WDP Symposium on Socio-political Challenges in Work Disability Prevention

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Symposium focus

• Not on individual determinants of return to work

• But on structural and procedural barriers to RTW, such as:
  ▫ legislation and policies that are mismatched to the current work environment and population
  ▫ bureaucratic and administrative procedures that can hamper work reintegration.

• And innovative structural-level solutions
Presenters from 5 jurisdictions

- Belgium
- Denmark
- Sweden
- New Zealand
- Ontario, Canada

Take note of different jurisdictional contexts!
Questions for tomorrow’s one-hour breakout discussion

• What new questions are raised by the presentations yesterday? What structural and procedural barriers to return to work were not discussed yesterday?

• How have the presentations informed your own way of thinking about work disability prevention?

• Is there anything you would change about your own research focus or approach?
Advice from the voice of experience...

- Legislation and procedures likely as diverse and different as the number of countries represented among the WDP students
- A specific element of legislation may be considered peculiar or irrelevant if not viewed as a piece in the whole picture of a country social welfare system
- Reintegration process may often be seen as both
  - A specific phase in a succession of events distributed across time
  - A particular pathway chosen among other possible ones
- Official or formal players may conceal influence of hidden players
Consider each country case:

- The various pieces of the benefits puzzle: sickness, state, compensation, unemployment, handicapped people....benefits

- The possible pathways to enter when off work (due to sickness, injury, work-related disease) in order to get back to work: conditions for access, length, ratio of benefits to previous earning, red lights, turnings or junctions, hidden traps....
• Consider for each country case:
  ▫ For each pathway described, who are the key players? What are their inter-relationships (if any)? What are their role, or responsibility? Is their role well defined by the legislation?
  ▫ Are there other player less visible because not seated in the first rows? And what is their respective role?
• For each country case, ask the presenter questions that will allow you to translate the elements described into the components involved in your country own system

• Identify, when possible or relevant, the common features of the various cases presented in order to elaborate a tentative draft model of structural and procedural barriers to return to work
Wishing you a fruitful symposium !!