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# CHRODIS+

IMPLEMENTING GOOD PRACTICES FOR CHRONIC DISEASES

## CHRODIS PLUS Joint Action

### Work and Chronic Diseases:

### A European Training Tool helping Managers to Promote Workers' Inclusion and Working Ability

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Bergamo, 29.11.2019

# The impact of chronic diseases



## The EU and chronic diseases

Reducing the burden of **chronic diseases** such as diabetes, cardiovascular disease, cancer and mental disorders is a priority for EU Member States and at the EU Policy level, since they **affect 8 out of 10 people over the age of 65** in Europe.

*Source: OECD publication Health at a Glance: Europe 2016*

## A heavy price for chronic diseases

It has been estimated that **chronic diseases cost EU economies €115 billion or 0.8% of GDP annually**. Approximately 70% to 80% of healthcare budget across the EU are spent on treating chronic diseases.

*Source: European Journal of Public Health, Vol. 26, Supplement 1, 2016*



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MEMBER STATES  
STEP UP TOGETHER  
TO **SHARE**  
**INNOVATIVE**  
**PRACTICES**  
**AND POLICIES**  
TO ALLEVIATE  
THE BURDEN OF  
**CHRONIC DISEASES**



## **CHRODIS PLUS**

Joint Action

42 partners representing  
21 European countries



**2017-2020**



# Countries contributing to CHRODIS PLUS

- Belgium
- Bulgaria
- Croatia
- Finland
- France
- Germany
- Greece



- Hungary
- Iceland
- Ireland
- Italy
- Lithuania
- Luxembourg
- Malta
- Netherlands
- Poland
- Portugal
- Serbia
- Slovakia
- Slovenia
- Spain



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# CHRODIS PLUS beneficiaries

List does not include collaborating partners and pilot project implementers

## Belgium

- Federal Public Service Health, Food Chain Safety and Environment
- Flemish Region

## Bulgaria

- National Center of Public Health and Analyses, Sophia

## Croatia

- Croatian Institute of Public Health

## Finland

- Finnish Institute for Health and Welfare

## France

- The French National Cancer Institute

## Germany

- Otto von Guericke University Magdeburg
- Technical University of Dresden
- University Hospital Regensburg
- University of Ulm

## Greece

- Aristotle University of Thessaloniki
- Centre for Research and Technology Hellas

## Hungary

- Semmelweis University
- National Institute of Oncology

## Iceland

- The Directorate of Health

## Ireland

- Health Service Executive
- Institute of Public Health

## Italy

- Local Health Services of Turin
- Fondazione IRCCS Istituto Neurologico Carlo Besta
- National Institute of Health
- Catholic University of the Sacred Heart

## Lithuania

- Institute of Hygiene
- The Hospital of Lithuanian University of Health Sciences Kauno Klinikos
- Vilnius University
- Vilnius University Hospital Santaros Klinikos

## Malta

- Ministry for Health, Government of Malta

## Netherlands

- The Dutch National Institute for Public Health and the Environment

## Poland

- National Institute of Geriatrics, Rheumatology and Rehabilitation

## Portugal

- Ministry of Health

## Serbia

- Institute of Public Health of Serbia
- Faculty of Medicine, University of Belgrade

## Slovakia

- The Ministry of Health of the Slovak Republic

## Slovenia

- National Institute of Public Health

## Spain

- Agency for Health Quality and Assessment of Catalonia
- Regional Ministry of Health of Andalusia
- Cantabria Council of Health
- Institute of Health Sciences of Aragon
- International Centre of Excellence in Chronicity Research
- Institute of Health Carlos III

## Europe

- EuroHealthNet
- European Patients' Forum



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# Implementation Projects

## 29 implementation projects in four major areas

1. Health promotion and disease prevention: 5 practices implemented by 8 organizations coordinated by Eurohealthnet (Belgium) (Leader)  
Finnish Institute for Health and Welfare (Finland) (co-leader)
2. Multimorbidity Care Model: 1 model implemented by 5 organizations coordinated by Catholic University of the Sacred Heart (Italy) (Leader)  
Vilnius University Hospital Santariskiu Klinikos (Lithuania) (co-leader)
3. Quality Criteria Recommendations: 1 tool implemented by 8 organizations coordinated by National Institute of Health (Italy) (leader)  
National Institute of Public Health (Slovenia) (co-leader)
4. **Employment and Chronic Diseases: 2 tool implemented by 8 organizations**  
coordinated by Fondazione IRCCS Istituto Neurologico Carlo Besta (leader)  
Finnish Institute for Health and Welfare (Finland) (co-leader)





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# CHRODIS+

IMPLEMENTING GOOD PRACTICES FOR CHRONIC DISEASES

## Employment and Chronic Conditions Health in all sectors

Work Package Leader: Fondazione IRCCS Istituto Neurologico Carlo Besta, Italy  
Work Package co-Leader : Finnish Institute for Health and Welfare, Finland

# WP8 Partners

## Belgium

- European Patients' Forum (**EPF**)

## Hungary

- Semmelweis University (**SU**)

## Lithuania

- Vilnius University Hospital Santaros Klinikos (**VULKS**)

## Spain

- Regional Ministry of Health of Andalusia (**CSJA**)
- Institute of Health Carlos III (**ISCIII**)

## Finland

- National Institute for Health and Welfare (**THL**)

## Italy

- Foundation IRCSS Carlo Besta Neurological Institute (**FINCB**)
- Superior Health Institute (**ISS**)
  - Catholic University (**UCSC**)

## Slovenia

- National Institute of Public Health (**NIJZ**)

## France

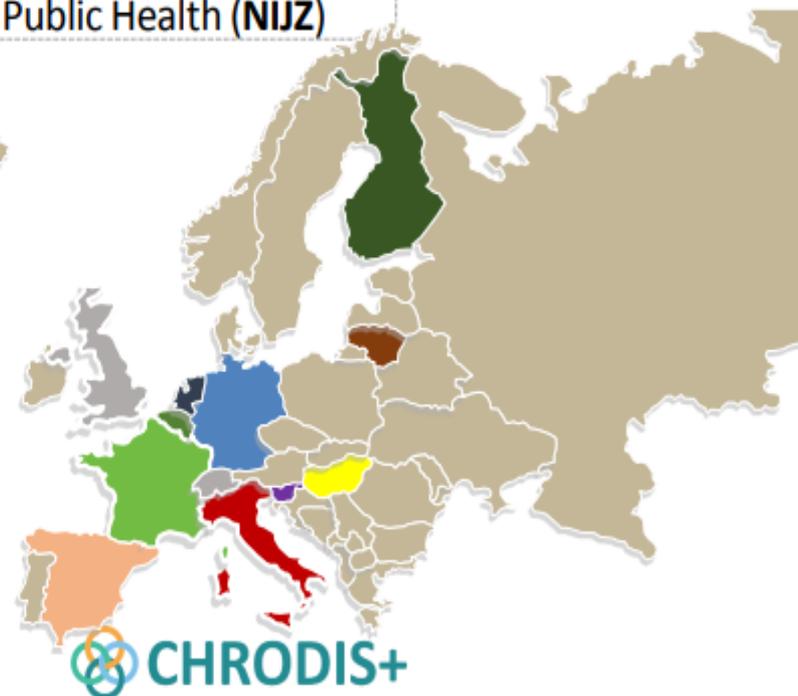
- The French National Cancer Institute (**INCa**)

## Germany

- Technical University of Dresden (**TUD**)

## Netherlands

- National Institute for Health Public and the Environment (**RIVM**)



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# WP8 Collaborating Partners

## Belgium

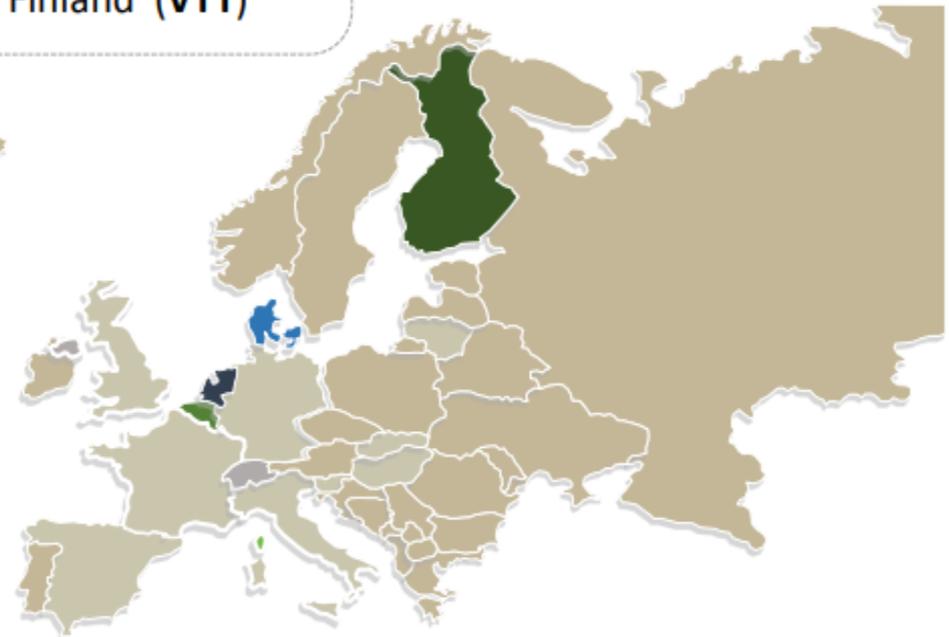
- European Brain Council (**EBC**)
- European Association of Chronic Diseases patients (**ECDA**)
- European Association of Service Providers for Persons with Disabilities (**EASPD**)
- European Federation of Neurological Association (**EFNA**)
- Pain Alliance Europe (**PAE**)

## Finland

- Finnish Institute of Occupational Health (**FIOH**)
- Technical Research Institute Finland (**VTT**)

## Danmark

- The Danish Committee for Health Education (**ENOPE**)



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# Objectives of WP8: Employment and chronic conditions

- 1. To improve work access and participation of people with chronic diseases,**
- 2. To support employers in implementing health promotion and chronic disease prevention activities in the workplaces and**
- 3. To reinforce decision makers' ability to create policies that improve access, reintegration, maintenance and stay at work of people with chronic diseases.**



# CHRODIS+ TOOLBOX on Employment and Chronic Conditions

To reach these objectives a **TOOL BOX** with 2 instruments has been developed:

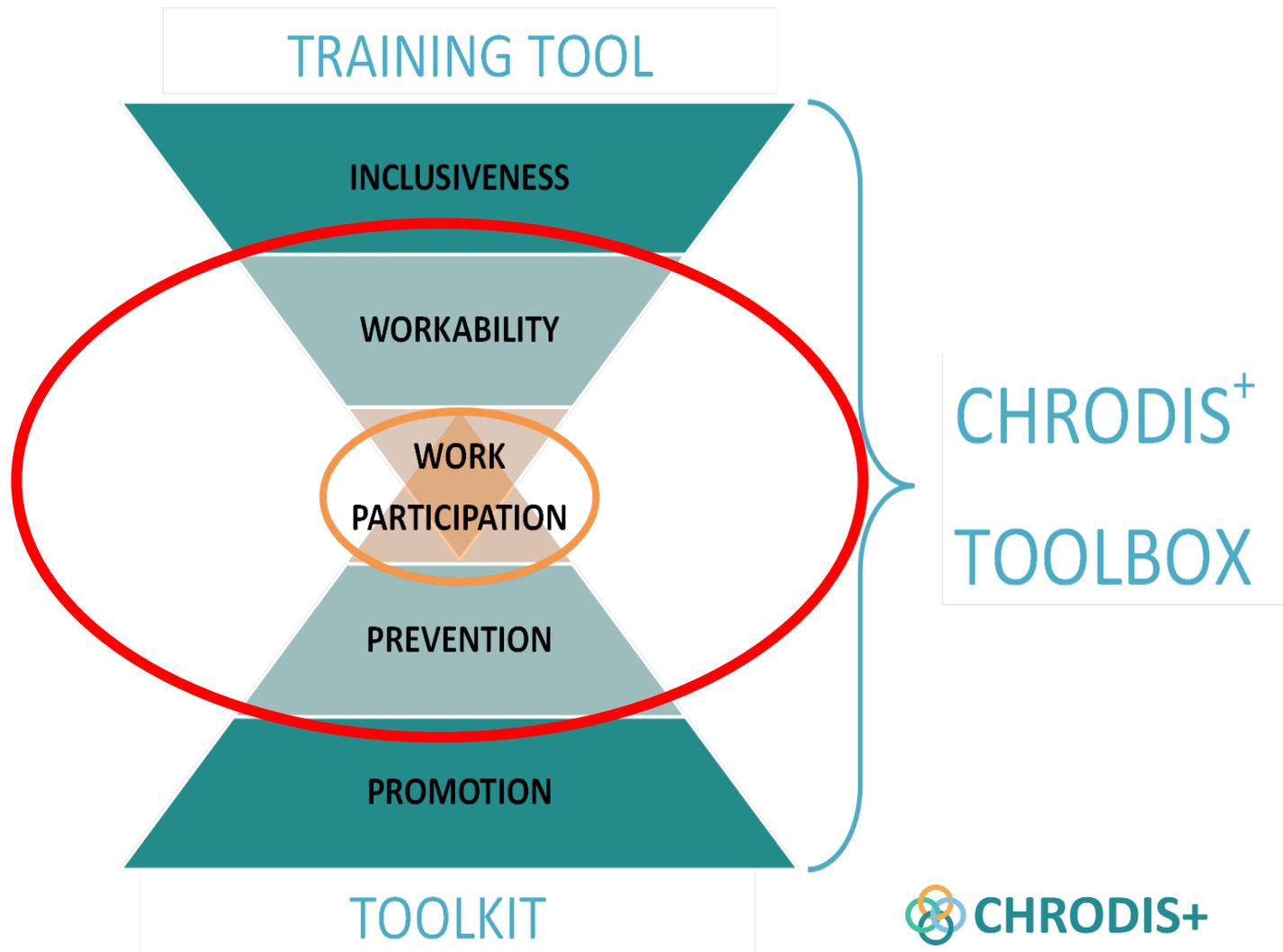


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# CHRODIS<sup>+</sup> TOOLBOX

on Employment and Chronic Diseases



# Promoting inclusiveness and workability for people with chronic health conditions

## Training tool for managers developed by Fondazione IRCCS Istituto Neurologico Carlo Besta



**Promoting  
inclusiveness and workability for  
people with chronic health conditions**  
**A training tool for managers**

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.**

**TRAINING TOOL FOR MANAGERS** is an innovative tool aiming at this scope

# Training tool for managers

## How was this tool developed?



International Journal of  
Environmental Research  
and Public Health



Article

### Chronic Diseases & Employment: An Overview of Existing Training Tools for Employers

Fabiola Silvaggi <sup>1,\*</sup>, Matilde Leonardi <sup>1</sup>, Erika Guastafierro <sup>1</sup>, Rui Quintas <sup>1</sup>, Claudia Toppo <sup>1</sup>, Jerome Foucaud <sup>2,3</sup>, Kristopher Lamore <sup>2,3,4</sup>, Ulrike Rothe <sup>5</sup> and Chiara Scaratti <sup>1</sup>



International Journal of  
Environmental Research  
and Public Health



Review

### Return to Work Interventions for Cancer Survivors: A Systematic Review and a Methodological Critique

Kristopher Lamore <sup>1,2,\*</sup>, Thomas Dubois <sup>1</sup>, Ulrike Rothe <sup>3</sup>, Matilde Leonardi <sup>4</sup>, Isabelle Girard <sup>1</sup>, Ulf Manuwald <sup>3</sup>, Soja Nazarov <sup>3</sup>, Fabiola Silvaggi <sup>4</sup>, Erika Guastafierro <sup>4</sup>, Chiara Scaratti <sup>4</sup>, Thierry Breton <sup>1</sup> and Jérôme Foucaud <sup>1,5,\*</sup>



International Journal of  
Environmental Research  
and Public Health

1 *Review*

### 2 **Chronic Diseases and Employment: Which** 3 **Interventions Support the Maintenance of Work and** 4 **Return to Work among Workers with Chronic** 5 **Illnesses? A Systematic Review**

6 Soja Nazarov <sup>1</sup>, Ulf Manuwald <sup>1</sup>, Matilde Leonardi <sup>2</sup>, Fabiola Silvaggi <sup>2</sup>, Jérôme Foucaud <sup>2,4</sup>,

7 Kristopher Lamore <sup>2,4,5</sup>, Erika Guastafierro <sup>2</sup>, Chiara Scaratti <sup>2</sup>, Jaana Lindström <sup>6</sup> and

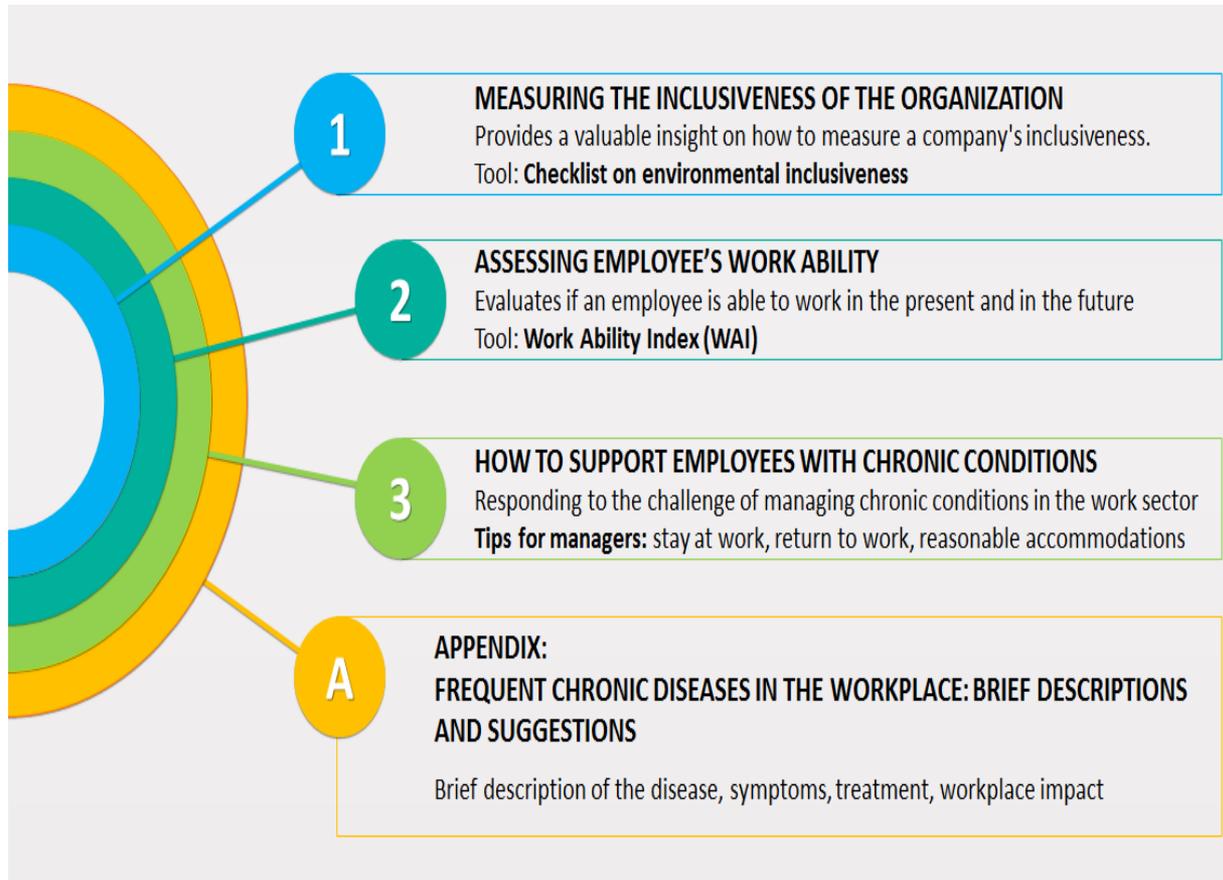
8 Ulrike Rothe <sup>1,\*</sup>



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# Training tool for managers: 3 Sections and the Appendix



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# Training tool for managers

## Section 1 - Measuring the inclusiveness of the organization



### SECTION 1

#### Measuring the inclusiveness of the organization

This Section provides a valuable insight on how it is possible to measure a company's inclusiveness. The knowledge of the level of **inclusiveness of a company** provides managers with an understanding of the status of an organization and allows to identify critical issues and to overcome them with relevant actions. This knowledge is necessary to project the future and to implement innovative strategies to promote inclusion for every company. Acting on the work environment to reach inclusiveness for all will have several benefits. **Inclusion in fact is the process that helps to overcome barriers limiting the presence, participation and achievement of workers.** In an inclusive workplace employees feel valued and rewarded which contributes to creating a sense of openness where problems are discussed openly and a sense of loyalty to the organization. These, in turn, improve productivity and reduce costs related to absenteeism, turnover and medical claims.

#### The importance of Environment

The term "Work Environment" is used to describe the surrounding conditions in which an employee operates. The work environment includes both physical environmental conditions, as temperature and equipment, and social environmental aspects, such as interactions with peers, subordinates and managers in the workplace. In order to avoid conflicts, it is always important for managers to create a good work environment characterized by a high degree of trust and respect among employees of all levels.

The knowledge of inclusiveness of a company provides managers with an **understanding of the status of an organization** and allows to **identify critical issues.**

This knowledge is necessary to project the future and to implement innovative strategies.

Inclusion is the process that helps to overcome barriers limiting the presence, participation and achievement of workers.

# **CHECKLIST ON ENVIRONMENTAL INCLUSIVENESS:**

4 areas, 40 questions with YES/NO answer

## **SECTION 1: Work Environment and Enterprise**

(eg. Does your organization promote inclusiveness and accessibility to all employees?)

## **SECTION 2: Reasonable Accommodation**

(eg. Does your organization ensure flexi time?)

## **SECTION 3: Management**

(eg. Does your organization promote cohesion and collaboration between management levels and front line staff?)

## **SECTION 4: Teamwork**

(eg. Does your organization promote team cohesion and make sure nobody feels isolated?)

# Training tool for managers

## Checklist on environmental inclusiveness

How to interpret the results of the Checklist on inclusiveness in the work environment:

Reading answers to checklist's items will allow to have a picture of the strengths and weakness on inclusiveness of the enterprise. By noting in which section the organization does not reach the maximum score of 10, managers can promote employees' wellbeing by investing in the domains of inclusiveness in which the organization has not yet adopted inclusiveness strategies.

Once the checklist has been filled in, the total score allows to have a picture of the overall state of the environmental inclusiveness of organization.

Comparing the score given by managers and employees will help to identify areas that could be improved. Poor score identifies areas for intervention. For example, if the enterprise obtains 4/10 points in the section "teamwork" it means that action to promote inclusiveness could be taken in this area.

### Suggested actions if scoring is below 40:

- Interventions on work environment to reduce discrimination
- Interventions on reasonable accommodation
- Interventions on organizational policies and management
- Interventions on to support the working teams in achieving goals in respecting the needs of all members of the enterprise

[2] The checklist on INCLUSIVENESS is inspired by different documents and between them are to be noted the following:  
- UN CONVENTION on the rights of persons with disabilities (CRPD), United Nations, 2006  
- BILALDI, F., PERRAZZI, L., PASTI, S., RIZZI, A. (2021). L'approccio di COINCLUSIVA. Indagine ESPERIMENTALE sulle dimensioni della COINCLUSIVA ORGANIZZATIVA, Osservatorio Nazionale Inclusion@Work, n. 4 (a cura di) COINCLUSIVA ed ufficio ORGANIZZATIVA, Roma, pp. 25  
- OLSON, J., LAGO, A. (2017). Inclusion@Work. Indagine 2017-2018: Misurare lo stato di inclusione in un'azienda italiana. COINCLUSIVA Council Available web: <https://www.inclusion@work.com/it/> / <https://www.inclusion@work.com/it/en/>

## How to interpret the results

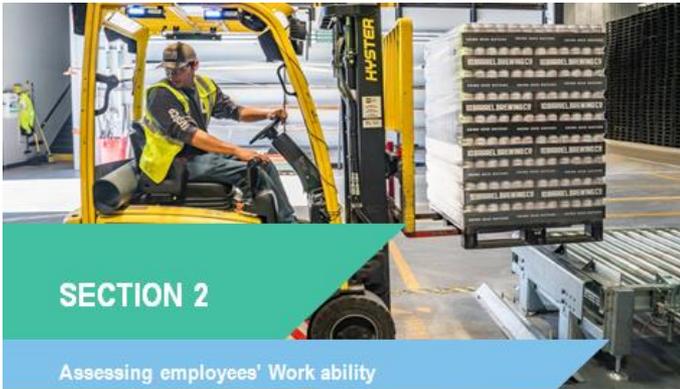
### Of the Checklist on inclusiveness in the work environment

- **Total score 0-40:** gives a picture of the environmental inclusiveness of an enterprise/ organization;
- **Section score: 0-10 :** helps to identify the areas that may be improved. In fact, a negative score identifies areas for interventions and once these are made, changes can be evaluated
- **Suggested actions:** help to think about possible interventions to reduce discrimination and promote inclusiveness



# Training tool for managers

## Section 2 – Assessing employees' Workability



### 2.1 What does Work ability mean?

**Work ability** is a dimension that evaluates whether an employee is able to do his/her job in the present and in the future, in relation to the demands of this job, to the work environment, and to his/her own mental and physical resources. Assessments of health and functional capacity form the basis for work ability measurement, but work ability is also determined by **professional knowledge and competence (skills), values, attitudes, and motivation, the type of work and the working environment.**

Working conditions that are physically demanding or that imply low job control or that are done in an hindering working environment decrease work ability of a person.

Work ability can be assessed using the Work Ability Index (WAI), a questionnaire developed by the Finnish Institute of Occupational Health (FIOH) in the 1980s and based on employees' self-assessment of their current work capacity.

The basic scientific question was how long employees and employers are able to work and to what extent being able to work depends on the work content and on job demands. The concept of work ability was later adopted in various other European and Asian countries [3].

Awareness of the factors that either at person or at the environmental level determine work ability enables specific action to be taken in order to **increase employees' work participation or to improve work productivity.**

## What does Workability mean?

Work ability is a dimension that evaluates whether an employee is able to do his/her job in the present and in the future, in relation to the demands of this job, to the work environment, and to his/her own mental and physical resources.

# Training tool for managers

## Section 2 – Assessing employees' Workability

### 2.2 The Work Ability Index (WAI): how to measure the work ability of employees and identify environmental barriers

The WAI is a self-assessment tool that measures the work ability of the employees to understand their own work ability and the environment to which they are working.

The WAI can be used for individual employees and for groups of workers. The WAI can be used as a tool for workers of a sector and/or of a company. Results should be discussed together with all involved parties.

Following an assessment of work ability of all employees, an evaluation can be made on the enterprise by identifying whether exposures on work ability are reduced or not. The WAI can be used to identify environmental factors in order to take measures to be done to eliminate barriers as to support as well promote the health of those workers.

The Work Ability Index (WAI) is composed of 7 sections:

Section	Range
1. Current work ability compared with the starting point	0-10
2. Work ability in relation to the demands of the job	0-4
3. Number of current diseases diagnosed by a physician	0-2
4. Estimated work impairment due to diseases	0-5
5. Sick leave during the past year (12 months)	0-5
6. Own judgement of work ability of person from now	0-4
7. Mental resources	0-4

#### Quick facts

- Self-report assessment
- 10-15 minutes completion time
- No knowledge of intensive terms
- No adverse impact
- International validity and reporting output

## The Work Ability Index (WAI): how to measure the work ability of employees and identify environmental barriers

The focus is on the employees and their work ability (self assessed)

- Low WAI values do not indicate an individual deficiency/impairment but an incongruity between the work demands and the work capability of the employees
- Some actions are suggested to **maintain, support, improve or reinstate the work ability.**



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# Training tool for managers

## Section 3- How to support employees with Chronic Conditions



### SECTION 3

#### How to support employees with Chronic Conditions

#### 3.1 Responding to the challenge

The creation of an inclusive working environment is a **continuous process** that responds to changes in the working environment and in work policies. It influences team building and leadership strategies. It is a part of **strategic planning**. Therefore, an inclusive working environment is created by the actions and attitudes of the individuals who belong to the working environment. **Once managers have identified strengths and weaknesses through the tools presented above they can devise a plan of action that will help to strengthen inclusion and well-being in the workplace of all workers and, in particular, of those with one or more chronic condition.**

Managing the demands of the modern workplace can be quite a challenge for employees with a chronic illness. It's also tricky for employers that are challenged to provide their employees with the accommodations they need, while making sure the work still gets done.

Some employees with NCDs may feel depressed or stressed about not working at the peak of their productivity, and concerned about how this may impact their job security.

**It's not the employer's role to assess whether employees truly have a disability or not. It's more about helping employees perform their job duties to the best of their ability.** It's a delicate balance that takes some finesse, but managers should do whatever they can to support employees with chronic illnesses. It is costly to recruit and train new employees. Long-term employees possess valuable institutional knowledge and skill. Even if health problems prevent them from performing all their working duties, they can still teach or mentor others on tasks related to the position, or contribute their talents in other ways. Enterprises should provide managers with the following tips to develop an action plan for participation, stay at work or return to work.

### 3.1 Responding to the challenge

Once managers have identified strengths and weaknesses through the Checklist for inclusiveness and the Workability Index, they can devise a **plan of action** that will help to **strengthen inclusion and well-being in the workplace** of all workers and, in particular, of those with one or more chronic conditions.

The creation of an inclusive working environment is a **continuous process** that responds to changes in the working environment and in work policies.

# Training tool for managers

## Section 3- How to support employees with Chronic Conditions

### 3.2 Developing a plan of action for inclusion, maintenance or return to work: some general points and 5 TIPS

### 3.3 Stay at work: support employees with CDs to maintain their work

### 3.4 Return to work (RTW) after sick leave: what managers should know

### 3.5 Reasonable accommodations: (any change or adjustment to the job, the work environment or the way work is customarily done which enables an employee with a chronic disease to perform the essential functions of a job and to maintain or return to work)

#### 3.3 Stay at work: support employees with CDs to keep working

Communication and compassion are critical. Chronic conditions may worsen over time. It's important to monitor how the accommodations made are working and whether they may need to be changed. Great additional modifications might be needed. Good managers understand that success includes treating people with respect and dignity, in sickness and in health. To improve organizational collaboration between employees with chronic diseases and employees without

any health conditions, managers can benefit from the use of **interest in which a training package** for all employees can be launched. This should be dedicated to the development of an inclusive working environment. Decrease in functioning might happen to all and with aging of working population one or more condition can affect health of all. Information on NCDs could also be provided by sending e-mail newsletters and on-into-screens.

#### Material for training package, key suggestions:

- **Information sheets** on chronic diseases in general or on one or more specific diseases (see Appendix)
- **Guidelines** on the psychological, legal and medical aspects of chronic diseases in general or of specific diseases
- **Webinars** on the advantages of an inclusive working environment
- **Webinars** on collegial relationships
- **Modules** on social consequences of diseases (i.e. common prejudices and stereotypes related to CDs and their consequences)
- **Webinars on Reasonable Accommodations** adapt the workplace to meet the needs of employees affected by chronic diseases
- **Online Courses** on conflict management in the company, communication techniques, group dynamics and diversity management.



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#### 3.4 Return to work after sick leave: what managers should know

Establishing a return to work (RTW) policy and/or program of inclusion and stay at work is not difficult. Some companies already include many of the policies uniformly in the way they handle disease. It is important, however, to evaluate these programs carefully. Clear guidelines and specific, detailed policies must be established in writing as a mean of workplace quality. Managers should be trained and people with responsibility to handle the RTW of workers should be identified. A company's interest in a successful RTW training program can be carried out either **online** or **face-to-face**. For **online RTW training** the company's interest may be used. The online training may consist of several parts, each of which focusing on different topics.

#### Material for the online training

- **Webinars** on the development of relationships and management strategies that anticipate the management of sick employees' return to work
- **Guidelines** on how to build return to work program
- **Webinars** on how to contact managers with employees that return to work after job leave
- **Webinars** on how to monitor the process of employees' return to work

Regarding **face-to-face training**, the enterprise can offer specific training modules that provide managers with the necessary skills for guiding an employee through the RTW pathway. Human resources (HR) personnel and managers can choose which modules to take part according to their needs. Here the 4 most common training modules that should be provided to managers are listed:

To monitor the effectiveness of training initiatives, an **annual survey** should be performed among managers to assess whether they find the training adequate or whether the materials lack any essential topics. HR personnel and managers may take part in one or more of the modules reported in the boxes below.

#### Material for face-to-face training

- **Module 1.** Designing beta and work activities to be included in the RTW process
- **Module 2.** Developing RTW tools
- **Module 3.** How to implement a positive RTW culture
- **Module 4.** The role of supervisors and managers in the RTW process

#### Examples of RTW strategies

Return to work programs involve "light duty" or alternative jobs for recovering employees. For example, you can assign less strenuous or stressful parts of the employee's normal job or have them work at a slower rate. You can also combine the less strenuous or stressful parts of several different jobs to create one full-time job for the recovering employee; this could free up other employees to take on several projects or jobs on their own work that is being held.

A supervisor can also assign a special project without a tight deadline to a recovering employee. As another alternative, some companies work with local non-for-profit organizations to keep the employees engaged with light work duties while making a notable contribution to the community.

#### 3.5 Reasonable accommodations: enable employees with CDs to maintain or return to work

The key for a successful manager, able to include all workers as well as to improve the work ability in a company, is the ability to do reasonable accommodations not for just those who have special needs or suffer from one or more chronic conditions. But as a general rule to increase inclusiveness of all, the concept of reasonable accommodations came from US law but it has also been taken over by the UN Convention on the Rights of Persons with Disabilities of 2006 to guarantee an respectful and appropriate modifications and adaptations to guarantee the respect and exercise of human rights to people with disabilities. Within the work environment, reasonable accommodations can be described as **any change or adjustment to the job, the work environment or the way work is customarily done**, which enables an employee with a chronic disease to perform the essential functions of a job.

By removing the barriers that prevent employees from performing the essential functions of a position, **reasonable accommodations allow employees to fulfil their potential as employees.**

It is important to note that suitable accommodations may also produce less tangible "secondary benefits" in the sense of improved attitudes toward chronic diseases. Increased contact with individuals with special needs and disease functioning due to a health condition tends to improve the attitude of all employees towards colleagues with health problems but also towards anyone in the workplace.



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# Training Tool for managers

## Appendix – Frequent chronic diseases in the workplace

### APPENDIX



#### Frequent chronic diseases in the workplace: brief descriptions and suggestions

In order to improve productivity, wellness and inclusiveness, it is of paramount importance for a company to be informed about what having a chronic disease means for a person, and to be trained to handle the issue of having an employee with such a condition.

Several illnesses can occur during a lifetime and especially during working age and each one of these should be equally considered. The following Appendix presents some brief fact sheets on the most frequent chronic diseases that might be encountered in the workplace. The diseases presented in this list have been selected according to the Global Burden of Disease study that identifies the most common chronic diseases in Europe in people of working age. The diseases selected are thus to be intended only as examples, and the appendix makes no claim to be exhaustive.

Each factsheet is composed of the following 4 sections:

- a **BRIEF DEFINITION** of the disease
- the **SYMPTOMS** that typically characterize the disease, while considering that there may be notable individual differences
- **TREATMENTS** used, which can be long-lasting or necessary only for certain periods (treatment cycles)
- **PSYCHOSOCIAL ISSUES AND IMPACT OF THE DISEASE ON EMPLOYMENT**: key advice that can help to improve the quality of the workplace and the participation and workability of workers with chronic diseases

*The aim of these factsheets is to give the employer a quick framework of various diseases of which some of the workers may suffer, and some suggestions for managing them at best in the workplace.*

*If enabled to and if they wish to, people with a well-managed chronic disease are often able to continue working for years after diagnosis.*

*Good management of people with chronic disease provides benefits for the company, as well as for employees.*



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- BREAST CANCER
- ISCHAEMIC HEART DISEASE
- DEPRESSION
- DIABETES
- BACK PAIN
- MIGRAINE
- MULTIPLE SCLEROSIS (MS)
- STROKE
- CHRONIC OBSTRUCTIVE PULMONARY DISEASE (COPD)

# Training Tool for managers

## Appendix – Example



PEOPLE WITH NEUROLOGICAL DISEASES IN THE WORKPLACE 1/3

**Neurological diseases** involve any disorder that affects the central or peripheral nervous system, which is composed of the brain and spinal cord, and all the other nerves in the body.

Neurological diseases are common and can result in an extremely wide range of symptoms, depending on the specific disorder and, especially where the brain is concerned, on the specific areas involved.

Neurological conditions such as Parkinson's disease, motor neuron disease, and epilepsy result from damage to the brain, spinal column or peripheral nerves. Some neurological conditions are life threatening, with many severely affecting an individual's quality of life. It is not always easy coping with the pressures of work when a person is affected by a neurological condition, and many employers are unaware of the ways in which their condition

might affect their work.

There are over 600 types of neurological conditions, which are broadly categorized (according also to a recent report of NHS UK) into:

- **Sudden onset conditions** (e.g. acquired brain injury or spinal cord injury),
- **Intermittent and unpredictable conditions** (e.g. epilepsy, certain types of headache, or the early stages of multiple sclerosis),
- **Progressive conditions** (e.g. motor neuron disease, Parkinson's disease, or later stages of multiple sclerosis),
- **Stable neurological conditions** (e.g. post-polio syndrome, or cerebral palsy in adults).

In this section, we describe three neurological conditions: **migraine, multiple sclerosis and stroke** that are very frequent in working age.

### The case of migraine



The case of Anna who suffers from migraines

Name: Anna Age: 30 years old  
Job: Employee in a multinational company

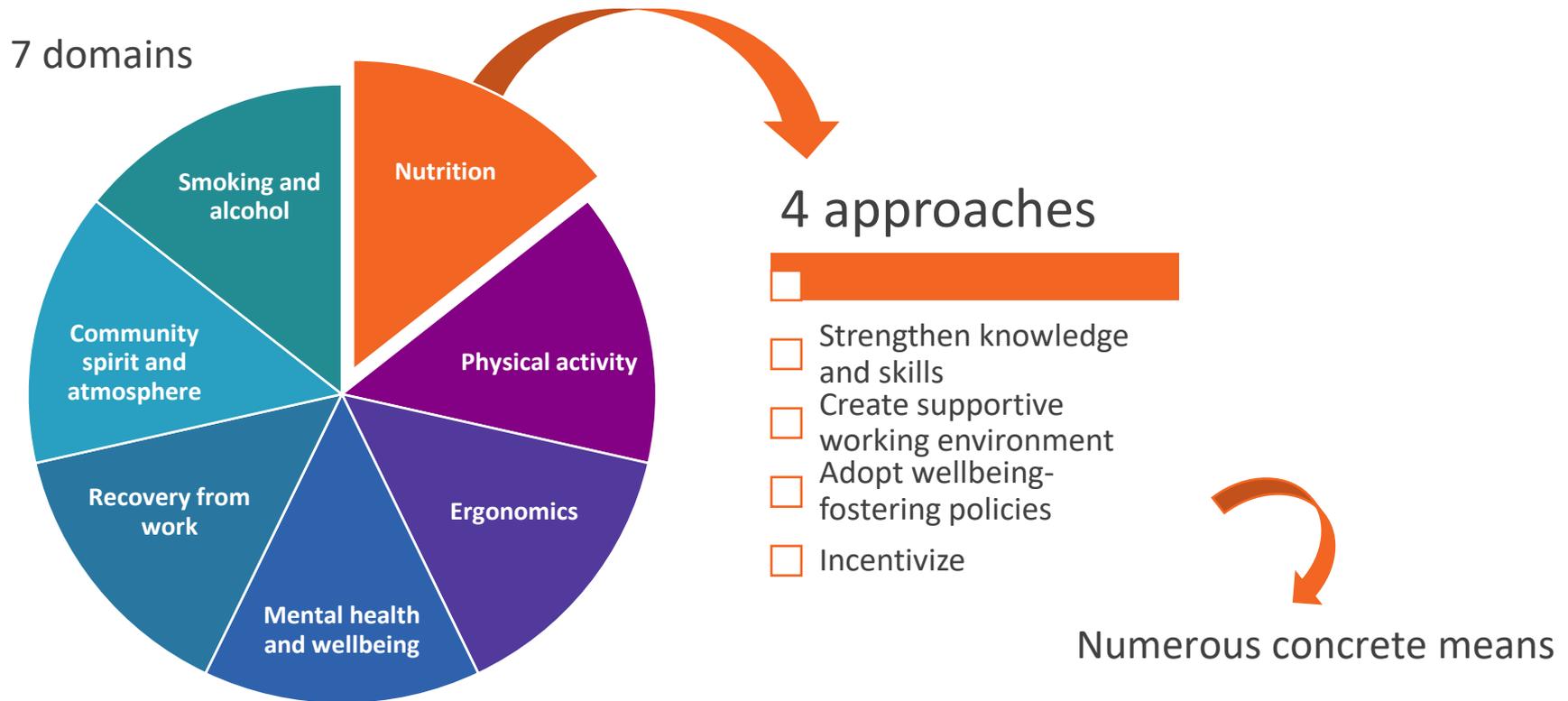
*Almost every month Anna suffers from severe migraine attacks, which prevent her from concentrating and force her to rest and stay at home in bed as movement is almost impossible for at least a day. She suffers the symptoms of severe pain, nausea, vomiting, and photophobia. Anna is worried about her absences from work. Therefore, if the pain is not too strong, she takes painkillers and with much difficulty, goes into work or remains in the office instead of staying home so as to keep on working. When she is well again and free from migraine attacks, she overworks constantly and gets very good results in her very competitive working environment. Performing so well despite her disease is very stressful for Anna, but she refuses to talk with her manager and colleagues for fear of being judged as lazy or even of losing her job, as she does not have a permanent contract but one that is renewable on an annual basis.*

1. What is it?
2. Symptoms
3. Treatments
4. Psychosocial issues and impact of the diseases on employment
5. HOW TO SUPPORT AN EMPLOYEE WITH THIS SPECIFIC HEALTH CONDITION

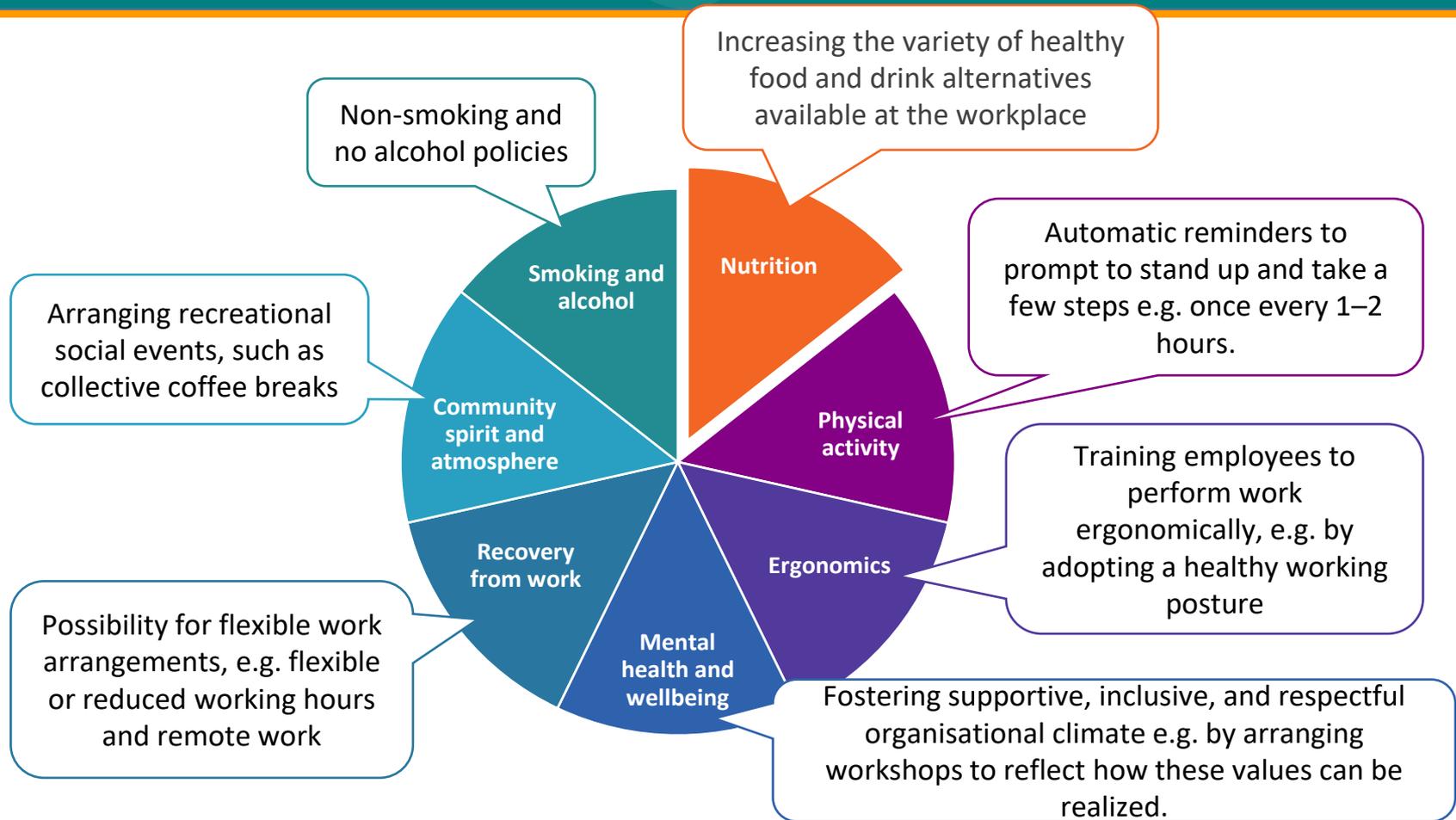
# Fostering employees' wellbeing, health and work participation

## Toolkit for workplaces

developed by Finnish Institute for Health and Welfare



# Examples

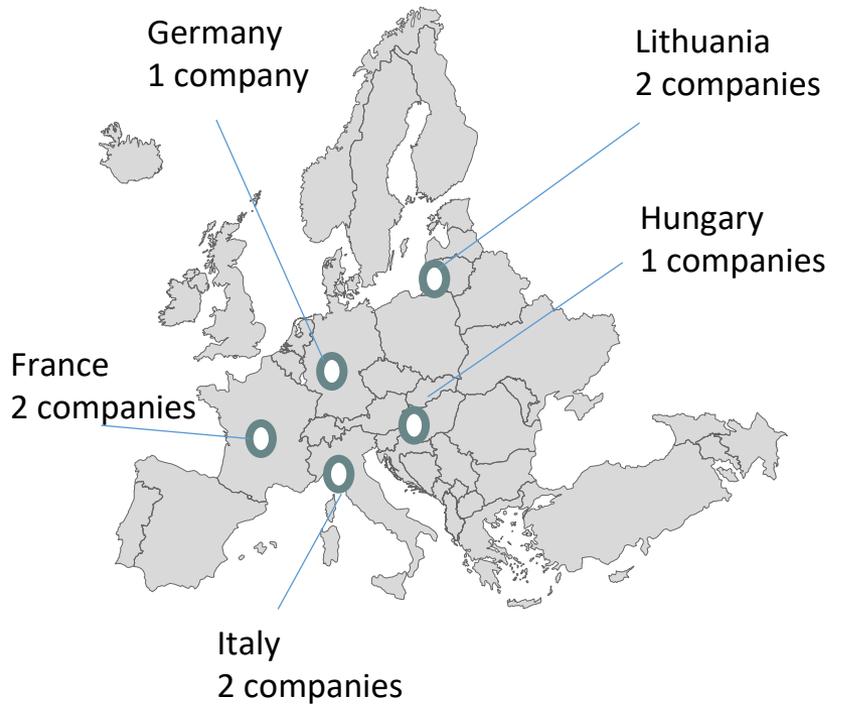




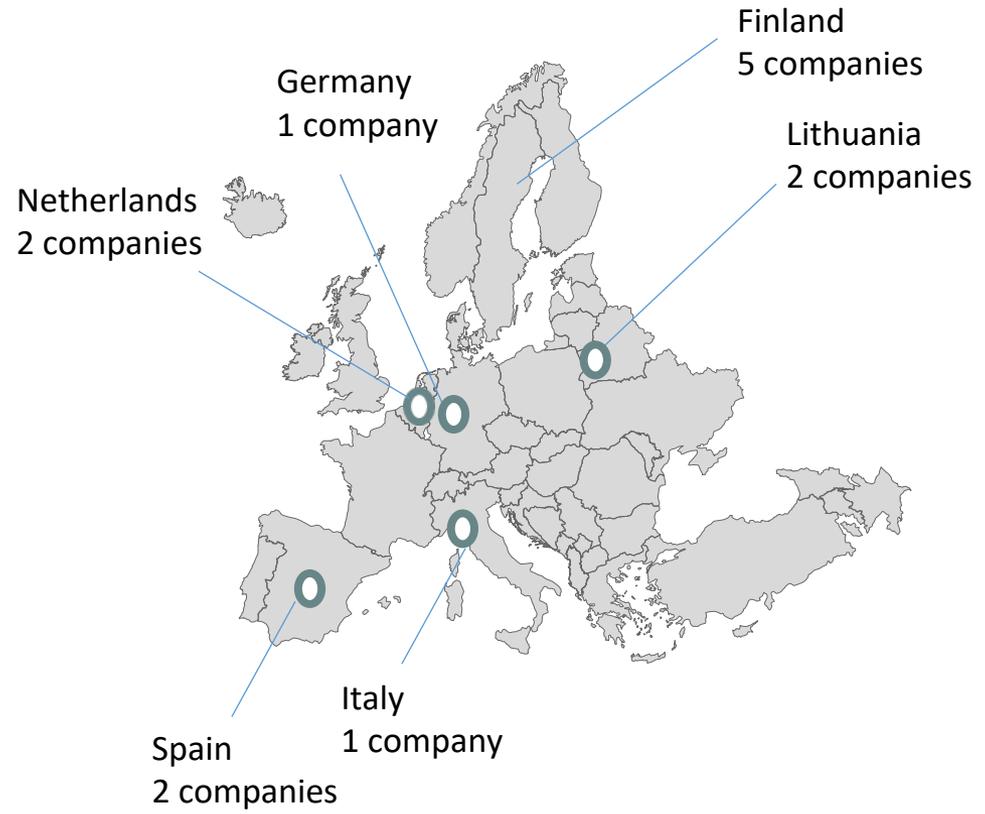
# 21 International companies involved in Toolbox Pilot testing

Timeline: June 2019-February 2020

## 5 Countries involved in the pilot testing of the Training tool for Managers



## 6 Countries involved in the pilot testing of the Toolkit for workplace adaptation



# EU Policy dialogue on employment and chronic conditions organized by Fondazione IRCCS Istituto Neurologico Carlo Besta on 12 th November 2019 at European Parliament (Brussels)

**Aim** to identify the practical steps for EU policy to support employment for people with chronic diseases and to address the impact of chronic diseases in the employment sector.

Round Table discussion  
Question

What are the practical steps for EU policy to support employment for people with chronic diseases and to address the impact of chronic diseases in the employment sector?

Speakers: Katie Gallegher - European Patients' Forum  
Alberto Lapi – Accenture  
Anna Ludwinek EUROFOUND  
Sara Cospey - European Agency for Safety and Health at Work



- Materials of event on [www.chrodis.eu](http://www.chrodis.eu) (section WP8) and video on Youtube channel EU CHRODISplus
- An article on peer-review journal in progress



Co-funded  
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# Thank you for your attention

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## CHRODIS PLUS

The Joint Action implementing good practices for chronic diseases

