

Working with RMDs

The impact WORK has in the quality of life

RMDs will not lock us inside



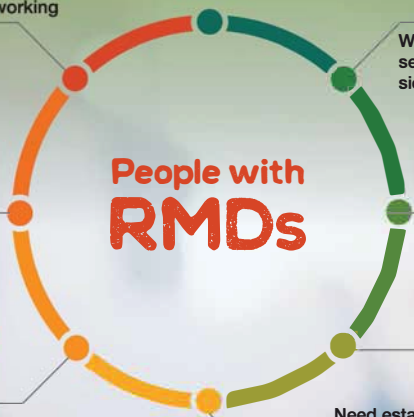
Want to **continue** working



Need their working environment **adapted** to their needs



Want **understanding** from their employers & co-workers



People with RMDs

Work has a **positive impact** in: self-esteem, isolation, depression and pain management



Need to be able to **reintegrate** in the workforce after long term absence due to illness



To feel **safe to talk** about their disease without being afraid of dismissal



Need established **working rights** that permit them to be absent from work for health reasons



What needs to happen:



Only **40%** of colleagues was **sympathetic** towards their colleague's health condition and even out of this percentage **a 30% turned negative** due to not understanding the importance of protecting themselves from viruses or other health related burdens.



Although **70%** claim they are aware of their working rights only **40%** of them has made use of health leave rights or other facilitation rights out of fear this could hurt their professional image.



Responded that the employer was friendly at first but not supportive when they needed it

20%

Responded that they faced problems with their employer

30%

Responded that they prefer working than getting benefits from the state

50%

Responded that the work helps both their health and their psychology

81%

Responded that they never talked to their employer due to fear of getting fired

...of the buildings are not accessible and 90% of working environments don't have the proper equipment

95%

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What could change so that all the people with RMDs can continue to be productive?

The rights of people with RMDs should be respected by all those who provide jobs, even if the 67% percentage of disability from the Center for Disability Certification is not administered.

There should also be penalties for employers who do not respect them.

It is important to keep in mind that some days may be more difficult than others which means that we need more education and awareness of the general population and employers as to what rheumatic diseases are.

There should be a law that people with disabilities must also be employed in the private sector.

More flexible working hours, reduced working hours, with several breaks, in a quiet environment as much as possible, employment in non-burdened posts, accessibility, necessary logistics equipment.

Each person with RMD must be aware of his/her potential.

Reasonable accommodations for persons with disability/ chronic diseases to have access to work

- Provision of special or additional education
- Modification of policies/ procedures/ practices of the company that could create difficulties for the employee
 - Adjustment of the building facilities
- Provision of supporting technology infrastructure for the employee
 - Adaptation, reorganization and, even, change, if necessary, of the work responsibilities and tasks of the employee
 - Adjustment of working hours for people with disabilities
 - Adjustment of the working environment