

Cancer and Employment

French National Cancer Institute's strategy



Thierry BRETON
Jérôme FOUCAUD
Isabelle GIRARD
Marie-Sophie GANNAC

French National cancer institute: INCa



Health & Scientific Agency

A National Health and Scientific Agency for cancer control, created under the Public Health Act of 2004



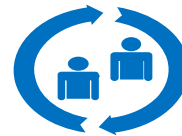
Coordinates cancer control activities

Institute is in charge of monitoring the implementation of Cancer Control Plans



Public Interest Group

- Reports to the Ministries of Health and to the Ministries of Research
- Total budget 100 M€ / 50% for funding Research
- 150 people employed



Supported by an

- International Scientific Advisory Board
- Ethics Committee
- Audit Committee
- Committee of Patients and Healthcare Professionals



- **In France in 2017**

- Incidence rates are estimated at 353 per 100,000 men and 284 per 100,000 women
- Over 1 000 new cases of cancer diagnosed every day in France, 400 of them concerned active professionals
- 3 million people live in France with cancer or considered as cancer survivors
- Cancer is the 1st cause of death

- **A deteriorated professional activity two years after diagnosis (1):**



- For people diagnosed with cancer, two years after the diagnostic the rate of employment decreased from 82 to 61 % and the rate of unemployment increased from 7 to 11 %.
- 1 person out of 3 will have to leave or will lose his job after a cancer diagnosis, compared to 1 out of 6 in the general population.

(1) VICAN2 « la vie deux ans après le diagnostic de cancer »
menée conjointement par l'INCa et l'Inserm

Reduce the impact of cancer on personal life



- **Action 9.4:** Realize the offer of solutions adapted to every personal situation of people with cancer
- **Action 9.5:** Accountability the company in all its components on the objective of retention in employment
- **Action 9.7:** Enhance work on retention in employment to make it know and develop

► this specific actions led by DGT (General Directorate of Labor) and DGEFP (Directorate General of Employment and Vocational Training)

- Mobilization of institutional actors involved in job retention and business mobilization

INCa's actions to achieve the objectives of the Cancer Plan

Funding research in the field of cancer and employment in:

- social and human sciences
- interventional research

5 regional projects led by the network the French labor association



«Financial support of the Anact-Aract network for the deployment of local support actions for workers and companies in 5 regions»

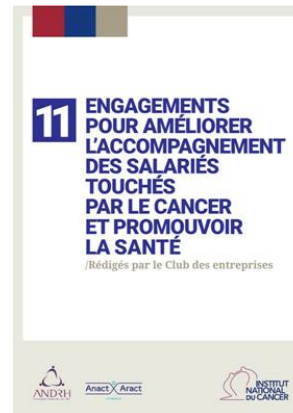
3 main objectives:

- Promote the retention of employees with a chronic disease
- Help business stakeholders to better understand this problem
- Foster cooperation between public health and occupational health actors

A support system for the companies



"**Network of companies** committed to improving the retention and return to work of their employees suffering from cancer and wishing to act on the **perception of the disease** in the professional world"



Support of signatory companies (training, information...)



5 regional projects led by the network the French labor association



- Partnership with INCa: agreement signed in 2015 for a period of 2 years
- Deployment of support actions for workers and companies in 5 pilot regions (Lower Normandy, Aquitaine, Languedoc-Roussillon, Picardy, Martinique)
- 3 axes of implementation:
 - Partnership mobilizations within the various steering committees (national and regional)
 - Business support (awareness, experimentation, training)
 - Communication: symposia, events, press articles, brochures, interviews ...

	Number of experimentations	Number of companies concerned
<i>Awareness</i>	18	197
<i>Experimentation in company</i>	3	9
<i>Training</i>	6	47

CLUB DES ENTREPRISES
Cancer et Emploi

- Approach launched in 2015 by the INCa
- The Club offers companies information and scientific works, sharing best practices and feedback from meetings (2 to 3 meetings per year)
- Open free to all companies wishing to engage in the process

Meetings organized around two communications:

1. Presentation of research work in the humanities and social sciences or in interventional research
2. Sharing of experience by companies that have already implemented actions around the "Cancer and Employment" theme = capitalization and exchange logic

charter OF 11 COMMITMENTS « CANCER & EMPLOYMENT»



- Drafted within the framework of the « Business Club »
- 11 principles and operational commitments to set up a coherent approach in the field of staying in work and returning to employment.
- 4 axes of improvement

- Support employees in staying in work and returning to their jobs
- Provide training and information to stakeholders in companies
- Promote health in companies
- Evaluate and share actions and good practices

Mid-project evaluation



Objectives:

- Make an analysis of the process implemented
- Formulate proposals for the next steps of the process (perspectives)

Evaluation criteria:

Process:

- Relevance
- Participation
- Governance / Management

Results:

- Achievements
- Impact of participation in the Club / signing of the Charter
- Satisfaction
- Satisfaction of partners and companies
- Expectations and perspectives

Method:

- Analysis of available documents (reports, reports, ...)
- Interviews with INCa members
- 13 semi-structured interviews with signatory companies and partners (ANACT, ARACT, ANDRH)

Relevance

Found by the companies of difficulties on the ground: a reality impossible to ignore today. Needs at all levels of the company:

- For companies (combining economic and social performance)
- HR managers (better cooperate with the different actors of public health and work); Direct managers (need for training and tools); employees (change of representations of the disease)
- The social partners (improvement of the social dialogue)

Club membership is a good solution to resolve these questions

Participation

- **5 "Business Club" meetings** - Nearly **50** companies that participated at least once (12 were very active)
- Gradual loading
- **Various participants profiles** (HRD, occupational physicians, "disabled" task force, ...)

Governance / Management

- Satisfactory role distribution (between the different partners)
- Desired evolution: working in project mode with dedicated resources and an action plan

Realizations

- 5 meetings of the "Business Club"
- Charter drafting: defined as a "flagship action" of the Club
- Two official signature sessions in May and November 2017: 17 signatories (next one scheduled in 2018)
- Many communication actions (seminars, conferences, press ...)
- Information and training of signatory companies (in progress)

Impact (of the club and the charter)

- Charter is essential to start an action, frame and legitimize it within the company
- Framework to be completed with an action plan within the company
- Association with a recognized institution legitimizes action

Satisfaction (of companies and partners)

- The format matches the needs
- Contents are useful and qualitative

Evolutions

- Develop work, communication and challenge public authorities
- Deployment in the regions closest to the field, relocating at the regional level or within companies and involving all stakeholders

Concretely for companies:

- Wish for tools and support for the implementation of the 11 commitments
- Wish for scientific and validated information and training
- More exchanges of good practices, sharing of experiences (mutualization)
- ...

Objectives of the training

- Answer the commitment #4 of the Charter "Cancer and employment"
- Increase awareness and inform the actors of the organizations concerned (in particular the human resources directors, the managers, the representatives of the employees) on the effects of the cancerous pathologies and their consequences in the work
- It is a question of attempting to modify the report in the disease by accompanying the stakeholders of the company with a training
- This training will be dispensed by the French National Cancer Institute and then, will have authority to be relieved in a company by the "formed people".

Beneficiaries

- For training dispensed by the INCa: Human resources' directors, Company doctors or occupational health doctors, and responsible of disabilities department
- For training in a company: the intermediate management

Merci de votre attention