



Cancer & Work: The Unmet Needs of EU Cancer Patients

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Europe, Cancer, Work

- 2018 4.2m in EU diagnosed with cancer*
- Approx. half of working age**
- Of all chronic conditions cancer has highest prevalence of work loss***
- **2009 average total cost of cancer to GB economy Eur18.7bn******

* GCO IARC (2018)

** EU-OSHA (2017)

*** De Boer et al (2009)

**** CBI report (2010)



Typical work challenges for cancer survivors

1. Most cancer survivors don't understand their cancer, or the side effects of treatment, or that recovery is not linear
An immediate full-time return to work is **not** possible
1. Most employers don't understand cancer or its impact so don't provide adequate support
2. Neither are equipped to talk about cancer
3. Most health care professionals provide inadequate information about work and cancer
4. Across the EU:
 - Huge disparity and inequalities in employment practices
 - Employers 'do not consider job preservation approaches that acknowledge patient's residual work capacity'.*

* ECPC CHALLENGING THE EUROPE OF DISPARITIES IN CANCER

Challenges for those with advanced/metastatic cancer.

- Life changing side effects: physical, cognitive, psychological. Persistent, invisible, fluctuating
- Uncertainty about periods of wellness and changing treatment plans make a standard working week almost impossible
- Employers' and colleagues' ignorance about life expectancy of those with advanced/metastatic cancer
- Inflexible working policies and practices.

But that doesn't mean they can't work

What the EBCP should include: good practice reinforced by legislation

- Describe and promulgate **best practice standards and guidelines** for employers
- Create a **dashboard** which measures and monitors return to work in each country
- Make it **illegal to discriminate** vs those with cancer (or any chronic illness) and establish **'the right to be remembered'** so employers provide adjustments and support when/if employees disclose their cancer
- Make **flexible working** a 'Day 1' right for employees able to work from home - Covid 19 has shown this is possible for many.

For more information about WWC

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