

**EMPLOYMENT & CHRONIC
DISEASES:
NEW PATHWAYS IN EUROPE**

PATHWAYS PROJECT

**(Participation To Healthy Workplaces
And inclusive Strategies in the Work Sector)**

FINAL INTERNATIONAL CONFERENCE

Tuesday 20th MARCH 2018
EU Parliament, Brussels



1° PANEL

EMPLOYMENT AND CHRONIC DISEASES: THE EUROPEAN SITUATION

THE PATHWAYS PROJECT RESULTS



Employment & chronic conditions

Overview on Pathways project

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Background

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



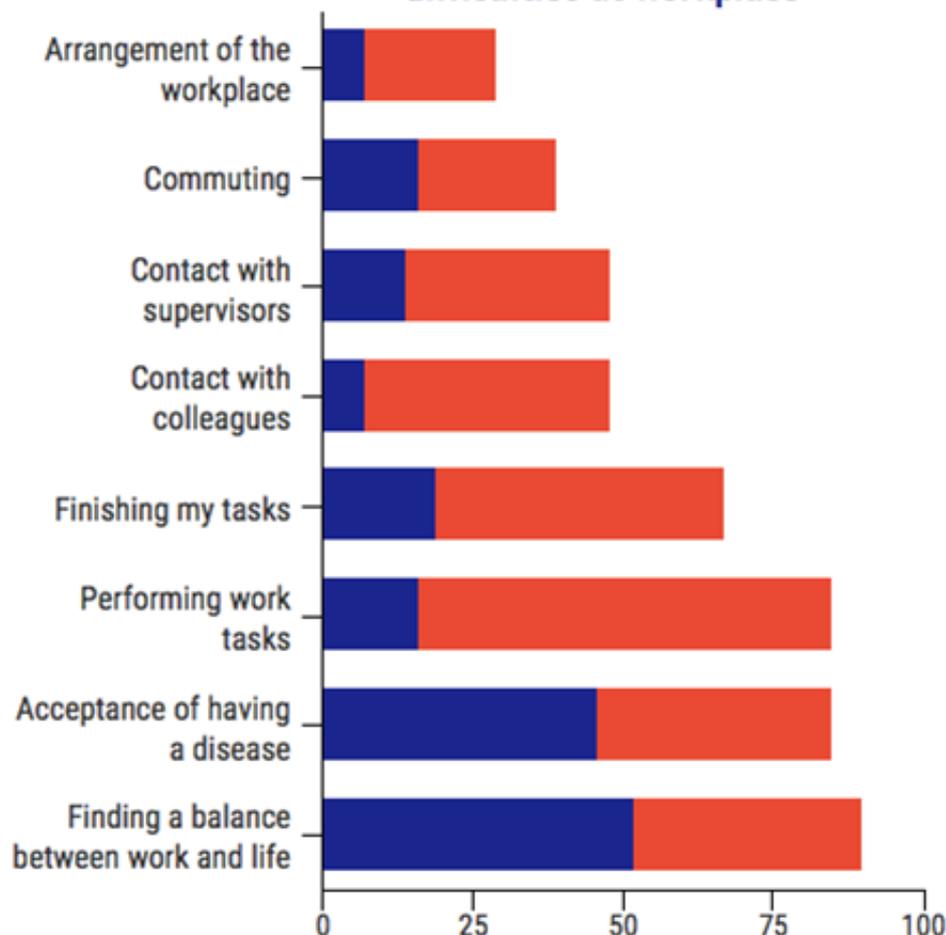
Almost a **78%** of
people with **long-standing**
health problems are not in the
workmarket in EU-28



● 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



● Any problem ● Mild problems ● Severe problems

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

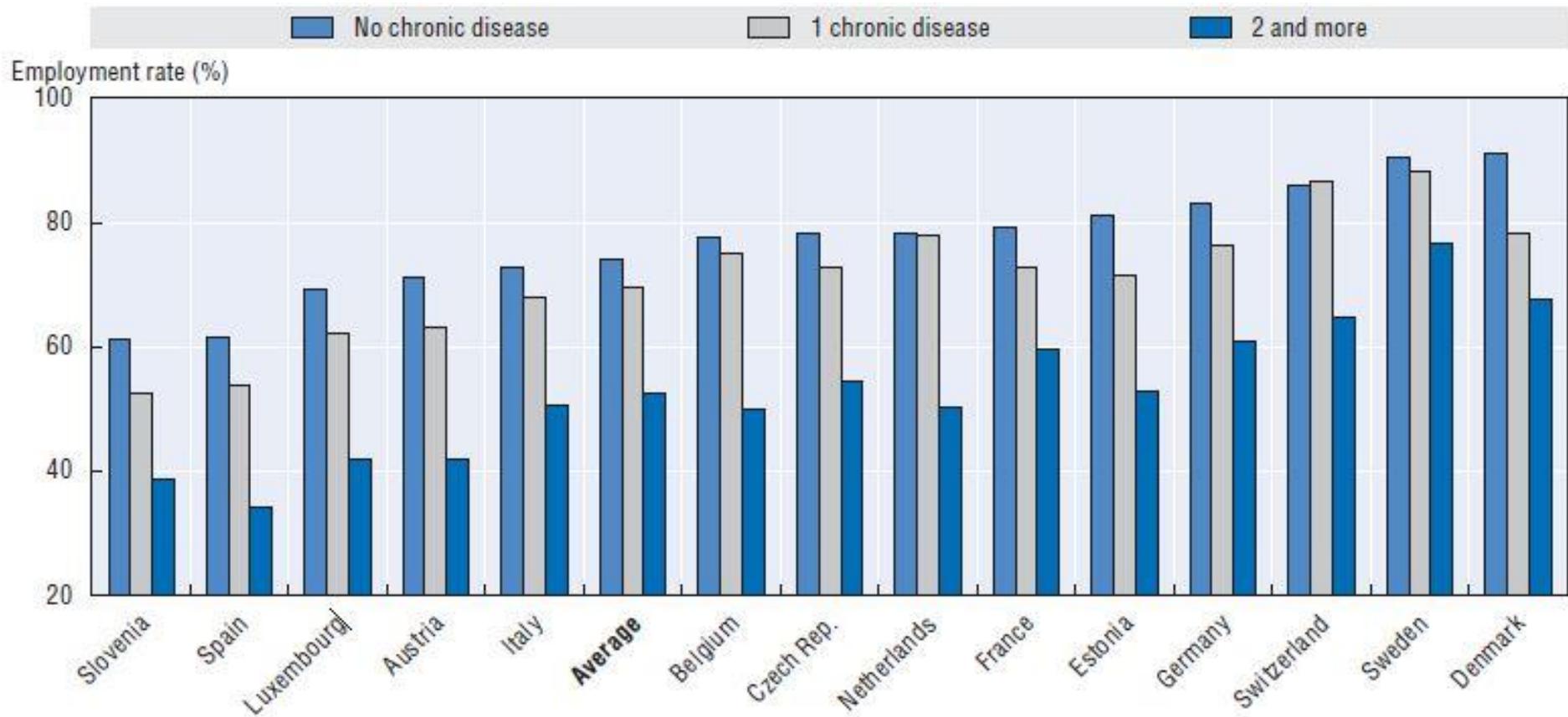
CHRONIC DISEASES AND EMPLOYMENT

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**

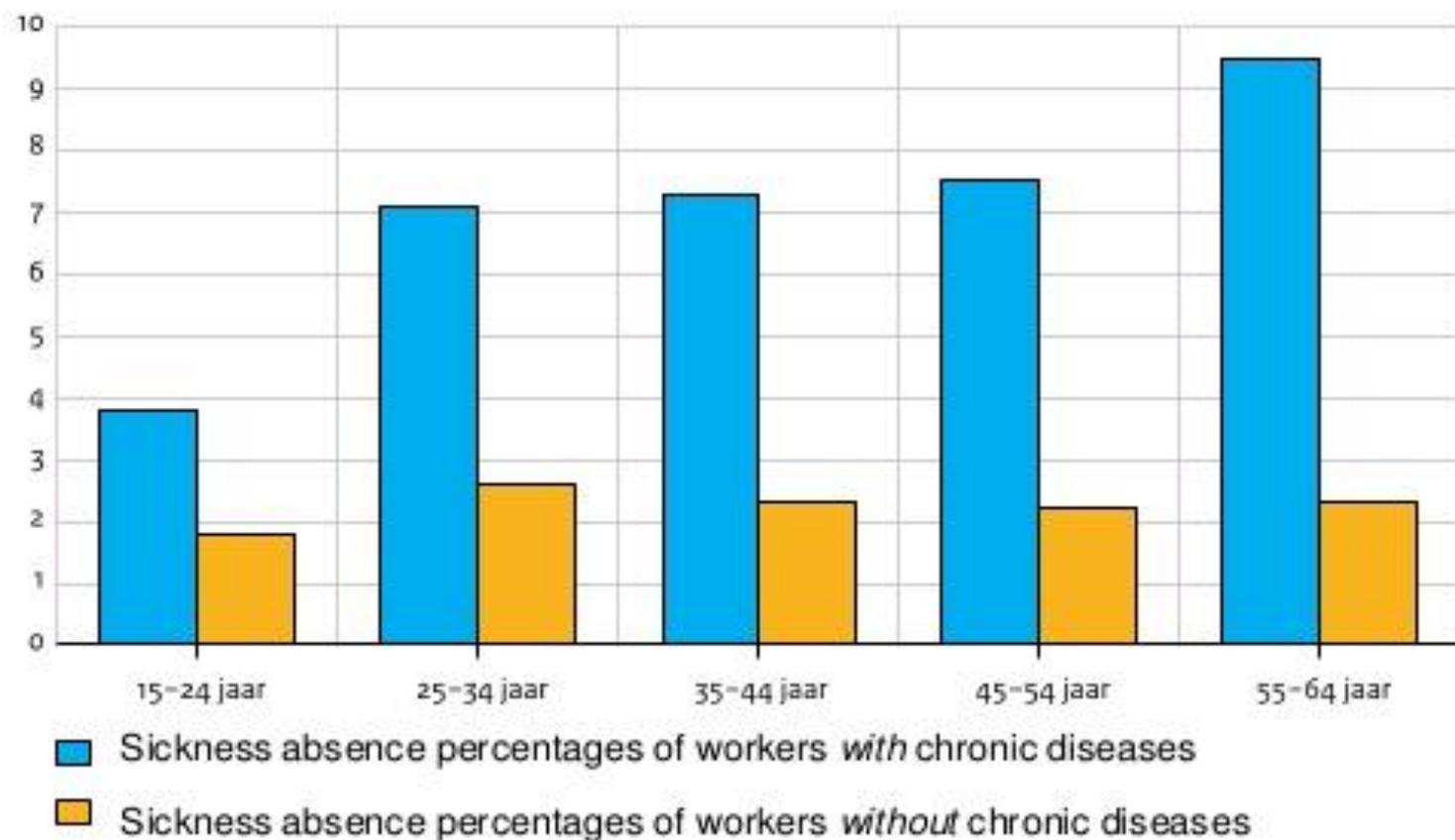
make this issue even more problematic, requiring action in terms of innovative strategies to improve the participation of these persons in the **labour market**.



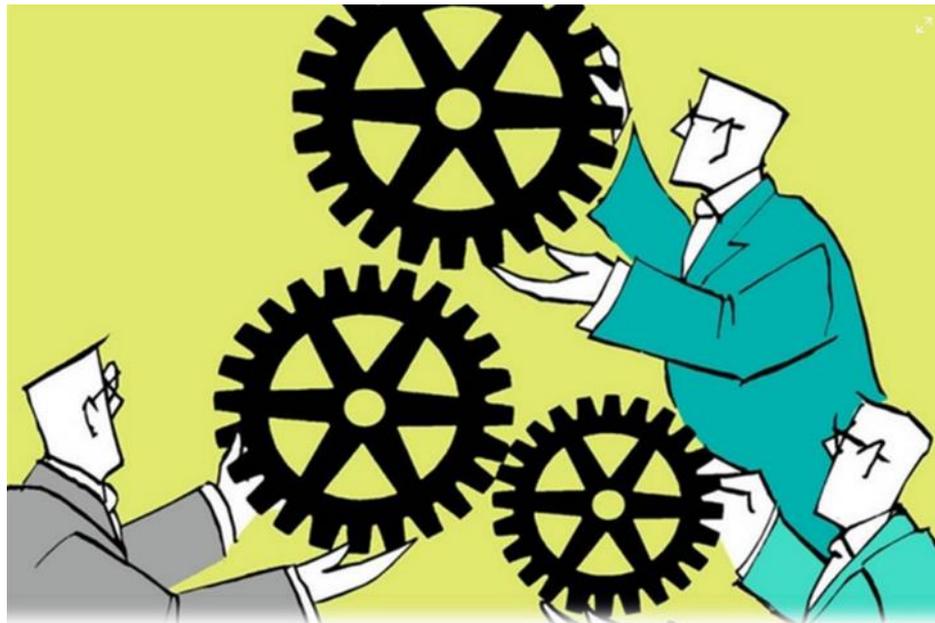
Persons with chronic diseases have less possibility to be employed



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



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.**



Importance to consider
the point of view of all
the involved
actors



Problems and barriers found

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 others

Problems reported by coworkers

- Annoying for colleagues

These data call for URGENT ACTIONS

Many *pathways*: which direction?



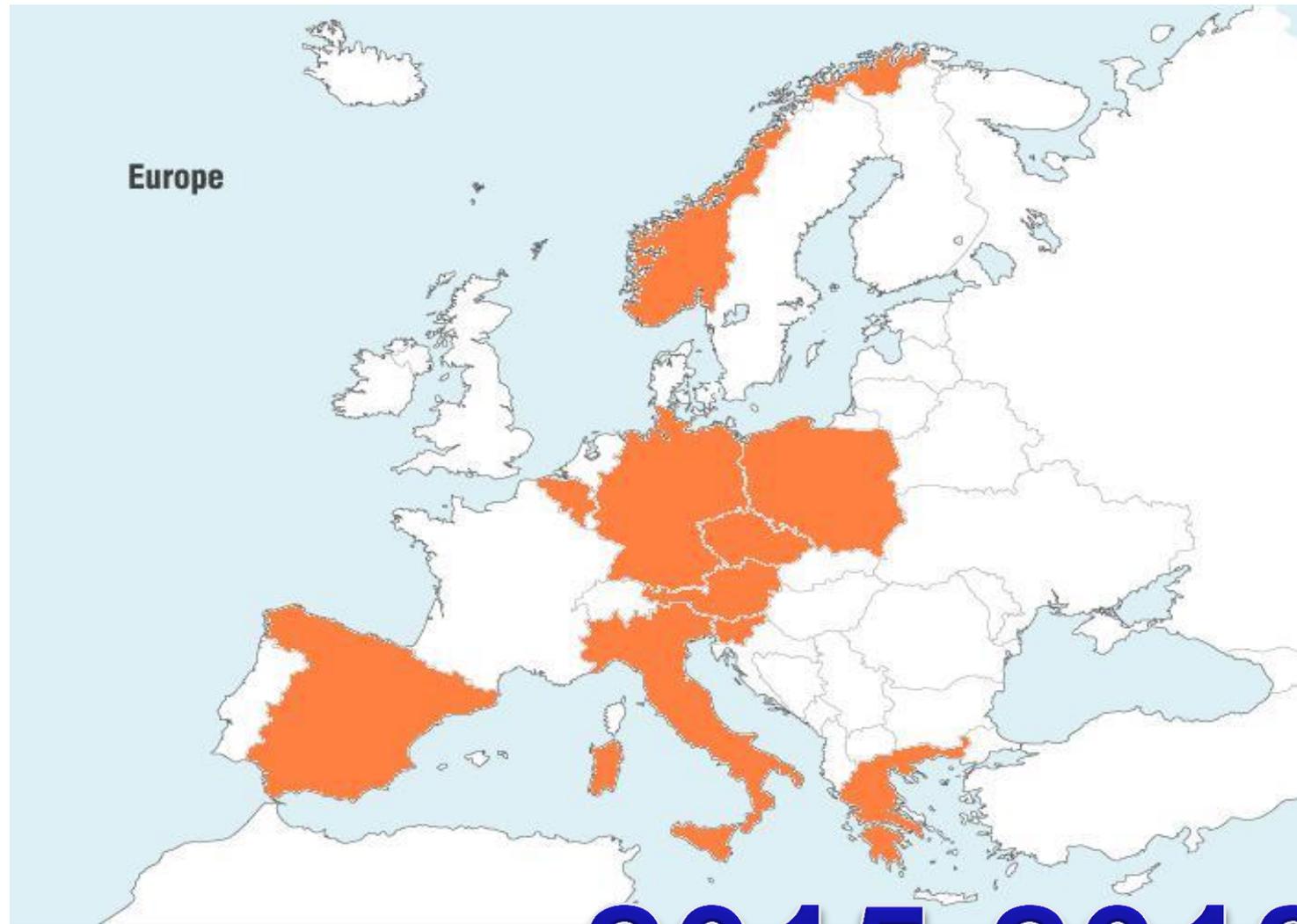
PATHWAYS PROJECT

***Participation To Healthy Workplaces And
inclusive Strategies in the Work Sector***



Co-funded by
the Health Programme
of the European Union

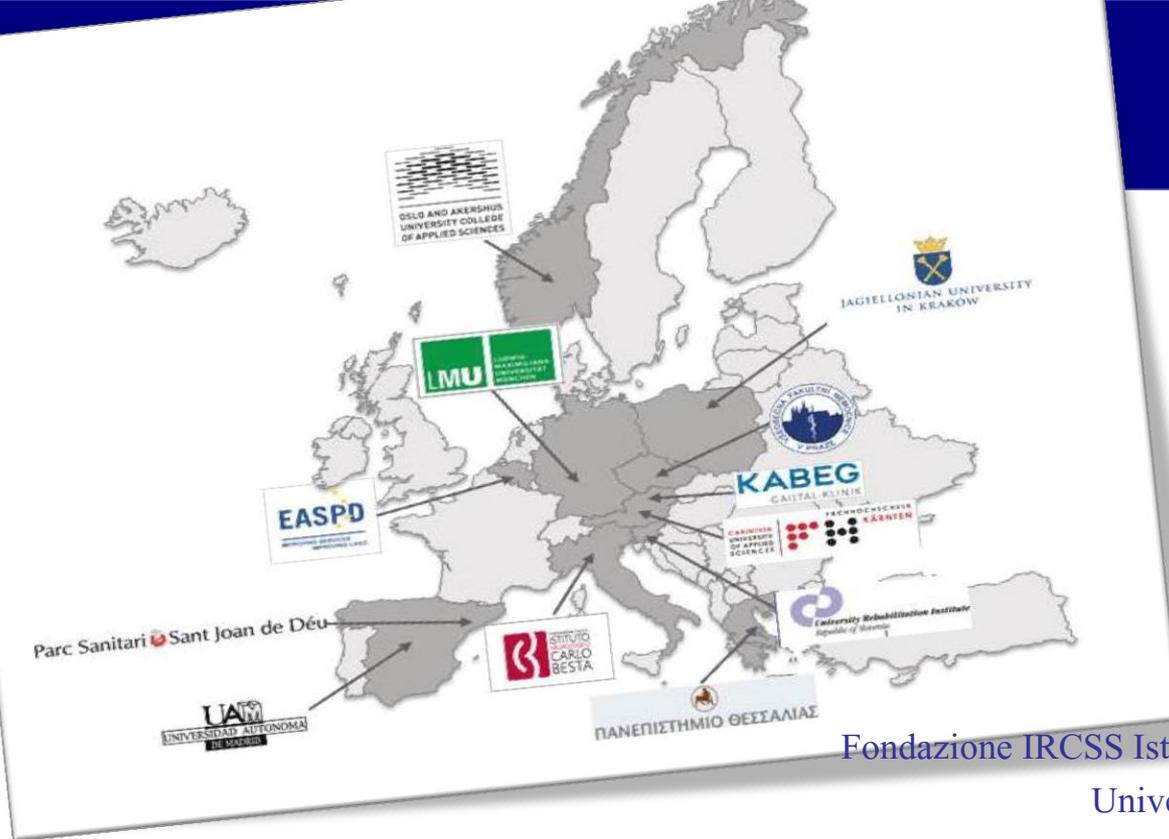
This conference is part of the project / joint action '663474 PATHWAYS' which has received funding from the European Union's Health Programme (2014-2020).



2015-2018



Co-funded by
the Health Programme
of the European Union



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WHY PATHWAYS PROJECT?

PATHWAYS is a 3-year EU project that contributes to the *“Development of innovative approaches to promote the professional integration and reintegration of people with chronic diseases and improve their employability”*.



OBJECTIVE

The general aim of PATHWAYS is to identify **innovative strategies** to adapt the workplace to the needs of people with chronic diseases and to improve their integration or reintegration into the workplace.





SPECIFIC OBJECTIVES

1. IDENTIFY INTEGRATION AND REINTEGRATION TO WORK STRATEGIES FOR PERSONS WITH CHRONIC DISEASES IN EUROPE

2. EVALUATE THEIR EFFECTIVENESS

WP5

WP4

3. ASSESS SPECIFIC EMPLOYMENT RELATED NEEDS OF PERSONS WITH CHRONIC DISEASES AND MENTAL HEALTH CONDITIONS

WP6

4. TO DEVELOP EUROPEAN GUIDELINES SUPPORTING THE IMPLEMENTATION OF EFFECTIVE PROFESSIONAL INTEGRATION AND REINTEGRATION STRATEGIES.

WP7





**12 PARTNERS
10 COUNTRIES**

Comparison of strategies between different European regions, taking into account cultural and social differences.

**MULTIDISCIPLINARY
COLLABORATION**

Stakeholder consultations, including advocacy organizations, employers, policy makers, unions, NGOs, international Organizations and European Union delegates.

**EXPECTED
FINAL RESULT**

Development and implementation of European guidelines to improve integration and reintegration into the workplace for persons with chronic diseases.



TARGET GROUPS

- **Persons suffering from chronic diseases**
- **Representatives of advocacy groups and NGOs**
- **Employers**
- **Governments and policy makers**
- **European Commission**
- **International Organizations (ILO, WHO, OECD)**



7 "umbrella chronic conditions groups", were selected based on their contribution to “years lost due to disability” in Europe in 2015 (Global Burden of Disease Study, 2015):

- Musculoskeletal disorders
- Mental health conditions
- Neurological diseases
- Metabolic disorders and diabetes
- Cardiovascular diseases
- Respiratory diseases
- Cancer



Expected outcomes...

The final outcome of PATHWAYS project is the development of **guidelines** supporting the implementation of strategies to **improve the employment situation of persons with chronic diseases**, taking into account the knowledge acquired in the different phases regarding the availability of strategies, the users of these services, their effectiveness, and the met and unmet employment needs of persons with chronic diseases.



The real challenge for PATHWAYS Project?



- ✓ To propose a **new paradigm/action** plan to reform welfare systems
- ✓ To create a «**working system**» adaptable to people needs and not the contrary, forcing people to accept a work that doesn't respect their health needs.

*Thank you for
your attention!*

PATHWAYS