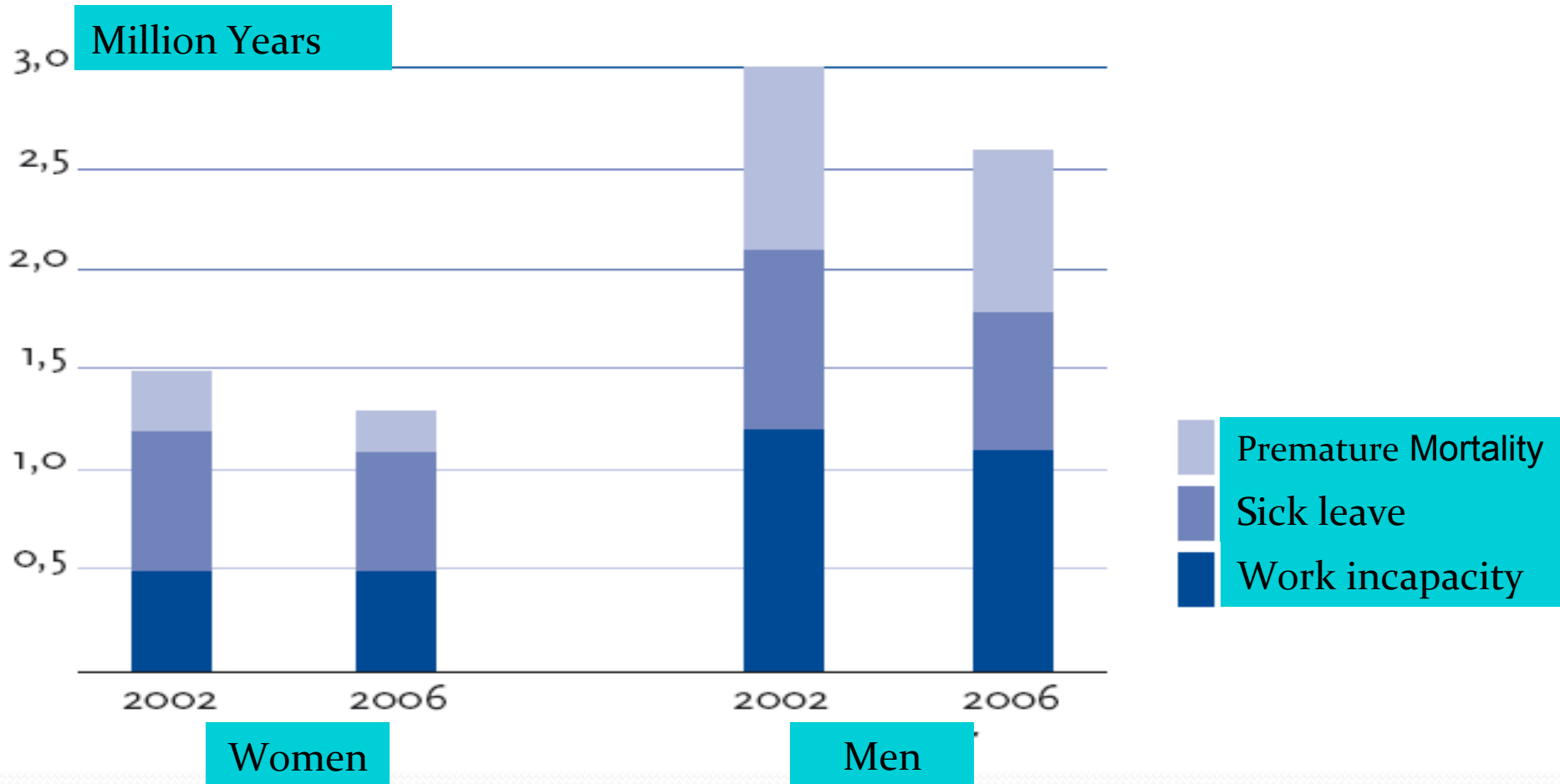


Job retention and return-to-work of employees with chronic illness

Karl Kuhn, Chairman of ENWHP

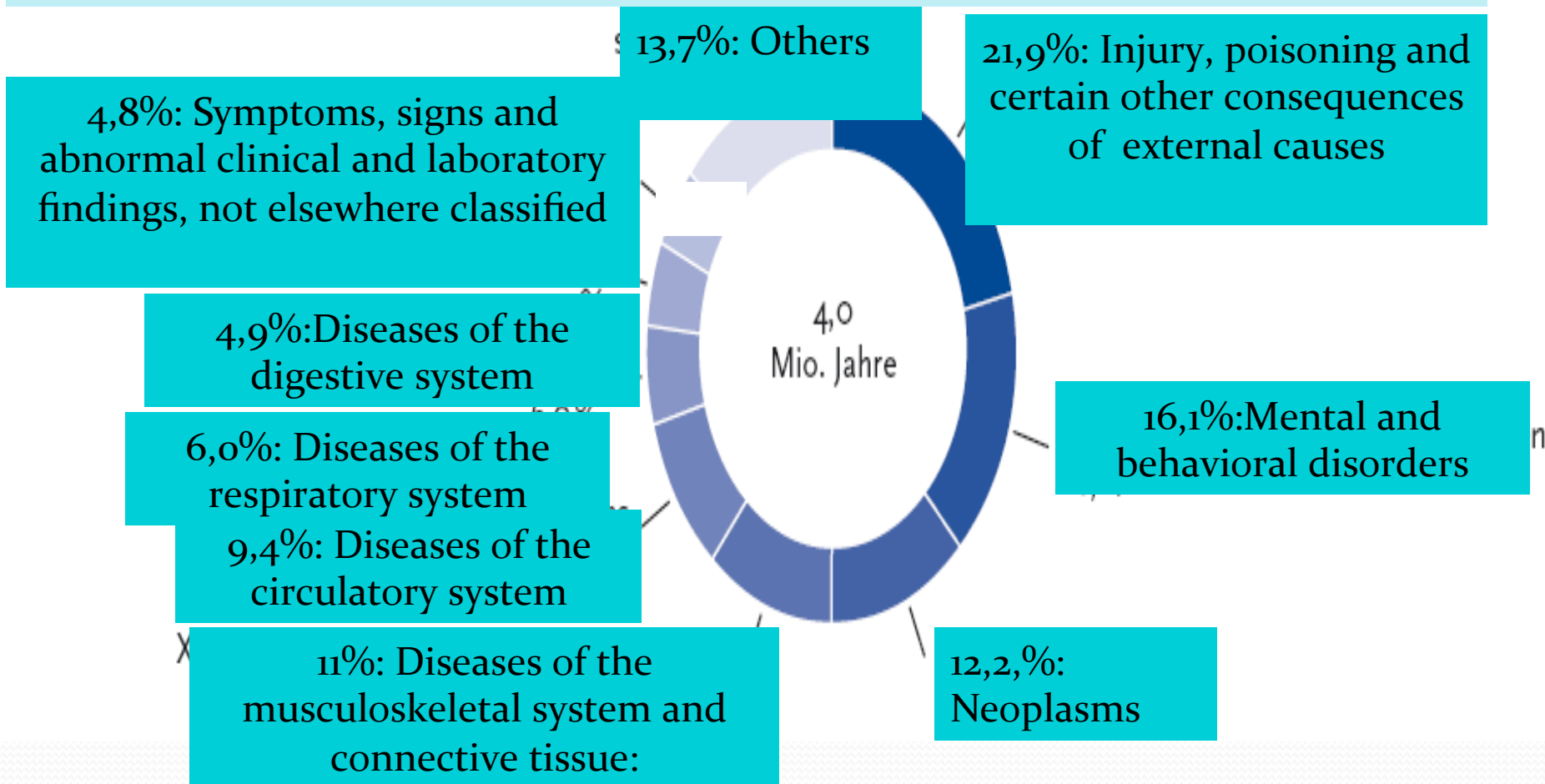
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Lost employment years in Germany



Lost employment years by specific diseases

Source : National statistical office of Germany
Health cost accounting, reference year 2006



Lost Gross value added for Germany

- 4 Million lost employment years
- Gross value added per worker: 63 000€
- Preventive potential: Lost value creation:

4 Million years X 63 000 € = 252 Billion €

Background:

Promoting Healthy Work for Employees with Chronic Illness (PHWork)

- The main objective of PHWork – project is/was to promote healthy work for those suffering the consequences of a chronic illness - either through enabling job retention or by supporting their return-to-work (RTW).

The specific objectives are to:

- Identify good practice on job retention / early intervention / RTW workplace health strategies and interventions;
- Provide guidance to enterprises / employers;
- Establish cross-border knowledge transfer between experts and stakeholders;
- Make recommendations for stakeholders on strategies for workplace health promotion targeted to job retention / RTW for employees with chronic illness.

Methods and Means

- Good workplace health practices with regard to job retention and return-to-work targeted to chronic illnesses were gathered through interviews.
- Qualitative data were gathered in 11 different countries using a centrally developed data gathering approach.
- The survey results were brought together and analyzed in order to make recommendations for the guidelines.
- During the analysis, factors like cultural differences, labour market differences and social security differences have been taken into account.

Strategic relevance and EU added value

- The strategic relevance of this project derives from the opportunity to establish public health – private sector partnerships, and to strengthen the general case for investing in workplace health.
- This process allows for developing exemplary approaches to enhance job retention and RTW, and to encourage other sectors to improve their respective practices.
- The project relates to one of the general objectives of the 2nd Health Programme, promoting health and preventing disease by addressing health determinants across all policies and activities.