

GOOD PRACTICE FRANCE

Implementation of a website dedicated to work and chronic illness

Contact person (NCO)

Name and organisation

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General information about the MOGP

Name of organisation and short description

ARACT Aquitaine – 202 rue d’Ornano – 33000 Bordeaux France

Aract Aquitaine is a Regional Association for improving working conditions. The purpose of the association is to integrate the issue of working conditions as one of the keys for the achievement of economic, technological, demographic and social changes.

Aract Aquitaine intervenes in the following topics:

- Age management throughout working life.
- Better integrating economic and organizational changes.
- Developing steps towards the union of institutions, expertise and qualifications.
- Promoting health in the area of work and warning about occupational risks.

Contact person

Dominique Baradat, d.baradat@anact.fr

Website

<http://www.maladie-chronique-travail.eu>



Information on the good practice 'Implementation of a website dedicated to work and chronic illness'

Aims

Implementation of a website dedicated to work and chronic illness.

Three main objectives:

- Provide information on six chronic diseases (HIV, cancer, hepatitis C, diabetes, multiple sclerosis) and their impact on every aspect of work (individual, collective, organizational, absenteeism,...)
- Provide methodological contents to move from an individual approach to a collective one, through a project management including every stakeholder (the worker with a chronic disease, his/her colleagues, human resources managers, social partners, healthcare professionals,...)
- Promote the "based on work" approach which recommends to consider the person with a chronic disease as a common worker

Target group

The website is primarily dedicated to companies (management and HR, and employees, whether they suffer from a chronic illness or not), to healthcare professionals, patients organization and to any stakeholder involved in sustaining people at work.

Description

The website aims at providing information towards as many actors as possible (the worker with chronic disease, colleagues, human resources managers, social partners, healthcare professionals, patient organisations, social services, ergonomics...). The information given concerns both chronic diseases, job retention and actors who should be involved in the process.

It can be general information, as well as practical, or testimonials using video media. The website aims at being a real working tool for both HR and healthcare professionals in the process of retaining workers with a chronic illness. They can get methodological and practical material to work with.

Specific information for private sector, as well as for public sector, is available. The website is based on the assumption that the organization of work can be strongly discriminating for workers with evolutionary pathologies.

Why is it a good practice?

It is the first website in France dedicated to chronic illnesses and their impact on work. Many other websites provide information on chronic diseases, but they hardly mention impacts on work. None of them details, or even mentions, the complete network of actors that should be involved in the project management. In this way, the website is very innovative.

The website promotes the "based on work" approach, which is very specific: it aims at avoiding the implementation of working means based on wrong representations of the activity that could create difficulties for both the worker with a chronic disease and the company.



The website can be used as a tool to facilitate dialogue and initiatives between various stakeholders.

In addition, the site has been adapted to be accessible to persons with disabilities. It is designed on the basis of a playful interface (touch screen) which makes it easy to use. Finally, the website can be customized for any company upon request: adaptations are then made to consider the company culture, its specific approach regarding job retention for workers with a chronic disease, and to mention the specific actors involved in the process.

Results

Evaluation

The website has not been evaluated yet.

Incentives for success

- The content of the website have been built with the help of 30 workers suffering from a chronic disease. They took an active part in setting up the working hypotheses of the impact of chronic illnesses on work. Moreover, they share their own life experiences through texts and videos on line. Workers with a chronic disease can therefore find on the website helpful and concrete information.
- A steering committee including social partners, healthcare professionals, university members, patient organisations, social assistance, local government... has been associated throughout the evolution of the website.
- Substantial financial resources to develop the website by funders at various levels.

Barriers for success

The main difficulty is that the French legislation protects the people recognized as people with disabilities or people who had occupational accidents or occupational diseases, but there is nothing concerning ill people (with no link with work) at work.

