

Exit from Work and Return to Work.

A 'Negotiation-Arena' of Coping with a Vulnerable
Health and Job Condition

Susanne Bartel

Federal Association of Vocational Rehabilitation Centres | Germany

" [...] **mechanism** and **pathways** for job retention with different promoting or preventing factors in rehabilitation" (Juvonen-Posti, Pirjo)

"For **comprehensive assessment** of the individual's functioning, specific categories from all ICF domains should be included to support the VR process [...]" (Brecej, Valentia)

Context



Individuals who are suffering from a chronic disease and have to regain participation in working life are facing a **double-folded challenge**. Not only they have to cope with their **illness** but also they have to deal with a **vulnerable occupational situation**.



Absenteesim due to mental illness increased since 2004 by almost 71.9% in Germany.

(Badura, Ducki et al., 2016)

86% of 1,660 employees reported job related strain in a study conducted by a German health insurance. (www.pronovabkk.de)



„A major goal of the further development of social-state institutions is to stabilize employability under the perspective of life course.“ (BMAS 2017)

Betriebliches
Gesundheitsmanagement 2016

Ergebnisse der Befragung

pronova

Study on Exit from Work

Research Questions

Process: experienced and shaped?

Influencing Dimensions?

Methodology: Grounded Theory

Sequential Interviews



Sample

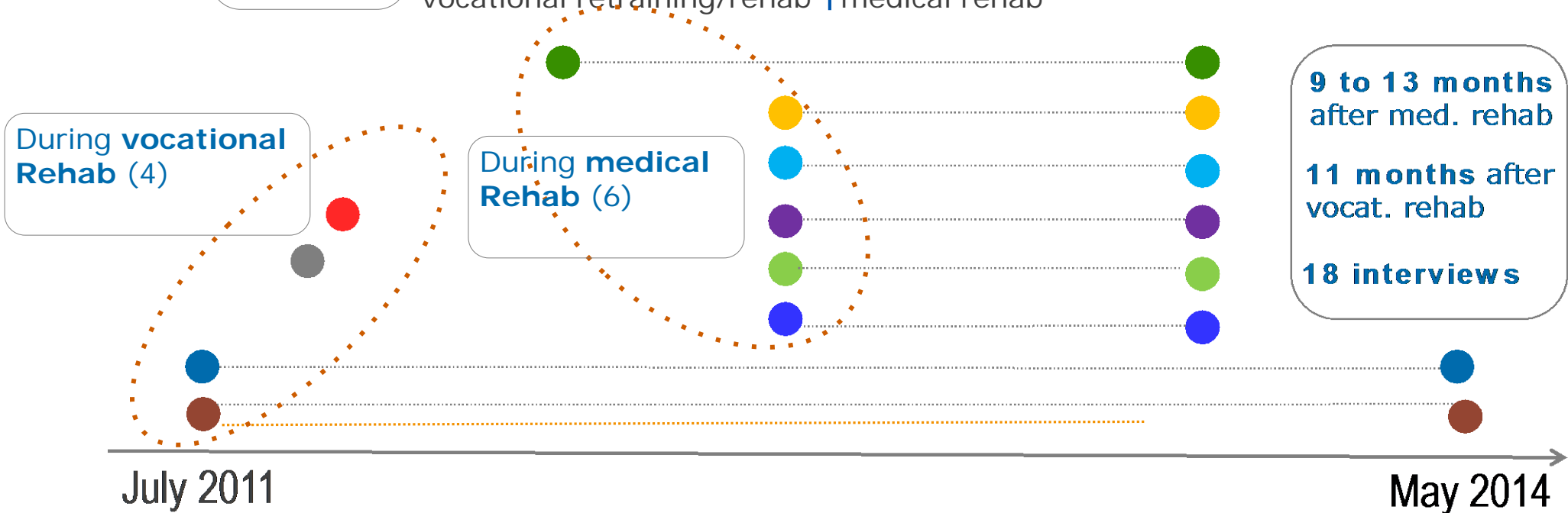


6 women | 4 men | Age range: 25-57 |

Professions: trading, nursing, technical, gastronomy

3 psych. | 5 orthopaedic | 2 mixed

vocational retraining/rehab | medical rehab



Key Findings



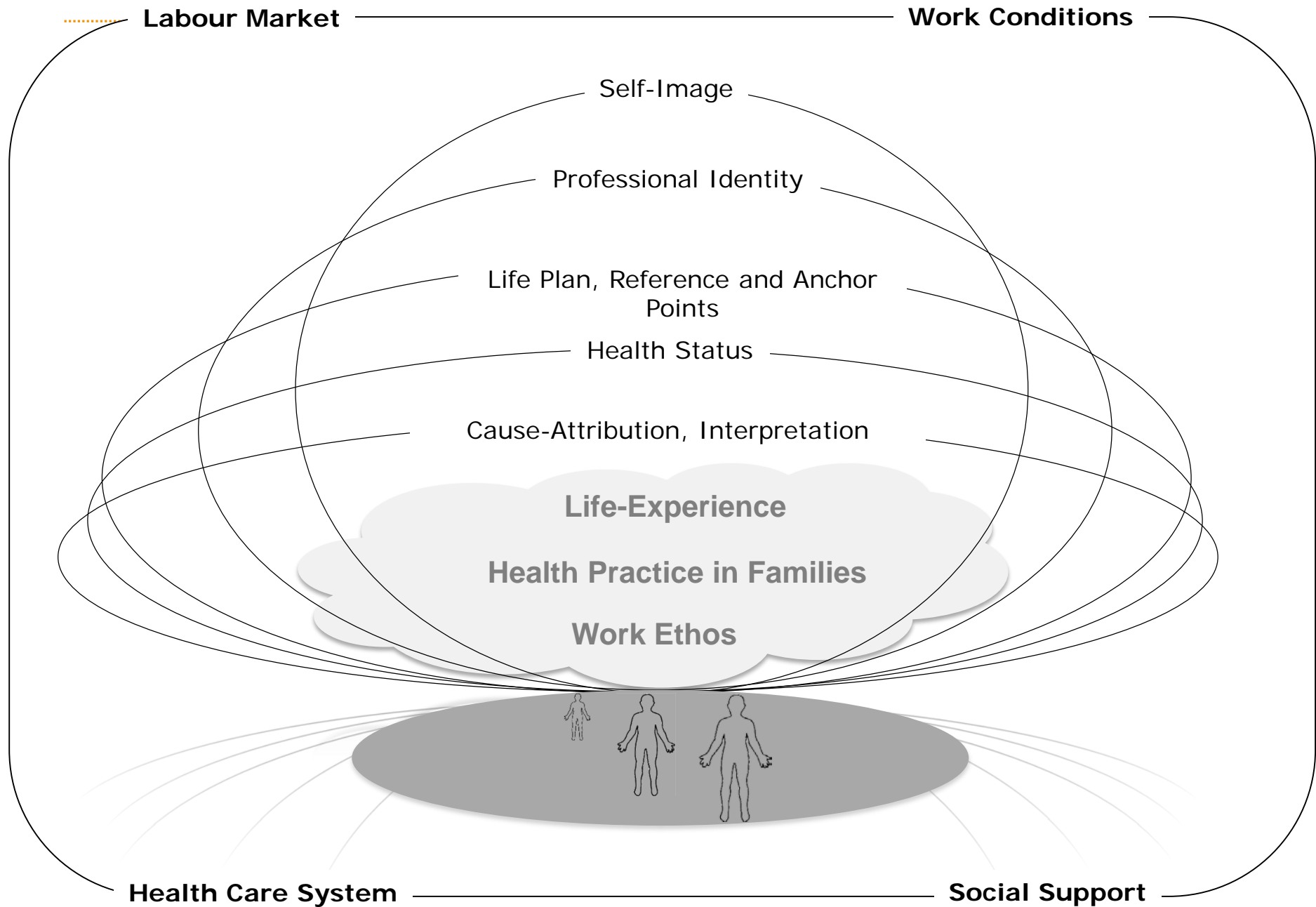
Exit from work is a long process with visible **„markers“**.

Illness-related disruptions in professional life have to be **repaired two-foldedly**. The illness trajectory as well as the professional change have to be managed.

Multifarious dimensions influence that process of career change and strategies of reorientation as well as forms of participation.

A shift can be observed from work **or** health to work **and** health. Quality of life and quality of work become more important. Health is now considered a limited resource.

Context Factors, inter-human relations and self-responsibility **determine employability** and a ‚healthy‘ working environment, e.g. trust, understanding of risk constellations (not only factors) by employer and employee, company culture.



**Return to work can only be supported when
exit from work processes are understood.**

Contact

Susanne Bartel

Head of Research and Development

Bundesverband

Deutscher Berufsförderungswerke e.V.

Berlin (Germany)

(Federal Association of German Vocational Rehabilitation Centres, Berlin)

S.Bartel@bv-bfw.de

www.bv-bfw.de
