



CHRODIS+

IMPLEMENTING GOOD PRACTICES FOR CHRONIC DISEASES

Workbox on Employment and Chronic Conditions



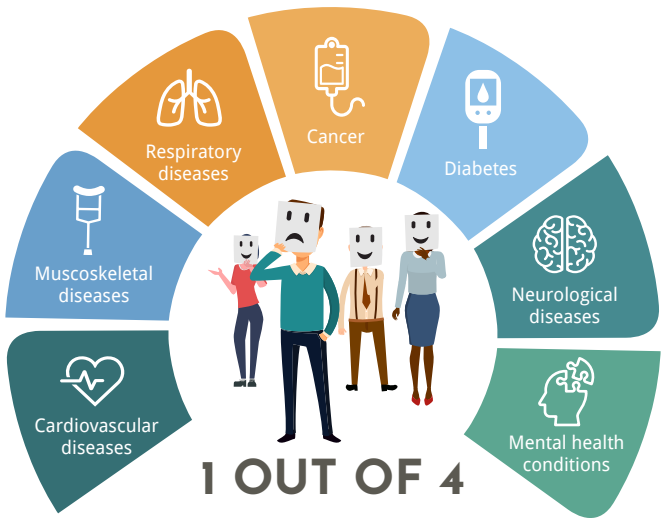
TRAINING TOOL
FOR MANAGERS

TOOLKIT FOR
WORKPLACES

Available in 8
languages

Available in 10
languages

DID YOU KNOW?



People in Europe live with a chronic health condition*

350

million working days are lost in the EU each year due to work-related health problems.



People with chronic diseases may experience **barriers to either accessing or remaining in work**, leading to negative consequences at individual, national and European level.

The rise of non-communicable diseases coupled with the current **COVID-19** pandemic will make this issue even more problematic.

Therefore, **innovative strategies and investments are needed** to improve the participation of people with chronic conditions in the labour market.

*Work Status of people with long-standing health problems (EUROSTAT 2015).

SO WHY INVEST IN EMPLOYEES' WELL-BEING, HEALTH AND WORK PARTICIPATION?

It's simple. It benefits both employees and employers, as well as society, in several ways. Let's examine them:



Employee

- ↑ Quality of life and wellbeing
- ↓ Risk of social exclusion
- ↓ Poverty
- ↓ Financial impact of chronic illness
- ↑ Job satisfaction



Employer

- ↑ Motivation
- ↑ Productivity
- ↑ Retention of skilled staff
- ↓ Work absenteeism
- ↑ Reputation



Society

- ↑ Sustainability
- ↑ Equity
- ↑ Inclusive society
- ↑ Population health
- ↑ Quality of life

WHAT'S THE CHRODIS+ WORKBOX?



The CHRODIS+ Workbox **supports the employment sector** in creating working conditions that:

Foster the wellbeing, health, and work ability of all employees

Prevent the development of chronic diseases

Help individuals with chronic health problems to keep working



The Workbox is composed of **2** tools:



The Training Tool for Managers

To promote inclusiveness and work ability for people with chronic conditions

The Toolkit for Workplaces

To foster employee's wellbeing, health and work participation



Training Tool for Managers



The Training Tool is based on a **holistic and non-disease specific approach**. It aims to **raise managers' awareness on the benefits of inclusion and good management** of employees with chronic health problems in the workplace.

Who's the Training Tool for?

To managers of small, medium and large enterprises and organizations in public and private sectors.



Human resources management



Top management and employers



Stakeholders (e.g. occupational healthcare service providers)



Health and work safety officers

The training tool provides:



1

Checklist on **environmental inclusiveness**

2

Methods to assess **employees' work ability**

3

Tips for managers to support employees with chronic conditions

4

Appendix on frequent chronic diseases in the workplace

Overall, the implementation of this Training Tool will lead to the **creation of supportive work environments** that enhance work participation for all employees.

- Working From Home (WFH)
- Accessible environments
- Flexible Hours

Toolkit for Workplaces

The Toolkit is designed for everyone involved in fostering occupational



Management of workplaces and HR services



Occupational wellbeing and health services



Catering service providers



Policymakers



The Toolkit is categorised into **7** domains, each important to overall wellbeing and health.



127

Concrete means to improve employee health and wellbeing



Easiest methods indicated with a green thumb

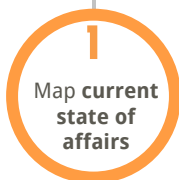
INTERCONNECTED DOMAINS

FOR EMPLOYERS, we suggest targeting various domains, using diverse approaches, and combining several means to achieve the best effects in your workplace.

RECOMMENDED WORKBOX USE PROCESS



Checklist on
inclusiveness



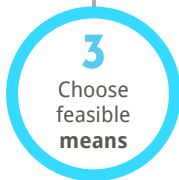
Appendix 1:
Checklist for
mapping current
means

Awareness on
work ability
index



Appendix 3:
Early risk
identification
and intervention

Training of
managers and
on inclusiveness
and increase
participation

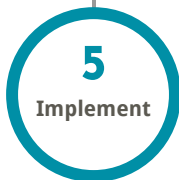



127 toolkit means
as idea generators

Define tailored
reasonable
accommodation



Appendix 2:
Factors that
facilitate
successful
implementation





**TO USE THE
CHRODIS PLUS
WORKBOX,
VISIT:**

<https://workbox.chrodis.eu>

**Download the Training tool and
Toolkit, available in several
languages**



CHRODIS+

IMPLEMENTING GOOD PRACTICES FOR CHRONIC DISEASES

This brochure has been developed by the European Patients' Forum (EPF), partner of the CHRODIS Plus Joint Action.

