

IMPLEMENTING POLICY RECOMMENDATIONS ON EMPLOYMENT FOR PEOPLE WITH CHRONIC DISEASES

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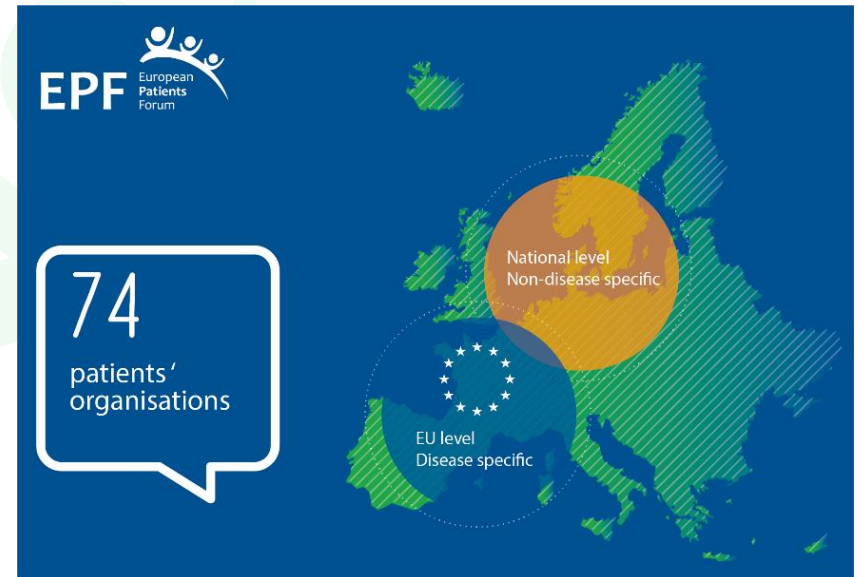
Pathways Project Final Conference
European Parliament, Brussels

 @eupatientsforum

“ A STRONG PATIENTS’ VOICE TO
DRIVE BETTER HEALTH IN EUROPE ”

EPF 
European
Patients
Forum

- European Patients' Forum
 - Independent & non-governmental
 - Umbrella organisation
 - Active since 2003
 - EU patients' voice
- Our members
 - 74 patients' groups
 - EU disease specific organisations & National patient coalitions



Issues of importance to people with chronic conditions

- People with chronic conditions and the **EU Equal Treatment Legislation** – towards protection from discrimination on the **grounds of health status**
- **Unclear rights** of people with chronic conditions at work
- **Low levels of awareness** about living with and managing a chronic condition -> discrimination and stigma
- **Invisible disability**
- **Youth**, education and employment
- **Poverty and social exclusion**



Non-discrimination

Promoting inclusion of people with CDs in the workplace

- [Position paper](#) on **equal treatment in employment** – January 2016
 - Partner in EU OSHA's campaign '**Healthy workplaces for all**' – 2016-2017
 - **Task force on non-discrimination in employment** – 2017
- 3 materials to promote the **inclusion of people with chronic conditions in the workplace**
- ✓ A [collection of patient organisation initiatives](#) to promote patient-led actions and promote EPF member action on this topic and take-up of existing materials;
 - ✓ [Recommendations targeting policy makers](#) – on how they can promote better inclusion of people with chronic conditions in the workplace in the context of the European Pillar of Social Rights;
 - ✓ A [digital leaflet for employers](#) on how to foster inclusive work places and better inclusion of people with chronic conditions.



Initiatives to promote the inclusion of people with chronic conditions in the workplace

Campaigns

“My skills, my strengths, my work” - ALLIANCE Scotland campaign to promote employability of people with long-term conditions, to change the perceptions of employees with chronic conditions, particularly amongst employers.

“Tried and Trusted” – Mental Health Europe campaign for youth employment, supporting and raising awareness for the [Individual Placement and Support](#) (IPS) method.



Initiatives to promote the inclusion of people with chronic conditions in the workplace continued

Toolkits

Working out MS in the Workplace: A practical [toolkit](#) for employers - The European Multiple Sclerosis Platform (EMSP) which serves as:

- a **practical guide for businesses** to enhance or build their policies in terms of recruitment, attendance management and return-to-work procedures;
- a **tool for people with MS** or other neurological/long-term conditions to open the dialogue about making adaptations in the workplace



[Infographic](#) on positive mental health in the workplace - Mental Health Europe (MHE), which looks at how to foster mentally healthy workplaces

- a [video](#) with a specific focus on **reasonable accommodations**;
- a [toolkit](#) on **article 27 of the UN CRPD**, which looks at the right to work for people with psychosocial disabilities.



**HOW TO PROMOTE
MENTAL HEALTH
IN THE WORKPLACE?**

Initiatives to promote the inclusion of people with chronic conditions in the workplace continued

Guides

Early Intervention [toolkit](#) and [publication](#) - The Fit for Work global alliance, which explores the benefits of Early Interventions which help people with chronic illness remain in work.

Early Intervention Toolkit



Working with Cancer: a [guide](#) for men during and after diagnosis and [video](#) - The European Men's Health Forum



A practical [guide](#) on promoting diversity and inclusion through workplace adjustments - The International Labour Organization, explaining what reasonable accommodation entails, company practices, support available for employers and a model policy

A [guide](#) to good practice on promoting healthy work for workers with chronic illness - The European Network for Workplace Health



Recommendations

In the context of the European Pillar of Social Rights

- Establishing appropriate employment related **rights and legislation** for people with chronic conditions
- Information, Training and **Awareness** raising
- Creating **supportive working environments** for people with chronic conditions
- **Cooperation across policy areas:** Health, Education, Employment and Finance



- **EP Own Initiative Report** on Pathways for the **reintegration of workers** recovering from injury and illness into quality employment – 2018
- Partner of **CHRODIS + Joint Action WP8** on employment and chronic diseases: health in all sectors – Sep 2017-Aug 2020
- Implementation of the **European Pillar of Social Rights**
- **Multi-stakeholder meeting** on the inclusion of patients in the workplace and combatting discrimination - 2019



#SocialRights

THANK YOU



www.eu-patient.eu

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