

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

PATHWAYS PROJECT

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

FINAL INTERNATIONAL CONFERENCE

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Effectiveness of employment strategies: how data can support policies?

PD Dr. Carla Sabariego, MPH

Institute for Public Health und Health Services Research

Ludwig-Maximilians-Universität (LMU) München



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Effectiveness of employment strategies: how data can support policies?

**By providing evidence:
Evidence-informed policy**

**Evidence-informed policy
recommendations**

**Effectiveness of employment
strategies:
how data can support policies?**

**How have we done this in
PATHWAYS?**

Which evidence have we found?





OBJECTIVE (WORK PACKAGE 5)

- Systematic overview
- Effectiveness
- Integration and re-integration into work strategies
- For persons with chronic conditions
- Implemented in European countries

Which strategies bring positive change?

Which factors affect the effectiveness of strategies?



SYSTEMATIC REVIEW

REVIEW OF NATIONAL REPORTS



**Which strategies bring positive
change?**

**Which factors affect the
effectiveness of strategies?**



REVIEW OF NATIONAL REPORTS

Identified Structured National Reports

- **Policies:** Poland, Italy, Spain, Austria, Germany and Norway
- **Systems:** Greece, Poland, Slovenia, Austria, Germany and Norway
- **Services:** Austria



REVIEW OF NATIONAL REPORTS

Reports were generally:

- **very comprehensive,**
- used **complex** language,
- focused on **descriptive information** and
- were structured for **government agencies.**

**Findings of structured national reports
mostly consistent with scientific publications**





SYSTEMATIC REVIEW

**QUANTITATIVE
STUDIES**

**QUALITATIVE
STUDIES**



QUANTITATIVE STUDIES



Which strategies bring positive change?



POLICY

2 publications

Italy, FLEXICURITY (simulation study!)

active labour market policies + passive measures (e.g. disability pensions)

Adjusting for context variables, positive effect on employment.

Finland, LEGISLATION CHANGES ("30–60–90 day rule")

obligation of notification of prolonged sickness leave + assessment of remaining work capacity

**Workers, for 60 days or more on sick leave, returned to work earlier after the l
effect larger for women and for the**

Bring positive change?

Yes, both studies



PART-TIME SICK LEAVE

Mostly system strategy that allows reduction in the contracted working hours or changes in the work tasks, while often compensating the worker for the resulting reduction in income.

8 publications

<i>Countries</i>	<i>Study design</i>	<i>FU</i>	<i>Population</i>	<i>Results support effectiveness?</i>
Denmark	RCT (1)	1-2 J.	Chronic (4)	Chronic: 4 von 4 Studies
Finland	Cohort-Register (6)		Mental (2)	Mental: 1 von 2 Studies
Norway			MSK* (2)	MSK: 2 von 2 Studies
Sweden				
				-> Working and on sick leave

DATA available!

PART-TIME SICK LEAVE

Mostly system strategy that allows reduction in the contracted working hours or changes in the work tasks, while often compensating the worker for the resulting reduction in income.

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Finland	Cohort-Register (6)		Mental (2)	Mental: 1 von 2 Studies
Norway			MSK* (2)	MSK: 2 von 2 Studies
Sweden			-> Working a sick leave	

Bring positive change?

Yes, in 7 of 8 publications



MULTIDISCIPLINARY INTERVENTIONS

characterized by teams including several professionals with different backgrounds, who evaluate and intervene in different areas involved in participation in working life.

<i>Countries</i>	<i>Study design</i>	<i>FU</i>	<i>Population</i>	<i>Results support effectiveness?</i>
Denmark	RCT (5)	$\frac{3}{4}$ -2 J.	Chronic (2)	Chronic: 1 von 2 Studies
Netherlands	Controlled-trials (2)		Mental (3)	Mental: 2 von 3 Studies
Switzerland			MSK* (3)	MSK: 3 von 3 Studies
Sweden	Mixed: RCT + Cohort-Register (1)		-> Working a sick leave	

Bring positive change?

Yes, in 6 of 8 publications



INDIVIDUAL PLACEMENT AND SUPPORT (IPS)

Includes different approaches sharing common principles: goal is competitive employment, eligibility is based on participant choice and there is no exclusion criteria, rapid job search, service and job search based on person's preferences, integration of employment service with the mental healthcare team, ongoing individualized support, personalized counselling on benefits, systematic recruitment of job opportunities and engagement with employers .

5 publications

<i>Countries</i>	<i>Study design</i>	<i>FU</i>	<i>Population</i>	<i>Results support effectiveness?</i>
Netherlands	RCT (4)	1-5 J.	Severe mental disorders (5)	All studies
Switzerland	Cohort (1)			
Sweden			-> Unemployed	
UK				

Bring positive change?
Yes, in all publications



PSYCHOLOGICAL or BEHAVIOURAL ANALYSIS AND TRAINING

Strategies offered exclusively to persons with mental disorders and mostly including or following the principles of Cognitive Behavioural Therapy (CBT).

6 publications

<i>Countries</i>	<i>Study design</i>	<i>FU</i>	<i>Population</i>	<i>Results support effectiveness?</i>
Germany	RCT (4)	1-1,5	Common mental disorders (6)	All studies
Netherlands	Controlled-studies (2)	J.	-> Working and sick leave	
Norway				

Bring positive change?

Yes, in all publications



WORK-FOCUSED STRATEGIES

Have a main focus on factors directly related to the workplace and the work activity, for instance addressing workplace barriers and physical activity.

3 publications

<i>Countries</i>	<i>Study design</i>	<i>FU</i>	<i>Population</i>	<i>Results support effectiveness?</i>
Denmark	RCT (3)	¼-1J.	MSK (3)	1 out of 3 Studies
Finland			-> Employed	
Norway				

Bring positive change?
Unclear, in one of 3 publications



QUANTITATIVE STUDIES



Yes, several!

No studies showing no change or negative results?

What should not be repeated?

Why the strategies didn't work?





International Journal of
*Environmental Research
and Public Health*



PATHWAYS PROJECT

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

SCOPING REVIEW

Evidence of effectiveness of integration and re-
integration into work strategies for persons with
chronic conditions in Europe

The PATHWAYS Project

"Participation To Healthy Workplaces And inclusive Strategies in the Work Sector" or
PATHWAYS is a 3-year EC-funded project regarding the development of innovative
approaches to promote professional integration and reintegration of persons with
chronic diseases and improve their employability. PATHWAYS aims are:
1. To identify integration and re-integration strategies available in Europe and beyond.
2. To determine their effectiveness.
3. To assess the employment-related needs of persons with chronic diseases
4. To develop guidelines supporting the implementation of effective professional
integration and reintegration strategies.

1

- ✦ Effectiveness of integration and re-integration into work strategies for **persons with chronic conditions**: a systematic review of European strategies (accepted)
- ✦ Furthering the evidence of the effectiveness of employment strategies for people with **mental disorders** in Europe: a systematic review (under review)



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QUALITATIVE STUDIES



Which factors affect the effectiveness of strategies?



POSITIVE ASPECTS OF STRATEGIES (selection)

- **Holistic view** of the person and the problem
- **Early intervention**, implemented to avoid stagnation of the problem, development of “sick” and “excluded” identity and decrease/loss of abilities due to inactivity.
- **Individualized, flexible structures** that can be accommodated to individual needs over time.



POSITIVE ASPECTS OF ORGANIZATION OF SERVICES (selection)

- **Effective coordination and communication among agencies**, for example employment services, health care and social insurance services.
- **Timely organization of services** to avoid or reduce unnecessary and demotivating waiting times.



MACRO ASPECTS (selection)

Factors related to the legal, economic or political context:

- Legislation and regulations in place
- Availability of financial support or benefits/incentives
- General aspects of the labour market
- Stigma and discrimination in the general population

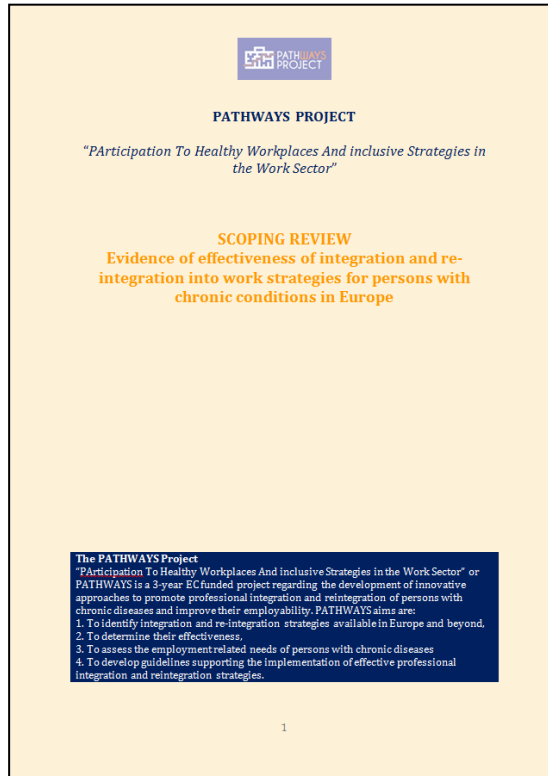
Important when considering the implementation of an effective strategy in different countries!





International Journal of
*Environmental Research
and Public Health*

✦ **Views and experiences of persons with chronic diseases about strategies that aim to integrate and re-integrate them at work: a systematic review of qualitative studies (in preparation)**



PATHWAYS PROJECT

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

SCOPING REVIEW

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Effectiveness of employment strategies: how data can support policies?

Evidence-informed policy recommendations

1# Raise *Awareness* of the role of employment for persons with chronic diseases

PATHWAYS FINDINGS

MAPPING

- ✓ In many European countries awareness of the role of employment for persons with chronic diseases is still lacking

EVALUATION OF EFFECTIVENESS

- ✓ Stigma and discrimination were identified as factors affecting negatively the effectiveness of strategies aiming to improve work reintegration of PwCDs.
- ✓ Effective strategies are highly affected by the way disclosure of illness and the need for social support is handled in the work environment.

ASSESSMENT OF NEEDS

- ✓ PwCDs, regardless of the type of health condition, diagnosis or symptoms, highlighted as part of their most important needs: awareness raising for co-workers, human resources and employers on health conditions and their specific management,

EVALUATION OF THE PERSPECTIVE OF STAKEHOLDERS

- ✓ Stigma, discrimination and the lack of awareness were considered barriers for the effective implementation of inclusive working strategies by National and EU level stakeholders
- ✓ Awareness raising and training for staff and management were considered of crucial importance by both National and EU level stakeholders for promoting labour market participation of PwCDs



THANK YOU FOR YOUR ATTENTION

