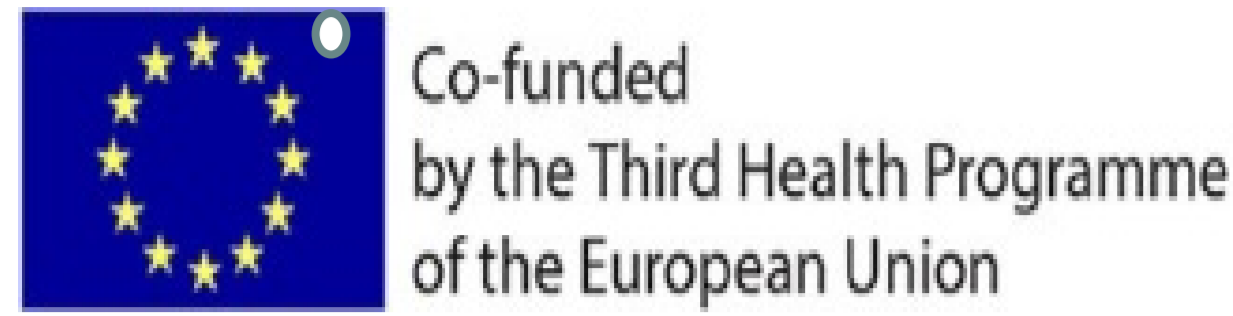


Employment and Chronic Conditions: a Training tool to promote inclusion and workability of people with chronic diseases

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Introduction

Chronic Diseases, CDs, that affect one European workers out of 4, have a relevant impact on individuals in terms of **negative employment outcomes**, such as reduced workforce participation or early retirement, resulting in loss of income and increasing the risk of poverty for the person, as well for his/her family. But **CDs also affect employers**: absence from work, issues connected to employability, costs of retaining or replacing workers, and might need changes in internal company policies related to hiring, maintaining as well as re-integrating persons with CDs.

To whom is this training directed?

Within the joint Action Chrodis Plus for prevention of NCDs, 21 countries and 4 centers involved, a Training Tool on Inclusiveness and Workability for **small, medium and large organizations** has been developed and is directed to:

Human resource department

Top management and employers

Stakeholders (e.g. occupational healthcare service providers)

Health and work safety officers

Methods and Materials

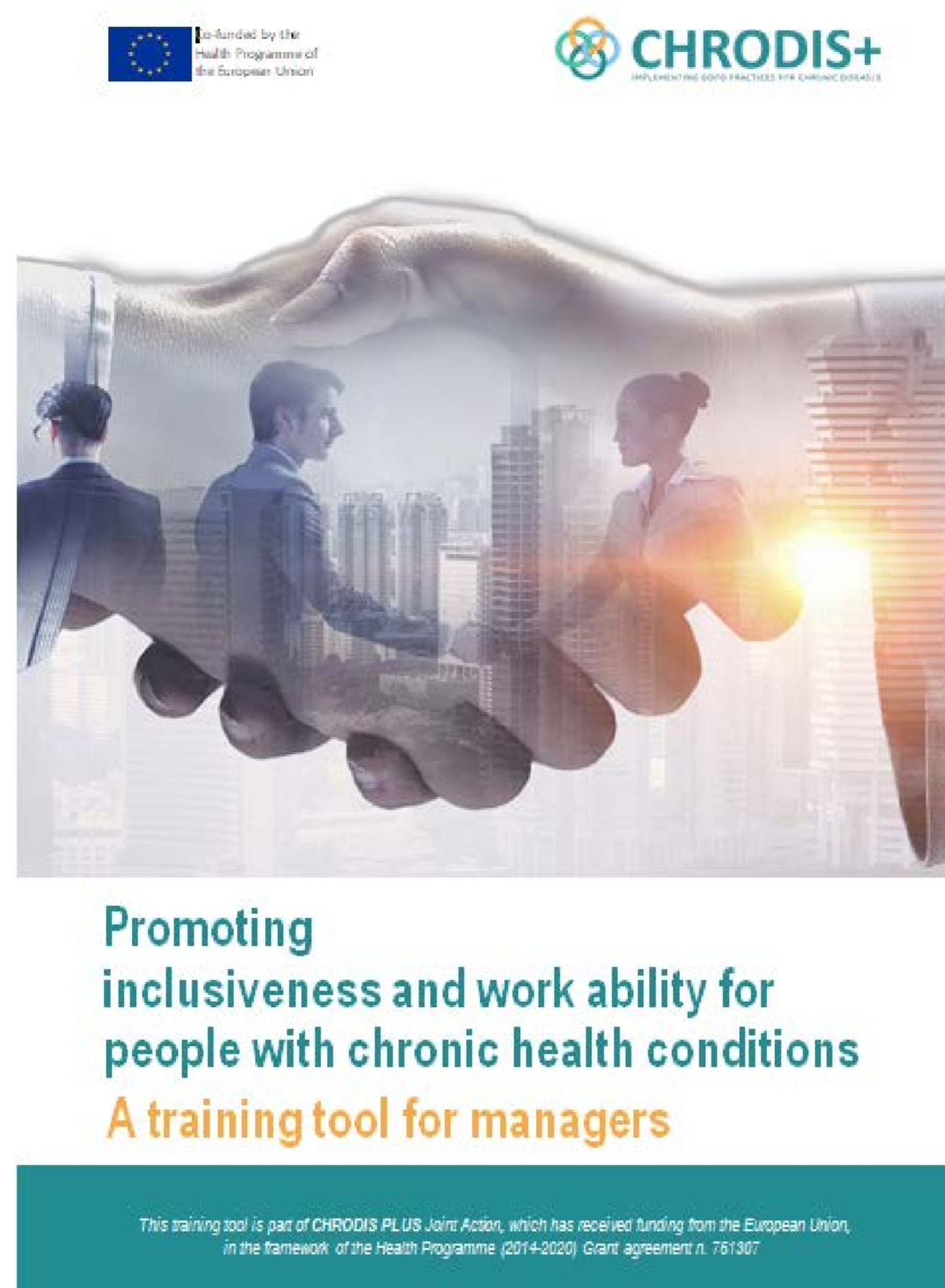
A systematic review of international studies that have mapped the existing training tools for inclusion of people with CDs in the workplace, revealed that most of them are not specifically directed to enterprises or the employers, but rather to inform patients or to be dealt in rehabilitation settings, thus focusing on medical area¹. Moreover, many training tools are focused on specific diseases only, while information on general principles of management, transversal to different diseases, are lacking.

In order to promote an **inclusive labor markets for all**, is fundamental to **redesign the role of the workplace**, addressing not only the architectural space but also the general environmental setting, and in particular the **“training setting”** so as to develop the skills of managers first as well to empower employees.

References:

1. F. Silvaggi, M. Leonardi, E. Guastafierro, R. Quintas, C. Toppo, J. Foucaud, K. Lamore, U. Rothe and C. Scaratti, *Chronic Diseases & Employment: An Overview of Existing Training Tools for Employers*, *IJERPH*, 2019, 16(5), 781

How to use the training?



The Training Tool for Managers on inclusiveness and workability of people with CDs has been developed following a scientific and participative process. Literature review, and existing mappings have been used to develop the sections of the training for managers. All partner and collaborating partners of Chrodis Plus WP8 contributed*. It is composed of:

3 sections:

1. Measuring the inclusiveness of the organization
2. Assessing employees' Work Ability
3. How to support employees with Chronic Conditions

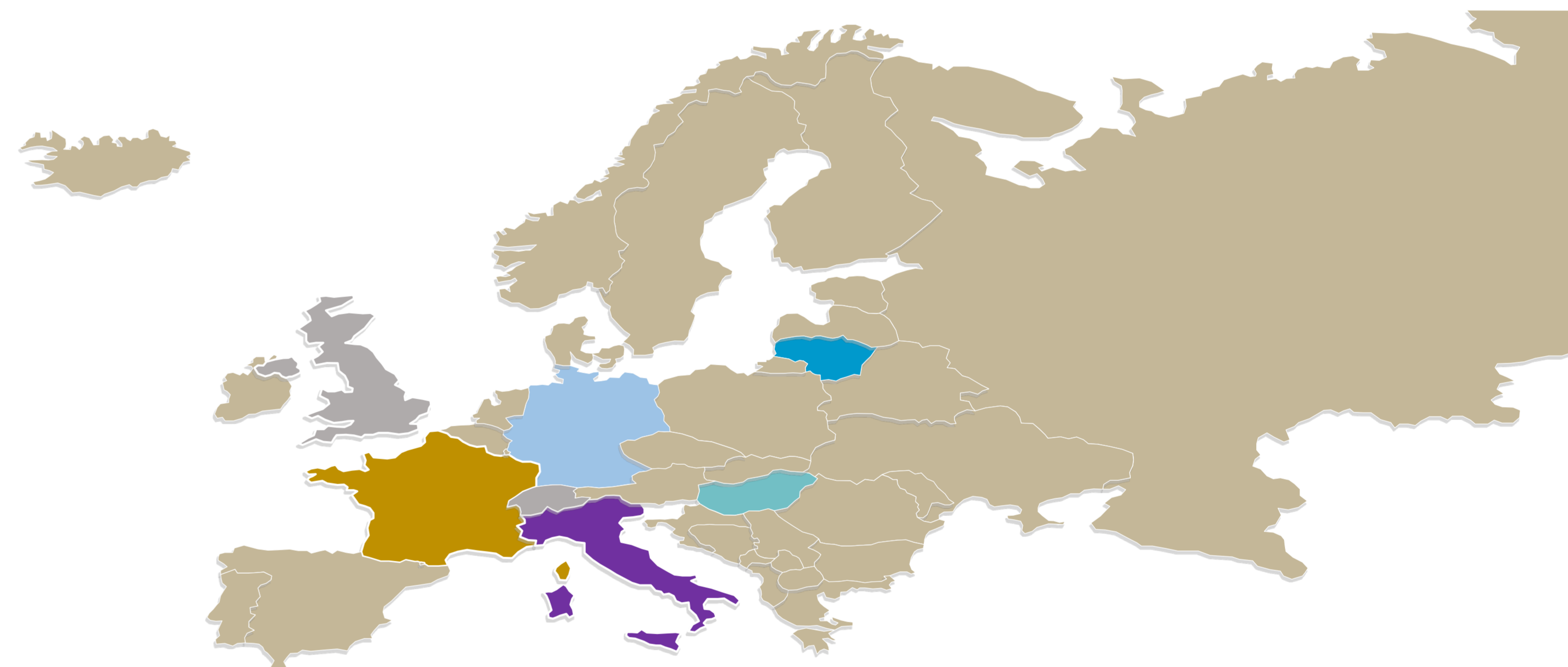
and one **Appendix** that includes informative sheets on the most frequent chronic diseases.

EU Pilot testing

From September 2019 to December 2019, the **Training is being tested in different European Countries** (Italy, France, Germany, Hungary and Lithuania). Several large and Medium enterprises have been involved and managers are testing the Training and validate the procedure suggested.

In 2020, following the pilot tests' results, the final version of Chrodis Plus Training tool for Managers will be **freely available on the Chrodis+ Website**: www.chrodis.eu

- Italy
- Germany
- Hungary
- Lithuania
- France



Conclusions

The **employment sector**, as one of the main life domain for people, needs attention, in particular in terms of **training on inclusiveness**. More awareness and sensitivity could reduce discrimination in the workplace, opening the way for **increasing work participation of all workers, with or without chronic conditions. This is the main aim of Chrodis Plus training Tool.**

* WP8 Partners

The Institute of Health Carlos III (ISCIII)
The French National Cancer Institute (INCa)
Technical University of Dresden (TUD)
European Patients Forum (EPF)
National Institute of Health (ISS)
National Institute for Public Health and the Environment (RIVM)
National Institute of Public Health (NIJZ)
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*WP8 Collaborating Partners

EBC - European Brain Council
EFNA-European Federation of Neurological Association
ECDA European Chronic Disease Alliance
EASPD European Association of Service Providers for Persons with Disabilities
FIOH Finnish Institute of Occupational Health
VTT Technical Research Institute Finland
The Danish Committee for Health Education
PAE - Pain Alliance Europe

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