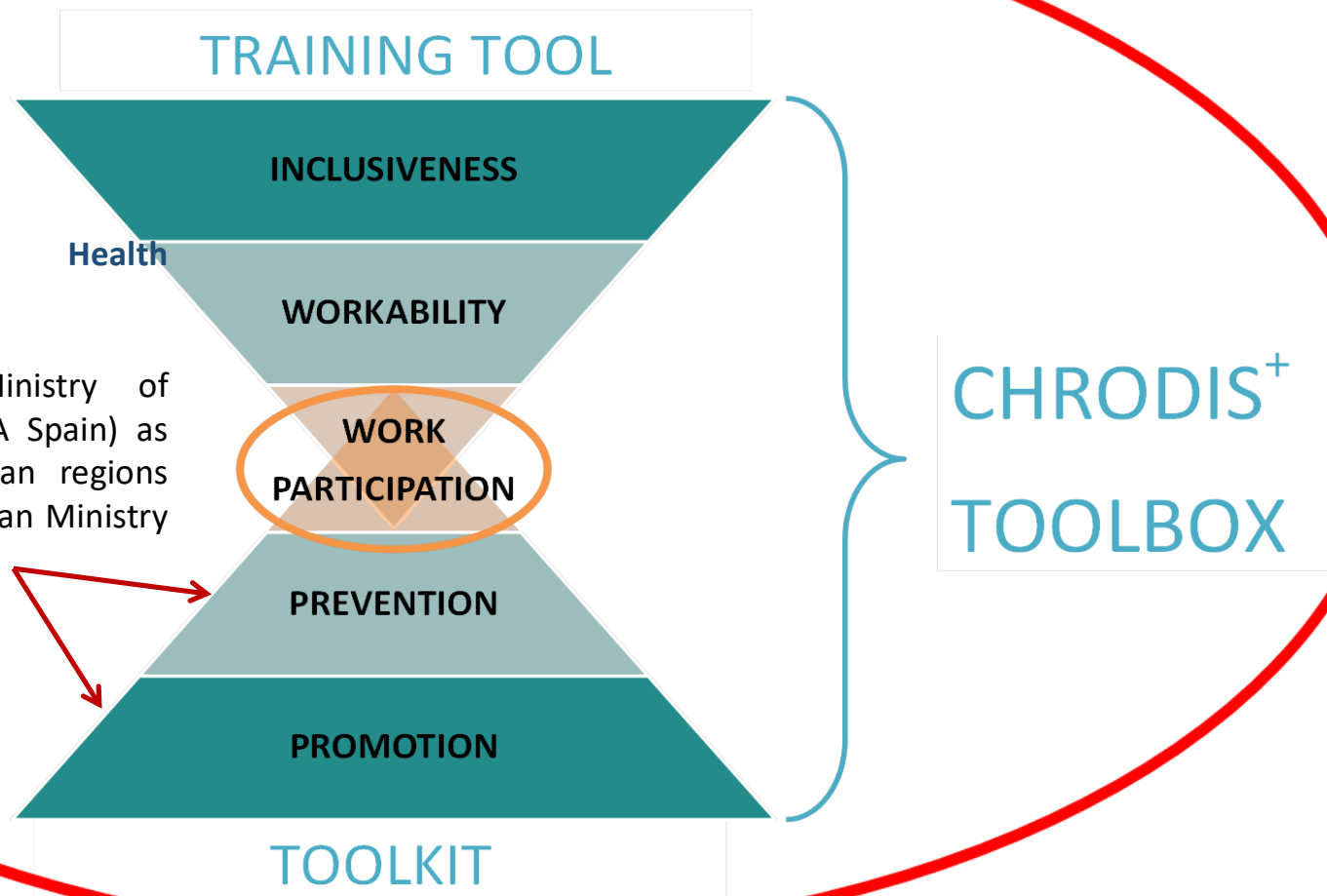


# CHRODIS<sup>+</sup> TOOLBOX

## on Employment and Chronic Diseases

### Example of Best Practice “Lombardy Workplace Health Promotion Network”

It is implemented by:  
Andalusian Regional Ministry of  
Health and Families (CSJA Spain) as  
well as in different Italian regions  
under the auspices of Italian Ministry  
of Health



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A Common European language fostering  
health in all sectors

# 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





**CHRODIS+**  
IMPLEMENTING GOOD PRACTICES FOR CHRONIC DISEASES



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Istituto Neurologico Carlo Besta

Sistema Socio Sanitario



Regione  
Lombardia

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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[chrodis.eu](http://chrodis.eu)

Jaana Lindstrom

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**CHRODIS+**  
IMPLEMENTING GOOD PRACTICES FOR CHRONIC DISEASES

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**WP8: Proudly member of the Chrodís Family!!!!**





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# 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.

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