Importance of vocational rehalibattion in relation to social inequality
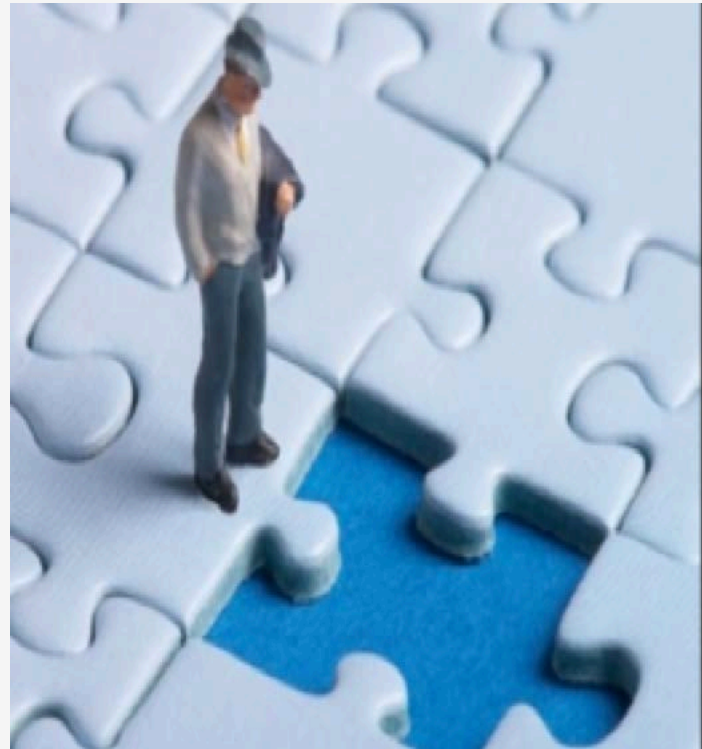
Merete Labriola
Associate Professor, Ph.D MHP, OT
DEFACTUM
Social & Health Services and Labour Market &
Aarhus University, Denmark

Benefits of work

- Financial
- Time and space regulator
- Status
- Formal & informal interpersonal relations
- Contributor
- Personal– and social identity
- Gives meaning to life
- Rewarding
- Well-being
- Opportunity

Marie Jahoda 1973 and many more

Work:

- Employment is generally the most important means of obtaining adequate economic resources, which are essential for material well-being and full participation in today's society
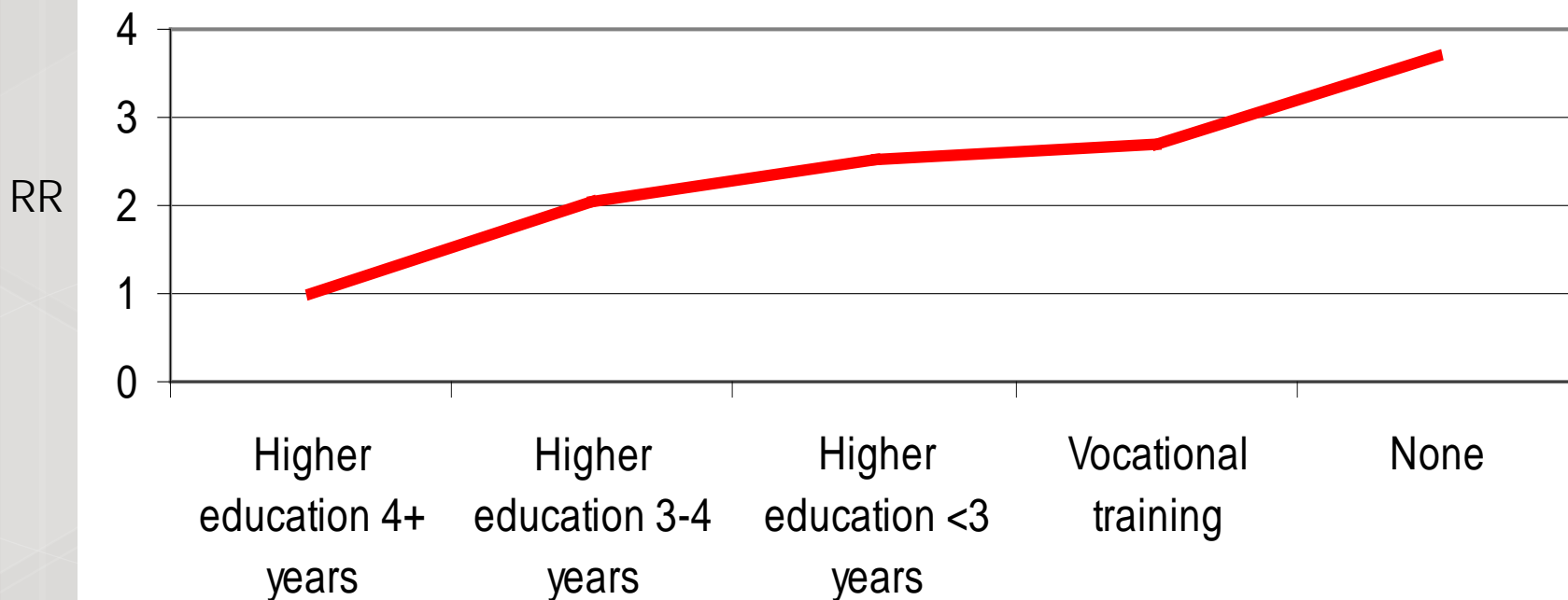
and..

- Work is central to individual identity, social roles and social status;
- Employment and socio-economic status are the main drivers of social gradients in physical and mental health and mortality
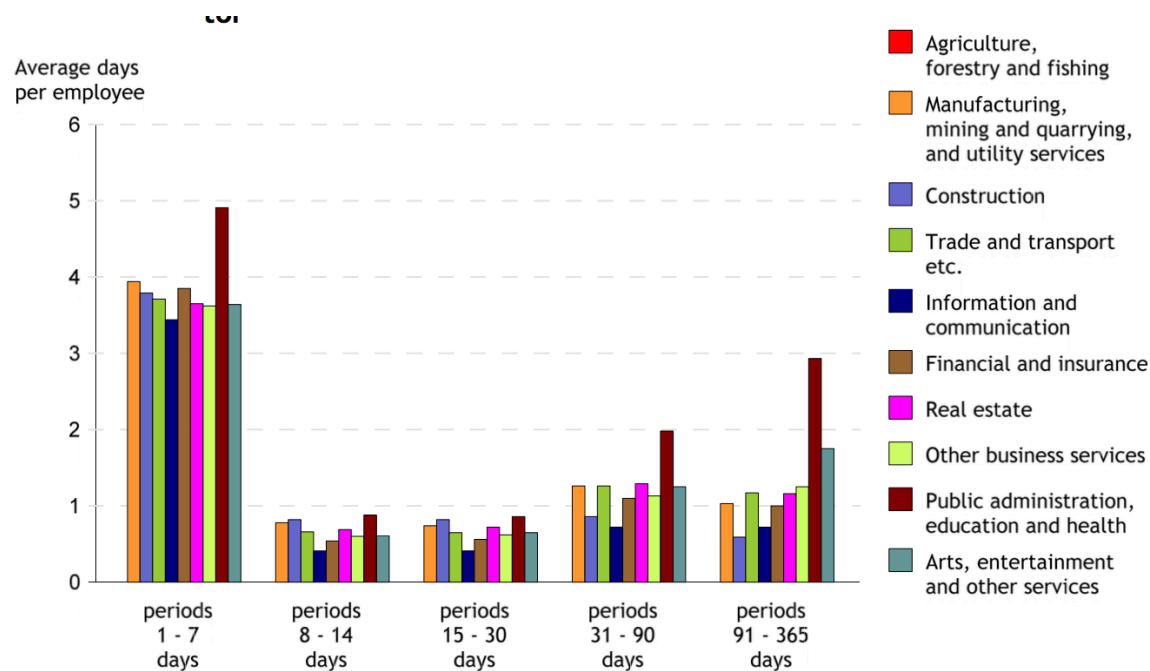
Waddell & Burton. Is work good for your helath and well-beeing 2006

- Despite advances vocational rehabilitation interventions here still exists differences in work retention cross structure of social class

Ex..

Risk for long-term (8+weeks) sickness absence according to educational level

RR

Higher education 4+ years • Higher education 3-4 years • Higher education <3 years • Vocational training • None

Denmark:
Short-,medium-,and long-term sickness absence by sector

1 Sector "Agriculture, forestry and fishing" is not included in the figure

Inequality in work exposure

Depression-Related Work Disability: Socioeconomic Inequalities in Onset, Duration and Recurrence

Jenni Ervasti et al. PLOSone 2013

Results;

- a consistent inverse socioeconomic gradient in work disability due to depression.

Results;

- a consistent inverse socioeconomic gradient in work disability due to depression.

Results;

- Return to work was slower for employees with basic education compared to those with higher education.

- Recurrent work disability episodes due to depression were less common among upper-grade non-manual workers (the highest occupational group) than among lower-grade non-manual and manual workers.

Conclusions:

- These data from Finnish public sector employees show persistent socioeconomic inequalities in work disability due to depression in terms of onset, recovery and recurrence.

Social inequality in cancer rehabilitation – studies of patients' healthcare needs from hospital to municipality

- The chance of returning to work after treatment for cancer is <u>five times higher</u> among highly educated people compared to people with education to no more than elementary level.

- This may not only be explained by differences in demands at work. '

- The question is, when the social inequalities are generated, at the time from hospital to municipality, during the patients' healthcare needs

Finn Diderichsen 2011

Social inequality as a predictor of occupational reintegration of chronic back pain patients following medical rehabilitation.

Hofreuter K, Koch U, Morfeld M 2008

RESULTS:

- Of individuals undergoing rehabilitation, those from lower social classes returned to work later than those from higher social classes.

Discussion

- The probability of successful reintegration into working life increases according to the position within the vertical structure of social class.
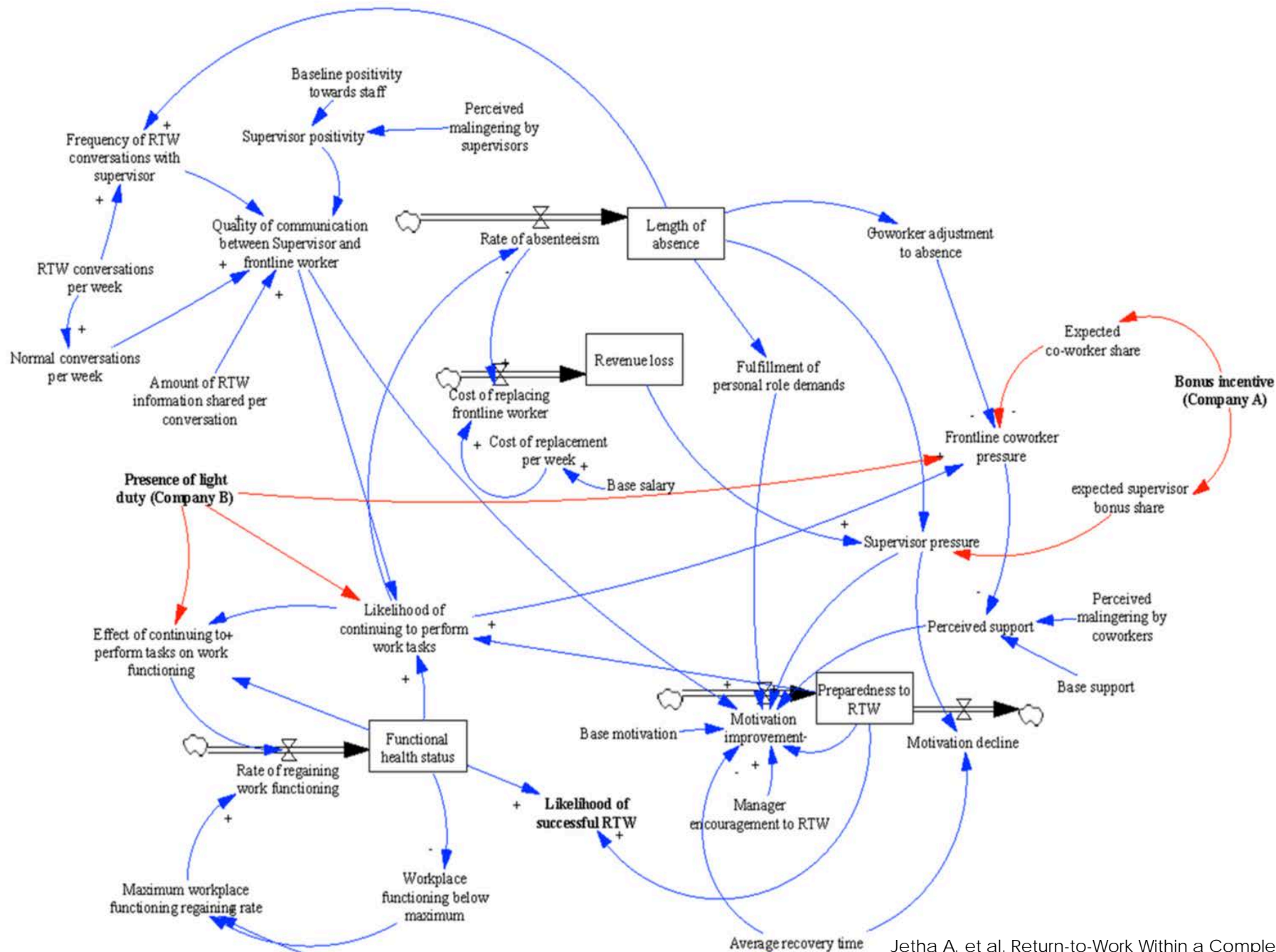
So…

- vocational rehalibattion is also working with public health in ralation to social inequality
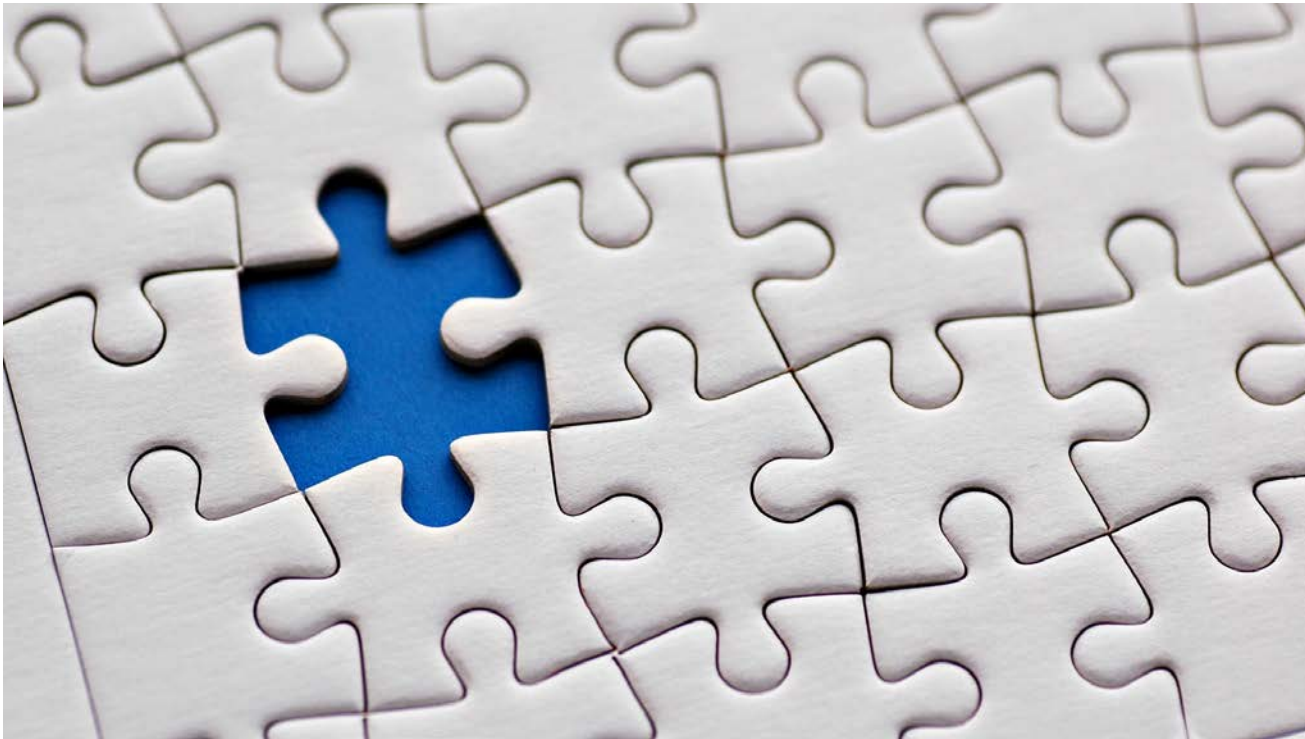
What to do!

Vocational rehabilitation! individual level

Jetha A. et al. Return-to-Work Within a Complex and Dynamic Organizational Work Disability System. J Occup Rehabil nov. 2015

Vocational rehabilitation! community level

So..

- a sole focus on personal system is not enough to prevent a person to permanently withdraw from his or her productive work life

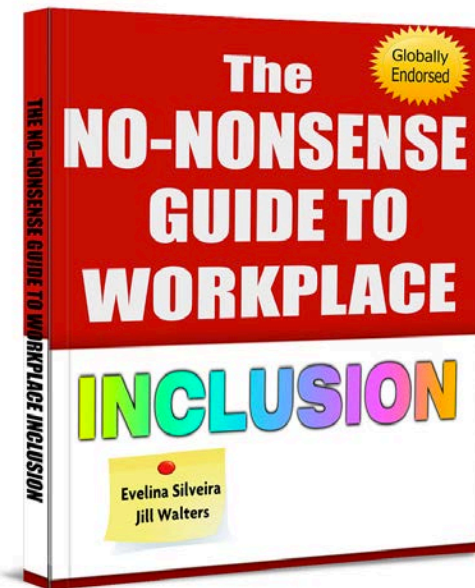- ensuring an inclusive work culture has been found to be important in order to prevent work disability.

Call For Action

- Include the **workplaces**, not just talk

Call For Action

- Include the **workplaces**, not just talk
- Diskuss how corporate social responsibility pays off

But taking social responsibility can is a challenge!

A cure for sick-leave abuse

Employees' abuse of sick leave costs organisations and the economy dearly. How can this problem be managed effectively?

Image : Fotosearch

Thank you for your attention!