

Conference abstract

## Fit for work: a European study on health at the workplace

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### Abstract

**Definition of vocational rehabilitation:** Vocational rehabilitation is defined as a multidisciplinary process whereby those disadvantaged by illness or disability can be enabled to access, maintain or return to employment. The major components of vocational rehabilitation are:

– **Legal framework for practice**

The UN convention on the rights of persons with disabilities (2008) has eight guiding principles. These encompass the right to work and to full access to employment.

– **Epidemiology of incapacity/long-term disability**

There are 44.6 million disabled people of working age in the EU. Currently, 42.2% of disabled people are in employment, compared to 64.5% of non-disabled people. Forty-four percent of unemployed disabled people feel that they would be able to work if given the appropriate assistance.

– **Models of vocational rehabilitation**

To plan vocational rehabilitation effectively it is necessary to discriminate between static disabilities and progressive and fluctuant long-term conditions where the response may have to be more flexible.

Most models demand co-operation between those in different parts of a single service and between agencies. In the ‘closed’ system all parts of the assessment and interventions are delivered by staff within the system. Usually, the system is an ‘open system’.

– **History taking, examination, measurement and assessment of work incapacity**

The assessment has to be based on medical, functional and psychological factors. In determining work ability all of the components of the ICF model should be used. Evaluation of functional assessment is equally necessary.

### Keywords

**vocational rehabilitation**

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