

**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



Mapping strategies in Europe: where and which are the gaps?

Asel Kadyrbaeva
*EASPD, Research &
Development Officer*



- Mapping of available professional integration & reintegration strategies for people with chronic diseases and mental health issues in Europe
 - **At European level** – Desk research
 - **At National level** – questionnaires and interviews



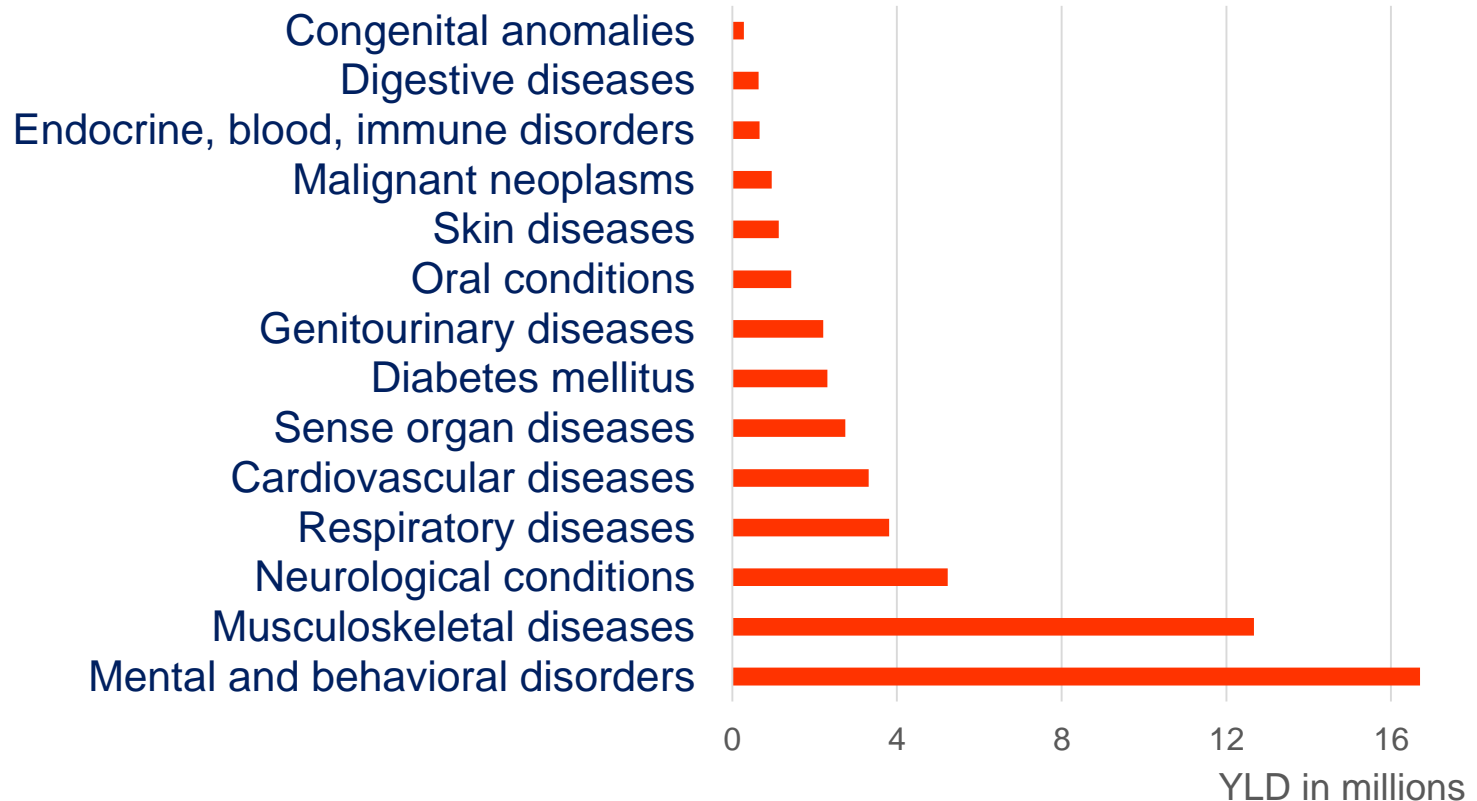
Mapping report scope: Countries

- **Anglo-Saxon:** GB
- **Scandinavian:** NO
- **Continental:** AT, DE, SI
- **Mediterranean:** EL, IT, ES
- **Post-Communist:** CZ, PL

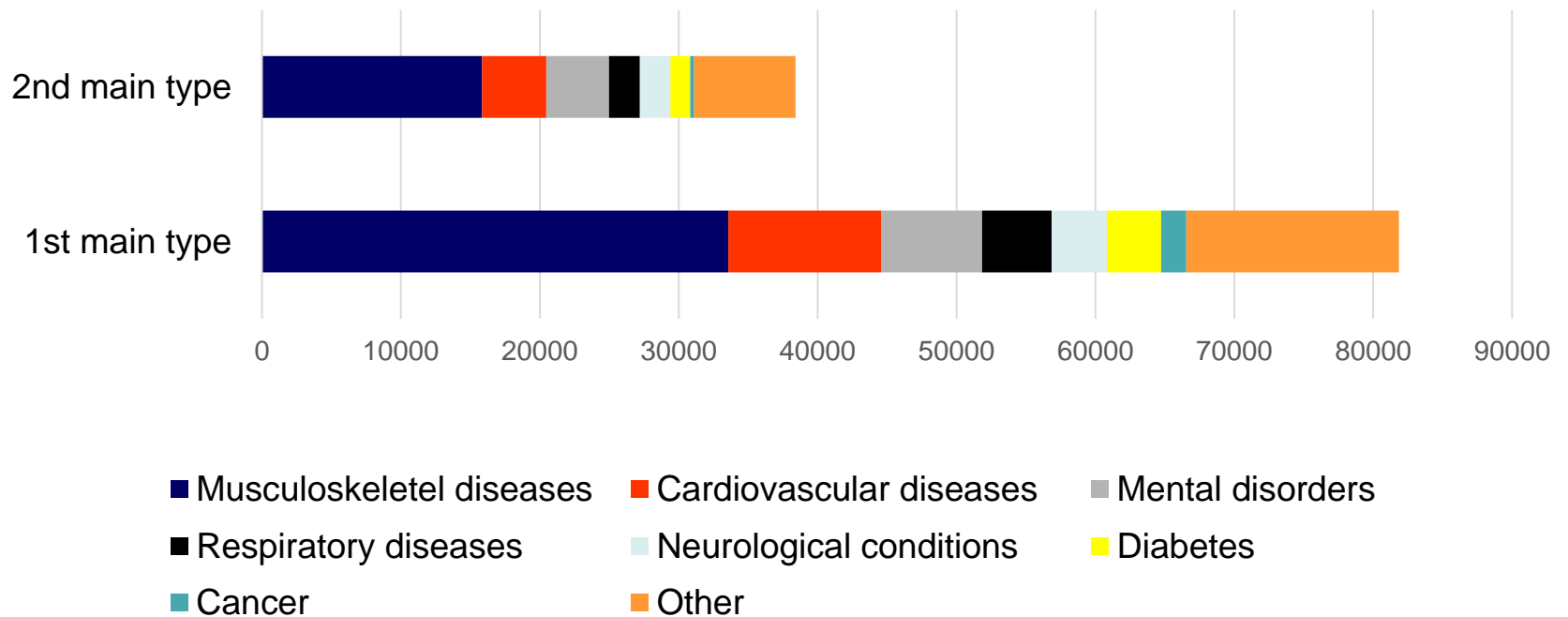


Mapping report scope: Categories of diseases

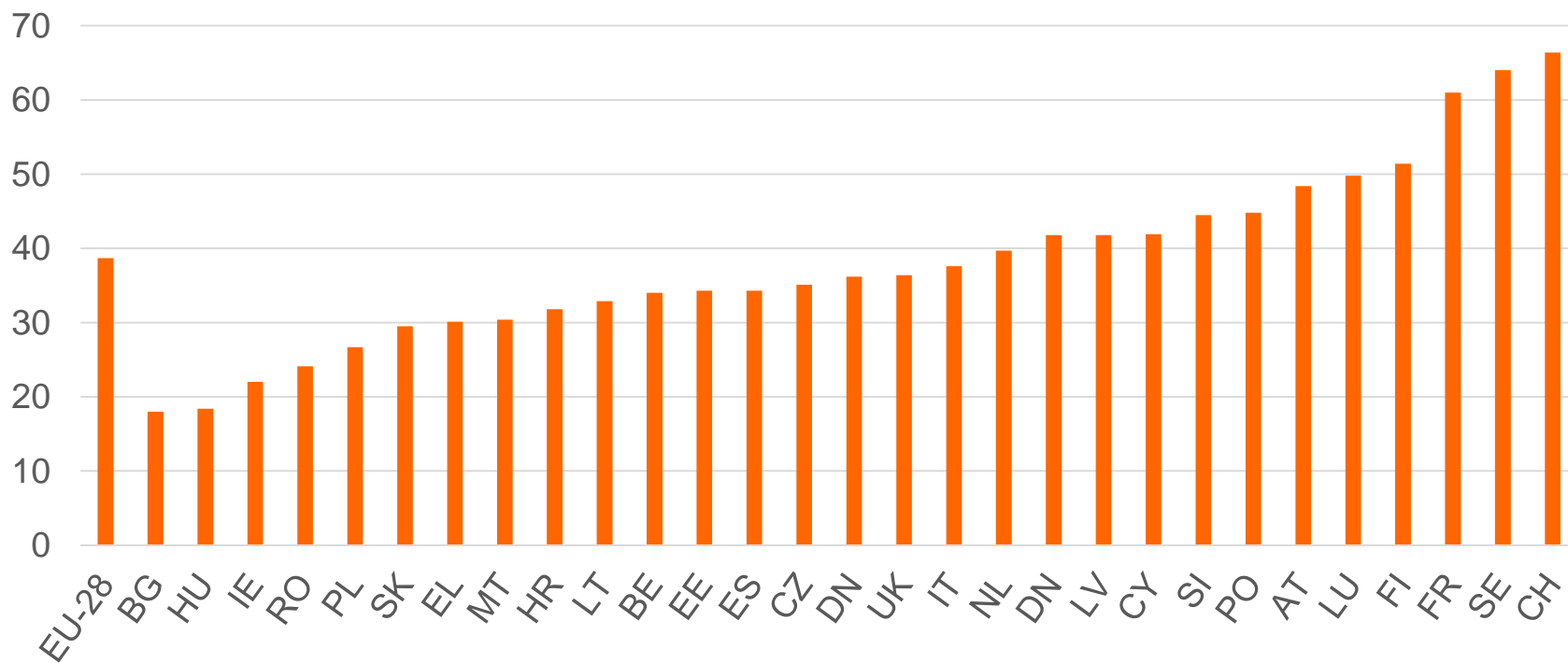
Years lost to disability (YLD)
EU-28+NO+CH, 2012, WHO



Prevalence of 1st and 2nd main type of longstanding health condition or disease, EU-28 - 2011



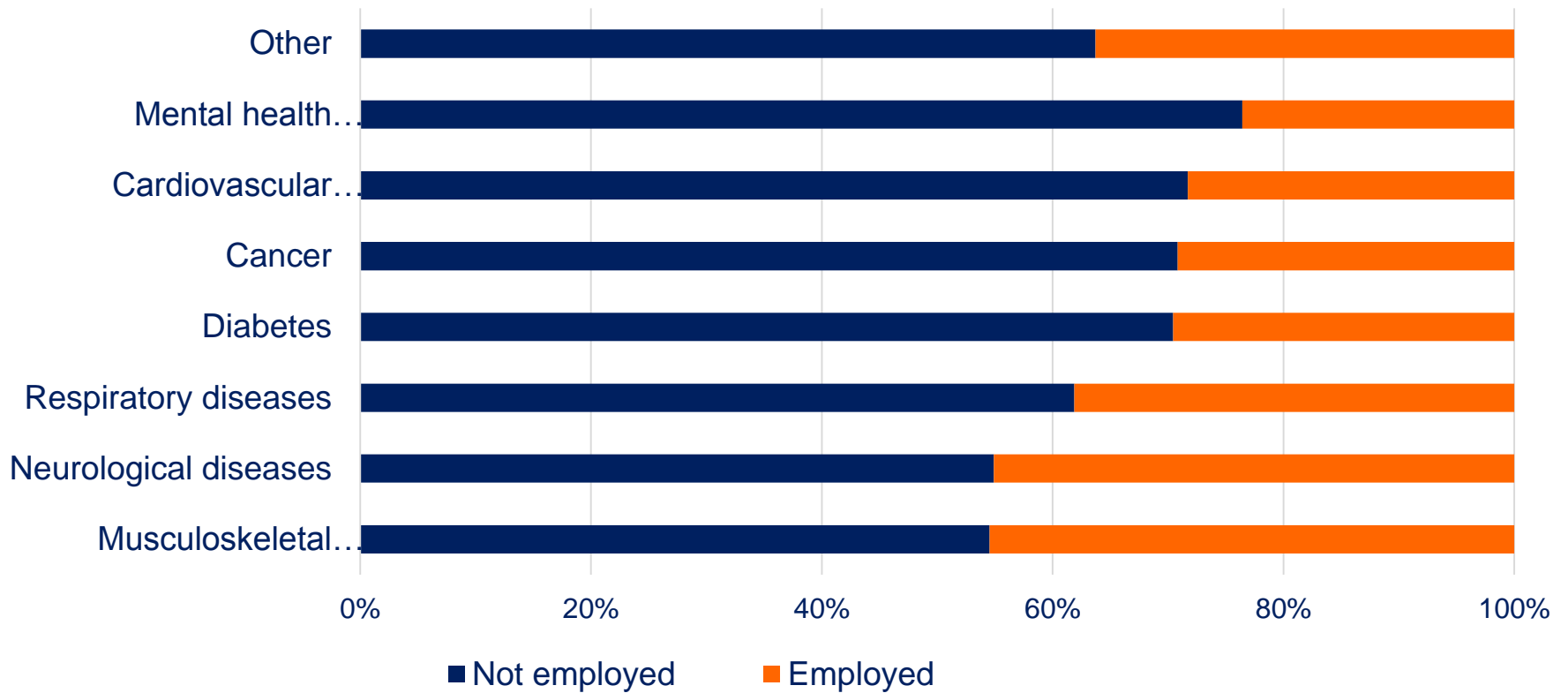
Employment rate of persons with limitation in work due to LHPAD (%), 2011



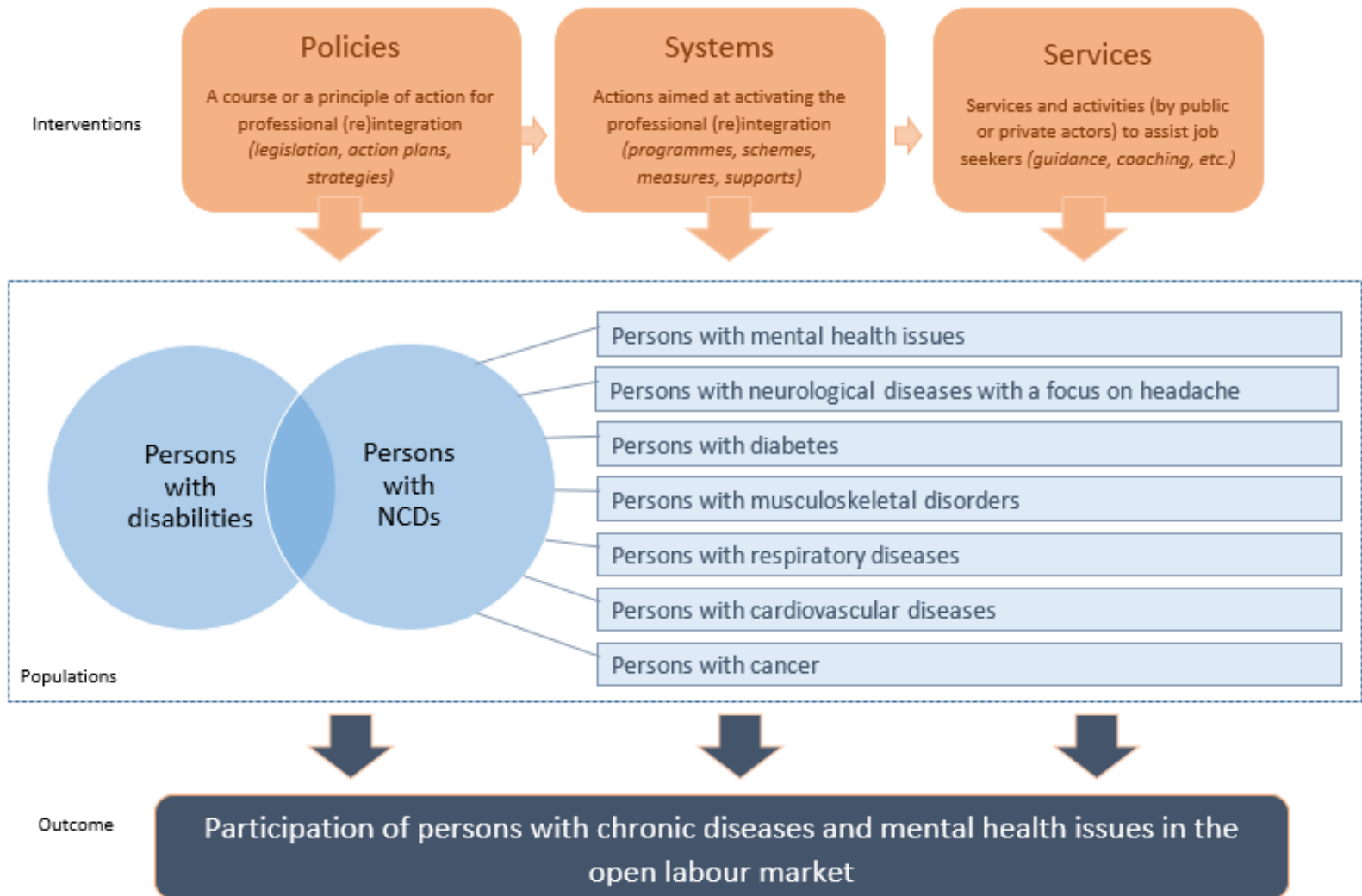
High unemployment and inactivity rate among persons with chronic diseases

- In 22 EU countries the inactivity rates for persons with LHPAD exceed 50%

Employment rate of persons with limitations in work, EU-28 - 2011



Mapping report: Analytical framework



	Persons with disabilities	Persons with CD	Persons with mental health issues	Persons with specific CD	Other categories
EU Directive on Employment Equality 2000/78/EC	●				● Elderly
Equal opportunities for people with disabilities: a European action plan (2004-2010)	●				
Disability Action Plan 2006-2015	●				
Community strategy 2007-2012 on health and safety at work	●		●		● Workers excluded from the workplace for a long period of time because of an accident at work, an occupational illness or a disability
EU Strategic Framework on Health and Safety at Work 2014-2020	●	●	●		
European Commission White Paper "Together for Health: A strategic approach for the EU 2008-2013.					● People inactive due to ill-health
Commission Recommendation 2008/867/EC on the active inclusion of people excluded from the labour market					● People excluded from the labour market
European Disability Strategy 2010-2020	●				
Europe 2020: the European Union strategy for growth and employment	●		●		● Vulnerable workers, elderly
Reflection Process on Chronic diseases: Final Report		●			
Council Recommendation on the integration of the long-term unemployed into the labour market					● Long-term unemployed
European Accessibility Act	●				
Joint Action on Chronic Diseases (JA-CHRODIS)		●			
Green Paper on Improving the mental health of the population: Towards a strategy on mental health for the European Union			●		
European Pact for Mental Health and Well-being			●		
Joint Action Mental health and Well-being			●		
European Parliament resolution of 19 February 2009 on Mental Health			●		
Declaration of the European Parliament of 13 September 2012 on tackling multiple sclerosis in Europe				●	
CANCON Joint Action 2014-2017 (cancer)				●	
Count	8	3	7	2	6

National strategies

	Nordic	Continental			Anglo-Saxon	Mediterranean			"Post-Communist"	
	NO	AT	DE	SI	UK	EL	ES	IT	CZ	PL
POLICIES										
Legislative frameworks specifically on chronic diseases and employment										
Legislative frameworks on mental health and employment	•				•					
Legislative frameworks on disability and employment	•	•	•	•	•	•	•	•	•	•
Mainstream and specialist employment programmes	•	•	•	•	•	•	•	•	•	•
Provisions allowing access to employment rehabilitation support for persons with NCD, without making disability a prerequisite	•				•					
Policy provisions on stakeholder cooperation (e.g. healthcare, employment services, social services, employers)	•		•		•					
Policy provisions on persons-centred approach and individualised employment service provision	•	•	•	•	•	•	•	•	•	•
SYSTEMS										
Employment support in the open labour market (Supported employment)	•	•	•	•	•	•	•	•	•	•
Employment support through social enterprises or social cooperatives;	•	•	•	•	•	•	•	•	•	•
Employment support through sheltered work;	•	•	•	•		•	•	•	•	•
Incentives for persons with NCDs to participate in activation programmes;	•	•	•	•	•	•	•	•	•	
Financial incentives for employers to recruit/retain persons with NCDs (wage subsidy);	•	•	•	•		•	•	•	•	•
Non-financial incentives for employers to recruit/retain persons with NCDs;	•	•	•		•	•	•	•	•	•
Obligatory participation in activation programmes to receive benefits;	•	•	•		•					
Duties of employers (e.g. quota systems);		•	•	•		•	•	•	•	•

Where are the gaps?

- Persons with chronic diseases addressed broader categories, such as persons with disabilities, long-term unemployed, vulnerable groups, etc.
- Disability certification as prerequisite for employment support for persons with chronic diseases
- Limited specialised services for most categories of chronic conditions
 - Except: Mental health
- Lack of policy-level strategies specifically targeting employment activation of persons with chronic diseases



Key recommendations

- More awareness of chronic diseases and employment needs of persons with chronic diseases
- A more integrated and favourable service provision environment (employment support integrated with healthcare, social and psychological support)
- More empowerment for persons with chronic diseases
- More involvement from the part of employers



Thank you!

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