

Abstract

The number of people living with **one or more chronic diseases** (CDs) has dramatically increased in recent decades and this has **great social and economic implications for the employment sector**.

CHRODIS + WP8 has the aim to **develop a Tool box that includes: training tool for employers and toolkit for the workplace adaptation**, based on a biopsychosocial approach to health, thus not disease specific but targeting human functioning, person's capabilities and chronic diseases commonalities.

Introduction

CDs have a profound impact on individuals in terms of **negative employment outcomes**, such as reduced workforce participation and early retirement, resulting in the 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 internal company policies are aspects that are crucial for hiring as well as re-integrating persons with CDs.

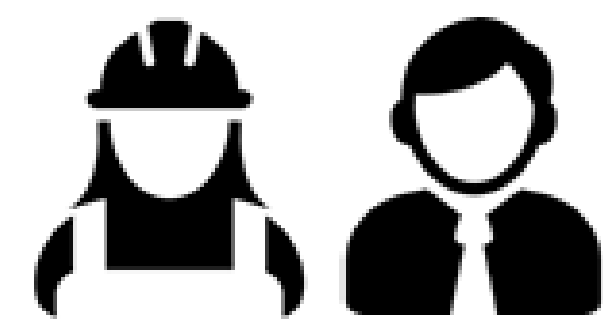
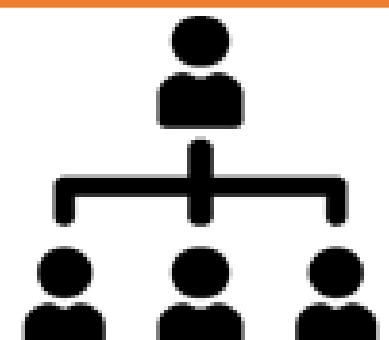
To whom is this training directed?

The Training Tool is directed to **managers of small, medium and large organizations**:

- Human resource department
- Top management and employers
- Stakeholders (e.g. occupational health care service providers)
- Health and work safety officers

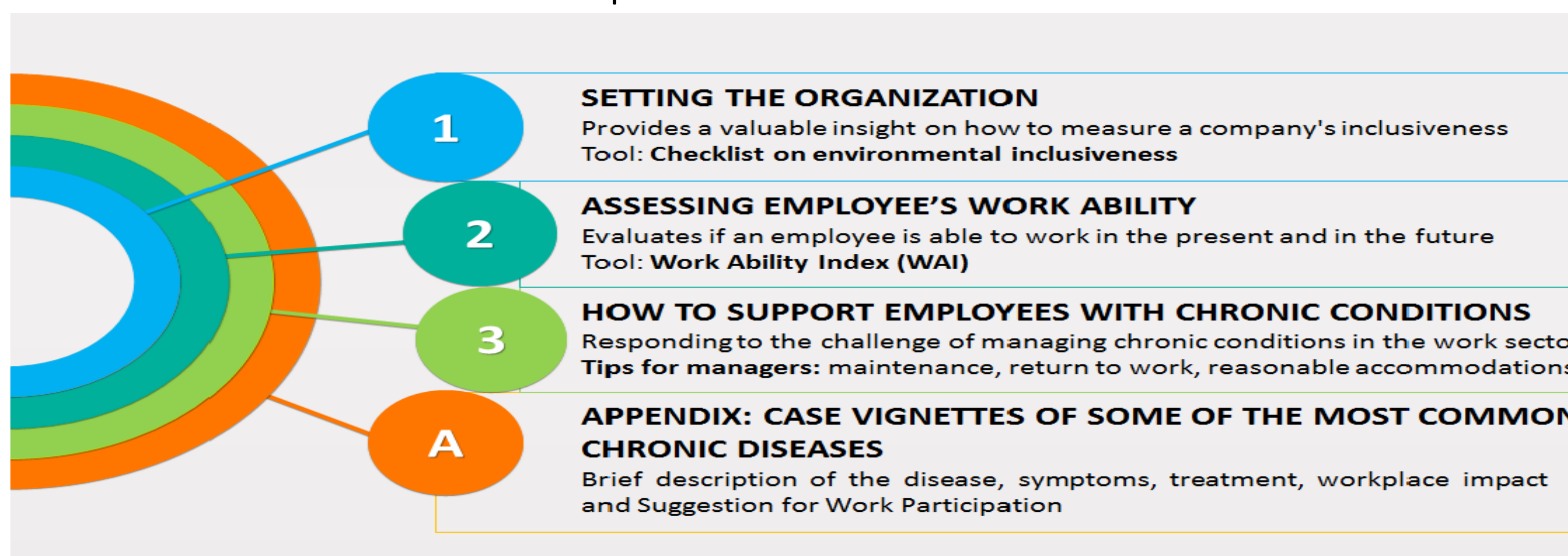
The CHRODIS PLUS Training Tool has been developed to **help employers understand the benefits** of the inclusion, integration, maintenance and reintegration of people suffering from chronic diseases and will train manager to **evaluate inclusiveness and workability** of their teams so as to create **facilitating environments for reaching desirable organizational outcomes: productivity, job satisfaction of all employees, and organizational commitment**.

What are the expected benefits?

 Top Benefits for Employees	 Top Benefits for the Organization
<ol style="list-style-type: none"> 1. Increase work participation 2. Retaining full earning capacity 3. Maintaining a productive mind-set 4. Staying on a regular work schedule 5. Avoiding dependence on a disability/pension system scheme 6. Having a sense of security and stability 7. Agree on reasonable accommodations with HR 	<ol style="list-style-type: none"> 1. Increase work participation 2. Anticipating and controlling hidden costs 3. Avoid stigma in the workplace and promotes inclusiveness 4. Reducing financial impact of workplace injuries as well as of sick leaves 5. Providing a proactive approach to cost containment by evaluating workability 6. Getting experienced employees back to work, resulting in less time and money spent on recruiting and hiring

How to use the training?

The Training Tool for Managers is composed of **3 sections** and one **Appendix** that includes informative sheets on the most frequent chronic diseases.



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

Why managers need this training?

In the workplace there is often a **lack of information** regarding the abilities and capacities of people with chronic conditions to continue working. People with a **well-managed chronic diseases**, on the contrary, are able to work normal hours and, if reasonable accommodation in terms of flexibility of working times or of workplace adaptation is enabled, they can often stay at work, return to work, maintain a work.

How was this training developed?

Studies that have mapped the existing training tools revealed that most of them are not specifically directed to the employers, but rather involve the rehabilitation settings, focusing on medical area, or aimed to inform patients¹. Moreover, a lot of training tools are focused on specific diseases, while information on general principles of management, transversal to different diseases, lacks.

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 employers and of employees.

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.

Acknowledgements

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