

# 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 !!