



2017/2277(INI)

01.03.2018

AMENDMENTS

1 - 240

Draft report
Jana Žitňanská
(PE616.839v01-00)

Pathways for the reintegration of workers recovering from injury and illness
into quality employment
(2017/2277(INI))

Amendment 1

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation -1 (new)

Motion for a resolution

Amendment

-1 *having regard to the Universal Declaration of Human Rights,*

Or. en

Amendment 2

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation -1 a (new)

Motion for a resolution

Amendment

-1a *having regard to the European Charter of Fundamental Rights (2012/C 326/02),*

Or. en

Amendment 3

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation -1 b (new)

Motion for a resolution

Amendment

-1b *having regard to the UN Convention on the Rights of Persons with Disabilities and its Optional Protocol (A/RES/61/106),*

Amendment 4

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation -1 c (new)

Motion for a resolution

Amendment

-1c *having regard to the
Interinstitutional Proclamation on the
European Pillar of Social Rights,*

Or. en

Amendment 5

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation -1 d (new)

Motion for a resolution

Amendment

-1d *having regard to the European
Social Charter of 3 May 1996,*

Or. en

Amendment 6

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation -1 e (new)

Motion for a resolution

Amendment

-1e *having regard to its resolution of
15 September 2016 on Application of the
Employment Equality Directive,*

Amendment 7

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation -1 f (new)

Motion for a resolution

Amendment

-1f having regard to the European Chronic Disease Alliance's joint statement on "Improving the employment of people with chronic diseases in Europe" (2017),

Or. en

Amendment 8

Jana Žitňanská, Helga Stevens

Motion for a resolution

Citation 1 a (new)

Motion for a resolution

Amendment

- having regard to the United Nations Convention on the Rights of Persons with Disabilities (CRPD) and its entry into force in the EU on 21 January 2011 in accordance with Council Decision 2010/48/EC of 26 November 2009,

Or. en

Amendment 9

Georges Bach

Motion for a resolution

Citation 1 a (new)

Motion for a resolution

Amendment

- ***having regard to its resolution of 25 November 2015 on the EU Strategic Framework on Health and Safety at Work 2014-2020^{1a},***

^{1a} P8_TA(2015)0411

Or. en

Amendment 10
Jana Žitňanská

Motion for a resolution
Citation 2 d (new)

Motion for a resolution

Amendment

- ***having regard to its resolution of 25 November 2015 on the EU Strategic Framework on Health and Safety at Work 2014-2020,***

Or. en

Amendment 11
Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution
Citation 5 b (new)

Motion for a resolution

Amendment

- ***having regard to its resolution of 25 November 2015 on the EU Strategic Framework on Health and Safety at Work 2014-2020,***

Or. en

Amendment 12

Jana Žitňanská

Motion for a resolution

Citation 2 a (new)

Motion for a resolution

Amendment

- *having regard to the joint EU-OSHA and EUROFOUND 2014 report on “Psychosocial risks in Europe - Prevalence and strategies for prevention”,*

Or. en

Amendment 13

Jana Žitňanská, Helga Stevens

Motion for a resolution

Citation 2 b (new)

Motion for a resolution

Amendment

- *having regard to its resolution of 30 November 2017 on implementation of the European Disability Strategy,*

Or. en

Amendment 14

Jana Žitňanská, Helga Stevens

Motion for a resolution

Citation 2 c (new)

Motion for a resolution

Amendment

- *having regard to its resolution of 7 July 2016 on the implementation of the UN Convention on the Rights of Persons with Disabilities, with special regard to the Concluding Observations of the UN CRPD Committee,*

Or. en

Amendment 15

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation 3 a (new)

Motion for a resolution

Amendment

- *having regard to the Declaration of Philadelphia of 10 May 1944 on the goals and objectives of the International Labour Organisation (ILO),*

Or. en

Amendment 16

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation 5 a (new)

Motion for a resolution

Amendment

- *having regard to its resolution of 23 May 2007 on promoting decent work for all^{1a},*

^{1a} *OJ C 102 E, 24.4.2008, p. 321.*

Or. en

Amendment 17

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation 5 c (new)

Motion for a resolution

Amendment

- *having regard to the Commission communication on a ‘Renewed social agenda: Opportunities, access and solidarity in 21st century Europe’ (COM(2008)0412),*

Or. en

Amendment 18

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation 5 d (new)

Motion for a resolution

Amendment

- *having regard to the Commission report on the implementation of the European social partners’ Framework Agreement on Work-related Stress (SEC(2011)0241),*

Or. en

Amendment 19

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation 5 e (new)

Motion for a resolution

Amendment

- *having regard to the Commission communication on ‘Improving quality and productivity at work: Community strategy 2007-2012 on health and safety at work’(COM(2007)0062),*

Or. en

Amendment 20

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation 5 f (new)

Motion for a resolution

Amendment

- *having regard to Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation,*

Or. en

Amendment 21

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Citation 5 g (new)

Motion for a resolution

Amendment

- *having regard to the anti-discrimination directive 2000/78/EC and ECJ case law such as ECJ 11 April 2013, Joined Cases C-335/11 and C-337/11 (HK Danmark), which together establish the prohibition for employers to discriminate when a long term ill health can be assimilated to handicap, as well as the obligation for employers to make reasonable adaptations to working conditions,*

Or. en

Amendment 22

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution
Citation 6 a (new)

Motion for a resolution

Amendment

- *having regard to the Joint Action on Mental Health and Well-being launched in 2013,*

Or. en

Amendment 23
Ádám Kósa

Motion for a resolution
Citation 6 a (new)

Motion for a resolution

Amendment

- *having regard the UN Convention on the Rights of People with Disabilities (UN CRPD),*

Or. en

Amendment 24
Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution
Citation 6 b (new)

Motion for a resolution

Amendment

- *having regard to the EU-OSHA's current campaign entitled 'Healthy Workplaces Manage Stress',*

Or. en

Amendment 25
Georges Bach

Motion for a resolution
Recital A

Motion for a resolution

A. whereas the proportion of older workers in the total working-age population is rapidly increasing and is expected to reach 21 % in 2020; whereas ageing *increases the* risk of chronic mental and physical health disorders, illnesses and problems;

Amendment

A. whereas the proportion of older workers in the total working-age population is rapidly increasing and is expected to reach 21 % in 2020; whereas *the ageing of the European workforce leads to an increase in the retirement age in many Member States and many workers are likely to face longer working lives; whereas ageing is accompanied by a higher* risk of *developing* chronic mental and physical health disorders, illnesses and problems, *which make prevention, reintegration and rehabilitation important policies to keep workplaces as well as pension and social security systems sustainable;*

Or. en

Amendment 26
Ádám Kósa

Motion for a resolution
Recital A

Motion for a resolution

A. whereas the proportion of older workers in the total working-age population is rapidly increasing and is expected to reach 21 % in 2020; whereas ageing increases the risk of chronic mental and physical health disorders, illnesses and problems;

Amendment

A. whereas the proportion of older workers in the total working-age population is rapidly increasing and is expected to reach 21 % in 2020; whereas ageing increases the risk of *disabilities*, chronic mental and physical health disorders, illnesses, and problems;

Or. en

Amendment 27
Jana Žitňanská, Helga Stevens

Motion for a resolution
Recital A a (new)

Motion for a resolution

Amendment

Aa. whereas a distinction exists between disability, injury, illness and conditions associated with age, these also often overlap and require a comprehensive yet case-by-case approach to an individual;

Or. en

Amendment 28
Georges Bach

Motion for a resolution
Recital A a (new)

Motion for a resolution

Amendment

Aa. whereas the right to working conditions which respect the health, safety and dignity of every worker is enshrined in the Charter of Fundamental Rights of the European Union;

Or. en

Amendment 29
Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution
Recital A a (new)

Motion for a resolution

Amendment

Aa. whereas good working conditions are a fundamental individual workers' right that has positive value in itself;^{1a}

1a Charter of Fundamental Rights of the European Union, Article 31(1): Every worker has the right to working conditions which respect his or her health, safety and dignity;

Or. en

Amendment 30
Csaba Sógor

Motion for a resolution
Recital A a (new)

Motion for a resolution

Amendment

Aa. whereas keeping older people in work has benefits not only for companies but also for older workers' own physical and mental health;

Or. en

Amendment 31
Arne Gericke

Motion for a resolution
Recital A a (new)

Motion for a resolution

Amendment

Aa. whereas the older generation should not be the victims of increasing digitisation;

Or. de

Amendment 32
Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution
Recital A b (new)

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Ab. *whereas the availability and comparability of data on occupational diseases at EU-level is deficient^{1a};*

^{1a} *Report on the current situation in relation to occupational diseases systems in EU Member States and EFTA/EEA countries, EC (2013).*

Or. en

Amendment 33

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Recital A c (new)

Ac. *whereas according to Eurofound's Third European Quality of Life Survey 2001–2012, roughly 28% of Europeans report having a chronic physical or mental health problem, illness or disability; whereas 1 in 4 people of working age (15-64) are estimated to live with longstanding health problems that restrict their daily activities^{1a}; whereas 350 million working days are lost in the European Union each year due to work-related health problems;^{1b}*

^{1a}

<https://www.eurofound.europa.eu/observatories/eurwork/comparative-information/employment-opportunities-for-people-with-chronic-diseases>

^{1b} *http://www.enwhp.org/fileadmin/rs-dokumente/dateien/Hearts_Minds-Summary.pdf*

Amendment 34

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Recital A d (new)

Motion for a resolution

Amendment

Ad. whereas work-related stress in particular, and psychosocial risks in general, are a growing problem for employees and employers across the EU and almost half of all workers consider it to be present at their workplace; whereas work-related stress is the second most frequently reported work-related health problem in Europe; whereas work-related stress contributes to absenteeism, negatively impacts productivity and accounts for almost half the number of working days lost each year; whereas actions taken to manage psychosocial risks vary across the Member States;^{1a}

^{1a} Second European Survey of Enterprises on New and Emerging Risks (ESENER-2), EU-OSHA (2015)

Or. en

Amendment 35

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Recital A e (new)

Motion for a resolution

Amendment

Ae. whereas disability and ill-health are both a cause and consequence of

poverty; whereas an OECD study found that the incomes of people with disabilities are, on average, 12% lower than the rest of the population; whereas in some countries this income gap is as large as 30%^{1a}

1a

<https://www.oecd.org/els/emp/42699911.pdf>

Or. en

Amendment 36

Laura Agea, Tiziana Beghin, Rosa D'Amato, Marco Valli

Motion for a resolution

Recital B

Motion for a resolution

B. whereas ageing is one of the main European social challenges; *whereas there is thus a need for policies to foster active ageing and promote employability, employment and enabling people to stay active for longer;*

Amendment

B. whereas ageing is one of the main European social challenges; *whereas it is necessary to review pension systems, since raising the pensionable age is not the right answer to the problem;*

Or. it

Amendment 37

Paloma López Bermejo

Motion for a resolution

Recital B

Motion for a resolution

B. whereas ageing is *one of the main* European social *challenges*; whereas there is thus a need for policies to foster active ageing and promote employability, employment and enabling people to stay active *for longer*;

Amendment

B. whereas ageing is *a* European social *challenge*; whereas there is thus a need for policies to foster active ageing and promote employability, employment and enabling people to stay active *until retirement age*;

Amendment 38

Rory Palmer, Michael Detjen, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Recital B a (new)

Motion for a resolution

Amendment

Ba. whereas smoking, alcohol and drug abuse are amongst the most significant health risk factors for the working age population in the EU, linked with both injuries and various non-communicable diseases^{1a}; whereas 20 to 25% of all workplace accidents involve people under the influence of alcohol^{1b} and it is estimated that between 5 % and 20 % of the working population in Europe have serious problems related to their use of alcohol;^{1c} whereas the reintegration of workers who have suffered from substance abuse problems into quality employment presents specific challenges for employers;

^{1a} ***Institute for Health Metrics and Evaluation (2016) GBD Compare Data Visualization. <http://vizhub.healthdata.org/gbd-compare>***

^{1b} ***Science Group of the European Alcohol and Health Forum (2011) Alcohol, Work and Productivity. https://ec.europa.eu/health/sites/health/files/alcohol/docs/science_02_en.pdf***

^{1c} ***Eurofound (2012) Use of alcohol and drugs at the workplace. https://www.eurofound.europa.eu/sites/default/files/ef_files/docs/ewco/tn1111013s/tn1111013s.pdf***

Amendment 39

Arne Gericke

Motion for a resolution

Recital B a (new)

Motion for a resolution

Amendment

Ba. *whereas the 'silver generation' and its experience are indispensable for the labour market and it is essential, from an economic point of view, to strengthen the 'silver economy';*

Or. de

Amendment 40

Csaba Sógor

Motion for a resolution

Recital B a (new)

Motion for a resolution

Amendment

Ba. *whereas older people willing to stay in work often look for flexible hours and a workplace guaranteeing well-being;*

Or. en

Amendment 41

Joëlle Mélin, Mara Bizzotto, Dominique Martin

Motion for a resolution

Recital C

Motion for a resolution

Amendment

C. whereas the reintegration of workers into labour markets is ***also deeply interconnected with*** the rising incidence of chronic diseases, disabilities and mental health disorders, as well as injuries and illnesses;

C. whereas the reintegration of workers into labour markets is ***more difficult owing to*** the rising incidence of chronic diseases, disabilities and mental health disorders, as well as injuries and illnesses, ***the proportion of which***

increases with workers' age and the risks associated with certain jobs;

Or. fr

Amendment 42

Laura Agea, Tiziana Beghin, Rosa D'Amato, Marco Valli

Motion for a resolution

Recital C

Motion for a resolution

C. whereas the reintegration of workers into labour markets is also deeply interconnected with the rising incidence of chronic diseases, disabilities and mental health disorders, as well as injuries and illnesses;

Amendment

C. whereas the reintegration of workers into labour markets is also deeply interconnected with the rising incidence of chronic diseases, disabilities and mental health disorders, as well as injuries and illnesses, *particularly when it comes to what are considered arduous jobs;*

Or. it

Amendment 43

Rory Palmer, Michael Detjen, Javi López, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Recital C

Motion for a resolution

C. whereas the reintegration of workers *into labour markets is also deeply interconnected with* the rising incidence of chronic diseases, disabilities and mental health *disorders*, as well as injuries and illnesses;

Amendment

C. whereas the reintegration of workers *recovering from injury or illness into quality employment is an increasingly important issue given* the rising incidence of chronic diseases, disabilities and mental health *problems*, as well as injuries and illnesses;

Or. en

Amendment 44
Joëlle Mélin, Dominique Martin

Motion for a resolution
Recital C a (new)

Motion for a resolution

Amendment

Ca. whereas workers ageing is not the main problem for the reintegration of workers into labour markets, as workers who have suffered accidents at work or occupational diseases are also likely to find it difficult to reintegrate into labour markets;

Or. fr

Amendment 45
Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution
Recital C a (new)

Motion for a resolution

Amendment

Ca. whereas a study in 2013 demonstrated that 21.8% of cancer patients aged 18-57 years old became unemployed right after being diagnosed, with 91.6% of this group becoming unemployed 15 months after diagnosis; whereas this patient group experienced a waiting period six months longer than average before being employed again;^{1a}

^{1a} Source: data from national study conducted in France in 2013 (the VICAN 2), reported in *European Guide on Quality Improvement in Comprehensive Cancer Control, Chapter 7 Survivorship and rehabilitation. CanCon Joint Action.2017.*
https://cancercontrol.eu/archived/uploads/images/Guide/pdf/CanCon_Guide_FINA

Amendment 46

Jana Žitňanská

Motion for a resolution

Recital C a (new)

Motion for a resolution

Amendment

Ca. whereas digitalisation induces major transformations in how work is organised and could help in improving the opportunities for workers with, for example, changed physical abilities;

Or. en

Amendment 47

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Recital C b (new)

Motion for a resolution

Amendment

Cb. whereas a 2011 Eurostat study found that only 5.2% of employed people who are limited in their work capabilities because of a longstanding health problem and/or a basic activity difficulty report to use special working arrangements, while 24.2% of the non-employed ones specify that those would be needed to return to work^{1a};

^{1a} Source: Eurostat, 2011 LFS ad hoc module (hlth_dlm190)

Or. en

Amendment 48
Jana Žitňanská, Helga Stevens

Motion for a resolution
Recital C b (new)

Motion for a resolution

Amendment

Cb. whereas employers, workers, families and communities benefit when work disability is transformed into work ability;

Or. en

Amendment 49
Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution
Recital C c (new)

Motion for a resolution

Amendment

Cc. whereas the adoption of appropriate and individually tailored approaches towards the reintegration of people recovering from injury or illness into quality employment is an important factor in preventing additional absenteeism or sickness presenteeism, both of which put additional strain on the individual employee, the productivity of the enterprise, as well as the national social security system;

Or. en

Amendment 50
Jana Žitňanská

Motion for a resolution
Recital C c (new)

Motion for a resolution

Amendment

Cc. whereas the field of occupational rehabilitation and return to work could be valuable volunteering opportunities, for example by engaging volunteer work after retirement; whereas volunteering should be supported at any age;

Or. en

Amendment 51

Rory Palmer, Michael Detjen, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Recital C d (new)

Motion for a resolution

Amendment

Cd. whereas work plays an important role in facilitating the recovery and rehabilitation process given the important positive psycho-social benefits work brings to the employee, particularly for those suffering from mental health problems;

Or. en

Amendment 52

Jana Žitňanská

Motion for a resolution

Recital C d (new)

Motion for a resolution

Amendment

Cd. whereas employers first need to promote a health and safety culture in the workplace; whereas volunteering to take part in occupational safety and health activities such as working groups could also contribute to the changing of culture;

Amendment 53

Jana Žitňanská

Motion for a resolution

Recital C e (new)

Motion for a resolution

Amendment

Ce. *whereas various EU financed programmes offer possibilities for valuable exchange of innovations and best practices in the field of sustainable occupational health and safety;*

Amendment 54

Paloma López Bermejo

Motion for a resolution

Recital D

Motion for a resolution

Amendment

D. *whereas good occupational safety and health practices are **crucial for a productive and motivated workforce, which helps** companies remain **competitive and innovative and helps to maintain valuable skills and work experience**, reduce staff turnover and prevent exclusion;*

D. *whereas good occupational safety and health practices are **mandatory for** companies **to protect workers' wellbeing**, reduce staff turnover and prevent exclusion;*

Amendment 55

Jasenko Selimovic, Enrique Calvet Chambon, Ivo Vajgl, António Marinho e Pinto, Robert Rochefort

Motion for a resolution

Recital D

Motion for a resolution

D. whereas good occupational safety and health practices are crucial for a productive and motivated workforce, which helps companies remain competitive and innovative and helps to maintain valuable skills and work experience, reduce staff turnover and prevent exclusion;

Amendment

D. whereas good occupational safety and health practices are crucial for a productive and motivated workforce, which helps companies remain competitive and innovative and helps to maintain valuable skills and work experience, reduce staff turnover and prevent exclusion; ***whereas SMEs have particular needs in this regard, demanding support measures in order to attain their OSH objectives; whereas, on the other hand, good OSH practices are crucial for SMEs to stay in the market and keep ensuring employment;***

Or. en

Amendment 56

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Recital D

Motion for a resolution

D. whereas good occupational safety and health practices are crucial for a productive and motivated workforce, which helps companies remain competitive and innovative and helps to maintain valuable skills and work experience, reduce staff turnover and prevent exclusion;

Amendment

D. whereas good occupational safety and health practices are crucial for a productive and motivated workforce, which helps companies remain competitive and innovative and helps to maintain valuable skills and work experience, reduce staff turnover and prevent exclusion, ***accident and injury;***

Or. en

Amendment 57

Laura Agea, Tiziana Beghin, Rosa D'Amato, Marco Valli

Motion for a resolution

Recital D a (new)

Motion for a resolution

Amendment

Da. whereas many SMEs cannot always afford to invest in sickness and accident prevention with a view to improving health and safety at work;

Or. it

Amendment 58
Jana Žitňanská

Motion for a resolution
Recital D a (new)

Motion for a resolution

Amendment

Da. whereas occupational health and safety measures can enable an individual with changed work capacity to remain in employment and benefit the whole workforce;

Or. en

Amendment 59
Jana Žitňanská

Motion for a resolution
Recital D b (new)

Motion for a resolution

Amendment

Db. whereas negative psychosocial factors are linked not only to health outcomes but also to increased absenteeism and low job satisfaction; whereas these factors hinder the workers' participation in the labour market;

Or. en

Amendment 60
Jana Žitňanská

Motion for a resolution
Recital D c (new)

Motion for a resolution

Amendment

Dc. whereas early coordinated care, with the employee's wellbeing as the prime focus, is crucial to improve return to work outcomes;

Or. en

Amendment 61
Jana Žitňanská

Motion for a resolution
Recital D d (new)

Motion for a resolution

Amendment

Dd. whereas work absence is sometimes medically necessary, there are also further negative effects for people who are out of work for medium to long term periods; whereas the longer the time spent away from work, the less likely a person is to ever return;

Or. en

Amendment 62
Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution
Recital E

Motion for a resolution

Amendment

E. whereas the improved health and reintegration of workers increases the overall wellbeing of society, has economic

E. whereas the improved health and reintegration of workers *is a fundamental individual right as contained within the*

benefits to Member States, employees and employers and helps to retain skills that would otherwise be lost;

Universal Declaration of Human Rights; whereas work increases the overall wellbeing of society, has economic benefits to Member States, employees and employers and helps to retain skills that would otherwise be lost;

Or. en

Amendment 63

Joëlle Mélin, Dominique Martin, Mara Bizzotto

Motion for a resolution

Recital E

Motion for a resolution

E. whereas the improved health and reintegration of workers increases the overall wellbeing of society, has economic benefits to Member States, employees and employers and helps to retain skills that would otherwise be lost;

Amendment

E. whereas the improved health and reintegration of workers *who are partially unfit* increases the overall wellbeing of society, has economic benefits to Member States, employees and employers and helps to retain skills that would otherwise be lost *as they would not be passed on to new generations of workers;*

Or. fr

Amendment 64

Jasenko Selimovic, Enrique Calvet Chambon, Ivo Vajgl, António Marinho e Pinto, Robert Rochefort

Motion for a resolution

Recital E

Motion for a resolution

E. whereas the improved health and reintegration of workers increases the overall wellbeing of society, has economic benefits to Member States, employees and employers *and helps* to retain skills that would otherwise be lost;

Amendment

E. whereas the improved health and reintegration of workers increases the overall wellbeing of society, has economic benefits to Member States, employees and employers; *whereas to retain and to reintegrate older workers is key to secure* skills that would otherwise be lost;

Amendment 65
Paloma López Bermejo

Motion for a resolution
Recital E

Motion for a resolution

E. whereas the improved health and reintegration of workers increases the overall wellbeing of society, has economic benefits to Member States, employees and employers and helps to retain skills that would otherwise be lost;

Amendment

E. whereas the improved health and reintegration of workers increases the overall wellbeing of society, has economic benefits to Member States, employees and employers and helps to retain *until retirement age* skills that would otherwise be lost;

Or. en

Amendment 66
Georges Bach

Motion for a resolution
Recital E a (new)

Motion for a resolution

Amendment

Ea. whereas people with disabilities, chronic diseases or recovering from injury or illness are in a vulnerable situation and should benefit from individualised support in returning to their place of work or the labour market;

Or. en

Amendment 67
Jasenko Selimovic, Enrique Calvet Chambon, Ivo Vajgl, António Marinho e Pinto, Robert Rochefort

Motion for a resolution
Recital E a (new)

Motion for a resolution

Amendment

Ea. whereas older workers, despite being more subjected to chronic illness, also are proved to have a lower degree of exposure to physical risks and greater working time autonomy;

Or. en

Amendment 68
Jana Žitňanská

Motion for a resolution
Recital E a (new)

Motion for a resolution

Amendment

Ea. whereas illness, disability and exclusion from work has serious financial consequences not only for the employee concerned, but also for the people in close contact with that employee or in their family;

Or. sk

Amendment 69
Jana Žitňanská

Motion for a resolution
Recital E a (new)

Motion for a resolution

Amendment

Ea. whereas 25% of workers report that they experience work-related stress with negative effects on their health; whereas psychosocial risks contribute to these adverse effects;

Or. en

Amendment 70
Paloma López Bermejo

Motion for a resolution
Recital E a (new)

Motion for a resolution

Amendment

Ea. whereas reintegration of workers shall be provided, overseeing, implement and enforced by Member States;

Or. en

Amendment 71
Jean Lambert

Motion for a resolution
Recital E a (new)

Motion for a resolution

Amendment

Ea. whereas adopting a human rights-based approach to addressing the issues is essential;

Or. en

Amendment 72
Jana Žitňanská

Motion for a resolution
Recital E b (new)

Motion for a resolution

Amendment

Eb. whereas tackling risks to psychosocial wellbeing is a process requiring changes in the work environment and implementation of preventive policies, especially in Member States where there are few companies with existing procedures to deal with psychosocial risks; whereas practical guidance can play an important role in

complementing legal requirements;

Or. en

Amendment 73

Jean Lambert

Motion for a resolution

Recital E b (new)

Motion for a resolution

Amendment

Eb. whereas it is important to consider the whole population affected by chronic diseases, including the younger generations; one third of the European population 15+ and 25% of the working population live with a chronic disease;

Or. en

Amendment 74

Jana Žitňanská

Motion for a resolution

Recital E b (new)

Motion for a resolution

Amendment

Eb. whereas both formal and informal carers have a key role to play in the return to work and professional rehabilitation;

Or. sk

Amendment 75

Jana Žitňanská

Motion for a resolution

Recital E c (new)

Motion for a resolution

Amendment

Ec. whereas long-term work absence has many negative consequences, among others an adverse impact on mental and physical health, high social and economic costs, and can result in permanent work disability;

Or. en

Amendment 76
Jean Lambert

Motion for a resolution
Recital E c (new)

Motion for a resolution

Amendment

Ec. whereas it is important to consider that some people with chronic conditions do not wish or cannot return to work; certain illnesses are overwhelming in almost every aspect of daily life;

Or. en

Amendment 77
Jana Žitňanská

Motion for a resolution
Recital E c (new)

Motion for a resolution

Amendment

Ec. whereas about 80% of care for persons with a chronic illness, disability or other condition that requires long-term support is carried out by informal carers;

Or. sk

Amendment 78
Jean Lambert

Motion for a resolution
Recital E d (new)

Motion for a resolution

Amendment

Ed. whereas the financial impact of chronic diseases on families if those affected cannot go back to work must be considered;

Or. en

Amendment 79
Jean Lambert

Motion for a resolution
Recital E e (new)

Motion for a resolution

Amendment

Ee. whereas health and wellbeing play a central role in building strong and socially sustainable economies;

Or. en

Amendment 80
Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution
Paragraph -1 (new)

Motion for a resolution

Amendment

-1. Stresses the importance of investing more in risk-prevention policies as well as promoting, developing and supporting a culture of prevention as regards health and safety at work; points out that the quality of preventive services is key to supporting companies, in

particular SMEs, to carry out risk assessment and take adequate preventive measures; calls on the Commission to examine the tasks and training requirements of preventive services laid down in national legislation by the Member States;

Or. en

Amendment 81

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph -1 a (new)

Motion for a resolution

Amendment

-1a. Calls on the Member States to implement effective policy and regulatory action on tobacco, healthy diets, alcohol consumption and air quality and to promote such policies at the workplace; further calls on Member States to develop integrated health services with social, psychological, work services and occupational medicine;

Or. en

Amendment 82

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 1

Motion for a resolution

Amendment

1. Considers that there is *a strong case for* improving the management of sickness absence in the Member States *as well as for making* workplaces more adaptable to chronic conditions and

1. Considers that there is *an urgent need to tackle discrimination and prejudices against employees who are at the early stages of their diagnosis through better enforcement of the anti-*

disabilities;

discrimination directive 2000/78/EC, as well as improving the management of sickness absence *by employers* in the Member States *and to make* workplaces more adaptable to chronic conditions and disabilities;

Or. en

Amendment 83
Paloma López Bermejo

Motion for a resolution
Paragraph 1

Motion for a resolution

1. Considers that there is a strong case for improving the management of sickness absence in the Member States as well as for making workplaces more adaptable to chronic conditions and disabilities;

Amendment

1. Considers that there is a strong case for improving the management of sickness absence in the Member States as well as for making workplaces more adaptable to chronic conditions and disabilities;
recognises that for such an improvement to take place the necessary regulations and infrastructure must be put in place by Member States to accommodate workers with chronic conditions and disabilities;

Or. en

Amendment 84
Paloma López Bermejo

Motion for a resolution
Paragraph 1

Motion for a resolution

1. Considers that there is a strong case for improving the *management of sickness absence* in the Member States as well as for making workplaces more adaptable to chronic conditions and disabilities;

Amendment

1. Considers that there is a strong case for improving the *systems of sick leaves* in the Member States as well as for making workplaces more adaptable to chronic conditions and disabilities; *these systems shall be overseen by public authorities;*

Amendment 85

Jean Lambert

Motion for a resolution

Paragraph 1

Motion for a resolution

1. Considers that there is a strong case for improving the management of sickness absence in the Member States as well as for making workplaces more *adaptable to* chronic conditions and disabilities;

Amendment

1. Considers that there is a strong *European* case for improving the management of sickness absence in the Member States as well as for making workplaces more *inclusive for those suffering from* chronic conditions and disabilities;

Or. en

Amendment 86

Jana Žitňanská

Motion for a resolution

Paragraph 1

Motion for a resolution

1. Considers that there is a strong case for improving the management of sickness absence in the Member States as well as for making workplaces more adaptable to chronic conditions and disabilities;

Amendment

1. Considers that there is a strong case for improving the management of sickness absence in the Member States as well as for making workplaces more adaptable to chronic conditions and disabilities *including with changes to tasks and equipment and skills development*;

Or. en

Amendment 87

Ádám Kósa

Motion for a resolution

Paragraph 1

Motion for a resolution

1. Considers that there is a strong case for improving the management of sickness absence in the Member States as well as for making workplaces more adaptable to chronic conditions and disabilities;

Amendment

1. Considers that there is a strong case for improving the management of sickness absence in the Member States as well as for making workplaces more adaptable to chronic conditions and disabilities ***and promotes the exchange of best practices in this area;***

Or. en

Amendment 88

Laura Agea, Tiziana Beghin, Rosa D'Amato, Marco Valli

Motion for a resolution

Paragraph 1

Motion for a resolution

1. Considers ***that there is a strong case for improving*** the management of sickness absence in the Member States as well as ***for*** making workplaces more adaptable to chronic conditions and disabilities;

Amendment

1. Considers ***it essential to improve*** the management of sickness absence in the Member States as well as making workplaces more adaptable to chronic conditions and disabilities;

Or. it

Amendment 89

Jana Žitňanská

Motion for a resolution

Paragraph 1 a (new)

Motion for a resolution

1a. Calls for the use of evidence-based medicine and evidence-based policy to become standard practice and form the basis of return to work approaches; calls on policy makers to take the lead in ensuring employees have access to information and medical care;

Amendment

Amendment 90
Georges Bach

Motion for a resolution
Paragraph 1 a (new)

Motion for a resolution

Amendment

1a. Underlines the importance of campaigns promoting prevention and health and safety at work measures, such as the “Vision Zero” campaign which is supported by the EU-OSHA as well as companies and organisations from various EU Member States;

Or. en

Amendment 91
Georges Bach

Motion for a resolution
Paragraph 1 b (new)

Motion for a resolution

Amendment

1b. Believes that return-to-work policies should be inscribed in a broader holistic approach of healthy working lives with a physically and mentally safe and healthy working environment throughout people’s working life to allow active and healthy ageing for all workers; considers that preventing occupational diseases and accidents creates added value for workers and society as a whole, with sustainable social security systems;

Or. en

Amendment 92

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 2

Motion for a resolution

2. Takes the view that the forthcoming EU Strategic Framework on Health and Safety at Work post 2020 should further prioritise investments through EU funds aimed at prolonging healthier working lives and supporting recruitment and return to work;

Amendment

2. Takes the view that the forthcoming EU Strategic Framework on Health and Safety at Work post 2020 should further prioritise investments through EU funds aimed at prolonging healthier working lives and supporting recruitment and return to work, ***where desired and where medical conditions allow, of all people recovering from illness or injury into quality employment; further considers that an integral part of this strategy should be to invest in both primary and secondary preventative mechanisms, through the provision of e-health technologies, such as discrete blood glucose monitors, allowing patients and healthcare professionals to monitor and effectively manage their condition and avoid co-morbidities in the long run;***

Or. en

Amendment 93

Jean Lambert

Motion for a resolution

Paragraph 2

Motion for a resolution

2. Takes the view that the forthcoming EU Strategic Framework on Health and Safety at Work post 2020 should further prioritise investments ***through EU funds*** aimed at prolonging healthier working lives and supporting recruitment and return to work;

Amendment

2. Takes the view that the forthcoming EU Strategic Framework on Health and Safety at Work post 2020 should further prioritise ***strong EU level protection of workers affected by health and safety risks; stresses also investments at European, national and regional level*** aimed at prolonging healthier ***lives and***

working lives, *worker-oriented flexibility* and supporting recruitment and *well-adapted* return to work;

Or. en

Amendment 94

Laura Agea, Tiziana Beghin, Rosa D'Amato, Marco Valli

Motion for a resolution

Paragraph 2

Motion for a resolution

2. Takes the view that the forthcoming EU Strategic Framework on Health and Safety at Work post 2020 should further prioritise investments through EU funds aimed at *prolonging* healthier working lives and supporting recruitment and return to work;

Amendment

2. Takes the view that the forthcoming EU Strategic Framework on Health and Safety at Work post 2020 should further prioritise investments through EU funds aimed at *promoting* healthier working lives and supporting recruitment and return to work;

Or. it

Amendment 95

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 2 a (new)

Motion for a resolution

Amendment

2a. Stresses the valuable role trade unions play in the reintegration of workers recovering from injury and illness into quality employment; calls on employers to work with trade unions to ensure support is in place for the represented workers from the very early stages of diagnosis; notes that such measures play an important role in preventing psychosocial problems for the employee later on in their diagnosis;

Amendment 96

Laura Agea, Tiziana Beghin, Rosa D'Amato, Marco Valli

Motion for a resolution

Paragraph 2 a (new)

Motion for a resolution

Amendment

2a. Considers that Member States should provide for incentives and rewards in line with the budgetary impact of investments by undertakings in protection and safety at the workplace.

Or. it

Amendment 97

Jean Lambert

Motion for a resolution

Paragraph 3

Motion for a resolution

Amendment

3. Encourages Member States to engage fully in the forthcoming 2020-2022 EU-wide campaign on the prevention of work-related musculoskeletal disorders (MSDs) and to find innovative non-legislative solutions; calls for the active involvement of the Member States in the dissemination of information provided by the EU-OSHA;

3. Recalls the repeated calls by the European Parliament on the European Commission to deliver the required legislation on musculoskeletal disorders; recalls that non-action to protect workers with musculoskeletal disorders has direct negative impact not only on individual health but on overall workforce productivity; encourages Member States to engage fully in the forthcoming 2020-2022 EU-wide campaign on the prevention of work-related musculoskeletal disorders (MSDs) and to find innovative non-legislative solutions; calls for the active involvement of the Member States in the dissemination of information provided by the EU-OSHA;

Or. en

Amendment 98

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 3

Motion for a resolution

3. Encourages Member States to engage fully in the forthcoming 2020-2022 EU-wide campaign on the prevention of work-related musculoskeletal disorders (MSDs) **and to find innovative non-legislative solutions; calls for the active involvement of the Member States in the dissemination of** information provided by the EU-OSHA;

Amendment

3. Encourages Member States to engage fully in the forthcoming 2020-2022 EU-wide campaign on the prevention of work-related musculoskeletal disorders (MSDs), **reiterates the European Parliament's call for the Commission to take action on some of the most prevalent work-related health problems in Europe and submit without delay a proposal for a comprehensive legal instrument on MSDs and stress-related diseases; calls on the Member States and employers to take a proactive role in integrating the** information provided by the EU-OSHA **into their workplace policies and programmes;**

Or. en

Amendment 99

Paloma López Bermejo

Motion for a resolution

Paragraph 3

Motion for a resolution

3. Encourages Member States to engage fully in the forthcoming 2020-2022 EU-wide campaign on the prevention of work-related musculoskeletal disorders (MSDs) and to find innovative **non-legislative** solutions; calls for the active involvement of the Member States in the dissemination of information provided by the EU-OSHA;

Amendment

3. Encourages Member States to engage fully in the forthcoming 2020-2022 EU-wide campaign on the prevention of work-related musculoskeletal disorders (MSDs) and to find innovative solutions, **exchanging information and good practices with social partners;** calls for the active involvement of the Member States in the dissemination of information

provided by the EU-OSHA;

Or. en

Amendment 100

Laura Agea, Tiziana Beghin, Rosa D'Amato, Marco Valli

Motion for a resolution

Paragraph 3

Motion for a resolution

3. Encourages Member States to engage fully in the forthcoming 2020-2022 EU-wide campaign on the prevention of work-related musculoskeletal disorders (MSDs) and to find innovative non-legislative solutions; calls for the active involvement of the Member States in the dissemination of information provided by the EU-OSHA;

Amendment

3. Encourages Member States to engage fully in the forthcoming 2020-2022 EU-wide campaign on the prevention of work-related musculoskeletal disorders (MSDs) and to find innovative **legislative and** non-legislative solutions; calls for the active involvement of the Member States in the dissemination of information provided by the EU-OSHA;

Or. it

Amendment 101

Joëlle Mélin, Dominique Martin, Mara Bizzotto

Motion for a resolution

Paragraph 3

Motion for a resolution

3. Encourages Member States to engage fully in the forthcoming 2020-2022 EU-wide campaign on the prevention of work-related musculoskeletal disorders (MSDs) and to find innovative non-legislative solutions; **calls for the active involvement of the Member States** in the dissemination of information provided by the EU-OSHA;

Amendment

3. Encourages Member States to engage fully in the forthcoming 2020-2022 EU-wide campaign on the prevention of work-related musculoskeletal disorders (MSDs) and to find innovative non-legislative solutions; **encourages the Member States to take an active role** in the dissemination of information provided by the EU-OSHA;

Or. fr

Amendment 102
Paloma López Bermejo

Motion for a resolution
Paragraph 3

Motion for a resolution

3. Encourages Member States to engage fully in the forthcoming 2020-2022 EU-wide campaign on the prevention of work-related musculoskeletal disorders (MSDs) and to find innovative **non-legislative** solutions; calls for the active involvement of the Member States in the dissemination of information provided by the EU-OSHA;

Amendment

3. Encourages Member States to engage fully in the forthcoming 2020-2022 EU-wide campaign on the prevention of work-related musculoskeletal disorders (MSDs) and to find innovative solutions; calls for the active involvement of the Member States in the dissemination of information provided by the EU-OSHA;

Or. en

Amendment 103
Georges Bach

Motion for a resolution
Paragraph 3 a (new)

Motion for a resolution

Amendment

3a. Welcomes the recent launch by the EU-OSHA of a new section on its website dedicated to work-related diseases, focusing on musculoskeletal problems, stress and mental health problems, work-related cancers, skin infections and diseases linked to biological agents as well as a chapter on rehabilitation and return to work with the aim to provide information about prevention, policies and practices;

Or. en

Amendment 104
Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution
Paragraph 3 a (new)

Motion for a resolution

Amendment

3a. Calls on the Member States to conduct studies, broken down by gender, age and area of economic activity, into the incidence of musculoskeletal disorders among the working population at national level, with a view to preventing and combating the emergence of these disorders;

Or. en

Amendment 105
Jana Žitňanská

Motion for a resolution
Paragraph 3 a (new)

Motion for a resolution

Amendment

3a. Calls on the Member States to take into account the findings of the European Parliament Pilot Project on health and safety of older workers;

Or. en

Amendment 106
Jana Žitňanská

Motion for a resolution
Paragraph 3 b (new)

Motion for a resolution

Amendment

3b. Takes the view that national governments have a key role in creating an environment supportive of age management and active and healthy ageing; further considers that this could

be effectively supported by EU actions, such as guidance, exchange of knowledge and use of various financial instruments, such as ESF and ESIF;

Or. en

Amendment 107

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 4

Motion for a resolution

4. Takes the view that ***implementing measures for*** psychosocial risk prevention ***in a systematic way should be*** a crucial feature of modern workplaces; calls on the Member States to provide support to businesses in ***managing*** these ***risks***;

Amendment

4. Takes the view that ***systemic*** psychosocial risk prevention ***is*** a crucial feature of modern workplaces; ***notes with concern the rise in reported cases of mental health and psychosocial problems over recent years***, calls on the Member States to provide support to businesses in ***implementing a coherent set of workplace policies and programmes to enhance prevention of these problems, tackle mental health stigma, and support to employees facing existing conditions***;

Or. en

Amendment 108

Georges Bach

Motion for a resolution

Paragraph 4

Motion for a resolution

4. Takes the view that implementing measures for psychosocial risk prevention in a systematic way should be a crucial feature of modern workplaces; calls on the Member States to provide support to businesses in managing these risks;

Amendment

4. Takes the view that implementing measures for psychosocial risk prevention in a systematic way should be a crucial feature of modern workplaces; calls on the Member States to provide support to businesses in managing these risks; ***notes***

that legislation and recognition of mental health and psychosocial risks, such as stress, burnout and mobbing vary among Member States;

Or. en

Amendment 109
Jean Lambert

Motion for a resolution
Paragraph 4

Motion for a resolution

4. Takes the view that implementing measures for psychosocial risk prevention in a systematic way should be a crucial feature of *modern* workplaces; calls on the Member States to provide support to businesses in managing these *risks*;

Amendment

4. Takes the view that implementing measures for psychosocial risk prevention in a systematic way should be a crucial feature of *all* workplaces; calls on the Member States to provide support to *concerned individuals and* businesses in managing these *challenges*;

Or. en

Amendment 110
Paloma López Bermejo

Motion for a resolution
Paragraph 4

Motion for a resolution

4. Takes the view that implementing measures for psychosocial risk prevention *in a systematic way* should be a crucial feature of modern workplaces; calls on the Member States to provide support to businesses in managing these risks;

Amendment

4. Takes the view that implementing measures for psychosocial risk prevention should be a crucial feature of modern workplaces; calls on the Member States, *in cooperation with social partners*, to provide support to businesses in managing these risks;

Or. en

Amendment 111
Paloma López Bermejo

Motion for a resolution
Paragraph 4

Motion for a resolution

4. Takes the view that implementing measures for psychosocial risk prevention in a systematic way should be a crucial feature of modern workplaces; calls on the Member States to ***provide support to businesses in managing these risks***;

Amendment

4. Takes the view that implementing measures for psychosocial risk prevention in a systematic way should be a crucial feature of modern workplaces; calls on the Member States to ***ensure access to psychological support for employees***;

Or. en

Amendment 112
Joëlle Mélin, Mara Bizzotto, Dominique Martin

Motion for a resolution
Paragraph 4

Motion for a resolution

4. Takes the view that implementing measures for psychosocial risk prevention in ***a systematic way*** should be a ***crucial*** feature of modern workplaces; ***calls on*** the Member States to ***provide support to*** businesses in managing these risks;

Amendment

4. Takes the view that implementing measures for psychosocial risk prevention in ***particular*** should be a feature of modern workplaces; ***encourages*** the Member States to ***assist*** businesses in managing these risks;

Or. fr

Amendment 113
Georges Bach

Motion for a resolution
Paragraph 4 a (new)

Motion for a resolution

4a. Stresses that work-related stress in particular, and psychosocial risks in general, are a growing problem for

Amendment

*employees and employers across the EU;
calls on Member States to take into
account the rise of psychosocial risks and
their consequences on the health of
workers when developing new OSH
policies, strategies and programmes;*

Or. en

Amendment 114

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

**Motion for a resolution
Paragraph 4 a (new)**

Motion for a resolution

Amendment

*4a. Stresses the importance of
updating and providing common health
indicators and definitions of work-related
diseases, including stress at work, and
EU-wide statistical data with a view to
setting targets to reduce the incidence of
occupational diseases;*

Or. en

Amendment 115

Jean Lambert

**Motion for a resolution
Paragraph 4 a (new)**

Motion for a resolution

Amendment

*4a. Calls for the de-stigmatisation of
people with mental health problems and
learning disabilities, the promotion of
mental health and well-being, the
prevention of mental disorders as well as
for increased resources for treatment and
care;*

Or. en

Amendment 116

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 4 b (new)

Motion for a resolution

Amendment

4b. Recognises that people who have been diagnosed with a terminal illness, like all other individuals, retain the fundamental right to work; further recognises that people who have been diagnosed with a terminal illness face a unique set of challenges relating to their employment situation that is distinct from the challenges facing other patient groups, as they often have little time to adapt to their changing conditions and for any workplace adjustments to be made; notes with concern the cases of the unfair dismissal of terminally ill employees as highlighted by the Dying to Work campaign^{1a}; calls upon the Commission and Member States to introduce additional employment protections for terminally ill people, for example through providing such employees with a “protected” employment status under EU law, similar to that which is contained within the Pregnant Workers Directive;

^{1a} <https://www.dyingtowork.co.uk/>

Or. en

Amendment 117

Deirdre Clune, Georges Bach

Motion for a resolution

Paragraph 7 a (new)

7a. Recognises that people who have been diagnosed with a terminal illness, like all other individuals, retain the fundamental right to work; further recognises that people who have been diagnosed with a terminal illness must deal with complex legal situations regarding their health, social care and employment rights that is distinct from challenges facing other patient groups, as they often have little time to adapt to their changing conditions and for any workplace adjustments to be made; notes with concern the cases of the unfair dismissal of terminally ill employees as highlighted by the Dying to Work campaign; calls upon the Commission and the Member States to introduce additional employment protections for terminally ill people, for example through providing such employees with a “protected” employment status under EU law, similar to that which is contained within the Pregnant Workers Directive (92/85/EEC);

Or. en

Amendment 118

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 4 c (new)

4c. Recognises that the reintegration of workers who have suffered from substance abuse problems presents specific challenges for employers; notes in this regard the example of the Alna model run by the Swedish social partners^{1a} to support workplaces in taking proactive

and early intervention measures as well as in assisting the rehabilitation process for employees who have had problems connected to substance abuse;

^{1a} <http://www.alna.se/in-english>

Or. en

Amendment 119

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution Paragraph 4 d (new)

Motion for a resolution

Amendment

4d. Recognises that 80% of care provided in Europe is given by unpaid caregivers^{1a}, including a significant proportion of young adult care-givers (aged 16-24); further recognises that among young adults, caring reduces the likelihood of being a student and thus of participating in further or higher education, as well as being in either full or part-time work^{1b}; recognises that the act of caregiving therefore significantly reduces the long-term employment prospects of this group of people and that, given the majority of care-givers are women, there is a clear gender dimension to the question of the employment situation of care-givers;

^{1a}

<http://www.ecpc.org/WhitePaperOnCancerCarers.pdf>

^{1b}

<http://www.sociology.leeds.ac.uk/assets/files/Circle/carers-uk-report-6.pdf> Carers UK Carers, Employment and Services: time for a new social contract? (Figure

6.14).

Or. en

Amendment 120

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 4 e (new)

Motion for a resolution

Amendment

4e. Calls upon the Commission, Member States and employers to give special consideration to the employment implications for care-givers; fully supports the European Commission's legislative proposal to introduce a harmonised minimum 5 days of paid leave per year for carers across the EU;

Or. en

Amendment 121

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 4 f (new)

Motion for a resolution

Amendment

4f. Calls on the Commission and the Member States to develop and implement a programme for systematic monitoring, managing and support for workers affected by psychosocial risks, including stress, depression and burnout in order to, inter alia, draw up effective recommendations and guidelines to fight these risks; emphasises that stress at work is recognised as a major obstacle to productivity and to the quality of life; notes in this regard that mental health

and psychosocial risks can be influenced by many factors, not all of them being work-related; points out, however, that psychosocial risks and work-related stress are structural problems linked to work organisation and that preventing and managing psychosocial risks and work-related stress is possible; stresses the need to carry out studies, improve prevention and consider new measures based on the sharing of best practices and tools for reintegration in the labour market;

Or. en

Amendment 122

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 4 g (new)

Motion for a resolution

Amendment

4g. *Welcomes the Healthy Workplaces Manage Stress campaign; emphasises that initiatives for tackling work-related stress must include the gender dimension taking into accounts specific working conditions for women;*

Or. en

Amendment 123

Paloma López Bermejo

Motion for a resolution

Paragraph 5

Motion for a resolution

Amendment

5. Points to the fact that early intervention is **a** critical success factor in occupational rehabilitation;

5. Points to the fact that **prevention and** early intervention is **the** critical success factor in occupational rehabilitation; **encourages Member States**

to provide adequate access to healthcare to workers in order to detect the onset of physical and mental illness early and facilitate the reintegration process;

Or. en

Amendment 124
Jérôme Lavrilleux

Motion for a resolution
Paragraph 5

Motion for a resolution

5. Points to the fact that early intervention is a critical success factor in occupational rehabilitation;

Amendment

5. Points to the fact that early intervention is a critical success factor in occupational rehabilitation ***and therefore asks the Commission and the Member States to prioritise the prevention of risks and illnesses at the workplace;***

Or. fr

Amendment 125
Jean Lambert

Motion for a resolution
Paragraph 5 a (new)

Motion for a resolution

5a. Requests that reintegration policies should:

-be consistent with a lifecycle approach to education, life-long learning, social and employment policies;

-be tailor made, targeted and needs-oriented; and which not place demands on the participant that are unlikely to be met due to their condition

-be based on an integrated approach and participative; and

-respect pre-conditions which are essential to allow participation without creating conditions that endanger a minimum living income;

Or. en

Amendment 126
Paloma López Bermejo

Motion for a resolution
Paragraph 5 a (new)

Motion for a resolution

Amendment

5a. Encourages Member States to provide adequate access to healthcare for employees within the workplace in order to detect the onset of physical and mental illness early and facilitate the reintegration process;

Or. en

Amendment 127
Jean Lambert

Motion for a resolution
Paragraph 5 b (new)

Motion for a resolution

Amendment

5b. Invites the Commission to consider whole-cost accounting in the field of active and social inclusion as experience has shown that early investment and preventive action can reduce overall cost for society in the long term; welcomes the fact that Recommendation 2008/867/EC proposes to increase investment in social inclusion accordingly;

Or. en

Amendment 128
Jean Lambert

Motion for a resolution
Paragraph 5 c (new)

Motion for a resolution

Amendment

5c. Considers that the Member States should provide targeted additional benefits for people with disabilities or chronic diseases, which cover extra costs in connection, inter alia, with personal support and assistance, the use of specific facilities and medical and social care, establishing inter alia affordable price levels for medicines for less advantaged social groups; stresses the need to ensure decent invalidity and retirement pension levels;

Or. en

Amendment 129
Jean Lambert

Motion for a resolution
Paragraph 5 d (new)

Motion for a resolution

Amendment

5d. Calls on the Commission and the Member States to develop a comprehensive EU chronic disease strategy that will include a section on labour and addresses prevention and early intervention;

Or. en

Amendment 130
Jean Lambert

Motion for a resolution
Paragraph 5 e (new)

Motion for a resolution

Amendment

5e. *Considers that the Member States should provide integrated care services, including psychological, social and employment counselling early on in the care pathway;*

Or. en

Amendment 131

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

**Motion for a resolution
Paragraph 6**

Motion for a resolution

6. Recognises that the integration of long-term unemployed individuals into employment through individually tailored measures is a key factor for fighting poverty and social exclusion ***and also has other preventative psychosocial benefits;*** stresses that integrating persons returning to work after illness has ***a double effect:*** benefiting the individual as well as supporting the economy;

Amendment

6. ***Recognises that work is an important source of positive psychosocial wellbeing for individuals, and often an important part of that person's identity;*** ***further*** recognises that the integration of long-term unemployed individuals into employment through individually tailored measures is a key factor for fighting poverty and social exclusion; stresses that integrating persons returning to work after illness has ***many positive effects:*** benefiting the individual, ***taking additional burden away from the national social security system and the individual enterprises,*** as well as supporting the economy ***more widely;***

Or. en

Amendment 132

Theodoros Zagorakis

**Motion for a resolution
Paragraph 6**

Motion for a resolution

6. Recognises that the integration of long-term unemployed individuals into employment through individually tailored measures is a key factor for fighting poverty and social exclusion and also has other preventative psychosocial benefits; stresses that integrating persons returning to work after illness has a double effect: benefiting the individual as well as supporting the economy;

Amendment

6. Recognises that the integration of long-term unemployed individuals into employment through individually tailored measures is a key factor for fighting poverty and social exclusion and also has other preventative psychosocial benefits; stresses that integrating persons returning to work after illness *or a serious injury* has a double effect: benefiting the individual as well as supporting the economy;

Or. el

Amendment 133

Deirdre Clune, Georges Bach

Motion for a resolution

Paragraph 6

Motion for a resolution

6. Recognises that the integration of long-term unemployed individuals into employment through individually tailored measures is a key factor for fighting poverty and social exclusion and also has other preventative psychosocial benefits; stresses that integrating persons returning to work after illness has a double effect: benefiting the individual as well as supporting the economy;

Amendment

6. Recognises that the integration of long-term unemployed individuals into employment through individually tailored measures is a key factor for fighting poverty and social exclusion and also has other preventative psychosocial benefits; stresses that integrating persons returning to work after *mental or physical* illness has a double effect: benefiting the individual as well as supporting the economy;

Or. en

Amendment 134

Paloma López Bermejo

Motion for a resolution

Paragraph 6

Motion for a resolution

6. Recognises that the integration of long-term unemployed individuals into employment through individually tailored measures is a key factor for fighting poverty and social exclusion and also has other preventative psychosocial benefits; stresses that integrating persons returning to work after illness ***has a double effect: benefiting the individual as well as supporting the economy;***

Amendment

6. Recognises that the integration of long-term unemployed individuals into employment through individually tailored measures is a key factor for fighting poverty and social exclusion and also has other preventative psychosocial benefits; stresses that integrating persons returning to work after illness ***benefits the wellbeing of workers;***

Or. en

Amendment 135

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

**Motion for a resolution
Paragraph 13 a (new)**

Motion for a resolution

Amendment

13a. Draws the attention of the Commission to the increased number of workers affected by chronic illness in the workforce; takes the view that accessible, safe and quality employment should be available for people affected by terminal illnesses, chronic and long-term conditions and disability; urges the Member States to focus on retention and integration of people affected by chronic diseases as well as to support reasonable adaptation of workplaces, which will ensure a timely return to work; calls on the Commission to promote integration and rehabilitation measures for people with disabilities and to support Member States' efforts by raising awareness and identifying and sharing good practices on accommodations and adjustments in the workplace; urges Eurofound to further examine and analyse the employment opportunities and the degree of

employability of people with chronic diseases;

Or. en

Amendment 136
Georges Bach

Motion for a resolution
Paragraph 6 a (new)

Motion for a resolution

Amendment

6a. *Takes the view that accessible and safe jobs should be available for people affected by terminal illnesses, chronic and long-term conditions and disability; urges the Member States to focus on retention and integration of people affected by chronic diseases as well as to support reasonable adaptation of workplaces, which will ensure a timely return to work; calls on the Commission to promote integration and rehabilitation measures for people with disabilities and to support Member States' efforts by raising awareness and identifying and sharing good practices on accommodations and adjustments in the workplace; urges Eurofound to further examine and analyse the employment opportunities and the degree of employability of people with chronic diseases;*

Or. en

Amendment 137
Jasenko Selimovic, Enrique Calvet Chambon, Ivo Vajgl, António Marinho e Pinto

Motion for a resolution
Paragraph 6 a (new)

Motion for a resolution

Amendment

6a. *Stresses in this regard the*

importance of developing and updating workers' skills, matching the company and market needs, with special emphasis on digital skills, by providing workers with relevant training and access to lifelong learning;

Or. en

Amendment 138

Laura Agea, Tiziana Beghin, Rosa D'Amato, Marco Valli

Motion for a resolution

Paragraph 6 a (new)

Motion for a resolution

Amendment

6a. Stresses the need to ensure specific safeguards on return to work after accident or illness for all categories of workers, including self-employed workers and independent professionals with no protection in such cases;

Or. it

Amendment 139

Georges Bach

Motion for a resolution

Paragraph 6 b (new)

Motion for a resolution

Amendment

6b. Calls on the Commission and the Member States to design appropriate policies to address the ageing of the workforce; believes that sustainable working lives and healthy ageing should be promoted at European, national and company level; emphasises the role of the social partners in this context; calls on the Member States to promote rehabilitation and reintegration measures for older workers, for instance by implementing the

results of the EU pilot project on the health and safety of older workers;

Or. en

Amendment 140
Georges Bach

Motion for a resolution
Paragraph 6 c (new)

Motion for a resolution

Amendment

6c. *Stresses that successful back-to-work strategies and policies can be an important way of lifting pressure off pension and social security systems and make them more sustainable for future generations;*

Or. en

Amendment 141
Rory Palmer, Michael Detjen, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution
Paragraph 7

Motion for a resolution

Amendment

7. Takes the view that the **Member States** should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered **an** illness, focusing on early evaluation of the individual's **remaining capabilities** and the adaptation of the workplace, taking into account the person's occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would favour **the system of** return to work;

7. Takes the view that the **employers** should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered **a mental or physical illness, including people diagnosed with terminal** illness, focusing on early evaluation of the individual's **capacity to work** and the adaptation of the workplace, taking into account the person's occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would favour **a swift** return to work **provided it is**

desired by employee and if medical conditions allow;

Or. en

Amendment 142
Deirdre Clune, Georges Bach

Motion for a resolution
Paragraph 7

Motion for a resolution

7. Takes the view that the Member States should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered *an* illness, focusing on early evaluation of the individual's remaining *capabilities* and the adaptation of the workplace, taking into account the person's occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would favour the system of return to work;

Amendment

7. Takes the view that *both* the Member States *and employers* should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered *a mental or physical* illness, *including those diagnosed with a terminal illness* focusing on early evaluation of the individual's remaining *capacity and willingness to work* and the adaptation of the workplace, taking into account the person's occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would favour the system of return to work;

Or. en

Amendment 143
Jean Lambert

Motion for a resolution
Paragraph 7

Motion for a resolution

7. Takes the view that the Member States should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered an illness, focusing on early evaluation of the individual's *remaining*

Amendment

7. Takes the view that the Member States should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered an illness, focusing on early evaluation of the individual's capabilities

capabilities and the adaptation of the workplace, taking into account the person's occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would *favour the system of* return to work;

and the adaptation of the workplace, taking into account the person's occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would *support both individuals who can* return to work *and those who can't with decent poverty-proof protection that is not conditional*;

Or. en

Amendment 144

Laura Agea, Tiziana Beghin, Rosa D'Amato, Marco Valli

Motion for a resolution

Paragraph 7

Motion for a resolution

7. Takes the view that the Member States should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered an illness, focusing on early evaluation of the individual's *remaining* capabilities and the adaptation of the workplace, taking into account the person's occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would favour the system of return to work;

Amendment

7. Takes the view that the Member States should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered an illness, focusing on early evaluation of the individual's capabilities and the adaptation of the workplace, taking into account the person's occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would *guarantee adequate support, also during illness, and* favour the system of return to work;

Or. it

Amendment 145

Joëlle Mélin, Dominique Martin, Mara Bizzotto

Motion for a resolution

Paragraph 7

Motion for a resolution

7. Takes the view that the Member States should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered an illness, focusing on early evaluation of the individual's remaining capabilities and the adaptation of the workplace, taking into account the **person's** occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would favour the system of return to work;

Amendment

7. Takes the view that the Member States should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered an illness, focusing on early evaluation of the individual's remaining capabilities and the **possibilities for** adaptation of the workplace, taking into account the occupational profile and socio-economic situation **of the person and the business**; encourages Member States to improve provisions in their social security systems that would favour the system of return to work;

Or. fr

Amendment 146
Jérôme Lavrilleux

Motion for a resolution
Paragraph 7

Motion for a resolution

7. Takes the view that the Member States should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered an illness, focusing on early evaluation of the individual's remaining capabilities and the adaptation of the workplace, taking into account the person's occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would favour the system of return to work;

Amendment

7. Takes the view that the Member States should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered an illness, focusing on early evaluation of the individual's remaining capabilities and the adaptation of the workplace, taking into account the person's occupational profile and **their** socio-economic situation **as well as that of the business**; encourages Member States to improve provisions in their social security systems that would favour the system of return to work;

Or. fr

Amendment 147
Theodoros Zagorakis

Motion for a resolution
Paragraph 7

Motion for a resolution

7. Takes the view that the Member States should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered an illness, focusing on early evaluation of the individual's remaining capabilities and the adaptation of the workplace, taking into account the person's occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would favour the system of return to work;

Amendment

7. Takes the view that the Member States should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered an illness ***or a serious injury***, focusing on early evaluation of the individual's remaining capabilities and the adaptation of the workplace, taking into account the person's occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would favour the system of return to work;

Or. el

Amendment 148
Paloma López Bermejo

Motion for a resolution
Paragraph 7

Motion for a resolution

7. Takes the view that the Member States should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered an illness, focusing on early evaluation of the individual's remaining capabilities and the adaptation of the workplace, taking into account the person's occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would favour the ***system of*** return to work;

Amendment

7. Takes the view that the Member States should take a positive and work-oriented approach to workers with disabilities, older workers and those who have suffered an illness, focusing on early evaluation of the individual's remaining capabilities and the adaptation of the workplace, taking into account the person's occupational profile and socio-economic situation; encourages Member States to improve provisions in their social security systems that would favour the return to work;

Or. en

Amendment 149

Jana Žitňanská

Motion for a resolution

Paragraph 7 a (new)

Motion for a resolution

Amendment

7a. Welcomes, in this regard, growing digitisation and the need for digital skills; points out that the improvement of digital skills can be an integral and much appreciated part of the preparation for returning to work.

Or. sk

Amendment 150

Paloma López Bermejo

Motion for a resolution

Paragraph 7 a (new)

Motion for a resolution

Amendment

7a. Notes the positive role which social enterprises, more specifically Work Integration Social Enterprises (WISEs) have played in reintegrating long-term unemployed people back into the workforce; calls on Member States to provide necessary recognition and technical support to these enterprises;

Or. en

Amendment 151

Jana Žitňanská

Motion for a resolution

Paragraph 7 a (new)

Motion for a resolution

Amendment

7a. *Takes the view that, in order to be successful, management of occupational rehabilitation and return to work requires improved communication among all stakeholders and help of appropriate specialists in management of occupational rehabilitation (work assistants);*

Or. en

Amendment 152

Joëlle Mélin, Dominique Martin

Motion for a resolution

Paragraph 8

Motion for a resolution

Amendment

8. *Encourages in this regard the use of the World Health Organisation's (WHO) International Classification of Functioning, Disability and Health (ICF) across all relevant measures and policies; shares the view that disability is a health experience that occurs in a context; takes the view that ICF is best suited for EU-wide statistical comparison;*

deleted

Or. fr

Amendment 153

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 8

Motion for a resolution

Amendment

8. Encourages in this regard *the* use of the World Health Organisation's (WHO)

8. Encourages in this regard *reference to the UN Convention on the Rights of*

International Classification of Functioning, Disability and Health (ICF) across all relevant measures and policies; shares the view that disability is a health experience that occurs in a context; takes the view that ICF is best suited for EU-wide statistical comparison;

Persons with Disabilities and its Optional Protocol (A/RES/61/106), and use of the World Health Organisation's (WHO) International Classification of Functioning, Disability and Health (ICF) across all relevant measures and policies; shares the view that disability is a health experience that occurs in a ***socio-economic*** context; takes the view that ICF is best suited for EU-wide statistical comparison;

Or. en

Amendment 154
Jana Žitňanská

Motion for a resolution
Paragraph 8

Motion for a resolution

8. Encourages in this regard the use of the World Health Organisation's (WHO) International Classification of Functioning, Disability and Health (ICF) across all relevant measures and policies; shares the view that disability is a health experience that occurs in a context; ***takes the view that ICF is best suited for EU-wide statistical comparison;***

Amendment

8. Encourages in this regard the use of the World Health Organisation's (WHO) International Classification of Functioning, Disability and Health (ICF) across all relevant measures and policies; shares the view that disability is a health experience that occurs in a context;

Or. en

Amendment 155
Joëlle Mélin, Dominique Martin

Motion for a resolution
Paragraph 8 a (new)

Motion for a resolution

8a. Considers that invalidity or partial unfitness for work constitutes a fully-fledged status in medical, professional and social terms;

Amendment

Amendment 156

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 9

Motion for a resolution

9. Calls on the Commission and the Member States to develop and provide guidelines on best practices and coaching to employers on how to develop and implement reintegration plans;

Amendment

9. Calls on the Commission and the Member States to develop and provide guidelines on best practices and coaching to employers on how to develop and implement reintegration plans, *ensuring a continued dialogue between employer, employee and trade union throughout the return-to-work process, and ensuring that employees are made aware of their rights from the beginning of this process; further encourages the exchange of good practice within and between Member States, regions and employers about identification, treatment and reintegration strategies for workers recovering from illness or injury into quality employment, specifically around processes for adapting workplace arrangements and facilities to the needs of the individual returning to work;*

Or. en

Amendment 157

Georges Bach

Motion for a resolution

Paragraph 9

Motion for a resolution

9. Calls on the Commission and the Member States to develop and provide guidelines on best practices and coaching

Amendment

9. Calls on the Commission and the Member States to develop and provide guidelines on best practices and coaching

to employers on how to develop and implement reintegration plans;

to employers on how to develop and implement reintegration plans; ***calls on Member States as well as all professional communities, services and policy-makers involved, to exchange best practices on existing rehabilitation and return to work policies, strategies and programmes;***

Or. en

Amendment 158
Paloma López Bermejo

Motion for a resolution
Paragraph 9

Motion for a resolution

9. Calls on the Commission and the Member States to develop and provide guidelines on best practices and coaching to employers on how to develop and implement reintegration plans;

Amendment

9. Calls on the Commission and the Member States to develop and provide guidelines on best practices and coaching to employers on how to develop and implement reintegration plans; ***notes the importance of the input of trade unions and NGOs in order to give adequate representation to the concerns of workers.***

Or. en

Amendment 159
Joëlle Mélin, Dominique Martin, Mara Bizzotto

Motion for a resolution
Paragraph 9

Motion for a resolution

9. ***Calls on*** the Commission and the Member States to develop and provide guidelines on best practices and coaching to employers on how to develop and implement ***reintegration plans***;

Amendment

9. ***Invites*** the Commission and the Member States to develop and provide guidelines on best practices and coaching to employers on how to develop and implement ***plans for reintegrating partially unfit workers***;

Or. fr

Amendment 160
Jérôme Lavrilleux

Motion for a resolution
Paragraph 9

Motion for a resolution

9. Calls on the Commission and the Member States to develop and provide guidelines on best practices and coaching to employers on how to develop and implement reintegration plans;

Amendment

9. Calls on the Commission and the Member States to develop and provide guidelines on best practices and coaching to employers on how to develop and implement reintegration plans ***which are adapted to the specific profile and situation of each worker concerned;***

Or. fr

Amendment 161
Paloma López Bermejo

Motion for a resolution
Paragraph 9

Motion for a resolution

9. Calls on the Commission and the Member States to develop and provide guidelines on best practices and coaching to employers on how to develop and implement reintegration plans;

Amendment

9. Calls on the Commission and the Member States, ***in cooperation with social partners,*** to develop and provide guidelines on best practices and coaching to employers on how to develop and implement reintegration plans;

Or. en

Amendment 162
Jana Žitňanská

Motion for a resolution
Paragraph 9

Motion for a resolution

9. Calls on the Commission and the Member States to develop and provide guidelines on best practices and coaching to employers on how to develop and implement reintegration plans;

Amendment

9. Calls on the Commission and the Member States to develop and provide guidelines on best practices and coaching, ***support and advice*** to employers on how to develop and implement reintegration plans;

Or. en

Amendment 163

Laura Agea, Tiziana Beghin, Rosa D'Amato, Marco Valli

Motion for a resolution

Paragraph 9 a (new)

Motion for a resolution

Amendment

9a. Urges the Commission and Member States in this connection to develop innovative solutions such as teleworking and smart working;

Or. it

Amendment 164

Rory Palmer, Michael Detjen, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 10

Motion for a resolution

Amendment

10. Calls on the Member States to ***provide external support to ensure guidance and technical*** support ***for*** small and micro-enterprises with limited experience in occupational rehabilitation and return-to-work measures;

10. Acknowledges the importance of taking into account the situation, specific needs and difficulties with compliance by micro and small enterprises as well as certain public service sectors in the context of the implementation of measures at company level; stresses that awareness raising, exchange of good practices, consultation, and online platforms are of utmost importance to help SMEs and micro enterprises in this

process; calls on the Commission and Member States to continue developing practical tools and guidelines, which will support small and micro-enterprises with limited experience in occupational rehabilitation and return-to-work measures;

Or. en

Amendment 165

Jean Lambert

Motion for a resolution

Paragraph 10

Motion for a resolution

10. Calls on the Member States to provide external support to ensure guidance and technical support for small and micro-enterprises with limited experience in occupational rehabilitation and return-to-work measures;

Amendment

10. Calls on the Member States to provide external support to ensure guidance and technical support for small and micro-enterprises with limited experience in occupational rehabilitation and return-to-work measures; *recognises that larger enterprises may also need to invest in management training to support workers with chronic conditions;*

Or. en

Amendment 166

Joëlle Mélin, Dominique Martin

Motion for a resolution

Paragraph 10

Motion for a resolution

10. Calls on the Member States to provide external support to ensure guidance and technical support for small and micro-enterprises with limited experience in occupational rehabilitation and return-to-work measures;

Amendment

10. Calls on the Member States to provide external support to ensure guidance and technical support for small and micro-enterprises with limited experience in occupational rehabilitation and return-to-work measures *for partially unfit workers;*

Amendment 167
Paloma López Bermejo

Motion for a resolution
Paragraph 10

Motion for a resolution

10. Calls on the Member States to provide external support to ensure guidance and technical support for small and micro-enterprises with limited experience in occupational rehabilitation and return-to-work measures;

Amendment

10. Calls on the Member States, ***in cooperation with social partners***, to provide external support to ensure guidance and technical support for small and micro-enterprises with limited experience in occupational rehabilitation and return-to-work measures;

Or. en

Amendment 168
Jean Lambert

Motion for a resolution
Paragraph 10 a (new)

Motion for a resolution

Amendment

10a. Notes that there is a risk that more imaginative approaches to reintegrate those furthest from the labour market for eventual access to it may be deprived of funding in favour of a more narrow approach based on easily quantifiable outcomes; calls on the Commission, therefore, to improve the funding for bottom-up approaches under Structural Funds, and particularly under the ESF and the development of indicators that measure the progress made to social and active inclusion, so as to target innovative grass-roots initiatives to promote active reintegration;

Or. en

Amendment 169
Paloma López Bermejo

Motion for a resolution
Paragraph 11

Motion for a resolution

11. Takes note *of the success of the case-management approach of various programmes enabling workers to return to work and stresses* the need for individualised support from social workers or designated counsellors tailored to the individual's situation;

Amendment

11. Takes note *that reintegration programs must be designed considering* the need for individualised support from social workers or designated counsellors tailored to the individual's situation; *these programs may be run by public authorities, in order to avoid abuses and forced reintegration;*

Or. en

Amendment 170
Georges Bach

Motion for a resolution
Paragraph 11

Motion for a resolution

11. Takes note of the success of the case-management approach of various programmes enabling workers to return to work and stresses the need for individualised support from social workers or designated counsellors tailored to the individual's situation;

Amendment

11. Takes note of the success of the case-management approach of various programmes enabling workers to return to work and stresses the need for individualised support from social workers or designated counsellors tailored to the individual's situation; *believes that it is important for companies to keep in close contact with workers during their absence due to illness or injury;*

Or. en

Amendment 171
Georges Bach

Motion for a resolution
Paragraph 12

Motion for a resolution

12. Stresses the key importance of communication and a multidisciplinary and cooperative approach between all stakeholders (workers, medical doctors, social services, **employers**) for the successful physical and occupational rehabilitation of workers; lauds the success of the non-bureaucratic and practical approach of the Austrian fit2work programme with its emphasis on easy communication accessible to all workers (such as the use of simplified language);

Amendment

12. Stresses the key importance of communication and a multidisciplinary and cooperative approach between all stakeholders (workers, medical doctors, social services **and social partners**) for the successful physical and occupational rehabilitation of workers; **believes that the workplace should be the central point of focus of return-to-work systems**; lauds the success of the non-bureaucratic and practical approach of the Austrian fit2work programme with its emphasis on easy communication accessible to all workers (such as the use of simplified language);

Or. en

Amendment 172
Joëlle Mélin, Mara Bizzotto, Dominique Martin

Motion for a resolution
Paragraph 12

Motion for a resolution

12. Stresses the key importance of communication and a multidisciplinary and cooperative approach between all stakeholders (workers, **medical** doctors, social services, employers) for the successful physical and occupational rehabilitation of workers; lauds the success of the non-bureaucratic and practical approach of the Austrian fit2work programme with its emphasis on easy communication accessible to all workers (such as the use of simplified language);

Amendment

12. Stresses the key importance of communication and a multidisciplinary and cooperative approach between all stakeholders (workers, **occupational-health** doctors **and general practitioners**, social services, employers) for the successful physical and occupational rehabilitation of workers; lauds the success of the non-bureaucratic and practical approach of the Austrian fit2work programme with its emphasis on easy communication accessible to all workers (such as the use of simplified language);

Or. fr

Amendment 173

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 12

Motion for a resolution

12. Stresses the key importance of communication and ***a multidisciplinary and cooperative*** approach between all stakeholders (workers, medical doctors, social services, employers) for the successful physical and occupational rehabilitation of workers; lauds the success of the non-bureaucratic and practical approach of the Austrian fit2work programme with its emphasis on easy communication accessible to all workers (such as the use of simplified language);

Amendment

12. Stresses the key importance of communication and ***an integrated*** approach between all stakeholders (workers, medical doctors, social services, ***trade unions***, employers) for the successful physical and occupational rehabilitation of workers; lauds the success of the non-bureaucratic and practical approach of the Austrian fit2work programme with its emphasis on easy communication accessible to all workers (such as the use of simplified language);

Or. en

Amendment 174

Paloma López Bermejo

Motion for a resolution

Paragraph 12

Motion for a resolution

12. Stresses the key importance of communication and a multidisciplinary and cooperative approach between all stakeholders (workers, medical doctors, social services, employers) for the successful physical and occupational rehabilitation of workers; lauds the success of the non-bureaucratic and practical approach of the Austrian fit2work programme with its emphasis on easy communication accessible to all workers (***such as the use of simplified language***);

Amendment

12. Stresses the key importance of communication and a multidisciplinary and cooperative approach between all stakeholders (workers, medical doctors, social services, employers ***and social partners***) for the successful physical and occupational rehabilitation of workers; lauds the success of the non-bureaucratic and practical approach of the Austrian fit2work programme with its emphasis on easy communication accessible to all workers;

Or. en

Amendment 175

Jean Lambert

Motion for a resolution

Paragraph 12

Motion for a resolution

12. Stresses the key importance of communication and a multidisciplinary and cooperative approach between all stakeholders (workers, medical doctors, social services, employers) for the successful physical and occupational rehabilitation of workers; lauds the success of the non-bureaucratic and practical approach of the Austrian fit2work programme with its emphasis on easy communication accessible to all workers (such as the use of simplified language);

Amendment

12. Stresses the key importance of communication and a multidisciplinary and cooperative approach between all stakeholders (workers, ***their families***, medical doctors, social services, employers) for the successful physical and occupational rehabilitation of workers; lauds the success of the non-bureaucratic and practical approach of the Austrian fit2work programme with its emphasis on easy communication accessible to all workers (such as the use of simplified language);

Or. en

Amendment 176

Jana Žitňanská

Motion for a resolution

Paragraph 12 a (new)

Motion for a resolution

Amendment

12a. Notes the workers' difficulties in dealing with compensation systems that could present them with unnecessary delays in obtaining treatment and could be in some cases alienating; strongly calls for a customer-centric approach to all the administrative procedures associated with the reintegration of workers;

Or. en

Amendment 177

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 13

Motion for a resolution

13. **Believes that financial incentives should be in place to keep** people with reduced working capacity in employment; if medical conditions allow, **strongly encourages the integration of workers** through re-training and upskilling into the open labour market;

Amendment

13. **Stresses the importance of keeping** people with reduced working capacity in employment, **strongly encourages the reintegration of workers recovering from illness and injury into quality employment if it is so desired by the employee and** if medical conditions allow through re-training and upskilling into the open labour market; **further recognises however the importance of a strong safety net in place via the national social security system for individuals who are unable to return to employment;**

Or. en

Amendment 178

Ádám Kósa

Motion for a resolution

Paragraph 13

Motion for a resolution

13. Believes that financial incentives should be in place to keep people with reduced working capacity in employment; if medical conditions allow, strongly encourages the integration of workers through re-training and upskilling into the open labour market;

Amendment

13. Believes that financial incentives should be in place to keep people with reduced working capacity in employment, **notes however that the definition of “people with reduced working capacities” have different meaning in several Member States and underlines that people with disabilities and people with reduced working capacities do not mean the same;** if medical conditions allow, strongly encourages the integration of workers through re-training and upskilling into the open labour market;

Amendment 179

Jasenko Selimovic, Enrique Calvet Chambon, Ivo Vajgl, António Marinho e Pinto

Motion for a resolution

Paragraph 13

Motion for a resolution

13. Believes that financial incentives should be in place to keep people with reduced working capacity in employment; if medical conditions allow, strongly encourages the integration of workers through re-training and upskilling into the open labour market;

Amendment

13. Believes that financial incentives, ***including financial incentives for SMEs***, should be in place to keep people with reduced working capacity in employment, ***in particular workers with reduced working capacity***, if medical conditions allow ***them to work***; strongly encourages the integration of workers through re-training and upskilling into the open labour market; ***underlines that support should be available in particular to SMEs in order to allow the delivery of efficient training***;

Or. en

Amendment 180

Paloma López Bermejo

Motion for a resolution

Paragraph 13

Motion for a resolution

13. Believes that financial incentives should be in place to keep people with reduced working capacity in employment; ***if medical conditions allow, strongly encourages the integration of workers through re-training and upskilling into the open labour market***;

Amendment

13. Believes that financial incentives should be in place to keep people with reduced working capacity in employment;

Or. en

Amendment 181

Jean Lambert

Motion for a resolution

Paragraph 13

Motion for a resolution

13. Believes that financial incentives should be in place to keep people with reduced working capacity in employment; if medical conditions allow, strongly encourages the integration of workers through re-training and upskilling into the open labour market;

Amendment

13. Believes that financial incentives should be in place to ***integrate and*** keep people with reduced working capacity in employment ***and that social protection and income support should not be made conditional***; if medical conditions allow, strongly encourages the integration of workers through re-training and upskilling into the open labour market;

Or. en

Amendment 182

Joëlle Mélin, Mara Bizzotto, Dominique Martin

Motion for a resolution

Paragraph 13

Motion for a resolution

13. ***Believes that financial incentives should be*** in place to keep people with reduced working capacity in employment; if medical conditions allow, strongly encourages the integration of workers through re-training and upskilling into the open labour market;

Amendment

13. ***Calls on the Member States to put*** in place ***all measures designed*** to keep people with reduced working capacity in employment; if medical conditions allow, strongly encourages the integration of workers through re-training and upskilling into the open labour market;

Or. fr

Amendment 183

Jana Žitňanská

Motion for a resolution

Paragraph 13

Motion for a resolution

13. Believes that financial incentives should be in place to keep people with **reduced** working capacity in employment; if medical conditions allow, strongly encourages the integration of workers through re-training and upskilling into the open labour market;

Amendment

13. Believes that financial incentives should be in place to keep people with **changed** working capacity in employment; if medical conditions allow, strongly encourages the integration of workers through re-training and upskilling into the open labour market;

Or. en

Amendment 184

Paloma López Bermejo

Motion for a resolution

Paragraph 13 a (new)

Motion for a resolution

13a. If medical conditions allow, strongly encourages the integration of workers through re-training and upskilling into the open labour market;

Amendment

Or. en

Amendment 185

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 14

Motion for a resolution

14. Calls on Member States to introduce policy frameworks including incentives for employers and active labour market policies to support the employment of persons with disabilities and chronic illnesses, including **the breaking down of barriers** in the workplace;

Amendment

14. Calls on Member States to introduce policy frameworks including incentives for employers and active labour market policies to support the **integration into quality** employment of persons with disabilities and chronic illnesses, **as well as people who have been diagnosed with a terminal illness**, including **ensuring**

proper compliance with the principle of non-discrimination in the workplace and making suitable adaptations to facilitate the reintegration of workers recovering from illness and injury into quality employment;

Or. en

Amendment 186

Jean Lambert

Motion for a resolution

Paragraph 14

Motion for a resolution

14. Calls on Member States to introduce policy frameworks including incentives for employers and ***active labour market policies*** to support the employment of persons with disabilities and chronic illnesses, including the breaking down of barriers in the workplace;

Amendment

14. Calls on ***the EU and*** Member States to introduce policy frameworks including incentives for ***first and foremost for the concerned individuals but also where applicable for*** employers and to support the employment of persons with disabilities and chronic illnesses, including the breaking down of barriers in the workplace;

Or. en

Amendment 187

Deirdre Clune, Georges Bach

Motion for a resolution

Paragraph 14

Motion for a resolution

14. Calls on Member States to introduce policy frameworks including incentives for employers and active labour market policies to support the employment of persons with disabilities and chronic illnesses, including the breaking down of barriers in the workplace;

Amendment

14. Calls on Member States to introduce policy frameworks including incentives for employers and active labour market policies to support the employment of persons with disabilities and chronic illnesses, including ***those who have been diagnosed with a terminal illness including*** the breaking down of barriers in

the workplace;

Or. en

Amendment 188
Paloma López Bermejo

Motion for a resolution
Paragraph 14

Motion for a resolution

14. Calls on Member States to introduce policy frameworks including incentives for employers and active labour market policies to support the employment of persons with disabilities and chronic illnesses, including the breaking down of barriers in the workplace;

Amendment

14. Calls on Member States to introduce policy frameworks including incentives for employers and active labour market policies to support the employment of persons with disabilities and chronic illnesses, including the breaking down of barriers in the workplace; ***notes the importance of government oversight insuring a minimum standard of practice in the workplace and the compliance of employers to these standards;***

Or. en

Amendment 189
Georges Bach

Motion for a resolution
Paragraph 14

Motion for a resolution

14. Calls on Member States to introduce policy frameworks including incentives for employers and active labour market policies to support the employment of persons with disabilities and chronic illnesses, including the breaking down of barriers in the workplace;

Amendment

14. Calls on Member States to introduce policy frameworks including incentives for employers and active labour market policies to support the employment of persons with disabilities and chronic illnesses, including the breaking down of barriers in the workplace; ***recalls that it is essential to inform companies and concerned persons about existing incentives and rights;***

Amendment 190
Deirdre Clune, Georges Bach

Motion for a resolution
Paragraph 14 a (new)

Motion for a resolution

Amendment

14a. Notes the increased number of workers affected by chronic illness in the workforce, including many of the tens of thousands of Europeans that are currently living with metastatic cancer; is of the opinion that jobs should be available for people affected by terminal illnesses such as metastatic cancer; is of the opinion that, for many, remaining in the workplace is a personal or economic imperative and is central to a patients quality of life and care; urges the Member States to support the reasonable adaptation of workplaces to the unique set of challenges facing this group of people by taking concrete steps to understand the scope of the problem and by raising awareness and identifying and sharing good practices on accommodations and adjustments in the general conditions for those who are terminally ill in the workplace;

Or. en

Amendment 191
Jean Lambert

Motion for a resolution
Paragraph 15

Motion for a resolution

Amendment

15. Recognises in this regard that flexible working arrangements, such as

15. Recognises in this regard that flexible ***and adaptive*** working

telework, flexitime and reduced working hours, play an important role in returning to work; stresses the importance of encouraging early return to work (if medical conditions allow) through flexible working arrangements and reduced working time arrangements, which *could* be accompanied by partial sickness benefit;

arrangements *if targeted to the needs of the individual concerned*, such as telework, flexitime, *adapted equipment* and reduced working hours, play an important role in returning to work; stresses the importance of encouraging early return to work (if medical conditions allow) through flexible working arrangements and reduced working time arrangements, which *should* be accompanied by partial sickness benefit *or other social security support to ensure that the individual does not suffer loss of income from return to work*;

Or. en

Amendment 192
Paloma López Bermejo

Motion for a resolution
Paragraph 15

Motion for a resolution

15. Recognises *in this regard that flexible* working *arrangements*, such as telework, flexitime and reduced working hours, play an important role in returning to work; stresses the importance of encouraging *early* return to work (if medical conditions allow) *through flexible working arrangements and reduced working time arrangements*, which could be accompanied by partial sickness benefit;

Amendment

15. Recognises *that reduced* working *time*, such as telework, flexitime and reduced working hours, *always limited by the needs of the workers related to medical reasons or indications*, play an important role in returning to work; stresses the importance of encouraging return to work (if medical conditions allow) which could be accompanied by partial sickness benefit;

Or. en

Amendment 193
Jasenko Selimovic, Enrique Calvet Chambon, Ivo Vajgl, António Marinho e Pinto

Motion for a resolution
Paragraph 15

Motion for a resolution

15. Recognises in this regard that flexible working arrangements, such as telework, flexitime and reduced working hours, play an important role in returning to work; stresses the importance of encouraging early return to work (if medical conditions allow) through flexible working arrangements and reduced working time arrangements, which could be accompanied by partial sickness benefit;

Amendment

15. Recognises in this regard that flexible working arrangements, such as telework, flexitime and reduced working hours, play an important role in returning to work; stresses the importance of encouraging early return to work (if medical conditions allow) through flexible working arrangements and reduced working time arrangements, which could be accompanied by partial sickness benefit; ***stresses that these arrangements, that include geographical, temporal and functional flexibility, must be positive both for workers and employers, helping on the management of the work organization and taking into account the variations in production cycles;***

Or. en

Amendment 194

Rory Palmer, Michael Detjen, Agnes Jongerius, Brando Benifei, Elena Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 15

Motion for a resolution

15. Recognises in this regard that ***flexible working arrangements, such as telework, flexitime and reduced working hours***, play an important role in returning to work; stresses the importance of encouraging early return to work (if medical conditions allow) through flexible working arrangements ***and reduced working time arrangements***, which could be accompanied by partial sickness benefit;

Amendment

15. Recognises in this regard that ***individually tailored workplace solutions*** play an important role in returning to work; stresses the importance of encouraging early return to work (if medical conditions allow) through flexible working arrangements ***around working hours and workload***, which could be accompanied by partial sickness benefit;

Or. en

Amendment 195
Joëlle Mélin, Mara Bizzotto, Dominique Martin

Motion for a resolution
Paragraph 15

Motion for a resolution

15. Recognises in this regard that flexible working arrangements, such as telework, *flexitime* and reduced working hours, play an important role in returning to work; stresses the importance of encouraging early return to work (if medical conditions allow) through *flexible working arrangements* and reduced working time arrangements, *which could be accompanied by partial sickness benefit*;

Amendment

15. Recognises in this regard that flexible working arrangements, such as telework, *tailored work schedules* and reduced working hours, play an important role in returning to work; stresses the importance of encouraging early return to work (if medical conditions allow) through *telework* and reduced working time arrangements;

Or. fr

Amendment 196
Jérôme Lavrilleux

Motion for a resolution
Paragraph 15

Motion for a resolution

15. Recognises in this regard that flexible working arrangements, such as telework, flexitime and reduced working hours, play an important role in returning to work; stresses the importance of encouraging early return to work (if medical conditions allow) through flexible working arrangements and reduced working time arrangements, which could be accompanied by partial sickness benefit;

Amendment

15. Recognises in this regard that flexible working arrangements, such as telework, flexitime and reduced working hours, play an important role in returning to work; stresses the importance of encouraging early return to work (if medical conditions allow) through flexible working arrangements and reduced working time arrangements, which could be accompanied by partial sickness benefit *and financial incentives for businesses*;

Or. fr

Amendment 197

Georges Bach

Motion for a resolution

Paragraph 15

Motion for a resolution

15. Recognises in this regard that flexible working arrangements, such as telework, flexitime and reduced working hours, play an important role in returning to work; stresses the importance of encouraging early return to work (if medical conditions allow) through flexible working arrangements and reduced working time arrangements, which could be accompanied by partial sickness benefit;

Amendment

15. Recognises in this regard that flexible working arrangements, such as telework, flexitime and reduced working hours, play an important role in returning to work; stresses the importance of encouraging early **or gradual** return to work (if medical conditions allow) through flexible working arrangements and reduced working time arrangements, which could be accompanied by partial sickness benefit;

Or. en

Amendment 198

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 15 a (new)

Motion for a resolution

Amendment

15a. Commends national programmes and initiatives which have helped to facilitate the reintegration into quality employment of people with chronic diseases, such as the German programme “Job4000”^{1a} which uses an integrated approach to improve the stable professional integration of persons with severe disability and particular difficulties to find a job; or the establishment of reintegration agencies to help people with chronic diseases find a job that is suited to their situation and abilities;^{1b}

^{1a} Source: Pathways project deliverable 5.2 “Scoping Paper on the Available

Evidence on the Effectiveness of Existing Integration and Re-Integration into Work Strategies for Persons with Chronic Conditions”

^{1b} Source: Return to work coaching services for people with a chronic disease by certified “experts by experience”: the Netherlands. Case Study. EU-OSHA

Or. en

**Amendment 199
Paloma López Bermejo**

**Motion for a resolution
Paragraph 15 a (new)**

Motion for a resolution

Amendment

15a. Notes the important psychological benefits and increased productivity from high levels of autonomy in the workplace; considers that a degree of workplace autonomy can be essential in easing the process of reintegration of sick and injured workers with disparate conditions and needs;

Or. en

**Amendment 200
Jana Žitňanská**

**Motion for a resolution
Paragraph 15 a (new)**

Motion for a resolution

Amendment

15a. Points out that even patients in the final stages of an illness can bring benefits to the employer; encourages public and private employers to continue working with persons in that situation if the employee concerned wishes and if

their state of health permits it;

Or. sk

Amendment 201

Jean Lambert

Motion for a resolution

Paragraph 15 a (new)

Motion for a resolution

Amendment

15a. Calls on the EU and the Member States to develop and encourage policies that ensure the exchange and uptake of good practices between countries, be they initiatives of private entities or public measures;

Or. en

Amendment 202

Joëlle Mélin, Mara Bizzotto, Dominique Martin

Motion for a resolution

Paragraph 15 a (new)

Motion for a resolution

Amendment

15a. Encourages the Member States to adapt their national social systems to the multi-faceted challenge of partially-unfit workers;

Or. fr

Amendment 203

Jean Lambert

Motion for a resolution

Paragraph 15 b (new)

Motion for a resolution

Amendment

15b. *Calls on the EU and the Member States to facilitate re-skilling and training of people with chronic conditions; stresses the importance of focusing policy provisions on the capacity to work of the individuals as retaining the experience and knowledge of a worker who risks to be lost to permanent sick leave;*

Or. en

Amendment 204

Jean Lambert

Motion for a resolution

Paragraph 15 c (new)

Motion for a resolution

Amendment

15c. *Recognises the value of returning to work in the care process, as for many individuals work allows for financial independence and is life-enhancing, sometimes can be a crucial factor in a recovery process;*

Or. en

Amendment 205

Jean Lambert

Motion for a resolution

Paragraph 15 d (new)

Motion for a resolution

Amendment

15d. *Calls on Member States not to immediately withdraw welfare benefits when people with chronic diseases gain employment in order to avoid the “benefit trap”;*

Amendment 206
Paloma López Bermejo

Motion for a resolution
Subheading 3 a (new)

Motion for a resolution

Amendment

Considers the benefits of cooperative enterprises, especially Social Cooperatives incorporated for the purpose of work integration, in their ability to provide more autonomy, participation in the decision-making process and flexibility in the workplace for its members; calls on Member States to include such enterprises in their reintegration programmes;

Or. en

Amendment 207
Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution
Paragraph 16

Motion for a resolution

Amendment

16. Calls on the Commission and the Member States to ensure in their communications, guidelines and policies that employers see the reintegration process as an opportunity to **recover** workers' skills, competences and experience; takes the view that **employers** are full participants in the **return-to-work process** from the start and are part of the decision-making process;

16. Calls on the Commission and the Member States to ensure in their communications, guidelines and policies that employers see the reintegration process as an opportunity to **benefit from** workers' skills, competences and experience; takes the view that **social partners** are full participants in the **reintegration of workers recovering from illness or injury into quality employment** from the start and are part of the decision-making process;

Or. en

Amendment 208
Paloma López Bermejo

Motion for a resolution
Paragraph 16

Motion for a resolution

16. Calls on the Commission and the Member States to ensure in their communications, guidelines and policies that employers see the reintegration process as an opportunity to recover workers' skills, competences and experience; takes the view that **employers** are full participants in the return-to-work process from the start and are part of the decision-making process;

Amendment

16. Calls on the Commission and the Member States, **in cooperation with social partners**, to ensure in their communications, guidelines and policies that employers see the reintegration process as an opportunity to recover workers' skills, competences and experience; takes the view that **social partners** are full participants in the return-to-work process from the start and are part of the decision-making process;

Or. en

Amendment 209
Georges Bach

Motion for a resolution
Paragraph 16

Motion for a resolution

16. Calls on the Commission and the Member States to ensure in their communications, guidelines and policies that employers see the reintegration process as an opportunity to recover workers' skills, competences and experience; takes the view that employers are full participants in the return-to-work process from the start and are part of the decision-making process;

Amendment

16. Calls on the Commission and the Member States to ensure in their communications, guidelines and policies that employers see the reintegration process as an opportunity to recover workers' skills, competences and experience; takes the view that employers are full participants in the return-to-work process from the start and are part of the decision-making process; **stresses that workers' representatives should be equally involved**;

Or. en

Amendment 210
Jana Žitňanská, Helga Stevens

Motion for a resolution
Paragraph 16 a (new)

Motion for a resolution

Amendment

16a. Recalls Articles 26 and 27 of the UNCRDP that bind the State Parties to organise, strengthen and extend rehabilitation services and programmes, particularly in the areas of health, employment, education and social services and to promote employment opportunities and career advancement for persons with disabilities in the labour market, as well as assistance in returning to employment;

Or. en

Amendment 211
Jana Žitňanská, Helga Stevens

Motion for a resolution
Paragraph 16 b (new)

Motion for a resolution

Amendment

16b. Calls on Member States in cooperation with the Commission and relevant EU agencies to ensure increased level of awareness of the negative health effects of long term work absence, such isolation, psychosocial difficulties, socioeconomic consequences, employability;

Or. en

Amendment 212
Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution
Paragraph 17

Motion for a resolution

17. Stresses that raising awareness of occupational rehabilitation and return-to-work *policies* and improved company culture are critical success factors in the return-to-work process and *fighting negative attitudes*;

Amendment

17. Stresses that raising awareness of occupational rehabilitation and return-to-work *programmes* and improved company culture are critical success factors in the return-to-work process and *tackling prejudices and discrimination, particularly towards people with mental health problems, terminal illness, as well as chronic and long-term conditions*;

Or. en

Amendment 213
Deirdre Clune, Georges Bach

Motion for a resolution
Paragraph 17

Motion for a resolution

17. Stresses that raising awareness of occupational rehabilitation and return-to-work policies and improved company culture are critical success factors in the return-to-work process and fighting negative attitudes;

Amendment

17. Stresses that raising awareness of occupational rehabilitation and return-to-work policies and improved company culture are critical success factors in the return-to-work process and fighting negative attitudes, *particularly with regard to those people with mental health issues, a disability or a terminal illness*;

Or. en

Amendment 214
Paloma López Bermejo

Motion for a resolution
Paragraph 17

Motion for a resolution

17. Stresses that raising awareness of occupational rehabilitation and return-to-work policies and improved company culture are critical success factors in the return-to-work process and fighting negative attitudes;

Amendment

17. Stresses that raising awareness of occupational rehabilitation and return-to-work policies, ***modification of production*** and improved company culture are critical success factors in the return-to-work process and fighting negative attitudes;

Or. en

Amendment 215
Jérôme Lavrilleux

Motion for a resolution
Paragraph 17

Motion for a resolution

17. Stresses that raising awareness of occupational rehabilitation and return-to-work policies and improved company culture are critical success factors in the return-to-work process and fighting negative attitudes;

Amendment

17. Stresses that raising ***employers'*** awareness of occupational rehabilitation and return-to-work policies and improved company culture are critical success factors in the return-to-work process and fighting negative attitudes;

Or. fr

Amendment 216
Jana Žitňanská

Motion for a resolution
Paragraph 17 a (new)

Motion for a resolution

17a. Takes the view that teams of experts such as coaches trained in occupational rehabilitation and psychologists could be effectively shared between various companies in order for smaller companies to also benefit from their expertise; takes the view that there is also space for the engagement of

Amendment

volunteers in this process;

Or. en

Amendment 217

Jana Žitňanská

Motion for a resolution

Paragraph 17 a (new)

Motion for a resolution

Amendment

17a. Supports the practice of involving working collectives in the process of professional rehabilitation and return to work, with the informed consent of the employee concerned.

Or. sk

Amendment 218

Csaba Sógor

Motion for a resolution

Paragraph 18

Motion for a resolution

Amendment

18. Commends enterprises that have initiatives to support people with health problems or reduced working capacity such as comprehensive preventative programmes, modification of tasks, training and re-training; strongly encourages more enterprises to get involved;

18. Commends enterprises that have initiatives to support people with health problems or reduced working capacity such as comprehensive preventative programmes, modification of tasks, training and re-training, ***preparing the other employees for the changed abilities of the returning workers, thus helping their reintegration***; strongly encourages more enterprises to get involved;

Or. en

Amendment 219

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Elena

Gentile, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 18

Motion for a resolution

18. Commends enterprises that have initiatives ***to support people with health problems or reduced working capacity*** such as comprehensive preventative programmes, modification of tasks, training and re-training; strongly encourages more enterprises to get involved;

Amendment

18. Commends enterprises that have initiatives such as comprehensive preventative programmes, modification of tasks, training and re-training ***to support people with health problems or reduced working capacity to stay in quality employment***; strongly encourages more enterprises to get involved;

Or. en

Amendment 220

Jérôme Lavrilleux

Motion for a resolution

Paragraph 18

Motion for a resolution

18. Commends enterprises that have initiatives to support people with health problems or reduced working capacity such as comprehensive preventative programmes, modification of tasks, training and re-training; strongly encourages more enterprises to get involved;

Amendment

18. Commends enterprises that have initiatives to support people with health problems or reduced working capacity such as comprehensive preventative programmes, modification of tasks, training and re-training; strongly encourages more enterprises to get involved ***by drawing up such initiatives***;

Or. fr

Amendment 221

Ádám Kósa

Motion for a resolution

Paragraph 18

Motion for a resolution

18. Commends enterprises that have initiatives to support people with health problems or reduced working capacity such as comprehensive preventative programmes, modification of tasks, training and re-training; strongly encourages more enterprises to get involved;

Amendment

18. Commends enterprises that have initiatives to support **people with disabilities**, people with health problems or reduced working capacity such as comprehensive preventative programmes, modification of tasks, training and re-training; strongly encourages more enterprises to get involved;

Or. en

Amendment 222

Paloma López Bermejo

Motion for a resolution

Paragraph 18

Motion for a resolution

18. Commends enterprises that have initiatives to support people with health problems or reduced working capacity such as comprehensive preventative programmes, modification of tasks, training and re-training; strongly encourages more enterprises to get involved;

Amendment

18. Commends enterprises that have initiatives to support people with health problems or reduced working capacity such as comprehensive preventative programmes, modification of tasks **and production**, training and re-training; strongly encourages more enterprises to get involved;

Or. en

Amendment 223

Jana Žitňanská

Motion for a resolution

Paragraph 18

Motion for a resolution

18. Commends enterprises that have initiatives to support people with health problems or **reduced** working capacity such as comprehensive preventative

Amendment

18. Commends enterprises that have initiatives to support people with health problems or **changed** working capacity such as comprehensive preventative

programmes, modification of tasks, training and re-training; strongly encourages more enterprises to get involved;

programmes, modification of tasks, training and re-training; strongly encourages more enterprises to get involved;

Or. en

Amendment 224
Csaba Sógor

Motion for a resolution
Paragraph 18 a (new)

Motion for a resolution

Amendment

18a. Considers it important for measures facilitating the reintegration of workers within companies to be the part of the company culture;

Or. en

Amendment 225
Jana Žitňanská

Motion for a resolution
Paragraph 18 a (new)

Motion for a resolution

Amendment

18a. Expresses recognition and support for social partners' efforts to improve conditions for employees to return to work.

Or. sk

Amendment 226
Ádám Kósa

Motion for a resolution
Paragraph 19

Motion for a resolution

19. Calls for better understanding of challenges leading to fewer opportunities for people with health problems, such as a lack of understanding of the health problem, perceived low productivity levels and social stigma;

Amendment

19. Calls for better understanding of challenges leading to fewer opportunities for *people with disabilities and* people with health problems, such as a lack of understanding of the health problem, perceived low productivity levels and social stigma;

Or. en

Amendment 227

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

Motion for a resolution

Paragraph 19

Motion for a resolution

19. Calls for better understanding of challenges leading to fewer opportunities for people with health problems, such as a lack of understanding of the health problem, *perceived low productivity levels* and social stigma;

Amendment

19. Calls for better understanding of *the* challenges *and discrimination* leading to fewer opportunities for people with health problems, such as a lack of understanding of the health problem, *prejudices* and social stigma;

Or. en

Amendment 228

Joëlle Mélin, Dominique Martin

Motion for a resolution

Paragraph 19

Motion for a resolution

19. Calls for better understanding of challenges leading to fewer opportunities for people with health problems, such as a lack of understanding of the health problem, perceived low productivity levels *and social stigma*;

Amendment

19. Calls for better understanding of challenges leading to fewer opportunities for people with health problems, such as a lack of understanding of the health problem *and* perceived low productivity levels;

Amendment 229
Paloma López Bermejo

Motion for a resolution
Paragraph 19

Motion for a resolution

19. Calls for better understanding of challenges leading to fewer opportunities for people with health problems, such as a lack of understanding of the health problem, perceived *low productivity levels* *and* social stigma;

Amendment

19. Calls for better understanding of challenges leading to fewer opportunities for people with health problems, such as a lack of understanding of the health problem, perceived social stigma;

Amendment 230
Deirdre Clune, Georges Bach

Motion for a resolution
Paragraph 19 a (new)

Motion for a resolution

19a. Takes note that we need to address the general conditions of metastatic cancer patients in the workplace, but yet we do not understand the dimensions of the problem; regrets that the ENCR, which forms the basis for the recently-launched European Cancer Information System, does not include data on metastatic cancer; regrets the fact that the European Agency for Safety and Health at Work's (EU OSHA) extensive project on the rehabilitation and return to work of cancer patients has not yet provided any specific analysis of the situation facing metastatic cancer patients in the workplace; calls on the Commission to tackle the lack of data on the employment status of people with metastatic cancer

Amendment

and to support the collection of better data, that is comparable across Member States, in order to improve policy design and service provision for this group of people;

Or. en

Amendment 231
Jana Žitňanská

Motion for a resolution
Paragraph 19 a (new)

Motion for a resolution

Amendment

19a. Encourages initiatives to raise awareness and support change in developing psychosocial risk prevention policies and actions at company level; commends in this regard the actions of social partners in the Member States where they contribute to a positive change;

Or. en

Amendment 232
Jana Žitňanská

Motion for a resolution
Paragraph 19 b (new)

Motion for a resolution

Amendment

19b. Calls for existing legal requirements to be complemented with practical guidelines and support at national and organisational level to better deal with the psychosocial risks of the modern workplace; highlights the proven return on investment for psychosocial risk prevention and health promotion to further motivate employers to take action;

Amendment 233

Jana Žitňanská

Motion for a resolution

Paragraph 19 c (new)

Motion for a resolution

Amendment

19c. Recalls the importance of properly training OSH service providers and labour inspectors in psychosocial risk management practices;

Or. en

Amendment 234

Jana Žitňanská

Motion for a resolution

Paragraph 19 d (new)

Motion for a resolution

Amendment

19d. Calls for closer cooperation and revitalisation of EU initiatives tackling psychosocial risks at work and for prioritising the issue in the upcoming EU OSH strategic framework;

Or. en

Amendment 235

Joëlle Mélin, Dominique Martin

Motion for a resolution

Paragraph 20

Motion for a resolution

Amendment

20. Takes the view that EU-wide campaigns play an important role in

deleted

shifting popular opinion;

Or. fr

Amendment 236

Rory Palmer, Michael Detjen, Javi López, Agnes Jongerius, Brando Benifei, Sergio Gutiérrez Prieto, Siôn Simon

**Motion for a resolution
Paragraph 20**

Motion for a resolution

20. Takes the view that EU-wide campaigns *play an important role in* shifting popular opinion;

Amendment

20. Takes the view that *education, changes in company culture, as well as national and* EU-wide campaigns *such as the Dying to Work campaign to combat discrimination against terminally ill workers, are amongst the most effective ways of* shifting popular opinion *around the issue of reintegration of workers recovering from injury and illness into quality employment;*

Or. en

Amendment 237

Deirdre Clune, Georges Bach

**Motion for a resolution
Paragraph 20**

Motion for a resolution

20. Takes the view that EU-wide campaigns play an important role in shifting popular opinion;

Amendment

20. Takes the view that *national and* EU-wide campaigns *such as the Dying to Work campaign around combatting discrimination facing terminally ill workers also* play an important role in shifting popular opinion;

Or. en

Amendment 238

Jasenko Selimovic, Enrique Calvet Chambon, Ivo Vajgl, António Marinho e Pinto

Motion for a resolution

Paragraph 20

Motion for a resolution

20. Takes the view that EU-wide campaigns play an important role in shifting popular opinion;

Amendment

20. Takes the view that EU-wide campaigns play an important role in shifting popular opinion, ***increasing awareness of the demographic challenges facing the European labour markets as well as fighting existing myths and stereotypes that still exist about older workers; considers regrettable that older persons are still often exposed to age discrimination, stereotypes and barriers;***

Or. en

Amendment 239

Jana Žitňanská

Motion for a resolution

Paragraph 20 a (new)

Motion for a resolution

Amendment

20a. Calls on the Commission together with EU-OSHA to help facilitate the information exchange between all return to work stakeholders about potential non-medical barriers to return to work and act in the spirit of constructive dialogue to identify and deal with them;

Or. en

Amendment 240

Jasenko Selimovic, Enrique Calvet Chambon, Ivo Vajgl, António Marinho e Pinto

Motion for a resolution

Paragraph 20 a (new)

Motion for a resolution

Amendment

20a. Stresses that national policy frameworks have a decisive impact on the policies and practices that enterprises develop to support active aging and to secure comprehensive age diversity on the work force;

Or. en