

# BETTER INCLUSION OF PATIENTS WITH CHRONIC CONDITIONS IN THE WORKPLACE AND TRAINING PRACTICES FOR EMPLOYERS

Katie Gallagher  
Policy Adviser

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Joint Action CHRODIS + WP8  
meeting

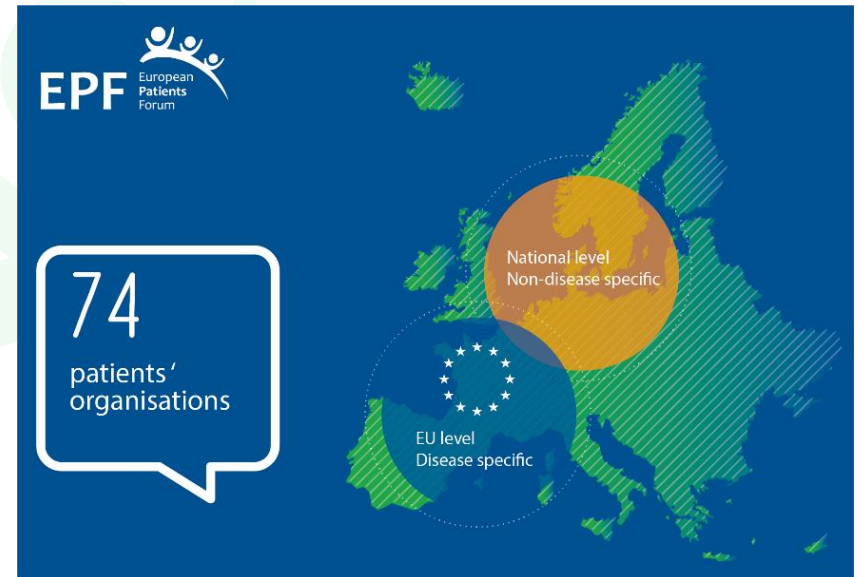
Fondation Universitaire, Brussels

 @eupatientsforum

“ A STRONG PATIENTS’ VOICE TO  
DRIVE BETTER HEALTH IN EUROPE ”

  
**EPF** European  
Patients  
Forum

- European Patients' Forum
  - Independent & non-governmental
  - Umbrella organisation
  - Active since 2003
  - EU patients' voice
- Our members
  - 74 patients' groups
  - EU disease specific organisations & National patient coalitions



# Issues of importance to People with CDs

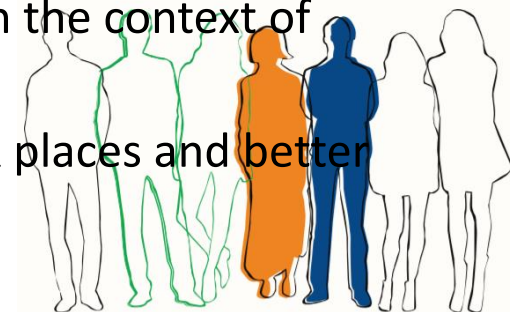
- Towards protection from discrimination on the **grounds of health status**
- **Clearer rights** of people with chronic conditions at work
- **Higher levels of awareness** about living with and managing a chronic condition, combatting discrimination and stigma
- **Invisible disability**
- **Youth**, education and employment
- **Poverty and social exclusion**



Non-discrimination

## Promoting inclusion of people with CDs in the workplace

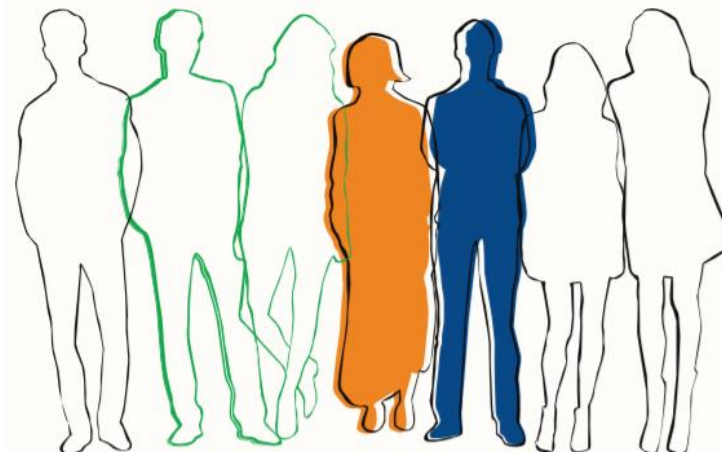
- [Position paper](#) on **equal treatment in employment** – January 2016
  - Partner in EU OSHA's campaign '**Healthy workplaces for all**' – 2016-2017
  - **Task force on non-discrimination in employment** – 2017
- 3 materials to promote the **inclusion of people with chronic conditions in the workplace**
- ✓ A [collection of patient organisation initiatives](#) to promote patient-led actions and promote EPF member action on this topic and take-up of existing materials;
  - ✓ [Recommendations](#) **targeting policy makers** – on how they can promote better inclusion of people with chronic conditions in the workplace in the context of the European Pillar of Social Rights;
  - ✓ A [digital leaflet for employers](#) on how to foster inclusive work places and better inclusion of people with chronic conditions.



# How to foster inclusive work places

## Inclusion of People with CDs in the Workplace

- ✓ What is discrimination in the workplace?
- ✓ Patients' experience of discrimination in the workplace
- ✓ The business case for inclusive workplaces
- ✓ Get inspired
  - Good practices
  - Further guidance for employers



# Patient-led Initiatives and Guidance to promote the inclusion of people with chronic conditions in the workplace

## Campaigns

**“My skills, my strengths, my work”** - ALLIANCE Scotland campaign to promote employability of people with long-term conditions, to change the perceptions of employees with chronic conditions, particularly amongst employers.

**“Tried and Trusted”** – Mental Health Europe campaign for youth employment, supporting and raising awareness for the [Individual Placement and Support](#) (IPS) method.



# Patient-led Guidance to promote the inclusion of people with chronic conditions in the workplace



## Toolkits

**Working out MS in the Workplace: A practical [toolkit](#) for employers - The European Multiple Sclerosis Platform (EMSP) which serves as:**

- a **practical guide for businesses** to enhance or build their policies in terms of recruitment, attendance management and return-to-work procedures;



**[Infographic](#) on positive mental health in the workplace - Mental Health Europe (MHE), which looks at how to foster mentally healthy workplaces**

- a [video](#) with a specific focus on **reasonable accommodations**;
- a [toolkit](#) on **article 27 of the UN CRPD**, which looks at the right to work for people with psychosocial disabilities.



## HOW TO PROMOTE MENTAL HEALTH IN THE WORKPLACE?

# Guidance to promote the inclusion of people with chronic conditions in the workplace

## Guides

Early Intervention [toolkit](#) and [publication](#) - The Fit for Work global alliance, which explores the benefits of Early Interventions which help people with chronic illness remain in work.

Early Intervention Toolkit



Working with Cancer: a [guide](#) for men during and after diagnosis and [video](#) - The European Men's Health Forum



A practical [guide](#) on promoting diversity and inclusion through workplace adjustments - The International Labour Organization, explaining what reasonable accommodation entails, company practices, support available for employers and a model policy

A [guide](#) to good practice on promoting healthy work for workers with chronic illness - The European Network for Workplace Health





# Key Components and Principles

## Creating supportive working environments for people with chronic conditions

- Appropriate support and policies for **prevention, workplace adjustment, accommodations, and return to work**
- Workplace and working hours **adjustments**
- **Work-life balance and flexible working hours** as part of workplace **accommodations**
- **Professional reorientation**, policies and structure
- EU and MSs' **occupational health and safety at work strategies** to support people with CDs at work (whether the condition is caused by work or not)
- Safe and open workplace environments
- **Accessible and inclusive** workplace

According to the UN Convention on the Rights of People with Disabilities (UN CRPD), which has been ratified by the EU and 27 MSs, "**Reasonable accommodation**" means necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms

Examples of such adjustments could include:

- ✓ shorter or flexible working hours
- ✓ ensuring easy access to the building and/or office
- ✓ working from home
- ✓ allowing time for medical appointments
- ✓ offering another position within the company (accompanied by training for the new position)
- ✓ unlimited toilet breaks
- ✓ desk next to the toilet

# THANK YOU



[www.eu-patient.eu](http://www.eu-patient.eu)

“ A STRONG PATIENTS’ VOICE TO  
DRIVE BETTER HEALTH IN EUROPE ”

- **EP Own Initiative Report** on Pathways for the **reintegration of workers** recovering from injury and illness into quality employment – 2018
- Partner of **CHRODIS + Joint Action WP8** on employment and chronic diseases: health in all sectors – Sep 2017-Aug 2020
- Implementation of the **European Pillar of Social Rights**
- **Multi-stakeholder meeting** on the inclusion of patients in the workplace and combatting discrimination - 2019



#SocialRights