GOOD EXAMPLES OF WORK AND CHRONIC CONDITIONS

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Verkenning voor Werkgroep Chronisch Zieke Werkende
SER Den Haag, 13 februari 2018
IMPRESSIONS FOR INSPIRATION

Results of an exploration of European initiatives for stay at work with a chronical and job opportunities for (young) people with a chronic condition
Doel

- Inspiratie voor het Nederlandse beleid
- Werk, werkbehoud en chronische aandoening
- Arbeidsmogelijkheden voor jongeren met een chronische aandoening
- Basis voor eventuele studiereis of ander vervolg
WERKWIJZE VERKENNING

Persoonlijk contact

- Nederlandse netwerkcontacten
- Buitenlandse netwerkcontacten
- Call via e-mailings
- E-mail, skype/telefonisch contact

Aanvullend desk research

<table>
<thead>
<tr>
<th>Activity</th>
<th>E-mailings</th>
</tr>
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<tbody>
<tr>
<td>Inventory Dutch contacts</td>
<td>• ‘Working Group on Chronically Ill People’ [Werkgroep Chronisch Zieke Werkende] (about 17 stakeholders)</td>
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<td>• Fit for Work Platform Netherlands (about 25 professionals)</td>
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<td>• Newsletter Dutch Centre Work Health (approximately 1,000 subscribers)</td>
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<td>• Via via: network contacts continued the call in their network</td>
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<td>Inventory foreign contacts</td>
<td>• European Network for Workplace Health Promotion (ENWHP) (about 10 board members)</td>
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<td>• ENWHP database (approximately 5,000 contacts of which nearly the half opened the call by e-mail)</td>
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periode oktober 2017 – januari 2018

In total: 51 respondents of online survey
- 47 respondents English online questionnaire (average time spent: 16 minutes; 96% completion; 5 inquiries were insufficient to use)
- 4 respondents Dutch online questionnaire (average time spent: 10 minutes; 80% completion; all are used)

In total: 79 respondents were involved

The respondents that didn’t fill in the online survey, were often involved because their name was mentioned in the survey as a relevant contact.

In total, about more than 50 additional personal gaining of information: periode oktober 2017 – januari 2018
The goal is providing inspiration by impressions of experiences within Europe. The exploration focused on finding examples that are foremost experienced as a model of good practice by people who work in this field on a practical level, at policy level or who in any other way are involved in this topic. Therefore, the information of network contacts was key in this project. The used method was an online survey accompanied by personal e-mail, skype or telephone contact.

Summarized, the activities of this exploration consisted of:

- Inventory via Dutch network contacts
- Inventory via foreign network contacts
- Online desk research

Network contacts

The Dutch and foreign network contacts received an e-mail, with information about this exploration and a friendly request for filling in a short online survey (9 questions, indication of 10 minutes’ work).

With the remark that the call is open to more people in their network. The online survey was available in Dutch and in English. It was also possible to give good examples and or names of relevant network contacts by e-mail or in personal contacts.

When questions remained after exploring the given examples with additional online desk research, the contact person has been friendly asked to provide additional information by e-mail or have a chat by skype or telephone for more details.

Activity E-mailings

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- The respondents that didn’t fill in the online survey, were often involved because their name was mentioned in the survey as a relevant contact.
- More than 50 additional personal gaining of information
Highlights of the exploration

*All the examples are relating to chronic conditions. To keep it short, this is not always mentioned.*

<table>
<thead>
<tr>
<th>67 examples of 18 European countries</th>
<th>Cancer and brain damage are the most mentioned specific diseases</th>
<th>12 projects on European Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>we have said thank you to 79 respondents</td>
<td><strong>82 initiatives</strong> (of which 3 outside Europe) to be inspired by</td>
<td>self employed or starting as entrepreneur is part of 5 initiatives</td>
</tr>
<tr>
<td>young people are subject of 12 initiatives</td>
<td>thanks to a chair of a handicap &amp; work group, <strong>Flanders</strong> is good represented</td>
<td>21 times the focus is on Employers</td>
</tr>
</tbody>
</table>
### Highlights per country

*All the examples are relating to chronic conditions. To keep it short, this is not always mentioned.*

<table>
<thead>
<tr>
<th>Country</th>
<th>Number of Examples</th>
<th>Examples</th>
</tr>
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</table>
| Austria          | 2                  | - 800 employers involved in fit2work, especially SME*  
                    |                    | - Executives guide “In-house crisis intervention’ mental problems                                                |
| Belgium          | 13                 | - One day work experiences  
                    |                    | - Coffee & Chances for young people with cancer  
                    |                    | - Care path on work                                                                                             |
| Cyprus           | 1                  | - New system of assessing disability and functioning  
                    |                    | - Financial support to employers                                                                               |
| Czech Republic   | 4                  | - Practical work training by brain damage and stroke  
                    |                    | - Medical approval to study for particular occupation                                                            |
| Estonia          | 1                  | - €1,800 support for everyone aged 16+ with reduced working ability (student, employee, entrepreneur)            |
| Finland          | 6                  | - Entrepreneurship  
                    |                    | - Incentives and traps  
                    |                    | - Youth Guarantee of work experience                                                                            |
| France           | 2                  | - Regional network business project for 8 years  
                    |                    | - National Cancer Plan for raising awareness of employment (risks)                                              |
| Germany          | 5                  | - Cancer survivors give advice on long term consequences  
                    |                    | - Support for young people with congenital heart conditions                                                      |
| Ireland          | 2                  | - Community based support by brain injury  
                    |                    | - Recruiting graduates with disabilities                                                                        |
| Italy            | 2                  | - Public-private network on chronic diseases  
                    |                    | - Aerospace company: men with breast cancer, prostate cancer                                                   |
| Latvia           | 2                  | - Youth Guarantee: subsidized employment measures  
                    |                    | - Compensation for employer hiring a young person                                                               |
| Norway           | 3                  | - Bank of ideas  
                    |                    | - Inclusive businesses / work environment                                                                       |
| Slovakia         | 1                  | - Alternative work in a steel company  
                    |                    | - “Comparable” support for chronic disease and pregnancy                                                         |
| Spain            | 1                  | - Employment centres  
                    |                    | - Radio programme with perspective of people with mental health issues                                           |
| Sweden           | 3                  | - Interagency collaboration for more work chances  
                    |                    | - Samhall: a state-owned company to create work                                                                    |
| Switzerland      | 2                  | - Online portal for employers  
                    |                    | - Tried-and-tested tools, step-by-step instructions and concrete practical examples                              |
| The Netherlands  | 7                  | - With hearing problems working in customer contact  
                    |                    | - REA college and The Class for young people with a disability                                                 |
| UK               | 10                 | - Disability Confident Scheme for employers  
                    |                    | - Advice Hub for GP, employer and employee                                                                       |

*SME = small and medium sized companies  
MSD = Musculoskeletal Disorders*
Highlights on European level
All the examples are relating to chronic conditions. To keep it short, this is not always mentioned.

The focus of ‘practical’ versus ‘governmental’ and ‘other’ is a way of making a sort of distinction between the initiatives, although most of the examples have both practical and governmental aspects:

- Practical = focusing more on practical activities such as networks, tools, dissemination.
- Governmental = focusing more on changing the policy, the political system or influencing policy makers
- Other = other mentioned initiatives that do not fit into practical or governmental

<table>
<thead>
<tr>
<th>Brain, Mind, Pain</th>
<th>CHRODIS-Employment</th>
<th>CHRODIS- Employment</th>
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<tbody>
<tr>
<td><strong>governmental</strong></td>
<td><strong>practical</strong></td>
<td><strong>governmental</strong></td>
</tr>
<tr>
<td>MEP* interest group</td>
<td>Training tool for employers</td>
<td>Policy recommendations for health promotion and disease prevention in the workplace</td>
</tr>
<tr>
<td>Focusing on influencing policy makers</td>
<td>Toolkit for work adjustments</td>
<td>“Health in all sectors”, part of the EU Health Programme</td>
</tr>
<tr>
<td>Call to action Make Work Work</td>
<td>Operational benefits of employing and keeping people with chronic conditions</td>
<td></td>
</tr>
</tbody>
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<th>ENETOSH</th>
<th>ENWHP</th>
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<td><strong>practical</strong></td>
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<tr>
<td>Call to action</td>
<td>Educational staff</td>
<td>Healthy work for people with chronic illness</td>
</tr>
<tr>
<td>Equal opportunities</td>
<td>Trainers of insurers</td>
<td>Guide to good practice</td>
</tr>
<tr>
<td>Full employment</td>
<td>Online toolbox with good examples, also on this topic</td>
<td>Models of Good Practice</td>
</tr>
<tr>
<td>Social progress</td>
<td>Platform</td>
<td>National Campaigns</td>
</tr>
<tr>
<td>Social protection &amp; inclusion</td>
<td></td>
<td></td>
</tr>
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<tr>
<th>PATHWAYS</th>
<th>SEEDS</th>
<th>Other initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>practical</strong></td>
<td><strong>practical</strong></td>
<td>1. SafeYouth@Work ILO</td>
</tr>
<tr>
<td>Participation To Healthy Workplaces And inclusive Strategies in the work sector Guidelines and strategies for effective (re)integration</td>
<td>Supported employment</td>
<td>2. MSD** and education OSHA</td>
</tr>
<tr>
<td></td>
<td>Entrepreneurship</td>
<td>3. Ask Jan, online resource USA</td>
</tr>
<tr>
<td></td>
<td>Individual Placement and Support (IPS)</td>
<td>4. DePaul University USA</td>
</tr>
<tr>
<td></td>
<td>Employers’ approach</td>
<td>5. Pooled “sick” Bank Australia</td>
</tr>
<tr>
<td></td>
<td></td>
<td>6. RTW*** after cancer OSHA</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7. Healthy ageing EIP on AHA</td>
</tr>
</tbody>
</table>

*MEP = Member of the European Parliament
** MSD = Musculoskeletal Disorders
***RTW = return to work
UITGANGSPUNTEN VOOR INSPIRATIE

Brief aan de Tweede Kamer van de minister van VWS mede namens de minister en staatssecretaris van SZW in reactie op het SER advies 'Werk van belang voor iedereen. Werken met een chronische ziekte'. (21 november 2016)

- Kennis en bewustwording vergroten over werken met een chronische ziekte
- Maatwerk en gericht op eigen regie:
  - Werknemers
  - Werkzoekenden
  - Jongeren
- Alle betrokken partijen (ook werkgever, zorg, kabinet, overheid)
- Huidige stelsel voldoet: voorstellen dienen te passen binnen huidig kader van wet- en regelgeving
AANVULLENDE UITGANGSPUNTEN

Gebaseerd op onder meer:

• SER advies
• Fit for Work programma
• Good workathon, 7 februari 2018
• Opmerkingen van respondenten

• Informatie en ondersteuning:
  • Laagdrempelig en betrouwbaar
  • Ziektespecifiek
  • Bij voorkeur gratis, vergoed of lage kosten

• Ondersteuning gericht op:
  • Werk(zoek)ende, ook zzp’er
  • Werkgever
  • Zorgverlener en anderen
  • Bij voorkeur persoonlijk

• Verbindingen / in contact komen:
  • (MKB)werkgever en doelgroep
  • Arbeid en zorg
  • Andere partijen
TER INSPIRATIE

Enkele voorbeelden uit de verkenning
INSPIRATIE VOOR... INFO & ONDERSTEUNING

JAN’s SOAR / Ask Jan (USA)

- Mensen met een beperking: werkend, werkzoekend, zzp
- Werkgevers
- Andere: zorg, vakbond, juridisch
- Werk- en scholingsmogelijkheden
- Per ziektebeeld
- Gratis advies van JAN consultant
- JAN is a service of the Office of Disability Employment Policy, U.S. Department of Labour.

https://askjan.org/soar/index.htm
INSPIRATIE VOOR... INFO & ONDERSTEUNING

fit for work (UK)
- Huisartsen
- Werkgevers
- Werknemers
- Gratis advies van expert
- Gefinancierd door overheid

http://fitforwork.org/
INSPIRATIE VOOR... IN CONTACT KOMEN

Duodag (België – Vlaanderen)

- Werkbelevingsdag
- Koppelen aan ‘gewone’ werknemer
- Na ‘klik’ volgt contract
- 115 werkgevers nemen deel, ook MBK
- Voorwaarde: werkzoekende is in begeleidingstraject naar werk
- Gefinancierd door overheid via regulier budget van GTB
  (gespecialiseerde dienst die mensen met arbeidsbeperking of gezondheidsproblemen begeleid naar werk)

http://www.duoday.be/
INSPIRATIE VOOR... IN CONTACT KOMEN

The Big C. (België - Vlaanderen)

- Jongeren (18-35 jaar) met kanker
- Persoonlijke coaching
- Werkervaring opdoen als barista
- Initiatief van ervaringsdeskundige, eigenaar van koffiezaak The Big C.
- Gratis en mobiel: op plek waar jongere graag wil afspreken
- Gefinancierd door Sta op tegen Kanker België

https://www.thebigc-hallenge.com/
INSPIRATIE VOOR... ZORG & WERK

Zorgpad ‘WERK’ (België)

- Zorgpad Arbeid en Herstel
- 1e lijn zorgverleners
- Tijdig en optimaal afstemmen van therapeutische behandelingen op werk(hervatting).
- Transversaal zorgpad met gerichtheid op werk waardoor de kans op werkbehoud of snelle werk(re)integratie groot is.

www.ikzoekeenzorgpad.be
INSPIRATIE VOOR OVERHEIDSBELEID

- **Niet financiële** beloningen/prikkels voor werkgevers gericht op werkbehoud, naast aan het werk komen
  - Disability Confident scheme (UK)
  - The bank of ideas (Norway)

- **Financiële** beloningen/prikkels voor werkgevers gericht op werkbehoud, naast aan het werk komen
  - VOP (België)
  - Unemployment Insurance fund (Estonia)
  - Access to work grand (UK)
INSPIRATIE VOOR OVERIG (OVERHEIDS)BELEID

• Crossovers maken met:
  - Gezondheid op het werk
  - Preventie beleid
  - Jongeren beleid
  - Ouder wordende werknemers

• Crossover initiatieven:
  - Mix van partners
  - Werk, zorg, onderwijs, wijk
  - Overheid, zorgverzekeraars

• ‘Fonds’ voor innovatie:
  - Work and Health Innovation Fund (UK) voor lokale proeftuinen en
    obv brede consultatie voor ideeën
INSPIRATIE VOOR OVERIG (OVERHEIDS)BELEID

- Gebruik maken van:
  - Ervaringsdeskundigheid
  - Persoonlijk netwerk van partners

- Werksituatie ipv doelgroepen:
  - Hybride: bv in loondienst en zelfstandig werkend, studerend en werkzoekend
  - Iedereen kan in situatie terecht komen

Verloond talent NAH
Download rapport van verkenning
www.werkgezondheid.nl